



## 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.

**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)
- Career Field Manager (Proponent)
- 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:** 24 months as AFN Broadcast Operations NCO / Army Special Operations.

**HQ – SSG:** 12 months as a Public Affairs Detachment (PAD) or Mobile Public Affairs Detachment (MPAD) / Theater Public Affairs Support Element (TPASE) NCO / Army Service Component Commands (ASCCs) Public Affairs NCO.

## MILITARY / CIVILIAN EDUCATION

**MQ – SSG:** Distinguished Honor Graduate or Distinguished Leadership Award in ALC, Associate's Degree or continuous pursuit of civilian education.

**HQ – SSG:** Commandant's List in PME with 45+ credit hours towards a degree a professional certification.

## TRAINING

**MQ – SSG:** Two of more of the following courses: Airborne, Battle Staff NCO (BSNCO), Equal Opportunity Leader (EOL), Jumpmaster, Ranger, Sexual Harassment/Assault Response Program (SHARP) Foundations Course, Operation Security Level II (OPSEC II), Joint Information Planners Course (JIPC), Tactical Information Operations Planners Course (TIOPC), H2F Facilitator, and EJPME I.

**HQ – SSG:** MRT, SHARP, EOL, Army Information Operations Course (AIO), Defense Information School Intermediate Courses, Army Information Operations Course, Assessing SOF Operations in the Information Environment (ASOIE), Special Operations Forces-Influence and Operations in the Information Environment (SOF-IOIE), or Joint Special Operations Public Affairs Course.

## BROADENING ASSIGNMENTS

**MQ – SSG:** Small Group Leader (SGL), Training Developer, Ranger, Observer Controller Trainer (OC/T), or Training with Industry.

**HQ – SSG:** Drill Sergeant, Recruiter, Instructor/Writer, or Airborne.

## OTHER INDICATORS FOR MQ

NCO of the Quarter/Year, DA Level Keith L. Ware and definitive of the year awards in broadcast/print/visual information, MSG Triggs Leadership Award, Military Order of St. Gabriel Regt Award (Silver). Expert Soldier Badge, Instructor Badge, Recruiter Gold Badge, Drill Sergeant Badge, SGT Audie Murphy Club Inductee, SGT Morales Club Inductee, Military Outstanding Volunteer Service Medal (MOVSM). Drill Sergeant of the Year, Master Instructor, Senior Instructor.



## KEY DEVELOPMENT POSITIONS

**MQ – SSG:** 24+ months in the following: Squad Leader, Detachment Section NCO, Electronics Engineer, Senior VI Equipment Operator/Maintainer, Master Control Technician, Operations NCO.

**HQ – SSG:** 12+ months in the following: Squad Leader.

## MILITARY / CIVILIAN EDUCATION

**MQ – SSG:** Distinguished Honor Graduate or Distinguished Leadership Award in ALC, Associate's Degree or continuous pursuit of civilian education.

**HQ – SSG:** Commandant's List in PME with 45+ credit hours towards a degree a professional certification.

## TRAINING

**MQ – SSG:** Two of more of the following courses: Battle Staff NCO, Drill Sergeant School, Recruiter, Ranger, Airborne, Jumpmaster, Air Assault, Visual Information Management Course (VIM), H2F Integrator, SHARP, EJPME I, EOL, Common Faculty Development-Developer Course (CFD-DC), Common Faculty Development-Instructor Course (CFD-IC), or Tactical Information Operations Planners Course (TIOPC).

**HQ – SSG:** Airborne, Intermediate Motion Media Course (IMMC), CFD-IC, Retention NCO, Army Information Operations Course, Army Information Operations Course, Assessing SOF Operations in the Information Environment, Special Operations Forces-Influence and Operations in the Information Environment, or Joint Special Operations Public Affairs Course

## BROADENING ASSIGNMENTS

**MQ – SSG:** Drill Sergeant, Recruiter, Instructor/Writer, Small Group Leader, or at White House Communications Agency (WHCA); Senior VI NCO, Training Developer, Instructor/Writer, Observer Controller/Trainer NCO, Army Multimedia and Visual Information Division (AMVID), Electronics Engineer, Senior VI Equipment Operator/Maintainer, Defense Media Agency (DMA) or in Army Special Operations.

**HQ – SSG:** Drill Sergeant, Recruiter, Instructor/Writer, or 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, Drill Sergeant/Recruiter of the Quarter/Year, Instructor of the Year, Keith L. Ware Award winner, SPC Hilda I. Clayton Best Combat Camera Competition, Master Instructor, Senior Instructor, Best Warrior Competition, German Proficiency Badge, Order of St. Gabriel Regt Award (Silver).



## KEY DEVELOPMENT POSITIONS

**MQ – SSG:** 24+ months in the following: Squad Leader, Operations NCO, Senior VI NCO, Training Developer, Instructor/Writer, Observer Controller/Trainer NCO, Army Multimedia Visual Information Directorate (AMVID), or in Army Special Operations

**HQ – SSG:** 12+ months in the following: Squad Leader, Instructor/Writer, Army Multimedia Visual Information Directorate (AMVID)

## MILITARY / CIVILIAN EDUCATION

**MQ – SSG:** Distinguished Honor Graduate or Distinguished Leadership Award in ALC, Associate's Degree or continuous pursuit of civilian education. Adobe Certified Expert: Illustrator, Adobe Certified Expert: Premier Pro

**HQ – SSG:** Commandant's List in PME with 45+ credit hours towards a degree or a professional certification.

## TRAINING

**MQ – SSG:** Two of more of the following courses: Battle Staff NCO, Drill Sergeant School, Recruiter, Ranger, Airborne, Jumpmaster, Air Assault, Visual Information Management Course (VIM), H2F Integrator, SHARP, EJPME I, EOL, Common Faculty Development-Developer Course (CFD-DC), Common Faculty Development-Instructor Course (CFD-IC), or Tactical Information Operations Planners Course (TIOPC)

**HQ – SSG:** Airborne, Digital Media Course (DMC), Intermediate Motion Media Course (IMMC), CFD-IC, Retention NCO, Joint Special Operations Public Affairs Course, Assessing SOF Operations in the Information Environment, Special Operations Forces-Influence and Operations in the Information Environment, or Army Information Operations Course.

## BROADENING ASSIGNMENTS

**MQ – SSG:** TWI, (OC/T), Drill Sergeant, Recruiter, Instructor, Developer, Ranger, Airborne. Secretary of the Army Photographer, Army Chief of Staff Photographer, or Army Senior Leader Photographer. ARNG Talent Development Program (ARNG Only), White House Communications Agency, or Army Multimedia Visual Information Directorate (AMVID).

**HQ – SSG:** SFAB; Observer Controller Trainer (OC/T); Drill Sergeant; Recruiter; Instructor; 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, Drill Sergeant/Recruiter of the Quarter/Year, Instructor of the Year, Keith L. Ware Award winner, SPC Hilda I. Clayton Best Combat Camera Competition, Master Instructor, Senior Instructor, Best Warrior Competition, German Proficiency Badge, Order of St. Gabriel Regt Award (Silver).



## KEY DEVELOPMENT POSITIONS

**MQ – SFC:** 24+ months in the following: Platoon Sergeant, Operations NCOIC, Training Developer, or Observer Controller/Trainer NCO

**HQ – SFC:** 12+ months in the following: Multimedia NCOIC, VI Operations NCO.

**MQ – MSG:** 24+ months in the following: 1SG in SQI M-coded positions Army-Wide, Senior Talent Management NCO, Senior Career Field Manager, or 55th Public Affairs Company (COMCAM) Operations NCOIC.

**HQ – MSG:** 12+ months in the following: VI Operations NCOIC

**MQ – SGM:** 24+ months in the following: Successful completion of 6C/7C coded positions, Corps PA SGM, Army Service Component Command (ASCC) SGM (7S/6S)

**HQ – SGM:** 12+ months in the following: Operations SGM, Primary Staff NCO; Proponent SGM

## MILITARY / CIVILIAN EDUCATION

**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 – SFC:** Commandant's List, Associate's Degree, credit hours towards a degree or a professional certification

**MQ – MSG:** AFMC, CDC, JCPAC, or Project Manager Program (PMP).

**HQ – MSG:** Commandant's List, Bachelor's Degree

**MQ – SGM:** Exceeded USASMA Course Standards, Master's Degree, AFMC, CDC, or SGM-A Fellowship, JSOPAC, Lean Sigma 6

**HQ – SGM:** Met USASMA Course Standards, Master's Degree

## TRAINING

**MQ – SFC:** Two of more of the following courses: Battle Staff NCO, Airborne, Air Assault, MFT, BSNCO, EOA, Airborne, Jumpmaster, Air Assault, or Knowledge Management Qualification Course, Joint Contingency Public Affairs Course (JCPAC), JPME II, and or Visual Information Management (VIM).

**HQ – SFC:** Completion of one advanced skill or functional course, Army Information Operation Course, SOF-IOIE, or Joint Special Operations Public Affairs Course (JSOPAC).

**MQ – MSG:** Manpower & Force Management Course (MFCMC)

**HQ – MSG:** SHARP, EOL, Defense Information School Intermediate Courses, Tactical Information Operations Planners Course (TIOPC), JSOPAC, SOF-IOIE, or ASOIE

**MQ – SGM:** HTAR or SGM-A Fellowship, Capabilities Developer Course, Joint C4 Planners Course, MFMC.

**HQ – SGM:** Defense Information School Intermediate Courses, SOF-IOIE, ASOIE

## 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, Platoon Sergeant, SGL, Chairman of the Joint Chiefs of Staff Chaplain NCO.

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

## BROADENING ASSIGNMENTS

**MQ – MSG:** AMVID NCOIC

**HQ – MSG:**

**MQ – SGM:** ACO OCLL Fellow, Proponent SGM, or SGM-A Instructor

**HQ – SGM:** Reserve Officers' Training Corps Instructor

## OTHER INDICATORS FOR MQ

SGT Audie Murphy Club Inductee, SGT Morales Club Inductee, Instructor of the Year, Keith L. Ware Award winner, Master Instructor, Senior Instructor, Order of St. Gabriel Regt Award (Silver) or (Gold), definitive of the year awards in broadcast/print/visual information, AUSA Kilpatrick Scholarship Recipient. U.S. Army Storyteller of the Year or Accreditation in Public Relations + Military Communication, or 24+ months MOS 46Y fill authorized 46Z MSG or 1SG positions.



## KEY DEVELOPMENT POSITIONS

**MQ – SFC:** 24+ months in the following: Public Affairs Det (PAD) NCOIC; Division Public Affairs Operations NCO; SF Group / Theater Special Operations Command (TSOC) NCOIC; Regiment, Theater Public Affairs Support Element (TPASE) OPS NCO

**HQ – SFC:** 12+ months in the following: MPAD team leader; Multifunctional Brigades NCOIC; American Forces Network (AFN) Station managers; Defense Media Agency (DMA) NCO; ASCC NCO; Proponent NCO; Army Communications and Outreach Office (ACO) NCO.

**MQ – MSG:** 24+ months in the following: 1SG in SQI M-coded positions Army-Wide, PA Advisor to the SMA; Senior Talent Management NCO

**HQ – MSG:** 12+ months in the following: Division Public Affairs NCOIC; Proponent NCOIC

**MQ – SGM:** 24+ months in the following: Successful completion of 6C/7C; Corps SGM, Army Service Component Command (ASCC) SGM (7S/6S)

**HQ – SGM:** 12+ months in the following: Theater Sustainment Command (TSC) SGM (7S); DMA SGM (7S)

## MILITARY / CIVILIAN EDUCATION

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

**HQ – SFC:** Commandant's List, Associate's Degree, credit hours towards a degree or a professional certification

**MQ – MSG:** AFMC, CDC, JCPAC, or TIOPC

**HQ – MSG:** Commandant's List, Bachelor's Degree

**MQ – SGM:** Exceeded USASMA Course Standards, Master's Degree, AFMC, CDC, HTAR or SGM-A Fellowship, JSOPAC

**HQ – SGM:** Met USASMA Course Standards, Master's Degree

## TRAINING

**MQ – SFC:** Two of more of the following courses: Battle Staff NCO, Airborne, Air Assault, BSNCO, EOA, Airborne, Jumpmaster, or Air Assault. or Knowledge Management Qualification Course, Tactical Information Operations Planners Course (TIOPC).

**HQ – SFC:** Completion of one advanced skill or functional course. Joint Special Operations Public Affairs Course (JSOPAC), or SOF-IOIE, ASOIE.

**MQ – MSG:** Manpower & Force Management Course (MFCMC), EOA, Joint Contingency Public Affairs Course (JCPAC).

**HQ – MSG:** SHARP, EOL, Defense Information School Intermediate Courses, JSOU, ASOIE, SOF-IOIE, or Tactical Information Operations Planners Course (TIOPC).

**MQ – SGM:** AFMC, CDC, NLC, HTAR or SGM-A Fellowship

**HQ – SGM:** EOA, Defense Information School Intermediate Courses, ASOIE, SOF-IOIE

## BROADENING ASSIGNMENTS

**MQ – SFC:** Training Developer, Senior SGL, Senior Drill Sergeant, Inspector General, Sexual Assault Response Coordinator, MEO Advisor, or TWI

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

**MQ – MSG:** PA Advisor to the SMA, Senior Talent Management NCO, or ACO Regional Office NCOIC

**HQ – MSG:** Proponent NCOIC

**MQ – SGM:** ACO OCLL, SGM-A Instructor

**HQ – SGM:**

## OTHER INDICATORS FOR MQ

SGT Audie Murphy Club Inductee, SGT Morales Club Inductee, Instructor of the Year, Keith L. Ware Award winner, Master Instructor, Senior Instructor, Order of St. Gabriel Regt Award (Silver) or (Gold), definitive of the year awards in broadcast/print/visual information, AUSA Kilpatrick Scholarship Recipient. U.S. Army Storyteller of the Year or Accreditation in Public Relations + Military Communication, or 24+ months MOS 46Z fill authorized 46Y MSG or 1SG positions.