



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 – SSG: 30 - 36 months as a BCT UMT NCOIC / Training BDE NCOIC / Recruiting BDE NCOIC / Medical Center UMT NCOIC with a MQ rating and high enumeration.

MQ – SFC: 30 - 36 months in a Garrison / Special Mission Unit (SMU) / Operations NCO with a MQ rating and high enumeration.

HQ – SSG: 24 - 30 months as a BCT UMT NCOIC / Training BDE NCOIC / Recruiting BDE NCOIC / Medical Center UMT NCOIC / RSO NCOIC with HQ or higher rating.

HQ – SFC: 24 - 30 months as a Garrison / Operations NCO / with HQ or higher rating.

MILITARY / CIVILIAN EDUCATION

MQ – SSG: Distinguished Honor Graduate, Distinguished Leadership Award, or Commandant's List in ALC. Completed an associate degree and working towards a bachelor degree.

MQ – SFC: Distinguished Honor Graduate, Distinguished Leadership Award, or Commandant's List in SLC. Completed a bachelor degree and working towards a master degree.

HQ – SSG: Superior Academic Achievement in PME with 45+ credit hours towards a degree a professional certification or EJPME.

HQ – SFC: Superior Academic Achievement in PME, Graduate of SLC with some college. Associate's degree or 60+ credit hours towards a bachelor's degree, professional certification, KM Basic Course, or EJPEI.

TRAINING

MQ – SSG: Two of more of the following courses: Battle Staff NCO, Drill Sergeant School, Recruiter, Ranger, Airborne, Jumpmaster, Air Assault, Suicide Awareness, Emergency Medical Ministry, H2F Integrator, Chaplain Resource Manager.

MQ – SFC: Two of more of the following courses: Battle Staff NCO, Drill Sergeant School, Recruiter, Ranger, Airborne, Jumpmaster, Air Assault, Knowledge Management Qualification Course, Funds Manager, Suicide Awareness, Emergency Medical Ministry, H2F Integrator, Chaplain Resource Manager.

HQ – SSG: Completion of one advanced skill or functional course.

HQ – SFC: Completion of one advanced skill or functional course.

BROADENING ASSIGNMENTS

MQ – SSG: SFAB, Observer Controller Trainer (OC/T), Drill Sergeant, Recruiter, Instructor, Developer, Ranger, Airborne.

HQ – SSG: SFAB; Observer Controller Trainer (OC/T); Drill Sergeant; Recruiter; Instructor; Developer; Ranger; Airborne.

MQ – SFC: Observer Controller Trainer (OC/T), Senior Career Management (PPO) NCO, Talent Management (HRC) NCO, Force Management (OCCH) NCO, EO Advisor, Drill Sergeant, Instructor, Platoon SGT, SGL, Chairman of the Joint Chiefs of Staff Chaplain NCO.

HQ – SFC: SFAB; Observer Controller Trainer (OC/T), Drill Sergeant, Senior Recruiter, Senior Instructor, Senior Developer, Ranger, Airborne.

OTHER INDICATORS FOR MQ

Expert Soldier Badge, Instructor Badge, Recruiter Gold Badge, Drill Sergeant Badge, SGT Audie Murphy Club Inductee, SGT Morales Club Inductee, Order of Titus, Order of Saint Martin of Tours, SSG Christopher Stout Medal, Military Outstanding Volunteer Service Medal (MOVSM), Drill SGT of the Year, Master Instructor, Senior Instructor.

KEY DEVELOPMENT POSITIONS

MQ – MSG: 30 - 36 months in a Division / ESC / DRU with a MQ rating and high enumeration

MQ – SGM: 30 - 36 months in a 6C / 6S / 6X / 7C / 7K / 7S / 7X position with MQ rating and high enumeration

HQ – MSG: 24 - 30 months in a Division / ESC / DRU with a MQ rating and high enumeration

HQ – SGM: 24 - 30 months in a 6S / 6X / 7K / 7S / 7X with HQ or higher rating

MILITARY / CIVILIAN EDUCATION

MQ – MSG: Distinguished Honor Graduate, Distinguished Leadership Award, or Commandant's List in Master Leader Course (MLC) course standards, Leadership Award, Distinguished Honor Graduate; Bachelor's Degree, Certified Manage.

MQ – SGM: Distinguished Honor Graduate, Distinguished Leadership Award, or Commandant's List in USASMC, Distinguished Leadership Award, Distinguished Honor Graduate; Bachelor's Degree, Project Management Professional (PMP) Certification.

HQ – MSG: Superior Academic Achievement in PME with 45+ credit hours towards a degree, a professional certification, or EJPEII

HQ – SGM: Superior Academic Achievement in PME with 45+ credit hours towards a degree or a professional certification

TRAINING

MQ – MSG: Two of more of the following courses: How the Army Runs Course, First Sergeant Course, Knowledge Management Qualification Course, Ranger, Airborne, Jumpmaster, Air Assault.

MQ – SGM: Completion of How the Army Runs Course, Force Management Course, Battalion/Brigade Pre-Command Course.

HQ – MSG: Completion of one advanced skill or functional course.

HQ – SGM: Completion of one advanced skill or functional course.

BROADENING ASSIGNMENTS

MQ & HQ – MSG: Master Career Manager (PPO) NCO, First Sergeant, Observer Controller Trainer (OC/T); CDID.

MQ & HQ – SGM: Army Command, Geographic Combatant Command, EO, IG, Military Personnel Exchange Program, NCO Leadership Center of Excellence Fellowship, Army Congressional Fellowship, White House Fellowship, Chief Career Manager (PPO) SGM.

OTHER INDICATORS FOR MQ

Order of Saint Martin of Tours, SSG Christopher Stout Medal, Professional Military Writing Peer Reviewed Article (Published).