



## 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:** 18-24 months of successful duty as a Battalion (or Organizational Position equivalent) S1 SR HR SGT and 12 months of successful duty in a broadening assignment with MQ rating or an exclusive rating for immature senior rater profile.

**MQ SFC:** 18-24 months of successful duty as a Battalion/Brigade S1 SR HR SGT at current rank and 12 months of successful duty in a broadening assignment with MQ rating or an exclusive rating for immature senior rater profile.

**HQ SSG:** 12 months of successful duty as a Battalion S1 SR HR SGT with HQ rating.

**HQ SFC:** 12 months of successful duty as a Battalion/Brigade S1 SR HR SGT at current rank with HQ rating.

### TRAINING

**MQ SSG:** Drill Sergeant School; Recruiter; Ranger School; Postal Operations/Supervisor; Joint Military Attaché; Airborne; Air Assault; Common Faculty Development-Instructor Course; Common Faculty Development-Developer Course.

**MQSFC:** Inspector General Course; Drill Sergeant School; Recruiter; Ranger School; Postal Supervisor Course; Airborne; Air Assault; Common Faculty Development-Instructor Course; Common Faculty Development-Developer Course; Battle Staff; Manpower/Force Management Course; Equal Opportunity Advisor Course.

**HQ SSG:** Master Resilience Training; H2F Integrator (MFT Course); SHARP Basic Course.

**HQ SFC:** Master Resilience Training; H2F Integrator (MFT Course); SHARP Intermediate Course.

### BROADENING ASSIGNMENTS

**SSG:** Drill Sergeant; Recruiter; Instructor (AIT); NCOA SGL (ALC); Army/Joint/NATO Staff; Battalion/Brigade S3 NCO; Defense Attaché; Defense Courier; Career Management (Proponent) NCO; Special Mission Unit; White House Communications Agency.

**SFC:** Drill Sergeant; Recruiter; SR Instructor (AIT); NCOA SGL (ALC/SLC); Career Management (Proponent) NCO; Equal Opportunity Advisor; Assistant Inspector General; Sexual Assault Response Coordinator/Sexual Harassment/Assault Response and Prevention Coordinator; Observer Coach/Trainer; Training with Industry; Defense Attaché; Defense Courier; Special Mission Unit; White House Communications Agency; HRC Talent Management NCO.

### OTHER INDICATORS FOR MQ

**SSG:** Senior Army Instructor Badge; Army Master Recruiter Badge; Audie Murphy/SGT Morales; AG NCO of the Year / NCO of the Year (BDE level or higher); MOVSM; Associate Professional in Human Resources (aPHR) Certification.

**SFC:** Senior Army Instructor Badge; Army Master Recruiter Badge; Audie Murphy/SGT Morales; AG NCO of the Year / NCO of the Year (BDE level or higher); MOVSM; Professional in Human Resources (PHR) Certification; Project Management Professional (PMP) Certification; Power BI Data Analyst Associate.

## KEY DEVELOPMENT POSITIONS

**MQ MSG/1SG:** 18-24 months of successful duty as a Brigade S1 SR HR SGT at current rank and 12 months of successful duty as a 1SG; or in broadening assignment with a MQ rating or an exclusive rating for immature senior rater profile.

**MQ CSM/SGM:** 18-24 months as a Division G1 SGM; Army Service Component Command G-1 SGM; Corps Level G1 SGM; Battalion/Brigade CSM with MQ rating or an exclusive rating for immature senior rater profile.

**HQ MSG/1SG:** 12 months of successful duty as a Brigade S1 SR HR SGT at current rank with HQ rating.

**HQ CSM/SGM:** 12 months as a Division G1 SGM; Army Service Component Command G-1 SGM; Corps Level G1 SGM; Battalion/Brigade CSM with HQ rating.

### TRAINING

**MQ MSG/1SG:** Postal Supervisor Course; Ranger School; Common Faculty Development-Instructor Course; Airborne; Air Assault; Battle Staff.

**MQ CSM/SGM:** Sergeant Major Force Management Course; Battalion/Brigade Pre-Command Course; Adjutant General Pre-Command Course.

**HQ MSG/1SG:** Master Resilience Training; H2F Integrator (MFT Course); SHARP Advanced Course.

**HQ CSM/SGM:** Battalion/Brigade Pre-Command Course.

### BROADENING ASSIGNMENTS

**MSG/1SG:** NCOA Deputy Commandant; NCOA First Sergeant; Equal Opportunity Advisor; Assistant Inspector General; SARC; Training with Industry; Defense Attaché; Defense Courier; Army/Joint Staff NCO; HRC Talent Management NCO; Manpower/Force Management NCO; HR Operations NCO; Master Leader Course Instructor (MLC).

**SGM/CSM:** NCOA Commandant; BN CSM(HHBN/STB/REC); BDE CSM (Garrison/MEPS); Manpower and Reserve Affairs Sergeant Major; Inspector General Sergeant Major; Proponent Sergeant Major; Equal Opportunity Sergeant Major; United States Army Sergeants Major Academy Instructor/Fellowship; HRC Branch Sergeant Major.

### OTHER INDICATORS FOR MQ

**MSG/1SG:** Master Instructor Badge; Audie Murphy/SGT Morales; MOVSM; Senior Professional in Human Resources (SPHR) Certification; Power BI Data Analyst Associate.

**CSM/SGM:** Master Instructor Badge.



## KEY DEVELOPMENT POSITIONS

**MQ SSG:** Served 18+ months highly rated service as Squad Leader; USASOM NCOA SGL; or Drill Sergeant. Additional successful service in an institutional or broadening assignment should be considered favorably.

**MQ SFC:** Served 18+ months highly rated service as an Operations Sergeant; Platoon Sergeant; USASOM NCOA SGL; or Sr Drill Sergeant. Additional successful service in an institutional or broadening assignment should be considered favorably.

**HQ SSG:** Served 18+ months as a Squad Leader; Support NCO; or in an institutional or broadening assignment.

**HQ SFC:** Served 18+ months as an Operations Sergeant; Platoon Sergeant; Senior Support NCO; or in an institutional or broadening assignment.

### TRAINING

**MQ:** Two or more of the following courses

**SSG:** Equal Opportunity Advisor Course; Common Faculty Development-IC; Common Faculty Development-DC; H2F Integrator (MFT Course); SHARP Basic Course; P3T.

**SFC:** CCFSPC; Battle Staff; TEDMMC; Knowledge Manager; Common Faculty Development-IC; Common Faculty Development-DC; Manpower Force Management Course.

**HQ:** One of the following courses

**SSG:** SHARP Basic Course; Equal Opportunity Advisor Course; Common Faculty Development-Instructor Course; Common Faculty Development-Developer Course; H2F Integrator (MFT Course); P3T.

**SFC:** CCFSPC; Battle Staff; TEDMMC; KM; Common Faculty Development-IC; Common Faculty Development-DC; Manpower Force Management Course.

### BROADENING ASSIGNMENTS

**SSG:**

- Musician - SHAPE International Band
- Musician - Army Musical Outreach Team
- Training With Industry
- BN/BDE Victim Advocate

**SFC:**

- Musician or Deputy Director - SHAPE International Band
- Musician- Army Musical Outreach Team
- Training With Industry
- BN/BDE Victim Advocate

### OTHER INDICATORS FOR MQ

**SSG/SFC:**

- Served in nominative position at US Army School of Music
- Demonstrated continuous pursuit of civilian education; professional certifications; and/or professional coaching or instruction
- Army Bands Soldier/NCO of the Year
- Has a 30+ AMPA score and/or has the C1 ASI
- Finley R. Hamilton Outstanding Military Musician Award



## KEY DEVELOPMENT POSITIONS

**MQ MSG:** 18+ months highly rated service as a Band 1SG or USASOM 1SG. Additional successful service as a Band Operations Sergeant or in an institutional or broadening assignment should be considered favorably.

**MQ SGM:** Served 24+ months as a Band Sergeant Major and USASOM CSM/Commandant; Army Bands NCOA.

**HQ MSG:** Served 18 months as a Band Operations Sergeant or an institutional or broadening assignment.

**HQ SGM:** Served at least 12 months as a Band Sergeant Major.

### TRAINING

**MQ:** Two or more of the following courses

**MSG:** CCFSPCC; Battle Staff; Manager Development Course; CDR's Safety Course.

**SGM:** BN/BDE PCC; HTAR; Manpower Force Management Course.

**HQ:** One of the following courses

**MSG:** CCFSPCC; Battle Staff; Manager Development Course; CDR's Safety Course.

**SGM:** BN/BDE PCC; HTAR; Manpower Force Management Course.

### BROADENING ASSIGNMENTS

**MSG:**

- Director - SHAPE International Band
- Instructor - MLC
- Training With Industry

**SGM:**

- CSL/KB/NOM billets
- MOS-immaterial SGM billets
- SMA Fellowship
- SGM-A Fellowship
- White House Fellowship
- Congressional Fellowship

### OTHER INDICATORS FOR MQ

**SSG/SFC:**

- Served in nominative position at US Army School of Music.
- Demonstrated continuous pursuit of civilian education and/or professional certifications.
- Army Bands Soldier/NCO of the Year.
- Has a 30+ AMPA score and/or has the C1 ASI.
- Finley R. Hamilton Outstanding Military Musician Award.



## KEY DEVELOPMENT POSITIONS

**MQ SSG:** Rated MQ and enumerated as #1 or top 5% with exclusive remarks on NCOER(s) while serving as **Musician or Support Musician**. Demonstrated consistent; quantifiable; and outstanding duty performance with exceptional potential to succeed at the next level as reflected in Senior Rater comments.

**MQ SFC:** Rated MQ and enumerated as #1 or top 5% with exclusive remarks on NCOER(s) while serving as **Senior Musician or Senior Support Musician**. Demonstrated consistent; quantifiable; and outstanding duty performance with exceptional potential to succeed at the next level as reflected in Senior Rater comments.

**HQ SSG:** Rated HQ on NCOER(s) and in the top 20% while serving as **Musician or Support Musician**. Demonstrated consistent; quantifiable; and excellent duty performance with high potential to succeed at the next level as reflected in Senior Rater.

**HQ SFC:** Rated HQ on NCOER(s) and in the top 20% while serving as **Senior Musician or Senior Support Musician**. Demonstrated consistent; quantifiable; and excellent leadership and duty performance with high potential to succeed at the next level as reflected in Senior Rater.

### TRAINING

**SSG/SFC MQ:** Two or more of the following courses

**SSG/SFC HQ:** One of the following courses

- P3T
- EOL
- BPL
- UPL
- CLS
- SP2
- Retention
- Master Driver
- Combatives
- Army University Leadership Courses
- Army Comptrollers Accreditation and Fiscal Law Course

### BROADENING POSITIONS

**SSG:** Entry Level positions on teams (within the element or unit) that facilitate daily operations and develop leadership attributes and competencies.

- Librarian Adjunct NCO
- Training NCO
- Unit History NCO
- GPC Holder
- Auditions NCO
- Element Supply Rep
- Soldier care initiative teams (EO; BOSS; SFRG)
- Force Protection NCO
- Retention NCO

**SFC:** Element leadership positions that are critical to daily operations and/or mission execution. These require a higher level of expertise; demonstrated leadership attributes and competencies to lead Soldiers and their teams.

- Element Producer (small teams)
- Billing Official
- State Funeral LNO
- Section Principal
- Adjunct/Associate Drum Major
- Enlisted Conductor
- Concertmaster

### OTHER INDICATORS FOR MQ

**SSG/SFC:**

- Balance of element and small teams unit broadening positions throughout TIS.
- Civilian Industry Leadership Courses (such as Simon Sinek) and clear documentation of positive section; group or element impact.
- Army Band NCO of the Year.
- Finley R. Hamilton Outstanding Military Musician Award.
- Expert Soldier Badge.
- MOVSM for Volunteer Service.
- Sergeant Audie Murphy Club (SAMC).
- German Armed Forces Proficiency Badge.
- German Schützenschnur Badge.
- Norwegian Foot March Badge.
- TUSAB LPD Course Completion / Distinguished Leadership Award.



## KEY DEVELOPMENT POSITIONS

**MQ MSG:** Rated MQ and enumerated as #1 or top 5% with exclusive remarks on NCOER(s) while serving as **Section Leader or Master Musician**. Demonstrated consistent; quantifiable; and outstanding duty performance with exceptional potential to succeed at the next level as reflected in Senior Rater comments.

**MQ SGM:** Rated MQ and enumerated as #1 or top 5% with exclusive remarks on NCOER(s) while serving as **Element Leader or Group Leader**. Demonstrated consistent; quantifiable; and outstanding duty performance with exceptional potential to succeed at the next level as reflected in Senior Rater comments.

**HQ MSG:** Rated HQ on NCOER(s) and in the top 20% while serving as **Section Leader or Master Musician**. Demonstrated consistent; quantifiable and outstanding duty performance with high potential to succeed at the next level as reflected in Senior Rater comments.

**HQ SGM:** Rated HQ on NCOER(s) and in the top 20% while serving as **Element Leader or Group Leader**. Demonstrated consistent; quantifiable and outstanding duty performance with high potential to succeed at the next level as reflected in Senior Rater comments.

### TRAINING

**MSG/SGM MQ:** Two or more of the following courses

**MSG/SGM HQ:** One of the following courses

- Force Management Courses such as HTAR
- MFT
- P3T
- EOL
- BPL
- UPL
- CLS
- SP2
- Retention
- Master Driver
- Combatives
- Army University Leadership Courses
- Army Comptrollers Accreditation and Fiscal Law Course

### BROADENING POSITIONS

**MSG:** Operational positions that involve leading teams of Soldiers; executing/supporting high-level missions and leader development.

- Section Leader
- TUSAB Special Bugler or Drummer
- Element Producer NCOIC
- Assistant Drum Major
- Stroll Leader
- Orchestra NCOIC
- Collateral Duty Team Lead Positions (NCOICs)
- Enlisted Music Director (Pop or Chorus)

**SGM:** Strategic positions that involve providing vision; direction and leader development for specific elements and/or the unit at large

- Operations SGM
- Human Resources SGM
- Element Leader
- Group Leader
- Training NCOIC
- LPD NCOIC
- Senior Producer
- Drum Major
- Collateral Duties NCOIC
- State Funeral Music Ops SGM

### OTHER INDICATORS FOR MQ

**MSG/SGM:**

- Balance of unit operational and strategic level broadening positions throughout career.
- Civilian Industry Leadership Courses (such as Simon Sinek) and clear documentation of positive unit impact.
- Company Commander's/1SG Course Selection and clear documentation of positive unit impact.
- Mentor for TUSAB LPD Courses.
- Serving on MDW level Soldier/NCO boards.



## KEY DEVELOPMENT POSITIONS

**MQ SSG:** Rated MQ and enumerated as #1 or top 5% with exclusive remarks on NCOER(s). Demonstrated consistent; quantifiable; and outstanding duty performance as *Musician or Support Musician* with exceptional potential to succeed at the next level reflected in Senior Rater comments. Pattern of excellence in Element; Group; or Section. Superior performance in multiple collateral duties having significant mission impact.

**MQ SFC:** Rated MQ and enumerated as #1 or top 5% with exclusive remarks on NCOER(s). Demonstrated consistent; quantifiable; and outstanding duty performance as *Section Leader; Senior Musician; or Senior Support Musician* with exceptional potential to succeed at the next level reflected in Senior Rater comments. Pattern of outstanding leadership. Superior performance or leadership in multiple collateral duties having significant mission impact.

**HQ SSG ():** Rated HQ on NCOER(s) and in the top 20%. Demonstrated quantifiable; excellent duty performance as *Musician or Support Musician* with high potential to succeed at the next level reflected in Senior Rater comments. Pattern of success in Element; Group; or Section. Excellent performance in one or two collateral duties having significant mission impact.

**HQ SFC:** Rated HQ on NCOER(s) and in the top 20%. Demonstrated quantifiable; excellent duty performance as *Section Leader; Senior Musician; or Senior Support Musician* with high potential to succeed at the next level reflected in Senior Rater comments. Pattern of strong leadership. Excellent performance or leadership in one or two collateral duties having significant mission impact.

### TRAINING

**MQ:** Multiple:

**SSG:** USO; Retention; UPL/UDL; OPSEC; ATO; ACE-SI; HAZMAT; MFT/H2F Integrator; P3T; SHARP; EOL; CMAOD-JPED; UPAR; CLS.

**SFC:** CCFSPCC; CDR's Safety Course; USO; Retention; UPL; OPSEC; ATO; ACE-SI; HAZMAT; MFT/H2F Integrator; P3T; SHARP; EOL; CMAOD-JPED; UPAR; CFD-IC.

**HQ:** One or two:

**SSG:** USO; Retention; UPL/UDL; OPSEC; ATO; ACE-SI; HAZMAT; MFT/H2F Integrator; P3T; SHARP; EOL; CMAOD-JPED; UPAR; CLS.

**SFC:** CCFSPCC; CDR's Safety Course; USO; Retention; UPL; OPSEC; ATO; ACE-SI; HAZMAT; MFT/H2F Integrator; P3T; SHARP; EOL; CMAOD-JPED; UPAR; CFD-IC.

### BROADENING POSITIONS

**SSG/SFC:**

- Collateral duties having significant mission impact outside the scope of primary duties

### OTHER INDICATORS FOR MQ

**SSG/SFC:**

- Demonstrated long-term; lifelong learning through pursuit of professional and personal development; graduate-level studies; or professional certifications that enhance the Soldier's MOS or add significant value to the unit and the mission.
- Sergeant Audie Murphy Club.
- Army Special Bands NCO of the Year.
- Finley R. Hamilton Outstanding Military Musician Award.
- Competitive Army Boards.
- Foreign badges.

*\* MOS 42S is exempt from PME per AR 600-8-19. The majority of 42S enter the Army with a bachelor's or advanced degrees. As a result; civilian education attained prior to BASD is NOT a discriminator for promotion. Soldiers who have pursued lifelong learning should be considered highly for promotion.*



## KEY DEVELOPMENT POSITIONS

**MQ MSG:** Rated MQ and enumerated as #1 or top 5% with exclusive remarks on NCOER(s). Demonstrated consistent; quantifiable; and superior leadership and duty performance as *Group Leader; Section Leader; Master Musician; or Master Support Musician* with exceptional potential to succeed at the next level reflected in Senior Rater comments. Superior leadership in multiple collateral duties having significant mission impact.

**MQ SGM:** Rated MQ and enumerated as #1 or top 5% with exclusive remarks on NCOER(s). Demonstrated consistent; quantifiable; and superior duty performance as *Element Leader or Group Leader* with exceptional potential to succeed at the next level reflected in Senior Rater comments. Demonstrated significant influence beyond the chain of command. Superior performance of leadership; supervisory; and management functions.

**HQ MSG:** Rated HQ on NCOER(s) and in the top 20%. Demonstrated consistent; quantifiable; and excellent leadership and duty performance as *Group Leader; Section Leader; Master Musician; or Master Support Musician* with high potential to succeed at the next level reflected in Senior Rater comments. Excellent leadership in multiple collateral duties having significant mission impact.

**HQ SGM:** Rated HQ on NCOER(s) and in the top 20%. Demonstrated consistent; quantifiable; and excellent duty performance as *Element Leader or Group Leader* with high potential to succeed at the next level reflected in Senior Rater comments. Demonstrated influence beyond the chain of command. Excellent performance of leadership; supervisory; and management functions.

### TRAINING

**MQ:** Multiple:

**MSG:** CCFSPCC; CDR's Safety Course; USO; Retention; UPL/UDL; OPSEC; ATO; ACE-SI; HAZMAT; MFT/H2F Integrator; P3T; SHARP; EOL; CMAOD-JPED; UPAR; CFD-IC.

**SGM:** BN/BDE PCC (CSM-select only); SECARMY Leadership Development Seminar; Manager Development Course; Army Comptrollers Accreditation and Fiscal Law Course; FMOC; HTAR.

**HQ:** One or two:

**MSG:** CCFSPCC; CDR's Safety Course; USO; Retention; UPL/UDL; OPSEC; ATO; ACE-SI; HAZMAT; MFT/H2F Integrator; P3T; SHARP; EOL; CMAOD-JPED; UPAR; CFD-IC.

**SGM:** BN/BDE PCC (CSM-select only); SECARMY Leadership Development Seminar; Manager Development Course; Army Comptrollers Accreditation and Fiscal Law Course; FMOC; HTAR.

### BROADENING POSITIONS

**MSG:**

- Collateral duty *leadership* positions having significant mission impact outside the scope of primary duties

**SGM:**

- 42S CSM

### OTHER INDICATORS FOR MQ

**MSG/SGM:**

- Demonstrated long-term; lifelong learning through pursuit of professional and personal development; graduate-level studies; or professional certifications that enhance the Soldier's MOS or add significant value to the unit and the mission.
- Sergeant Audie Murphy Club.
- Army Special Bands NCO of the Year.
- Finley R. Hamilton Outstanding Military Musician Award.
- Competitive Army Boards.
- Foreign badges.

*\* MOS 42S is exempt from PME per AR 600-8-19. The majority of 42S enter the Army with a bachelor's or advanced degrees. As a result; civilian education attained prior to BASD is NOT a discriminator for promotion. Soldiers who have pursued lifelong learning should be considered highly for promotion.*



## KEY DEVELOPMENT POSITIONS

**MQ SSG:** Rated MQ and enumerated as #1 or top 5% with exclusive remarks on NCOER(s) while serving as **Musician; MPT Leader; New Soldier Trainer; or Assistant Drum Major**. Demonstrated consistent; quantifiable; and outstanding duty performance with exceptional potential to succeed at the next level as reflected in Senior Rater comments.

**MQ SFC:** Rated MQ and enumerated as #1 or top 5% with exclusive remarks on NCOER(s) as a **Senior Musician; Section Leader; Drum Major; or State Funeral SME**. Demonstrated consistent; quantifiable; and outstanding duty performance with exceptional potential to succeed at the next level as reflected in Senior Rater comments.

**HQ SSG:** Rated HQ on NCOER(s) and in the top 20% while serving as **Musician; MPT Leader; New Soldier Trainer; or Assistant Drum Major**. Demonstrated consistent; quantifiable; and excellent duty performance with high potential to succeed at the next level as reflected in Senior Rater comments.

**HQ SFC:** Rated HQ on NCOER(s) and in the top 20% while serving as **Senior Musician; Section Leader; Drum Major; or State Funeral SME**. Demonstrated consistent; quantifiable; and excellent leadership and duty performance with high potential to succeed at the next level as reflected in Senior Rater.

### TRAINING

**MQ:** Multiple: Developer; Instructor; SHARP; MRT; P3T; MFT; EOL; UPL; CLS; Retention; Master Driver; Combatives Levels I and II; TEDMMC; KM; DTMS Operator; Self-Help Facilities Maintenance; GCSS-A Supply Manager; Air Assault; Airborne.

**HQ:** One: Developer; Instructor; SHARP; MRT; P3T; MFT; EOL; UPL; CLS; Retention; Master Driver; Combatives Levels I and II; TEDMMC; KM; DTMS Operator; Self-Help Facilities Maintenance; GCSS-A Supply Manager; Air Assault; Airborne.

### BROADENING POSITIONS

**SSG:** NCO Support positions include:

- HR
- Security and Cyber
- Accessions and Retention
- Current Ops
- Future Ops
- Education Outreach
- Training
- Logistics
- GPC Holder
- Assistant Corps Travel Coordinator
- Wig Shop
- Building Coordinator
- Drum Shop
- Instrument Repair
- Production Team
- PAO
- Center for Martial Music.

**SFC:** Section NCOIC positions include:

- MPT Leader
- HR
- Security and Cyber
- Accessions and Retention
- Current Ops
- Future Ops
- Training
- Logistics
- Corps Travel Coordinator
- Production Team
- PAO
- Center for Martial Music

### OTHER INDICATORS FOR MQ

**SSG/SFC:**

- Documented excellence in PMOS; appointed duties; and/or impact to the MOS/CMF indicate outstanding potential for service at the next higher grade.
- Demonstrated continuous pursuit of civilian education; professional certifications; and/or professional coaching or instruction.
- Army Bands Soldier/NCO of the Year.
- Finley R. Hamilton Outstanding Military Musician Award.
- German Armed Forces Proficiency Badge.
- Norwegian Foot March.
- MOVSM for community service.



## KEY DEVELOPMENT POSITIONS

**MQ MSG:** Rated MQ and enumerated as #1 or top 5% with exclusive remarks on NCOER(s) while serving as **Master Musician or First Sergeant**. Demonstrated consistent; quantifiable; and outstanding duty performance with exceptional potential to succeed at the next level as reflected in Senior Rater comments.

**MQ SGM:** Rated MQ and enumerated as #1 or top 5% with exclusive remarks on NCOER(s) while serving as **Operations Sergeant Major** only. Demonstrated consistent; quantifiable; and outstanding duty performance with exceptional potential to succeed at the next level as reflected in Senior Rater comments.

**HQ MSG:** Rated HQ on NCOER(s) and in the top 20% while serving as **Master Musician or First Sergeant**. Demonstrated consistent; quantifiable and excellent duty performance with high potential to succeed at the next level as reflected in Senior Rater comments.

**HQ SGM:** Rated HQ on NCOER(s) and in the top 20% while serving as **Operations Sergeant Major** only. Demonstrated consistent; quantifiable and excellent duty performance with high potential to succeed at the next level as reflected in Senior Rater comments.

### TRAINING

**MQ:** Two or more of the following courses  
**MSG:** CCFSPCC and Lean Six Sigma or Battle Staff.  
**SGM:** How the Army Runs and SECARMY Leadership Seminar.

**HQ:** One of the following courses  
**MSG:** CCFSPCC; Lean Six Sigma; or Battle Staff.  
**SGM:** How the Army Runs.

### BROADENING POSITIONS

**1SG/MSG:** Support Element Leader positions include:

- Group Leader
- State Funeral SME
- Human Resources and Security
- Operations
- Logistics
- Plans and Production.

**SGM:** N/A

### OTHER INDICATORS FOR MQ

**MSG/SGM:**

- Documented excellence in PMOS; appointed duties; and/or impact to the MOS/CMF indicate outstanding potential for service at the next higher grade.
- Demonstrated continuous pursuit of civilian education; professional certifications; and/or professional coaching or instruction.
- Army Bands Soldier/NCO of the Year.
- Finley R. Hamilton Outstanding Military Musician Award.
- German Armed Forces Proficiency Badge.
- Norwegian Foot March.
- MOVSM for community service.



## KEY DEVELOPMENT POSITIONS

**MQ SSG:** Rated MQ and enumerated as #1 or top 5% with exclusive remarks on NCOER(s). Demonstrated consistent; quantifiable; and superior leadership and duty performance with exceptional potential to succeed at the next level reflected in Senior Rater comments. Superior leadership in multiple collateral duties having significant mission impact.

**MQ SFC:** Rated MQ and enumerated as #1 or top 5% with exclusive remarks on NCOER(s). Demonstrated consistent; quantifiable; and superior leadership and duty performance with exceptional potential to succeed at the next level reflected in Senior Rater comments. Superior leadership in multiple collateral duties having significant mission impact.

**HQ SSG:** Rated HQ on NCOER(s) and in the top 20%. Demonstrated quantifiable; excellent duty performance with high potential to succeed at the next level reflected in Senior Rater comments. Pattern of success in Element; Group; or Section. Excellent performance in one or two collateral duties having significant mission impact.

**HQ SFC:** Rated HQ on NCOER(s) and in the top 20%. Demonstrated quantifiable; excellent duty performance with high potential to succeed at the next level reflected in Senior Rater comments. Pattern of success in Element; Group; or Section. Excellent performance in one or two collateral duties having significant mission impact.

### TRAINING

**MQ:** Two or more of the following courses

**SSG:** MFT; MRT; SHARP; EOL; Instructor qualified courses.

**SFC:** MFT; MRT SHARP; EOL; IG; Instructor qualified courses.

**HQ:** One of the following courses

**SSG:** MFT; MRT; SHARP; EOL; Instructor qualified courses.

**SFC:** MFT; MRT SHARP; EOL; IG; Instructor qualified courses.

### BROADENING ASSIGNMENTS

**SSG/SFC:**

- N/A

### OTHER INDICATORS FOR MQ

**SSG/SFC:**

- Exceptional performance and outstanding potential to succeed at the next rank or level of responsibility; performance in collateral duties; impact to mission.
- Demonstrated continuous pursuit of civilian education; professional certifications; and/or professional coaching or instruction.
- Army Band NCO of the Year.
- Installation-wide NCO of the Year.
- Audie Murphy Club.
- COL Finley R. Hamilton Outstanding Military Musician Award.



## KEY DEVELOPMENT POSITIONS

**MQ MSG:** Rated MQ and enumerated as #1 or top 5% with exclusive remarks on NCOER(s). Served 18 cumulative months as Section Leader. Demonstrated pattern of sustained outstanding performance as Shop Head or Group Leader and potential to succeed in the next higher level.

**MQ SGM:** Rated MQ and enumerated as #1 or top 5% with exclusive remarks on NCOER(s). Served 18 cumulative months as Group Leader or Element Leader. Demonstrated pattern of sustained outstanding performance in multiple positions and potential to succeed at higher level of responsibility in performing leadership; supervisory; and management functions.

**HQ MSG:** Rated HQ on NCOER(s) and in the top 20%. Served 18 cumulative months as Section Leader. Demonstrated excellent performance as Shop Head or Group Leader and potential to succeed in the next higher grade.

**HQ SGM:** Rated HQ on NCOER(s) and in the top 20%. Served 18 cumulative months as Group Leader or Element Leader. Demonstrated excellent performance and potential to succeed at higher level of responsibility in performing leadership; supervisory; and management functions.

### TRAINING

**MQ:** Two or more of the following courses  
**MSG:** MFT; MRT SHARP; EOL; IG; Instructor qualified courses.  
**SGM:** MFT; MRT SHARP; EOL; IG; Instructor qualified courses.

**HQ:** One of the following courses  
**MSG:** MFT; MRT SHARP; EOL; IG; Instructor qualified courses.  
**SGM:** MFT; MRT SHARP; EOL; IG; Instructor qualified courses.

### BROADENING ASSIGNMENTS

**MSG/SGM:**

- N/A

### OTHER INDICATORS FOR MQ

**MSG/SGM:**

- Exceptional performance and outstanding potential to succeed at the next rank or level of responsibility; performance in collateral duties; impact to mission.
- Demonstrated continuous pursuit of civilian education; professional certifications; and/or professional coaching or instruction.
- Army Band NCO of the Year.
- Installation-wide NCO of the Year.
- Audie Murphy Club.