



KEY DEVELOPMENT POSITIONS

Successfully served in positions identified by proponent.

MQ: 30-36 months with MQ rating and high enumeration. Selected to serve in higher position.

HQ: 24-30 months with HQ rating and mid-level enumeration.

Q: 18-24 months in position.

Serving one level up from your grade plate

Note: Consider / forecast that the SM is currently in a KD position and may have the required KD time upon release of board results / OML numbers.

MILITARY / CIVILIAN EDUCATION

MQ:

- Distinguished Honor Graduate
- Honor Graduate
- Distinguished Leader Award
- Completed College Degree (Bachelors, Masters)
- Lean Six Sigma Black Belt

HQ:

- Commandants List
- Exceeded Course Standard
- Superior Academic Achievement
- Enrolled in College Degree seeking program and/or civilian certification/credentialing
- Lean Six Sigma Green or Yellow Belt

Q: Graduate of required PME or Military Course.

Note: College is favorable indicator to set SMs apart from their peers, it is not a promotion requirement.

PHYSICAL FITNESS

AFT (General Standard)

MQ: AFT score 450 or above, with a score of 90 in each event.

HQ: AFT score 400 or above, with a score of 80 in each event.

Q: Minimum AFT score of 300, with a score of 60 in each event and meets AR 600-9 qualifications..

AFT (Combat Standard)

Applicable MOS/AOCs: 11A, 11B, 11C, 11Z, 12A, 12B, 13A, 13F, 18A, 180A, 18B, 18C, 18D, 18E, 18F, 18Z, 19A, 19C, 19D, 19K, 19Z

MQ: AFT score of 450 or above, with a score of 90 in each event.

HQ: AFT score of 400 or above, with a score of 80 in each event.

Q: Minimum AFT score of 350, with a score of 60 in each event and meets AR 600-9 qualifications.

OTHER CONSIDERATIONS:

- Competitive Army hosted/sponsored events. Example of events but not limited to: Army 10 Miler, Iron NCO Competition, Best Squad Competition

- Master Fitness Trainer

Note: Consider if Soldier achieved / developed subordinates in physical fitness and overall readiness of their formation.

(Team/Squad/Section/Platoon/Detachment)

ASSIGNMENTS

Broadening: Army construct will drive assignments, based on priorities. This will change frequently. Examples of assignments but not limited to:

- Joint
- NATO
- Instructor/Small Group Leader
- Observer Controller/Trainer (OC/T)
- Drill Sergeant
- Recruiter
- Talent Manager (HRC)
- Inspector General NCO
- Military Science Instructor (MSI)
- EOA / SARC
- AC/RC Positions
- Doctrinal Developer/Writer

OTHER INDICATORS MQ/HQ

MQ:

- Expert Soldier Badge
- Master Instructor Badge
- Recruiter Gold Badge
- SGT Audie Murphy Club Inductee (CONUS)
- SGT Morales Club Inductee (OCONUS)
- Brigade level or higher Instructor of the Year
- Brigade level or higher NCO of the Year
- Drill Sergeant of the Year
- "Best of Series" (Winner)
- Professional Military Writing Peer Reviewed Article (Published)
- Military Outstanding Volunteer Service Medal (MOVSM)

HQ:

- Senior Instructor Badge
- Recruiter Silver Badge
- NCO of the Quarter
- "Best of Series" (Completed)
- Drill Sergeant Leader

Q:

- Basic Instructor Badge
- Basic Recruiter Badge

KEY DEVELOPMENT POSITIONS

MQ SSG: 30 to 36 months as a Talent Acquisition Specialist / Recruiter with an MQ/HQ rating with high enumeration.

MQ SFC: 30 to 36 months as a Station Commander with a MQ/HQ Rating with high enumeration or selected to serve as a Recruiting Company First Sergeant.

HQ SSG: 24 to 30 months as a Talent Acquisition Specialist / Recruiter with a MQ/HQ Rating with high enumeration.

HQ SFC: 24 to 30 months as a Station Commander with a MQ/HQ Rating with high enumeration.

Q SSG: 18 to 24 months as a Talent Acquisition Specialist / Recruiter with a MQ/HQ Rating with high enumeration.

Q SFC: 18 to 24 months as a Station Commander with a MQ/HQ Rating with high enumeration.

MILITARY / CIVILIAN EDUCATION

MQ SSG: Distinguished Honor Graduate, Distinguished Leadership Award.

MQ SFC: Distinguished Honor Graduate, Distinguished Leadership Award.

HQ SSG: Commandant's list.

HQ SFC: Commandant's list.

Q SSG: Graduate of ALC.

Q SFC: Graduate of SLC.

TRAINING

MQ SSG: None

MQ SFC: None

HQ SSG: None

HQ SFC: None

Q SSG: Army Recruiter Course, Talent Acquisition Specialist Qualification Course, Station Commander Course

Q SFC: Army Recruiter Course, Talent Acquisition Specialist Qualification Course, Station Commander Course, Senior Leader Course

BROADENING ASSIGNMENTS

SSG: None

SFC: All USAREC, USARD, Brigade, and Battalion Staff positions, AMEDD Recruiting NCO, Operations NCO, Doctrine NCO, Faculty and Staff Development Division NCOIC, Guidance Counselor, Instructor/Writer, Master Trainer, Operations NCO, Professional Development NCO (G-1), Research and Integration NCO, SORB Recruiter, Training Developer, and Training Management, Equal Opportunity (EO) Advisor, and Sexual Assault Response Coordinator (SARC) NCO

OTHER INDICATORS FOR MQ

All Ranks: Recruiter or Station Commander of the Year, NCO of the Year (Brigade level or higher), SGT Audie Murphy Club, SGT Morales Club, or any installation/post level recognition, AFT 450 (90 pts or above in each event), Master Recruiter Badge.

SSG: None

SFC: None

KEY DEVELOPMENT POSITIONS

MQ MSG/1SG: 30 to 36 months as a Recruiting Company First Sergeant with an MQ/HQ rating with high enumeration or selected to serve in a SGM position.

MQ SGM/CSM: 30 to 36 months as a BN/BDE CSM with a MQ/HQ Rating with high enumeration.

HQ MSG/1SG: 24 to 30 months as a Recruiting Company First Sergeant with a MQ/HQ Rating with high enumeration.

HQ SGM/CSM: 24 to 30 months as a BN/BDE CSM with a MQ/HQ Rating with high enumeration.

Q MSG/1SG: 18 to 24 months as a Recruiting Company First Sergeant with a MQ/HQ Rating with high enumeration.

Q SGM/CSM: 18 to 24 months as a BN/BDE CSM with a MQ/HQ Rating with high enumeration.

MILITARY / CIVILIAN EDUCATION

MQ MSG/1SG: Distinguished Honor Graduate, Distinguished Leadership Award.

MQ SGM/CSM: None

HQ: MSG/1SG: Commandant's list.

HQ SGM/CSM: None

Q: MSG/1SG: Graduate of MLC.

Q: SGM/CSM: Graduate of US Army Sergeants Major Course.

TRAINING

MQ MSG/1SG:
MQ SGM/CSM:

HQ MSG/1SG:
HQ SGM/CSM:

BROADENING ASSIGNMENTS

MSG/1SG: All USAREC, USARD, Brigade, and Battalion Staff positions, Instructor/Writer for the Company Commander-1SG Course, Research and Integration NCOIC, RRC Division Chief, Senior Guidance Counselor, Senior Master Trainer, Senior Operations NCO, Senior Professional Development NCO (G-1), Senior Personnel Development NCO, and Training Management NCOIC, Assistant Inspector General (IG), Equal Opportunity (EO) Advisor, Investigation Team NCOIC, Liaison NCOIC, SARC NCOIC.

SGM: USAREC Inspector General SGM, USAREC Investigation Team SGM, USASMA Instructor, USASMA Fellowship Instructor

OTHER INDICATORS FOR MQ

All Ranks: AFT 450 (90 pts or above in each event).

MSG/1SG: Master Recruiter Badge.

SGM/CSM: None

KEY DEVELOPMENT POSITIONS

MQ:

SSG: MQ and/or highly enumerated rating while serving at least 24 Months as a Career Counselor, Future Soldier Preparatory Course – Guidance Counselor (FSPC-GC), HRC Analyst,

SFC: MQ and/or highly enumerated rating while serving at least 24 Months as a Career Counselor, and/or a Senior Career Counselor (with subordinate Career Counselors) Retention Operations NCO, Instructor/Writer, Small Group Leader, HRC Analyst,

MSG: MQ and /or highly enumerated rating while serving with at least 24 months as a Senior Career Counselor (with subordinate Career Counselors) of a brigade, Command Career Counselor, Senior Army Retention Operations NCO, Senior Retention Operations NCO, Senior Career Management NCO, Talent Management NCO, Chief Instructor, Senior HRC Analyst, Senior Training Developer/Writer, RETAIN NCOIC and broadening

SGM: MQ and /or highly enumerated rating while serving as a Senior Command Career Counselor, Command Career Counselor, Department Director, Retention and Reclassification Branch SGM, SGM-A Instructor, Proponent SGM

HQ:

SSG: HQ rating while serving as a battalion level Career Counselor, Future Soldier Preparatory Course – Guidance Counselor (FSPC-GC), HRC Analyst

SFC: HQ rating while serving as Senior Career Counselor (with subordinate Career Counselors) of a brigade, Career Counselor, Retention Operations NCO, Instructor/Writer, Small Group Leader, HRC Analyst

MSG: HQ rating while serving as Command Career Counselor, Senior Career Counselor (with subordinate Career Counselors) of a brigade, Senior Army Retention Operations NCO, Senior Retention Operations NCO, Senior Career Management NCO, Talent Management NCO, Chief Instructor, Senior HRC Analyst, Senior Training Developer/Writer, RETAIN NCOIC

SGM: HQ rating while serving as a Senior Command Career Counselor, Command Career Counselor, Department Director, Retention and Reclassification Branch SGM, SGM-A Instructor, Proponent SGM

MILITARY / CIVILIAN EDUCATION

MQ:

- Distinguished Honor Graduate
- Distinguished Leader Award
- SHRM-CP
- **SSG:** Associate's degree or 60 semester hours towards a bachelor's degree

SFC: Associate's degree or 60 semester hours towards a bachelor's degree

MSG: Bachelors' Degree

SGM: Masters' Degree

HQ:

- Commandants List
- Enrolled in College Degree seeking program and/or civilian certification/credentialing

Qualified: 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.

TRAINING

MQ:

SSG: Airborne (SQI P) position dependent, Senior Retention Operations Course

SFC: Instructor Course (SQI 8), Airborne (SQI P) position dependent, Training Development Course, Senior Retention Operations Course

MSG: Training Development Course, Middle Managers Course, Senior Retention Operations Course

SGM: Training Development Course, Training and Education - Middle Management Course

BROADENING / CRITICAL DEVELOPMENT ASSIGNMENTS

SSG: HRC Analyst, Future Soldier Preparatory Course – Guidance Counselor (FSPC-GC), Retention Operations NCO, Recruiter, Drill SGT, Career Counselor

SFC: Instructor/Writer, HRC Analyst, Small Group Leader, Retention Operations NCO, Drill SGT, Recruiter, Senior Career Counselor,

MSG: Senior Career Management NCO, Talent Management NCO, Senior HRC Analyst, Chief Instructor, Senior Trainer/Developer, RETAIN NCOIC, Senior Retention Operations NCO. Command Career Counselor, Senior Career Counselor, Senior Army Retention Operations NCO.

SGM: Department Director, Retention and Reclassification Branch SGM, SGM-A Instructor, Proponent SGM. Senior Army Career Counselor, Senior Command Career Counselor, Command Career Counselor.

OTHER INDICATORS FOR MQ

SSG: Division Career Counselor of the Year or higher, NCO of the QTR/Year, Instructor of the QTR/Year, Sergeant Audie Murphy, SGT Morales

SFC: Division Career Counselor of the Year or higher, NCO of the QTR/Year, Instructor of the QTR/Year, Sergeant Audie Murphy, SGT Morales, Retention Excellence Award in Leadership (REAL), James R. Bragg Senior Army Career Counselor of the Year

MSG: Division Career Counselor of the Year or higher, Retention Excellence Award in Leadership (REAL), James R. Bragg Senior Army Career Counselor of the Year

SGM: USASMC Commandants List



KEY DEVELOPMENT POSITIONS

MQ:

SSG: Successfully completed a minimum of 36 months as a Recruiting and Retention NCO (RRNCO) while achieving over 125% of mission, Director's 54 awardee

SFC: Successfully completed a minimum of 24 months as a Recruiting and Retention Team Leader (RRTL) while achieving over 125% of mission, Director's 54 awardee

MSG: Successfully completed a minimum of 24 months as a Section Chief while achieving over 125% of mission, Region 1SG

CSM/SGM: Successfully completed 24 months as a Recruiting and Retention Operations SGM, CSM while achieving over 125% of mission

HQ:

SSG: Successfully completed a minimum of 36 months as a Recruiting and Retention NCO (RRNCO) while achieving over 105% of mission

SFC: Successfully completed a minimum of 24 months as a Recruiting and Retention Team Leader (RRTL) while achieving over 105% of mission

MSG: Successfully completed a minimum of 24 months as a Section Chief while achieving over 105% of mission, Region 1SG

CSM/SGM: Successfully completed 24 months as a Recruiting and Retention Operations SGM, CSM while achieving over 105% of mission

MILITARY / CIVILIAN EDUCATION

MQ:

- Distinguished Honor Graduate
- Distinguished Leader Award
- SHRM-CP, Army Coaching, Lean Six Sigma, RBLP, additional civilian certifications

SSG: Associate's degree or 60 semester hours towards a bachelor's degree

SFC: Associate's degree or 60 semester hours towards a bachelor's degree

MSG: Bachelors' Degree

SGM: Masters' Degree

HQ:

- Commandants List
- Enrolled in College Degree seeking program and/or civilian certification/credentialing

Qualified: 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.

TRAINING

MQ:

SSG: ARNG Recruit Sustainment Program (RSP) Cadre Course

SFC: Instructor Course (SQI 8), Transition NCO Course (ASI 4R), Drill Sergeant Course; Commandant's List, Liaison NCO Course; Training Development Course, MEPS Guidance Counselor Course

MSG: Recruiting and Retention Station Commander Course, Company Pre Command Course, Master Resiliency Course

SGM: Battalion Pre Command Course, How the Army Runs

BROADENING / CRITICAL DEVELOPMENT ASSIGNMENTS

SSG/SFC: RRB SHARP/SARC NCO; EO Leader; RSP Drill Sergeant; T-10 Career Development Tour (3 years). MEPS Guidance Counselor; SR MEPS GC; RRBN Ops NCO Marketing and Advertising NCO; IST & ISR Specialist; Automation NCO Recruit and Sustainment Program Readiness NCO

MSG: Master Trainer; T-10 Career Development Tour (3 Years), IG NCOIC. SR Ops NCO SR MEPS GC SR Marketing and Advertising NCO SR IST & ISR SPC.

SGM: USASMC Instructor; T-10 Fellowship/COP SGM; Component Command Career Counselor SGM; LNO SGM.

OTHER INDICATORS FOR MQ

SSG: Director's 54, Recruiting and Retention Rookie of the Year, NCO of the QTR/Year, Sergeant Audie Murphy

SFC: Director's 54, RRNCO of the Quarter, RSP Site of the Year, NCO of the QTR/Year, Instructor of the QTR/Year, Sergeant Audie Murphy, MEPS SITE of the Year

MSG: NCOIC of the Year, RSP of the Year, High performance in civilian education or civilian fitness events, MOVSM awardee, Impacts beyond Recruiting and Retention Battalion

SGM: USASMC Commandants List

KEY DEVELOPMENT POSITIONS

MQ:

SFC: Successfully completed a minimum of 24 months as a Reserve Component Career Counselor while achieving over 150% of mission; Successful 24 months as a Liaison NCO while winning LNCO of the year, Successfully completed a minimum of 24 months as a SMTB Instructor while winning Instructor of the Year.

MSG: Successfully completed a minimum of 24 months as a Section Chief SR RCCC with over 150% of mission, SR LNCO with subordinates winning LNCO of the Year, SMTB SR Instructor with subordinate winning Instructor of the Year, NGB-HRR NCOIC tangibly improving area of expertise; Successful service as a 1SG, a Assignment NCO, or as a Career Management NCO.

CSM/SGM: Successfully completed 24 months as a Recruiting and Retention SGM with subordinates achieving high levels of success.

HQ:

SFC: Successfully completed a minimum of 24 months as a Reserve Component Career Counselor while achieving over 125% of mission; Successful 24 months as a Liaison NCO while competing for LNCO of the year, Successfully completed a minimum of 24 months as a SMTB Instructor while winning Instructor of the Quarter.

MSG: Successfully completed a minimum of 24 months as a Section Chief SR RCCC with over 125% of mission, SR LNCO with less than 10% attrition, SMTB SR Instructor, NGB-HRR NCOIC.

CSM/SGM: Successfully completed 24 months as a Recruiting and Retention Operations SGM, CSM.

MILITARY / CIVILIAN EDUCATION

MQ:

- Distinguished Honor Graduate
- Distinguished Leader Award
- SHRM-CP, Army Coaching, Lean Six Sigma, RBLP, additional civilian certifications

SFC: Associate's degree or 60 semester hours towards a bachelor's degree

MSG: Bachelors' Degree

SGM: Masters' Degree

HQ:

- Commandants List
- Enrolled in College Degree seeking program and/or civilian certification/credentialing

Qualified: 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.

TRAINING

MQ:

SFC: Instructor Course (SQI 8), Transition NCO Course (ASI 4R), Drill Sergeant Course; Commandant's List, Liaison NCO Course; Training Development Course, MEPS Guidance Counselor Course, Master Resiliency Trainer Course

MSG: Recruiting and Retention Station Commander Course, Company Pre Command Course, STEM-C

SGM: Battalion Pre Command Course, How the Army Runs

BROADENING / CRITICAL DEVELOPMENT ASSIGNMENTS

SFC: STMB Small Group Leader. Recruiting Standards Branch Analyst, Accession Branch NCO, Attrition Management Branch NCO, Marketing and Advertising NCO.

MSG: 79T Assignments NCO, 79T Career Management NCO Deputy Commandant 79T NCOA, 3yr T-32 Career Development Tour (Section Chief, Region 1SG), MEPS Headquarters Liaison, IG NCO, NGB Protocol. Recruiting Operations Center; Waivers NCO, Requests, Operations NCO, RSB SR Analyst, OPS NCO, SR NGB, RSP Support NCOIC, SR NGB, Accessions NCOIC.

SGM: USASMC Instructor; T-10 Fellowship, COP SGM, IG SGM

OTHER INDICATORS FOR MQ

SFC: Instructor/ Liaison/ RCCC of the Year, Sergeant Audie Murphy, Senior Army Instructor Badge

MSG: High performance in civilian education or civilian fitness events, MOVSM awardee, Impacts beyond Recruiting and Retention Battalion, Regulation updates, developed subordinates in physical fitness and overall readiness.

SGM: USASMC Commandants List.



KEY DEVELOPMENT POSITIONS

MQ:

SFC: MQ and highly enumerated rating while serving as Army Reserve Career, Officer Accessions Career Counselor

MSG: MQ and highly enumerated rating while serving as an Area Leader, Senior Command Retention Advisor, Senior Writer/Developer, Senior Instructor, Retention and Enlisted HR Policy Advisor, Talent Management Team Chief, Reserve Component Career Counselor, Senior Army Retention Operations NCO Area Leader, Senior Officer Accessions NCO

SGM: MQ and highly enumerated rating while serving as BN SGM

HQ:

SFC: HQ rating BN/Group Operations NCO, Retention, Incentives, and Policy (RIP) Analyst, IRR to SELRES Analyst, USARC G1 Liaison , Training and Operation NCO

MSG: HQ rating while serving as an Area Leader, Senior Command Retention Advisor, Senior Writer/Developer, Senior Instructor, Retention and Enlisted HR Policy Advisor, Talent Management Team Chief, Reserve Component Career Counselor, Senior Army Retention Operations NCO Area Leader, Senior Officer Accessions NCO

SGM: HQ rating while serving as a USARCG Command Sergeant Major, RCT Branch SGM, USAARRTC Division Chief SGM, Senior Army Reserve Career Counselor

MILITARY / CIVILIAN EDUCATION

MQ:

- Distinguished Honor Graduate
- Distinguished Leader Award
- SHRM-CP, USMAP, Lean Six Sigma

SFC: Associate's degree or 60 semester hours towards a bachelor's degree

MSG: Bachelors' Degree

SGM: Masters' Degree

HQ:

- Commandants List
- Enrolled in College Degree seeking program and/or civilian certification/credentialing

Qualified: 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.

TRAINING

MQ:

SFC: Instructor Course (SQI 8), Transition NCO Course (ASI 4R)

MSG: Training Development Course, Middle Managers Course, Transition NCO Course (ASI 4R)

SGM: Transition NCO Course (ASI 4R), Training Development Course, Training and Education - Middle Management Course, USAR Force Management and Manpower Course, How the Army Runs Course

BROADENING / CRITICAL DEVELOPMENT ASSIGNMENTS

SSG: , Army Reserve Career Counselor.

SFC: Command Retention Advisor , Senior Instructor, HRC, AGR Accessions Branch, Reserve Component Career Counselor Talent Management NCO, Army Reserve Career Counselor, Officer Accession NCO.

MSG: Senior Command Retention Advisor, Senior Writer/Developer, Senior Instructor, Retention and Enlisted HR Policy Advisor, Talent Management Team Chief Reserve Component Career Counselor, Senior Army Retention Operations NCO Area Leader, Senior Officer Accessions NCO

SGM: USARCG Command Sergeant Major RCT Branch SGM, USAARRTC Division Chief SGM Senior Army Reserve Career Counselor, BN SGM.

OTHER INDICATORS FOR MQ

SFC: Career Counselor of the Year or higher, NCO of the QTR/Year, Instructor of the QTR/Year, Sergeant Audie Murphy, Segreant Major Jerome Pionk Excellence in Retention Medal

MSG: Segreant Major Jerome Pionk Excellence in Retention Medal, Instructor of the QTR/Year, Sergeant Audie Murphy

SGM: USASMC Commandants List, Segreant Major Jerome Pionk Excellence in Retention Medal