

## 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:**

- Commandant's 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 SSG (38R/W):** Superior performance with a minimum of 24 months rated time on a Civil Affairs Team (CAT) with a pattern of strong quantifiable ratings and enumerations by SR that denotes promote ahead of peers.

**MQ SFC (38Z):** Superior Performance with a minimum of 24 months rated time as a Team Sergeant on a CAT with a pattern of strong quantifiable ratings and enumerations by SR that denotes promote ahead of peers.

**FQ SSG (38R/W):** Satisfactory performance with a minimum of 18 months on a CAT with a pattern of satisfactory quantifiable ratings and enumerations by SR that denotes promote with peers.

**FQ SFC (38Z):** Satisfactory performance with a minimum of 18 months rated time as a Team Sergeant on a CAT with a pattern of satisfactory quantifiable ratings and enumerations by SR that denotes promote with peers.

## MILITARY / CIVILIAN EDUCATION

Obtaining recognition as the Distinguished Honor Graduate, Honor Graduate or Commandant's List at Professional Military Education (PME) courses, or any MOS enhancing courses attended should be the goal of all CA NCOs.

**SSG CIVILIAN EDUCATION:** College is favorable to set SMs apart from their peers, but it is not a requirement for promotion. SM should have 60 credit hours or a trade skill certificate.

**SFC CIVILIAN EDUCATION:** College is favorable to set SMs apart from their peers, but it is not a requirement for promotion. SM should have 90+ credit hours or a trade skill certificate.

## TRAINING

**MQ SSG (38R/W):** Complete one of the following courses: Static Line Jumpmaster Course, Ranger School, Sapper Leader Course, Reconnaissance and Surveillance Leaders Course.

**MQ SFC (38Z):** Complete two of the following courses: Static Line Jumpmaster Course, Ranger School, Sapper Leader Course, Reconnaissance and Surveillance Leaders Course.

**FQ:** Must be SERE-C (High Risk) qualified.

**PT:** MQ Must meet Height and Weight IAW AR 600-9 and pass the AFT with a total score of 450 or better with a minimum of 90 points in each event in accordance with Army Directive 2025-06.

**FQ:** Must meet Height and Weight IAW AR 600-9 and pass the AFT with a total score of 400 or better with a minimum of 80 points in each event in accordance with Army Directive 2025-06 or be on a current profile.

**LANGUAGE:** Must be current. Should have 1+/1+ (Reading/Listening) on DLPT, or 1+ (Speaking) on OPI.

## BROADENING ASSIGNMENTS

**SSG (38R):** These include, but are not limited to, assignment at a TIAD, TSOC, USASOC, 1st SFC (A), Office of Security and Cooperation (OSC), or positions such as Observer Controller/Trainer (JRTC/NTC), and Special Operations Recruiting Battalion (SORB) Recruiter.

**SSG (38W):** These include, but are not limited to, assignment at TSOC, USASOC, 1st SFC (A), OSC, or positions such as Observer Controller/Trainer (JRTC/NTC), SORB Recruiter.

**SFC (38Z):** These include, but are not limited to, assignment at a 1st SFC (A), TSOC, GCC, USASOC, TIAD, MDEB, MDTF, Division or CORP G-9s, SFGs S-9s, and OSC or positions such as Observer Controller/Trainer (JRTC/NTC), SORB Recruiter, SOCOM USAID LNO, Inspector General (IG) NCO, Brigade Sexual Assault Response Coordinator or Sexual Harassment/Assault Response and Prevention Coordinator, and Brigade Equal Opportunity Advisor.

## OTHER INDICATORS FOR MQ

## KEY DEVELOPMENT POSITIONS

**MQ MSG (38Z)** Displayed superior performance while serving a minimum of 24-months rated time as a First Sergeant. The Most Qualified Master Sergeants must have served as a First Sergeant in both a tactical CA company and an HHC, NCOA, or SWCS.

A pattern of clearly stated strong, quantifiable ratings and enumerations by the Senior Rater that denotes promote ahead of peers and displays the superior potential to serve at the next higher grade.

**FQ MSG (38Z)** Displayed satisfactory performance while serving a minimum of 18-months rated time as a First Sergeant.

A pattern of clearly stated satisfactory, quantifiable ratings and enumerations by the Senior Rater that denotes promote with peers and displays potential to serve at the next higher grade.

## MILITARY / CIVILIAN EDUCATION

**Key Development:** For Civil Affairs Senior Sergeant without a minimum of 24-months of successful service as a 1SG, opportunities for broadening assignments or promotion to Sergeants Major will be limited.

### Post Key Development Assignments:

**Operating/Generating–** These positions should be filled from the top 24% of Civil Affairs NCOs within the Regiment. These positions are required to conduct force generation, advanced training, and other staff functions.

**CIVILIAN EDUCATION:** College is favorable to set SMs apart from their peers, but it is not a requirement for promotion. SM should have 90+ credit hours or a trade skill certificate.

## TRAINING

**MQ MSG(38Z):** Must be Static Line Jump Master and SERE- C (High Risk) qualified

**FQ MSG (38Z):** Must be Static Line Jump Master and SERE- C (High Risk) qualified

**FQ:** Must meet Height and Weight IAW AR 600-9 and pass the AFT with a total score of 400 or better with a minimum of 80 points in each event in accordance with Army Directive 2025-06 or be on a current profile.

**PT:** MQ Must meet Height and Weight IAW AR 600-9 and pass the AFT with a total score of 450 or better with a minimum of 90 points in each event in accordance with Army Directive 2025-06

**LANGUAGE:** Must be current. Should have 1+/1+ (Reading/Listening) on DLPT, or 1+ (Speaking) on OPI.

## BROADENING ASSIGNMENTS

**MSG(38Z):** Nominative: Senior Talent Management NCO (HRC PDNCO), CMF 38 Sr. Career Management NCO (CA Personnel Proponent SWCS), USSOCOM USAID Senior NCO, Civil Affairs Assessment and Selection NCOIC, Chief MLC Instructor, Chief Instructor/Writer (SLC).

**Generating/Broadening:** Civil Affairs Assessment and Selection NCOIC; SWCS First Sergeant; SWCS Chief Instructor/Writer; Chief MLC Instructor, 1st SFC (A). TSOCs, GCCs, USASOC, Division or CORP, OTC at JRTC/NTC.

**SGM (38Z):** Operational Assignments: Command Sergeant Major at brigade Professional Development Proficiency Code(7C) or battalion level Professional Development Proficiency Code (6C); Senior Operations Sergeant Major at the brigade Professional Development Proficiency Code (7S) or battalion level Professional Development Proficiency Code (6S); Senior Operations Sergeant Major at Theater Civil Affairs Planning Team, CORPS, ASCC Professional Development Proficiency Code (7S).

**Generating/Broadening:** Chief Career Management NCO Professional Development Proficiency Code (7S); Special Warfare Training Battalion Command Sergeant Major Professional Development Proficiency Code (6C); Combined Arms Center Special Operations Directorate Senior Enlisted Advisor Professional Development Proficiency Code (7S); JSOFSEA Military Instructor Professional Development Proficiency Code (7S).

## OTHER INDICATORS FOR MQ

# MOS 38B (USAR SSG/SFC)

## KEY DEVELOPMENT POSITIONS

**MQ SSG (38B3O):** Superior performance with a minimum of 24 months rated time on a Civil Affairs Team (CAT) with a pattern of strong quantifiable ratings and enumerations by SR that denotes promote ahead of peers.

**MQ SFC (38B4O):** Superior Performance with a minimum of 24 months rated time as a Team Sergeant on a CAT with a pattern of strong quantifiable ratings and enumerations by SR that denotes promote ahead of peers.

**FQ SSG (38B3O):** Satisfactory performance with a minimum of 18 months on a CAT with a pattern of satisfactory quantifiable ratings and enumerations by SR that denotes promote with peers.

**FQ SFC (38B):** Satisfactory performance with a minimum of 18 months rated time as a Team Sergeant on a CAT with a pattern of satisfactory quantifiable ratings and enumerations by SR that denotes promote with peers.

## MILITARY / CIVILIAN EDUCATION

Obtaining recognition as the Distinguished Honor Graduate, Honor Graduate or Commandant's List at Professional Military Education (PME) courses, or any MOS enhancing courses attended should be the goal of all CA NCOs.

## TRAINING

**MQ SSG (38B3O):** *Complete one of the following courses:* Airborne, Air Assault, Battle Staff, Drill Sergeant, Instructor Certification, JHOC, Static Line Jumpmaster, Master Fitness Trainer, Master Resilience, Pathfinder, Digital Master Gunner, SERE-C, SHARP.

**MQ SFC (38B4O):** *Complete two of the following courses:* Airborne, Air Assault, Battle Staff, Drill Sergeant, Instructor Certification, JHOC, Static Line Jumpmaster, Master Fitness Trainer, Master Resilience, Pathfinder, Digital Master Gunner, SERE-C, SHARP, Force Protection and Manpower.

## BROADENING ASSIGNMENTS

**SSG (38B3O):** These include, but are not limited to, assignment at USAJFKSWCS, USAREC, or positions such as Observer Controller/Trainer (JRTC/NTC), Inspector General (IG) NCO, Brigade Sexual Assault Response Coordinator or Sexual Harassment/Assault Response and Prevention Coordinator, Brigade Equal Opportunity Advisor, and Recruiter.

**SFC (38B4O):** These include, but are not limited to, assignment at USAJFKSWCS, USAREC, or positions such as Observer Controller/Trainer (JRTC/NTC), Inspector General (IG) NCO, Brigade Sexual Assault Response Coordinator or Sexual Harassment/Assault Response and Prevention Coordinator, Brigade Equal Opportunity Advisor, and Recruiter.

## OTHER INDICATORS FOR MQ

# MOS 38B (USAR MSG/SGM)

## KEY DEVELOPMENT POSITIONS

**MQ MSG (38B5O):** Superior performance with a minimum of 24 months rated time as a First Sergeant, CMF 38 Sr. Career Management NCO, (CA Proponent SWCS), Team Sergeant of Civil Affairs Planning Team in a CA BDE/CACOM, or Joint (J5) Senior Enlisted Reserve Liaison, with a pattern of strong quantifiable ratings and enumerations by SR that denotes promote ahead of peers.

**MQ SGM (38Z6O):** Superior Performance with a minimum of 24 months rated time as a Command Sergeant Major, with a pattern of strong quantifiable ratings and enumerations by SR that denotes promote ahead of peers.

**FQ MSG (38B5O):** Outstanding performance with a minimum of 24 months as a First Sergeant, CMF 38 Sr. Career Management NCO (CA Proponent SWCS), Chief Instructor/Writer, Team Sergeant of a Civil Affairs Planning Team in a CA BN with a pattern of outstanding quantifiable ratings and enumerations by SR that denotes promote ahead of peers.

**FQ SGM (38Z6O):** Outstanding performance with a minimum of 24 months rated time as a Command Sergeant Major or Operations Sergeant Major at a CA BN or higher, with a pattern of outstanding quantifiable ratings and enumerations by SR that denotes promote ahead of peers.

## MILITARY / CIVILIAN EDUCATION

Obtaining recognition as the Distinguished Honor Graduate, Honor Graduate or Commandant's List at Professional Military Education (PME) courses, or any MOS enhancing courses attended should be the goal of all CA NCOs.

## TRAINING

**MQ SSG (38B3O):** *Complete one of the following courses:* Airborne, Air Assault, Battle Staff, Drill Sergeant, Instructor Certification, JHOC, Static Line Jumpmaster, Master Fitness Trainer, Master Resilience, Pathfinder, Digital Master Gunner, SERE-C, SHARP.

**MQ SFC (38B4O):** *Complete two of the following courses:* Airborne, Air Assault, Battle Staff, Drill Sergeant, Instructor Certification, JHOC, Static Line Jumpmaster, Master Fitness Trainer, Master Resilience, Pathfinder, Digital Master Gunner, SERE-C, SHARP, Force Protection and Manpower.

## BROADENING ASSIGNMENTS

**MSG (38B5O):** These include, but are not limited to, assignment at USAJFKSWCS, USAREC, or positions such as Observer Controller/Trainer (JRTC/NTC), Inspector General (IG) NCO, Brigade Sexual Assault Response Coordinator or Sexual Harassment/Assault Response and Prevention Coordinator, and Brigade Equal Opportunity Advisor.

**SGM (38Z6O):** These include, but are not limited to, assignment at USAJFKSWCS, or positions such as Observer Controller/Trainer (JRTC/NTC), Inspector General (IG) SGM, Brigade Sexual Assault Response Coordinator or Sexual Harassment/Assault Response and Prevention Coordinator, and Brigade Equal Opportunity Advisor,

## OTHER INDICATORS FOR MQ