

KEY DEVELOPMENT POSITIONS

Successfully served in positions identified by proponent.

MQ: 30-36 months with MQ rating and high enumeration. Selected to serve in higher position.

HQ: 24-30 months with HQ rating and mid-level enumeration.

Q: 18-24 months in position.

Serving one level up from your grade plate

Note: Consider / forecast that the SM is currently in a KD position and may have the required KD time upon release of board results / OML numbers.

MILITARY / CIVILIAN EDUCATION

MQ:

- Distinguished Honor Graduate
- Honor Graduate
- Distinguished Leader Award
- Completed College Degree (Bachelors, Masters)
- Lean Six Sigma Black Belt

HQ:

- Commandants List
- Exceeded Course Standard
- Superior Academic Achievement
- Enrolled in College Degree seeking program and/or civilian Certification/credentialing
- Lean Six Sigma Green or Yellow Belt

Q: Graduate of required PME or Military Course.

Note: College is favorable indicator to set SMs apart from their peers, it is not a promotion requirement.

PHYSICAL FITNESS

AFT (General Standard)

MQ: AFT score 450 or above, with a score of 90 in each event.

HQ: AFT score 400 or above, with a score of 80 in each event.

Q: Minimum AFT score of 300, with a score of 60 in each event and meets AR 600-9 qualifications..

AFT (Combat Standard)

Applicable MOS/AOCs: 11A, 11B, 11C, 11Z, 12A, 12B, 13A, 13F, 18A, 180A, 18B, 18C, 18D, 18E, 18F, 18Z, 19A, 19C, 19D, 19K, 19Z

MQ: AFT score of 450 or above, with a score of 90 in each event.

HQ: AFT score of 400 or above, with a score of 80 in each event.

Q: Minimum AFT score of 350, with a score of 60 in each event and meets AR 600-9 qualifications.

OTHER CONSIDERATIONS:

- Competitive Army hosted/sponsored events. Example of events but not limited to: Army 10 Miler, Iron NCO Competition, Best Squad Competition

- Master Fitness Trainer

Note: Consider if Soldier achieved / developed subordinates in physical fitness and overall readiness of their formation.

(Team/Squad/Section/Platoon/Detachment)

ASSIGNMENTS

Broadening: Army construct will drive assignments, based on priorities. This will change frequently. Examples of assignments but not limited to:

- Joint
- NATO
- Instructor/Small Group Leader
- Observer Controller/Trainer (OC/T)
- Drill Sergeant
- Recruiter
- Talent Manager (HRC)
- Inspector General NCO
- Military Science Instructor (MSI)
- EOA / SARC
- AC/RC Positions
- Doctrinal Developer/Writer

OTHER INDICATORS MQ/HQ

MQ:

- Expert Soldier Badge
- Master Instructor Badge
- Recruiter Gold Badge
- SGT Audie Murphy Club Inductee (CONUS)
- SGT Morales Club Inductee (OCONUS)
- Brigade level or higher Instructor of the Year
- Brigade level or higher NCO of the Year
- Drill Sergeant of the Year
- "Best of Series" (Winner)
- Professional Military Writing Peer Reviewed Article (Published)
- Military Outstanding Volunteer Service Medal (MOVSM)

HQ:

- Senior Instructor Badge
- Recruiter Silver Badge
- NCO of the Quarter
- "Best of Series" (Completed)
- Drill Sergeant Leader

Q:

- Basic Instructor Badge
- Basic Recruiter Badge



KEY DEVELOPMENT POSITIONS

MQ: 24 months Information Technology Security Assistant, Information Technology Team Chief, COMSEC Account Manager or GCC/Army Service Component Information Technology NCO

HQ: 18 to 24 months as Information Technology NCO

Note: Rater and Senior Rater's should determine MQ and HQ based off Rated Soldiers performance, potential, and impact while serving in current position. Evaluations should tell a story that reflect the rating.

MILITARY / CIVILIAN EDUCATION

MQ: ALC Distinguished Honor Graduate / Honor Graduate; 30+ Credit Hours; Information Assurance Technician Level II / Information Assurance Management Level I Certification, Cisco Certified Network Associate, Certified Wireless Network Administrator

HQ: Commandant List; 20+ Credit Hours of College; Information Assurance Technician Level II

TRAINING

MQ: Ranger School, Jump Master, Battle Staff NCO Course, Signal Digital Master Gunner, Management Client Course

HQ: Airborne, Air Assault, Master Fitness Trainer, Joint C4 Planner Course

BROADENING ASSIGNMENTS

MQ: Drill Sergeant, Recruiter, Instructor/Writer, Small Group Leader, Inspector General, Training with Industry, Special Mission Unit, Joint Communications Unit, Joint Communications Support Element

HQ: White House Communication Agency, Defense Information Systems Agency, Security Forces Assistance Brigade

OTHER INDICATORS FOR MQ

- Drill Sergeant / Instructor / NCO of the Quarter / Year
- Instructor Badge (Basic/Senior/Master)
- Recruiter Badge (Silver/Gold)
- Nuclear Surety COMSEC Account Manager
- Bronze Order of Mercury / Mercury Medal of Achievement
- Best Warrior / Squad Competition Winner
- Audie Murphy / SGT Morales



KEY DEVELOPMENT POSITIONS

MQ: 24 or more months Detachment Sergeant, Information Technology Supervisor, Information Technology Security Manager, Senior GCC / ASCC Information Technology NCOIC

HQ: 18 to 24 months Information Technology Staff NCO, Data Systems Integrator

Note: Rater and Senior Rater's should determine MQ and HQ based off Rated Soldiers performance, potential, and impact while serving in current position. Evaluations should tell a story that reflect the rating.

MILITARY / CIVILIAN EDUCATION

MQ: Distinguished Honor Graduate / Honor Graduate; 30+ Credit Hours; Cisco Certified Entry Networking Technician (CCENT), CompTIA Network+ Certification

HQ: Commandant List; 30+ Credit Hours of College; Certified Entry Networking Technician (CCENT)

TRAINING

MQ: Ranger School, Jump Master, Battle Staff NCO Course, Signal Digital Master Gunner, Management Client Course, Master Resilience Trainer, Equal Opportunity Leaders Course, Sexual Assault Response Coordinator / Victim Advocate

HQ: Air Assault, Airborne, Master Fitness Trainer, Air Assault, Airborne, Master Fitness Trainer, Joint C4 Planner Course

BROADENING ASSIGNMENTS

MQ: Senior Drill Sergeant, Recruiter, or Instructor/Writer; Senior Small Group Leader, Career Management NCO, Career Advisor, Inspector General, Equal Opportunity Advisor, Training Developer, Observer Controller/Training, Operational Test Command, Defense Attache, Training with Industry

HQ: Drill Sergeant, Recruiter, or Instructor/Writer; Small Group Leader, White House Communication Agency, Defense Information Systems Agency, Security Forces Assistance Brigade, Special Mission Unit, Joint Communications Unit, Joint Communications Support Element

OTHER INDICATORS FOR MQ

- Drill Sergeant / Instructor / NCO of the Quarter/Year
- Instructor Badge (Senior/Master)
- Recruiter Badge (Silver/Gold)
- Expert Soldier Badge
- Nuclear Surety COMSEC Account Manager,
- Best Warrior / Squad Competition Winners
- Bronze Order of Mercury / Mercury Medal of Achievement
- Sergeant Audie Murphy Club / Sergeant Morales Club



KEY DEVELOPMENT POSITIONS

MQ: Infrastructure Support 12 months

HQ: .CND Analyst 12 months

Note: Rater and Senior Rater's should determine MQ and HQ based off Rated Soldiers performance, potential, and impact while serving in current position. Evaluations should tell a story that reflect the rating.

MILITARY / CIVILIAN EDUCATION

MQ: Information Assurance Technician Level II / Information Assurance Management Level I Certification, CompTIA Cybersecurity Analyst, EC-Council Certified Network Defender, Certified Ethical Hacker, Microsoft Certified Solutions Expert

HQ: Information Assurance Technician Level II

TRAINING

MQ: Ranger School, Jump Master, Battle Staff NCO Course, Signal Digital Master Gunner

HQ: Airborne, Air Assault, Master Fitness Trainer, Joint C4 Planner Course

BROADENING ASSIGNMENTS

MQ: Instructor/Writer, Small Group Leader, Security Force Assistance Brigade, White House Communication, Training with Industry, Special Mission Unit, Joint Communications Unit, Joint Communications Support Element

OTHER INDICATORS FOR MQ

- Instructor / NCO of the Quarter / Year
- Instructor Badge (Basic/Senior/Master)
- Best Warrior / Squad Competition Winner
- Bronze Order of Mercury / Mercury Medal of Achievement
- Audie Murphy / SGT Morales

Note: 25D have no traditional leadership or generating assignments. They are highly technical subject matter experts in Network Defense. MQ and HQ 25D should have a documented history of excelling at tasks, assignments, or missions related to Network Defense.



KEY DEVELOPMENT POSITIONS

MQ: Senior CND Analyst 12 months

HQ: Infrastructure Support 12 months

Note: Rater and Senior Rater's should determine MQ and HQ based off Rated Soldiers performance, potential, and impact while serving in current position. Evaluations should tell a story that reflect the rating.

MILITARY / CIVILIAN EDUCATION

MQ: Information Assurance Technician Level I / Information Assurance Management Level II Certification, Certified Ethical Hacker, Cisco Certified Network Professional, GIAC Certified Forensics Analyst, Microsoft Certified Solutions Expert

HQ: Information Assurance Technician Level II / Information Assurance Management Level I Certification

TRAINING

MQ: Ranger School, Jump Master, Battle Staff NCO Course, Signal Digital Master Gunner

HQ: Air Assault, Airborne, Master Resilience Trainer, Master Fitness Trainer, Joint C4 Planner Course

BROADENING ASSIGNMENTS

MQ: Senior Instructor/Writer, Senior Small Group Leader, Security Force Assistance Brigade, Training with Industry

HQ: White House Communication, Special Mission Unit, Joint Communications Unit, Joint Communications Support Element

OTHER INDICATORS FOR MQ

- Instructor / NCO of the Quarter/Year
- Instructor Badge (Senior/Master)
- Expert Soldier Badge
- Best Warrior / Squad Competition Winners
- Bronze Order of Mercury / Mercury Medal of Achievement
- Sergeant Audie Murphy Club / Sergeant Morales Club

Note: 25D have no traditional leadership or generating assignments. They are highly technical subject matter experts in Network Defense. MQ and HQ 25D should have a documented history of excelling at tasks, assignments, or missions related to Network Defense.



KEY DEVELOPMENT POSITIONS

MQ: 24 months as Army Spectrum Manager, Theater Spectrum Manager, Corps Spectrum Manager, or Electromagnetic Spectrum Manager

HQ: 13 months as Electromagnetic Spectrum Manager, Corps Spectrum Manager, Theater Spectrum Manager, or Army Spectrum Manager

Note: Rater and Senior Rater's should determine MQ and HQ based off Rated Soldiers performance, potential, and impact while serving in current position. Evaluations should tell a story that reflect the rating.

MILITARY / CIVILIAN EDUCATION

MQ: Distinguished Honor Graduate, Honor Graduate, Commandant's List; 30+ college credits

HQ: NCOES Leadership Award; 20+ college credits

TRAINING

MQ: Ranger School, Jump Master, Battle Staff NCO Course

HQ: Airborne, Air Assault, Joint C4 Planner Course

BROADENING ASSIGNMENTS

MQ: Instructor/Writer, Small Group Leader, Security Force Assistance Brigade, White House Communication, Training with Industry, Special Mission Unit, Joint Communications Unit, Joint Communications Support Element

OTHER INDICATORS FOR MQ

- Instructor / NCO of the Quarter / Year
- Instructor Badge (Basic/Senior/Master)
- Best Warrior / Squad Competition Winner
- Bronze Order of Mercury / Mercury Medal of Achievement
- Audie Murphy / SGT Morales

Note: 25E have no traditional leadership or generating assignments. They are highly technical subject matter experts in the Electromagnetic Spectrum. MQ and HQ 25E at this level must have a documented history where they are **primarily** performing Spectrum related duties, tasks, assignments, or missions.



KEY DEVELOPMENT POSITIONS

MQ: 24 months as Army Spectrum Management Chief, Corps Spectrum Management Chief, Theater Spectrum Management Chief, or Spectrum Management Chief

HQ: 13 months as Army Spectrum Management Chief, Corps Spectrum Management Chief, Theater Spectrum Management Chief, or Spectrum Management Chief

Note: Rater and Senior Rater's should determine MQ and HQ based off Rated Soldiers performance, potential, and impact while serving in current position. Evaluations should tell a story that reflect the rating.

MILITARY / CIVILIAN EDUCATION

MQ: Distinguished Honor Graduate, Honor Graduate, Commandant's List; Associate's Degree

HQ: NCOES Leadership Award, 30+ Credit Hours of College

TRAINING

MQ: Ranger School, Jump Master, Battle Staff NCO Course

HQ: Instructor, Airborne, or Air Assault

BROADENING ASSIGNMENTS

MQ: Senior Instructor/Writer, Senior Small Group Leader, Security Force Assistance Brigade, Training with Industry

HQ: White House Communication, Special Mission Unit, Joint Communications Unit, Joint Communications Support Element

OTHER INDICATORS FOR MQ

- Instructor / NCO of the Quarter/Year
- Instructor Badge (Senior/Master)
- Expert Soldier Badge
- Best Warrior / Squad Competition Winners
- Bronze Order of Mercury / Mercury Medal of Achievement
- Sergeant Audie Murphy Club / Sergeant Morales Club

Note: 25E have no traditional leadership or generating assignments. They are highly technical subject matter experts in the Electromagnetic Spectrum. MQ and HQ 25E at this level must have a documented history where they are **primarily** performing and excelling in Spectrum related duties, tasks, assignments, or missions.



KEY DEVELOPMENT POSITIONS

MQ: 13 months as Senior Army Spectrum Manager; 36 months as Army Spectrum Management Chief, Corps Spectrum Management Chief, Theater Spectrum Management Chief, or Spectrum Management Chief

HQ: 6-12 months as Senior Army Spectrum Manager; 24 or more months as Army Spectrum Management Chief, Corps Spectrum Management Chief, Theater Spectrum Management Chief, or Spectrum Management Chief

Note: Rater and Senior Rater's should determine MQ and HQ based off Rated Soldiers performance, potential, and impact while serving in current position. Evaluations should tell a story that reflect the rating.

MILITARY / CIVILIAN EDUCATION

MQ: Distinguished Honor Graduate, Honor Graduate, Commandant's List; Bachelor's Degree

HQ: NCOES Leadership Award; Associate's Degree

TRAINING

MQ: Jump Master, Battle Staff, Signal Digital Master Gunner, Project Management Professional

HQ: Air Assault, Airborne, Instructor

BROADENING ASSIGNMENTS

MQ: Senior Instructor/Writer, Senior Small Group Leader, Training with Industry

HQ: Security Force Assistance Brigade, White House Communication, Special Mission Unit, Joint Communications Unit, Joint Communications Support Element

OTHER INDICATORS FOR MQ

- Instructor / NCO of the Quarter/Year
- Training with Industry
- Sergeant Audie Murphy Club / Sergeant Morales Club
- Expert Soldier Badge
- Best Warrior/Squad Competition Winners
- Bronze/Silver Order of Mercury
- Mercury Medal of Achievement

Note: 25E have no traditional leadership or generating assignments. They are highly technical subject matter experts in the Electromagnetic Spectrum. MQ and HQ 25E at this level should demonstrate leadership competencies and must have a documented history of excellence **primarily** performing Spectrum related duties, tasks, assignments or missions.



KEY DEVELOPMENT POSITIONS

MQ: 24 months as Senior Spectrum Manager, 24 months Chief Career Management NCO, or 36 months Senior Army Spectrum Manager

HQ: 13 months as Senior Spectrum Manager or Chief Career Management NCO

Note: Rater and Senior Rater's should determine MQ and HQ based off Rated Soldiers performance, potential, and impact while serving in current position. Evaluations should tell a story that reflect the rating.

MILITARY / CIVILIAN EDUCATION

MQ: Distinguished Honor Graduate, Honor Graduate, Commandant's List; Master's Degree

HQ: NCOES Leadership Award; Bachelor's Degree

TRAINING

MQ: Jump Master, Battle Staff, Signal Digital Master Gunner, Project Management Professional

HQ: Air Assault, Airborne, Instructor

BROADENING ASSIGNMENTS

MQ: Chief Career Management NCO, NATO Communications and Information Agency Senior Enlisted Advisor

OTHER INDICATORS FOR MQ

- Bronze/Silver Order of Mercury
- Mercury Medal of Achievement
- Training with Industry

Note: 25E have no traditional leadership or generating assignments. They are highly technical subject matter experts in the Electromagnetic Spectrum. MQ and HQ 25E at this level should demonstrate leadership competencies and must have a documented history of excellence **primarily** performing Spectrum related duties, tasks, assignments or missions.



KEY DEVELOPMENT POSITIONS

MQ: 24 or more months Section Supervisor

HQ: 18 to 24 months Section Supervisor

Note: Rater and Senior Rater's should determine MQ and HQ based off Rated Soldiers performance, potential, and impact while serving in current position. Evaluations should tell a story that reflect the rating.

MILITARY / CIVILIAN EDUCATION

MQ: ALC Distinguished Honor Graduate / Honor Graduate; +30 Credit Hours of College; CompTIA Security+; and other MOS specific civilian Certifications

HQ: Commandant List; -30 Semester Hours of College; and/or CompTIA Network+

TRAINING

MQ: Ranger School, Jump Master, Battle Staff NCO Course, Signal Digital Master Gunner

HQ: Airborne, Air Assault, Master Fitness Trainer, Joint C4 Planner Course

BROADENING ASSIGNMENTS

MQ: Drill Sergeant, Recruiter, Instructor/Writer, Small Group Leader, Inspector General, Training with Industry, Special Mission Unit, Joint Communications Unit, Joint Communications Support Element

HQ: White House Communication Agency, Defense Information Systems Agency, Security Forces Assistance Brigade

OTHER INDICATORS FOR MQ

- Drill Sergeant / Instructor / NCO of the Quarter / Year
- Instructor Badge (Basic/Senior/Master)
- Recruiter Badge (Silver/Gold)
- Bronze Order of Mercury / Mercury Medal of Achievement
- Best Warrior / Squad Competition Winner
- Audie Murphy / SGT Morales



KEY DEVELOPMENT POSITIONS

MQ: 24 or more Platoon/Detachment Sergeant

HQ: 18 to 24 months Platoon/Detachment Sergeant

Note: Rater and Senior Rater's should determine MQ and HQ based off Rated Soldiers performance, potential, and impact while serving in current position. Evaluations should tell a story that reflect the rating.

MILITARY / CIVILIAN EDUCATION

MQ: SLC Distinguished Honor Graduate / Honor Graduate; Associate's Degree; CompTIA A+; CompTIA Security+; CompTIA Network+; Cisco Certified Network Associate (CCNA); other MOS specific civilian Certifications; and/or IAT/IAM LVL II & III

HQ: Commandant List; 30+ college credits; IAT/IAM LVL I

TRAINING

MQ: Ranger School, Jump Master, Battle Staff NCO Course, Signal Digital Master Gunner, Management Client Course, Master Resilience Trainer, Equal Opportunity Leaders Course, Sexual Assault Response Coordinator / Victim Advocate

HQ: Air Assault, Airborne, Master Fitness Trainer, Air Assault, Airborne, Master Fitness Trainer, Joint C4 Planner Course

BROADENING ASSIGNMENTS

MQ: Senior Drill Sergeant, Recruiter, or Instructor/Writer; Senior Small Group Leader, Career Management NCO, Career Advisor, Inspector General, Equal Opportunity Advisor, Training Developer, Observer Controller/Training, Operational Test Command, Defense Attache, Training with Industry

HQ: Drill Sergeant, Recruiter, or Instructor/Writer; Small Group Leader, White House Communication Agency, Defense Information Systems Agency, Security Forces Assistance Brigade, Special Mission Unit, Joint Communications Unit, Joint Communications Support Element

OTHER INDICATORS FOR MQ

- Drill Sergeant / Instructor / NCO of the Quarter/Year
- Instructor Badge (Senior/Master)
- Recruiter Badge (Silver/Gold)
- Expert Soldier Badge
- Best Warrior / Squad Competition Winners
- Bronze Order of Mercury / Mercury Medal of Achievement
- Sergeant Audie Murphy Club / Sergeant Morales Club



KEY DEVELOPMENT POSITIONS

MQ: 24 or more months as a Section Chief, Radio Retrans Supervisor

HQ: 18 to 24 months as a Section Chief, Radio Retrans Supervisor

Note: Rater and Senior Rater's should determine MQ and HQ based off Rated Soldiers performance, potential, and impact while serving in current position. Evaluations should tell a story that reflect the rating.

MILITARY / CIVILIAN EDUCATION

MQ: CompTIA Network +, CompTIA Security + Certification

HQ: CompTIA A+ Certification

TRAINING

MQ: Ranger School, Jump Master, Battle Staff NCO Course, Signal Digital Master Gunner, Management Client Course

HQ: Air Assault, Airborne, Master Fitness Trainer

BROADENING ASSIGNMENTS

MQ: Drill Sergeant, Recruiter, Instructor/Writer, Small Group Leader, Inspector General, Training with Industry, Special Mission Unit, Joint Communications Unit, Joint Communications Support Element

HQ: White House Communication Agency, Defense Information Systems Agency, Security Forces Assistance Brigade

OTHER INDICATORS FOR MQ

- Drill Sergeant / Instructor / NCO of the Quarter / Year
- Instructor Badge (Basic/Senior/Master)
- Recruiter Badge (Silver/Gold)
- Bronze Order of Mercury / Mercury Medal of Achievement
- Best Warrior / Squad Competition Winner
- Audie Murphy / SGT Morales



KEY DEVELOPMENT POSITIONS

MQ: 24 months or more as a Platoon/Detachment Sergeant

HQ: 18 to 24 months as a Platoon/Detachment Sergeant

Note: Rater and Senior Rater's should determine MQ and HQ based off Rated Soldiers performance, potential, and impact while serving in current position. Evaluations should tell a story that reflect the rating.

MILITARY / CIVILIAN EDUCATION

MQ: CompTIA Security + Certification, PMP

HQ: CompTIA Network + Certification

TRAINING

MQ: Ranger School, Jump Master, Battle Staff NCO Course, Signal Digital Master Gunner, Management Client Course, Master Resilience Trainer, Equal Opportunity Leaders Course, Sexual Assault Response Coordinator / Victim Advocate

HQ: Air Assault, Airborne, Master Fitness Trainer, Air Assault, Airborne, Master Fitness Trainer, Joint C4 Planner Course

BROADENING ASSIGNMENTS

MQ: Senior Drill Sergeant, Recruiter, or Instructor/Writer; Senior Small Group Leader, Career Management NCO, Career Advisor, Inspector General, Equal Opportunity Advisor, Training Developer, Observer Controller/Training, Operational Test Command, Defense Attache, Training with Industry

HQ: Drill Sergeant, Recruiter, or Instructor/Writer; Small Group Leader, White House Communication Agency, Defense Information Systems Agency, Security Forces Assistance Brigade, Special Mission Unit, Joint Communications Unit, Joint Communications Support Element

OTHER INDICATORS FOR MQ

- Drill Sergeant / Instructor / NCO of the Quarter/Year
- Instructor Badge (Senior/Master)
- Recruiter Badge (Silver/Gold)
- Expert Soldier Badge
- Best Warrior / Squad Competition Winners
- Bronze Order of Mercury / Mercury Medal of Achievement
- Sergeant Audie Murphy Club / Sergeant Morales Club



KEY DEVELOPMENT POSITIONS

MQ: 24 or more months as SATCOM Systems Supervisor, Circuit Control Supervisor, Senior Circuit Management NCO, SATCOM Operations NCO

HQ: 18 to 24 months as SATCOM Systems Supervisor, SATCOM Maintenance Supervisor

Note: Rater and Senior Rater's should determine MQ and HQ based off Rated Soldiers performance, potential, and impact while serving in current position. Evaluations should tell a story that reflect the rating.

MILITARY / CIVILIAN EDUCATION

MQ: ALC Distinguished Honor Graduate / Honor Graduate; 30+ Credit Hours; CompTIA A+ Certification, Certified Satellite Installer (CSI), Electronics Associate AC (EM2),

HQ: Commandant List; 20+ Credit Hours of College; Certified Satellite Installer (CSI)

TRAINING

MQ: Ranger School, Jump Master, Battle Staff NCO Course, Signal Digital Master Gunner

HQ: Airborne, Air Assault, Master Fitness Trainer, Joint C4 Planner Course

BROADENING ASSIGNMENTS

MQ: Drill Sergeant, Recruiter, Instructor/Writer, Small Group Leader, Inspector General, Training with Industry, Special Mission Unit, Joint Communications Unit, Joint Communications Support Element

HQ: White House Communication Agency, Defense Information Systems Agency, Security Forces Assistance Brigade

OTHER INDICATORS FOR MQ

- Drill Sergeant / Instructor / NCO of the Quarter / Year
- Instructor Badge (Basic/Senior/Master)
- Recruiter Badge (Silver/Gold)
- Bronze Order of Mercury / Mercury Medal of Achievement
- Best Warrior / Squad Competition Winner
- Audie Murphy / SGT Morales



KEY DEVELOPMENT POSITIONS

MQ: 24 or more months as Platoon/Detachment Sergeant, Senior SATCOM Operations NCO, SATCOM Team Chief, MILSTAR Team Chief

HQ: 18 to 24 months as Section Chief, SATCOM Operations NCO

Note: Rater and Senior Rater's should determine MQ and HQ based off Rated Soldiers performance, potential, and impact while serving in current position. Evaluations should tell a story that reflect the rating.

MILITARY / CIVILIAN EDUCATION

MQ: SLC Distinguished Honor Graduate / Honor Graduate; Associate Degree; CompTIA Network+ Certification, Certified Satellite Installer (CSI), Electronics Associate AC (EM2), Electronics Associate Analog (EM3).

HQ: Commandant List; 30+ Credit Hours of College; CompTIA Network+ Certification

TRAINING

MQ: Ranger School, Jump Master, Battle Staff NCO Course, Signal Digital Master Gunner, Management Client Course, Master Resilience Trainer, Equal Opportunity Leaders Course, Sexual Assault Response Coordinator / Victim Advocate

HQ: Air Assault, Airborne, Master Fitness Trainer, Air Assault, Airborne, Master Fitness Trainer, Joint C4 Planner Course

BROADENING ASSIGNMENTS

MQ: Senior Drill Sergeant, Recruiter, or Instructor/Writer; Senior Small Group Leader, Career Management NCO, Career Advisor, Inspector General, Equal Opportunity Advisor, Training Developer, Observer Controller/Training, Operational Test Command, Defense Attache, Training with Industry

HQ: Drill Sergeant, Recruiter, or Instructor/Writer; Small Group Leader, White House Communication Agency, Defense Information Systems Agency, Security Forces Assistance Brigade, Special Mission Unit, Joint Communications Unit, Joint Communications Support Element

OTHER INDICATORS FOR MQ

- Drill Sergeant / Instructor / NCO of the Quarter/Year
- Instructor Badge (Senior/Master)
- Recruiter Badge (Silver/Gold)
- Expert Soldier Badge
- Best Warrior / Squad Competition Winners
- Bronze Order of Mercury / Mercury Medal of Achievement
- Sergeant Audie Murphy Club / Sergeant Morales Club



KEY DEVELOPMENT POSITIONS

MQ: Over 24 months as First Sergeant, Operations NCOIC, S6 NCOIC

HQ: 12 to 24 months as First Sergeant, Operations NCOIC, S6 NCOIC

Note: Rater and Senior Rater's should determine MQ and HQ based off Rated Soldiers performance, potential, and impact while serving in current position. Evaluations should tell a story that reflect the rating.

MILITARY / CIVILIAN EDUCATION

MQ: MLC Distinguished Honor Graduate, Honor Graduate, or Commandant's List; Bachelor's Degree

HQ: Associate Degree

TRAINING

MQ: Ranger School, Jump Master, Battle Staff NCO Course, Signal Digital Master Gunner, Management Client Course, Master Resilience Trainer, Equal Opportunity Leaders Course, Sexual Assault Response Coordinator / Victim Advocate, Project Management Professional

HQ: Air Assault, Airborne, Master Fitness Trainer, Air Assault, Airborne, Master Fitness Trainer, Joint C4 Planner Course

BROADENING ASSIGNMENTS

MQ: Senior Drill Sergeant, Recruiter, or Instructor/Writer; Senior Small Group Leader, Career Management NCO, Career Advisor, Inspector General, Equal Opportunity Advisor, Training Developer, Observer Controller/Training, Operational Test Command, Defense Attache, Training with Industry

HQ: Drill Sergeant, Recruiter, or Instructor/Writer; Small Group Leader, White House Communication Agency, Defense Information Systems Agency, Security Forces Assistance Brigade, Special Mission Unit, Joint Communications Unit, Joint Communications Support Element

OTHER INDICATORS FOR MQ

- Drill Sergeant / Instructor / NCO of the Quarter / Year
- Instructor Badge (Senior/Master)
- Recruiter Badge (Gold)
- Distinguished Leadership Award
- Audie Murphy/SGT Morales member
- Bronze/Silver Order of Mercury
- Mercury Medal of Achievement

Note: 25Z is the capper MOS for 25B, 25H, 25U, and 25S. This MOS is focused on the leadership and management of all Signal elements. **No feeder MOS is preferred.** MQ and HQ 25Z are individuals who demonstrate consistent superior performance throughout a variety of technical and leadership positions. At this level, leadership aptitude is preferred over technical proficiency in feeder MOS.



KEY DEVELOPMENT POSITIONS

MQ: Over 24 months as CSM (BN/BDE/Garrison), Operations SGM, G6 SGM (Performance is critical)

HQ: 12 to 24 months as SGM/CSM (BN/BDE/Garrison), Operations SGM, G6 SGM (Performance is critical)

Note: Rater and Senior Rater's should determine MQ and HQ based off Rated Soldiers performance, potential, and impact while serving in current position. Evaluations should tell a story that reflect the rating.

MILITARY / CIVILIAN EDUCATION

MQ: SGM-A Distinguished Honor Graduate, Honor Graduate, or Commandants List; Master's Degree

HQ: Bachelor's Degree

TRAINING

MQ: Ranger School, Jump Master, Battle Staff NCO Course, Signal Digital Master Gunner, Management Client Course, Master Resilience Trainer, Equal Opportunity Leaders Course, Sexual Assault Response Coordinator / Victim Advocate, Project Management Professional

HQ: Air Assault, Airborne, Master Fitness Trainer, Air Assault, Airborne, Master Fitness Trainer, Joint C4 Planner Course

BROADENING ASSIGNMENTS

MQ: NCOA Commandant, USASMA Fellowship Program, Human Resource Command, Chief Instructor (SGM-A), Signal Proponent SGM, Senior Drill Sergeant, Senior Instructor, Senior Talent Management NCO, Recruiter, Inspector General, Equal Opportunity Advisor, Senior Career Management NCO, Chief Career Management NCO

HQ: Senior Drill Sergeant, Assistant Commandant, Senior Talent Management NCO, Senior Assignment Manager, Recruiter, Inspector General, Equal Opportunity Advisor, Senior Training Developer

OTHER INDICATORS FOR MQ

- Project Management Professional (PMP)
- Bronze/Silver Order of Mercury
- Mercury Medal of Achievement

Note: 25Z is the capper MOS for 25B, 25H, 25U, and 25S. **No feeder MOS is preferred as this MOS is focused on the leadership and management of all Signal elements.** MQ and HQ 25Z are individuals who demonstrate consistent superior performance throughout a variety of technical and leadership positions and not a single area of specialty.