

Chemical Branch

1. Introduction

a. *Description and Purpose of the Chemical (CM) Branch.* The Chemical Corps is an operations branch that develops and employs tactical capabilities to assess, protect, and mitigate against chemical, biological, radiological, and nuclear (CBRN) threats—including those posed by toxic industrial chemicals (TICs) and materials (TIMs). Through CBRN operations, the branch enables freedom of movement or maneuver operations in contested environments and supports strategic objectives such as countering weapons of mass destruction (CWMD). As the joint proponent for CBRN, the Chemical Corps leads doctrine development, training, and capability integration across all services, ensuring standardization in joint and combined operations. Chemical officers (74A) advise commanders, lead CBRN tactical, operational, and strategic level planning, and integrate CBRN capabilities in support of large-scale combat operations (LSCO) at echelon. CBRN Technicians (740A) are the technical experts of the chemical branch and apply their technical expertise in all phases of planning and execution of CBRN operations and LSCO. The proper implementation and execution of the Chemical Branch's core functions and capabilities are critical to the proper execution of the Protection warfighting system. Officers carry branch code 74 and operate across technical and tactical formations at various echelons in support of the Army.

b. *Proponent information.* The Commandant, U.S. Army Chemical, Biological, Radiological, Nuclear School (USACBRNS) is the Chief of the U.S. Army Chemical Corps and is the proponent for Branch 74. The USACBRNS Personnel Development Office (PDO) is the personnel proponent for all Active Duty, Army Reserve, and National Guard Soldiers assigned to career management field (CMF) 74. The PDO can be contacted at 573-563-7374.

c. *Unique Functions performed by the Chemical Branch. (Outcome and purpose)* The core functions of the CM Branch are to assess, protect, and mitigate against CBRN hazards and threats, including those posed by TICs and TIMs. The core capabilities of the Chemical Corps are:

(1) Functions

- (a) Assess CBRN threats and hazards to gain real time understanding.
- (b) Protect against CBRN incidents to achieve inherent survivability.
- (c) Mitigate the consequences of CBRN hazards to negate hazard effects.

(2) Core Capabilities

- (a) Advise Commanders on CBRN/ WMD operations and sensitive-site exploitation that supports the intelligence and targeting processes.
- (b) Conduct CBRN assessments.
- (c) Conduct CBRN reconnaissance and surveillance activities.
- (d) Contamination mitigation.

The CM branch is the only branch in the Army that possesses the technical expertise to execute these core functions and capabilities. The inherent survivability of the maneuver and sustainment force throughout all phases and campaigns in a contested LSCO environment with CBRN, TIC, and TIM hazards present depends on the readiness and proper employment of CBRN capabilities. Officers in the Chemical Branch plan, employ, and coordinate CBRN systems from platoon level through corps and Joint Task Forces in support of joint and unified land operations. These systems include CBRN reconnaissance systems, warning and reporting systems, CBRN protection systems, and CBRN decontamination systems. 74As and 740As coordinate assets and efforts to support shaping the operational environment, preventing conflict, conducting large scale ground combat operations and consolidating gains. Chemical officers and warrant officers are prepared to support CWMD operations, interdiction efforts, security cooperation, targeting efforts, and nonproliferation efforts in order to prevent, dissuade, or deny adversaries or potential adversaries from possessing or proliferating WMD. Officers in this branch work at all levels of command to advise and provide protection from the range of CBRN threats and hazards.

d. *Unique features of work in the Chemical Branch. (Characteristics and Capabilities)*

The Chemical Corps provides tailorable, scalable, and adaptive CBRN reconnaissance, hazard mitigation, and technical expertise in support of operations to ensure freedom of action and survivability at home and abroad. CBRN forces are task-organized at echelon with leaders, Soldiers, and the right tools and skills for supporting Army maneuver, countering and exploiting the use of WMD, and providing layered and integrated protection from hazards. This is executed through the CBRN core functions and the integrating activities to enhance protection, preserve combat power, and enable the force to prevail in CBRN environments.

e. *The way ahead.* The Army must evolve to operate based on the changing operational environment, limited resources, and lessons learned from the past two decades of war. To that end, continuous transformation is an overarching concept for how the Army perpetually injects organizational, materiel, doctrinal, and other changes based on experience gained from exercises, experiments, observations, wargames, and emerging technology demonstrations. This ongoing and iterative process includes disciplined reallocation of resources, grows and evolves the total Army into a multi-domain capable force. These factors will undoubtedly impact how the Chemical branch trains, develops, and assigns officers as we strive to remain agile in this ever-changing environment and implement guidance from Army Senior Leaders. Commanders will be empowered at all levels to take disciplined initiative and assume prudent risk to innovate, and effect change at the speed of relevancy to achieve a more lethal, strategically mobile, and combat ready force, now and into the future. Doctrine, organization, training, materiel, leadership and education, personnel, facilities, and policy (DOTMLPF-P) is the key ingredient to changes required across the Chemical Regiment to ensure we are postured to meet Army requirements. Chemical officers are assigned based on the needs of the Army IAW the HQDA manning guidance, the professional development needs of the officer, and the officer's preference. While the Chemical Branch, Human Resources Command (HRC) makes every effort to synchronize the three priorities, the needs of the Army and the professional development needs of the officer take precedence over individual preference.

2. Chemical Officer (74A) roles and responsibilities

a. Chemical Officers (74A) plan, coordinate, direct, and participate in CBRN operations in all operational environments. CM officers should strive to gain relevant experiences in combat arms formations and CBRN formations at each rank at key developmental stages of their career. A 74A must maintain a maneuver-focused mindset to successfully integrate CBRN functions and capabilities into LSCO and Joint Interagency, Intergovernmental, and Multinational (JIIM) environments.

b. Lead and command CBRN forces from platoon to brigade, including:

(1) CBRN platoons (BIDS, decontamination, hazard assessment, reconnaissance).

(2) CBRNE Response Teams (CRT).

(3) CBRN companies (Area Support, BIDS, Hazard Response, Heavy Decon/Recon).

(4) CBRNE companies (Technical Escort).

(5) SF CBRN Companies (Airborne).

(6) CBRN battalions and brigades.

(7) Immaterial Commands.

(8) Serve as CBRN staff officers across various echelons and in all different kinds of formations, including Army, OSD, joint, federal, and combatant command staff.

Responsibilities include:

(a) Integrating CBRN capabilities into the Formation Based Layered Protection (FBLP) Warfighting System and LSCO.

(b) Managing CBRN defense and readiness programs.

(c) Analyzing CBRN threats and vulnerabilities.

(d) Coordinating CBRN decontamination and CWMD operations.

(e) Command and oversee chemical weapons storage, demilitarization, and ammunition manufacturing/storage activities.

(f) Command and supervise environmental operations.

(g) Identify capability gaps and develop/revise doctrine, organizational structure, training, and solutions for future needs.

(h) Advise commanders across all components (ACC, USAR, ARNG) on CBRN matters.

(i) Support DSCA operations for CONUS CBRN incidents, advising civil, federal, state, and international agencies on CBRN operations and consequence management.

3. CBRN Technician (740A) roles and responsibilities

a. The CBRN Technician 740A is an adaptive and experienced technical expert on CBRN systems, advanced CBRN technical training, and CBRN integration at echelon. CBRN Technicians possess both explicit and tacit knowledge that other CBRN professionals do not.

b. Highly specialized skills developed through institutional education, assignment experience, and self-development include:

- (1) Technical expert on unique maintenance requirements of all CBRN systems.
- (2) Technical expert on operation, integration, and unique requirements for CBRN systems such as modeling, technical reporting, and integration of CBRN systems.
- (3) Expert on employment of technical CBRN forces.
- (4) Principal technical expert on enemy CBRN order of battle and CBRN capabilities.
- (5) Primary contributor of CBRN enemy effects during intelligence preparation of the operational environment (IPoE) to support Large Scale Combat Operations (LSCO).
- (6) Enterprise level expertise on CBRN personnel force integration, future force development, equipment life cycle management, and other functions across the DOTMLPF domains.

4. Chemical Officer (74A) Development

| | | CPT Board | | | BZ MAJ | | PZ MAJ | | BZ LTC | | | PZ LTC | | BZ COL | | PZ COL | | | | | | | | | |
|----------------------|---|---|---|---|--|---|--------|---|--------|---|---|--------|----|--------|----|--------|--|----|----|--|----|----|----|----|----|
| Year if of Service | | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 |
| Rank | | Lieutenant | | | Captain | | | | | | Major | | | | | | Lieutenant Colonel | | | Colonel | | | | | |
| Operational Domain | Key Developmental Assignments | | | | Company Commander | | | | | | Battalion Operations Officer (S3) Battalion Executive Officer (XO) Brigade Operations Officer (S3) Brigade Executive Officer (XO) | | | | | | O5 Level Command | | | O6 Level Command | | | | | |
| | Desired Experience/Broadening Assignments (Not all inclusive) | Platoon Leader CRT Team Leader Executive Officer Battalion CBRN Officer Battalion Asst. Ops Off | | | Brigade Level CBRN Officer Battalion Asst. Ops Officer Advanced Civil Schooling (ACS) Training with Industry (TWI) Instructor - USACBRNS Joint Chiefs of Staff (JCS) Internship White House Military Office Combat Training Center Observer/Controller Human Resource Command (HRC) Assignment Manager | | | | | | Joint Staff Officer Deputy Division CBRN Officer Primary Staff Officer (USACBRNS) Assignment Manager (HRC) Special Forces Group CBRN Off. Brigade Level Primay Staff Off. Chemical Proponency Officer | | | | | | Joint Staff Officer Division CBRN Officer Chief of Staff (USACBRNS) HQDA Staff Officer Corps CBRN Officer Combatant Command Staff Officer Branch Chief (HRC) | | | Joint Staff Officer Director of Training and Leader Development (USACBRNS) Corps CBRN Officer Combatant Command Staff Officer | | | | | |
| Institutional Domain | Primary Military Education (CME) | Basic Officer Leaders Course (BOLC) | | | Captains Career Course (CCC) | | | | | | Intermediate Level Education (ILE) | | | | | | Senior Service College (SSC) | | | | | | | | |
| | Functional Training and Additional Skills | | | | Protection Integration Course (PIC) Advanced CBRNE Enabler Course (L3) Stryker NBCRV Recon System (L6) Airborne School Air Assault School Ranger School | | | | | | Protection Integration Course (PIC) School of Advanced Military Studies (SAMS) CBRN Regreening Course (PCC) | | | | | | Pre-Command Course (PCC) | | | CBRN Regreening Course Protection Integration Course | | | | | |
| Self Development | | Graduate Degree | | | | | | | | | | | | | | | | | | | | | | | |

Figure 1, Chemical Officer (74A) Career Glidepath

a. *Lieutenant Development.*

(1) *Education.* All Chemical Corps lieutenants must complete the Chemical Basic Officer Leader Course (BOLC) at the U.S. Army Chemical, Biological, Radiological, and Nuclear School (USACBRNS) at Fort Leonard Wood, Missouri. This course establishes the foundational knowledge required for success in the branch and support of combined arms operations.

(2) *Assignments.* Upon graduation from BOLC, lieutenants are typically assigned to serve as Battalion CBRN Officers within the operational force. These early assignments are crucial to the lieutenant's professional development and serve to develop junior officers to serve in key leadership positions. After approximately 18 months of service, lieutenants should aggressively pursue leadership roles such as Platoon Leader, CBRN Response Team (CRT) Leader, or Company Executive Officer (XO). These positions are essential for preparing officers to become future Company Commanders, the most critical leadership experience at the company-grade level. While serving as a Battalion CBRN officer, lieutenants should focus on learning how maneuver formations operate in LSCO and how to effectively integrate CBRN capabilities and assets to protect the force and increase its survivability. Lieutenants should master troop-leading procedures, develop tangible tactical and technical competencies, understand logistics and sustainment fundamentals, and have a firm grasp of company-level administration activities. Simultaneously, they must internalize and embody the Army Values and Warrior Ethos, which are essential to leading Soldiers. Prior to promotion to captain, officers must develop a deep understanding of combined arms maneuver and CBRN operations through hands-on operational experience. To maximize this learning window, officers should attend the Captain's Career Course (CCC) as close to or shortly after their promotion to captain as possible. Delaying or attending CCC prematurely limits valuable experiences and hinders professional maturity and growth at the expense of the officer and future subordinates

(3) *Desired Experiences.* The Chemical Corps prioritizes time in leadership positions. For a 74A lieutenant (O1/O2), desired experiences include Platoon Leader, CRT Leader, and Company Executive Officer. Officers should strive to complete at least 12 months in any combination of these types of leadership positions. The Chemical Branch is agnostic to the type of formation in which these assignments are performed, emphasizing the importance of leadership development experience over specific unit type.

(4) *Chemical Branch Detail Program.* The Branch Detail Program plays a critical role in Chemical Corps officer accessions, assigning newly commissioned officers to the chemical branch from other basic branches. Branch-detail officers must maintain awareness of their transition timelines and plan for required branch-specific courses before attending CCC or transitioning to their basic branch. Effective management of this timeline is essential to ensuring seamless career progression.

(5) *EOD Branch Detail Program.* The USACBRNS maintains a program where 74A lieutenants attend EOD school upon graduation from Chemical Basic Officer Leader Course (BOLC). Lieutenants then serve as platoon leaders of an EOD platoon and return to the chemical branch once key development (KD) is complete. This program is executed within the

talent based branching process and requires specific prerequisites to be met and acceptance from the EOD proponent. The USACBRNS PDO is the proponent for this program.

(6) *Self-Development*. Lieutenants must take an active role in their own professional growth. This includes a commitment to career-long learning through the study of Army doctrine, engagement with professional reading materials, and personal research into emerging CBRN threats, technologies, and tactics. A self-motivated approach to learning reinforces institutional education and operational experience and ensures lieutenants remain adaptive, capable leaders.

a. Captain Development.

(1) *Education*. All Chemical Corps Captains should complete the Chemical Captains Career Course (CBRN CCC) at the USACBRNS at Fort Leonard Wood, Missouri. Chemical officers should strive to complete CCC at the beginning of their career timeline as a Captain. Successful completion of CCC and KD assignments result in an officer being branch qualified (BQ).

(2) *Assignments*. Upon graduation from CCC, Captains are typically assigned to serve in operational staff as a CBRN officer. This assignment is critical to a captain's professional development and serves to develop the officer for successive assignments. While serving as a CBRN officer, officers should master operational planning at echelon, become proficient at integrating CBRN capabilities and assets, manage effective subordinate CBRN programs, and integrate into protection cells at echelon.

(3) *Key Developmental (KD) Assignments*. Company Command is the only KD assignment for 74A Captains. Officers should strive for at least 18 months in command. The chemical branch is agnostic on the type of command a chemical officer completes. Strong performance as a Company Commander is critical to a Chemical Officer's career progression. Once an officer is command complete and branch qualified, CBRN officers should complete a broadening assignment. It is strongly encouraged for officers to communicate with their career manager after completion of company command to determine successive assignments.

(4) *Broadening Assignments*. CBRN officers should expect to serve in a variety of assignments after company command to include staff, observer/ controller (OC/T), instructor and nominative assignments. The best officers will be identified by HRC and assigned to highly competitive broadening programs that invest in the officer's future while serving emerging issues for the Chemical Corps. These assignments include but are not limited to:

- (a) Advanced Civil Schooling (ACS).
- (b) Instructor- USACBRNS.
- (c) Joint Chiefs of Staff (JCS) Internship.
- (d) Training with Industry (TWI).
- (e) White House Military Office (WHMO).

(5) *Self-Development*. Chemical captains should take every opportunity to broaden their knowledge of all aspects of the Army and the Chemical Corps through studying doctrine,

reviewing professional readings, and completing personal research into intelligence related topics.

(6) *Civilian Education*. Officers who attend Chemical CCC can receive concurrent credit and pursue a M.S. in Defense/Strategic Studies from Missouri State University or a M.S. in Environmental Management from Webster University. Chemical officers can choose to pursue advanced degrees in any field- the Chemical Branch does not value certain fields of study over others.

b. *Major Development*.

1. *Education*. Majors must complete their Intermediate Level Education (ILE) at Command and General Staff College (CGSC) or via Distance Learning, a sister service equivalent, or international equivalent schools prior to their primary zone of consideration to be competitive for promotion to lieutenant Colonel. Competitive officers can compete for the School of Advanced Military Studies (SAMS) upon completion of ILE. SAMS graduates incur a utilization tour. It is highly encouraged that all Majors selected for division assignments will attend the unit funded Maneuver Support Center of Excellence (MSCoE) Protection Integration Course (PIC) at Fort Leonard Wood.

2. *Assignments*. Chemical Majors are typically assigned to a division and corps CBRN cell upon completion of ILE. This assignment is critical to the officer's professional development and will develop the officer for KD. Chemical Majors are not required to serve in a division CBRN cell for promotion and are encouraged to seek positions that will best prepare them for KD.

3. *Key Developmental Assignments (KD)*. Chemical Majors must aggressively pursue KD. Battalion S3/XO and Brigade S3/XO are the only KD assignments for Chemical Majors. Officers must receive a minimum of two Officer Evaluation Reports (OERs) while in a KD assignment to be KD complete. Officers should strive for 24 months of KD. The chemical branch is agnostic on the type of KD assignment a chemical officer completes.

4. *Broadening Assignments*. Officers on the command track should prioritize broadening assignments that result in joint credit. Desirable non-joint broadening assignments include:

- (a) Chemical Proponent Office.
- (b) Combat Training Center (CTC) O/C-T.
- (c) Department of the Army Staff.
- (d) Human Resource Command (HRC) Assignment Manager.
- (e) Special Forces Group CBRN.

5. *Joint Assignments*. It is critical for Majors to compete for joint assignments once KD time is completed. Officers on the command track are encouraged to complete joint time as soon as possible. The program of record for tracking joint credit is the Joint Duty Assignment Management Information System (JDAMIS) which is managed by the Joint Officer Management Branch, HRC. To be considered Joint Level III or (3L) qualified an officer must:

- (a) Be in the pay grade of O-4 or above.
- (b) ASI (3A) designating full joint duty from a JDAL assignment or 24 pts E-JDA and JPME I.
- (c) Successfully complete JPME Phase II through the following avenues: Joint Forces Staff College's Joint and Combined Warfighting School (JCWS); Resident SSC at Eisenhower, National, JAWS, CIC, CISA; or Advance Strategic Leadership Studies Program (ASLSP).
- (d) One (1) point is granted per month serving in a position where joint experience assignment is classified as non-combat assignment.
- (e) Two (2) points are granted per month serving in a position where joint experience assignment is classified as a combat assignment.

Joint EXPERIENCE Points = Duration (Months) x Intensity Factor *

*Combat: 2, Non-Combat: 1

DISCRETIONARY Points = Education + Training + Exercise

Education / Training = degree or certification related to "Joint Matters"

Exercise Points = Key Participant/Planner/Leader (1pt)

JOINT QUALIFICATION LEVEL = EXPERIENCE Pts + DISCRETIONARY Pts + JOINT EDUCATION

Figure 2, Point Accrual Formula, DOD INSTRUCTION 1300.19 DOD JOINT OFFICER MANAGEMENT PROGRAM

6. *Self-Development.* Self-development should include correspondence courses (such as the Defense Strategy Course) and civilian education. Officers should devote time to a professional reading program to broaden their warfighting perspective. Officers should contribute to regimental publications and journals.

7. *Civilian Education.* Chemical majors should pursue a master's level education. Officers should complete their master's degree prior to their primary zone of consideration to be competitive for promotion to lieutenant colonel.

c. *Lieutenant Colonel Development.*

1. *Education.* Lieutenant Colonels selected for O5 level Command must attend all pre-command courses as the earliest opportunity. It is highly encouraged that all lieutenant colonels selected for division and higher echeloned positions attend the MSCoE Protection Integration Course (PIC) at Fort Leonard Wood.

2. *Assignments.* Chemical lieutenant colonels will typically be assigned by HRC to a position that aligns the officer along the command track or non-command track. Non-command track officer will serve in a variety of staff billets that align with the officer's KSABs. Command track officers should be prepositioned in assignments that will best develop the officer for Battalion Command.

3. *Key Developmental Assignments (KD)*. O5 level command is the only KD assignment for lieutenant colonels. An officer must complete their O5 CSL assignment to be KD complete. The chemical branch is agnostic on the type of O5 level command a chemical officer completes.

4. *Broadening Assignments*. Non-joint qualified officers on the command track should prioritize broadening assignments that result in joint credit. Desirable non-joint broadening assignments include:

- (a) Department of Army Staff.
- (b) Human Resource Command (HRC) Branch Manager.
- (c) Division/Corps/ASCC CBRN Staff Officer.

5. *Joint Assignments*. Non-joint qualified officers on the command track are encouraged to complete joint time as soon as possible.

6. *Continued Education*. KD qualified lieutenant colonels can attend Senior Service College (SSC) through the U.S. Army War College, sister service or foreign equivalents or through an approved fellowship.

d. *Colonel Development*.

1. *Education*. Colonels pursuing O6 Command must attend the Senior Service College (SSC) through the U.S. Army War College, sister service or foreign equivalents or through an approved fellowship prior to Command. Colonels selected for O6 level Command must attend all pre-command courses at the earliest opportunity. Colonels selected for Corps and Theater positions are encouraged to attend the MSCoE Protection Integration Course (PIC) at Fort Leonard Wood.

2. *Assignments*. Chemical colonel assignments are managed by the chemical branch board of directors (BOD) and approved by the Army Vice Chief of Staff.

3. *Key Developmental Assignments (KD)*. O6 level command is the only KD assignment for a colonel. An officer must command at the O6 level for two years to be KD qualified. The chemical branch is agnostic on the type of O6 level command a chemical officer completes.

4. *Joint Assignments*. Colonels must be joint qualified before competing for General Officer (GO) selection.

5. **Branch Transfer Policy**

The USACBRNS Commandant is the authority for the CBRN Officer Branch Transfer Policy. The policy can be accessed by contacting the USACBRNS Personnel Development Office at 573-563-7374 or by email at usarmy.leonardwood.chemical-schl.mbx.proponent-office@army.mil

6. CBRN Technician (740A) Development

a. *Unique Knowledge and Skills of a CBRN warrant officer.* All Army Warrant Officers (WO) must maintain the level of officer characteristics as identified in paragraph 2a above. CBRN warrant officers are adaptive and experienced leaders, expert technicians, and warfighters. They have technically unique skills, knowledge, and attributes that require continuing professional development through progressive levels of training, education, and assignments. The CBRN warrant officer provides commanders and staff with expert technical and tactical advice on the operation, integration, and technical maintenance requirements of all CBRN systems programs of record across a broad spectrum of CBRN operations. As highly specialized technicians, CBRN warrant officers support a multitude of Army missions at all levels throughout their careers. The success of the warrant officer is measured by the breadth of assignment experience, duty performance, and demonstrated potential to perform in positions of increased responsibility. Refer to the talent development model (Figure 3) and 740A knowledge, skills, and attributes (KSAs) model (Figure 4) as the framework for a successful warrant officer career.

b. *Warrant officer definitions.* CBRN warrant officers are assessed with specific levels of technical ability. They refine their technical expertise and develop leadership and management skills through tiered, progressive assignments and education. The following are specific characteristics and responsibilities of the five successive WO grades:

740A Talent Development Model

| WO SVC | 0 | 2 | 5 | 7 | 12 | 17 | 30 | |
|-----------------------------|---|---|-------------------------------|--|--|--|--|---|
| Rank | WO1 | | CW2 | | CW3 | | CW4 | CW5 |
| | Company Grade Warrant Officer | | | | Field Grade Warrant Officer | | Senior Field Grade Warrant Officer | |
| Assignments | KEY DEVELOPMENTAL & BROADENING ASSIGNMENTS | | | | | | | |
| | TACTICAL | | | | OPERATIONAL | | | STRATEGIC |
| | Area Support Technician Civil Support Team Survey Team Leader Hazard Response Company Technician Heavy DECON/RECON Company Technician CBRNE Response Team Assistant Leader CBRNE Response Operation Technician | | | | Battalion CBRN Ops Tech Brigade CBRN Ops Tech Division CBRN Technician | | Corps CBRN Tech WCT CBRN Technician Brigade Senior CBRN Tech | Regimental Chief Warrant Officer 20th CBRNE SWOA |
| | BROADENING/NOMINATIVE CATEGORY ASSIGNMENTS | | | | | | | |
| | | CBRN SOF CO WO WOCC TAC Officer TWI w/ Utilization Tour | | WOBC/WOAC Small Group Leader Proponent Combat Developer CBRN Response Ops Tech, DTRA | | CM WO Career Manager, HRC Proponent Warrant Officer CWMD Plans/OPS Tech CBRN Response Int Tech, DTRA | 011A Positions Branch/MOS Immaterial | |
| Institutional Training | W O B C | WOIC | | WOAC | | WOSC | | WOMC |
| Functional Training | | ASI L3 ASI L6 Civil Support Skills Course (CSSC) Advanced Chem Bio Radiological Safety Course | | ASI L3 ASI L6 HPAC 1, 2, 3 IWMDT Integrated Munitions Effects Assessment | | Joint Senior Leaders Course Nuclear Weapons Operators Course Theater Nuclear Operators Course (5H) Joint CWMD Planners Course CWMD Advisor Course How The Army Runs | | |
| Academics and Credentialing | Airborne/ Air Assault/ Ranger/Sapper | | ASSOCIATE DEGREE | | BACCALAUREATE DEGREE | | GRADUATE DEGREE | |
| | DSCA Phase 1 and 2 | | | | | | | |
| Self-Development (SD) | Mass Casualty Decontamination Course Underground Facility/ Subterranean Training DNWS Distance Learning/ Resident Courses FEMA Distance Learning Courses | | JKO Distance Learning Courses | | Radiological Hazard Operators Training (RHOT) | | | |
| | Multi-Source Assessment and Feedback (MSAF) | | | | | | | |

Figure 3, Chemical Warrant Officer (740A) Career Glidepath

(1) *Warrant officer one and chief warrant officer two.* A WO1 is an officer appointed by warrant with the requisite authority pursuant to assignment level and position as given by the President of the United States. Chief warrant officer 2 (CW2s) and above are commissioned officers with the requisite authority pursuant to assignment level and position as given by the President of the United States. WO1s and CW2s primarily focus on becoming technically proficient in their field and work on the systems directly linked with CMF 74. As they steward their technical expertise, their focus expands to integrating their systems with other related and associated systems.

(2) *Chief warrant officer three.* CW3s are advanced technical and tactical experts who perform the duties of technical leader, trainer, operator, manager, maintenance management, integrator, and advisor, in addition to other branch and system-related duties assigned to them. As they become more senior, their focus expands to integrating their branch systems into larger Army systems.

(3) *Chief warrant officer four.* CW4s are senior-level technical and tactical experts who perform the duties of technical leader, manager, maintenance management, integrator, and

advisor and serve in a wide variety of branch-level positions. As they become more senior, they focus on integrating branch and Army systems into joint and national-level systems.

(4) *Chief warrant officer five.* CW5s are master-level technical and tactical experts who perform the primary duties of technical leader, manager, integrator, and advisor. They are the senior technical experts in their branch.

c. *Chemical Branch Warrant Officer Military Occupational Specialties.* CBRN warrant officers are highly skilled technicians who serve commanders and staff by providing technical advice based on expert analysis, experience, and a unique in-depth understanding of the challenges at hand. Chemical Branch has one Warrant Officer MOS: 740A - Chemical, Biological, Radiological and Nuclear (CBRN) Technician.

(1) Chemical Branch Warrant Officers (WO) are the Chemical Regiment's premier technical and tactical expert, enabling maneuver across all phases of the Army's missions. They are adaptive leaders and trainers, mastering the operation, integration, and technical maintenance requirements of all CBRN systems programs of record.

(2) 740A Warrant Officers are innovative integrators of emerging CBRN technologies and capabilities into combined arms operations. They advise commanders on CBRN considerations such as employment of CBRN related capabilities, and requirements to procure specialized CBRN equipment. They are expert-level problem solvers, and critical thinkers.

(3) CBRN warrant officers are integral in conducting intelligence preparation of the operational environment (IPoE) to support operations. Their expertise spans the full spectrum of Chemical Branch requirements, Large Scale Combat Operations (LSCO), expeditionary movement and maneuver, and homeland defense, changes in threats and doctrine. CBRN warrant officers possess joint, interagency, intergovernmental, multinational (JIIM) operational knowledge, a strong Warrior Ethos, and are uniquely suited to execute key CBRN tasks which enable mission success.

(4) Serves as an advisor on CBRN operations' capabilities and limitations. Coaches, teaches, mentors, and evaluates CBRN Soldiers on all matters related to CBRN operations.

d. *Warrant Officer One Development (WO1).*

(1) *Entry Level Education.* A warrant officer selection board selects CBRN warrant officers following a thorough assessment of their technical and tactical competencies. Upon selection to become a warrant officer, all candidates must graduate from the Warrant Officer Candidate School (WOCS). WOCS provides candidates with an understanding of the basic skills and behaviors essential to developing an effective Army warrant officer.

(2) *Basic Education.* After completing WOCS, WO1s must attend CBRN Warrant Officer Basic Course (WOBC). Appointment to WO1 is contingent upon completion of the USACBRNS Warrant Officer Basic Course (WOBC). The CBRN WOBC certifies warrant officers as technically and tactically competent officers able to serve in the CBRN Regiment. 740A WOBC provides education, training, and the core skills necessary to lead CBRN

operations successfully. Graduates of WOBC receive training in the following areas: leadership, training management, written and oral communication, Army operations (fundamentals and doctrine), staff procedures, CBRN defense (fundamentals and doctrine), biological defense capabilities, decontamination, reconnaissance, operational radiological safety, threat doctrine and capabilities (to include current threat).

(3) *Developmental Assignment*. Upon completing CBRN WOBC, the warrant officer can expect junior-level developmental assignments within their specialty, as depicted in the CBRN warrant officer career path (figure 3). These assignments give the junior warrant officer a solid foundation of experience and depth to build off and prepare for assignments at higher levels.

(4) *WO1 Developmental assignments*. CBRN warrant officers can expect and should seek out assignments of increased responsibility that refine the knowledge, skills, and experience gained from previous assignments and training.

- (a) Area Support Technician.
- (b) Civil Support Team Survey Team Leader.
- (c) CBRNE Response Operations Technician.
- (d) CBRNE Response Assistant Team Leader.
- (e) CBRN Hazard Response Company Technician.
- (f) Heavy DECON/RECON (HDR) Company Technician.

(5) *Desired Experience*. The WO1 should continue to reinforce and hone technical and tactical skills. Inculcation of the Warrior Ethos and Army Values is essential in the development of newly accessed CBRN WOs. Prior to promotion to CW2, WOs must possess an in-depth knowledge of combined arms and CBRN operations gained through institutional and assignment experience.

(6) *Self-development*. WO1s should seek functional courses that will prepare them for their next unit of assignment. Self-development may include but is not limited to distributive learning courses, civilian education, and institutional training.

e. Chief Warrant Officer Two (CW2) Development.

(1) *Intermediate Education*. Warrant Officer Intermediate Course (WOIC) provides intermediate, CBRN specific, technical, tactical, and leader-expert knowledge and skills needed to serve in CBRN senior CW2 assignments and roles. The curriculum includes a USACBRNS resident technical phase.

(2) *CW2 Developmental Assignments*. CBRN warrant officers can expect and should seek out assignments of increased responsibility that refine the knowledge, skills, and experience gained from previous assignments and training.

- (a) Area Support Technician.
- (b) Civil Support Team Survey Team Leader.
- (c) CBRN Response Operations Technician.

- (d) CBRNE Response Team Technician.
- (e) CBRN Hazard Response Company Technician.
- (f) Heavy DECON/RECON (HDR) Company Technician.

(3) *CW2 Broadening Assignments.* CBRN warrant officers can expect and should seek out assignments of increased responsibility that refine the knowledge, skills, and experience gained from previous assignments and training.

- (a) CBRN Company (ABN) (SF) CBRN Technician.
- (b) Warrant Officer Career College TAC Officer.
- (c) Training with Industry with Utilization assignment.
- (d) WOBC SGL.

(4) *Desired Experience.* CBRN WOs should seek maximum exposure by serving in multiple CBRN assignments and deployments. WOs will be assigned as Assistant Team Leaders on CBRNE Response Teams (CRT), Area Support Technicians, Civil Support Team (CST) Sample Team Leader, Technical Escort Operations Warrant Officers, Hazard Response Operations Technicians, (HDR) Company Technicians, and CBRN SOF Company CBRN Technicians. Company grade CBRN WOs that serve at the company and team level are expected to build expertise in CBRN systems maintenance management, integration, operation, employment, crew and team certification/ evaluation. CBRN WOs should demonstrate mastery of at least one developmental assignment at grade prior to moving to next successive assignment or broadening and be PME complete to be competitive for chief warrant officer three.

(5) *Self-development.* After mastering their current position (24-36 months), CW2s should seek functional courses that will prepare them for their next unit of assignment. Self-development may include but is not limited to distributive learning courses, civilian education, and institutional training. Examples include Hazard Prediction Assessment Capability (HPAC), Integrated Weapons of Mass Destruction Toolset (IWMDT), Integrated Munitions Effects Assessment (IMEA) and the Counter Proliferation Planning System (CaPS). Completion of an associate's degree is recommended prior to promotion to CW3.

f. Chief Warrant Officer Three (CW3) Development.

(1) *Advanced Level Education.* Warrant Officer Advanced Course (WOAC) provides advanced CBRN-specific technical training and staff skills. CBRN warrant officers will attend WOAC, not earlier than selection for promotion to CW3 and not later than 12 months' time in grade as a CW3. CBRN warrant officers are required to complete the branch immaterial phase(s) of WOAC, and the CBRN technical phase to receive WOAC MEL credit. WOAC provides CW3s with the advanced level education and influential leadership skills necessary to integrate their technical expertise in support of leaders as staff officers, trainers, managers, systems integrators, and leaders at the tactical and operational levels of Army, Joint, Interagency, Intergovernmental, and Multinational (JIIM) organizations executing LSCO through decisive action.

(2) *CW3 Developmental Assignment.* CBRN warrant officers can expect and should seek out assignments of increased responsibility that refine the knowledge, skills, and experience gained from previous assignments and training.

- (a) Battalion CBRN Operations Technician.
- (b) CBRN Brigade Operations Technician.
- (c) Division CBRN Technician.

(3) *CW3 Broadening / Nominative Assignments.* CBRN warrant officers can expect and should seek out assignments of increased responsibility that refine the knowledge, skills, and experience gained from previous assignments and training.

- (a) WOIC/WOAC Small Group Leader (SGL).
- (b) Proponent Combat Developer.
- (c) CBRN Response Operations (DTRA).
- (d) Deputy Assistant Commandant CBRN Technician (DAC-NG) (NG Only).

(4) *Desired Experience.* Field Grade Warrant Officers serving at the battalion and division level should be experts in enemy CBRN capabilities, CBRN intelligence preparation of the operational environment (IPoE), targeting, fusion cell operations, knowledge management, SME on CBRN modeling warning & reporting program of record, Chemical Defense Equipment (CDE) program, management of CBRN programs within the battalion or division. CW3s should pursue Division CBRN Technician positions, followed by assignment to a battalion operations technician position. CBRN WOs should demonstrate mastery of at least one developmental assignment at the grade prior to moving to the next successive assignment or broadening and be PME complete to be competitive for chief warrant officer four.

(5) *Self-development.* CBRN warrant officers at this level have developed advanced technical and tactical proficiency to prepare them to serve as senior-level managers and integrators within their specialty. The Chemical Branch encourages CW3s to seek assignment-oriented training focused on future positions to enhance the warrant officer's duty performance. CW3s should refine and perfect their communication skills for high-level operational and strategic positions. Completion of a baccalaureate degree is recommended prior to promotion to CW4. Warrant officers that have already obtained a baccalaureate degree should strongly consider pursuing a graduate degree at a civilian educational institution.

g. Chief Warrant Officer Four (CW4) Development.

(1) *Senior Level Education.* Warrant Officer Senior Course (WOSC) provides senior warrant officer level professional leader development education, and branch or WMOS specific technical training as staff officers, trainers, managers, systems integrators, and leaders at the tactical and operational levels of the Army, JIIM organizations. CBRN warrant officers will attend the branch immaterial WOSC resident phase within 24 months of selection for promotion to CW4 and are required to complete the CBRN technical phase to receive WOSC credit.

(2) *CW4 Developmental Assignments.* CBRN warrant officers can expect and should seek out assignments of increased responsibility that refine the knowledge, skills, and experience gained from previous assignments and training.

- (a) Brigade CBRN Technician.
- (b) Corps CBRN Technician.
- (c) WMD Coordination Team (WCT) CBRN Technician.

(3) *CW4 Broadening Assignments / Nominative Assignments.* CBRN warrant officers can expect and should seek out assignments of increased responsibility that refine the knowledge, skills, and experience gained from previous assignments and training.

- (a) Career Manager (HRC).
- (b) CBRN Response Operations (DTRA).
- (c) CWMD Plans/Ops Technician (USANCA).
- (d) Proponent Warrant Officer.
- (e) WOSC SGL.

(4) *Desired Experience.* Field Grade CBRN WOs will have served at multiple echelons and positions. As a CW4, CBRN WOs are expected to serve and support within CBRN brigades, CBRNE commands and Corps CBRN cells. CW4 duties and responsibilities include advisor to the commander on CBRN systems capability, targeting, fusion cell operations, maintenance requirements and employment, and serving as liaison between organizations and program managers on all CBRN equipment, technical planner for all CBRN or CWMD related missions. CW4s have special mentorship responsibilities to other WOs and provide essential advice to commanders on CBRN technical and WO issues. CBRN WOs should demonstrate mastery of at least one developmental assignment at the current grade prior to moving to the next successive or broadening assignment and be PME complete to be competitive for chief warrant officer five.

(5) *Self-development.* CBRN Warrant officers at this level have developed advanced technical and tactical proficiency to prepare them to serve as senior-level managers and integrators within their specialty. The Chemical Branch encourages CW4s to seek assignment-oriented training focused on future positions to enhance the warrant officer's duty performance which, should include Joint Senior Leader Course, Joint CWMD Planners Course, and CWMD Advisor Course. To stay relevant and continue refining their knowledge depth, warrant officers should seek senior MOS technical expertise, knowledge, and experience. Take advantage of opportunities to participate in fellowships, strategic broadening seminars, and MOS specialty training. Warrant officers without a civilian graduate degree should strongly consider pursuing one.

h. *Chief Warrant Officer Five (CW5) Development*

(1) *Master level Education.* Warrant Officer Master Course (WOMC) is a branch-immaterial resident course conducted by the ArmyU. This course will focus on the master level integration, technical and tactical knowledge, skills, and leadership select CBRN CW5s

require to serve in senior branch-designated and senior branch-immaterial nominative CW5 assignments and roles.

(2) *Developmental Assignment*. CBRN warrant officers can expect and should seek out assignments of increased responsibility that refine the knowledge, skills, and experience gained from previous assignments and training.

- (a) Chemical Corps Regimental Chief Warrant Officer.
- (b) 20th CBRNE Command Senior Warrant Officer Advisor.

(3) *CW5 Broadening Assignments*. CBRN warrant officers can expect and should seek out assignments of increased responsibility that refine the knowledge, skills, and experience gained from previous assignments and training.

Branch-Immaterial (Nominative).

(4) *Desired Experience*. CBRN CW5s are master-level technical and tactical experts and provide leader development, mentorship, and sound technical advice to commanders, staff, NCOs, officers, and fellow warrant officers. CW5s have special mentorship responsibilities to other warrant officers at all levels and are responsible for providing essential advice to commanders on technical matters and warrant officer areas of interest. CBRN CW5s must become familiar with Army and CBRN organizational roles, functions, and missions, especially at the Army Commands and Army staff levels and with the force management process.

(5) *Self Development*. Devoting time to developing a broader understanding of all aspects of Army CBRN operations and CBRN force structure is recommended. CBRN CW5s should sharpen their knowledge of personnel force integration functions for doctrine, training, material, and personnel. In addition, CW5s should become familiar with the constitutional, statutory, and regulatory basis for force projection.

i. *Nominative assignment processes*

(1) Nominative assignments will be executed outside the ATAP marketplace. All nominative positions require extensive dialogue with, vetting, and concurrence from the Regimental Chief Warrant Officer of Chemical Branch and the Chemical Branch Commandant. File assessments compiled by the Chemical Branch Warrant Officer Career Manager for competitive officers must be provided to those involved in the hiring process.

(2) The Chemical Branch Commandant serves as the hiring authority for the following positions: Regimental Chief Warrant Officer, 20th CBRNE Command Senior Warrant Officer Advisor, and USACBRNS Proponent Warrant Officer.

(3) The Chemical Branch Warrant Officer Career Manager must be vetted through the Regimental Chief Warrant Officer and Chemical Branch Commandant, however, the Commander, Human Resources Command must serve as the hiring authority.

(4) The tour length of the four nominative positions in para i(2) and i(3) is 24 months

with an option for an additional 12 months if directed/requested by the Chemical Branch Commandant.

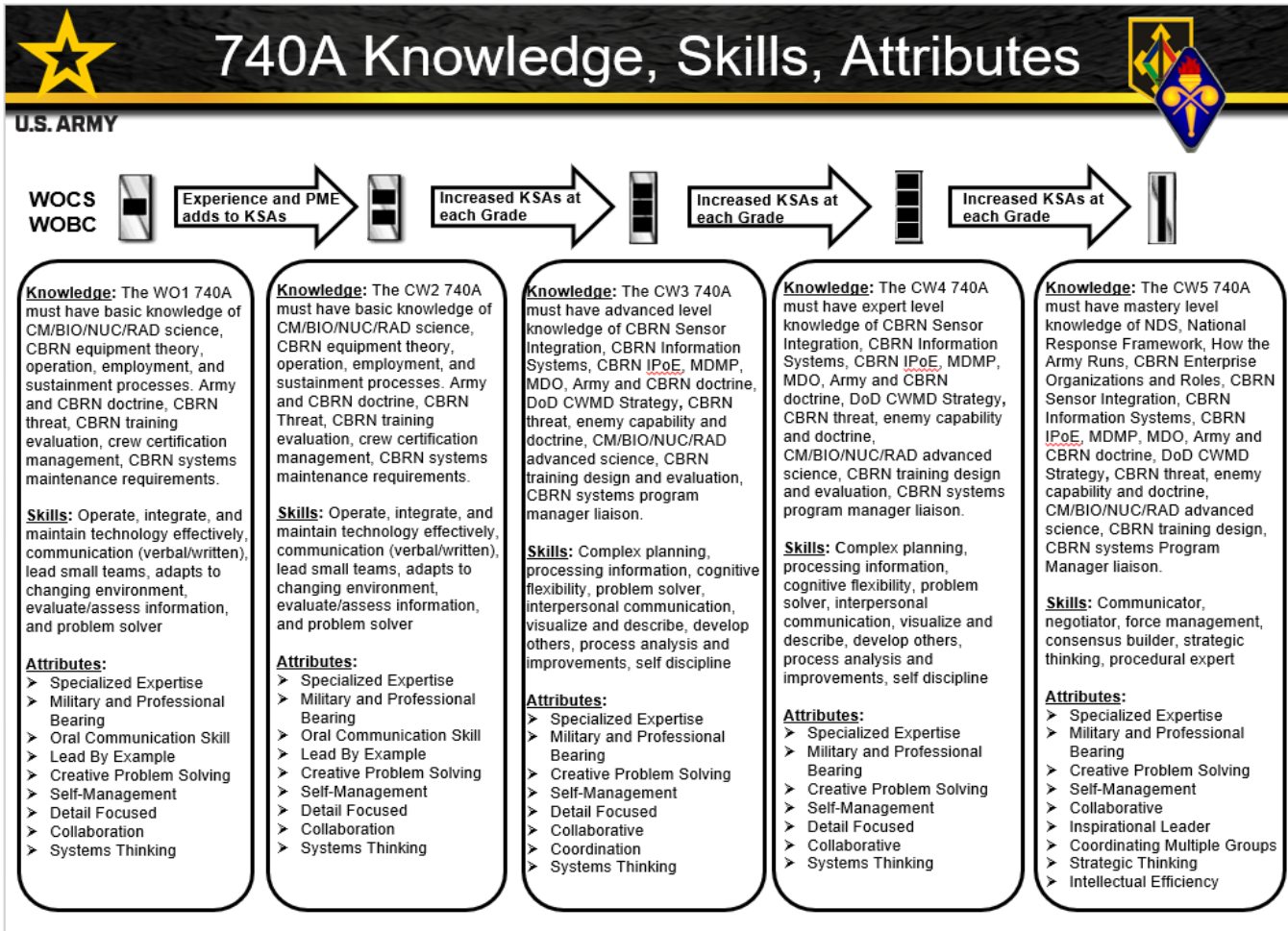


Figure 4, Chemical Warrant Officer (740A) Knowledge, Skills, Attributes