



## 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:**

- Commandant's 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/Q

### **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:** 24+ months in any of the following positions with an MQ rating

**HQ:** 24+ months in any of the following positions with an HQ rating

**Q:** 18-24 months in any of the following positions

- Court Reporter
- Operational Law NCO / National Security Law NCO
- Senior Court Reporter
- Senior Paralegal NCO for a functional BDE
- Senior Paralegal NCO for an operational BDE
- Special Operations Group Paralegal NCO
- TDS Paralegal NCO / Defense Paralegal NCO

## MILITARY / CIVILIAN EDUCATION

*(See Slide 1 for Mil Ed)*

**MQ:**

- College Degree with one of the following honors: Cum Laude; Dean's List; Magna Cum Laude; President's List; or Summa Cum Laude
- Paralegal Credentialing Program Certification (CORE Registered Paralegal)

**HQ:** Associate's or higher degree or 60+ credits towards bachelors.

**Q:** Completion of 45+ college credits

## TRAINING

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

**HQ:** Two of the following courses

**Q:** One of the following courses

- Advanced Court Reporter Course
- Advanced Law for Paralegal Course
- Air Assault (2B)
- Airborne (P)
- Battle Staff (2S)
- Court Reporter (C5)
- DC 101-Defense Paralegal Course
- Electronic Discovery for Paralegal Course
- Enlisted Combat Skills (K1)
- Holistic Health and Fitness-Integrator Course / Master Fitness Trainer (P5)
- Jumpmaster (5W)
- National Security Law-Primer Course
- National Security and Law of Armed Conflict Course
- Ranger (V)
- Training With Industry Credential
- Trial Paralegal Course

## BROADENING ASSIGNMENTS

- Office of Military Commissions
- Paralegal NCO, SMU
- Special Trial NCO
- Training SGT (Operations NCO - AIT)
- Training With Industry (TWI) / eDiscovery NCO

## OTHER INDICATORS FOR MQ

- CMF / Judge Advocate Legal Services Branch Association Award
- Meritorious Service Medal
- Paralegal NCO of the Year (Division or Corps)
- SGT Eric L. Coggins Award for Excellence

**Note:** Assignments, positions, and trainings are listed in alphabetical order and not in order of precedence.

## KEY DEVELOPMENT POSITIONS

**MQ:** 24+ months in any of the following positions with an MQ rating

**HQ:** 24+ months in any of the following positions with an HQ rating

**Q:** 18-23 months in any of the following positions

- AIT Instructor, Court Reporter Instructor, AIT / BCT Drill Sergeant
- Center for Law and Military Operations (CLAMO) NCO
- Chief Paralegal NCO (Installation)
- National Security Law NCO with CTC rotation
- Office of the Special Trial Counsel (OSTC) NCO
- Program Manager [Trial Judiciary (Court Reporter); Criminal Law; eDiscovery; TDS HQ]
- Regional / Circuit TDS NCO
- Senior Paralegal NCO or Field Office TDS Senior Paralegal NCO
- Senior Court Reporter / Chief Circuit Court Reporter
- Senior Paralegal NCO
- Small Group Leader (SGL)-NCOA

## MILITARY / CIVILIAN EDUCATION

*(See Slide 1 for Mil Ed)*

**MQ:**

- Bachelor's Degree with one of the following honors: Cum Laude; Dean's List; Magna Cum Laude; President's List; or Summa Cum Laude
- Paralegal Credentialing Program Certification (CORE Registered Paralegal)

**HQ:**

- Completion of 90 college credits
- Other civilian certification

**Q:** Completion of 60+ college credits

## TRAINING

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

**HQ:** Three of the following courses

**Q:** Two of the following courses

- Advanced Court Reporter Course
- Advanced Law for Paralegal Course
- Air Assault (2B)
- Airborne (P)
- Battle Staff (2S)
- Command & Chief Paralegal New Developments Course (within 12 months)
- Common Faculty Development-Instructor Course (8)
- Holistic Health and Fitness-Integrator Course / Master Fitness Trainer (P5)
- Jumpmaster (5W)
- Manpower and Force Management Course
- Military Justice Managers Course
- National Security Law-Primer Course
- National Security and Law of Armed Conflict Course
- Observer Controller Academy
- Ranger (V)

## BROADENING ASSIGNMENTS

- CLAMO NCO
- Office of Military Commissions NCO
- Senior Drill Sergeant
- Senior Paralegal NCO, SMU
- Talent Manager NCO-HRC
- Training & Developments Directorate (TDD) NCO
- Training With Industry (TWI) / eDiscovery NCO

## OTHER INDICATORS FOR MQ

- CMF / Judge Advocate Legal Services Branch Association Award
- Division / Corps Soldier of the Year Competition Coordination
- SFC Serving in an MSG position
- SGT Eric L. Coggins Award for Excellence

**Note:** Assignments, positions, and trainings are listed in alphabetical order and not in order of precedence.

# MOS 27D (E-8/MSG) – AC

## KEY DEVELOPMENT POSITIONS

**MQ:** 24+ months in any of the following positions with an MQ rating

**HQ:** 24+ months in any of the following positions with an HQ rating

**Q:** 18-23 months in any of the following positions

- AIT Course Director
- Chief Paralegal NCO (Installation / Division)
- Command Paralegal NCO (Division / Corps)
- First Sergeant
- Program Manager / Operations NCO, [Trial Judiciary, Office of the Special Trial Counsel (OSTC)]
- Senior MJ Operations NCO
- Chief Paralegal NCO, Military Police Brigade
- Senior Talent Manager

## MILITARY / CIVILIAN EDUCATION

*(See Slide 1 for Mil Ed)*

**MQ:**

- Master's Degree with one of the following honors: Cum Laude; Dean's List; Magna Cum Laude; President's List; or Summa Cum Laude
- Paralegal Credentialing Program Certification (CORE Registered Paralegal)

**HQ:** Bachelor's Degree or 120 college credits

**Q:** Completion of 75+ college credits

## TRAINING

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

**HQ:** Four of the following courses

**Q:** Three of the following courses

- Air Assault (2B)
- Airborne (P)
- Battle Staff (2S)
- Command & Chief Paralegal New Developments Course (within 12 months)
- Commander and First Sergeant Course
- Common Faculty Development-Instructor Course (8)
- Holistic Health and Fitness-Integrator Course / Master Fitness Trainer (P5)
- How the Army Runs Course (6R)
- Jumpmaster (5W)
- Manpower and Force Management Course
- Military Justice Managers Course

## BROADENING ASSIGNMENTS

- AIT Course Director
- Chief Court Reporter of the Army
- First Sergeant AIT
- First Sergeant DCC
- First Sergeant NCOA
- First Sergeant Student Detachment
- Operations Training NCO (OSTC)
- Senior Paralegal NCO-TDS (Regional)
- Senior Talent Manager NCO-HRC

**Note:** Assignments, positions, and training are listed in alphabetical order and not in order of precedence.

## OTHER INDICATORS FOR MQ

- CMF / Judge Advocate Legal Services Branch Association Award
- MSG serving in an E-9 position

## KEY DEVELOPMENT POSITIONS

**MQ:** 18-24 months in any of the following positions with an MQ rating and a high numeration ranking

**HQ:** 18-24 months in any of the following positions with an HQ rating and a high numeration ranking

**Q:** 18-24 months in any of the following positions

- Command Paralegal NCO (Division, Corps, ASCC, ACOM)
- Battalion CSM
- Brigade CSM

## MILITARY / CIVILIAN EDUCATION

*(See Slide 1 for Mil Ed)*

**MQ:**

- Master's Degree with one of the following honors: Cum Laude; Dean's List; Magna Cum Laude; President's List; or Summa Cum Laude
- Paralegal Credentialing Program Certification (CORE Registered Paralegal)

**HQ:**

- Associates Degree working towards a Bachelor's Degree
- Bachelor's Degree without honors

**Q:** Completion of 90+ college credits

## TRAINING

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

**HQ:** Four of the following courses

**Q:** Three of the following courses

- Air Assault (2B)
- Airborne (P)
- Battle Staff (2S)
- Command and Chief Paralegal New Developments Course (within 12 months)
- Company Commander and First Sergeant Pre-Command Course
- Common Faculty Development-Instructor Course
- Holistic Health and Fitness-Integrator Course / Master Fitness Trainer (P5)
- How the Army Runs Course (HTAR-C) (6R)
- Jumpmaster (5W)
- Manpower and Force Management Course

## BROADENING ASSIGNMENTS

- Battalion CSM
- Brigade CSM
- Proponent SGM
- SGM-A Fellowship Program

## OTHER INDICATORS FOR MQ

- CMF / Judge Advocate Legal Services Branch Association Award

***Note:** Assignments, positions, and trainings are listed in alphabetical order and not in order of precedence.*

## KEY DEVELOPMENT POSITIONS

**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

### **SSG:**

- Career Manager NCO (Pentagon)
- Court Reporter (C5 ASI)
- Office of the Chief Army Reserve (OCAR) Paralegal NCO
- Paralegal NCO (Command level)
- Special Trial NCO
- Special Victims Counsel (SVC) NCO
- Trial Defense Services (TDS) NCO / Defense Paralegal NCO

### **SFC:**

- Senior Court Reporter (C5 ASI)
- Senior Paralegal NCO (2 or 3 Star GO Command level)

## MILITARY / CIVILIAN EDUCATION

*(See Slide 1 for Mil Ed)*

### **MQ:**

- Civilian Certifications
  - Paralegal - CORE or PACE Registered

### **HQ:**

- Enrolled in a Civilian Paralegal Certification Program
- Completion of Associate's or higher degree or 60+ credits towards bachelors.

**Q:** Completion of 45+ college credit hours

## TRAINING

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

**HQ:** Two of the following courses

**Q:** One of the following courses

- Advanced Law for Paralegal Course
- Army Paralegal Competence Course
- Battle Staff NCO Course
- Command / Chief Paralegal New Development Course (SFC)
- Court Reporter Course (SSG)
- Electronic Discovery for Paralegal Course
- Holistic Health and Fitness Integrator Course
- Military Justice Leaders Course
- National Security Law-Primer Course
- Paralegal Employment in Large Scale Combat Operations
- Paralegal Warrior Course
- Senior Court Reporter Course (SFC)
- Trial Paralegal Course

## BROADENING ASSIGNMENTS

### **SSG / SFC:**

- Course Developer / Writer
- Judge Advocate Recruiting Office (JARO) NCO
- Operations / Training NCO
- Senior Instructor
- Special Trial NCO
- Talent Management NCO

## OTHER INDICATORS FOR MQ

- SGT Eric L. Coggins Award for Excellence (SSG)
- USARC MSG Brian Tolliver Award
- Other Judge Advocate Legal Services (JALS) Awards
- Paralegal Warrior Course Cadre
- USAR Broadening Opportunity Program
  - Army People Strategy
  - Urban Defense
  - Global Security

**Note:** Assignments, positions, and trainings are listed in alphabetical order and not in order of precedence.

# MOS 27D (MSG/SGM) - RC

## KEY DEVELOPMENT POSITIONS

**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

**MSG:** Chief Paralegal NCO (2 or 3 Star GO Command level)

**SGM:**

- Command Paralegal NCO (U.S. Army Reserve Command)
- U.S. Army Reserve Legal Command G-3 Operations SGM

## MILITARY / CIVILIAN EDUCATION

*(See Slide 1 for Mil Ed)*

**MQ:**

- Master's Degree with one of the following honors: Cum Laude; Dean's List; Magna Cum Laude; President's List; or Summa Cum Laude
- Paralegal Credentialing Program Certification (CORE Registered Paralegal)
- Civilian Certifications
  - Paralegal - CORE or PACE Registered

**HQ:**

- Bachelor's Degree without honors
- Associates Degree working towards a Bachelor's Degree
- Enrolled in Civilian Paralegal Certification Program

**Q:** Completion of 75+ college credits

## TRAINING

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

**HQ:** Two of the following courses

**Q:** One of the following courses

- Company Commander / First Sergeant Course
- BN / BDE Pre-Command Course (SGM)
- Reserve Component National Security Course
- How the Army Runs Course (HTARC)
- Manpower and Force Management Course
- Command / Chief Paralegal New Development Course

## BROADENING ASSIGNMENTS

**MSG:**

- First Sergeant
- Mobilization NCO (Command level)
- Office of the Chief of Army Reserve (OCAR) Legislative Affairs Liaison Officer (LNO) NCO Fellowship (i.e., White House, Congressional)
- Operations NCO (Command level)
- Senior Talent Manager (Pentagon)
- Training Development NCO / Course Manager

**SGM:**

- Battalion / Brigade CSM
- Commandant
- Fellowship (i.e., White House, Congressional)
- USAR Advisor / Liaison Officer at the NCO Leadership Center of Excellence & Sergeants Major Academy

***Note:** Assignments, positions, and trainings are listed in alphabetical order and not in order of precedence.*

## OTHER INDICATORS FOR MQ

- USARC MSG Brian Tolliver Award (MSG)
- Paralegal Warrior Course Cadre
- MSG serving in an E9 authorization
- USAR Broadening Opportunity Program
  - Army People Strategy
  - Urban Defense
  - Global Security