



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

DAPE-MPE-PD

1 1 AUG 2011

MEMORANDUM FOR Chief of Aviation, ATTN: ATZQ-AP, Bldg 4103, Gladiator Street, Fort Rucker, Alabama 36362-5000

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
Major General, GS
Director, Military
Personnel Management

CF:
CDR, TRADOC (ATTG-TRI-GP)
CDR, AHRC (KNOX-HRC-EPZ)

Chapter 7

Aviation (CMF 15) Career Progression Plan

7-1. Duties

U.S. Army Aviation conducts a wide spectrum of operations to meet the ever-changing demands of modern battlefields and non-combat related mission requirements. The primary mission of Aviation is to find, fix and destroy enemy forces through fire and maneuver during full spectrum operations (lethal and non-lethal options of offensive, defensive, stability and civil support operations). To conduct these missions, a variety of aircraft (such as the UH-60M Blackhawk, CH-47F Chinook and AH-64D Apache) and aviation systems (such as RQ-7 Shadow UAS and Ground Controlled Approach (GCA) Radar) are used. The Army Aviation fleet of aircraft is broken up into five major groupings: Assault, Attack, General Support, Reconnaissance and Unmanned Aerial Systems (UAS). Career Management Field (CMF) 15 – Aviation, is currently made up of 19 MOSs, separated into two major sections, Aviation Maintenance and Aviation Operations. Aviation Maintenance involves the service and maintenance of aircraft, aircraft components, avionics equipment, armament, electrical systems and the ground/air portions of UAS. Aviation Operations involves air traffic services, tactical aviation operations and UAS operations. The unique combination that these 19 MOSs form when used together coupled with the organic flexibility, versatility and assets that is the U.S. Army Aviation makes this the best Aviation force in the world.

7-2. Transformation

The keystone warfighter formation of Army Aviation is the Combat Aviation Brigade (CAB). Under transformation, the CAB has become an increasing modular formation capable of operating from multiple, displaced locations and conducting simultaneous, distributed operations across a broad area of operations. The CABs typically employ task-organized task forces that also have the capability to operate from multiple locations and conduct simultaneous, distributed operations across a broad operational area. The fundamental “building block” of Army Aviation’s modular designs is the Aviation line company. The Aviation line company also has a split-based operations (albeit limited) and typically conducts distributed operations across broad areas. To support operations from multiple, dispersed locations, Aviation units rely heavily upon the expertise of an array of individual Soldiers, teams, sections, and platoons that provide essential maintenance/supply/services functions to the force. What this means for the Aviation Soldier is that they must be competent, and confident, enough in their area of expertise to provide essential support with minimum leadership oversight. For the typical Aviation NCO, it means that they will often be called upon to independently lead small teams providing critical support to elements far from CAB/Task Force/Company primary bases of support – putting a premium on both their technical expertise and their leadership skills.

7-3. Recommended Career Management Self-Development by Rank

a. PVT-SPC/CPL.

(1) 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.

(2) Soldiers should study and master the following military publications: STP 21-1 Soldier’s Manual of Common Tasks, Warrior Skills Level 1; FM 3-21.5 Drill and Ceremonies, FM 3-25.26 Map Reading and Land Navigation, TC 3-22.20 Army Physical Readiness Training, FM 4-25.11 First Aid, AR 670-1 Wear and Appearance of Army Uniforms and Insignia, FM 3-90.61 The Brigade Special Troops Battalion, all -10 level maintenance manuals associated with their equipment, and battle drills associated with their current assignment.

(3) The following books are suggested for self-development: *Art of War* by Sun Tzu, Tribeca books, 2011; *The Forgotten Soldier* by Sajer, Potomac books INC; and *The Killer Angels* by Shaara, Modern Library, 2004. The CSA reading list, AKO, General Army Links, Army Leadership contain additional reading material for self-development.

(4) 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. CLEP and DANTES are available for those Soldiers unable to pursue formal civilian courses. These self-development options are based on the Soldier’s own desire to excel. Ample opportunities exist for Soldiers to participate in various correspondence

courses to accomplish individual educational objectives. Soldiers with GT scores below 100 should seek to improve their scores through FAST. Taking additional civilian education courses such as English composition and basic mathematics will prepare Soldiers for the AFCT and improve promotion potential.

(5) The ACCP also provides excellent educational advancements in continued education, leadership and technical proficiency. Education opportunities can be found at the ACES Web site. CLEP and the DANTES tests are other resources for converting previously acquired knowledge or training into college credit. College education is a critical piece of the self-development program and logisticians should plan their college program around a degree that relates to their MOS using information provided on the SOCAD Web site. Soldiers may also enroll in GOARMYED, an Army program that gives Soldiers the opportunity to pursue a degree program completely online.

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

(7) Soldiers may also earn promotion points for Technical Certification, a list of certifications can be found on the COOL Web site. For information on these and other education programs, visit the AEC on your installation.

b. SGT.

(1) The quality and success of a Sergeant's career is in direct proportion to a consistent commitment to excellence, regardless of the mission. Sergeants committed to achieving high goals will develop leadership skills and have the practical knowledge and ambition to put them to good use.

(2) Sergeants should study and master the following military publications: STP 21-24 Soldier's Manual of common Tasks, Warrior Leader, Skill Levels 2, 3 and 4, FM 3-0 Operations, FM 6-22 Army Leadership, FM 7-0 Training Units and Developing Leaders for Full spectrum Operations, 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: *Common Sense Training* by Collins, Presidio Press, 1998; *Small Unit Leadership* by Malone, Presidio Press, 1983; readings on famous military leaders (that is, Napoleon, Grant, Lee, Pershing, Patton, Bradley, Ridgeway, Westmoreland, and Schwartzkopf); *The Story of the Noncommissioned Officer Corps* (U.S. Army Center of Military History, 70-38); *Infantry Attacks* by Rommel, Greenhill Books, 2006; and *When Bad Things Happen to Good People* by Kushner, Anchor books, 2004. The CSA reading list, AKO, General Army Links, Army Leadership contain additional reading material for self-development.

(4) The OPTEMPO of operational assignments may limit the opportunity for civilian education; however, those sergeants willing to make the required sacrifices should seize the available opportunities. Pursuing a college education at this level is not a mandatory requirement but one that will place you above your peers. Soldiers should plan their college program around a degree that relates to their MOS using information provided on the SOCAD Web site.

(5) 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.

(6) The ACCP also provides excellent educational advancements in continued education, leadership and technical proficiency. Education opportunities can be found at the ACES Web site.

(7) Soldiers may also earn promotion points for Technical Certification, a list of certifications can be found on the COOL Web site. For information on these and other education programs, visit the AEC on your installation.

c. SSG.

(1) The quality and success of a Staff Sergeant's career is in direct proportion to a consistent commitment to excellence, regardless of the mission. 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. These NCOs should study and master the additional military publications: STP 21-24 Soldier's Manual of common Tasks, Warrior Leader, Skill Levels 2, 3 and 4, -10 level maintenance manuals associated with their equipment; and battle drills associated with their current assignment.

(2) The following additional books are suggested reading for self-development; continue readings on famous military leaders (for example, Napoleon, Grant, Lee, Pershing, Patton, Bradley, Ridgeway, Westmoreland, and Schwartzkopf) and *The Noncommissioned Officers' Family Guide*, Gross, Beau Lac Pub, 1985. The CSA reading list, AKO, General Army Links, and Army Leadership contain additional reading material for self-development.

(3) The OPTEMPO of operational assignments may limit the opportunity for civilian education; however, those SSGs willing to make the required sacrifices should seize the available opportunities. Soldiers should plan their college program around a degree that relates to their MOS using information provided on the SOCAD Web site. These self development options are based on the SSG's own desire to excel. At this stage, SSGs should seek opportunities to pursue completion of an Associate's Degree. Ample opportunities exist for Soldiers to participate in various correspondence courses to accomplish individual educational objectives.

(4) The ACCP also provides excellent educational advancements in continued education, leadership and technical proficiency. Education opportunities can be found at the ACES Web site.

(5) Soldiers should also consider entering a technician program to gain nationally recognized credentials in an appropriate technical discipline. Soldiers may also earn promotion points for Technical Certification, a list of certifications can be found on the COOL Web site. For information on these and other education programs, visit the AEC on your installation.

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. 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, FM 21-31, 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: *Combat Leader's Field Guide* 12th 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 reading list, AKO, General Army Links, and Army Leadership contain additional reading material for self-development.

(4) The OPTEMPO of operational assignments may limit the opportunity for civilian education; however, those SFCs willing to make the required sacrifices should seize the available opportunities. The self-development process should now shift to advanced skills. Ideally, a SFC should have completed an Associate's Degree by 12 years 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.

(5) The ACCP also provides excellent educational advancements in continued education, leadership and technical proficiency. Education opportunities can be found at the ACES Web site.

(6) Soldiers should also consider entering a technician program to gain nationally recognized credentials in an appropriate technical discipline. Soldiers may also earn promotion points for Technical Certification, a list of certifications can be found on the COOL Web site. For information on these and other education programs, visit the AEC on your installation.

e. MSG/1SG.

(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. Limited authorizations and fiercely competitive records may dictate civilian education be considered a major discriminator for selection to SGM. Strive to complete a degree program or accumulate two years of college credit towards a degree. However, continuing civilian education (completion of associate's or bachelor's degree) is encouraged.

(2) Masters Sergeants/First Sergeants should study and master the following military publications: AR 601-280 Army Retention Program, AR 600-20 Army Command Policy, DA Pam 611-21 Military Occupational Classification and Structure, AR 840-10 Flags, Guidons, Streamers, Tabards, and Automobile and Aircraft Plates, and AR 220-1 Army Unit Status Reporting and Force Registration - Consolidated Polices.

(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.

(4) The ACCP provides an excellent educational resource in continued education, leadership and technical proficiency.

(5) Additional career enhancement may be gained by continuing to pursue technical certification for civilian certifications on the COOL Web site.

f. SGM/CSM.

(1) The goal of the SGM/CSM is to possess an upper level degree and be working toward a Master's Degree in their chosen discipline. Activities like professional reading or 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 Army in civic functions.

(2) The SGM/CSM should read publications on their chains of command professional reading list and the CSA reading list, AKO, General Army Links, and Army Leadership. Continued reading about world politics, geopolitical issues and Field Manuals relating to Army Operations and current battle doctrine enhance the knowledge base of the leader.

(3) The ACCP provides an excellent educational resource in continued education, leadership and technical proficiency.

(4) Additional career enhancement may be gained by continuing to pursue technical certification for civilian certifications on the COOL Web site.

7-4. MOS 15B Aircraft Powerplant Repairer

a. Major duties. A Soldier in MOS 15B requisitions and maintains shop and bench stock for repair of aircraft powerplant equipment. Performs and/or supervises inspections, testing, cleaning, repairs, maintenance and storage according to drawings, blueprints, directives, technical manuals, and safety procedures of aircraft powerplant subsystems, assemblies, and components. Prepares forms and records for turn-in and other requests related to aircraft maintenance. Typically assigned to both Aviation Field and Sustainment maintenance units.

b. Prerequisites. See DA Pam 611-21 in the HRC Smartbook for details. The Directorate of Organization and Personnel Force Development is the approving authority for all prerequisite waiver requests.

c. Goals for development. To develop Aviation Soldiers into professional NCOs, their assignments must focus on both leadership and technical positions at the company and battalion level. An Aircraft Powerplant Repairer should spend roughly 80 percent of a career in TOE units. Follow-on non-MOS assignments will add to their overall professional knowledge (for example, Drill Sergeant, Recruiter, and Instructor). Back-to-back non-MOS assignments should be avoided. NCOs should seek the most challenging leadership positions. A NCO who demonstrates leadership in a TOE position as a platoon sergeant and in troop-leading assignments should be considered more competitive for promotion and schooling than those who have not. This demonstrated leadership proficiency may include positions outside of the NCO's MOS. When personnel records are reviewed they should present a picture of a well-rounded, experienced Aircraft Powerplant Repairer.

(1) *PVT-SPC/CPL.*

(a) Institutional training. Basic Training (BT) and Initial Entry Training (IET). SPC/CPL may attend 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 base can be acquired in TOE and TDA assignments serving as an Aircraft Powerplant Repairer. Soldiers should seek responsibility and take advantage of opportunities to display their leadership skills, initiative, and motivation (examples include, but not limited to; Soldier of the Month board and Small Arms Qualification Range NCOIC).

(c) Self-development. For additional information on self-development, refer to paragraph 7-3.

(d) Additional training. N/A

(e) Special assignments. Corporal Recruiter

(2) *SGT.*

(a) Institutional training. WLC and ALC

(b) Operational assignments. The focus during this phase of a career should be in tactical assignments developing the 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 (e.g., Aircraft Powerplant Repairer Supervisor).

(c) Self-development. For additional information on self-development, refer to paragraph 7-3.

(d) Additional training. N/A

(e) Special assignments. Army recruiter and Drill Sergeant

(3) *SSG.*

(a) Institutional training. ALC (Promotable SSGs may attend SLC)

(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 (e.g. Senior Aircraft Powerplant Repairer Supervisor).

(c) Self-development. For additional information on self-development, refer to para 7-3.

(d) Additional training. N/A

(e) Special assignments. Recruiter, Drill sergeant, AIT Instructor, and AC/RC advisor

(4) *SFC.*

(a) *Institutional training.* SLC (is required for promotion to SFC)

(b) *Operational assignments.* At this point in their careers, 15B's selected for promotion to SFC will be merged into MOS 15K, Aircraft Components Repair Supervisor. See para 7-25 for details on MOS 15K operational assignments, self development, additional training, and Special assignments.

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

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

7-5. MOS 15B 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.html>

7-6. MOS 15B Reserve Component (RC)

The MOS 15B in the RC is managed the same as the AC. See paragraph 7-4.

7-7. MOS 15D Aircraft Powertrain Repairer

a. *Major duties.* A Soldier in MOS 15D performs and/or supervises inspections, repairs and maintenance according to drawings, blueprints, directives, technical manuals, and safety procedures on aircraft powertrain systems to include the lubrication of required components and the removal and installation of aircraft subsystems such as main and tail rotor hub assemblies. Prepares forms and records for turn-in and other requests related to aircraft maintenance. Typically assigned to both Aviation Field and Sustainment maintenance units.

b. *Prerequisites.* See DA Pam 611-21 in the HRC Smartbook for details. The Directorate of Organization and Personnel Force Development is the approving authority for all prerequisite waivers requests.

c. *Goals for development.* To develop Aviation Soldiers into professional NCOs, their assignments must focus on both leadership and technical positions at the company and battalion level. An Aircraft Powertrain Repairer should spend roughly 80 percent of a career in TOE units. Follow-on non-MOS assignments will add to their overall professional knowledge (for example, Drill Sergeant, Recruiter, and Instructor). Back-to-back non-MOS assignments should be avoided. NCOs should seek the most challenging leadership positions. A NCO who demonstrates leadership in a TOE position as a platoon sergeant and in troop-leading assignments should be considered more competitive for promotion and schooling than those who have not. This demonstrated leadership proficiency may include positions outside of the NCO's MOS. When personnel records are reviewed, they should present a picture of a well-rounded, experienced Aircraft Powertrain Repairer.

(1) *PVT-SPC/CPL.*

(a) *Institutional training.* BT and IET (SPC/CPL may attend 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 base can be acquired in TOE and TDA assignments serving as an Aircraft Powertrain Repairer. Soldiers should seek responsibility and take advantage of opportunities to display their leadership skills, initiative, and motivation (examples include, but not limited to; Soldier of the Month board and Small Arms Qualification Range NCOIC).

(c) *Self-development.* For additional information on self-development, refer to paragraph 7-3.

(d) *Additional training.* N/A

(e) *Special assignments.* Corporal recruiter

(2) *SGT.*

(a) *Institutional training.* WLC and ALC

(b) *Operational assignments.* The focus during this phase of a career should be in tactical assignments developing the 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 (e.g., Aircraft Powertrain Repairer Supervisor).

(c) *Self-development.* For additional information on self-development, refer to paragraph 7-3.

(d) *Additional training.* N/A

(e) *Special assignments.* Army Recruiter and Drill Sergeant

(3) *SSG.*

(a) *Institutional training.* ALC (Promotable SSGs may attend SLC)

(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 (e.g. Senior Aircraft Powertrain Repairer Supervisor).

(c) *Self-development.* For additional information on self-development, refer to paragraph 7-3.

(d) *Additional training.* N/A

(e) *Special assignments.* Recruiter, Drill sergeant, AIT Instructor, and AC/RC advisor

(4) *SFC.*

(a) *Institutional training.* SLC (is required for promotion to SFC)

(b) *Operational assignments.* At this point in their careers, 15D's selected for promotion to SFC will be merged into MOS 15K, Aircraft Components Repair Supervisor. See para 7-25 for details on MOS 15K operational assignments, self development, additional training, and Special assignments.

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

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

7-8. MOS 15D 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.html>>

7-9. MOS 15D Reserve Component

The 15D MOS in the RC is managed the same as the AC. See paragraph 7-7.

7-10. MOS 15E Unmanned Aircraft Systems (UAS) Repairer

a. *Major duties.* A Soldier in MOS 15E performs and/or supervises inspections, repairs and maintenance according to drawings, blueprints, directives, technical manuals, and safety procedures (excluding repair of armament) of UAS to include the removal and installation of the air/ground subsystems, using special tools and equipment as required. Conducts site selection, emplacement and deployment of the air vehicles and ground equipment of the UAS. Performs launch/recovery ground crew operations. Operates, troubleshoots and performs limited unit-level maintenance on communication equipment, power sources, light and heavy wheeled vehicles. Prepares forms and records related to UAS (air/ground) maintenance.

b. *Prerequisites.* See DA Pam 611-21 in the HRC Smartbook for details. The Directorate of Organization and Personnel Force Development Office is the approving authority for all prerequisite waiver requests.

c. *Goals for development.* To develop Aviation Soldiers into professional NCOs, their assignments must focus on both leadership and technical positions at the company and battalion level. An UAS Repairer should spend roughly 80 percent of a career in TOE units. Follow-on non-MOS assignments will add to their overall professional knowledge (for example, Drill Sergeant, Recruiter, and Instructor). Back-to-back non-MOS assignments should be avoided. NCOs should seek the most challenging leadership positions. A NCO who demonstrates leadership in a TOE position as a platoon sergeant and in troop-leading assignments should be considered more competitive for promotion and schooling than those who have not. This demonstrated leadership proficiency may include positions outside of the NCO's MOS. When personnel records are reviewed they should present a picture of a well-rounded, experienced UAS Repairer.

(1) *PVT-SPC/CPL*

(a) *Institutional training.* BT and IET (SPC/CPL may attend 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 base can be acquired in TOE and TDA assignments serving as an UAS Repairer. Soldiers should seek responsibility and take advantage of opportunities to display their leadership skills, initiative, and motivation (examples include, but not limited to; Soldier of the Month board and Small Arms Qualification Range NCOIC).

(c) *Self-development.* For additional information on self-development, refer to paragraph 7-3.

(d) *Additional training.* Shadow Unmanned Aerial Vehicle Repair/U2, Hunter Unmanned Aerial Vehicle Repair/U3 and Gray Eagle Extended Range Multi-Purpose (ERMP) Unmanned Aerial Vehicle Repairer/U5

(e) *Special assignments.* Corporal recruiter

(2) *SGT.*

(a) *Institutional training.* WLC and ALC

(b) Operational assignments. The focus during this phase of a career should be in tactical assignments developing the 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 (e.g., UAS Technical Inspector and UAS Team Chief).

(c) Self-development. For additional information on self-development, refer to paragraph 7-3.

(d) Additional training. Shadow Unmanned Aerial Vehicle Repair/U2, Hunter Unmanned Aerial Vehicle Repair/U3 and Gray Eagle ERMP Unmanned Aerial Vehicle Repairer/U5

(e) Special assignments. Army Recruiter and Drill Sergeant

(3) SSG.

(a) Institutional training. ALC (Promotable SSGs may attend SLC)

(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 (e.g. Senior UAS Technical Inspector, UAS Section Chief).

(c) Self-development. For additional information on self-development, refer to paragraph 7-3.

(d) Additional training. Shadow Unmanned Aerial Vehicle Repair/U2, Hunter Unmanned Aerial Vehicle Repair/U3 and Gray Eagle ERMP Unmanned Aerial Vehicle Repairer/U5

(e) Special assignments. Recruiter, Drill sergeant, AJT Instructor, and AC/RC advisor

(4) SFC.

(a) Institutional training. SLC (is required for promotion to SFC)

(b) Operational assignments. At this point in their careers, SFCs with MOS 15E should be in tactical assignments as a Senior UAS System Chief, or Platoon Sergeant for a minimum of 24 months. After NCOs have completed a minimum of 24 months as a Senior UAS System Chief, or Platoon Sergeant, they should seek out assignments that complement their development as senior NCO leaders (examples include, but not limited to: Career Management NCO, Writer/Instructor and Small Group Leader (SGL) for ALC/SLC). Successful service as a platoon sergeant is important to compete for promotion to MSG.

(c) Self-development. For additional information on self-development, refer to paragraph 7-3.

(d) Additional training. Shadow Unmanned Aerial Vehicle Repair/U2, Hunter Unmanned Aerial Vehicle Repair/U3 and Gray Eagle ERMP Unmanned Aerial Vehicle Repairer/U5

(e) Special assignments. Senior Recruiter, Senior Drill Sergeant, Senior Writer/Instructor, Career Management NCO, Career Advisor and AC/RC Advisor

(5) MSG/1SG.

(a) Institutional training. Selection by a Centralized Selection Board for MSG/1SG's is required for attendance to USASMA.

(b) Operational assignments. At this point in their careers, 15E's selected for promotion to MSG will be merged into MOS 15Z, Aircraft Maintenance Senior Sergeant. See para 7-61 for details on MOS 15Z operational assignments, self development, additional training, and Special assignments.

(c) Army career degrees. See SOCAD Army Career Degree Program.

(d) GI to Jobs. See GI to Jobs COOL Web site.

7-11. MOS 15E 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.html>

7-12. MOS 15E Reserve Component (RC)

The 15E MOS in the RC is managed the same as the AC. See para 7-10.

7-13. MOS 15F Aircraft Electrician

a. Major duties. A Soldier in MOS 15F performs and/or supervises inspections, repairs, maintenance and testing according to drawings, blueprints, directives, technical manuals, and safety procedures of aircraft electrical systems and electronic components to include associated subsystems by applying the principles of electricity/electronics, hydrostatic motion, pneumatics, and hydraulics. Prepares forms and records related to aircraft maintenance. Typically assigned to both Aviation Field and Sustainment maintenance units.

b. Prerequisites. See DA Pam 611-21 in the HRC Smartbook for details. The Directorate of Organization and Personnel Force Development, USAACE is the approving authority for all prerequisite waiver requests.

c. Goals for development. To develop Aviation Soldiers into professional NCOs, their assignments must focus on both leadership and technical positions at the company and battalion level. An Aircraft Electrician should spend roughly 80 percent of a career in TOE units. Follow-on non-MOS assignments will add to their overall professional knowledge (for example, Drill Sergeant, Recruiter, and Instructor). Back-to-back non-MOS assignments should be avoided. NCOs should seek the most challenging leadership positions. A NCO who demonstrates leadership in a TOE position as a platoon sergeant and in troop-leading assignments should be considered more competitive for promotion and schooling than those who have not. This demonstrated leadership proficiency may include positions outside of the NCO's MOS. When personnel records are reviewed they should present a picture of a well-rounded, experienced Aircraft Electrician.

(1) *PVT-SPC/CPL*

(a) *Institutional training.* BT and IET. (SPC/CPL may attend 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 base can be acquired in TOE and TDA assignments serving as an Aircraft Electrician. Soldiers should seek responsibility and take advantage of opportunities to display their leadership skills, initiative, and motivation (examples include, but not limited to; Soldier of the Month board and Small Arms Qualification Range NCOIC).

(c) *Self-development.* For additional information on self-development, refer to paragraph 7-3.

(d) *Additional training.* CH-47F Helicopter/UH-60M Helicopter Qualification/A9

(e) *Special assignments.* Corporal Recruiter

(2) *SGT.*

(a) *Institutional training.* WLC and ALC

(b) *Operational assignments.* The focus during this phase of a career should be in tactical assignments developing the 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 (e.g., Aircraft Electrician Supervisor, Senior Aircraft Electrician Repairer).

(c) *Self-development.* For additional information on self-development, refer to paragraph 7-3.

(d) *Additional training.* CH-47F Helicopter/UH-60M Helicopter Qualification/A

(e) *Special assignments.* Army Recruiter and Drill Sergeant

(3) *SSG.*

(a) *Institutional training.* ALC (Promotable SSGs may attend SLC)

(b) *Operational assignments.* The focus during this phase of a career should be in tactical assignments developing the 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 (e.g., Aircraft Electrician Supervisor, Senior Aircraft Electrician Repairer).

(c) *Self-development.* For additional information on self-development, refer to paragraph 7-3.

(d) *Additional training.* CH-47F Helicopter/UH-60M Helicopter Qualification/A9

(e) *Special assignments.* Recruiter, Drill sergeant, AIT Instructor, and AC/RC advisor

(4) *SFC.*

(a) *Institutional training.* SLC (is required for promotion to SFC)

(b) *Operational assignments.* At this point in their careers, 15F's selected for promotion to SFC will be merged into MOS 15K, Aircraft Components Repair Supervisor. See para 7-25 for details on MOS 15K operational assignments, self development, additional training, and Special assignments.

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

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

7-14. MOS 15F Professional Development Model

The Professional Development Model for MOS 15F is available at <https://atiam.train.army.mil/soldierPortal/>.

7-15. MOS 15F Reserve Component

The 15F MOS in the RC is managed the same as the AC. See paragraph 7-10.

7-16. MOS 15G Aircraft Structural Repairer

a. Major duties. A Soldier in MOS 15G requisitions and maintains shop and bench stock for repair of aircraft structures and maintain facilities for storage of flammable and hazardous materials. Performs and/or supervises inspections, fabrication, repairs and maintenance on aircraft structures according to drawings, blueprints, directives,

technical manuals, and safety procedures. Uses and performs operator maintenance on common and special tools. Prepares forms and records related to aircraft maintenance. Typically assigned to both Aviation Field and Sustainment maintenance units.

b. Prerequisites. See DA Pam 611–21 in the HRC Smartbook for details. The Directorate of Organization and Personnel Force Development Office is the approving authority for all prerequisite waiver requests.

c. Goals for development. To develop Aviation Soldiers into professional NCOs, their assignments must focus on both leadership and technical positions at the company and battalion level. An Aircraft Structural Repairer should spend roughly 80 percent of a career in TOE units. Follow-on non-MOS assignments will add to their overall professional knowledge (for example, Drill Sergeant, Recruiter, and Instructor). Back-to-back non-MOS assignments should be avoided. NCOs should seek the most challenging leadership positions. A NCO who demonstrates leadership in a TOE position as a platoon sergeant and in troop-leading assignments should be considered more competitive for promotion and schooling than those who have not. This demonstrated leadership proficiency may include positions outside of the NCO's MOS. When personnel records are reviewed they should present a picture of a well-rounded, experienced Aircraft Structural Repairer.

(1) *PVT–SPC/CPL.*

(a) *Institutional training.* BT and IET (SPC/CPL may attend 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 base can be acquired in TOE and TDA assignments serving as an Aircraft Structural Repairer. Soldiers should seek responsibility and take advantage of opportunities to display their leadership skills, initiative, and motivation (examples include, but not limited to; Soldier of the Month board and Small Arms Qualification Range NCOIC).

(c) *Self-development.* For additional information on self-development, refer to paragraph 7–3.

(d) *Additional training.* N/A

(e) *Special assignments.* Corporal Recruiter

(2) *SGT.*

(a) *Institutional training.* WLC and ALC

(b) *Operational assignments.* The focus during this phase of a career should be in tactical assignments developing the 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 (e.g., Aircraft Structural Repairer Supervisor).

(c) *Self-development.* For additional information on self-development, refer to paragraph 7–3.

(d) *Additional training.* N/A

(e) *Special assignments.* Army Recruiter and Drill Sergeant

(3) *SSG*

(a) *Institutional training.* ALC (Promotable SSGs may attend SLC)

(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 (e.g. Senior Aircraft Structural Repairer Supervisor).

(c) *Self-development.* For additional information on self-development, refer to paragraph 7–3.

(d) *Additional training.* N/A

(e) *Special assignments.* Recruiter, Drill sergeant, AIT Instructor, and AC/RC advisor

(4) *SFC.*

(a) *Institutional training.* SLC (is required for promotion to SFC)

(b) *Operational assignments.* At this point in their careers, 15G's selected for promotion to SFC will be merged into MOS 15K, Aircraft Components Repair Supervisor. See para 7-25 for details on MOS 15K operational assignments, self development, additional training, and Special assignments.

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

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

7–17. MOS 15G 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.html>>

7-18. MOS 15G Reserve Component

The 15G MOS in the RC is managed the same as the AC. See paragraph 7-16.

7-19. MOS 15H Aircraft Pneudraulics Repairer

a. Major duties. A Soldier in MOS 15H requisitions and maintains shop and bench stock for repair of aircraft pneudraulics equipment. Performs and/or supervises inspections, fabrication, repairs and maintenance on aircraft pneudraulics subsystems, assemblies, and components according to drawings, blueprints, directives, technical manuals, and safety procedures. Prepares forms and records related to aircraft maintenance. Typically assigned to both Aviation Field and Sustainment maintenance units.

b. Prerequisites. See DA Pam 611-21 in the HRC Smartbook for details. The Directorate of Organization and Personnel Force Development, USAACE is the approving authority for all prerequisite waiver requests.

c. Goals for development. To develop Aviation Soldiers into professional NCOs, their assignments must focus on both leadership and technical positions at the company and battalion level. An Aircraft Pneuhaulics Repairer should spend roughly 80 percent of a career in TOE units. Follow-on non-MOS assignments will add to their overall professional knowledge (for example, Drill Sergeant, Recruiter, and Instructor). Back-to-back non-MOS assignments should be avoided. NCOs should seek the most challenging leadership positions. A NCO who demonstrates leadership in a TOE position as a platoon sergeant and in troop-leading assignments should be considered more competitive for promotion and schooling than those who have not. This demonstrated leadership proficiency may include positions outside of the NCO's MOS. When personnel records are reviewed they should present a picture of a well-rounded, experienced Aircraft Pneuhaulics Repairer.

(1) *PVT-SPC/CPL.*

(a) Institutional training. BT and IET (SPC/CPL may attend 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 base can be acquired in TOE and TDA assignments serving as an Aircraft Pneuhaulics Repairer. Soldiers should seek responsibility and take advantage of opportunities to display their leadership skills, initiative, and motivation (examples include, but not limited to; Soldier of the Month board and Small Arms Qualification Range NCOIC).

(c) Self-development. For additional information on self-development, refer to paragraph 7-3.

(d) Additional training. N/A

(e) Special assignments. Corporal Recruiter

(2) *SGT.*

(a) Institutional training. WLC and ALC

(b) Operational assignments. The focus during this phase of a career should be in tactical assignments developing the 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 (e.g., Aircraft Pneuhaulics Repairer Supervisor).

(c) Self-development. For additional information on self-development, refer to paragraph 7-3.

(d) Additional training. N/A

(e) Special assignments. Army Recruiter and Drill Sergeant

(3) *SSG.*

(a) Institutional training. ALC (Promotable SSGs may attend SLC)

(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 (e.g. Senior Aircraft Pneuhaulics Repairer Supervisor).

(c) Self-development. For additional information on self-development, refer to paragraph 7-3.

(d) Additional training. N/A

(e) Special assignments. Recruiter, Drill sergeant, AIT Instructor, and AC/RC advisor

(4) *SFC.*

(a) Institutional training. SLC (is required for promotion to SFC)

(b) Operational assignments. At this point in their careers, 15H's selected for promotion to SFC will be merged into MOS 15K, Aircraft Components Repair Supervisor. See para 7-25 for details on MOS 15K operational assignments, self development, additional training, and Special assignments.

(c) Army career degrees. See SOCAD Army Career Degree Program.

(d) GI to Jobs. See GI to Jobs COOL Web site.

7-20. MOS 15H 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.html>>

7-21. MOS 15H Reserve Component

The MOS 15H in the RC is managed the same as the AC. See paragraph 7-19.

7-22. MOS 15J OH-58D Armament/Electrical/Avionic Systems Repairer

a. Major duties. A Soldier in MOS 15J performs and/or supervises inspections, maintenance and modifications according to drawings, blueprints, directives, technical manuals, and safety procedures on the OH-58D armament, electrical and avionic systems and cryptographic equipment to include the electrical, electronic, mechanical, and pneudraulics systems associated with OH-58D Armament/Missile Fire Control Systems. Tests, troubleshoots and repairs test sets and diagnostic equipment. Maintain records on weapons and subsystems. Uses and performs operator maintenance on common and special tools. Prepares forms and records for related aircraft maintenance. Typically assigned to both Aviation Field and Sustainment maintenance units.

b. Prerequisites. See DA Pam 611-21 in the HRC Smartbook for details. The Directorate of Organization and Personnel Force Development, USAACE is the approving authority for all prerequisite waiver requests.

c. Goals for development. To develop Aviation Soldiers into professional NCOs, their assignments must focus on both leadership and technical positions at the company and battalion level. An OH-58D Armament/Electrical/Avionic Systems Repairer should spend roughly 80 percent of a career in TOE units. Follow-on non-MOS assignments will add to their overall professional knowledge (for example, Drill Sergeant, Recruiter, and Instructor). Back-to-back non-MOS assignments should be avoided. NCOs should seek the most challenging leadership positions. A NCO who demonstrates leadership in a TOE position as a platoon sergeant and in troop-leading assignments should be considered more competitive for promotion and schooling than those who have not. This demonstrated leadership proficiency may include positions outside of the NCO's MOS. When personnel records are reviewed they should present a picture of a well-rounded, experienced OH-58D Armament/Electrical/Avionic Systems Repairer.

(1) PVT-SPC/CPL.

(a) Institutional training. BT and Initial IET (SPC/CPL may attend 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 base can be acquired in TOE and TDA assignments serving as an OH-58D Observation/Scout Helicopter Repairer. Soldiers should seek responsibility and take advantage of opportunities to display their leadership skills, initiative, and motivation (examples include, but not limited to; Soldier of the Month board and Small Arms Qualification Range NCOIC).

(c) Self-development. For additional information on self-development, refer to para 7-3.

(d) Additional training. ALSE/Q2

(e) Special assignments. Corporal Recruiter

(2) SGT.

(a) Institutional training. WLC and ALC

(b) Operational assignments. The focus during this phase of a career should be in tactical assignments developing the 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 (e.g., OH-58D Observation/Scout Helicopter Crew Chief, OH-58D Observation/Scout Helicopter Technical Inspector and OH-58D Observation/Scout Helicopter Team Chief).

(c) Self-development. For additional information on self-development, refer to paragraph 7-3.

(d) Additional training. ALSE/Q2

(e) Special assignments. Army Recruiter and Drill Sergeant

(3) SSG.

(a) Institutional training. ALC (Promotable SSGs may attend SLC)

(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 (e.g. Senior OH-58D Observation/Scout Helicopter Technical Inspector, Senior OH-58D Observation/Scout Helicopter Repairer).

(c) Self-development. For additional information on self-development, refer to paragraph 7-3.

(a) *Institutional training.* Selection by a Centralized Selection Board for MSG/1SG's is required for attendance to USASMA.

(b) *Operational assignments.* At this point in their careers, MOS 15K NCOs merge into MOS 15Z, Aircraft Maintenance Senior Sergeant. See para 7-61 for details on MOS 15Z operational assignments, self development, additional training, and Special assignments.

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

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

7-26. MOS 15K 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.html>>

7-27. MOS 15K Reserve Component

The MOS 15K in the RC is managed the same as the AC. See paragraph 7-25.

7-28. MOS 15M UH-1 Helicopter Repairer (RC Only)

a. *Major duties.* A Soldier in MOS 15M performs and/or supervises inspections, repairs and maintenance according to drawings, blueprints, directives, technical manuals, and safety procedures (excluding repair of armament, avionics, electrical and cryptographic equipment/system components) to include the lubrication of required components and the removal and installation of aircraft subsystems, using special tools and equipment as required. Prepares forms and records related to aircraft maintenance. Typically assigned to both Aviation Field and Sustainment maintenance units. Performs non-rated crewmember duties as a Crew Chief.

b. *Prerequisites.* See DA Pam 611-21 in the HRC Smartbook for details. The Directorate of Organization and Personnel Force Development, USAACE is the approving authority for all prerequisite waiver requests.

c. *Goals for development.* To develop Aviation Soldiers into professional NCOs, their assignments must focus on both leadership and technical positions at the company and battalion level. An UH-1 Helicopter Repairer should spend roughly 80 percent of a career in TOE units. Follow-on non-MOS assignments will add to their overall professional knowledge (for example, Drill Sergeant, Recruiter, and Instructor). Back-to-back non-MOS assignments should be avoided. NCOs should seek the most challenging leadership positions. A NCO who demonstrates leadership in a TOE position as a platoon sergeant and in troop-leading assignments should be considered more competitive for promotion and schooling than those who have not. This demonstrated leadership proficiency may include positions outside of the NCO's MOS. When personnel records are reviewed they should present a picture of a well-rounded, experienced UH1 Helicopter Repairer.

(1) *PVT-SPC/CPL.*

(a) *Institutional training.* BT and IET (SPC/CPL may attend 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 base can be acquired in TOE and TDA assignments serving as aircraft powertrain repairer, squad leader, etc. Soldiers should seek responsibility and take advantage of opportunities to display their leadership skills, initiative, and motivation.

(c) *Self-development.* For additional information on self-development, refer to paragraph 7-3.

(d) *Additional training.* N/A

(e) *Special assignments.* Corporal Recruiter

(2) *SGT.*

(a) *Institutional training.* WLC and ALC

(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 base can be acquired in TOE and TDA assignments serving as an UH-1 Helicopter Repairer. Soldiers should seek responsibility and take advantage of opportunities to display their leadership skills, initiative, and motivation (examples include, but not limited to; Soldier of the Month board and Small Arms Qualification Range NCOIC).

(c) *Self-development.* For additional information on self-development, refer to paragraph 7-3.

(d) *Additional training.* ALSE/Q2

(e) *Special assignments.* Army Recruiter and Drill Sergeant.

(3) *SSG.*

(a) *Institutional training.* ALC (Promotable SSGs may attend SLC)

(b) *Operational assignments.* The focus during this phase of a career should be in tactical assignments developing the 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 (e.g., UH-1 Helicopter Crew Chief, UH-1 Helicopter Technical Inspector and UH-1 Helicopter Section Chief).

(c) *Self-development.* For additional information on self-development, refer to paragraph 7-3.

(d) *Additional training.* ALSE/Q2

(e) *Special assignments.* Recruiter, Drill sergeant, AIT Instructor, and AC/RC advisor

(4) *SFC.*

(a) *Institutional training.* SLC (is required for promotion to SFC)

(b) *Operational assignments.* At this point in their careers, 15M's selected for promotion to SFC will be merged into MOS 15T, UH-60 Helicopter Repairer. See para 7-45 for details on MOS 15T operational assignments, self development, additional training, and Special assignments.

(c) *Self-development.* For additional information on self-development, refer to paragraph 7-3.

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

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

7-29. MOS 15M 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.html>>

7-30. MOS 15N Avionic Mechanic

a. *Major duties.* A Soldier in MOS 15N requisitions and maintains shop and bench stock for repair of aircraft avionics equipment; conducts inspections and/or maintenance according to drawings, blueprints, directives, technical manuals, and safety procedures on aircraft flight controls, stabilization systems, avionics and controlled cryptographic equipment such as Identification friend or foe (IFF). Tests, troubleshoots and repairs test sets and diagnostic equipment. Uses and performs operator maintenance on common and special tools. Prepares forms and records for related aircraft maintenance. Typically assigned to both Aviation Field and Sustainment maintenance units..

b. *Prerequisites.* See DA Pam 611-21 in the HRC Smartbook for details. The Directorate of Organization and Personnel Force Development, USAACE is the approving authority for all prerequisite waiver requests.

c. *Goals for development.* To develop Aviation Soldiers into professional NCOs, their assignments must focus on both leadership and technical positions at the company and battalion level. An Avionic Mechanic should spend roughly 80 percent of a career in TOE units. Follow-on non-MOS assignments will add to their overall professional knowledge (for example, Drill Sergeant, Recruiter, and Instructor). Back-to-back non-MOS assignments should be avoided. NCOs should seek the most challenging leadership positions. A NCO who demonstrates leadership in a TOE position as a platoon sergeant and in troop-leading assignments should be considered more competitive for promotion and schooling than those who have not. This demonstrated leadership proficiency may include positions outside of the NCO's MOS. When personnel records are reviewed they should present a picture of a well-rounded, experienced Avionic Mechanic.

(1) *PVT-SPC/CPL.*

(a) *Institutional training.* BT and IET (SPC/CPL may attend 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 base can be acquired in TOE and TDA assignments serving as an Avionic Mechanic. Soldiers should seek responsibility and take advantage of opportunities to display their leadership skills, initiative, and motivation (examples include, but not limited to; Soldier of the Month board and Small Arms Qualification Range NCOIC).

(c) *Self-development.* For additional information on self-development, refer to paragraph 7-3.

(d) *Additional training.* CH-47F Helicopter/UH-60M Helicopter Qualification/A9

(e) *Special assignments.* Corporal Recruiter.

(2) *SGT.*

(a) *Institutional training.* WLC and ALC

(b) *Operational assignments.* The focus during this phase of a career should be in tactical assignments developing the 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 (e.g., Avionic Technical Inspector).

(c) *Self-development.* For additional information on self-development, refer to paragraph 7-3.

(d) *Additional training.* CH-47F Helicopter/UH-60M Helicopter Qualification/A9

(e) *Special assignments.* Army Recruiter and Drill Sergeant.

(3) SSG.

(a) *Institutional training.* ALC (Promotable SSGs may attend SLC)

(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 (e.g. Senior Avionic Technical Inspector, Avionic Line Supervisor).

(c) *Self-development.* For additional information on self-development, refer to paragraph 7-3.

(d) *Additional training.* CH-47F Helicopter/UH-60M Helicopter Qualification/A9 and ALSE/Q2

(e) *Special assignments.* Recruiter, Drill sergeant, AIT Instructor, and AC/RC advisor

(4) SFC.

(a) *Institutional training.* SLC (is required for promotion to SFC)

(b) *Operational assignments.* At this point in their careers, 15N's selected for promotion to SFC will be merged into MOS 15K, Aircraft Components Repair Supervisor. See para 7-22 for details on MOS 15K operational assignments, self development, additional training, and Special assignments.

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

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

7-31. MOS 15N 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.html>>

7-32. MOS 15N Reserve Component

The MOS 15N in the RC is managed the same as the AC. See paragraph 7-230.

7-33. MOS 15P Aviation Operations Specialist

a. *Major duties.* A Soldier in MOS 15P supervises and/or conducts operation and maintenance of flight operations equipment. Performs duties such as conducting aircraft mission planning and maintaining individual aircrew flight records and assists in development of operation, warning, and fragmentary orders, prepares and updates appropriate maps, overlays, and charts, current DOD flight publications, encodes, decodes, and posts notices to airman (NOTAMS). Provides air traffic advisory services and interprets teletype weather reports.

b. *Prerequisites.* See DA Pam 611-21 in the HRC Smartbook for details. The Directorate of Organization and Personnel Force Development, USAACE is the approving authority for all prerequisite waiver requests.

c. *Goals for development.* To develop Aviation Soldiers into professional NCOs, their assignments must focus on both leadership and technical positions at the company and battalion level. An Aviation Operations Specialist should spend roughly 80 percent of a career in TOE units. Follow-on non-MOS assignments will add to their overall professional knowledge (for example, Drill Sergeant, Recruiter, and Instructor). Back-to-back non-MOS assignments should be avoided. NCOs should seek the most challenging leadership positions. A NCO who demonstrates leadership in a TOE position as a platoon sergeant and in troop-leading assignments should be considered more competitive for promotion and schooling than those who have not. This demonstrated leadership proficiency may include positions outside of the NCO's MOS. When personnel records are reviewed they should present a picture of a well-rounded, experienced Aviation Operations Specialist.

(1) PVT-SPC/CPL.

(a) *Institutional training.* BT and IET (SPC/CPL may attend 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 base can be acquired in TOE and TDA assignments serving as an Aviation Operations Specialist. Soldiers should seek responsibility and take

advantage of opportunities to display their leadership skills, initiative, and motivation (examples include, but not limited to; Soldier of the Month board and Small Arms Qualification Range NCOIC)..

(c) *Self-development.* For additional information on self-development, refer to paragraph 7-3.

(d) *Additional training.* ALSE/Q2

(e) *Special assignments.* Corporal Recruiter

(2) *SGT.*

(a) *Institutional training.* WLC and ALC

(b) *Operational assignments.* The focus during this phase of a career should be in tactical assignments developing the 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 (e.g., Assistant Aviation Operations Sergeant).

(c) *Self-development.* For additional information on self-development, refer to paragraph 7-3.

(d) *Additional training.* ALSE/Q2, Joint Air Tactical Operations/5A, Tactical Air Operations/5U, Battle Staff Operations/2S

(e) *Special assignments.* Army Recruiter and Drill Sergeant.

(3) *SSG.*

(a) *Institutional training.* ALC (Promotable SSGs may attend SLC)

(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 (e.g. Aviation Operations Sergeant).

(c) *Self-development.* For additional information on self-development, refer to paragraph 7-3.

(d) *Additional training.* ALSE/Q2, Joint Air Tactical Operations/5A, Tactical Air Operations/5U, Battle Staff Operations/2S

(e) *Special assignments.* Recruiter, Drill sergeant, AIT Instructor, and AC/RC advisor

(4) *SFC.*

(a) *Institutional training.* SLC (is required for promotion to SFC)

(b) *Operational assignments.* At this point in their careers, SFCs with MOS 15P should be in tactical assignments as a Platoon Sergeant or Senior Aviation Operations Sergeant for a minimum of 24 months. After NCOs have completed a minimum of 24 months as a platoon sergeant, they should seek out assignments that complement their development as senior NCO leaders (examples include, but not limited to: Career Management NCO, Writer/Instructor and Equal Opportunity Advisor). Successful service as a platoon sergeant is important to compete for promotion to MSG.

(c) *Self-development.* For additional information on self-development, refer to paragraph 7-3.

(d) *Additional training.* ALSE/Q2, Joint Air Tactical Operations/5A, Tactical Air Operations/5U, Battle Staff Operations/2S

(e) *Special assignments.* Senior Recruiter, Senior Drill Sergeant, Senior Writer/Instructor, Career Management NCO, Career Advisor and AC/RC Advisor

(5) *MSG/1SG.*

(a) *Institutional training.* Selection by a Centralized Selection Board for MSG/1SG's is required for attendance to USASMA.

(b) *Operational assignments.* The critical assignment for an Aviation Master Sergeant 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 18-24 months; this may consist of more than one assignment. Other important assignments for MSGs that are highly rewarding and can significantly improve their tactical and technical skills are Operations Sergeant, Intelligence Sergeant, Senior Training Management NCO and Senior Career Advisor.

(c) *Self-development.* CMF-related courses on leadership, team building, organizational management and problem-solving techniques are highly recommended. For additional information on self-development, refer to paragraph 7-3.

(d) *Additional training.* ALSE/Q2, Joint Air Tactical Operations/5A, Tactical Air Operations/5U, Battle Staff Operations/2S

(e) *Special assignments.* NCOA Chief, Observer/Controller, ROTC Senior Military Instructor, Assistant IG, Chief Instructor of Army Service School, and AC/RC Chief Advisor.

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

(g) *GI to Jobs.* See GI to Jobs COOL Website.

(6) *SGM/CSM.*

(a) *Institutional training.* MSGs/1SGs in the zone of consideration that are selected for promotion by a DA centralized sergeants' major promotion board are required to attend USASMA.

(b) *Operational assignments.* The pinnacle of an Aviation NCO's career is to be appointed and to serve as a Battalion or Brigade CSM. Movement up the CSM ladder to positions at brigade or higher is based on performance and demonstrated potential to serve at the next command or nominative level. The principal assignments for SGM are Operations/Intelligence SGM, Directorate or Department SGM within USAAVNSCH, and staff assignments at division level or higher.

(c) *Self Development.* Continue to seek self-improvement as part of lifelong learning (LLL). For additional information on self-development, refer to para 7-3.

(d) *Additional training.* ALSE/Q2

(e) *Special assignments.* USASMA Faculty Advisor, ROTC Chief Military Science Instructor, Assistant IG, and Army level positions upon appointment.

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

(g) *GI to Jobs.* See GI to Jobs COOL Website.

7-34. MOS 15P 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.html>>

7-35. MOS 15P Reserve Component

The MOS 15P in the RC is managed the same as the AC. See paragraph 7-33.

7-36. MOS 15Q Air Traffic Control Operator

a. *Major duties.* A Soldier in MOS 15Q supervises and/or conducts Air Traffic Services (ATS) following Federal Aviation Administration (FAA) and DoD policy procedures. Issues flight instructions and clearances via Visual Flight Rules (VFR), Instrument Flight Rules (IFR), and Special Visual Flight Rules (SVFR), Formulates data for Terminal Instrument Procedures (TERPS). Assists Air Control Authority (ACA) with the Army Airspace Command and Control (A2C2) system using Airspace Control Measures (ACM). Operates various facilities to include Air Traffic Control Towers (ATCT), Ground Controlled Approach (GCA) Radars, and Airspace Information Centers (AIC). Maintains United States Air Force certification as limited weather observer; compiles, controls information and conducts emergency notification and assistance in the event of aviation accidents or incidents.

b. *Prerequisites.* See DA Pam 611-21 in the HRC Smartbook for details. The Directorate of Organization and Personnel Force Development, USAACE is the approving authority for all prerequisite waiver requests.

c. *Goals for development.* To develop Aviation Soldiers into professional NCOs, their assignments must focus on both leadership and technical positions at the battalion, brigade and division level. An ATC Operator should spend roughly 80 percent of a career in TOE units. Follow-on non-MOS assignments will add to their overall professional knowledge (for example, Drill Sergeant, Recruiter, and Instructor). Back-to-back non-MOS assignments should be avoided. NCOs should seek the most challenging leadership positions. A NCO who demonstrates leadership in a TOE position as a platoon sergeant and in troop-leading assignments should be considered more competitive for promotion and schooling than those who have not. This demonstrated leadership proficiency may include positions outside of the NCO's MOS. When personnel records are reviewed they should present a picture of a well-rounded, experienced ATC Operator.

(1) *PVT-SPC/CPL.*

(a) *Institutional training.* BT and IET (SPC/CPL may attend 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 base can be acquired in TOE and TDA assignments serving as an ATC Operator. Soldiers should seek responsibility and take advantage of opportunities to display their leadership skills, initiative, and motivation (examples include, but not limited to; Soldier of the Month board and Small Arms Qualification Range NCOIC).

(c) *Self-development.* For additional information on self-development, refer to paragraph 7-3.

(d) *Additional training.* Pathfinder/F7, Joint Air Tactical Operations/5A, and Tactical Air Operations/5U

(e) *Special assignments.* Corporal Recruiter.

(2) *SGT.*

(a) *Institutional training.* WLC and ALC

(b) *Operational assignments.* The focus during this phase of a career should be in tactical assignments developing the 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 (e.g., Shift Leader, ATC Tower Operator).

(c) *Self-development.* For additional information on self-development, refer to paragraph 7-3.

(d) *Additional training.* Pathfinder/F7, Joint Air Tactical Operations/5A, Tactical Air Operations/5U, Battle Staff Operations/2S

(e) *Special assignments.* Army Recruiter and Drill Sergeant.

(3) SSG.

(a) *Institutional training.* ALC (Promotable SSGs may attend SLC)

(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 (e.g. Senior Shift Leader, Training Management NCO).

(c) *Self-development.* For additional information on self-development, refer to paragraph 7-3.

(d) *Additional training.* Pathfinder/F7, Joint Air Tactical Operations/5A, Tactical Air Operations/5U, Battle Staff Operations/2S

(e) *Special assignments.* Recruiter, Drill sergeant, AIT Instructor, and AC/RC advisor

(4) SFC.

(a) *Institutional training.* SLC (is required for promotion to SFC)

(b) *Operational assignments.* At this point in their careers, SFCs with MOS 15Q should be in tactical assignments as a Platoon Sergeant, a Senior A2C2 Sergeant or Facility Chief for a minimum of 24 months. After NCOs have completed a minimum of 24 months as a platoon sergeant, they should seek out assignments that increase their knowledge of Army operations to prepare them for the merger into MOS 15P (examples include, but not limited to: Career Management NCO, Writer/Instructor and Aviation Command Staff NCO).

(c) *Self-development.* For additional information on self-development, refer to paragraph 7-3.

(d) *Additional training.* Pathfinder/F7, Joint Air Tactical Operations/5A, Tactical Air Operations/5U, Battle Staff Operations/2S

(e) *Special assignments.* Senior Recruiter, Senior Drill Sergeant, Senior Writer/Instructor, Career Management NCO, Career Advisor and AC/RC Advisor

(5) MSG/1SG.

(a) *Institutional training.* Selection by a Centralized Selection Board for MSG/1SG's is required for attendance to USASMA.

(b) *Operational assignments.* At this point in their careers, 15Q's selected for promotion to MSG will be merged into 15P Aviation Operations Specialist. See para 7-33 for details on MOS 15P operational assignments, self development, additional training, and Special assignments. NCOs with a 15Q background are tracked using the project development skill identifier (PDSI) B4B to fill certain positions that require 15Q background NCOs. These positions include, but are not limited to, Air Traffic Services (ATS) Department of the Army Regional Representatives (DARR), USA Aeronautical Services Agency (USAASA), and ATC Senior Sergeant, USA Air Traffic Services Command (ATSCOM).

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

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

7-37. MOS 15Q 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.html>

7-38. MOS 15Q Reserve Component

The MOS 15Q in the RC is managed the same as the AC. See paragraph 7-36.

7-37. MOS 15R AH-64 Attack Helicopter Repairer

a. *Major duties.* A Soldier in MOS 15R performs and/or supervises inspections, maintenance and modifications according to drawings, blueprints, directives, technical manuals, and safety procedures on the AH-64A/D armament, electrical and avionic systems and cryptographic equipment to include the electrical, electronic, mechanical, and

pneudraulics systems associated with AH-64A/D Armament/Missile Fire Control Systems. Tests, troubleshoots and repairs test sets and diagnostic equipment. Maintain records on weapons and subsystems. Uses and performs operator maintenance on common and special tools. Prepares forms and records for related aircraft maintenance. Typically assigned to both Aviation Field and Sustainment maintenance units.

b. Prerequisites. See DA Pam 611-21 in the HRC Smartbook for details. The Directorate of Organization and Personnel Force Development, USAACE is the approving authority for all prerequisite waiver requests.

c. Goals for development. To develop Aviation Soldiers into professional NCOs, their assignments must focus on both leadership and technical positions at the company and battalion level. An AH-64A/D Armament/Electrical/Avionic Systems Repairer should spend roughly 80 percent of a career in TOE units. Follow-on non-MOS assignments will add to their overall professional knowledge (for example, Drill Sergeant, Recruiter Duty, and Instructor). Back-to-back non-MOS assignments should be avoided. NCOs should seek the most challenging leadership positions. A NCO who demonstrates leadership in a TOE position as a platoon sergeant and in troop-leading assignments should be considered more competitive for promotion and schooling than those who have not. This demonstrated leadership proficiency may include positions outside of the NCO's MOS. When personnel records are reviewed, they should present a picture of a well-rounded, experienced AH-64A/D Armament/Electrical/Avionic Systems Repairer.

(1) *PVT-SPC/CPL.*

(a) Institutional training. BT and IET (SPC/CPL may attend 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 base can be acquired in TOE and TDA assignments serving as AH-64A/D Armament/Electrical/Avionic Systems Repairer. Soldiers should seek responsibility and take advantage of opportunities to display their leadership skills, initiative, and motivation (examples include, but not limited to; Soldier of the Month board and Small Arms Qualification Range NCOIC).

(c) Self-development. For additional information on self-development, refer to paragraph 7-3.

(d) Additional training. N/A

(e) Special assignments. Corporal Recruiter.

(2) *SGT.*

(a) Institutional training. WLC and ALC

(b) Operational assignments. The focus during this phase of a career should be in tactical assignments developing the Soldier's leadership skills, honing technical expertise, and laying a foundation of tactical knowledge (e.g. AH-64A/D Helicopter Technical Inspector).

(c) Self-development. For additional information on self-development, refer to paragraph 7-3.

(d) Additional training. ALSE/Q2

(e) Special assignments. Army Recruiter and Drill Sergeant

(3) *SSG.*

(a) Institutional training. ALC (Promotable SSGs may attend SLC)

(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 (e.g. AH-64A/D Helicopter Technical Inspector, AH-64A/D Armament/Electrical/Avionic Systems Repair Supervisor).

(c) Self-development. For additional information on self-development, refer to paragraph 7-3.

(d) Additional training. ALSE/Q2

(e) Special assignments. Recruiter, Drill sergeant, AIT Instructor, and AC/RC advisor

(4) *SFC.*

(a) Institutional training. SLC (is required for promotion to SFC)

(b) Operational assignments. At this point in their careers, SFCs with MOS 15R should be in tactical assignments as a senior AH-64A/D Armament/Electrical/Avionic Systems Repair Supervisor for a minimum of 24 months. After NCOs have completed a minimum of 24 months, they should seek out assignments that complement their development as senior NCO leaders (examples include, but not limited to: Career Management NCO, Writer/Instructor and Aviation Armament Observer/Controller). Successful service as a senior AH-64A/D Armament/Electrical/Avionic Systems Repair Supervisor is important to compete for promotion to MSG.

(c) Self-development. For additional information on self-development, refer to paragraph 7-3.

(d) Additional training. ALSE/Q2

(e) Special assignments. Senior Recruiter, Senior Drill Sergeant, Senior Writer/Instructor, Career Management NCO, Career Advisor and AC/RC Advisor

(5) *MSG/1SG.*

(a) *Institutional training.* Selection by a Centralized Selection Board for MSG/1SG's is required for attendance to USASMA.

(b) *Operational assignments.* At this point in their careers, 15Rs selected for promotion to MSG will be merged into MOS 15Z, Aircraft Maintenance Senior Sergeant. See para 7-62 for details on MOS 15Z operational assignments, self development, additional training, and Special assignments.

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

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

7-40. MOS 15R 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.html>

7-41. MOS 15R Reserve Component

The MOS 15R in the RC is managed the same as the AC. See paragraph 7-39.

7-42. MOS 15S OH-58D Helicopter Repairer

a. *Major duties.* A Soldier in MOS 15S performs and/or supervises inspections, repairs and maintenance according to drawings, blueprints, directives, technical manuals, and safety procedures (excluding repair of armament, avionic, electrical and cryptographic equipment/system components) to include the removal and installation of aircraft subsystems, using special tools and equipment as required. Prepares forms and records related to aircraft maintenance. Typically assigned to both Aviation Field and Sustainment maintenance units.

b. *Prerequisites.* See DA Pam 611-21 in the HRC Smartbook for details. The Directorate of Organization and Personnel Force Development, USAACE is the approving authority for all prerequisite waiver requests.

c. *Goals for development.* To develop Aviation Soldiers into professional NCOs, their assignments must focus on both leadership and technical positions at the company and battalion level. An OH-58 Observation/Scout Helicopter Repairer should spend roughly 80 percent of a career in TOE units. Follow-on non-MOS assignments will add to their overall professional knowledge (for example, Drill Sergeant, Recruiter, and Instructor). Back-to-back non-MOS assignments should be avoided. NCOs should seek the most challenging leadership positions. A NCO who demonstrates leadership in a TOE position as a platoon sergeant and in troop-leading assignments should be considered more competitive for promotion and schooling than those who have not. This demonstrated leadership proficiency may include positions outside of the NCO's MOS. When personnel records are reviewed they should present a picture of a well-rounded, experienced OH-58 Observation/Scout Helicopter Repairer.

(1) *PVT-SPC/CPL.*

(a) *Institutional training.* BT and IET (SPC/CPL may attend 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 base can be acquired in TOE and TDA assignments serving as an OH-58 Observation/Scout Helicopter Repairer. Soldiers should seek responsibility and take advantage of opportunities to display their leadership skills, initiative, and motivation (examples include, but not limited to; Soldier of the Month board and Small Arms Qualification Range NCOIC).

(c) *Self-development.* For additional information on self-development, refer to paragraph 7-3.

(d) *Additional training.* N/A

(e) *Special assignments.* Corporal Recruiter

(2) *SGT.*

(a) *Institutional training.* WLC and ALC

(b) *Operational assignments.* The focus during this phase of a career should be in tactical assignments developing the 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 (e.g., Observation/Scout Helicopter Crew Chief, Observation/Scout Helicopter Technical Inspector and Observation/Scout Helicopter Team Chief).

(c) *Self-development.* For additional information on self-development, refer to paragraph 7-3.

(d) *Additional training.* ALSE/Q2

(e) *Special assignments.* Army Recruiter and Drill Sergeant.

(3) *SSG.*

(a) *Institutional training.* ALC (Promotable SSGs may attend SLC)

(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 (e.g. Senior Observation/Scout Helicopter Technical Inspector, Senior OH-58 Observation/Scout Helicopter Repairer).

(c) *Self-development.* For additional information on self-development, refer to paragraph 7-3.

(d) *Additional training.* ALSE/Q2

(e) *Special assignments.* Recruiter, Drill sergeant, AIT Instructor, and AC/RC advisor

(4) *SFC.*

(a) *Institutional training.* SLC (is required for promotion to SFC)

(b) *Operational assignments.* At this point in their careers, SFCs with MOS 15S should be in tactical assignments as an aviation platoon sergeant for a minimum of 24 months. After NCOs have completed a minimum of 24 months as a platoon sergeant, they should seek out assignments that complement their development as senior NCO leaders (examples include, but not limited to: Career Management NCO, Writer/Instructor and Aviation Observer/Controller). Successful service as a platoon sergeant is important to compete for promotion to MSG.

(c) *Self-development.* For additional information on self-development, refer to paragraph 7-3.

(d) *Additional training.* ALSE/Q2

(e) *Special assignments.* Senior Recruiter, Senior Drill Sergeant, Senior Writer/Instructor, Career Management NCO, Career Advisor and AC/RC Advisor

(5) *MSG/1SG.*

(a) *Institutional training.* Selection by a Centralized Selection Board for MSG/1SG's is required for attendance to USASMA.

(b) *Operational assignments.* At this point in their careers, 15S's selected for promotion to MSG will be merged into MOS 15Z, Aircraft Maintenance Senior Sergeant. See para 7-62 for details on MOS 15Z operational assignments, self development, additional training, and Special assignments.

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

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

7-43. MOS 15S 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.html>>

7-44. MOS 15S Reserve Component

The MOS 15S in the RC is managed the same as the AC. See paragraph 7-42.

7-45. MOS 15T UH-60 Helicopter Repairer

a. *Major duties.* A Soldier in MOS 15T performs and/or supervises inspections, repairs and maintenance according to drawings, blueprints, directives, technical manuals, and safety procedures (excluding repair of armament, avionic, electrical and cryptographic equipment/system components) to include the lubrication of required components and the removal and installation of aircraft subsystems, using special tools and equipment as required. Prepares forms and records related to aircraft maintenance. Typically assigned to both Aviation Field and Sustainment maintenance units. Performs non-rated crewmember duties as a Crew Chief.

b. *Prerequisites.* See DA Pam 611-21 in the HRC Smartbook for details. The Directorate of Organization and Personnel Force Development Office is the approving authority for all prerequisite waiver requests.

c. *Goals for development.* To develop Aviation Soldiers into professional NCOs, their assignments must focus on both leadership and technical positions at the company and battalion level. An UH-60 Helicopter Repairer should spend roughly 80 percent of a career in TOE units. Follow-on non-MOS assignments will add to their overall professional knowledge (for example, Drill Sergeant, Recruiter, and Instructor). Back-to-back non-MOS assignments should be avoided. NCOs should seek the most challenging leadership positions. A NCO who demonstrates leadership in a TOE position as a platoon sergeant and in troop-leading assignments should be considered more competitive for promotion and schooling than those who have not. This demonstrated leadership proficiency may include positions outside of the NCO's MOS. When personnel records are reviewed they should present a picture of a well-rounded, experienced UH-60 Helicopter Repairer.

(1) *PVT-SPC/CPL.*

(a) *Institutional training.* BT and IET (SPC/CPL may attend 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 base can be acquired in TOE and TDA assignments serving as UH-60 Helicopter Repairer. Soldiers should seek responsibility and take advantage of opportunities to display their leadership skills, initiative, and motivation (examples include, but not limited to; Soldier of the Month board and Small Arms Qualification Range NCOIC).

(c) *Self-development.* For additional information on self-development, refer to paragraph 7-3.

(d) *Additional training.* Special Operations Aviation Non-Rated Crewmember/K1 and CH-47F Helicopter/UH-60M Helicopter Qualification/A9

(e) *Special assignments.* Corporal Recruiter.

(2) SGT.

(a) *Institutional training.* WLC and ALC

(b) *Operational assignments.* The focus during this phase of a career should be in tactical assignments developing the Soldier's leadership skills, honing technical expertise, and laying a foundation of tactical knowledge (e.g. UH-60 Helicopter Technical Inspector, UH-60 Helicopter Crew Chief, and UH-60 Helicopter Repair Team Chief).

(c) *Self-development.* For additional information on self-development, refer to para 7-3.

(d) *Additional training.* Special Operations Aviation Non-Rated Crewmember/K1, CH-47F Helicopter/UH-60M Helicopter Qualification/A9, Aircraft Crewmember Standardization Instructor, and ALSE/Q2

(e) *Special assignments.* Army Recruiter and Drill Sergeant

(3) SSG.

(a) *Institutional training.* ALC (Promotable SSGs may attend SLC)

(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 (e.g. UH-60 Helicopter Technical Inspector, UH-60 Helicopter Repair Section Chief and Aviation Standardization NCO).

(c) *Self-development.* For additional information on self-development, refer to paragraph 7-3.

(d) *Additional training.* Special Operations Aviation Non-Rated Crewmember/K1, CH-47F Helicopter/UH-60M Helicopter Qualification/A9, Aircraft Crewmember Standardization Instructor, and ALSE/Q2

(e) *Special assignments.* Recruiter, Drill Sergeant, AIT Instructor, and AC/RC advisor

(4) SFC.

(a) *Institutional training.* SLC (is required for promotion to SFC)

(b) *Operational assignments.* At this point in their careers, SFCs with MOS 15T should be in tactical assignments as an aviation platoon sergeant for a minimum of 24 months. After NCOs have completed a minimum of 24 months as a platoon sergeant, they should seek out assignments that complement their development as senior NCO leaders examples include, but not limited to: Career Management NCO, Writer/Instructor and Aviation Quality Control NCO). Successful service as a platoon sergeant is important to compete for promotion to MSG.

(c) *Self-development.* For additional information on self-development, refer to paragraph 7-3.

(d) *Additional training.* Special Operations Aviation Non-Rated Crewmember/K1, CH-47F Helicopter/UH-60M Helicopter Qualification/A9, Aircraft Crewmember Standardization Instructor and ALSE/Q2

(e) *Special assignments.* Senior Recruiter, Senior Drill Sergeant, Senior Instructor, Career Management NCO, and Career Advisor

(5) MSG/1SG.

(a) *Institutional training.* Selection by a Centralized Selection Board for MSG/1SG's is required for attendance to USASMA.

(b) *Operational assignments.* At this point in their careers, 15T's selected for promotion to MSG will be merged into MOS 15Z, Aircraft Maintenance Senior Sergeant. See para 7-62 for details on MOS 15Z operational assignments, self development, additional training, and Special assignments.

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

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

7-46. MOS 15T 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.html>>

7-47. MOS 15T Reserve Component

The MOS 15T in the RC is managed the same as the AC. See paragraph 7-45.

7-48. MOS 15U CH-47 Helicopter Repairer

a. Major duties. A Soldier in MOS 15V performs and/or supervises inspections, repairs and maintenance according to drawings, blueprints, directives, technical manuals, and safety procedures (excluding repair of armament, avionics, electrical and cryptographic equipment/system components) to include the lubrication of required components and the removal and installation of aircraft subsystems, using special tools and equipment as required. Prepares forms and records related to aircraft maintenance. Typically assigned to both Aviation Field and Sustainment maintenance units. Performs non-rated crewmember duties as a Flight Engineer or Crew Chief.

b. Prerequisites. See DA Pam 611-21 in the HRC Smartbook for details. The Directorate of Organization and Personnel Force Development, USACCE is the approving authority for all prerequisite waiver requests.

c. Goals for development. To develop Aviation Soldiers into professional NCOs, their assignments must focus on both leadership and technical positions at the company and battalion level. A CH-47 Helicopter Repairer should spend roughly 80 percent of a career in TOE units. Follow-on non-MOS assignments will add to their overall professional knowledge (for example, Drill Sergeant, Recruiter, and Instructor). Back-to-back non-MOS assignments should be avoided. NCOs should seek the most challenging leadership positions. A NCO who demonstrates leadership in a TOE position as a platoon sergeant and in troop-leading assignments should be considered more competitive for promotion and schooling than those who have not. This demonstrated leadership proficiency may include positions outside of the NCO's MOS. When personnel records are reviewed they should present a picture of a well-rounded, experienced CH-47 Helicopter Repairer.

(1) PVT-SPC/CPL.

(a) Institutional training. BT and IET (SPC/CPL may attend 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 base can be acquired in TOE and TDA assignments serving as a CH-47 Helicopter Repairer. Soldiers should seek responsibility and take advantage of opportunities to display their leadership skills, initiative, and motivation (examples include, but not limited to; Soldier of the Month board and Small Arms Qualification Range NCOIC).

(c) Self-development. For additional information on self-development, refer to paragraph 7-3.

(d) Additional training. Special Operations Aviation Non-Rated Crewmember/K1 and CH-47F Helicopter/UH-60M Helicopter Qualification/A9

(e) Special assignments. Corporal Recruiter

(2) SGT.

(a) Institutional training. WLC and ALC

(b) Operational assignments. The focus during this phase of a career should be in tactical assignments developing the Soldier's leadership skills, honing technical expertise, and laying a foundation of tactical knowledge (e.g., CH-47 Helicopter Technical Inspector, CH-47 Helicopter Repair Team Chief).

(c) Self-development. For additional information on self-development, refer to paragraph 7-3.

(d) Additional training. Special Operations Aviation Non-Rated Crewmember/K1, CH-47F Helicopter/UH-60M Helicopter Qualification/A9, Aircraft Crewmember Standardization Instructor and ALSE/Q2

(e) Special assignments. Army Recruiter and Drill Sergeant.

(3) SSG.

(a) Institutional training. ALC (Promotable SSGs may attend SLC)

(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 (e.g. Senior CH-47 Helicopter Technical Inspector, CH-47 Helicopter Flight Engineer, Section Chief and Safety NCO).

(c) Self-development. For additional information on self-development, refer to paragraph 7-3.

(d) Additional training. Special Operations Aviation Non-Rated Crewmember/K1, CH-47F Helicopter/UH-60M Helicopter Qualification/A9, Aircraft Crewmember Standardization Instructor and ALSE/Q2

(e) Special assignments. Recruiter, Drill sergeant, AIT Instructor, and AC/RC advisor

(4) SFC.

(a) Institutional training. SLC (is required for promotion to SFC)

(b) Operational assignments. At this point in their careers, SFCs with MOS 15U should be in tactical assignments as a Platoon Sergeant or a CH-47 Helicopter Aircraft Maintenance Supervisor for a minimum of 24 months. After NCOs have completed a minimum of 24 months as a Platoon Sergeant or a CH-47 Helicopter Aircraft

Maintenance Supervisor, they should seek out assignments that complement their development as senior NCO leaders (examples include, but not limited to: Career Management NCO, Writer/Instructor and Aviation Quality Control NCO). Successful service as a platoon sergeant is important to compete for promotion to MSG.

(c) *Self-development.* For additional information on self-development, refer to paragraph 7-3.

(d) *Additional training.* Special Operations Aviation Non-Rated Crewmember/K1, CH-47F Helicopter/UH-60M Helicopter Qualification/A9, Aircraft Crewmember Standardization Instructor and ALSE/Q2

(e) *Special assignments.* Senior Recruiter, Senior Drill Sergeant, Senior Writer/Instructor, Career Management NCO, Career Advisor and AC/RC Advisor

(5) *MSG/ISG.*

(a) *Institutional training.* Selection by a Centralized Selection Board for MSG/ISG's is required for attendance to USASMA.

(b) *Operational assignments.* At this point in their careers, 15U's selected for promotion to MSG will be merged into MOS 15Z, Aircraft Maintenance Senior Sergeant. See para 7-62 for details on MOS 15Z operational assignments, self development, additional training, and Special assignments.

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

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

7-49. MOS 15U 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.html>

7-50. MOS 15U Reserve Component

The MOS 15U in the RC is managed the same as the AC. See paragraph 7-46.

7-51. MOS 15V OH-58 Observation/Scout Helicopter Repairer (Reserve Component Only)

a. *Major duties.* A Soldier in MOS 15V performs and/or supervises inspections, repairs and maintenance according to drawings, blueprints, directives, technical manuals, and safety procedures (excluding repair of armament, avionics, electrical and cryptographic equipment/system components) to include the removal and installation of aircraft subsystems, using special tools and equipment as required. Prepares forms and records related to aircraft maintenance. Typically assigned to both Aviation Field and Sustainment maintenance units.

b. *Prerequisites.* See DA Pam 611-21 in the HRC Smartbook for details. The Directorate of Organization and Personnel Force Development, USAACE is the approving authority for all prerequisite waiver requests.

c. *Goals for development.* To develop Aviation Soldiers into professional NCOs, their assignments must focus on both leadership and technical positions at the company and battalion level. An OH-58 Observation/Scout Helicopter Repairer should spend roughly 80 percent of a career in TOE units. Follow-on non-MOS assignments will add to their overall professional knowledge (for example, Drill Sergeant, Recruiter, and Instructor). Back-to-back non-MOS assignments should be avoided. NCOs should seek the most challenging leadership positions. A NCO who demonstrates leadership in a TOE position as a platoon sergeant and in troop-leading assignments should be considered more competitive for promotion and schooling than those who have not. This demonstrated leadership proficiency may include positions outside of the NCO's MOS. When personnel records are reviewed they should present a picture of a well-rounded, experienced OH-58 Observation/Scout Helicopter Repairer.

(1) *PVT-SPC/CPL.*

(a) *Institutional training.* BT and IET (SPC/CPL may attend 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 base can be acquired in TOE and TDA assignments serving as an OH-58 Observation/Scout Helicopter Repairer. Soldiers should seek responsibility and take advantage of opportunities to display their leadership skills, initiative, and motivation (examples include, but not limited to; Soldier of the Month board and Small Arms Qualification Range NCOIC).

(c) *Self-development.* For additional information on self-development, refer to para 7-3.

(d) *Additional training.* N/A

(e) *Special assignments.* Corporal Recruiter

(2) *SGT.*

(a) *Institutional training.* WLC and ALC

(b) *Operational assignments.* The focus during this phase of a career should be in tactical assignments developing the 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 (e.g., OH-58 Observation/Scout Helicopter Crew Chief, OH-58 Observation/Scout Helicopter Technical Inspector and OH-58 Observation/Scout Helicopter Team Chief).

(c) *Self-development.* For additional information on self-development, refer to paragraph 7-3.

(d) *Additional training.* ALSE/Q2

(e) *Special assignments.* Army Recruiter and Drill Sergeant.

(3) SSG.

(a) *Institutional training.* ALC (Promotable SSGs may attend SLC)

(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 (e.g. Senior OH-58 Observation/Scout Helicopter Technical Inspector, Senior OH-58 Observation/Scout Helicopter Repairer).

(c) *Self-development.* For additional information on self-development, refer to paragraph 7-3.

(d) *Additional training.* ALSE/Q2

(e) *Special assignments.* Recruiter, Drill sergeant, AIT Instructor, and AC/RC advisor

(4) SFC.

(a) *Institutional training.* SLC (is required for promotion to SFC)

(b) *Operational assignments.* At this point in their careers, SFCs with MOS 15V should be in tactical assignments as an aviation platoon sergeant for a minimum of 24 months. After NCOs have completed a minimum of 24 months as a platoon sergeant, they should seek out assignments that complement their development as senior NCO leaders (examples include, but not limited to: Career Management NCO, Writer/Instructor and Aviation Observer/Controller). Successful service as a platoon sergeant is important to compete for promotion to MSG.

(c) *Self-development.* For additional information on self-development, refer to paragraph 7-3.

(d) *Additional training.* ALSE/Q2

(e) *Special assignments.* Senior Recruiter, Senior Drill Sergeant, Senior Writer/Instructor, Career Management NCO, Career Advisor and AC/RC Advisor

(5) MSG/1SG.

(a) *Institutional training.* Selection by a Centralized Selection Board for MSG/1SG's is required for attendance to USASMA.

(b) *Operational assignments.* At this point in their careers, 15V's selected for promotion to MSG will be merged into MOS 15Z, Aircraft Maintenance Senior Sergeant. See para 7-62 for details on MOS 15Z operational assignments, self development, additional training, and Special assignments.

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

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

7-52. MOS 15V 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.html>>

7-53. MOS 15W Unmanned Aerial Systems Operator (UAS Operator)

a. A Soldier in MOS 15W engages in operating and remotely piloting of the UAS. Performs pre-flight, in-flight, post-flight checks and procedures. Conducts site selection, emplacement and deployment of the air vehicles and ground equipment of the UAS. Participates in launch/recovery ground crew operations. Performs mission commander duties to include planning, analyzing and execution of RSTA missions. Applies and assists in the military intelligence collection process and acts as a liaison to supported units. Operates, troubleshoots and performs limited unit-level maintenance on communication equipment, power sources, light and heavy wheeled vehicles.

b. *Prerequisites.* See DA Pam 611-21 in the HRC Smartbook for details. The Directorate of Organization and Personnel Force Development, USAACE is the approving authority for all prerequisite waiver requests.

c. *Goals for development.* To develop Aviation Soldiers into professional NCOs, their assignments must focus on both leadership and technical positions at the company level. An UAS Operator should spend roughly 80 percent of a career in TOE units. Follow-on non-MOS assignments will add to their overall professional knowledge (for example, Drill Sergeant, Recruiter, and Instructor). Back-to-back non-MOS assignments should be avoided. NCOs

should seek the most challenging leadership positions. A NCO who demonstrates leadership in a TOE position as a platoon sergeant and in troop-leading assignments should be considered more competitive for promotion and schooling than those who have not. This demonstrated leadership proficiency may include positions outside of the NCO's MOS. When personnel records are reviewed they should present a picture of a well-rounded, experienced UAS Operator.

(1) *PVT-SPC/CPL*

(a) *Institutional training.* BT and IET (SPC/CPL may attend 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 base can be acquired in TOE and TDA assignments serving as an UAS Operator. Soldiers should seek responsibility and take advantage of opportunities to display their leadership skills, initiative, and motivation (examples include, but not limited to; Soldier of the Month board and Small Arms Qualification Range NCOIC).

(c) *Self-development.* For additional information on self-development, refer to paragraph 7-3.

(d) *Additional training.* Shadow UAS Operator/7D, Hunter UAS Operator/7E, Hunter UAS External Operator/E1 and Gray Eagle ERMP UAS Operator/U5

(e) *Special assignments.* Corporal Recruiter

(2) *SGT.*

(a) *Institutional training.* WLC and ALC

(b) *Operational assignments.* The focus during this phase of a career should be in tactical assignments developing the 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 (e.g. Operations/Training Sergeant).

(c) *Self-development.* For additional information on self-development, refer to paragraph 7-3.

(d) *Additional training.* Shadow UAS Operator/7D, Hunter UAS Operator/7E, Hunter UAS External Operator/E1 and Gray Eagle ERMP UAS Operator/U5

(e) *Special assignments.* Army Recruiter and Drill Sergeant

(3) *SSG.*

(a) *Institutional training.* ALC (Promotable SSGs may attend SLC)

(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 (e.g. UAS Instructor/Operator, UAS Instructor/Writer for ALC).

(c) *Self-development.* For additional information on self-development, refer to paragraph 7-3.

(d) *Additional training.* Shadow UAS Operator/7D, Hunter UAS Operator/7E, Hunter UAS External Operator/E1 and Gray Eagle ERMP UAS Operator/U5

(e) *Special assignments.* Recruiter, Drill Sergeant, AIT Instructor, and AC/RC advisor

(4) *SFC.*

(a) *Institutional training.* SLC (is required for promotion to SFC)

(b) *Operational assignments.* At this point in their careers, SFCs with MOS 15W should be in tactical assignments as a platoon sergeant or a detachment sergeant for a minimum of 24 months. After NCOs have completed a minimum of 24 months as a platoon sergeant or a detachment sergeant, they should seek out assignments that complement their development as senior NCO leaders (examples include, but not limited to: Career Management NCO, Writer/Instructor and UAS Standardization). Successful service as a platoon sergeant is important to compete for promotion to MSG.

(c) *Self-development.* For additional information on self-development, refer to paragraph 7-3.

(d) *Additional training.* Shadow UAS Operator/7D, Hunter UAS Operator/7E, Hunter UAS External Operator/E1 and Gray Eagle ERMP UAS Operator/U5

(e) *Special assignments.* Senior Recruiter, Senior Drill Sergeant, Senior Writer/Instructor, Career Management NCO, Career Advisor and AC/RC Advisor

(5) *MSG/ISG.*

Institutional training. Selection by a Centralized Selection Board for MSG/ISG's is required for attendance to USASMA.

Operational assignments. At this point in their careers, 15W's selected for promotion to MSG will be merged into 15P Aviation Operations Specialist. See para 7-31 for details on MOS 15P operational assignments, self development, additional training, and Special assignments.

Army career degrees. See SOCAD Army Career Degree Program.

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

7-54. MOS 15W 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/pdr:Public/pdm.html>

7-55. MOS 15W Reserve Component (RC)

The 15W MOS in the RC is managed the same as the AC. See para 7-53.

7-56. MOS 15X AH-64A Armament/Electrical/Avionic Systems Repairer (RC Only)

a. Major duties. A Soldier in MOS 15X performs and/or supervises inspections, maintenance and modifications according to drawings, blueprints, directives, technical manuals, and safety procedures on the AH-64A armament, electrical and avionic systems and cryptographic equipment to include the electrical, electronic, mechanical, and pneudraulics systems associated with AH-64A Armament/Missile Fire Control Systems. Tests, troubleshoots and repairs test sets and diagnostic equipment. Maintain records on weapons and subsystems. Uses and performs operator maintenance on common and special tools. Prepares forms and records for related aircraft maintenance. Typically assigned to both Aviation Field and Sustainment maintenance units.

b. Prerequisites. See DA Pam 611-21 in the HRC Smartbook for details. The Directorate of Organization and Personnel Force Development, USAACE is the approving authority for all prerequisite waiver requests.

c. Goals for development. To develop Aviation Soldiers into professional NCOs, their assignments must focus on both leadership and technical positions at the company and battalion level. An AH-64A Armament/Electrical/Avionic Systems Repairer should spend roughly 80 percent of a career in TOE units. Follow-on non-MOS assignments will add to their overall professional knowledge (for example, Drill Sergeant, Recruiter Duty, and Instructor). Back-to-back non-MOS assignments should be avoided. NCOs should seek the most challenging leadership positions. A NCO who demonstrates leadership in a TOE position as a platoon sergeant and in troop-leading assignments should be considered more competitive for promotion and schooling than those who have not. This demonstrated leadership proficiency may include positions outside of the NCO's MOS. When personnel records are reviewed, they should present a picture of a well-rounded, experienced AH-64A Armament/Electrical/Avionic Systems Repairer.

(1) PVT-SPC/CPL.

(a) Institutional training. BT and IET (SPC/CPL may attend 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 base can be acquired in TOE and TDA assignments serving as AH-64A Armament/Electrical/Avionic Systems Repairer. Soldiers should seek responsibility and take advantage of opportunities to display their leadership skills, initiative, and motivation (examples include, but not limited to; Soldier of the Month board and Small Arms Qualification Range NCOIC.

(c) Self-development. For additional information on self-development, refer to para 7-3.

(d) Additional training. N/A

(e) Special assignments. Corporal Recruiter

(2) SGT.

(a) Institutional training. WLC and ALC

(b) Operational assignments. The focus during this phase of a career should be in tactical assignments developing the Soldier's leadership skills, honing technical expertise, and laying a foundation of tactical knowledge (e.g. AH-64D Helicopter Technical Inspector).

(c) Self-development. For additional information or self-development, refer to para 7-3.

(d) Additional training. ALSE/Q2

(e) Special assignments. Army Recruiter and Drill Sergeant

(3) SSG.

(a) Institutional training. ALC (Promotable SSGs may attend SLC)

(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 (e.g. AH-64A Helicopter Technical Inspector, AH-64A Armament/Electrical/Avionic Systems Repair Supervisor).

(c) Self-development. For additional information on self-development, refer to para 7-3.

(d) Additional training: ALSE/Q2

(e) *Special assignments*: Recruiter, Drill Sergeant, Instructor, and AC/RC advisor.

(4) *SFC*.

(a) *Institutional training*. SLC (is required for promotion to SFC)

(b) *Operational assignments*. At this point in their careers, SFCs with MOS 15X should be in tactical assignments as a senior AH-64A Armament/Electrical/Avionic Systems Repair Supervisor for a minimum of 24 months. After NCOs have completed a minimum of 24 months, they should seek out assignments that complement their development as senior NCO leaders (examples include, but not limited to: Career Management NCO, Writer/Instructor and Aviation Armament Observer/Controller). Successful service as a senior AH-64A Armament/Electrical/Avionic Systems Repair Supervisor is important to compete for promotion to MSG.

(c) *Self-development*. For additional information on self-development, refer to para 7-3.

(d) *Additional training*: ALSE/Q2

(e) *Special assignments*: Senior Recruiter, Senior Drill Sergeant, Senior Writer/Instructor, Career Management NCO, Career Advisor and AC/RC Advisor

(5) *MSG/1SG*.

(a) *Institutional training*. Selection by a Centralized Selection Board for MSG/1SG's is required for attendance to USASMA.

(b) *Operational assignments*. At this point in their careers, 15X's selected for promotion to MSG will be merged into MOS 15Z, Aircraft Maintenance Senior Sergeant. See para 7-62 for details on MOS 15Z operational assignments, self development, additional training, and Special assignments.

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

(d) *GI to Jobs*. See GI to Jobs COOL Website.

7-57. MOS 15X 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.html>

7-58. MOS 15Y AH-64D Armament/Electrical/Avionic Systems Repairer

a. *Major duties*. A Soldier in MOS 15Y performs and/or supervises inspections, maintenance and modifications according to drawings, blueprints, directives, technical manuals, and safety procedures on the AH-64D armament, electrical and avionic systems and cryptographic equipment to include the electrical, electronic, mechanical, and pneudraulics systems associated with AH-64D Armament/Missile Fire Control Systems. Tests, troubleshoots and repairs test sets and diagnostic equipment. Maintain records on weapons and subsystems. Uses and performs operator maintenance on common and special tools. Prepares forms and records for related aircraft maintenance. Typically assigned to both Aviation Field and Sustainment maintenance units.

b. *Prerequisites*. See DA Pam 611-21 in the HRC [Smartbook](#) for details. The Directorate of Organization and Personnel Force Development, USAACE is the approving authority for all prerequisite waiver requests.

c. *Goals for development*. To develop Aviation Soldiers into professional NCOs, their assignments must focus on both leadership and technical positions at the company and battalion level. An AH-64D Armament/Electrical/Avionic Systems Repairer should spend roughly 80 percent of a career in TOE units. Follow-on non-MOS assignments will add to their overall professional knowledge (for example, Drill Sergeant, Recruiter Duty, and Instructor). Back-to-back non-MOS assignments should be avoided. NCOs should seek the most challenging leadership positions. A NCO who demonstrates leadership in a TOE position as a platoon sergeant and in troop-leading assignments should be considered more competitive for promotion and schooling than those who have not. This demonstrated leadership proficiency may include positions outside of the NCO's MOS. When personnel records are reviewed, they should present a picture of a well-rounded, experienced AH-64D Armament/Electrical/Avionic Systems Repairer.

(1) *PVT-SPC/CPL*.

(a) *Institutional training*. BT and IET (SPC/CPL may attend 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 base can be acquired in TOE and TDA assignments serving as AH-64D Armament/Electrical/Avionic Systems Repairer. Soldiers should seek

responsibility and take advantage of opportunities to display their leadership skills, initiative, and motivation (examples include, but not limited to; Soldier of the Month board and Small Arms Qualification Range NCOIC).

(c) *Self-development.* For additional information on self-development, refer to para 7-3.

(d) *Additional training.* N/A

(e) *Special assignments.* Corporal Recruiter

(2) *SGT.*

(a) *Institutional training.* WLC and ALC

(b) *Operational assignments.* The focus during this phase of a career should be in tactical assignments developing the Soldier's leadership skills, honing technical expertise, and laying a foundation of tactical knowledge (e.g. AH-64D Helicopter Technical Inspector).

(c) *Self-development.* For additional information on self-development, refer to para 7-3.

(d) *Additional training.* ALSE/Q2

(e) *Special assignments.* Army Recruiter and Drill Sergeant

(3) *SSG.*

(a) *Institutional training.* ALC (Promotable SSGs may attend SLC)

(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 (e.g. AH-64D Helicopter Technical Inspector, AH-64D Armament/Electrical/Avionic Systems Repair Supervisor).

(c) *Self-development.* For additional information on self-development, refer to para 7-3.

(d) *Additional training:* ALSE/Q2

(e) *Special assignments:* Recruiter, Drill sergeant, AIT Instructor, and AC/RC advisor

(4) *SFC.*

(a) *Institutional training.* SLC (is required for promotion to SFC)

(b) *Operational assignments.* At this point in their careers, SFCs with MOS 15Y should be in tactical assignments as a senior AH-64D Armament/Electrical/Avionic Systems Repair Supervisor for a minimum of 24 months. After NCOs have completed a minimum of 24 months, they should seek out assignments that complement their development as senior NCO leaders (examples include, but not limited to: Career Management NCO, Writer/Instructor and Aviation Armament Observer/Controller). Successful service as a senior AH-64D Armament/Electrical/Avionic Systems Repair Supervisor is important to compete for promotion to MSG.

(c) *Self-development.* For additional information on self-development, refer to para 7-3.

(d) *Additional training:* ALSE/Q2

(e) *Special assignments:* Senior Recruiter, Senior Drill Sergeant, Senior Writer/Instructor, Career Management NCO, Career Advisor and AC/RC Advisor

(5) *MSG/1SG.*

(a) *Institutional training.* Selection by a Centralized Selection Board for MSG/1SG's is required for attendance to USASMA.

(b) *Operational assignments.* At this point in their careers, 15Ys selected for promotion to MSG will be merged into MOS 15Z, Aircraft Maintenance Senior Sergeant. See para 7-62 for details on MOS 15Z operational assignments, self development, additional training, and Special assignments.

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

(d) *GI to Jobs.* See GI to Jobs COOL Website.

7-59. MOS 15Y 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.html>

7-60. MOS 15Y Reserve Component (RC)

The 15Y MOS in the RC is managed the same as the AC. See para 7-58.

7-61. MOS 15Z Aircraft Maintenance Senior Sergeant

a. *Major duties.* A senior NCO in the 15Z MOS supervises personnel at the aviation field and sustainment units in activities having a mix of aircraft maintenance or component repair. Prepares studies, evaluations, special reports

and records pertaining to aircraft maintenance, component repair, and related activities. Plans aircraft maintenance areas, components repair shops, and facilities. Applies production control, quality control and other maintenance management principles and procedures to aircraft maintenance and shop operations. Supervises the verification and validation of technical manuals, training devices and contractor furnished training material pertaining to new aircraft or component fielding. Supervises research and development projects in aviation and related areas.

b. Prerequisites. See DA Pam 611-21 in the HRC Smartbook for details. The Directorate of Organization and Personnel Force Development Office is the approving authority for all prerequisite waiver requests.

c. Goals for development. A senior aviation NCO should spend roughly 80 percent of a career in TOE units. Back-to-back non-MOS assignments should be avoided (such as going from drill sergeant to recruiter duty, instructor, or similar positions). Senior NCOs should seek the most challenging leadership positions.

(1) MSG/1SG.

(a) Institutional training. Selection by a Centralized Selection Board for MSG/1SG's is required for attendance to USASMA.

(b) Operational assignments. The critical assignment for an Aviation Master Sergeant 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 18–24 months; this may consist of more than one assignment. Other important assignments for MSGs that are highly rewarding and can significantly improve their tactical and technical skills are Operations Sergeant, Intelligence Sergeant, and Senior Career Advisor.

(c) Self development. CMF-related courses on leadership, team building, organizational management and problem-solving techniques are recommended. For additional information on self-development, refer to para 7-3.

(d) Additional training. ALSE

(e) Special assignments. NCOA Chief, Observer/Controller, ROTC Senior Military Instructor, Assistant Inspector General, Chief Instructor of Army Service School, and AC/RC Chief Advisor

(2) SGM/CSM.

(a) Institutional training. MSGs/1SGs in the zone of consideration that are selected for promotion by a DA centralized sergeants' major promotion board are required to attend USASMA.

(b) Operational assignments. The pinnacle of an Aviation NCO's career is to be appointed and to serve as a Battalion or Brigade CSM. Movement up the CSM ladder to positions at brigade or higher is based on performance and demonstrated potential to serve at the next command or nominative level. The principal assignments for SGM are Operations/Intelligence SGM, Directorate or Department SGM within USAAVNSCH, and staff assignments at division level or higher.

(c) Self Development. Continue to seek self-improvement as part of lifelong learning (LLL). For additional information on self-development, refer to para 7-3.

(d) Additional training. ALSE

(e) Special assignments. USASMA Faculty Advisor, ROTC Chief Military Science Instructor, Assistant IG, and Army level positions upon appointment.

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

(g) GI to Jobs. See GI to Jobs COOL Website.

7-62. MOS 15Z 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.html>>

7-63. MOS 15Z Reserve Component (RC)

The 15Z MOS in the RC is managed the same as the AC. See para 7-61.