



DEPARTMENT OF THE ARMY  
OFFICE OF THE DEPUTY CHIEF OF STAFF, G-1  
300 ARMY PENTAGON  
WASHINGTON, DC 20310-0300

DAPE-MPE-PD

11 AUG 2011

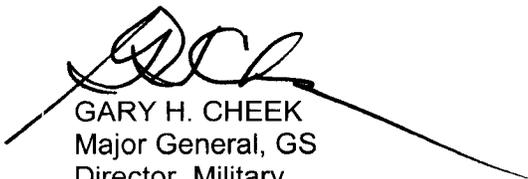
MEMORANDUM FOR Engineer Personnel Proponency Office, ATTN: ATSE-E, 464 MANSCEN Loop, Suite 2623, Fort Leonard Wood, Missouri 65473-8926

SUBJECT: Approved Revision to Department of the Army Pamphlet (DA Pam) 600-25

1. Reference DAPE-MPE-PD Memorandum, Proponent Input to HQDA Enlisted Centralized Selection Boards, 29 Nov 10.
2. Your Career Management Field (CMF) update (enclosed) to DA Pam 600-25 is approved, effective this date.
3. This office is working to formally publish the update in accordance with the provisions of AR 25-30 and existing Army Publishing Directorate (APD) staffing processes.
4. Beginning with FY12 enlisted centralized selection boards, this update (combined with a formal board Memorandum of Instruction (MOI)) will be accessible to all serving board members and serve as the medium to inform them of professional development guidance for NCOs within your respective CMF.
5. To facilitate the transition to the Army's NCO Professional Development Guide within the selection process, we ask you to post this approved update to your web site as an interim measure during the APD staffing process. This ensures complete transparency and common accessibility to all Soldiers competing for selection by a centralized board, now and in the future.
6. A copy of this memorandum will be furnished to Human Resources Command with the intent that your respective Career Branch will also post these changes to their respective website in an effort to disseminate the information to as many Soldiers as possible.
7. The point of contact for this action is Mr. Gerald J. Purcell, Personnel Policy Integrator, Directorate of Military Personnel Management, at (703) 695-7960.

FOR THE DEPUTY CHIEF OF STAFF, G-1:

Encl  
as

  
GARY H. CHEEK  
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## **Chapter 4**

### **Engineer (CMF 12) Career Progression Plan**

#### **4-1. Duties**

The Engineer Force is a branch designed to provide mobility, counter-mobility, and survivability engineering support to combat forces. The engineer arrives in the battle area by airborne or air assault means; as a mechanized or wheeled force; or by foot. US Army Engineer Regiment provides Land Component Commanders with the joint engineer capabilities required to assure the mobility of the force and achieve victory in any military operation. The Engineer CMF consists of three inter-dependent disciplines; combat engineering, general engineering, and geospatial engineering, totaling 15 MOS's and 10 ASI's. The military Engineer profession strives to Assure Mobility, Enhance Protection, Enable Expeditionary Logistics and Building Capacity.

#### **4-2. Transformation**

The Engineer Regiment is a Total Force Regiment- a single team whose diversity is one of its greatest strengths. Engineers provide a unique set of core competencies that critically enable the Combatant Commander and the Joint Expeditionary Team with the mobility it needs to attain a position of advantage at the tactical through strategic level. The Army's future war fighting concepts place a premium on the ability of the ground force to achieve a position of advantage at all levels of warfare. Recent experiences in OEF and OIF have showcased the capability of our Regiment particularly our NCOs. But these experiences have also underscored the need for our NCOs to develop an inherent diversity, versatility, and flexibility to contend with an equally adaptive adversary. NCOs have to adjust to the unpredictable nature of campaigns, which can easily transition in scope from offensive major combat operations to stability operations. The Engineer NCOs' two basic responsibilities- accomplishment of the mission and the welfare of the Engineer Soldiers will remain as the focal point of our core competencies. Engineer NCOs must continue to apply lessons learned from recent operations to train our formations and ensure the survivability of our Sappers, Builders, Bridge Crewmen, and Geospatial Engineers. The Army and Engineer Regiment will require the Engineer NCOs to keep their Soldiers trained, ready, and willing to take on the next fight. As they progress through their careers Engineer NCOs will be required to be technically and tactically proficient in combat operations at battalion, company, platoon, and squad levels in both Embedded and Force Pool Units. The Engineer NCOs' tradition for excellence will remain the centerpiece of the Engineer Regiment. However, the Engineer NCO Corps must continue to adapt to unforeseen circumstances that will occur in the future in order to optimize our support to the Army and the Combatant Commander. The requirements of the future Engineer Force will demand that Engineer NCOs possess a diverse background of challenging assignments. NCOs within the Engineer Regiment should have a diversified Engineer background and have excelled in all assignments. Soldiers who have served in a diverse array of assignments to include Infantry Brigade Combat Teams (IBCT), Heavy Brigade Combat Teams (HBCT), and Stryker Brigade Combat Teams (SBCT) along with Combat Effects, Construction Effects, Brigade Special Troops Battalions and Maneuver Enhancement Brigades should be selected above their peers who have not served in these types of organizations as an NCO. Soldiers who have served in both operational (MTOE) and generating force (TDA) assignments should be selected over those who have not. There will be Engineer NCOs who have not had the opportunity to serve in a diverse array of assignments. The Engineer Regiment does not intend to penalize those, but would like to reward those who have demonstrated the resolve to excel in a diverse array of challenging assignments.

#### **4-3. Recommend career management self-development by rank**

The quality and success of a Soldier's career is in direct proportion to the Soldier's consistent commitment to excellence, regardless of the mission. Soldiers committed to achieving high goals will develop leadership skills and have the practical knowledge and ambition to put them to good use. The OPTEMPO of tactical assignments may limit the opportunity for civilian education; however, those Soldiers willing to make the required sacrifices should seize the available opportunities. College Level Examination Program (CLEP), Defense Activity for Non-traditional Education Support (DANTES), and eArmyU are available for those Soldiers unable to pursue formal civilian courses. Pursuing a college education is not a mandatory requirement but one that will place you above your peers. College education is a critical piece of the self-development program and Soldiers should plan their college program around a degree that relates to their MOS using information provided on the SOCAD Web site. Ample opportunities exist for Soldiers to enroll in various correspondence courses to accomplish individual educational objectives. Soldiers with GT scores below 100 should seek to improve their scores through FAST. The Army Correspondence Course Program (ACCP) also provides excellent educational advancements in continued education, leadership and technical proficiency. Education opportunities can be found at the Army Continuing Education System (ACES) Web site. CLEP and DANTES are other resources for converting previously acquired knowledge or training into college

credit. Soldiers may also enroll in GOARMYED, an Army program that gives Soldiers the opportunity to pursue a degree program completely online and may also earn promotion points for Technical Certification. A list of certifications can be found on the Credentialing Opportunities On-line (COOL) Web site. For information on these and other education programs, visit the Army Education Center (AEC) on your installation.

*a. PVT-SPC/CPL.*

(1) Soldiers should study and master the following military publications: STP 21-1, FM 3-21.5, FM 3-25.26, TC 3-22.20, FM 4-25.11, FM 3-21.8, FM 3-21.75, AR 670-1, FM 3-22.37, all -10 level maintenance manuals associated with their equipment and battle drills associated with their current assignment.

(2) The following books are suggested for self-development: *Art of War* by Sun Tzu, *The Forgotten Soldier* by Sajer, Guy and *The Killer Angels* by Shaara, Michael. The CSA Professional Reading List, AKO, and Reimer Digital Library contain additional reading material for self-development.

(3) Soldier boards such as Soldier of the Quarter/Year broaden the knowledge base, instill discipline and improve the Soldier's ability to communicate verbally.

*b. SGT.*

(1) Sergeants should study and master the publications mentioned in skill level 1 as well as the following military publications: STP 21-24; FM 1; FM 3-0; FM 6-22; FM 7-0; FM 3-21.18; FM 3-55.93, all -10 level maintenance manuals associated with their equipment and battle drills associated with their current assignment.

(2) The following books are suggested reading for self-development: all books mentioned in Skill Level 1, *Common Sense Training* by Collins, Presidio Press, 1980; *Small Unit Leadership* by Malone, Mike; readings on famous military leaders (that is, Napoleon, Grant, Lee, Pershing, Patton, Bradley, Ridgeway, Westmoreland, and Schwartzkopf); *The Story of the Noncommissioned Officer Corps* (USA Center of Military History, 70-38); *Infantry Attacks* by Rommel; and *When Bad Things Happen to Good People* by Kushner, Harold S. The CSA Professional Reading List, AKO, and Reimer Digital Library contains additional reading material for self-development.

(3) Soldier boards such as NCO of the Quarter/Year and the Sergeant Audie Murphy/Sergeant Morales Clubs broaden the knowledge base, instill discipline and improve the Soldier's ability to communicate verbally.

*c. SSG.*

(1) These NCOs should study and master the following military publications: all publications referenced in Skill Levels 1 and 2; STP 21-24, DA Pam 600-25, FM 3-22.3, and all -10 level maintenance manuals associated with their equipment; and battle drills associated with their current assignment.

(2) The following books are suggested reading for self-development; all publications referenced in Skill Levels 1 and 2; *Small Unit Administration* (Manual or automatic data processing (ADP) Systems, Stackpole Books); and *The Noncommissioned Officers' Family Guide* (Gross, Beau Lac Pub, 1985). The CSA Professional Reading List, AKO, and Reimer Digital Library contain additional reading material for self-development.

(3) SSGs should seek opportunities to pursue completion of an associate degree.

*d. SFC.*

(1) As NCOs become more senior in rank, self-motivated development becomes more important. Activities like professional reading or college courses help the Senior NCO develop organizational leadership skills needed to coach, teach and mentor Soldiers. SFCs should strive to complete a degree program or accumulate 2 years of college credit towards a degree. A college degree is not required for promotion but can be a deciding factor when it comes to the best qualified.

(2) These NCOs should study and master the following additional military publications: AR 350-1; FM 3-7; AR 750-1, all -10 level maintenance manuals associated with their equipment, and battle drills associated with their current assignment.

(3) The following books are suggested reading for self-development: all publications referenced in Skill Levels 1, 2, and 3; *Combat Leader's Field Guide* 10th Ed., Stackpole Books; *Roots of Strategy, Book 2* by Picq, Clausewitz, Jomini, Stackpole Books; continue readings on famous military leaders (that is, Napoleon, Grant, Lee, Pershing, Patton, Bradley, Ridgeway, Westmoreland, and Schwartzkopf); the CSA Professional Reading List, AKO, and Reimer Digital Library contain additional reading material for self-development.

(4) The self-development process should now shift to advanced skills. Ideally, a SFC should have completed an associate degree by 12 years of service and continue studies towards an upper level degree. The SFC must continue to remain

competent in technical fields while focusing on broadening management and doctrinal knowledge. Subjects such as organizational behavior, personnel management, time management, Army operations, and battle staff functions should be emphasized as essential to an SFC.

*e. MSG/ISG.*

(1) As NCOs become more senior in rank, self-motivated development become more important. Professional reading and college courses help the Senior NCO develop organizational leadership skills needed to coach, teach and mentor Soldiers. Limited authorizations and fiercely competitive records may dictate civilian education be considered a major discriminator for selection to SGM. To complete a degree program or accumulate two years of college credit towards a degree. However, continuing civilian education (completion of associates or Bachelor degree) is encouraged.

(2) Masters Sergeants/First Sergeants should study and master the following military publications: AR 601–280, AR 600–20, DA Pam 611–21, AR 840–10, and AR 220–1.

(3) Master Sergeants should also continue to exploit other distributed learning programs and broaden their focus to include functional training. These Soldiers should recognize their new role as a senior NCO and pursue functional course offering from various sources that will enhance their understanding of how the army runs in order to influence and improve the Army’s systems and contribute to the success of their organizations.

*f. SGM/CSM.*

(1) The goal of the SGM/CSM is to possess an upper level degree and working towards a Master’s Degree in their chosen discipline. Professional reading and college courses help the Senior NCO develop organizational leadership skills needed to coach, teach, and mentor Soldiers. Outstanding communications skills are required just by the nature of the number of Soldiers their communications reach. Skills in community and public relations are also important since the SGM/CSM will often be representing the command or the Army in civic functions.

(2) The SGM/CSM should read publications on their chains of command professional reading list and the CSA Professional Reading List, AKO, and Reimer Digital Library. Continued reading about world politics, geo-political issues and field manuals relating to Army operations and current battle doctrine enhance the knowledge base of the leader.

#### **4–4. MOS 12B Combat Engineer (MOS closed to women)**

*a. Major duties.* Combat Engineers conduct mobility, counter-mobility and survivability in support of combat forces. The Combat Engineer works as a member of a team, squad, or platoon performing basic combat construction and reconnaissance missions. Directs the construction of fighting positions and wire entanglements. Directs minefield emplacement, removal, and submits minefield reports for both scatterable and hand-in-placed minefields. Conducts hasty and deliberate breaching operations. Supervises and operates engineer wheeled and track vehicles. Calculates, prepares, and installs priming and firing systems for demolitions. The Combat Engineer accomplishes these tasks while staying current in basic Soldiering skills, which is necessary for today’s battlefield.

*b. Prerequisites.* See DA Pam 611–21 in the HRC Smartbook for details.

*c. Goals for development.* To ensure Engineers remain the bedrock of the nation’s fighting force, and to continue to provide dynamic and flexible NCOs to the force who are prepared to win on any battlefield across the full spectrum of military operations.

(1) *PVT–SPC/CPL.*

*(a) Institutional training.* Warrior Leader Course.

*(b) Operational assignments.* The focus during the early years of a career should be on building a strong base of technical expertise in equipment, basic MOS skills and common Soldier tasks. This can be acquired in TOE (tactical) assignments serving as a Combat Engineer, Vehicle Operator, Armored Combat Earthmover (ACE), and Armored Vehicle Launched Bridge Operator (AVLB). Soldiers should seek responsibility and take advantage of opportunities to display their leadership skills, initiative and motivation.

*(c) Self-development.* Soldiers committed to achieving high goals will develop leadership skills and have the practical knowledge and ambition to put them to good use. Ample opportunities exist for Soldiers to enroll in various correspondence courses to accomplish individual educational objectives. For additional information on self-development, refer to paragraph 4–3.

*(d) Additional training.* Airborne School, Air Assault School, Ranger School, Sapper Leader Course, NBC School, Explosive Ordnance Clearing Agent Course, Urban Mobility Breacher Course, Mine Detection Dog Handlers Course, Track Vehicle Operator Course and Route Reconnaissance Route Clearance (R2C2)- Sapper Course, R2C2-Operator Course.

*(e) Special assignments.* Soldiers may volunteer for recruiting duty. Corporal Recruiter Soldiers must be considered for promotion before being placed on a temporary/special duty assignment.

(2) *SGT.*

*(a) Institutional training.* Warrior Leader Course. (Not conditional for promotion to SGT, see AR 600–8–19) and Advanced Leaders Course (ALC).

*(b) Operational assignments.* Sergeants should focus on developing tactical and technical leadership skill sets,

serving as team leader or squad leader in the operational Army, honing technical expertise, and building a foundation of tactical knowledge.

*(c) Self-development.* Sergeants committed to achieving high goals will develop leadership skills and have the practical knowledge and ambition to put them to good use. For additional information on self-development, refer to paragraph 4-3.

*(d) Additional training.* Airborne School, Air Assault School, Jumpmaster School, Ranger School, Pathfinder School, Sapper Leader Course, Route Reconnaissance Route Clearance (R2C2)- Sapper Course, Explosive Ordnance Clearance Agent Course and Urban Mobility Breacher Course.

*(e) Special assignments.* Drill sergeant and recruiter.

(3) SSG.

*(a) Institutional training.* ALC (Not conditional for promotion to SSG, see AR 600-8-19), Senior Leaders Course (SLC) and Battle Staff Course.

*(b) Operational assignments.* The critical assignment focus during this phase of their career should be in operational assignment as an engineer Squad Leader for a minimum of 18 rated months. The primary assignments during this phase of their career are as a Squad and Section Leader, the NCO must continue to develop and refine their leadership skills, tactical and technical expertise. Other duty assignments in operational units that will increase the technical expertise and develop the leadership level of the NCO are Construction Foreman, Reconnaissance Sergeant and Mobility/ Counter mobility/ Survivability NCO. SSGs who have acquired 18 rated months in a squad leader position coupled with special assignments are considered exceptionally qualified for promotion.

*(c) Self-development.* Staff Sergeants who are committed to achieving high goals will develop leadership skills and have the practical knowledge and ambition to put them to good use. For additional information on self-development, refer to paragraph 4-3.

*(d) Additional training.* Explosive Ordnance Clearance Agent Course, Battle Staff Course, Bradley Fighting Vehicle Operations and Maintenance Course, Master Gunner Course, Airborne School, Air Assault School, Jumpmaster School, Ranger School, Pathfinder School, Sapper Leader Course, Combatives level 1-4, Route Reconnaissance Route Clearance (R2C2)- Leaders Course and Urban Mobility Breacher Course.

*(e) Special assignments.* NCOs who are assigned as Instructors/writers should be provided the same level of consideration as those NCOs who are selected for Drill Sergeant and Recruiter positions. This is necessary in order to attract the best and brightest NCOs from operational units to serve as an instructor for a minimum of 24 months. Special assignments include the following; Drill Sergeant, Instructor/Writer, Recruiter, AC/RC Advisor, Observer Controller (OC) at a Combat Training Center (CTC) (JFTC, CMTC, NTC). Commanders and CSMs must ensure SSGs being placed on special duty or temporary duty are considered for promotion and are serving in appropriate positions. These positions should impart knowledge and skills for equipping SSGs to serve on battalion, brigade, and division staffs. Soldiers who are serving in isolated areas require special consideration from USAES and HRC for assignment back to the Operational Force.

(4) SFC.

*(a) Institutional training.* SLC (not conditional for promotion to SFC, see AR 600-8-19) and Battle Staff Course.

*(b) Operational assignments.* The critical assignment focus during this phase of their career should be in tactical assignments as an engineer Platoon Sergeant for a minimum of 18 rated months. The Platoon Sergeant's job as the senior trainer in the platoon is essential in the development of junior leaders. Successful assignments as Platoon Sergeants enhance the combat leading ability of SFCs and increase their potential for selection to MSG. Additional operational assignments that will enhance the technical expertise and develop the leadership level of the NCO are Operations Sergeant at the company and battalion level. SFCs who have acquired 18 rated months in a platoon sergeant position coupled with special assignments are considered exceptionally qualified for promotion.

*(c) Self-development.* The SFC who is committed to achieving high goals will develop leadership skills and have the practical knowledge and ambition to put them to good use. Ample opportunities exist for Soldiers to enroll in various correspondence courses to accomplish individual educational objectives. For additional information on self-development, refer to paragraph 4-3.

*(d) Additional training.* Airborne School, Air Assault School, Jumpmaster School, Ranger School, Pathfinder School, Sapper Leader Course, Rappel Master Course, Explosive Ordnance Clearance Agent Course, Battle Staff Course, Bradley Fighting Vehicle Operations and Maintenance Course Combatives level 1-4, Mechanized Leaders Course, Master Gunner Course, Stryker Leaders Course, Counter Explosives Hazard Planning Course and Equal Opportunity Advisor.

*(e) Special assignments.* NCOs who are assigned as Instructors/writers should be provided the same level of consideration as those NCOs who are selected for Drill Sergeant and Recruiter positions. This is necessary in order to attract the best and brightest NCOs from operational units to serve as an instructor for a minimum of 24 months.

Special assignments include the following; Drill Sergeant, Instructor/Writer, Inspector General NCO, OC at a CTC (JRTC, CMTC, NTC), AC/RC Advisor, Military Science Instructor (ROTC), EOA, Career Management NCO, Battalion/Brigade/Division Operations, Troop Command (RC), State HQ (ARNGUS), Regional Support Command, or GO Command (USAR).

Nontraditional assignments include.

(1) Rear-D First Sergeant: Many units have a Sergeant First Class (SFC) performing duties as the Rear-D First Sergeant. These NCOs are challenged with performing First Sergeant Duties with numerous unique leadership challenges.

(2) Warrior Transition Unit: CMF 12 has Sergeant First Class (SFC) slots to fill within Warrior Transition Units Army wide. These NCOs serve as Platoon Sergeant, with responsibility for 48 Soldiers, ensuring all family and medical needs are met.

(3) Detachment Sergeant: The detachment sergeant is the noncommissioned officer in charge (NCOIC) of the military working dog (MWD) detachment. The detachment sergeant directly supervises the kennel/detachment operation, is responsible for all training, and ensures that MWD teams proficiency is maintained. The detachment sergeant has direct supervisory responsibility for the unit's MWD program.

(4) Due to the Army's operational tempo, some SFCs who have been selected and assigned to these non-traditional assignments prior to completing 18 rated months of Platoon Sergeant time. These NCOs should not be penalized for not having acquired the recommend key leadership time and should be considered to have meet the promotion criteria.

*(f) Army career degrees.* See SOCAD Army Career Degree Program.

*(g) GI to Jobs.* See GI to Jobs COOL Web site.

#### **4-5. MOS 12B Professional Development Model**

Access to the Career Maps on the Professional Development Model (PDM) System can be accessed from the Soldier's AKO Page, by selecting "My Training" from the "Self Service" dropdown. PDMs then can be selected from the "Professional Development" gadget on the M12 Page. Alternately, users may go a PDM selection menu at the following web address: <<https://ile.atssc.army.mil/pdmPublic/pdm.htm>>.

#### **4-6. MOS 12B Reserve Component**

The integrated use of the RC is essential to the successful accomplishment of military operations. The RC represents substantive elements of the structure and capability of the Engineer Force. The contributions of the RC cover the entire spectrum of types of forces from combat, to combat support (CS) or combat service support (CSS), and general supporting forces. The RC NCO must possess the same qualifications and capabilities as the Active Army (AA) counterpart. The quality and quantity of training that the RC engineer NCO receives should be the same as the AA NCO. Duty assignments for career progression parallel that of the AA. Although geographical limitations will determine the types of units in which RC Soldiers may serve, the RC professional development NCOES satisfies professional development and functional area requirements. The primary peacetime mission of the RC Engineer NCO is sustaining training, perfecting their combat skills, and developing their subordinates into a well-trained engineer unit. The RC must maintain a state of readiness in preparation for deployment and combat. The ARNGUS also has a second peacetime mission, namely, the role of Citizen Soldier. Under the direction of the state government the ARNGUS Soldier may be called upon at anytime to support the community during a disaster, natural or man-made.

#### **4-7. MOS 12C Bridge Crewmember**

*a. Major duties.* A Bridge Crewmember commands, serves, and assists as a member of a squad, section, or platoon. A bridge crewmember directs the loading, off-loading, assembly, and disassembly of float and fixed bridges for wet and dry gap crossing operations. Operates and supervises the use of Bridge Erection Boats (BEB) and rafting operations. Installs and supervises the placement of kegs and overhead anchorage systems. The bridge crewmember accomplishes these tasks while staying current in basic Soldiering skills, which is necessary for today's battlefield.

*b. Prerequisites.* See DA Pam 611-21 in the HRC Smartbook for details.

*c. Goals for development.*

(1) *PVT-SPC/CPL.*

*(a) Institutional training.* WLC.

*(b) Operational assignments.* The early years of a Bridge Crewman's career should focus on building a strong base of technical expertise in equipment, basic MOS skills, and common Soldier tasks. This can be acquired in TOE (tactical) assignments serving as a bridge crewmember and bridge erection boat operator. Soldiers should seek

responsibility and take advantage of opportunities to display leadership skills, initiative, and motivation.

*(c) Self-development.* Soldiers committed to achieving high goals will develop leadership skills and have the practical knowledge and ambition to put them to good use. Ample opportunities exist for Soldiers enroll in various correspondence courses to accomplish individual education objectives. For additional information on self-development, refer to paragraph 4-3.

*(d) Additional training.* Sapper Leader Course, Airborne School, Air Assault School.

*(e) Special assignments.* Soldiers may volunteer for recruiting duty as a Corporal Recruiter. Soldiers must be considered for promotion before being placed on temporary/special duty assignment.

(2) *SGT.*

*(a) Institutional training.* WLC (Not conditional for promotion to SGT, see AR 600-8-19), and ALC.

*(b) Operational assignments.* The focus during this phase of their career should be primarily as a Bridge Crew Chief. The NCO continues to develop and refine leadership skills, tactical and technical expertise. Other duty assignments in tactical units that will increase the technical expertise and develop the leadership level of the NCO are Bridge Inspector, Senior Boat Operator, and Assistant Reconnaissance Sergeant. Avoid back-to-back non-tactical assignments. This reduces MOS proficiency due to continuous equipment modernization, structure, and doctrine.

*(c) Self-development.* Sergeants committed to achieving high goals will develop leadership skills and have the practical knowledge and ambition to put them to good use. Ample opportunities exist for Soldiers to enroll in various correspondence courses to accomplish individual educational objectives. For additional information on self-development, refer to paragraph 4-3.

*(d) Additional training.* Sapper Leader Course, Air Assault School, Combatives Level 1-4, Pathfinder School.

*(e) Special assignments.* May be assigned to drill sergeant or recruiter.

(3) *SSG.*

*(a) Institutional training.* ALC (Not conditional for promotion to SSG, see AR 600-8-19), SLC.

*(b) Operational assignments.* The critical assignment focus during this phase of their career should be in operational assignment as a Section Leader for a minimum of 18 rated months. The focus during this phase of a career should be in operational assignments, primarily as a Section Leader, developing their Soldier's leadership skills, honing technical expertise, and laying a foundation of tactical knowledge. At every opportunity NCOs should seek the positions that allow them to gain leadership experience. SSG's who have acquired 18 months in a squad leader position coupled with special assignments are considered exceptionally qualified for promotion.

*(c) Self-development.* Soldiers committed to achieving high goals will develop leadership skills and have the practical knowledge and ambition to put them to good use. Ample opportunities exist for Soldiers to enroll in various correspondence courses to accomplish individual educational objectives. For additional information on self-development, refer to paragraph 4-3.

*(d) Additional training.* Sapper Leader Course, Drill Sergeant School, Recruiter, Combatives Level 1-4, Air Assault School and Pathfinder School.

*(e) Special assignments.* NCOs who are assigned as Instructors/writers should be provided the same level of consideration as those NCOs who are selected for Drill Sergeant and Recruiter positions. This is necessary in order to attract the best and brightest NCOs from operational units to serve as an instructor for a minimum of 24 months. Special assignments include the following; Drill Sergeant, Instructor/Writer, ALC Small Group Leader (SGL), Recruiter, Bridge Supervisor, AC/RC Advisor, and an Observer/ Controller at a CTC are special assignments that SSGs should consider. Commanders and CSM ensure that Soldiers being placed on special duty and temporary duty are considered for promotion and that they are serving in an appropriate position. These positions should impart knowledge and skills for equipping SSGs to serve on battalion, brigade, and division staffs. Soldiers serving in isolated areas require special consideration and attention from USAES and HRC for assignments back to the operational Army.

(4) *SFC.*

*(a) Institutional training.* SLC (not conditional for promotion to SFC, see AR 600-8-19) and Battle Staff Course.

*(b) Operational assignments.* The focus during this phase of a career should be in tactical assignments as an engineer Platoon Sergeant for a minimum of 18 rated months. The Platoon Sergeant's job as the senior trainer in the platoon is essential in the development of junior leaders. It is also necessary in order to be competitive to increase their potential for selection to MSG promotion. Additional operational assignments that will increase the technical expertise and develop the leadership level of the NCO are Reconnaissance Sergeant at the company level and Operations Sergeant at the company and Brigade level. SFCs who have acquired 18 rated months in a platoon sergeant position coupled with special assignments are considered exceptionally qualified for promotion.

*(c) Self-development.* At this stage Soldiers should be seeking avenues to complete an Associate degree. Any

courses that can be taken in management and communication will only enhance the ability to lead Soldiers. A college degree is not a requirement for promotion but can be a deciding factor when it comes to the best qualified NCOs committed to achieving high goals will develop leadership skills and have the practical knowledge and ambition to put them to good use. Ample opportunities exist for Soldiers to enroll in various correspondence courses to accomplish individual educational objectives. For additional information on self-development, refer to paragraph 4-3.

*(d) Additional training.* Sapper Leader Course, Drill Sergeant School, Recruiter, Combatives Level 1-4, Air Assault School, Pathfinder School, and EOA.

*(e) Special assignments.* NCOs who are assigned as Instructors/writers should be provided the same level of consideration as those NCOs who are selected for Drill Sergeant and Recruiter positions. This is necessary in order to attract the best and brightest NCOs from operational units to serve as an instructor for a minimum of 24 months. Special assignments include the following; Drill Sergeant, Instructor/Writer, Inspector General NCO, OC at a Combat Training Center (JRTC, CMTC, NTC), AC/RC Advisor, Military Science Instructor (ROTC), EOA, Career Management NCO, Battalion/Brigade/Division Operations, TAC NCO, Combat Development NCO, Troop Command (RC), State HQ (ARNGUS), Regional Support Command or GO Command (USAR).

Nontraditional assignments include:

(1) Rear-D First Sergeant: Many units have a Sergeant First Class (SFC) performing duties as the Rear-D First Sergeant. These NCOs are challenged with performing First Sergeant Duties with numerous unique leadership challenges.

(2) Warrior Transition Unit: CMF 12 has Sergeant First Class (SFC) slots to fill within Warrior Transition Units Army wide. These NCOs serve as Platoon Sergeant, with responsibility for 48 Soldiers, ensuring all family and medical needs are met.

(3) Due to the Army's operational tempo, some SFCs who have been selected and assigned to these non-traditional assignments prior to completing 18 rated months of Platoon Sergeant time. These NCOs should not be penalized for not having acquired the recommend key leadership time and should be considered to have meet the promotion criteria.

*(f) Army career degrees.* See SOCAD Army Career Degree Program.

*(g) GI to Jobs.* See GI to Jobs COOL Web site.

#### **4-8. MOS 12C Professional Development Model**

Access to the Career Maps on the Professional Development Model (PDM) System can be accessed from the Soldier's AKO Page, by selecting "My Training" from the "Self Service" dropdown. PDMs then can be selected from the "Professional Development" gadget on the MT2 Page. Alternately, users may go a PDM selection menu at the following web address: <<https://ile.atsc.army.mil/pdmPublic/pdm.htm>>.

#### **4-9. MOS 12C Reserve Component**

The MOS 12C in the RC is managed the same as the AA. See paragraph 4-7.

#### **4-10. MOS 12Z Combat Engineering Senior Sergeant**

*a. Major duties.* Combat Engineering Senior Sergeant inspects and advises on bridging, rafting, and river crossings operations, formulates and maintains construction schedules. In a company an MOS 12Z 1SG is the senior enlisted Soldier in charge of the professional development, training and welfare of the enlisted force in the company.

Advises engineer staff section personnel at battalion level and higher on matters involving combat engineer operations. Coordinates employment of engineer elements operating with the maneuver units. Inspects construction sites and enforces job specification and safety standards. Collects, interprets, analyzes, evaluates, and disseminates intelligence data.

*b. Prerequisites.* See DA Pam 611-21 in the HRC Smartbook for details.

*c. Goals for development.*

(1) *MSG/1SG (12Z).*

*(a) Institutional training.* Battle Staff Course, and USASMA.

*(b) Operational assignments.* MOS 12Z are the combined MOS for 12B and 12C. The critical assignment and primary focus for a MSG is First Sergeant. Without a successful tour as a First Sergeant, the opportunity for promotion to Sergeant Major (SGM) is very limited. It is beneficial to career development to serve as a First Sergeant for at least 24 rated months (may consist of one or more assignments). Other important assignments for MSG are battalion level or higher Operations Sergeant, Intelligence Sergeant and Senior Engineer NCO.

*(c) Self-development.* Civilian education is not a requirement for promotion to SGM or lateral appointment to CSM. However, continuing civilian education (completion of Associate or Bachelor degrees) is encouraged since promotion to SGM is very competitive and could make the difference in selecting the best qualified. It will also

assist in future assignments since most of the SGM are staff positions. For additional information on self-development, refer to paragraph 4–3.

(d) *Additional training.* Airborne School, Jumpmaster School, Air Assault School, Sapper Leader Course, Ranger School, Pathfinder School, Combatives Level 1–4, Jumpmaster School.

(e) *Special assignments.* Observer/Controller, Military Science Instructor (ROTC), AC/RC advisor, Chief Instructor/Writer, Chief of ALC, Chief of SLC, Senior Combat Development NCO, Senior Training Development NCO, Inspector General NCO, EOA, and AC/RC Advisor.

(2) *SGM/CSM (12Z/00Z).*

(a) *Institutional training.* Sergeant Major Course and CSM Designee Course.

(b) *Operational assignments.* Sergeant Major (12Z) and Command Sergeant Major (00Z) is the capstone MOS for MOS's 12B and 12C. Other important assignments for Sergeants Major are Brigade level or higher Operations Sergeant, Intelligence Sergeant, Senior Engineer NCO.

(c) *Self-development.* Civilian education is not a requirement for promotion to SGM or lateral appointment to CSM. However, continuing civilian education (completion of associates or Bachelor degree) is encouraged since promotion to CSM is very competitive and could make the difference in selecting the best qualified. For additional information on self-development, refer to paragraph 4–3.

(d) *Additional training.* None.

(e) *Special assignments.* Military Science Instructor, OC at a Combat Training Center (JRTC, CMTC, NTC), AA / RC Advisors, instructor at the United States Army Sergeants Major Academy (USAMA) IG SGM, and Nominative positions (00Z only).

Overseas Contingency Assignments: HRC selects several Senior Engineer Soldiers to serve as members of the Coalition's Military Transition Team (MiTT) and Embedded Training Teams (ETT). These Soldiers execute the Coalition's mission with the highest expectations, the greatest visibility and the most responsibility. Some Engineer Soldiers will be assigned to rapidly deployable units called Forward Engineer Support Team A (FEST-A) and Forward Engineer Support Team B (FEST-B). These teams are critical to Engineer missions throughout theater. 12 CMF NCOs are being selected in theater to become part of Provincial Reconstruction Teams (PRT). These NCOs are hand selected by tactical commanders for their Engineer technical and tactical expertise to spearhead critical reconstruction projects in Iraq and Afghanistan.

12 CMF NCOs are being selected to work as cadre for NCOES and other schools in Iraq and Afghanistan. These NCOs are responsible for training and professional mentorship of the Iraq and Afghan Army NCO Corps. This duty is critical to the Coalition's mission as it passes off responsibility to the Iraqis and Afghans. The Engineer regiment has NCOs assigned to Special Mission Units that operate at the Battalion Task Force level in Staff Sergeant Major positions as MSGs and SFCs. These NCOs perform the full spectrum of Engineer Operations and work contracting issues.

Nontraditional Assignments include:

(1) The Engineer Regiment has several positions where certain NCOs are nominated and selected based on certain criteria or skill set. These NCOs are selected to fill positions as Foreign Army Exchange NCOs and USASOC Engineer Support Sections.

(2) Due to shortages in Commissioned Officers, NCOs are performing the duties as Majors and Captains in staff positions. These NCOs are executing these responsibilities at the highest level of professionalism and efficiency. These NCOs should be favorably evaluated for promotion as NCOs working well above their rank/grade responsibilities to ensure unit level and Army wide missions are successfully performed.

(3) Senior Military Instructor and Faculty Advisor: The SGM Branch selects Engineer SGM's to serve as Faculty Advisor (FA) at the USASMA. These FA's instruct, counsel, and mentor over 60 Senior Noncommissioned Officers, sister service, and allied nations. HRC also selects Senior Noncommissioned Officers to serve as Senior Military Instructors throughout the ROTC community, working at colleges and universities, assisting in assessing, recruiting, educating and training of ROTC Cadets.

(f) *Army career degrees.* See SOCAD Army Career Degree Program.

(j) *GI to Jobs.* See GI to Jobs COOL Web site.

#### **4–11. MOS 12Z Professional Development Model**

Access to the Career Maps on the Professional Development Model (PDM) System can be accessed from the Soldier's AKO Page, by selecting "My Training" from the "Self Service" dropdown. PDMs then can be selected from the "Professional Development" gadget on the MT2 Page. Alternately, users may go a PDM selection menu at the following web address: <<https://ile.atsc.army.mil/pdmPublic/pdm.htm>>.

#### **4–12. MOS 12Z Reserve Component**

The MOS 12Z in the RC is managed the same as the AA. See paragraph 4–10.

#### **4-13. MOS 12D Diver**

*a. Major duties.* The diver performs underwater work, operating power support equipment, supervises, calculates, and emplaces demolitions; Prepares patching materials and pumps for salvage operations. Prepare rigging and lifting devices for salvage of submerged objects. Direct preparation and operation of diving equipment and watercraft support platforms; Supervises use of underwater hydraulic and electric power equipment and other special underwater tools. Performs and operates air systems and underwater support equipment during diving and recompression chamber operations. Supervises recompression therapy for diving injuries and coordinates medical support. Writes and develops doctrinal, regulatory, training, and safety material related to the accomplishment of the diving missions.

*b. Prerequisites.* See DA Pam 611-21 in the HRC Smartbook for details.

*c. Goals for development.*

(1) *PVT-SPC/CPL.*

(a) *Institutional training.* WLC.

(b) *Operational assignments.* The early years of a Diver's career should focus on building a strong base of technical expertise in underwater skills and diving equipment maintenance, basic MOS skills, and common Soldier tasks. This can be accomplished with assignments to light/heavy diving teams serving as (12D) diver. Soldiers should seek responsibility and take advantage of opportunities to display their leadership skills, initiative, and motivation.

(c) *Self-development.* Soldiers committed to achieving high goals will develop leadership skills and have the practical knowledge and ambition to put them to good use. Ample opportunities exist for Soldiers to enroll in various correspondence courses to accomplish individual educational objectives. For additional information on self-development, refer to paragraph 4-3.

(d) *Additional training.* None.

(e) *Special assignments.* None.

(2) *SGT.*

(a) *Institutional training.* WLC (not conditional for promotion to SGT, see AR 600-8-19), and ALC.

(b) *Operational assignments.* The focus during this phase of a career should be on building a strong base of technical expertise in TOE assignments developing Soldier leadership skills, honing technical underwater skills as a lead diver. At every opportunity NCOs should seek the positions that allow them to gain leadership experience.

(c) *Self-development.* At this stage junior NCOs should seek opportunities to pursue college level courses and the Army Correspondence Course Program (ACCP). For additional information on self-development, refer to paragraph 10-3.

(d) *Additional training.* Master Fitness Trainer.

(e) *Special assignments.* None.

(3) *SSG. Diving Supervisor:* Supervise operator through intermediate levels of maintenance on diving life support equipment. Performs as senior diver and supervises diving operations. Direct preparation and operation of diving equipment and water craft support platforms. Supervise calculation, training, and use of explosives. Supervise use of underwater hydraulic and electric power equipment and other special underwater tools. Supervises recompression chamber and life support equipment during diving and emergency operations.

(a) *Institutional training.* ALC (not conditional for promotion to SSG, see AR 600-8-19), SLC, and Battle Staff Course.

(b) *Operational assignments.* The focus during this phase of their career must be on continued development and refinement of their leadership skills, tactical, and technical expertise. Duty assignments in light/heavy diving teams as a diving supervisor will increase experience and develop leadership. Staff sergeants should maintain this position a minimum of 18 rated months prior to moving to other position that are TDA, such as drill sergeant, recruiter, and so forth. Avoid back-to-back non-tactical assignments. This reduces MOS proficiency due to continuous changes in modernization, structure, and doctrine. SSG's who have acquired 18 rated months in a squad leader position coupled with special assignments are considered exceptionally qualified for promotion.

(c) *Self-development.* *Staff Sergeants* should seek opportunities to pursue completion of an Associate degree. Although civilian education is not a requirement for promotion, it could be the deciding factor when selecting the best qualified. For additional information on self-development, refer to paragraph 4-3.

(d) *Additional training.* Master fitness trainer.

(e) *Special assignments.* NCOs who are assigned as Instructors/writers should be provided the same level of consideration as those NCOs who are selected for Drill Sergeant and Recruiter positions. This is necessary in order to attract the best and brightest NCOs from operational units to serve as an instructor for a minimum of 24 months.

Special assignments include the following: drill sergeant, instructor/Writer, diving supervisor, AIT platoon sergeant and chief diving supervisor.

Special Mission Units represent a group of operations and support personnel from designated organizations that are task-organized to perform highly classified activities. NCOs serving in these units will often have non-standard duty titles and do not have the same leadership opportunities as other NCOs within the Engineer Regiment. These NCOs become highly specialized and the supported units along with HRC are challenged in finding replacements. NCOs who serve or served in these special mission units should be recognized as having served in a key or critical assignment. They have demonstrated flexibility, adaptability, and the capability to work under extreme pressure using sound judgment and achieving superior results. The individuals NCOER should be evident of this superior performance: United States Special Operations Command, Military Transition Teams (MiTT/ ETT), Joint Special Operations Command.

(4) *SFC*. Performs duties as a Senior Diving Supervisor of an MTOE engineer diving team comprised of 25 Soldiers with vehicles and support equipment valued at over four million dollars; Ensures unit is independently deployable and fully mission capable to support diving requirements in the theater of operations; Performs as master diver for all high risk diving operations including emergency rescue and recovery, ships husbandry, harbor clearance, river crossing operations, recompression chamber treatments, and underwater demolition, construction, inspection, and repair; Also performs duties as an Operations NCO overseeing the coordination of missions and logistical assets.

(a) *Institutional training*. SLC (not conditional for promotion to SFC, see R 600–8–19) and Battle Staff Course.

(b) *Operational assignments*. The focus during this phase of their career should be in light diving teams serving as a senior diving supervisor for a minimum of 18 rated months. The senior diving supervisor job as the senior trainer in the detachment is essential in the development of junior leaders. It is also necessary in order to be competitive for promotion to 1SG. SFC who have acquired 18 rated months in a platoon sergeant position coupled with special assignments are considered exceptionally qualified for promotion.

(c) *Self-development*. At this stage Soldiers should be seeking avenues to complete an Associate degree. Any courses that can be taken in management and communication will only enhance the ability to lead Soldiers. A college degree is not a requirement for promotion but can a deciding factor when it comes to selecting the best qualified. For additional information on self-development, refer to paragraph 4–3.

(d) *Additional training*. Master Fitness Trainer and Certification as Master Diver.

(e) *Special assignments*. NCOs who are assigned as Instructors/writers should be provided the same level of consideration as those NCOs who are selected for Drill Sergeant and Recruiter positions. This is necessary in order to attract the best and brightest NCOs from operational units to serve as an instructor for a minimum of 24 months. Special assignments include the following: Drill sergeant, Instructor/writer, AIT Platoon Sergeant, combat development NCO, and diver liaison NCO.

Nontraditional assignments include:

(1) *Rear-D First Sergeant*: Many units have a Sergeant First Class (SFC) performing duties as the Rear-D First Sergeant. These NCOs are challenged with performing First Sergeant duties with numerous unique leadership challenges.

(2) *Warrior Transition Unit*: CMF 12 has Sergeant First Class (SFC) slots to fill within Warrior Transition units Army wide. These NCOs serve as Platoon Sergeant, with responsibility for 48 Soldiers, ensuring all family and medical needs are met.

(3) Due to the Army's operational tempo, some SFCs who have been selected and assigned to these non-traditional assignments prior to completing 18 rated months of Platoon Sergeant time. These NCOs should not be penalized for not having acquired the recommend key leadership time and should be considered to have meet the promotion criteria.

(5) *MSG/1SG*.

(a) *Institutional training*. Battle Staff Course.

(b) *Operational assignments*. The critical assignment for a MSG is 1SG. Without a tour as a 1SG, the opportunity for promotion to SGM is limited. It is beneficial to career development to serve as a 1SG for at least 24 months (may consist of one or more assignments). Other important assignments for MSG are master diving supervisor and chief diving supervisor.

(c) *Self-development*. Civilian education is not a requirement for promotion to SGM or lateral appointment to CSM. However, continuing civilian education (completion of an Associate or Bachelor degree) is encouraged since promotion to SGM is very competitive and could make the difference in selecting the best qualified. It will also assist in future assignments since most of the SGM are staff positions. For additional information on self-development, refer to paragraph 4–3.

(d) *Additional training*. None.

(e) *Special assignments.* None.

(6) *SGM/CSM.* See MOS 12X.

d. *Army career degrees.* See SOCAD Army Career Degree Program.

e. *GI to Jobs.* See GI to Jobs COOL Web site.

#### **4-14. MOS 12D Professional Development Model**

Access to the Career Maps on the Professional Development Model (PDM) System can be accessed from the Soldier's AKO Page, by selecting "My Training" from the "Self Service" dropdown. PDMs then can be selected from the "Professional Development" gadget on the MT2 Page. Alternately, users may go a PDM selection menu at the following web address: <<https://ile.atsc.army.mil/pdmPublic/pdm.htm>>.

#### **4-15. MOS 12D Reserve Component**

The MOS 12D in the RC is managed the same as the AA. See paragraph 4-13.

#### **4-16. MOS 12G Quarrying Specialist (Reserve Component Only)**

a. *Major duties.* The quarrying specialist provides mobility, counter mobility, and survivability in support of combat forces. The quarrying specialist works as a squad, section, or platoon performing basic horizontal construction. Supervises or operates electric, pneumatic, and internal combustion powered machines used in drilling, crushing, grading, and cleaning gravel and rock, or detonates explosives to blast rock in quarries and at construction sites. Directs combat engineering missions.

b. *Prerequisites.* See DA Pam 611-21 in the HRC Smartbook for details.

c. *Goals for development.*

(1) *PVT-SPC/CPL.*

(a) *Institutional training.* Warrior Leader Course (WLC).

(b) *Operational assignments.* The early years of a Quarrying Specialist should be on building a strong base of technical expertise in horizontal construction, basic MOS skills, and common Soldier tasks. This can be accomplished with assignments to engineer battalions. Soldiers should seek responsibility and take advantage of opportunities to display their leadership skills, initiative, and motivation.

(c) *Self-development.* Soldiers committed to achieving high goals will develop leadership skills and have the practical knowledge and ambition to put them to good use. Ample opportunities exist for Soldiers to enroll in various correspondence courses to accomplish individual educational objectives. For additional information on self-development, refer to paragraph 4-3.

(d) *Additional training.* Airborne and air assault.

(e) *Special assignments.* Corporal recruiter, Soldiers may volunteer for recruiting duty. Soldiers must be considered for promotion before being placed on temporary/special duty assignment.

(2) *SGT.*

(a) *Institutional training.* WLC (Not conditional for promotion to SGT, see AR 600-8-19), and ALC.

(b) *Operational assignments.* The focus during this phase of a career should be in TOE assignments developing leadership skills and honing technical skills. At every opportunity NCOs should seek the positions that allow them to gain leadership experience.

(c) *Self-development.* For additional information on self-development, refer to paragraph 4-3.

(d) *Additional training.* Airborne, air assault, and master fitness trainer.

(e) *Special assignments.* Recruiter.

(3) *SSG.*

(a) *Institutional training.* ALC (not conditional for promotion to SSG, see AR 600-8-19), SLC, and Battle Staff Course.

(b) *Operational assignments.* The focus during this phase of a career must be on continued development and refinement of leadership skills and tactical and technical expertise. Assignment as a 12G Squad Leader in engineer battalions will increase the experience and develop the leadership level of the NCO. Staff sergeants should serve this position a minimum of 18 rated months prior to moving to other positions that are TDA, such as drill sergeant, recruiter, and back-to-back nontactical assignments. This reduces MOS proficiency due to continuous changes in modernization, structure, and doctrine.

(c) *Self-development.* At this stage Soldiers should seek opportunities to pursue completion of an Associate degree. Although civilian education is not a requirement for promotion, it could be the deciding factor when selecting the best qualified. For additional information on self-development, refer to paragraph 4-3.

(d) *Additional training.* Airborne School, Air Assault School, Drill Sergeant School, Recruiter, and Master Fitness Trainer Course.

(e) *Special assignments.* Instructor/ writer, drill sergeant, and recruiter.

(4) *SFC*. See MOS 12N40.

*d. Army career degrees*. See SOCAD Army Career Degree Program.

*e. GI to Jobs*. See GI to Jobs COOL Web site.

#### **4-17. MOS 12G Professional Development Model**

Access to the Career Maps on the Professional Development Model (PDM) System can be accessed from the Soldier's AKO Page, by selecting "My Training" from the "Self Service" dropdown. PDMs then can be selected from the "Professional Development" gadget on the MT2 Page. Alternately, users may go a PDM selection menu at the following web address: <<https://ile.atsc.army.mil/pdmPublic/pdm.htm>>.

#### **4-18. MOS 12H Construction Engineering Supervisor**

*a. Major duties*. The Construction Engineering Supervisor provides mobility, counter mobility, and survivability in support of combat forces. The construction-engineering supervisor works as a squad, section, or platoon performing basic vertical construction; supervises construction, repair, and utility services of buildings, warehouses, concrete placement, culvert placement, and installation, fixed bridges, port facilities, and petroleum pipelines, tanks, and related equipment. Reads and interprets construction drawings. Directs and supervises demolition operations as required. Direct operator maintenance on assigned vehicles and equipment. Devices network flow diagrams such as the critical path method and coordinates work activities of supporting units.

*b. Prerequisites*. See DA Pam 611-21 in the HRC Smartbook for details.

*c. Goals for development*.

(1) *SSG*. Construction Section Leader: responsible for the health, welfare and safety of the Soldiers in the section. These NCOs ensure that their soldiers meet standards in personal appearance; maintain and account for their individual and unit equipment and property. The Construction Section leader teaches individual and collective tasks, develops unit cohesion, fosters the values of loyalty and commitment and builds spirit and confidence in a vertical construction unit. The section leader evaluates performance oriented training; coaching and counseling; and grooms young soldiers for future positions of increased responsibility. Squads are expected to make sound and timely decisions ranging from the amount of physical training to ethics and values.

*(a) Institutional training*. ALC (not conditional for promotion to SSG, see AR 600-8-19), SLC and Battle Staff Course.

*(b) Operational assignments*. The focus during this phase of a career must be on continued development and refinement of their leadership skills and tactical and technical expertise. A duty assignment in a engineer battalion that will increase the experience and develop the leadership level of the NCO is 12H-construction section leader. Staff sergeants should maintain this position a minimum of 18 rated months prior to moving to other positions that are TDA (for example, drill sergeant, recruiter, AA/RC advisor). Avoid back-to-back nontactical assignments. This reduces MOS proficiency due to continuous changes in modernization, structure, and doctrine. SSG's who have acquired 18 rated months in a construction section leader position coupled with special assignments are considered exceptionally qualified for promotion.

*(c) Self-development*. At this stage Soldiers should seek opportunities to pursue completion of an Associate degree. Although civilian education is not a requirement for promotion, it could be the deciding factor when selecting the best qualified. For additional information on self-development, refer to paragraph 4-3.

*(d) Additional training*. Airborne, air assault, drill sergeant and recruiter.

*(e) Special assignments*. NCOs who are assigned as Instructors/writers should be provided the same level of consideration as those NCOs who are selected for Drill Sergeant and Recruiter positions. This is necessary in order to attract the best and brightest NCOs from operational units to serve as an instructor for a minimum of 24 months. Special assignments include the following: Drill Sergeant, AIT Platoon Sergeant, Instructor/Writer, Small Group Leader, recruiter, AC/RC Advisor, OC, Corps of Engineers and White House staff.

Nontraditional assignments include:

(1) *Warrior Transition Units*. CMF 12 has authorized Staff Sergeant (SSG) slots to fill within Warrior Transition Units Army wide. These NCOs serve as Squad Leaders are responsible for 12 Soldiers and ensure that all their family and medical needs are met. The objective for these Warrior Transition Units is to be fully integrated back into their units, or be medically retired from Active Duty. These Squad Leaders devote hundreds of hours to their Soldiers ensuring that all appointments are met on time.

(2) The Engineer Regiment has several positions where certain NCOs are nominated and selected based on certain criteria or skill set. These NCOs are selected to fill positions as Foreign Army Exchange NCOs, White House Support Staff, and USASOC Engineer Support Sections.

(3) Due to the Army's operational tempo, some SSGs have been selected and assigned to these non-traditional assignments prior to completing 18 rated months of key leadership time. These NCOs should not be penalized for not having acquired the recommend key leadership time and should be considered to have meet the promotion criteria.

(4) HRC selects several Engineer Soldiers to serve as members of the Coalition's Military Transition Team (MiTT) and Embedded Training Teams (ETT). These Soldiers execute the Coalition's mission with the highest expectations, the greatest visibility and the most responsibility.

(2) *SFC*. Performs duties of preceding skill level, supervises lower grade Soldiers and provides technical guidance to Soldiers in the accomplishment of their duties. Responsible for the training of additional military occupation specialties. Responsible for the professional development, welfare, morale, quality platoon sergeant in a vertical construction company that supports any command worldwide; responsible for the mentoring and professional development of their Soldiers. Supervises and manages all aspects of construction projects to ensure compliance to recognized standards and plans. Primary trainer of all individual and collective tasks within the platoon.

(a) *Institutional training*. SLC and Battle Staff Course.

(b) *Operational assignments*. The focus during this phase of their career should be in engineer battalions serving as a platoon sergeant (12H) for a minimum of 18 rated months. The platoon sergeant's job as the senior trainer in the platoon is essential in the development of junior leaders. It is also necessary in order to be competitive for promotion to master sergeant. SFC who have acquired 18 rated months in a platoon sergeant position coupled with special assignments are considered exceptionally qualified for promotion.

(c) *Self-development*. At this stage Soldiers should be seeking avenues to complete an Associate degree. Any courses that can be taken in management and communication will only enhance the ability to lead Soldiers. A college degree is not a requirement for promotion but can a deciding factor when it comes to the best qualified. For additional information on self-development, refer to paragraph 4-3.

(d) *Additional training*. Airborne, air assault, and master fitness trainer.

(e) *Special assignments*. NCOs who are assigned as Instructors/writers should be provided the same level of consideration as those NCOs who are selected for Drill Sergeant and Recruiter positions. This is necessary in order to attract the best and brightest NCOs from operational units to serve as an instructor for a minimum of 24 months. Special assignments include the following: Drill Sergeant, AIT Platoon Sergeant, Instructor/Writer, Small Group Leader, Equal opportunity NCO, observer/controller, AC/RC Advisor, Military Science Instructor, Career Manager, Company Operations NCO and Assistant Battalion Operations NCO.

Nontraditional assignments include:

(1) *Rear-D First Sergeant*: Many units have a Sergeant First Class (SFC) performing duties as the Rear-D First Sergeant. These NCOs are challenged with performing First Sergeant duties with numerous unique leadership challenges.

(2) *Warrior Transition Unit*: CMF 12 has Sergeant First Class (SFC) slots to fill within Warrior Transition Units Army wide. These NCOs serve as Platoon Sergeant, with responsibility for 48 Soldiers, ensuring all family and medical needs are met.

(3) Due to the Army's operational tempo, some SFCs who have been selected and assigned to these non-traditional assignments prior to completing 18 rated months of Platoon Sergeant time. These NCOs should not be penalized for not having acquired the recommend key leadership time and should be considered to have meet the promotion criteria.

(4) HRC selects several Senior Engineer Soldiers to serve as members of the Transition Team . These Soldiers execute the Coalition's mission with the highest expectations, the greatest visibility and the most responsibility.

(5) Some Engineer Soldiers will be assigned to rapidly deployable units called Forward Engineer Support Team A (FEST-A) and Forward Engineer Support Team M (FEST-M) as Senior Construction Supervisors (12H). These teams are critical to Engineer missions throughout theater.

(3) *MSG/ISG*. See MOS 12X.

d. *Army career degrees*. See SOCAD Army Career Degree Program.

e. *GI to Jobs*. See GI to Jobs COOL Web site.

#### **4-19. MOS 12H Professional Development Model**

Access to the Career Maps on the Professional Development Model (PDM) System can be accessed from the Soldier's AKO Page, by selecting "My Training" from the "Self Service" dropdown. PDMs then can be selected

from the "Professional Development" gadget on the MT2 Page. Alternately, users may go a PDM selection menu at the following web address: <<https://ile.atsc.army.mil/pdmPublic/pdm.htm>.

#### **4-20. MOS 12H Reserve Component**

The MOS 12H in the RC is managed the same as the AA. See paragraph 4-18.

#### **4-21. MOS 12K Plumber**

*a. Major duties.* The plumber installs and repairs pipe systems, and fixtures, and petroleum pipeline systems. Reads and interprets drawings, plans, and specifications to determine layout and identify types and quantities of materials required. Conducts inspections of plumbing facilities and ensures employment of proper safety procedures. Assist in the performance of combat engineer missions. Operates hand held tools and compaction equipment. Perform demolition missions as required.

*b. Prerequisites.* See DA Pam 611–21 in the HRC Smartbook for details.

*c. Goals for development.*

(1) *PVT–SPC/CPL.*

*(a) Institutional training.* WLC.

*(b) Operational assignments.* The early years of a plumber should focus on building a strong base of technical expertise in vertical construction, basic MOS skills, and common Soldier tasks. This can be accomplished with assignments to engineer battalions, serving as plumbers (12K). Soldiers should seek responsibility and take advantage of opportunities to display their leadership skills, initiative, and motivation.

*(c) Self-development.* Soldiers committed to achieving high goals will develop leadership skills and have the practical knowledge and ambition to put them to good use. Ample opportunities exist for Soldiers to enroll in various correspondence courses to accomplish individual educational objectives. For additional information on self-development, refer to paragraph 4–3.

*(d) Additional training.* Airborne and air assault.

*(e) Special assignments.* Corporal recruiter, Soldiers may volunteer for recruiting duty. Soldiers must be considered for promotion before being placed on temporary/special duty assignment.

(2) *SGT.*

*(a) Institutional training.* WLC (not conditional for promotion to SGT, see AR 600–8–19), and ALC.

*(b) Operational assignments.* The focus during this phase of a career should be in TOE assignments developing Soldier leadership skills and honing technical skills. At every opportunity NCOs should seek the positions that allow them to gain leadership experience.

*(c) Self-development.* For additional information on self-development, refer to paragraph 4–3.

*(d) Additional training.* Airborne and Air assault.

*(e) Special assignments.* Recruiter.

(3) *SSG.* See MOS 12H30.

*d. Army career degrees.* See SOCAD Army Career Degree Program.

*e. GI to Jobs.* See GI to Jobs COOL Web site.

#### **4-22. MOS 12K Professional Development Model**

Access to the Career Maps on the Professional Development Model (PDM) System can be accessed from the Soldier's AKO Page, by selecting "My Training" from the "Self Service" dropdown. PDMs then can be selected from the "Professional Development" gadget on the MT2 Page. Alternately, users may go a PDM selection menu at the following web address: <<https://ile.atsc.army.mil/pdmPublic/pdm.htm>.

#### **4-23. MOS 12K Reserve Component**

The MOS 12K in the RC is managed the same as the AC. See paragraph 4-21.

#### **4-24. MOS 12M Firefighter**

*a. Major duties.* The firefighter supervises, directs, and performs firefighting operations during structural fires; aircraft crash incidents, vehicle emergencies, and natural cover fires; Supervises emergency response crews during hazardous materials incidents. Conducts fire prevention operations to include determining building classification and installation level inspections. Develops and plans for hazardous materials emergencies and conducts initial fire-ground investigations.

*b. Prerequisites.* See DA Pam 611–21 in the HRC Smartbook for details.

*c. Goals for development.*

(1) *PVT–SPC/CPL.*

*(a) Institutional training.* WLC.

*(b) Operational assignments.* The early years of a Firefighter career should focus on building a strong base of

technical expertise in firefighting/rescue techniques, basic MOS skills, and common Soldier tasks. This can be accomplished with assignments to firefighting teams, serving as (12M) firefighter. Soldiers should seek responsibility and take advantage of opportunities to display their leadership skills, initiative, and motivation.

(c) *Self-development.* Soldiers committed to achieving high goals will develop leadership skills and have the practical knowledge and ambition to put them to good use. Ample opportunities exist for Soldiers to enroll in various correspondence courses to accomplish individual educational objectives. For additional information on self-development, refer to paragraph 4-3.

(d) *Additional training.* Rescue Technician Course I and II, Fire Instructor I, and Fire Officer I.

(e) *Special assignments.* None.

(2) *SGT.*

(a) *Institutional training.* WLC, (not conditional for promotion to SGT, see AR 600-8-19), and ALC.

(b) *Operational assignments.* The focus during this phase of a career should be in TOE assignments developing Soldier leadership skills and honing technical skills. At every opportunity NCOs should seek the positions that allow them to gain leadership experience.

(c) *Self-development.* Sergeants committed to achieving high goals will develop leadership skills and have the practical knowledge and ambition to put them to good use. Ample opportunities exist for Soldiers to enroll in various correspondence courses to accomplish individual educational objectives. For additional information on self-development, refer to paragraph 4-3.

(d) *Additional training.* Master Fitness Trainer and Rescue Technician I and II.

(e) *Special assignments.* Recruiter, drill sergeant, and instructor.

(3) *SSG. Station Chief:* Supervise rescue and firefighting operations during structural fires, aircraft emergencies, vehicle emergencies and wild land fires. Supervise emergency response crews during hazardous materials incidents. Conducts fire prevention operations including inspections and pre-fire planning.

(a) *Institutional training.* ALC (not conditional for promotion to SSG, see AR 600-8-19), SLC, and Battle Staff Course, Fire Inspector I and II, Fire Officer II (for conditional promotion to SSG, see AR 600-8-19), SLC, Fire Officer III and IV.

(b) *Operational assignments.* The focus during this phase of a career must be on continued development and refinement of their leadership skills, and tactical and technical expertise. Duty assignments in a firefighting detachment that will increase the experience and develop the leadership level of the NCO are fire team chief, or fire inspector. Staff sergeants should maintain these positions a minimum of 18 months prior to moving to other positions that are TDA (for example, drill sergeant, recruiter, AA/RC advisor). Avoid back-to-back nontactical assignments. This reduces MOS proficiency due to continuous changes in modernization, structure, and doctrine. SSG's who have acquired 18 rated months in a key leadership position coupled with special assignments are considered exceptionally qualified for promotion

(c) *Self-development.* Staff sergeants committed to achieving high goals will develop leadership skills and have the practical knowledge and ambition to put them to good use. Ample opportunities exist for Soldiers to enroll in various correspondence courses to accomplish individual educational objectives. For additional information on self-development, refer to paragraph 4-3.

(d) *Additional training.* Airborne, air assault, drill sergeant, recruiter, rescue technician I and II, HAZMAT incident command, fire instructor II and III, and fire inspector III.

(e) *Special assignments.* NCOs who are assigned as Instructors/writers should be provided the same level of consideration as those NCOs who are selected for Drill Sergeant and Recruiter positions. This is necessary in order to attract the best and brightest NCOs from operational units to serve as an instructor for a minimum of 24 months. Special assignments include the following: Drill Sergeant, AIT Platoon Sergeant, Small Group Leader, Instructor/Writer, Fire Inspector, Recruiter, Observer Controller/Trainer, AC/RC, Equal Opportunity Advisor, IG, and Military Science Instructor.

Nontraditional assignments include:

(1) *Warrior Transition Units.* CMF 12 has authorized Staff Sergeant (SSG) slots to fill within Warrior Transition Units Army wide. These NCOs serve as Squad Leaders are responsible for 12 Soldiers and ensure that all their family and medical needs are met. The objective for these Warrior Transition Units is to be fully integrated back into their units, or be medically retired from Active Duty. These Squad Leaders devote hundreds of hours to their Soldiers ensuring that all appointments are met on time.

(2) The Engineer Regiment has several positions where certain NCOs are nominated and selected based on certain criteria or skill set. These NCOs are selected to fill positions as Foreign Army Exchange NCOs, White House Support Staff, and USASOC Engineer Support Sections.

(3) Due to the Army's operational tempo, some SSGs have been selected and assigned to these non-traditional assignments prior to completing 18 rated months of key leadership time. These NCOs should not be penalized for not having acquired the recommend key leadership time and should be considered to have meet the promotion criteria.

(4) *SFC*. Fire Chief exercises command and control during rescue and firefighting operations during structural fires, aircraft crash incidents, vehicle emergencies, and natural cover fires; Exercises command and control of emergency response during hazardous materials incidents; Conducts fire prevention operations to include determining building classification and installation level inspections; Develops plans for hazardous materials emergencies; Conducts initial fire-ground investigations

(a) *Institutional training*. SLC, Battle Staff Course, Fire Inspector I and II, Fire Officer II. (for conditional promotion to SFC see AR 600-8-19) and Fire Officer III and IV.

(b) *Operational assignments*. The focus during this phase of their career should be in a firefighting team detachment serving as a fire chief (12M) for a minimum of 18 rated months. The fire chief job as the senior trainer in the detachment is essential in the development of junior leaders. It is also necessary in order to be competitive for promotion to 1SG. SFC who have acquired 18 rated months in a platoon sergeant position coupled with special assignments are considered exceptionally qualified for promotion.

(c) *Self-development*. For additional information on self-development, refer to paragraph 4-3.

(d) *Additional training*. Airborne, air assault and master fitness trainer.

(e) *Special assignments*. NCOs who are assigned as Instructors/writers should be provided the same level of consideration as those NCOs who are selected for Drill Sergeant and Recruiter positions. This is necessary in order to attract the best and brightest NCOs from operational units to serve as an instructor for a minimum of 24 months. Special assignments include the following: Drill Sergeant, AIT Platoon Sergeant, Small Group leader, Instructor/Writer, Observer Controller/Trainer, Recruiter, SR Training Developer, and Military Science Instructor. Non-traditional assignments include:

(1) Rear-D First Sergeant: Many units have a Sergeant First Class (SFC) performing duties as the Rear-D First Sergeant. These NCOs are challenged with performing First Sergeant duties with numerous unique leadership challenges.

(2) Warrior Transition Unit: CMF 12 has Sergeant First Class (SFC) slots to fill within Warrior Transition Units Army wide. These NCOs serve as Platoon Sergeant, with responsibility for 48 Soldiers, ensuring all family and medical needs are met.

(3) Due to the Army's operational tempo, some SFCs who have been selected and assigned to these non-traditional assignments prior to completing 18 rated months of Platoon Sergeant time. These NCOs should not be penalized for not having acquired the recommend key leadership time and should be considered to have meet the promotion criteria.

(5) *MSG/1SG*. See MOS 21X.

d. *Army career degrees*. See SOCAD Army Career Degree Program.

e. *GI to Jobs*. See GI to Jobs COOL Web site.

#### **4-24. MOS 12M Professional Development Model**

Access to the Career Maps on the Professional Development Model (PDM) System can be accessed from the Soldier's AKO Page, by selecting "My Training" from the "Self Service" dropdown. PDMs then can be selected from the "Professional Development" gadget on the MT2 Page. Alternately, users may go a PDM selection menu at the following web address: <<https://ile.atsc.army.mil/pdmPublic/pdm.htm>>

#### **4-25. MOS 12M RC**

The MOS 12M in the RC is managed the same as the AA. See paragraph 4-23.

#### **4-26. MOS 12N Horizontal Construction Engineer**

a. *Major duties*. The horizontal construction engineer serves as a member of a squad, team, section, or platoon. Duties start with operating heavy equipment at an intern level and progress to senior equipment operator level with supervisory responsibilities for personnel, construction projects obstacle emplacement, and counter-obstacle operations involving construction equipment.

b. *Prerequisites*. See DA Pam 611-21 in the HRC Smartbook for details.

c. *Goals for development*.

(1) *PVT-SPC/CPL*.

(a) *Institutional training*. BT/AIT/WLC.

(b) *Operational assignments*. The focus during the early years of their career should be on building a strong base of

Technical expertise in horizontal construction, basic MOS skills, and common Soldier tasks. This can be accomplished with assignments to Engineer Battalions. Soldiers should seek responsibility and take advantage of opportunities to display their leadership skills, initiative, and motivation.

*(c) Self-development.* Soldiers committed to achieving high goals will develop leadership skills and have the Practical knowledge and ambition to put them to good use. Ample opportunities exist for Soldiers to enroll in various correspondence courses to accomplish individual educational objectives. For additional information on self-development, refer to paragraph 4-3.

*(d) Additional training.* Airborne, Air Assault and Sapper Leader Course.

*(e) Special assignments.* None.

(2) SGT.

*(a) Institutional training.* WLC (Not conditional for promotion to SGT, see AR 600-8-19), and ALC.

*(b) Operational assignments.* The focus during this phase of a career should be in TOE assignments, developing Soldier leadership skills and honing technical skills As a Horizontal Construction Sergeant. At every opportunity NCOs should seek the positions that allow Them to gain leadership experience.

*(c) Self-development.* Sergeants committed to achieving high goals will develop leadership skills and have the Practical knowledge and ambition to put them to good use. Ample opportunities exist for Soldiers to enroll in various correspondence courses to accomplish individual educational objectives. For additional information on self-development, refer to paragraph 4-3.

*(d) Additional training.* Airborne, Air Assault and Sapper Leader Course.

*(e) Special assignments.* Recruiter.

(3) SSG. Horizontal construction supervisor, supervises construction equipment, quarry, paving, and plant equipment operations, and crew maintenance of equipment. Supervises employment and maintenance activities related to lifting, and general and heavy construction equipment in support of construction operations. Estimates equipment and operator requirements for specific jobs and Assists in supervision of unit engaged in construction equipment operation. Organizes and directs well drilling operations. Devises network flow diagrams such as the critical path method and coordinates work activities of supporting units. Provides supervision over all engineer construction equipment.

*(a) Institutional training.* ALC (not conditional for promotion to SSG, see AR 600-8-19), SLC and Battle Staff Course.

*(b) Operational assignments.* The focus during this phase of their career must be on continued development and refinement of leadership skills and tactical and technical expertise. Assignment as a section sergeant in an engineer battalion will increase the experience and develop the leadership level of the NCO. Staff sergeants should serve in this position a minimum of 18 rated months prior to moving to other positions that are non leadership positions. Avoid back-to back non-tactical assignments. This reduces MOS proficiency due to continuous changes in modernization, structure, and doctrine. SSG who have acquired 18 rated months in a section sergeant position coupled with special assignments are considered exceptionally qualified for promotion.

*(c) Self-development.* At this stage Soldiers should seek opportunities to pursue completion of an Associate degree. Although civilian education is not a requirement for promotion, it could be the deciding factor when two records are alike. For additional information on self-development, refer to paragraph 4-3.

*(d) Additional training.* Airborne, air assault, drill sergeant, recruiter, and master fitness trainer.

*(e) Special assignments.* NCOs who are assigned as Instructors/writers should be provided the same level of consideration as those NCOs who are selected for Drill Sergeant and Recruiter positions. This is necessary in order to attract the best and brightest NCOs from operational units to serve as an instructor for a minimum of 24 months. Special assignments include the following: Drill Sergeant, AIT Platoon Sergeant, Small Group Leader, Instructor/Writer, Recruiter, AC/RC advisor and observer/controller.

Nontraditional assignments include:

(1) Warrior Transition Units. CMF 12 has authorized Staff Sergeant (SSG) slots to fill within Warrior Transition Units Army wide. These NCOs serve as Squad Leaders are responsible for 12 Soldiers and ensure that all their family and medical needs are met. The objective for these Warrior Transition Units is to be fully integrated back into their units, or be medically retired from Active Duty. These Squad Leaders devote hundreds of hours to their Soldiers ensuring that all appointments are met on time.

(2) The Engineer Regiment has several positions where certain NCOs are nominated and selected based on certain criteria or skill set. These NCOs are selected to fill positions as Foreign Army Exchange NCOs, White House Support Staff, and USASOC Engineer Support Sections.

(3) Due to the Army's operational tempo, some SSGs have been selected and assigned to these non-traditional assignments prior to completing 18 rated months of key leadership time. These NCOs should not be penalized for not having acquired the recommend key leadership time and should be considered to have meet the promotion criteria.

(4) HRC selects several Engineer Soldiers to serve as members of the Coalition's Military Transition Team (MITT) and Embedded Training Teams (ETT). These Soldiers execute the Coalition's mission with the highest expectations, the greatest visibility and the most responsibility.

(5) CMF 12 NCOs are being selected in theater to become part of Provincial Reconstruction Teams (PRT). These NCOs are hand selected by tactical commanders for their Engineer technical and tactical expertise to spearhead critical reconstruction projects in Iraq and Afghanistan.

(4) *SFC*. Senior Horizontal Engineer Sergeant. Responsible for the health, welfare, mentoring, discipline and training of horizontal construction engineers; Provides technical advice for and supervises construction missions; Assist the Platoon Leader with planning, coordinating and execution of route sanitation, checkpoint construction, Base Camp construction, Crater repair and other horizontal construction missions; Responsible for the maintenance and accountability for horizontal construction engineer equipment.

(a) *Institutional training*. SLC (not conditional for promotion to SFC, see AR 600-8-19, and Battle Staff.

(b) *Operational assignments*. The focus during this phase of their career should be in engineer battalions serving as a platoon sergeant (12N) for a minimum of 18 rated months. The platoon sergeant's job as the senior trainer in the platoon is essential in the development of junior leaders. It is also necessary in order to be competitive for selection to master sergeant. SFC who have acquired 18 rated months in a platoon sergeant position coupled with special assignments are considered exceptionally qualified for promotion.

(c) *Self-development*. At this stage Soldiers should be seeking avenues to completing an Associate degree. Any courses that can be taken in management and communication will only enhance the ability to lead Soldiers. A college degree is not a requirement for promotion but can a deciding factor when it comes to the best qualified. For additional information on self-development, refer to paragraph 4-3.

(d) *Additional training*. Airborne school, air assault school, and sapper leader course..

(e) *Special assignments*. NCOs who are assigned as Instructors/writers should be provided the same level of consideration as those NCOs who are selected for Drill Sergeant and Recruiter positions. This is necessary in order to attract the best and brightest NCOs from operational units to serve as an instructor for a minimum of 24 months. Special assignments include the following: Drill Sergeant, AIT Platoon Sergeant, Small Group Leader, Instructor/Writer, Company Operations NCO, Assistant Battalion Operations NCO, equal opportunity NCO, observer/controller, Career Manager, Forward Engineer Support Team (FEST) NCO and AC/RC Advisor.

Nontraditional assignments include:

(1) Rear-D First Sergeant: Many units have a Sergeant First Class (SFC) performing duties as the Rear-D First Sergeant. These NCOs are challenged with performing First Sergeant duties with numerous unique leadership challenges.

(2) Warrior Transition Unit: CMF 12 has Sergeant First Class (SFC) slots to fill within Warrior Transition Units Army wide. These NCOs serve as Platoon Sergeant, with responsibility for 48 Soldiers, ensuring all family and medical needs are met.

(3) Due to the Army's operational tempo, some SFCs who have been selected and assigned to these non-traditional assignments prior to completing 18 rated months of Platoon Sergeant time. These NCOs should not be penalized for not having acquired the recommend key leadership time and should be considered to have meet the promotion criteria.

(5) CMF 12 NCOs are being selected in theater to become part of Provincial Reconstruction Teams (PRT). These NCOs are hand selected by tactical commanders for their Engineer technical and tactical expertise to spearhead critical reconstruction projects in Iraq and Afghanistan.

(6) *MSG/ISG*. See MOS 12X.

d. *Army career degrees*. See SOCAD Army Career Degree Program.

e. *GI to Jobs*. See GI to Jobs COOL Web site.

**4-27. MOS 12N Professional Development Model**

Access to the Career Maps on the Professional Development Model (PDM) System can be accessed from the Soldier's AKO Page, by selecting "My Training" from the "Self Service" dropdown. PDMs then can be selected from the "Professional Development" gadget on the MT2 Page. Alternately, users may go a PDM selection menu at the following web address: <<https://ile.atsc.army.mil/pdmPublic/pdm.htm>>

#### **4-28. MOS 12N RC**

The MOS 12N in the RC is managed the same as the AC. See paragraph 4-26.

#### **4-29. MOS 12P Prime Power Production Specialist**

*a. Major duties.* The prime power production specialist serves as a member of a team, squad, section, or platoon performing electrical power support. Supervises, operates, installs, and maintains electric power plant and associated auxiliary systems and equipment; analyzes plant equipment and systems operating characteristics to determine operational conditions; serves as technical inspector to determine faulty operation/maintenance practices; estimates manpower, equipment and material necessary to accomplish installation of power station and construction of associated system.

*b. Prerequisites.* See DA Pam 611-21 in the HRC Smartbook for details.

*c. Goals for development.*

(1) *PVT-SPC/CPL.*

(a) *Institutional training.* BT/AIT/WLC.

(b) *Operational assignments.* There are no Soldiers in MOS 12P in the rank of private through private first class.

(2) *SGT.*

(a) *Institutional training.* Warrior Leader Course (not conditional for promotion to SGT, see AR 600-8-19), and ALC.

(b) *Operational assignments.* The focus during this phase of their career should be in TOE assignments developing Soldier leadership skills and honing technical skills. This can be accomplished with assignments to a Prime Power Company. Serving as a prime power production specialist with an ASI, E5 Instrumentation specialist SGT S2 mechanical specialist, S3 electrical specialist. At every opportunity NCOs should seek the positions that allow them to gain leadership experience.

(c) *Self-development.* Sergeants committed to achieving high goals will develop leadership skills and have the practical knowledge and ambition to put them to good use. Ample opportunities exist for Soldiers to enroll in various correspondence courses to accomplish individual educational objectives. For additional information on self-development, refer to paragraph 4-3.

(d) *Additional training.* Master Fitness Trainer Course, Hazardous Materials Handlers Course, and Load Master Course.

(e) *Special assignments.* N/A.

(3) *SSG. Senior Power Station Electrician:* Supervises, operates, installs and performs DS/GS level maintenance on electric power plants, consisting of prime power generator sets of 500 KW and higher and associated auxiliary systems and equipment; Supervises personnel and the installation, operation, unit level and direct support maintenance of electrical power plants; Coordinates, plans, and schedules section activities; Plans for the use, movement, and location of electrical power plants; Estimates manpower, equipment and material necessary to accomplish installation of power station and construction of associated systems; Advises subordinate personnel on prime power equipment use, location, operation and maintenance.

(a) *Institutional training.* ALC(not conditional for promotion to SSG, see AR 600-8-19), SLC and Battle Staff Course.

(b) *Operational assignments.* The focus during this phase of career must be on continued development and refinement of leadership skills and tactical and technical expertise. A duty assignment serving as a fire inspector in prime power companies will increase the experience and develop the leadership level. Staff sergeants should serve in this position a minimum of 18 rated months prior to moving to other positions that are TDA: drill sergeant, recruiter, AC/RC advisor etc. Avoid back-to-back nontactical assignments. This reduces MOS proficiency due to continuous changes in modernization, structure, and doctrine. SSG's who have acquired 18 rated months in a squad leader position coupled with special assignments are considered exceptionally qualified for promotion.

(c) *Self-development.* At this stage Soldiers should seek opportunities to pursue completion of an associate's degree. Although civilian education is not a requirement for promotion, it could be the deciding factor when selecting the best qualified. For additional information on self-development, refer to paragraph 4-3.

(d) *Additional training.* Drill sergeant, recruiter, and master fitness trainer.

(e) *Special assignments.* NCOs who are assigned as Instructors/writers should be provided the same level of consideration as those NCOs who are selected for Drill Sergeant and Recruiter positions. This is necessary in order to attract the best and brightest NCOs from operational units to serve as an instructor for a minimum of 24 months. Special assignments include the following: drill sergeant, AIT platoon sergeant, instructor/writer and small group leader.

Nontraditional assignments include:

(1) Warrior Transition Units. CMF 12 has authorized Staff Sergeant (SSG) slots to fill within Warrior Transition Units Army wide. These NCOs serve as Squad Leaders are responsible for 12 Soldiers and ensure that all their family and medical needs are met. The objective for these Warrior Transition Units is to be fully integrated back into their units, or be medically retired from Active Duty. These Squad Leaders devote hundreds of hours to their Soldiers ensuring that all appointments are met on time.

(2) The Engineer Regiment has several positions where certain NCOs are nominated and selected based on certain criteria or skill set. These NCOs are selected to fill positions as Foreign Army Exchange NCOs, White House Support Staff, and USASOC Engineer Support Sections.

(3) Due to the Army's operational tempo, some SSGs have been selected and assigned to these non-traditional assignments prior to completing 18 rated months of key leadership time. These NCOs should not be penalized for not having acquired the recommend key leadership time and should be considered to have meet the promotion criteria

(4) Spain, ADA THAADs, J-LENS, SHAPE Belgium, Humphries Korea, Special Operations. Izmir Turkey, Philadelphia district.

(4) *SFC*. Supervises, operates, installs and performs DS/GS level maintenance on all electric power plants, consisting of prime power generator sets of 500 KW and higher associated auxiliary systems and equipment; Performs electrical assessments; Facilities maintenance; QA/QC operations; Other duties include LNO for echelons above Corps and technical advisor to FEMA and other federal organizations; Plans for the use, movement, and location of electrical power stations; Estimates manpower, equipment and material necessary to accomplish installation of power station and construction of associated systems; Advises subordinate personnel on prime power equipment use, location, operation and maintenance; Manages electrical projects, devises and implements electrical safety programs.

(a) *Institutional training*. SLC (not conditional for promotion to SFC, see AR 600–8–19), and Battle Staff Course.

(b) *Operational assignments*. The focus during this phase of their career should be in a prime power company as a prime power NCO for a minimum of 18 rated months. The Prime Power NCOs' job as the senior trainer in the company is

essential in the development of junior leaders. It is also necessary in order to be competitive for promotion to master sergeant. SFC who have acquired 18 rated months in a platoon sergeant position coupled with special assignments are considered exceptionally qualified for promotion.

(c) *Self-development*. At this stage Soldiers should be completing an Associate degree. Any courses that are taken in management and communication will only enhance the ability to lead Soldiers. A college degree is not a requirement for promotion but can a deciding factor when it comes to selecting the best qualified. For additional information on self-development, refer to paragraph 4–3.

(d) *Additional training*. None.

(e) *Special assignments*. NCOs who are assigned as Instructors/writers should be provided the same level of consideration as those NCOs who are selected for drill sergeant and recruiter positions. This is necessary in order to attract the best and brightest NCOs from operational units to serve as an instructor for a minimum of 24 months. Special assignments include the following: drill sergeant, AIT platoon sergeant, small group leader, instructor/writer, observer controller, AC/RC, equal, opportunity advisor, IG, career manager, recruiter, military science instructor, training development writer/instructor combat developer, U4 Instructor/writer, project advisor for electrical requirements power Corps of Engineers, contract officer technical representative, project advisor for electrical requirements CJ7 and nuclear technician bethesda.

Nontraditional assignments include:

(1) Rear-D First Sergeant: Many units have a Sergeant First Class (SFC) performing duties as the Rear-D First Sergeant. These NCOs are challenged with performing First Sergeant duties with numerous unique leadership challenges.

(2) Warrior Transition Unit: CMF 12 has Sergeant First Class (SFC) slots to fill within Warrior Transition Units Army wide. These NCOs serve as Platoon Sergeant, with responsibility for 48 Soldiers, ensuring all family and medical needs are met.

(3) Due to the Army's operational tempo, some SFCs who have been selected and assigned to these non-traditional assignments prior to completing 18 rated months of Platoon Sergeant time. These NCOs should not be penalized for not having acquired the recommend key leadership time and should be considered to have meet the promotion criteria.

(4) Prime Power Production Specialist serves on the joint staff of a Combined Joint Operations Area (CJOA) supporting operations in Iraq and Afghanistan. These NCOs serve as LNOs on a joint staff for echelons above Corps; responsible for coordination, plans and theater-level synchronization for power support to all COB's and FOB's in the Combined Joint Operations Area; Review theatre level contracts, develop and apply cost benefit, efficiency and feasibility analyses; Supervises QA/QC operations for electrical projects; Manage long and short term projects, brief General Officers and Coalition members on electrical projects integrity and safety. Currently 2 SFCs are hand selected out of a population of 48 by the Battalion Command Sergeant Major to serve in CJ7 positions. The qualifying factor for these NCOs is the successful completion of tours in OIF/OEF as a Prime Power Supervisor of their Prime Power Section.

(5) *MSG/ISG*. See MOS 12X.

*d. Army career degrees*. See SOCAD Army Career Degree Program.

*e. GI to Jobs*. See GI to Jobs COOL Web site.

#### **4-30. MOS 12P Professional Development Model**

Access to the Career Maps on the Professional Development Model (PDM) System can be accessed from the Soldier's AKO Page, by selecting "My Training" from the "Self Service" dropdown. PDMs then can be selected from the "Professional Development" gadget on the MT2 Page. Alternately, users may go a PDM selection menu at the following web address: <<https://ile.atsc.army.mil/pdmPublic/pdm.htm>>.

#### **4-31. MOS 12P Reserve Component**

The MOS 12P in the RC is managed the same as the AA. See paragraph 4-29.

#### **4-32. MOS 12Q Transmission and Distribution Specialist (Reserve Component Only)**

*a. Major duties*. The transmission and distribution specialist supervises or installs and maintains electrical distribution systems; performs duties as a member of a transmission and distribution team. The transmission and distribution specialist assists in installation of electrical transmission and distribution systems and exterior services. Assists in the erection of utility poles; and, installs guys, anchors, cross arms, conductors, insulators, and other hardware. Installs and connects service drops and conduits on de-energized systems. The transmission and distribution specialist installs and maintains electrical transmission and distribution systems. Tests circuits and components to isolate malfunction and repair defects. Performs scheduled and emergency inspection, and repairs of distribution systems and equipment; Assists in maintenance, repair, calibration and tests of internal substation equipment. The transmission and distribution specialist supervises installation of underground and overhead electrical distribution systems. Supervise staging of material and construction and maintenance equipment. Maintains and uses special purpose safety equipment and tools employed for electrical construction and maintenance. Ensures proper safety and clearance procedures are followed. The transmission and distribution specialist plans and supervises construction and maintenance of electrical transmission and distribution systems; Estimates manpower, equipment, and material requirements for electrical construction; Advises on electrical construction and maintenance procedures and capabilities.

*b. Prerequisites*. See DA Pam 611-21 in the HRC Smartbook for details.

*c. Goals for development*.

(1) *PVT-SPC/CPL*.

(a) *Institutional training*. WLC.

(b) *Operational assignments*. The focus during the early years of a career should be on building a strong base of technical expertise in equipment, basic MOS skills and common Soldier tasks. This can be acquired in TOE assignments serving as an exterior electrician lineman. Soldiers should seek responsibility and take advantage of opportunities to display their leadership skills, initiative and motivation.

(c) *Self-development*. Soldiers committed to achieving high goals will develop leadership skills and have the practical knowledge and ambition to put them to good use. Ample opportunities exist for Soldiers to enroll in various correspondence courses to accomplish individual educational objectives. For additional information on self-development, refer to paragraph 4-3.

(d) *Additional training*. Airborne and air assault.

(e) *Special assignments*. Corporal recruiter.

(2) *SGT*.

(a) *Institutional training*. WLC (not conditional for promotion to SGT, see AR 600-8-19), and ALC..

(b) *Operational assignments*. The focus during this phase of a career should be in assignments, as an exterior electrician lineman, continuing to develop Soldier leadership skills, honing technical expertise, and laying a foundation of tactical knowledge. At every opportunity NCOs should seek the positions that allow them to gain leadership experience.

(c) *Self-development*. Sergeants committed to achieving high goals will develop leadership skills and have the practical knowledge and ambition to put them to good use. Ample opportunities exist for Soldiers to enroll in various correspondence courses to accomplish individual educational objectives. For additional information on self-development, refer to paragraph 4-3.

(d) *Additional training*. Airborne and air assault.

(e) *Special assignments*. Recruiter.

(3) *SSG*.

(a) *Institutional training*. BNCOC (not conditional for promotion to SSG, see AR 600-8-19), ANCOC, and Battle Staff Course.

(b) *Operational assignments*. The focus during this phase of career must be on continued development and refinement of leadership skills and tactical and technical expertise. A duty assignment serving as a fire inspector in prime power companies will increase the experience and develop the leadership level. Staff sergeants should maintain this position a minimum of 18 rated months prior to moving to other positions that are TDA: Drill Sergeant, Recruiter, AC/RC advisor, and so forth. Avoid back-to-back nontactical assignments. This reduces MOS proficiency due to continuous changes in modernization, structure, and doctrine.

(c) *Self-development*. Staff Sergeants should seek opportunities to pursue completion of an Associate degree. Although civilian education is not a requirement for promotion, it could be a deciding factor when selecting the best qualified. For additional information on self-development, refer to paragraph 4-3.

(d) *Additional training*. Airborne, air assault, and Master Fitness Trainer Course.

(e) *Special assignments*. Instructor/writer, drill sergeant, and recruiter.

(4) *SFC*.

(a) *Institutional training*. SLC (not conditional for promotion to SFC, see AR 600-8-19), and Battle Staff Course.

(b) *Operational assignments*. The focus during this phase of their career should be in a prime power company as a prime power NCO for a minimum of 18 rated months. The Prime Power NCOs' job as the senior trainer in the company is essential in the development of junior leaders. It is also necessary in order to be competitive for selection to master sergeant.

(c) *Self-development*. At this stage Soldiers should be completing an Associate degree. Any courses that are taken in management and communication will only enhance the ability to lead Soldiers. A college degree is not a requirement for promotion but can be a deciding factor when it comes to the best qualified. For additional information on self-development, refer to paragraph 4-3.

(d) *Additional training*. Master Fitness Trainer Course.

(e) *Special assignments*. Drill sergeant, and instructor/writer

(5) *MSG/1SG*. See MOS 12X.

d. *Army career degrees*. See SOCAD Army Career Degree Program.

e. *GI to Jobs*. See GI to Jobs COOL Web site.

#### **4-33. MOS 12Q Professional Development Model**

Access to the Career Maps on the Professional Development Model (PDM) System can be accessed from the Soldier's AKO Page, by selecting "My Training" from the "Self Service" dropdown. PDMs then can be selected from the "Professional Development" gadget on the MT2 Page. Alternately, users may go to a PDM selection menu at the following web address: <<https://ile.atsc.army.mil/pdmPublic/pdm.htm>>.

#### **4-34. MOS 12R Interior Electrician**

a. *Major duties*. The interior electrician provides mobility, counter mobility, and survivability in support of combat forces. The interior electrician serves as a member squad, section, or platoon performing basic vertical construction. Supervises or performs installation and maintenance of interior electrical systems and equipment. The Interior Electrician plans electrical system layout using drawings, plans, specifications, and wiring diagrams; assists in the performance of combat engineer missions.

b. *Prerequisites*. See DA Pam 611-21 in the HRC Smartbook for details.

c. *Goals for development*.

(1) *PVT-SPC/CPL*.

(a) *Institutional training*. WLC.

(b) *Operational assignments*. The focus during the early years of their career should be on building a strong base of technical expertise in vertical construction, basic MOS skills, and common Soldier tasks. This can be accomplished with assignments to combat engineer battalions. Soldiers should seek responsibility and take advantage of opportunities to display their leadership skills, initiative, and motivation.

(c) *Self-development*. Soldiers committed to achieving high goals will develop leadership skills and have the

practical knowledge and ambition to put them to good use. Ample opportunities exist for Soldiers to enroll in various correspondence courses to accomplish individual educational objectives. For additional information on self-development, refer to paragraph 4-3.

*(d) Additional training.* Airborne, Air Assault.

*(e) Special assignments.* Soldiers may volunteer for recruiting duty as corporal recruiter. Soldiers must be considered for promotion before being placed on temporary/special duty assignment.

(2) *SGT.*

*(a) Institutional training.* WLC (not conditional for promotion to SGT, see AR 600-8-19), and ALC.

*(b) Operational assignments.* The focus during this phase of a career should be in TOE assignments developing Soldier leadership skills and honing technical skills. At every opportunity NCOs should seek the positions that allow them to gain leadership experience.

*(c) Self-development.* Sergeants committed to achieving high goals will develop leadership skills and have the practical knowledge and ambition to put them to good use. Ample opportunities exist for Soldiers to enroll in various correspondence courses to accomplish individual educational objectives. For additional information on self-development, refer to paragraph 4-3.

*(d) Additional training.* Airborne, air assault, and master fitness trainer.

*(e) Special assignments.* Recruiter.

(3) *SSG.* See MOS 12H30.

*d. Army career degrees.* See SOCAD Army Career Degree Program.

*e. GI to Jobs.* See GI to Jobs COOL Web site.

#### **4-35. MOS 12R Professional development Model**

Access to the Career Maps on the Professional Development Model (PDM) System can be accessed from the Soldier's AKO Page, by selecting "My Training" from the "Self Service" dropdown. PDMs then can be selected from the "Professional Development" gadget on the MT2 Page. Alternately, users may go a PDM selection menu at the following web address: <<https://ile.atsc.army.mil/pdmPublic/pdm.htm>>.

#### **4-36. MOS 12R Reserve Component**

The MOS 12R in the RC is managed the same as the AA. See paragraph 4-34

#### **4-37. MOS 12T Technical Engineering Specialist**

*a. Major duties.* The technical engineering specialist supervises or participates in construction site development to include technical investigation, surveying, and drafting, development of construction plans and specifications and performing quality control inspections.

*b. Prerequisites.* See DA Pam 611-21 in the HRC Smartbook for details.

*c. Goals for development.*

(1) *PVT-SPC/CPL.*

*(a) Institutional training.* WLC.

*(b) Operational assignments.* The focus during the early years of their career should be on building a strong base of technical expertise in vertical construction, basic MOS skills and common Soldier tasks. This can be accomplished with assignments to combat engineer battalions, serving as a technical engineer. Soldiers should seek responsibility and take advantage of opportunities to display their leadership skills, initiative, and motivation.

*(c) Self-development.* Soldiers committed to achieving high goals will develop leadership skills and have the practical knowledge and ambition to put them to good use. Ample opportunities exist for Soldiers to enroll in various correspondence courses to accomplish individual educational objectives. For additional information on self-development, refer to paragraph 4-3.

*(d) Additional training.* Airborne and air assault.

*(e) Special assignments.* None.

(2) *SGT.*

*(a) Institutional training.* WLC (not conditional for promotion to SGT, see AR 600-8-19), and ALC.

*(b) Operational assignments.* The focus during this phase of a career should be in TOE assignments developing Soldier leadership skills and honing technical skills. At every opportunity NCOs should seek the positions that allow them to gain leadership experience.

*(c) Self-development.* Sergeants committed to achieving high goals will develop leadership skills and have the practical knowledge and ambition to put them to good use. Ample opportunities exist for Soldiers to enroll in various correspondence courses to accomplish individual educational objectives. For additional information on self-development, refer to paragraph 4-3.

*(d) Additional training.* Airborne School, Air Assault School, and Master Fitness Trainer Course.

(e) *Special assignments.* Recruiter.

(3) *SSG. Technical Engineering Specialist:* Supervises or participates in construction site development to include technical investigation, surveying, and drafting, development of construction plans and specifications and performing quality control inspections.

(a) *Institutional training.* ALC (not conditional for promotion to SSG, see AR 600–8–19), SLC and Battle Staff Course.

(b) *Operational assignments.* The focus during this phase of a career must be on continued development and refinement of leadership skills and tactical and technical expertise. Duty assignments in engineer battalions that will increase the experience and develop the leadership level of the NCO are technical engineer NCO and reconnaissance NCO. Staff sergeants should serve in these positions a minimum of 18 rated months prior to moving to other positions non leadership. Avoid back-to-back non-tactical assignments. This reduces MOS proficiency due to continuous changes in modernization, structure, and doctrine. SSG's who have acquired 18 rated months in a squad leader position coupled with special assignments are considered exceptionally qualified for promotion.

(c) *Self-development.* Staff Sergeants should be completing an Associate degree committed to achieving high goals will develop leadership skills and have the practical knowledge and ambition to put them to good use. Ample opportunities exist for Soldiers to enroll in various correspondence courses to accomplish individual educational objectives. For additional information on self-development, refer to paragraph 4–3.

(d) *Additional training.* Airborne, air assault, and Master Fitness Trainer Course.

(e) *Special assignments.* NCOs who are assigned as Instructors/writers should be provided the same level of consideration as those NCOs who are selected for Drill Sergeant and Recruiter positions. This is necessary in order to attract the best and brightest NCOs from operational units to serve as an instructor for a minimum of 24 months. Special assignments include the following: Drill sergeant, AIT Platoon Sergeant, small group leader, instructor/writer, recruiter and AC/RC Advisor.

Nontraditional assignments include:

(1) *Warrior Transition Units.* CMF 12 has authorized Staff Sergeant (SSG) slots to fill within Warrior Transition Units Army wide. These NCOs serve as Squad Leaders are responsible for 12 Soldiers and ensure that all their family and medical needs are met. The objective for these Warrior Transition Units is to be fully integrated back into their units, or be medically retired from Active Duty. These Squad Leaders devote hundreds of hours to their Soldiers ensuring that all appointments are met on time.

(2) The Engineer Regiment has several positions where certain NCOs are nominated and selected based on certain criteria or skill set. These NCOs are selected to fill positions as Foreign Army Exchange NCOs, White House Support Staff, and USASOC Engineer Support Sections.

(3) Due to the Army's operational tempo, some SSGs have been selected and assigned to these non-traditional assignments prior to completing 18 rated months of key leadership time. These NCOs should not be penalized for not having acquired the recommend key leadership time and should be considered to have meet the promotion criteria.

(4) *SFC.* Senior Technical Engineer provides guidance, supervises and trains other Soldiers in their discipline; Analyze and interpret field and laboratory testing on construction materials, construction surveys and design drafting for military construction Make field checks to ensure field measurements meet project specifications; Compute elevations of tidal benchmarks and baselines; Perform field computation to verify field observations for control surveys; Provide technical expertise in developing work schedules Prepare project progress reports and conduct project briefings.

(a) *Institutional training.* SLC (not conditional for promotion to SFC, see AR 600–8–19 and Battle Staff Course.

(b) *Operational assignments.* The focus during this phase of their career should be in engineer battalions serving as a senior technical NCO (12T) for a minimum of 18 rated months. The senior technical NCOs' job as the Senior Trainer in the platoon is essential in the development of junior leaders. It is also necessary in order to be competitive for promotion to master sergeant. SFC who have acquired 18 rated months in a platoon sergeant position coupled with special assignments are considered exceptionally qualified for promotion.

(c) *Self-development.* At this stage Soldiers should be completing an Associate degree. Any courses that are taken in management and communication will only enhance the ability to lead Soldiers. A college degree is not a requirement for promotion but can a deciding factor when it comes to the best qualified. For additional information on self-development, refer to paragraph 4–3.

(d) *Additional training.* Airborne, air assault, and Master Fitness Trainer Course.

(e) *Special assignments.* NCOs who are assigned as Instructors/writers should be provided the same level of consideration as those NCOs who are selected for Drill Sergeant and Recruiter positions. This is necessary in order

to attract the best and brightest NCOs from operational units to serve as an instructor for a minimum of 24 months. Special assignments include the following: Drill sergeant, AIT platoon sergeant, small group leader, instructor/writer, observer controller, AC/RC advisor, equal opportunity advisor, IG, career manager, recruiter and military science instructor.

Nontraditional assignments include:

(1) Rear-D First Sergeant: Many units have a Sergeant First Class (SFC) performing duties as the Rear-D First Sergeant. These NCOs are challenged with performing First Sergeant duties with numerous unique leadership challenges.

(2) Warrior Transition Unit: CMF 12 has Sergeant First Class (SFC) slots to fill within Warrior Transition Units Army wide. These NCOs serve as Platoon Sergeant, with responsibility for 48 Soldiers, ensuring all family and medical needs are met.

(3) Due to the Army's operational tempo, some SFCs who have been selected and assigned to these non-traditional assignments prior to completing 18 rated months of Platoon Sergeant time. These NCOs should not be penalized for not having acquired the recommend key leadership time and should be considered to have meet the promotion criteria.

(5) *MSG/ISG*. See MOS 12X.

*d. Army career degrees*. See SOCAD Army Career Degree Program.

*e. GI to Jobs*. See GI to Jobs COOL Web site.

#### **4-38. MOS 12T Professional Development Model**

Access to the Career Maps on the Professional Development Model (PDM) System can be accessed from the Soldier's AKO Page, by selecting "My Training" from the "Self Service" dropdown. PDMs then can be selected from the "Professional Development" gadget on the MT2 Page. Alternately, users may go a PDM selection menu at the following web address: <<https://ile.atsc.army.mil/pdmPublic/pdm.htm>>.

#### **4-39. MOS 12T Reserve Component**

The MOS 12T in the RC is managed the same as the AC. See paragraph 4-37.

#### **4-40. MOS 12V Concrete and Asphalt Equipment Operator**

*a. Major duties*. The concrete and asphalt operator provides mobility, counter mobility, and survivability in support of combat forces. The concrete and asphalt equipment operator serves in a squad, section, or platoon performing basic horizontal construction. Supervises or operates all equipment used in concrete and asphalt production and paving. Produces concrete with concrete mobile mixer. Assist in the erection and operation of asphalt producing plants. Operates asphalt plant for the production of hot mix asphalt. Sets up and operates asphalt lay-down equipment to meet desired asphalt specification.

*b. Prerequisites*. See DA Pam 611-21 in the HRC Smartbook for details.

*c. Goals for development*.

(1) *PVT-SPC/CPL*.

(a) *Institutional training*. Warrior Leader Course (WLC).

(b) *Operational assignments*. The early years of a career should focus on building a strong base of technical expertise in horizontal construction, basic MOS skills, and common Soldier tasks. This can be accomplished with assignments to engineer battalions. Soldiers should seek responsibility and take advantage of opportunities to display their leadership skills, initiative, and motivation.

(c) *Self-development*. Soldiers committed to achieving high goals will develop leadership skills and have the practical knowledge and ambition to put them to good use. Ample opportunities exist for Soldiers to enroll in various correspondence courses to accomplish individual educational objectives. For additional information on self-development, refer to paragraph 4-3.

(d) *Additional training*. Airborne and air assault.

(e) *Special assignments*. Soldiers may volunteer for recruiting duty as corporal recruiter. Soldiers must be considered for promotion before being placed on temporary/special duty assignment.

(2) *SGT*.

(a) *Institutional training*. WLC (not conditional for promotion to SGT, see AR 600-8-19), and ALC.

(b) *Operational assignments*. The focus during this phase of a career should be in TOE assignments developing Soldier leadership skills and honing technical skills. At every opportunity NCOs should seek the positions that allow them to gain leadership experience.

(c) *Self-development*. Sergeants committed to achieving high goals will develop leadership skills and have the

practical knowledge and ambition to put them to good use. Ample opportunities exist for Soldiers to enroll in various correspondence courses to accomplish individual educational objectives. For additional information on self-development, refer to paragraph 4-3.

(d) *Additional training.* Airborne, air assault, and Master Fitness Trainer Course.

(e) *Special assignments.* Recruiter.

(3) *SSG.*

(a) *Institutional training.* ALC, (not conditional for promotion to SSG, see AR 600-8-19), SLC and Battle Staff Course.

(b) *Operational assignments.* The focus during this phase of a career must be on continued development and refinement of leadership skills and tactical and technical expertise. A duty assignment in engineer battalions that will increase the experience and develop the leadership level of the NCO is 12V - squad leader. The SSG should maintain this position a minimum of 18 rated months prior to moving to other positions that are TDA, (for example, drill sergeant and recruiter). Avoid back-to-back non-tactical assignments. This reduces MOS proficiency due to continuous changes in modernization, structure, and doctrine. SSG's who have acquired 18 rated months in a squad leader position coupled with special assignments are considered exceptionally qualified for promotion.

(c) *Self-development.* Staff sergeants should be completing an Associate degree. There are ample opportunities to enroll in various correspondence courses to accomplish individual educational objectives. For additional information on self-development, refer to paragraph 4-3.

(d) *Additional training.* Airborne, air assault, drill sergeant, recruiter, and Master Fitness Trainer Course.

(e) *Special assignments.* Instructor/writer, drill sergeant, and recruiter.

(4) *SFC.* See MOS 21N40.

d. *Army career degrees.* See SOCAD Army Career Degree Program.

e. *GI to Jobs.* See GI to Jobs COOL Web site.

#### **4-41. MOS 12V Professional Development Model**

Access to the Career Maps on the Professional Development Model (PDM) System can be accessed from the Soldier's AKO Page, by selecting "My Training" from the "Self Service" dropdown. PDMs then can be selected from the "Professional Development" gadget on the MT2 Page. Alternately, users may go to a PDM selection menu at the following web address: <<https://ile.atsc.army.mil/pdmPublic/pdm.htm>>.

#### **4-42. MOS 12V Reserve Component**

The MOS 12V in the RC is managed the same as the AC. See paragraph 4-40.

#### **4-43. MOS 12W Carpentry and Masonry Specialist**

a. *Major duties.* The carpentry and masonry specialist provides mobility, counter mobility, and survivability in support of combat forces. The carpentry and masonry specialist serves as a member of a squad, section, or platoon performing basic vertical construction; Performs general heavy carpentry, structural steel, and masonry duties, to include fabrication and other structural assemblies. Interprets construction drawings and blue prints. Directs and assists operational maintenance on assigned equipment; Operates handheld tools and compaction equipment; Assists performance of combat engineer missions.

b. *Prerequisites.* See DA Pam 611-21 in the HRC Smartbook for details.

c. *Goals for development.*

(1) *PVT-SPC/CPL.*

(a) *Institutional training.* Warrior Leader Course (WLC).

(b) *Operational assignments.* The early years of a career should focus on building a strong base of technical expertise in vertical construction, basic MOS skills, and common Soldier tasks. This can be accomplished with assignments to engineer battalions. Soldiers should seek responsibility and take advantage of opportunities to display their leadership skills, initiative, and motivation.

(c) *Self-development.* Soldiers committed to achieving high goals will develop leadership skills and have the practical knowledge and ambition to put them to good use. Ample opportunities exist for Soldiers to enroll in various correspondence courses to accomplish individual educational objectives. For additional information on self-development, refer to paragraph 4-3.

(d) *Additional training.* Airborne and air assault.

(e) *Special assignments.* Soldiers may volunteer for recruiting duty as corporal recruiter. Soldiers must be considered for promotion before being placed on temporary/special duty assignment.

(2) *SGT.*

- (a) *Institutional training.* WLC ( not conditional for promotion to SGT, see AR 600–8–19), and ALC.
- (b) *Operational assignments.* The focus during this phase of a career should be in TOE assignments developing Soldier leadership skills and honing technical skills. At every opportunity NCOs should seek the positions that allows them to gain leadership experience.
- (c) *Self-development.* Soldiers committed to achieving high goals will develop leadership skills and have the practical knowledge and ambition to put them to good use. Ample opportunities exist for Soldiers to enroll in various correspondence courses to accomplish individual educational objectives. For additional information on self-development, refer to paragraph 4–3.
- (d) *Additional training.* Airborne, air assault, and Master Fitness Trainer Course.
- (e) *Special assignments.* Recruiter.
- (3) *SSG.* See MOS 21H3O.
- d. Army career degrees.* See SOCAD Army Career Degree Program.
- e. GI to Jobs.* See GI to Jobs COOL Web site.

#### **4-44. MOS 12W Professional Development Model**

**4** Access to the Career Maps on the Professional Development Model (PDM) System can be accessed from the Soldier's AKO Page, by selecting "My Training" from the "Self Service" dropdown. PDMs then can be selected from the "Professional Development" gadget on the MT2 Page. Alternately, users may go a PDM selection menu at the following web address: <<https://ile.atsc.army.mil/pc.mPublic/pdm.htm>>.

#### **4-45. MOS 12W Reserve Component**

The MOS 12W in the RC is managed the same as the AC. See paragraph 4-43.

#### **4-46. MOS 12X General Engineering Supervisor**

*a. Major duties.* The general engineering supervisor supervises general engineering activities related to all construction and utility operations; Assists engineering officers in construction planning, scheduling, and material estimates. Provides staff supervision and principal noncommissioned officer direction to units engaged in performing general engineering missions; Inspects construction and training activities. In a company a 12X 1SG is the senior enlisted Soldier in charge of the professional development, training, and welfare of the enlisted force in the company.

*b. Prerequisites.* See DA Pam 611–21 in the HRC Smartbook for details.

*c. Goals for development.*

(1) *MSG/1SG.*

(a) *Institutional training.* Battle Staff Course, and USA3MA..

(b) *Operational assignments.* The critical assignment for a MSG is first sergeant. Without a tour as a first sergeant, the opportunity for promotion to SGM is limited. It is beneficial for career development to serve as a first sergeant for at least 24 months (may consist of one or more assignments). Other important assignments for MSG are battalion level or higher Operations Sergeant, Intelligence Sergeant, AC/RC advisor, and Chief Instructor/Writer.

(c) *Self-development.* Civilian education is not a requirement for promotion to SGM or lateral appointment to CSM. However, continuing civilian education (completion of Associate or Bachelor degree) is encouraged since promotion to SGM is very competitive and could make the difference between two equally qualified. It will also assist in future assignment since most of the SGM are staff positions. For additional information on self-development, refer to paragraph 4–3.

(d) *Additional training.* None.

(e) *Special assignments.* MITT Team NCO, observer/controller, senior career advisor, senior career management NCO, power station sergeant, FEST Team NCO, construction inspector, BN/BDE/DIV operations sergeant.

Overseas Contingency Assignments include:

(1) HRC selects several Senior Engineer Soldiers to serve as members of the Coalition's Military Transition Team (MiTT) and Embedded Training Teams (ETT). These Soldiers execute the Coalition's mission with the highest expectations, the greatest visibility and the most responsibility. Some Engineer Soldiers will be assigned to rapidly deployable units called Forward Engineer Support Team A (FEST-A) and Forward Engineer Support Team B (FEST-B). These teams are critical to Engineer missions throughout theater.

(2) 12 CMF NCOs are being selected in theater to become part of Provincial Reconstruction Teams (PRT). These NCOs are hand selected by tactical commanders for their Engineer technical and tactical expertise to spearhead critical reconstruction projects in Iraq and Afghanistan.

(3) 12 CMF NCOs are being selected to work as cadre for NCOES and other schools in Iraq and Afghanistan. These NCOs are responsible for training and professional mentorship of the Iraq and Afghan Army NCO Corps. This duty is critical to the Coalition's mission as it passes off responsibility to the Iraqis and Afghans.

(4) The Engineer regiment has NCOs assigned to Special Mission Units that operate at the Battalion Task Force level in Staff Sergeant Major positions as MSGs and SFCs. These NCOs perform the full spectrum of Engineer Operations and work contracting issues.

Nontraditional Assignments include:

(1) The Engineer Regiment has several positions where certain NCOs are nominated and selected based on certain criteria or skill set. These NCOs are selected to fill positions as Foreign Army Exchange NCOs and USASOC Engineer Support Sections.

(2) Due to shortages in Commissioned Officers, NCOs are performing the duties as Majors and Captains in staff positions. These NCOs are executing these responsibilities at the highest level of professionalism and efficiency. These NCOs should be favorably evaluated for promotion as NCOs working well above their rank/grade responsibilities to ensure unit level and Army wide missions are successfully performed.

(3) Senior Military Instructor and Faculty Advisor: The SGM Branch selects Engineer SGM's to serve as Faculty Advisor (FA) at the USASMA. These FA's instruct, counsel, and mentor over 60 Senior Noncommissioned Officers, sister service, and allied nations. HRC also selects Senior Noncommissioned Officers to serve as Senior Military Instructors throughout the ROTC community, working at colleges and universities, assisting in assessing, recruiting, educating and training of ROTC Cadets.

(2) *SGM/CSM.*

(a) *Institutional training.* Sergeant Major Course and CSM Designee Course, Battle Staff Course.

(b) *Operational assignments.* Sergeant major and command sergeant major (12X/00Z) are the capstone MOSs for 12D, 12H, 12M, 12T, 12P, and 12N. Other important assignments for sergeant majors: brigade level or higher operations sergeant; brigade level or higher intelligence sergeant.

(c) *Self-development.* Civilian education is not a requirement for promotion to SGM or lateral appointment to CSM. However, continuing civilian education (completion of Associate or Bachelor degree) is encouraged since promotion to CSM is very competitive and could make the difference in selecting the best qualified. For additional information on self-development, refer to paragraph 4-3.

(d) *Additional training.* None.

(e) *Special assignments.* Chief observer/controller, chief instructor/writer, and chief enlisted advisor.

d. *Army career degrees.* See SOCAD Army Career Degree Program.

e. *GI to Jobs.* See GI to Jobs COOL Web site.

#### **4-47. MOS 12X Professional Development Model**

Access to the Career Maps on the Professional Development Model (PDM) System can be accessed from the Soldier's AKO Page, by selecting "My Training" from the "Self Service" dropdown. PDMs then can be selected from the "Professional Development" gadget on the MT2 Page. Alternately, users may go a PDM selection menu at the following web address: <<https://ile.atsc.army.mil/pdmPublic/pdm.htm>>.

#### **4-48. MOS 12X Reserve Component**

The MOS 12X in the RC is managed the same as the AC. See paragraph 4-49.

#### **4-49. MOS 12Y Geospatial Engineer**

a. *Major duties.* The geospatial engineer supervises and performs geographic information science (GIS) and terrain analysis duties by collecting and processing military geographic information from remote sensed imagery, digital data, existing topographic products, and other collateral data sources; edits GIS databases and terrain analysis products; advises command and staff officers on geospatial operations and special map product planning. The geospatial engineer accomplishes these tasks while staying current on basic Soldier skills, which is necessary for today's battlefield.

b. *Prerequisites.* See DA Pam 611-21 in the HRC Smartbook for details.

c. *Goals for development.*

(1) *PVT-SPC/CPL.*

(a) *Institutional training.* Warrior Leader Course (WLC).

(b) *Operational assignments.* The early years of a career should focus on building a strong base of technical expertise in equipment, basic MOS skills, and common Soldier tasks. This can be acquired in TOE (operational) assignments serving as a geospatial engineer by extracting terrain data from remote sensed imagery, digital data, intelligence data, existing topographic products, and other collateral data sources. Soldiers should seek responsibility and take advantage of opportunities to display their leadership skills, initiative, and motivation.

(c) *Self-development.* Soldiers committed to achieving high goals will develop leadership skills and have the practical knowledge and ambition to put them to good use. Ample opportunities exist for Soldiers to enroll in various correspondence courses to accomplish individual educational objectives. For additional information on self-development, refer to paragraph 4-3. (d) *Additional training.* Airborne, Air Assault, and NBC Schools.

(e) *Special assignments.* Soldiers may volunteer for recruiting duty as corporal recruiter. Soldiers must be considered for promotion before being placed on temporary/special duty assignment.

(2) *SGT.*

(a) *Institutional training.* WLC (not conditional for promotion to SGT, see AR 600–8–19), and ALC.

(b) *Operational assignments.* The focus during this phase of their career should be in operational unit assignments, primarily section leader and geospatial engineer sergeant at the BCT, Division or Corps levels, developing their Soldier leadership skills, honing their technical expertise and laying the foundation of tactical knowledge. At every opportunity NCOs should seek the positions that allow them to gain leadership experience. (c) *Self-development.* Sergeants committed to achieving high goals will develop leadership skills and have the practical knowledge and ambition to put them to good use. Ample opportunities exist for Soldiers to enroll in various correspondence courses to accomplish individual educational objectives. For additional information on self-development refer to paragraph 4-3.

(d) *Additional training.* Airborne School, Air Assault School, Jumpmaster School, and NBC School.

(e) *Special assignments.* May be assigned to Drill Sergeant or Recruiter but should avoid back to back special assignments. It is possible back-to-back special duty assignments may occur based on the needs of the Army.

(3) *SSG.*

(a) *Institutional training.* ALC (not conditional for promotion to SSG, see AR 600–8–19), SLC and Battle Staff Course.

(b) *Operational assignments.* The focus during this phase of a career must be on operational unit assignments as a squad leader for a minimum of 18 rated months and must be focused on the continued development and refinement of leadership skills and tactical and technical expertise. Another duty assignment in operational units that will increase the technical expertise and develop the leadership level of the NCO is the geospatial engineer sergeant and senior geospatial engineer sergeant. Avoid back-to-back non-operational assignments. This reduces MOS proficiency due to continuous changes in modernization, structure, and doctrine. SSG's who have acquired 18 rated months in a squad leader position coupled with special assignments are considered exceptionally qualified for promotion.

(c) *Self-development.* Staff Sergeants committed to achieving high goals will develop leadership skills and have the practical knowledge and ambition to put them to good use. Ample opportunities exist for Soldiers to enroll in various correspondence courses to accomplish individual educational objectives. For additional information on self-development, refer to paragraph 4-3.

(d) *Additional training.* Sapper Leader Course, Drill Sergeant School, Recruiter, , Combatives Level 1–4, Air Assault School, Pathfinder School and Rappel Master School

(e) *Special assignments.* NCOs who are assigned as Instructors/writers should be provided the same level of consideration as those NCOs who are selected for Drill Sergeant and Recruiter positions. This is necessary in order to attract the best and brightest NCOs from operational units to serve as an instructor for a minimum of 24 months. Special assignments include the following: Drill sergeant, AIT platoon sergeant, small group leaders, instructor/writer and recruiter.

(4) *SFC.*

(a) *Institutional training.* SLC (not conditional for promotion to SFC, see AR 600–8–19), and Battle Staff Course.

(b) *Operational assignments.* The focus during this phase of a career should be in tactical assignments as an engineer Platoon Sergeant for a minimum of 18 rated months. The Platoon Sergeant's job as the senior trainer in the platoon is essential in the development of junior leaders. It is necessary in order to be competitive to increase their potential for selection to Master Sergeant. However, as Platoon Sergeant jobs within the 12Y MOS continue to disappear and reduce, NCOs should seek additional operational assignments that will increase their technical expertise and develop their leadership levels such as the senior geospatial sergeant positions in the BCTs, IBCTs, HBCTs, SBCTs, and in the Geospatial Planning Cells (GPCs). The majority of MSG TOE positions are at the Division and Corps levels and will benefit by having an NCO selected to them who has had abundant time serving in various types of BCTs. SFC who have acquired 18 rated months in a platoon sergeant position coupled with special assignments are considered exceptionally qualified for promotion.

(c) *Self-development.* At this stage Soldiers should be seeking avenues to complete an Associate degree. Any courses that are taken in management and communications will enhance the ability to lead Soldiers. A college degree is not a requirement for promotions but can be a deciding factor when it comes to selecting the best qualified. NCOs committed to achieving high goals will develop leadership skills and have the practical knowledge and ambition to put them to good use. Ample opportunities exist for Soldiers to enroll in various correspondence courses to accomplish individual educational objectives. For additional information on self-development, refer to paragraph 4-3.

(d) *Additional training.* Airborne School, Jumpmaster School, Drill Sergeant School, Recruiter, Air Assault School, and Rappel Master School.

(e) *Special assignments.* NCOs who are assigned as Instructors/writers should be provided the same level of consideration as those NCOs who are selected for Drill Sergeant and Recruiter positions. This is necessary in order to attract the best and brightest NCOs from operational units to serve as an instructor for a minimum of 24 months. Special assignments include the following; drill sergeant, small group leader, instructor/writer, and professional development NCO. Should avoid back to back special assignments. It is possible back-to-back special duty assignments may occur based on the needs of the Army.

(5) *MSG/ISG (12Y).*

(a) *Institutional training.* Battle Staff Course and USASMA.

(b) *Operational assignments.* The critical assignment and primary focus for a MSG is first sergeant. Without a tour as a first sergeant, the opportunity for promotion to CSM is very limited, however due to limited ISG opportunities a 12Y can be promoted to SGM to serve in GPC positions within the geospatial MOS. These Soldiers however will not be as competitive for CSM without having completed 24 rated months as a ISG. It is beneficial to career development to serve as a first sergeant for at least 24 months (may consist of one or more assignments). Other important assignments for MSG are the senior geospatial engineer operations sergeant positions at division and corps levels. A well rounded 12Y NCO competing for SGM will have served in BCT, Division and Corps positions throughout their career in a variety of units (special operations, airborne, air assault, armored) preparing them to lead a GPC at the Army level as a 12Y SGM.

(c) *Self-development.* Civilian education is not a requirement for promotion to SGM or lateral appointment to CSM. However, continuing civilian education (completion of Associate or Bachelor degree) is encouraged since promotion to SGM is very competitive and could make the difference in selecting the best qualified. It will also assist in future assignments since most of the SGM are staff positions. For additional information on self-development, refer to paragraph 4-3.

(d) *Additional training.* Airborne, Jumpmaster, and Air Assault Schools.

(e) *Special assignments.* Instructor/writer, Chief Instructor and Senior Career Management NCO. Should avoid back to back special assignments. It is possible back-to-back special duty assignments may occur based on the needs of the Army.

(2) *SGM /CSM.*

(a) *Institutional training.* Sergeant Major Course and CSM (D).

(b) *Operational assignments.* Sergeant Major positions in GPCs and Command Sergeant Major (12Y) are the capstone positions for MOS 12Y.

(c) *Self-development.* Civilian education is not a requirement for promotion to SGM or lateral appointment to CSM. However, continuing civilian education (completion of Associate or Bachelor degree) is encouraged since appointment to CSM is very competitive and could make the difference in selecting the best qualified. For additional information on self-development, refer to paragraph 4-3.

(d) *Additional training.* None.

(e) *Special assignments.* National Geospatial-Intelligence Agency

d. *Army career degrees.* See SOCAD Army Career Degree Program.

e. *GI to Jobs.* See GI to Jobs COOL Web site.

#### **4-50. MOS 12Y Professional Development Model**

Access to the Career Maps on the Professional Development Model (PDM) System can be accessed from the Soldier's AKO Page, by selecting "My Training" from the "Self Service" dropdown. PDMs then can be selected from the "Professional Development" gadget on the MT2 Page. Alternately, users may go a PDM selection menu at the following web address: <<https://ile.atsc.army.mil/pdmPublic/pdm.htm>>

#### **4-51. MOS 12Y Reserve Component**

The MOS 12Y in the RC is managed the same as the AC. See paragraph 4-49.