



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

DAPE-MPE-PD

11 AUG 2011

MEMORANDUM FOR Office of the Chief of Signal, ATTN: ATZH-PO, 506 Chamberlain Ave,
Fort Gordon, GA 30905

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


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CF:
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Communications and Information Systems Operations (Visual Information Operations, Signal Operations Information Systems Operations, and Electromagnetic Spectrum Management Operations) (CMF 25) Career Progression Plan

11-1. Duties

The Signal Corps is a branch designed to provide network management, information assurance, computer network defense, information dissemination management, content staging, electromagnetic spectrum management and visual information support. CMF 25, Communications and Information Systems Operations, has four separate operational areas: Visual Information (VI) Operations, Signal Operations (SO), Information Systems Operations (ISO) and Electromagnetic Spectrum Management Operations (ESMO).

11-2. Transformation

The networks and information systems provided by the Signal Regiment are key enablers to and at the center of every ongoing transformation effort in the U.S. military. CMF 25 The Signal Regiment recognizes that communications plays an ever-increasing and critical role in global military operations, and it supports this requirement while maintaining flexibility and fluidity during the transformation process and is changing more rapidly than the other traditional war fighting functions.

11-3. Recommend 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; FM 3-21.5; FM 3-25.26; FM 21-20; FM 4-25.11; FM 21-75; AR 670-1; FM 3-90.61; FM 3-22.37; 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, The Forgotten Soldier by Sajer, Guy and The Killer Angels by Shaara, Michael. CSA Reading List, AKO, General Army Links, Army Leadership contains additional reading material for self-development.

(4) The Operational Tempo (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. The College Level Examination Program (CLEP) and Defense Activity for Non-Traditional Education Support (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 Functional Academic Skills Training (FAST). Taking additional civilian education courses such as English composition and basic mathematics will prepare Soldiers for the Armed Forces Classification Test (AFCT) and improve promotion potential.

(5) The Army Correspondence Course Program (ACCP) also provides excellent educational advancements in continued education, leadership and technical proficiency. Education opportunities can be found at the Army Continuing Education System (ACES) website. 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 Service Member Opportunity College Associate's Degree (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 Credentialing Opportunities On-Line (COOL) website. For information on these and other education programs, visit the Army Education Center (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 21–24–2, 3, FM 1; FM 3–0; FM 6–22; FM 7–0; FM 7–1; FM 3–21.18; FM 7–93; 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, 1980; Small Unit Leadership by Malone, Mike; readings on famous military leaders (that is, Napoleon, Grant Lee, Pershing, Patton, Bradley, Ridgeway, Westmoreland, and Schwartzkopf); The Story of the Noncommissioned Officer Corps (USA Center of Military History, 70–38); Infantry Attacks by Rommel; and When Bad Things Happen to Good People by Kushner, Harold S. CSA Reading List, AKO, General Army Links, Army Leadership contains 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; FM 3–22.3, -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 (e.g., Napoleon, Grant, Lee, Pershing, Patton, Bradley, Ridgeway, Westmoreland, and Schwartzkopf); Small Unit Administration, Manual or ADP Systems, Stackpole Books; and The Noncommissioned Officers' Family Guide, Gross, Beau Lac Pub, 1985. CSA Reading List, AKO, General Army Links, Army Leadership contains additional reading material for self-development.

(3) The OPTEMPO of operational assignments may limit the opportunity for civilian education. Pursuing a college education is not a mandatory requirement but one that will place you above your peers who are not striving to obtain college credits. 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. 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. A college degree is not required for promotion but can be a deciding factor when it comes to the best qualified. SFCs should strive to complete at least one year of college prior to eligibility for the Master Sergeant Board. .

(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 10th Ed., Stackpole Books; Roots of Strategy, Book 2 by Picq, Clausewitz, Jomini, Stackpole Books; continue readings on famous military leaders (i.e., Napoleon, Grant, Lee, Pershing, Patton, Bradley, Ridgeway, Westmoreland, and

Schwartzkopf); CSA Reading List, AKO, General Army Links, Army Leadership contains 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 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/ISG.

(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. A college degree is not required for promotion but can be a deciding factor when it comes to the best qualified. MSGs should strive to complete at least two years of college prior to eligibility for the Sergeant Major Board. Limited authorizations and fiercely competitive records may dictate civilian education be considered a major discriminator for selection to SGM.

(2) Masters Sergeants/First Sergeants should study and master the following military publications: AR 601–280, AR600–20; DA Pam 611–21; AR 840–10, and AR 220–1.

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

(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 continually seek activities like professional reading or college courses. These 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. The sergeants major should continue to seek college education related to their MOS.

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

(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.

11-4. Visual Information Operations (VIO) - Duties

The VIO, which is part of CMF25 contains MOSs used for VI support for Army, Joint, and Coalition Operations (Combat Camera). These MOSs are responsible for radio and television equipment operations/maintenance; VI equipment repair; still (digital), and video documentation/production operations; multimedia illustration, desktop publishing and various image acquisition devices; planning, programming and supervision of VIO. VIO Soldiers are part of the Signal Branch and serve in positions at all echelons. VIO Soldiers serve in TDA and MTOE units, both signal and non-signal. VIO Soldiers serve in the White House Communications Agency (WHCA) providing presidential VI support. They serve in positions that support the documentation of training exercises such as those

conducted at CTCs. They serve in positions in tactical VI units documenting combat operations for real-time information to support National Command Authority (NCA), Chairman of the Joint Chiefs of Staff, the MILDEPS and the Unified Combatant Commanders, Joint Combat Camera Center (JCCC) commanders and for historical documentation. VIO Soldiers in Military Intelligence (MI), Military Information Support Operations (MISO) and Special Forces (SF) units, provide illustrations used for battlefield operations. VIO Soldiers operate and maintain radio and television equipment for the Army Broadcast Service. Soldiers provide the photographic and video documentation support for military installations and posts Army wide. Soldiers serve in medical units providing illustrations, photographic support, and video documentation of medical procedures. All MOSs in VIO are open to women; assignment to certain positions in Combat Arms units are prohibited, because of the projected proximity to direct combat. All assignments require a U.S. citizenship and a security clearance of Secret. A number of positions require a security clearance of Top Secret. A detailed description of VIO MOSs is provided in DA Pam 611–21.

11–5. MOS 25M Multimedia Illustrator

a. Major duties. See DA Pam 611–21 in the HRC Smartbook for details.

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

c. Goals for development. The purpose of the Career Progression Plan is to inform Soldiers and NCOs the Signal Corps intent for their career pattern and professional development. Junior enlisted Soldiers should take steps to increase their technical and basic Soldiering attributes. Soldiers should use online training resources to continue to develop and enhance the skills needed to support the modular force. To develop Multimedia Illustrators their assignments must focus on demanding roles such as Team Chief and Section Chief. Senior NCOs should seek challenging positions such as Platoon Sergeant, First Sergeant or other leadership positions and serve in special and joint assignments. Senior Signal NCOs should seek demanding jobs such as Operations Sergeant and serve in special or joint assignments. Follow-on assignments at the brigade and division staff will add to their overall professional knowledge. Soldiers should avoid repetitive assignments outside of the MOS (for example, going from Drill Sergeant to Recruiter duty, Instructor/Writer, staff, or similar positions) whenever possible. This will ensure necessary diversity throughout the career path. It is possible that repetitive assignments will occur to meet the needs of the Army. Soldiers should interject and communicate their desire for assignments that allow them to remain competitive. Soldiers should pursue battalion, brigade, or above level experience.

(1) *PVT–SPC/CPL.*

(a) Institutional training. Advanced Individual Training (AIT); Warrior Leadership Course (WLC).

(b) Operational assignments. A Soldier should focus on building a strong base of technical expertise, basic MOS skills, and common Soldier tasks during the early years of their career. Assignments such as Multimedia Illustrator and Tactical Multimedia Illustrator with a tactical VI unit to enhance technical and operational expertise is recommended. Soldiers should seek responsibility and take advantage of opportunities to display their leadership skills, initiative and motivation.

(c) Self-development. Under Structured Self Development (SSD) Level I, Soldiers are enrolled automatically after completing Basic Training (BCT) or One Station Unit Training (OSUT) effective 1 OCT 10; Beginning FY13, Soldiers must complete SSD Level I prior to attending WLC. Soldiers PVT – SPC who completed BCT/OSUT, but not WLC, prior to 1 SEP 10 are automatically enrolled by 1 JAN 12. SSD Level I tasks are primarily focused at the team level. Under Guided Self Development (GSD), Soldiers and their chain of command must exploit every education opportunity when the Operational Tempo (OPTEMPO) of tactical assignments limit the opportunity for civilian education. There are alternative methods for obtaining college credits outside of the traditional classroom instruction. This includes the Internet and Army correspondence courses (see para (d) below), College Level Examination Program (CLEP), and Defense Activity for Non-Traditional Education Support (DANTES). Soldiers may convert Military education and experience to college credit by maximizing the Service Member Opportunity College Associate’s Degree (SOCAD) program. Soldiers should visit the Credentialing Opportunities On-Line (COOL) <https://www.cool.army.mil/> Website for civilian credentials associated with their respective MOS. The completion of a college level English course is recommended prior to attending the Warrior Leaders Course (WLC). Soldiers should use this time to improve their Armed Services Vocation Aptitude Battery (ASVAB) scores as appropriate. Soldiers should see their chain of command and the installation education office for more information

on education programs and financial support. Soldiers may enroll in the Army Correspondence Course Program (ACCP) online at the <http://www.atsc.army.mil/accp/aipdnew.asp> Website.

(d) Additional training. Digital Multimedia Course and Airborne. Suggested Army correspondence courses: Visual Information Equipment Operator–Maintainer Course and Combat Documentation/Production Specialist Course.

(e) Special assignments. None.

(2) SGT.

(a) Institutional training. Warrior Leadership Course (WLC) is not conditional for promotion to SGT, (see AR 600–8–19, 1-27); Advanced Leader Course (ALC); Successful graduation with honors from these courses may be a significant promotion factor.

(b) Operational assignments. During this phase of a career NCOs should focus on tactical assignments to develop Soldier leadership skills, hone technical expertise, and lay a foundation of tactical knowledge. NCOs should seek positions to gain leadership experience such as Multimedia Illustrator with a tactical unit at every opportunity.

(c) Self-development. Under SSD, there is no SSD Level II. Advance Leaders Course Common Core (ALC-CC) is in lieu of SSD Level II. All SGTs who are graduates of ALC are automatically enrolled in SSD III effective 1 JAN 11. SGTs (P) are enrolled in SSD Level III automatically upon completion of all phases of ALC. SSD Level III tasks are primarily focused at the platoon level. Under GSD, NCOs and their chain of command must exploit every education opportunity when the Operational Tempo (OPTEMPO) of tactical assignments limit the opportunity for civilian education. There are alternative methods for obtaining college credits outside of the traditional classroom instruction. This includes the Internet and Army correspondence courses (see para (d) below), College Level Examination Program (CLEP) and Defense Activity for Non-Traditional Education Support (DANTES). Soldiers may convert Military education and experience to college credit by maximizing the Service Member Opportunity College Associate’s Degree (SOCAD) program. Soldiers should visit the Credentialing Opportunities On-Line (COOL) <https://www.cool.army.mil/> Website for civilian credentials associated with their respective MOS. The completion of a college level English course is recommended prior to attending the Warrior Leaders Course (WLC). Soldiers should use this time to improve their Armed Services Vocation Aptitude Battery (ASVAB) scores as appropriate. Soldiers should see their chain of command and the installation education office for more information on education programs and financial support. Soldiers may enroll in the Army Correspondence Course Program (ACCP) online at the <http://www.atsc.army.mil/accp/aipdnew.asp> Website.

(d) Additional training. Digital Multimedia Course and Airborne. Suggested Army correspondence courses: None.

(e) Special assignments. N/A.

(3) SSG.

(a) Institutional training. Soldiers must be a Warrior Leader Course (WLC) graduate or equivalent for recommendation to SSG (see AR 600-8-19, para 1–27d). SSG must be a graduate of Advanced Leaders Course (ALC) or higher NCOES course in order to be considered for promotion to SFC (see AR 600-8-19, para 4-2); Senior Leaders Course (SLC); Battle Staff Course (BSC). Successful graduation with honors from these courses may be a significant promotion factor.

(b) Operational assignments. NCOs should focus on continued development and refinement of their skills with assignments, which develop leadership skills, hone technical expertise, and lay a foundation of tactical knowledge during this phase of their career. NCOs, at every opportunity NCOs, should seek positions to gain leadership experience such as Multimedia NCO, Tactical Multimedia NCO or Squad Leader with a tactical Visual Information (VI) unit, duty at the Combat Training Center (CTC) or Special Operations Command, e.g., Military Information Support Operations (MISO) to enhance technical and operational expertise.

(c) Self-development. Under SSD, all SSGs who are graduates of ALC are automatically enrolled in SSD Level III effective 1 JAN 11. SSGs (P) will be enrolled automatically in SSD Level IV upon completion of SLC. SSD Level IV tasks are primarily focused at the battalion level. Under SSD, NCO’s should complete SSD Level III after graduating ALC and prior to graduating SLC. NCOs should actively pursue opportunities to further their civilian

and military education (see para (d), below). Pursuing a college education is not a mandatory requirement but one that will place you above your peers who are not striving to obtain college credits. Soldiers should plan their college program around a degree that relates to their MOS using information provided on the SOCAD Web site.

(d) *Additional training.* Digital Multimedia Course and Airborne. Suggested Army correspondence courses: None.

(e) *Special assignments.* Drill Sergeant, AIT Platoon Sergeant, Military Transition Team (MiTT), White House Communications Agency (WHCA), Recruiter, Instructor/Writer and Advanced Leaders Course (ALC) Small Group Leader (SGL).

(4) *SFC.* See paragraph 11–14.

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

e. *GI to Jobs.* See GI to Jobs COOL Website.

11–6. MOS 25M 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 menu. PDMs then can be selected from the "Professional Development" gadget on the MT2 Page. Alternately, users may go to a PDM selection menu at the following web address: <https://ile.atsc.army.mil/pdmPublic/pdm.html>.

11–7. MOS 25M Reserve Component

The integrated use of the Reserve Component (RC), which includes the Army National Guard and Army Reserves, is essential to the successful accomplishment of military operations. The RC represents substantive elements of the structure and capability of each service. The contributions of the RC cover the entire spectrum of forces from combat, to CS or CSS and general supporting forces. The RC Soldier must possess the same qualifications and capabilities within the unit of assignment as his/her Active Army (AA) counterpart in a similar unit of assignment. Duty assignments for career progression do not parallel those of the Active Army. Assignments are constrained based on availability within their state or region. Geographical limitations will determine the type of units in which RC Soldiers may serve. The Army Training System (TATS) and Noncommissioned Officer Education System (NCOES) satisfies professional development and functional area requirements. This is the same for all Army components.

11–8. MOS 25R Visual Information Equipment Operator-Maintainer

a. *Major duties.* See DA Pam 611–21 in the HRC Smartbook for details.

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

c. *Goals for development.*

The purpose of the Career Progression Plan is to inform Soldiers the Signal Corps intent for their career pattern and professional development plan. Junior enlisted Soldiers should take steps to increase their technical and basic Soldiering attributes. Soldiers should use online training resources to continue to develop and enhance the skills needed to support the modular force. To develop Visual Information Equipment Operator-Maintainers their assignments must focus on demanding roles such as Team Chief and Section Chief. Senior NCOs should seek challenging positions such as Platoon Sergeant, First Sergeant, or other leadership positions, and serve in special and joint assignments. Senior Signal NCOs should seek demanding jobs such as Operations Sergeant and serve in special or joint assignments. Follow-on assignments at the brigade and division staff will add to their overall professional knowledge. Soldiers should avoid repetitive assignments outside of the MOS (for example, going from Drill Sergeant to Recruiter duty, Instructor/Writer, staff, or similar positions) whenever possible. This will ensure necessary diversity throughout the career path. It is possible that repetitive assignments will occur to meet the needs of the Army. Soldiers should interject and communicate their desire for assignments that allow them to remain competitive. Soldiers should pursue battalion, brigade or above level experience.

(1) *PVT–SPC/CPL.*

(a) *Institutional training.* Advanced Individual Training (AIT), Warrior Leadership Course (WLC).

(b) Operational assignments. A Soldier should focus on building a strong base of technical expertise, basic MOS skills, and common Soldier tasks during the early years of their career. Assignments such as VI Equipment Operator-Maintainer with a tactical unit to enhance technical and operational expertise is recommended. Soldiers should seek responsibility and take advantage of opportunities to display their leadership skills, initiative and motivation.

(c) Self-development. Under Structured Self Development (SSD) Level I, Soldiers are enrolled automatically after completing Basic Training (BCT) or One Station Unit Training (OSUT) effective 1 OCT 10; Beginning FY13, Soldiers must complete SSD Level I prior to attending WLC. Soldiers PVT – SPC who completed BCT/OSUT, but not WLC, prior to 1 SEP 10 will be automatically enrolled by 1 JAN 12. SSD I tasks are primarily focused at the team level. Under Guided Self Development (GSD), Soldiers and their chain of command must exploit every education opportunity when the Operational Tempo (OPTEMPO) of tactical assignments limit the opportunity for civilian education. There are alternative methods for obtaining college credits outside of the traditional classroom instruction. This includes the Internet and Army correspondence courses (see para *(d)* below), College Level Examination Program (CLEP) and Defense Activity for Non-Traditional Education Support (DANTES). Soldiers may convert Military education and experience to college credit by maximizing the Service Member Opportunity College Associate's Degree (SOCAD) program. Soldiers should visit the Credentialing Opportunities On-Line (COOL) <https://www.cool.army.mil/> Website for civilian credentials associated with their respective MOS. The completion of a college level English course is recommended prior to attending the Warrior Leaders Course (WLC). Soldiers should use this time to improve their Armed Services Vocation Aptitude Battery (ASVAB) scores as appropriate. Soldiers should see their chain of command and the installation education office for more information on education programs and financial support. Soldiers may enroll in the Army Correspondence Course Program (ACCP) online at the <http://www.atsc.army.mil/accp/aipdnew.asp> Website.

(d) Additional training. Airborne. Suggested Army correspondence courses: Multimedia Illustrator Course and Combat Documentation/Production Specialist Course.

(e) Special assignments. None.

(2) SGT.

(a) Institutional training. Warrior Leadership Course (WLC) is not conditional for promotion to SGT, (see AR 600–8–19, 1-27); Advanced Leader Course (ALC); Successful graduation with honors from this course may be a significant promotion factor.

(b) Operational assignments. During this phase of a career NCOs should focus on tactical assignments to develop Soldier leadership skills, hone technical expertise, and lay a foundation of tactical knowledge. NCOs should seek positions that allow them to gain leadership experience such as VI Equipment Operator-Maintainer with a tactical unit.

(c) Self-development. Under SSD, there is no SSD Level II. Advance Leaders Course Common Core (ALC-CC) is in lieu of SSD Level II. All SGTs who are graduates of ALC are automatically enrolled in SSD Level III effective 1 JAN 11. SGTs (P) are enrolled in SSD Level III automatically upon completion of all phases of ALC. SSD Level III tasks are primarily focused at the platoon level. Under GSD, NCOs and their chain of command must exploit every education opportunity when the Operational Tempo (OPTEMPO) of tactical assignments limit the opportunity for civilian education. There are alternative methods for obtaining college credits outside of the traditional classroom instruction. This includes the Internet and Army correspondence courses (see para *(d)* below), College Level Examination Program (CLEP) and Defense Activity for Non-Traditional Education Support (DANTES). Soldiers may convert Military education and experience to college credit by maximizing the Service Member Opportunity College Associate's Degree (SOCAD) program. Soldiers should visit the Credentialing Opportunities On-Line (COOL) <https://www.cool.army.mil/> Website for civilian credentials associated with their respective MOS. The completion of a college level English course is recommended prior to attending the Warrior Leaders Course (WLC). Soldiers should use this time to improve their Armed Services Vocation Aptitude Battery (ASVAB) scores as appropriate. Soldiers should see their chain of command and the installation education office for more information on education programs and financial support. Soldiers may enroll in the Army Correspondence Course Program (ACCP) online at the <http://www.atsc.army.mil/accp/aipdnew.asp> Website.

(d) *Additional training.* Airborne, Broadcast Radio and Television Systems Maintenance Course. Suggested correspondence courses: None.

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

(3) *SSG.*

(a) *Institutional training.* Battle Staff Course, Soldiers must be a Warrior Leader Course (WLC) graduate or equivalent for recommendation to SSG (see AR 600-8-19, para 1-27d). SSG must be a graduate of Advanced Leaders Course (ALC) or higher NCOES course in order to be considered for promotion to SFC (see AR 600-8-19, para 4-2); Senior Leaders Course (SLC); Battle Staff Course (BSC). Successful graduation with honors from these courses may be a significant promotion factor.

(b) *Operational assignments.* NCOs should focus on continued development and refinement of their skills with assignments, which develop leadership skills, hone technical expertise, and lay a foundation of tactical knowledge during this phase of their career. NCOs should seek positions to gain leadership experience such as VI Operator-Maintainer NCO or Squad Leader with a tactical Visual Information (VI) unit, duty at the Combat Training Center (CTC) or Special Operations Command, e.g., Military Information Support Operations (MISO) to enhance technical and operational expertise at every opportunity.

(c) *Self-development.* Under SSD, all SSGs who are graduates of ALC are automatically enrolled in SSD Level III effective 1 JAN 11. SSGs (P) will be enrolled automatically in SSD Level IV upon completion of SLC. SSD Level IV tasks are primarily focused at the battalion level. NCOs should complete SSD Level III after graduating ALC and prior to graduating SLC. Under GSD, NCOs should actively seek opportunities to further their civilian and military education (see para d, below). Pursuing a college education is not a mandatory requirement but one that will place you above your peers who are not striving to obtain college credits. Soldiers should plan their college program around a degree that relates to their MOS using information provided on the SOCAD Web site.

(d) *Additional training.* Broadcast Radio and Television Systems Maintenance and Airborne. Suggested Army correspondence courses: None.

(e) *Special assignments.* Drill Sergeant, AIT Platoon Sergeant, Military Transition Team (MiTT), White House Communications Agency (WHCA), Recruiter, Instructor/Writer, and Advanced Leaders Course (ALC) Small Group Leader (SGL).

(4) *SFC.* See paragraph 11-14.

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

e. *GI to Jobs.* See COOL Website.

11-9. MOS 25R 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 menu. PDMs then can be selected from the "Professional Development" gadget on the MT2 Page. Alternately, users may go to a PDM selection menu at the following web address: <https://ile.atsc.army.mil/pdmPublic/pdm.html>.

11-10. MOS 25R Reserve Component

The integrated use of the Reserve Component (RC), which includes the Army National Guard and Army Reserves, is essential to the successful accomplishment of military operations. The RC represents substantive elements of the structure and capability of each service. The contributions of the RC cover the entire spectrum of forces from combat, to CS or CSS, and general supporting forces. The RC Soldier must possess the same qualifications and capabilities within the unit of assignment as his/her Active Army (AA) counterpart in a similar unit of assignment. Duty assignments for career progression do not parallel those of the Active Army. Assignments are constrained based on availability within their state or region. Geographical limitations will determine the type of units in which RC Soldiers may serve, The Army Training System (TATS) and Noncommissioned Officer Education System

(NCOES) satisfies professional development and functional area requirements. This is the same for all Army components.

11–11. MOS 25V Combat Documentation/Production Specialist

a. Major duties. See DA Pam 611–21 in the HRC Smartbook for details.

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

c. Goals for development. The purpose of the Career Progression Plan is to inform Soldiers the Signal Corps intent for their career pattern and professional development plan. Junior enlisted Soldiers should take steps to increase their technical and basic Soldiering attributes. Soldiers should use online training resources to continue to develop and enhance the skills needed to support the modular force. To develop Combat Documentation/Production Specialist their assignments must focus on demanding roles such as Team Chief and Section Chief. Senior NCOs should seek challenging positions such as Platoon Sergeant, First Sergeant, or other leadership positions, and serve in special and joint assignments. Senior Signal NCOs should seek demanding jobs such as Operations Sergeant and serve in special or joint assignments. Follow-on assignments at the brigade and division staff will add to their overall professional knowledge. Whenever possible Soldiers should avoid repetitive assignments outside of the MOS (for example, going from Drill Sergeant to Recruiter duty, Instructor/Writer, staff, or similar positions). This will ensure necessary diversity throughout the career path. It is possible that repetitive assignments will occur to meet the needs of the Army. Soldiers should interject and communicate their desire for assignments that allow them to remain competitive. Soldiers should pursue battalion, brigade, or above level experience.

(1) *PVT–SPC/CPL.*

(a) Institutional training. Advanced Individual Training (AIT) and Warrior Leadership Course (WLC).

(b) Operational assignments. A Soldier should focus on building a strong base of technical expertise, basic MOS skills, and common Soldier tasks during the early years of their career. Assignments as a Combat Documentation/Production Specialist, COMCAM Documentation Specialist or Tactical VI Specialist with a tactical unit or duty at the Combat Training Center (CTC) can enhance technical expertise and therefore are recommended. Soldiers should seek responsibility and take advantage of opportunities to display their leadership skills, initiative and motivation.

(c) Self-development. Under Structured Self Development (SSD) Level I, Soldiers are enrolled automatically after completing Basic Training (BCT) or One Station Unit Training (OSUT) effective 1 OCT 10; Beginning FY13, Soldiers must complete SSD Level I prior to attending WLC. Soldiers PVT – SPC who completed BCT/OSUT, but not WLC, prior to 1 SEP 10 are automatically enrolled by 1 JAN 12. SSD I tasks are primarily focused at the team level. Under Guided Self Development (GSD), Soldiers and their chain of command must exploit every education opportunity when the Operational Tempo (OPTEMPO) of tactical assignments limit the opportunity for civilian education. There are alternative methods for obtaining college credits outside of the traditional classroom instruction. This includes the Internet and Army correspondence courses (see para (d) below), College Level Examination Program (CLEP) and Defense Activity for Non-Traditional Education Support (DANTES). Soldiers may convert Military education and experience to college credit by maximizing the Service Member Opportunity College Associate's Degree (SOCAD) program. Soldiers should visit the Credentialing Opportunities On-Line (COOL) <https://www.cool.army.mil/> Website for civilian credentials associated with their respective MOS. The completion of a college level English course is recommended prior to attending the Warrior Leaders Course (WLC). Soldiers should use this time to improve their Armed Services Vocation Aptitude Battery (ASVAB) scores as appropriate. Soldiers should see their chain of command and the installation education office for more information on education programs and financial support. Soldiers may enroll in the Army Correspondence Course Program (ACCP) online at the <http://www.atsc.army.mil/accp/ajpdnew.asp> Website.

(d) Additional training. Airborne. Suggested Army correspondence courses: Multimedia Illustrator Course and VI/Equipment Operator-Maintainer Course.

(e) Special assignments. None.

(2) *SGT.*

(a) *Institutional training.* Warrior Leadership Course (WLC) is not conditional for promotion to SGT, see AR 600-8-19, 1-27); Advanced Leader Course (ALC). Successful graduation with honors from these courses may be a significant promotion factor.

(b) *Operational assignments.* During this phase of a career NCOs should focus on tactical assignments to develop Soldier leadership skills, hone technical expertise, and lay a foundation of tactical knowledge. NCOs, at every opportunity, should seek positions to gain leadership experience such as Combat Documentation/Production Specialist or COMCAM Documentation NCO with a tactical unit or duty at the Combat Training Centers (CTC).

(c) *Self-development.* Under SSD, there is no SSD Level II. Advance Leaders Course Common Core (ALC-CC) is in lieu of SSD Level II. All SGTs who are graduates of ALC are automatically enrolled in SSD Level III effective 1 JAN 11. SGTs (P) are enrolled in SSD Level III automatically upon completion of all phases of ALC. SSD Level III tasks are primarily focused at the platoon level. Under GSD, NCOs and their chain of command must exploit every education opportunity when the Operational Tempo (OPTEMPO) of tactical assignments limit the opportunity for civilian education. There are alternative methods for obtaining college credits outside of the traditional classroom instruction. This includes the Internet and Army correspondence courses (see para (d) below), College Level Examination Program (CLEP) and Defense Activity for Non-Traditional Education Support (DANTES). Soldiers may convert Military education and experience to college credit by maximizing the Service Member Opportunity College Associate's Degree (SOCAD) program. Soldiers should visit the Credentialing Opportunities On-Line (COOL) <https://www.cool.army.mil/> Website for civilian credentials associated with their respective MOS. The completion of a college level English course is recommended prior to attending the Warrior Leaders Course (WLC). Soldiers should use this time to improve their Armed Services Vocation Aptitude Battery (ASVAB) scores as appropriate. Soldiers should see their chain of command and the installation education office for more information on education programs and financial support. Soldiers may enroll in the Army Correspondence Course Program (ACCP) online at the <http://www.atsc.army.mil/accp/aipdnew.asp> Website.

(d) *Additional training.* Airborne, Intermediate Videographer Course, Digital Multimedia Course. Suggested Army correspondence courses: None.

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

(3) SSG.

(a) *Institutional training.* Soldiers must be a Warrior Leader Course (WLC) graduate or equivalent for recommendation to SSG (see AR 600-8-19, para 1-27d). SSG must be a graduate of Advanced Leaders Course (ALC) or higher NCOES course in order to be considered for promotion to SFC (see AR 600-8-19, para 4-2); Senior Leaders Course (SLC); Battle Staff Course (BSC). Successful graduation with honors from these courses may be a significant promotion factor.

(b) *Operational assignments.* NCOs should focus on continued development and refinement of their skills with assignments, which develop leadership skills, hone technical expertise, and lay a foundation of tactical knowledge during this phase of their career. NCOs, at every opportunity should seek positions to gain leadership experience such as Combat Documentation/Production NCO or Squad Leader with a tactical Visual Information (VI) unit, duty at the Combat Training Center (CTC) or Special Operations Command, e.g., Military Information Support Operations (MISO), to enhance their technical and operational expertise.

(c) *Self-development.* Under SSD, all SSGs who are graduates of ALC are automatically enrolled in SSD Level III effective 1 JAN 11. SSGs (P) will be enrolled automatically in SSD Level IV upon completion of SLC. SSD Level IV tasks are primarily focused at the battalion level. NCO's should complete SSD Level III after graduating ALC and prior to graduating SLC. Under GSD, NCOs should actively seek opportunities to further their civilian and military education (see para d, below). Pursuing a college education is not a mandatory requirement but one that will place you above your peers who are not striving to obtain college credits. Soldiers should plan their college program around a degree that relates to their MOS using information provided on the SOCAD Web site.

(d) *Additional training.* Airborne, Intermediate Videographer Course and Digital Multimedia Course. Suggested Army correspondence courses: None.

(e) *Special assignments.* Drill Sergeant, AIT Platoon Sergeant, Military Transition Team (MiTT), White House Communications Agency (WHCA), Recruiter, Instructor/Writer and Advanced Leaders Course (ALC) Small Group Leader (SGL).

(4) *SFC.* See paragraph 11–14.

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

e. *GI to Jobs.* See GI to Jobs COOL Website.

11–12. MOS 25V 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 menu. PDMs then can be selected from the "Professional Development" gadget on the MT2 Page. Alternately, users may go to a PDM selection menu at the following web address: <https://ile.atsc.army.mil/pdmPublic/pdm.html>.

11–13. MOS 25V Reserve Component

The integrated use of the Reserve Component (RC), which includes the Army National Guard and Army Reserves, is essential to the successful accomplishment of military operations. The RC represents substantive elements of the structure and capability of each service. The contributions of the RC cover the entire spectrum of forces from combat, to CS or CSS, and general supporting forces. The RC Soldier must possess the same qualifications and capabilities within the unit of assignment as his/her Active Army (AA) counterpart in a similar unit of assignment. Duty assignments for career progression do not parallel those of the Active Army. Assignments are constrained based on availability within their state or region. Geographical limitations will determine the types of units in which RC Soldiers may serve. The Army Training System (TATS) and Noncommissioned Officer Education System (NCOES) satisfies professional development and functional area requirements. This is the same for all Army components.

11–14. MOS 25Z Visual Information Operations Chief

a. *Major duties.* See DA Pam 611–21 in the HRC Smartbook for details.

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

c. *Goals for development.* The purpose of the Career Progression Plan is to inform NCOs of the Signal Corps intent for their career pattern and professional development. NCOs should steadily increase their technical and basic Soldiering attributes. NCOs should use online training resources to continue to develop and enhance the skills needed to support the modular force. To develop VI operations chiefs into professional NCOs, their assignments must focus on the challenging and demanding jobs such as Section Sergeant, Platoon Sergeant, First Sergeant, Senior Enlisted Advisor, or other supervisory positions. Senior Signal NCOs should seek the demanding jobs such as operations sergeant and serve in special or joint assignments. Follow-on assignments at the brigade and division staff will add to their overall professional knowledge. NCOs should avoid repetitive assignments outside of MOS (such as going from Drill Sergeant to Recruiter duty, Instructor/Writer, staff, or similar positions) whenever possible. This will ensure necessary diversity throughout the career path. It is possible that repetitive assignments will occur to meet the needs of the Army. NCOs should interject and communicate their desire for assignments that allow them to remain competitive. NCOs should pursue battalion, brigade or above level experience.

(1) *SFC.*

(a) *Institutional training.* Soldiers must be an Advanced Leaders Course (ALC) graduate for consideration eligibility to SFC (see AR 600-8-19, 1–27c). SFC must be a graduate of Senior Leaders Course (SLC) to be considered for promotion to MSG (see AR 600-8-19, 4–2); Battle Staff Course, First Sergeant Course (FSC) (first time 1SG are required to attend the FSC prior to holding a 1SG position). Successful graduation with honors from these courses could be a significant promotion factor.

(b) Operational assignments. SFCs should seek assignments as a Visual Information (VI) Supervisor, VI Operations Sergeant, Platoon Sergeant, VI Liaison NCO in a Signal VI Company (Tactical VI Unit), Senior VI NCO on a DIV or installation Staff, on a Military Transition Team (MiTT) or within Special Operations Command, e.g., Military Information Support Operations (MISO) .

(c) Self-development. Under SSD, SFCs are enrolled automatically in SSD Level IV upon completion of SLC. It is highly recommended that SSD Level IV be completed prior to assuming duties as a First Sergeant. SSD Level IV tasks are primarily focused at the battalion level. Under GSD, NCOs and their chain of command must exploit every education opportunity when the Operational Tempo (OPTEMPO) of tactical assignments limit the opportunity for civilian education. A college degree is not a requirement for promotion but it may be a significant factor and should be pursued whenever possible. SFCs should complete at least one year of college prior to eligibility for the Master Sergeant Board. There are methods for obtaining college credits other than the traditional classroom instruction. They include the Internet and Army correspondence courses online at the <http://www.atsc.army.mil/accp/aipdnew.asp> (see para (d), below, College Level Examination Program (CLEP) and Defense activity for Non-Traditional Education Support (DANTES).

(d) Additional training. Airborne, Digital Multimedia Course and VI Management Course. Suggested Army correspondence courses: VI Advanced Refresher Course, Standards in Weapons Training Course.

(e) Special assignments. Senior Drill Sergeant, AIT Platoon Sergeant, Equal Opportunity Advisor, Recruiter, Instructor/Writer, White House Communications Agency (WHCA) and Senior Leaders Course (SLC) Small Group Leader (SGL).

(2) MSG/ISG.

(a) Institutional training. Soldiers must be a Senior Leaders Course (SLC) graduate for consideration eligibility to MSG (see AR 600-8-19, 1-27c); First Sergeant Course (first time First Sergeants are required to attend the FSC prior to holding a First Sergeant position) and Battle Staff Course. Soldiers must be a United States Army Sergeant Major Course (USASMC) graduate for promotion to SGM (see AR 600-8-19, para 1-27b). Conditional promotion to SGM. (1) Soldiers selected for promotion to SGM who are non-graduates of the SMC will be conditionally promoted. (2) Soldiers who fail to successfully complete, fail to remain eligible to be scheduled for or attend, who are denied enrollment in, or who do not attend their scheduled NCOES class (through fault of the Soldier) will be administratively reduced or removed from the promotion list. The effective date of administrative reduction is the date of the action that caused the Soldier to be ineligible to retain the promotion. The DOR will be the previous DOR held at the reduced grade. (See AR 600-8-19, para 1-27b.)

(b) Operational assignments. MSGs should seek assignments as First Sergeant, Chief VI NCO on a Corps or MACOM staff, VI Operations NCO, VI Planner, Joint Multinational Readiness Center Field AAR coordinator or VI Supervisor at one of the Combat Training Centers (CTC).

(c) Self-development. Under SSD, MSGs will be automatically enrolled in SSD Level IV. NCOs must complete SSD Level IV prior to attending the Sergeants Major Course (SMC) or prior to one year time in grade as a MSG/ISG effective 1 JAN 13 . MSGs (P) will be automatically enrolled in SSD Level V upon completing Sergeants Major Course (or equivalent). SSD Level V tasks are primarily focused at nominative and joint staff levels. A college degree is not a requirement for promotion, but it may be a significant factor for selection to SGM and should be pursued whenever possible. MSGs should strive to complete at least two years of college prior to eligibility for the Sergeant Major Board.

(d) Additional training. Airborne, VI Management Course and another suggested Army correspondence course is available online at the <http://www.atsc.army.mil/accp/aipdnew.asp> Website.

(e) Special assignments. Active Component/ Reserve Component (AC/RC) Advisor, Senior Career Manager.

(3) SGM/CSM.

(a) Institutional training. Sergeants Major Course (SMC) (for conditional promotion to SGM/CSM (see AR 600-8-19, para 1-27b) and Command Sergeants Major Course (CSMC).

(b) Operational assignments. SGMs should seek assignments as Chief VI NCO in the Information Services Support Branch of a Theater Signal Command, on HQDA or Theater staff, as Signal Center VI Staff NCO, as supervisor of 50 or more personnel that are engaged in VI activities, or senior enlisted advisor at the Defense Information School.

(c) Self-development. SGMs are automatically enrolled in SSD Level V upon completion of the Sergeants Major Course (SMC). SSD Level V tasks are primarily focused at nominative and joint staff levels. SGMs should have an Associate's degree and should pursue a bachelor's or higher level degree.

(d) Additional training. VI Management Course and Army Force Management School. Suggested Army correspondence courses: None.

(e) Special assignments. AC/RC Advisor.

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

e. GI to Jobs. See COOL Website.

11–15. MOS 25Z 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 menu. PDMs then can be selected from the "Professional Development" gadget on the MT2 Page. Alternately, users may go to a PDM selection menu at the following web address: <https://ile.atsc.army.mil/pdmPublic/pdm.html>.

11–16. MOS 25Z Reserve Component

The integrated use of the Reserve Component (RC), which includes the Army National Guard and Army Reserves, is essential to the successful accomplishment of military operations. The RC represents substantive elements of the structure and capability of each service. The contributions of the RC cover the entire spectrum of forces from combat, to CS or CSS, and general supporting forces. The RC Soldier must possess the same qualifications and capabilities within the unit of assignment as his/her Active Army (AA) counterpart in a similar unit of assignment. Duty assignments for career progression do not parallel those of the AA. Assignments are constrained based on availability within their state or region. Geographical limitations will determine the types of units in which RC Soldiers may serve, The Army Training System (TATS) and Noncommissioned Officer Education System (NCOES) satisfies professional development and functional area requirements. This is the same for all Army components.

11–17. Signal Operations (SO) - Duties

The Signal Operations, which is a part of CMF 25, provides communications for activities Army wide. These MOSs are responsible for supervising, operating and maintaining tactical and strategic transmission and switching equipment, network control facilities, single and multi-channel radio systems; the operation, control and maintenance of Defense Satellite Communication System (DSCS) and tactical satellite communications systems; maintaining maneuver control systems and Single Channel Ground and Airborne Radio Systems (SINCGARS); installing and repairing cable and fiber optics systems; installing and maintaining wide area networks (WAN); and installing and maintaining the Enhanced Position Location and Reporting System (EPLRS) and Joint Tactical Radio Systems (JTRS) Network Management Terminals. These Soldiers serve in positions at all echelons, in TDA and MTOE units, both signal and non-signal. They serve in combat arms, joint, allied, and special activities. The SO Soldiers serve in the White House Communications Agency (WHCA) providing presidential communications support. Assignments also exist in Special Operations units, Military Information Support Operations units, and key positions at the Combat Training Centers (CTCs) to include the North Atlantic Treaty Organization (NATO). Signal Operations Soldiers assignments occur in every theater of operation at every level of command. All MOSs in this SO are open to women. However, certain positions in combat arms units are closed to women because of their projected proximity to direct combat. A detailed description of SO MOSs are located in DA Pam 611–21.

11–18. MOS 25C Radio Operator-Maintainer

a. Major duties. See DA Pam 611–21 in the HRC Smartbook for details.

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

c. Goals for development. The purpose of the Career Progression Plan is to inform Soldiers the Signal Corps intent for their career pattern and professional development. Junior enlisted Soldiers should take steps to increase their technical and basic Soldiering attributes. Soldiers should use online training resources to continue to develop and enhance the skills needed to support the modular force. To develop Radio Operator-Maintainers into professional Soldiers, their assignments must focus on the challenging and demanding jobs such as team chief, section chief, and Platoon Sergeant. Senior NCOs should seek challenging positions such as Platoon Sergeant, First Sergeant or other leadership positions and serve in special and joint assignments. Soldiers should seek the demanding jobs such as Operations Sergeant and serve in special or joint assignments. Follow-on assignments at the brigade and division staff will add to their overall professional knowledge. Soldiers should avoid repetitive assignments outside of MOS (for example, going from Drill Sergeant to Recruiter duty, Instructor/Writer, staff, or similar positions) whenever possible. This will ensure necessary diversity throughout the career path. It is possible that repetitive assignments will occur to meet the needs of the Army Soldiers should interject and communicate their desire for assignments that allow them to remain competitive.

(1) *PVT-SPC/CPL.*

(a) Institutional training. Advanced individual training (AIT), Warrior Leadership Course (WLC), and Enhanced Position Location and Reporting System (EPLRS) Network Manager Operator-Maintainer (ASI T2).

(b) Operational assignments. Soldiers should focus on building a strong base of technical expertise in equipment, basic MOS skills and common Soldier tasks during the early years of a career. Assignments such as Radio Operator-Maintainer, EPLRS Network Manager (ENM) Operator-Maintainer and Enhanced Ground/Grid Reference Unit (EGRU) Operator enhance technical and operational expertise. Soldiers should seek responsibility and take advantage of opportunities to display their leadership skills, initiative and motivation.

(c) Self-development. Under Structured Self Development (SSD) Level I, Soldiers are enrolled automatically after completing Basic Training (BCT) or One Station Unit Training (OSUT) effective 1 OCT 10; Beginning FY13, Soldiers must complete SSD Level I prior to attending WLC. Soldiers PVT – SPC who completed BCT/OSUT, but not WLC, prior to 1 SEP 10 are automatically enrolled by 1 JAN 12. SSD Level I tasks are primarily focused at the team level. Under Guided Self Development (GSD), Soldiers and their chain of command must exploit every education opportunity when the Operational Tempo (OPTEMPO) of tactical assignments limit the opportunity for civilian education. There are alternative methods for obtaining college credits outside of the traditional classroom instruction. This includes the Internet and Army correspondence courses (see para (d) below), College Level Examination Program (CLEP) and Defense Activity for Non-Traditional Education Support (DANTES). Soldiers may convert Military education and experience to college credit by maximizing the Service Member Opportunity College Associate's Degree (SOCAD) program. Soldiers should visit the Credentialing Opportunities On-Line (COOL) <https://www.cool.army.mil/> Website for civilian credentials associated with their respective MOS. The completion of a college level English course is recommended prior to attending the Warrior Leaders Course (WLC). Soldiers should use this time to improve their Armed Services Vocation Aptitude Battery (ASVAB) scores as appropriate. Soldiers should see their chain of command and the installation education office for more information on education programs and financial support. Soldiers may enroll in the Army Correspondence Course Program (ACCP) online at the <http://www.atsc.army.mil/accp/aipdnew.asp> Website.

(d) Additional training. Airborne and Air Assault Courses. Suggested Army correspondence courses: Single Channel Radio Operator Course and the Radio Operator-Maintainer Course.

(e) Special assignments. None.

(2) *SGT.*

(a) Institutional training. Warrior Leadership Course (WLC) is not conditional for promotion to SGT, (see AR 600–8–19, 1-27); Advanced Leader Course (ALC). Successful graduation with honors from these courses may be a significant promotion factor.

(b) Operational assignments. During this phase of a career NCOs should focus on tactical assignments to develop Soldier leadership skills, hone technical expertise, and lay a foundation of tactical knowledge. NCOs at every opportunity, should seek the positions that allow them to gain leadership experience such as senior radio operator-maintainer and senior EGRU Operator.

(c) Self-development. There is no SSD Level II. Advance Leaders Course Common Core (ALC-CC) is in lieu of SSD Level II. All SGTs who are graduates of ALC are automatically enrolled in SSD Level III effective 1 JAN 11. SGTs (P) are enrolled in SSD Level III automatically upon completion of all phases of ALC. SSD Level III tasks are primarily focused at the platoon level. Under GSD, NCOs and their chain of command must exploit every education opportunity when the Operational Tempo (OPTEMPO) of tactical assignments limit the opportunity for civilian education. There are alternative methods for obtaining college credits outside of the traditional classroom instruction. This includes the Internet and Army correspondence courses (see para (d) below), College Level Examination Program (CLEP), and Defense Activity for Non-Traditional Education Support (DANTES). Soldiers may convert Military education and experience to college credit by maximizing the Service Member Opportunity College Associate's Degree (SOCAD) program. Soldiers should visit the Credentialing Opportunities On-Line (COOL) <https://www.cool.army.mil/> Website for civilian credentials associated with their respective MOS. The completion of a college level English course is recommended prior to attending the Warrior Leaders Course (WLC). Soldiers should use this time to improve their Armed Services Vocation Aptitude Battery (ASVAB) scores as appropriate. Soldiers should see their chain of command and the installation education office for more information on education programs and financial support. Soldiers may enroll in the Army Correspondence Course Program (ACCP) online at the <http://www.atsc.army.mil/accp/airp/new.asp> Website.

(d) Additional training. EPLRS Network Manager Operator-Maintainer (ASI T2), Airborne, and Air Assault. Suggested Army correspondence courses: Single Channel Radio Operator Course; Radio Operator Maintainer Course.

(e) Special assignments. None.

(3) SSG.

(a) Institutional training. Soldiers must be a Warrior Leader Course (WLC) graduate or equivalent for recommendation to SSG (see AR 600-8-19, para 1-27d). SSG must be a graduate of Advanced Leaders Course (ALC) or higher NCOES course in order to be considered for promotion to SFC (see AR 600-8-19, para 4-2); Senior Leaders Course (SLC); Battle Staff Course (BSC). Successful graduation with honors from these courses may be a significant promotion factor.

(b) Operational assignments. NCOs should focus on continued development and refinement of their skills with assignments, which develop leadership skills, hone technical expertise, and lay a foundation of tactical knowledge during this phase of their career. NCOs should seek positions to gain leadership experience such as Radio Supervisor, EPLRS NCS Supervisor, Radio Section Chief, EPLRS Plans/Operations NCO and Radio Operations NCO at every opportunity.

(c) Self-development. Under SSD, all SSGs who are graduates of ALC are automatically enrolled in SSD Level III effective 1 JAN 11. SSGs (P) will be enrolled automatically in SSD Level IV upon completion of SLC. NCOs should complete SSD Level III after graduating ALC and prior to graduating SLC. SSD Level IV tasks are primarily focused at the battalion level. NCOs should actively seek opportunities to further their civilian and military education (see para (d), below). Pursuing a college education is not a mandatory requirement but one that will place you above your peers who are not striving to obtain college credits. Soldiers should plan their college program around a degree that relates to their MOS using information provided on the SOCAD Web site.

(d) Additional training. EPLRS Network Manager Operator-Maintainer (ASI T2), Airborne, and Air Assault. Suggested Army correspondence courses: Single Channel Radio Operator Course and the Radio Operator Maintainer Course.

(e) Special assignments. AIT Platoon Sergeant, Drill Sergeant, White House Communications Agency (WHCA), Recruiter, Instructor/Writer, AC/RC advisor, Military Transition Team (MiTT) Communications Chief, Advanced Leaders Course (ALC) Small Group Leader (SGL).

(4) *SFC/MSG*. See paragraph 11–45.

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

e. *GI to Jobs*. See GI to Jobs COOL Website.

11–19. MOS 25C 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 menu. PDMs then can be selected from the "Professional Development" gadget on the MT2 Page. Alternately, users may go to a PDM selection menu at the following web address: <https://ile.atsc.army.mil/pdmPublic/pdm.html>.

11–20. MOS 25C Reserve Component

The integrated use of the Reserve Component (RC), which includes the Army National Guard and Army Reserves, is essential to the successful accomplishment of military operations. The RC represents substantive elements of the structure and capability of each service. The contributions of the RC cover the entire spectrum of forces from combat, to combat support (CS) or combat service support (CSS), and general supporting forces. The RC Soldier must possess the same qualifications and capabilities within a unit of assignment as the Active Army (AA) counterpart in a similar unit of assignment. Duty assignments for career progression do not parallel those of the AA. Assignments are constrained based on availability within a state or region. Geographical limitations will determine the types of units in which RC Soldiers can serve, The Army Training System (TATS) and Noncommissioned Officer Education System (NCOES) satisfies professional development and functional area requirements. This is the same for all Army components.

11–21. MOS 25F Network Switching Systems Operator-Maintainer

a. *Major duties*. See DA Pam 611–21 in the HRC Smartbook for details.

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

c. *Goals for development*. The purpose of the Career Progression Plan is to inform Soldiers the Signal Corps intent for their career pattern and professional development. Junior enlisted Soldiers should take steps to increase their technical and basic Soldiering attributes. Soldiers should use online training resources to increase their knowledge of complex Internet Protocol (IP) based systems and equipment that is needed to support the modular force. Junior enlisted assignments must focus on challenging, and demanding jobs such as Team Chief and Section Chief. Soldiers should avoid repetitive assignments outside of the MOS (for example, going from Drill Sergeant to Recruiter duty, Instructor/Writer, staff, or similar positions) whenever possible. This will ensure necessary diversity throughout the career path. It is possible that repetitive assignments will occur to meet the needs of the Army. Soldiers should interject and communicate their desire for assignments that allow them to remain competitive.

(1) *PVT–SPC/CPL*.

(a) *Institutional training*. Advanced individual training (AIT) and Warrior Leadership Course (WLC).

1. This MOS is currently trained under Assignment Oriented Training (AOT). This strategy trains Soldiers on the equipment systems and skills they will need for their first assignment, rather than all of the equipment and skills in the MOS inventory. This method produces a Soldier that is focused for their first unit of assignment. Soldiers receive additional training at their initial unit that will better prepare them for reassignment to other units with different equipment sets.

2. The MOS training is broken into three phases. Phase one is an MOS common core which teaches those critical skills required by any Soldier holding the MOS. Phase two is related specifically to the equipment and critical skills the Soldier will encounter at their first unit of assignment. Soldiers are awarded the MOS and an ASI upon completion of the phase two course. Phase three consists of the remaining technical track of training the Soldier did not receive during phase two.

3. The two ASIs used to identify AOT training are 7D and 7E. ASI 7D is used to identify positions in echelon corps and below and units with related equipment and skills. ASI 7E is used to identify positions in echelons above corps and units with related equipment and skills. Soldiers holding both ASIs are trained in all aspects of their MOS and are considered worldwide assignable.

(b) Operational assignments. Soldiers should focus on building a strong base of technical expertise in equipment, basic MOS skills and common Soldier tasks during the early years of their career. Soldiers should seek responsibility and take advantage of opportunities to display leadership skills, initiative, and motivation.

(c) Self-development. Under Structured Self Development (SSD) Level I, Soldiers are enrolled automatically after completing Basic Training (BCT) or One Station Unit Training (OSUT) effective 1 OCT 10; Beginning FY13, Soldiers must complete SSD Level I prior to attending WLC. Soldiers PVT – SPC who completed BCT/OSUT, but not WLC, prior to 1 SEP 10 are automatically enrolled by 1 JAN 12. SSD Level I tasks are primarily focused at the team level. Under Guided Self Development (GSD), Soldiers and their chain of command must exploit every education opportunity when the Operational Tempo (OPTEMPO) of tactical assignments limit the opportunity for civilian education. There are alternative methods for obtaining college credits outside of the traditional classroom instruction. This includes the Internet and Army correspondence courses (see para *(d)* below), College Level Examination Program (CLEP) and Defense Activity for Non-Traditional Education Support (DANTES). Soldiers may convert Military education and experience to college credit by maximizing the Service Member Opportunity College Associate's Degree (SOCAD) program. Soldiers should visit the Credentialing Opportunities On-Line (COOL) <https://www.cool.army.mil/> Website for civilian credentials associated with their respective MOS. The completion of a college level English course is recommended prior to attending the Warrior Leaders Course (WLC). Soldiers should use this time to improve their Armed Services Vocation Aptitude Battery (ASVAB) scores as appropriate. Soldiers should see their chain of command and the installation education office for more information on education programs and financial support. Soldiers may enroll in the Army Correspondence Course Program (ACCP) online at the <http://www.atsc.army.mil/accp/aipdnew.asp> Website.

(d) Additional training. Airborne and Air Assault. Suggested Army correspondence courses: Network Switching Systems Operator Maintainer Course.

(e) Special assignments. None.

(2) SGT.

(a) Institutional training. Warrior Leadership Course (WLC) is not conditional for promotion to SGT, see AR 600–8–19, 1-27). Advanced Leader Course (ALC). Successful graduation with honors from these courses may be a significant promotion factor.

(b) Operational assignments. NCOs should focus on tactical assignments to develop Soldier leadership skills, hone technical expertise and lay a foundation of tactical knowledge. NCOs at every opportunity, should seek the positions that allow them to gain leadership experience.

(c) Self-development. Under SSD, there is no SSD Level II. Advance Leaders Course Common Core (ALC-CC) is in lieu of SSD Level II. All SGTs who are graduates of ALC are automatically enrolled in SSD Level III effective 1 JAN 11. SGTs (P) are enrolled in SSD Level III automatically upon completion of all phases of ALC. SSD Level III tasks are primarily focused at the platoon level. Under GSD, NCOs and their chain of command must exploit every education opportunity when the Operational Tempo (OPTEMPO) of tactical assignments limit the opportunity for civilian education. There are alternative methods for obtaining college credits outside of the traditional classroom instruction. This includes the Internet and Army correspondence courses (see para *(d)* below), College Level Examination Program (CLEP) and Defense Activity for Non-Traditional Education Support (DANTES). Soldiers may convert Military education and experience to college credit by maximizing the Service Member Opportunity College Associate's Degree (SOCAD) program. Soldiers should visit the Credentialing Opportunities On-Line (COOL) <https://www.cool.army.mil/> Website for civilian credentials associated with their respective MOS. The completion of a college level English course is recommended prior to attending the Warrior Leaders Course (WLC). Soldiers should use this time to improve their Armed Services Vocation Aptitude Battery (ASVAB) scores as appropriate. Soldiers should see their chain of command and the installation education office for more information

on education programs and financial support. Soldiers may enroll in the Army Correspondence Course Program (ACCP) online at the <http://www.atsc.army.mil/accp/ajpdnew.asp> Website.

(d) Additional training. Airborne and Air Assault. Suggested correspondence course: Network Switching Systems Operator Maintainer Course.

(e) Special assignments. None.

(3) SSG.

(a) Institutional training. Soldiers must be a Warrior Leader Course (WLC) graduate or equivalent for recommendation to SSG (see AR 600-8-19, para 1-27d). SSG must be a graduate of Advanced Leaders Course (ALC) or higher NCOES course in order to be considered for promotion to SFC (see AR 600-8-19, para 4-2); Senior Leaders Course (SLC); Battle Staff Course (BSC). Successful graduation with honors from these courses may be a significant promotion factor.

(b) Operational assignments. NCOs should focus on continued development and refinement of their skills with assignments, which develop leadership skills, hone technical expertise, and lay a foundation of tactical knowledge during this phase of their career. NCOs should seek the positions that allow them to gain leadership experience at every opportunity.

(c) Self-development. Under SSD, all SSGs who are graduates of ALC are automatically enrolled in SSD Level III effective 1 JAN 11. SSGs (P) will be enrolled automatically in SSD Level IV upon completion of SLC. SSD Level IV tasks are primarily focused at the battalion level. NCOs should complete SSD Level III after graduating ALC and prior to graduating SLC. Under GSD, NCOs should actively seek opportunities to further their civilian and military education (see para (d), below). Pursuing a college education is not a mandatory requirement but one that will place you above your peers who are not striving to obtain college credits. Soldiers should plan their college program around a degree that relates to their MOS using information provided on the SOCAD Web site.

(d) Additional training. Airborne, and Air Assault. Suggested Army correspondence courses: Network Switching Systems Operator Maintainer Course

(e) Special assignments. AIT Platoon Sergeant, Instructor/Writer, Small Group Leader (SGL), Drill Sergeant, Recruiter, Military Transition Team (MiTT) Communications Chief, White House Communications Agency (WHCA) and Active Component/ Reserve Component (AC/RC) Advisor.

(4) SFC/MSG. See paragraph 11-45.

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

e. GI to Jobs. See GI to Jobs COOL Website.

11-22. MOS 25F 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 menu. PDMs then can be selected from the "Professional Development" gadget on the MT2 Page. Alternately, users may go to a PDM selection menu at the following web address: <https://ile.atsc.army.mil/pdmPublic/pdm.html>.

11-23. MOS 25F Reserve Component

The integrated use of the Reserve Component (RC), which includes the Army National Guard and Army Reserves, is essential to the successful accomplishment of military operations. The RC represents substantive elements of the structure and capability of each service. The contributions of the RC cover the entire spectrum of forces from combat, to combat support (CS) or combat service support (CSS), and general supporting forces. The RC Soldier must possess the same qualifications and capabilities within the unit of assignment as his or her Active Army (AA) counterpart in a similar unit of assignment. Duty assignments for career progression do not parallel those of the AA. Assignments are constrained based on availability within their state or region. Geographical limitations will determine the types of units in which RC Soldiers may serve, The Army Training System (TATS) and

Noncommissioned Officer Education System (NCOES) satisfies professional development and functional area requirements. This is the same for all Army components.

11–24. MOS 25L Cable Systems Installer-Maintainer

a. Major duties. See DA Pam 611–21 in the HRC Smartbook for details.

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

c. Goals for development. The purpose of the Career Progression Plan is to inform Soldiers the Signal Corps intent for their career pattern and professional development. Junior enlisted Soldiers should take steps to increase their technical and basic Soldiering attributes. Soldiers should use online training resources to continue developing and enhancing these technical skills needed to support the modular force. Junior enlisted assignments must focus on challenging, and demanding jobs such as Team Chief and Section Chief. Senior NCOs should seek challenging positions such as Platoon Sergeant, First Sergeant or other leadership positions and serve in special and joint assignments. Senior Signal NCOs should seek the demanding jobs such as Operations Sergeant and serve in special or joint assignments. Follow-on assignments at the brigade and division staff will add to their overall professional knowledge. Soldiers should avoid repetitive assignments outside of MOS (for example, going from Drill Sergeant to Recruiter duty, Instructor/Writer, staff, or similar positions) whenever possible. This will ensure necessary diversity throughout the career path. It is possible repetitive assignments will occur to meet the needs of the Army. Soldiers should interject and communicate their desire for assignments that allow them to remain competitive. Senior NCOs should round out their career with Army level experience.

(1) *PVT–SPC/CPL.*

(a) Institutional training. Advanced individual training (AIT) and Warrior Leadership Course (WLC).

(b) Operational assignments. A Soldier should focus on building a strong base of technical expertise, basic MOS skills, and common Soldier tasks during the early years of their career. . Assignments such as Cable Systems Installer Maintainer, antenna installer-maintainer and cable system splicer enhance technical and operational expertise. Soldiers should seek responsibility and take advantage of opportunities to display their leadership skills, initiative and motivation.

(c) Self-development. Under Structured Self Development (SSD) Level I, Soldiers are enrolled automatically after completing Basic Training (BCT) or One Station Unit Training (OSUT) effective 1 OCT 10; Beginning FY13, Soldiers must complete SSD Level I prior to attending WLC. Soldiers PVT – SPC who completed BCT/OSUT, but not WLC, prior to 1 SEP 10 are automatically enrolled by 1 JAN 12. SSD I tasks are primarily focused at the team level. Under Guided Self Development (GSD), Soldiers and their chain of command must exploit every education opportunity when the Operational Tempo (OPTEMPO) of tactical assignments limit the opportunity for civilian education. There are alternative methods for obtaining college credits outside of the traditional classroom instruction. This includes the Internet and Army correspondence courses (see para (d) below), College Level Examination Program (CLEP) and Defense Activity for Non-Traditional Education Support (DANTES). Soldiers may convert Military education and experience to college credit by maximizing the Service Member Opportunity College Associate's Degree (SOCAD) program. Soldiers should visit the Credentialing Opportunities On-Line (COOL) <https://www.cool.army.mil/> Website for civilian credentials associated with their respective MOS. The completion of a college level English course is recommended prior to attending the Warrior Leaders Course (WLC). Soldiers should use this time to improve their Armed Services Vocation Aptitude Battery (ASVAB) scores as appropriate. Soldiers should see their chain of command and the installation education office for more information on education programs and financial support. Soldiers may enroll in the Army Correspondence Course Program (ACCP) online at the <http://www.atsc.army.mil/accp/aipdnew.asp> Website.

(d) Additional training. Antenna Installation, Cable Splicing, Airborne and Air Assault. Suggested Army correspondence courses: Antenna Installation Course; Cable Splicing Course.

(e) Special assignments. None.

(2) *SGT.*

(a) *Institutional training.* Warrior Leadership Course (WLC) is not conditional for promotion to SGT, see AR 600-8-19, 1-27); Advanced Leader Course (ALC); Successful graduation with honors from this course may be a significant promotion factor.

(b) *Operational assignments.* During this phase of a career NCOs should focus on tactical assignments to develop Soldier leadership skills, hone technical expertise and lay a foundation of tactical knowledge. NCOs at every opportunity should seek the positions that allow them to gain leadership experience such as Cable System Team Chief, Antenna Team Chief, Senior Cable System Installer-Maintainer and Senior Cable System Splicer.

(c) *Self-development.* Under SSD, there is no SSD Level II. Advance Leaders Course Common Core (ALC-CC) is in lieu of SSD Level II. All SGTs who are graduates of ALC are automatically enrolled in SSD Level III effective 1 JAN 11. SGTs (P) are enrolled in SSD Level III automatically upon completion of all phases of ALC. SSD Level III tasks are primarily focused at the platoon level. Under GSD, NCOs and their chain of command must exploit every education opportunity when the Operational Tempo (OPTEMPO) of tactical assignments limit the opportunity for civilian education. There are alternative methods for obtaining college credits outside of the traditional classroom instruction. This includes the Internet and Army correspondence courses (see para (d) below), College Level Examination Program (CLEP) and Defense Activity for Non-Traditional Education Support (DANTES). Soldiers may convert Military education and experience to college credit by maximizing the Service Member Opportunity College Associate's Degree (SOCAD) program. Soldiers should visit the Credentialing Opportunities On-Line (COOL) <https://www.cool.army.mil/> Website for civilian credentials associated with their respective MOS. The completion of a college level English course is recommended prior to attending the Warrior Leaders Course (WLC). Soldiers should use this time to improve their Armed Services Vocation Aptitude Battery (ASVAB) scores as appropriate. Soldiers should see their chain of command and the installation education office for more information on education programs and financial support. Soldiers may enroll in the Army Correspondence Course Program (ACCP) online at the <http://www.atsc.army.mil/accp/ajpdnew.asp> Website.

(d) *Additional training.* Antenna Installation, Cable Splicing, Airborne, Air Assault. Suggested Army correspondence courses: Antenna Installation Course; Cable Splicing Course.

(e) *Special assignments.* Recruiter, Instructor/Writer, and White House Communications Agency (WHCA).

(3) *SSG.*

(a) *Institutional training.* Soldiers must be a Warrior Leader Course (WLC) graduate or equivalent for recommendation to SSG (see para 1-27d); Advanced Leaders Course (ALC); Senior Leaders Course (SLC); Battle Staff Course (BSC). Successful graduation with honors from these courses may be a significant promotion factor.

(b) *Operational assignments.* NCOs should focus on continued development and refinement of their skills with assignments, which develop leadership skills, hone technical expertise, and lay a foundation of tactical knowledge during this phase of their career. NCOs should seek positions to gain leadership experience such as Cable System Team Chief, Cable System Section Chief, and Cable Operations NCO at every opportunity.

(c) *Self-development.* Under SSD, all SSGs who are graduates of ALC are automatically enrolled in SSD Level III effective 1 JAN 11. SSGs (P) will be enrolled automatically in SSD Level IV upon completion of SLC. NCOs should complete SSD Level III after graduating ALC and prior to graduating SLC. SSD Level IV tasks are primarily focused at the battalion level. Under GSD, NCOs should actively seek opportunities to further their civilian and military education (see para (d), below). Pursuing a college education is not a mandatory requirement but one that will place you above your peers who are not striving to obtain college credits. Soldiers should plan their college program around a degree that relates to their MOS using information provided on the SOCAD Web site.

(d) *Additional training.* Antenna Installation, Cable Splicing, Airborne, and Air Assault. Suggested Army correspondence courses: Antenna Installation Course; Cable Splicing Course.

(e) *Special assignments.* AIT Platoon Sergeant, Drill Sergeant, Military Transition Team (MiTT), Advanced Leaders Course (ALC) Small Group Leader (SGL), and Recruiter.

(4) *SFC/MSG.* See paragraph 11-45.

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

e. *GI to Jobs.* See GI to Jobs COOL Website.

11–25. MOS 25L 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 menu. PDMs then can be selected from the "Professional Development" gadget on the MT2 Page. Alternately, users may go to a PDM selection menu at the following web address: <https://ile.atsc.army.mil/pdmPublic/pdm.html>.

11–26. MOS 25L Reserve Component

The integrated use of the Reserve Component (RC), which includes the Army National Guard and Army Reserves, is essential to the successful accomplishment of military operations. The RC represents substantive elements of the structure and capability of each service. The contributions of the RC cover the entire spectrum of forces from combat, to combat support (CS) or combat service support (CSS), and general supporting forces. The RC Soldier must possess the same qualifications and capabilities within the unit of assignment as his or her Active Army (AA) counterpart in a similar unit of assignment. Duty assignments for career progression do not parallel those of the AA. Assignments are constrained based on availability within their state or region. Geographical limitations will determine the types of units in which RC Soldiers may serve, The Army Training System (TATS), Noncommissioned Officer Education System (NCOES) satisfies professional development and functional area requirements. This is the same for all Army components.

11–27. MOS 25N Nodal Network Systems Operator-Maintainer

a. *Major duties.* See DA Pam 611–21 in the HRC Smartbook for details.

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

c. *Goals for development.* The purpose of the Career Progression Plan is to inform Soldiers the Signal Corps intent for their career pattern and professional development. Junior enlisted Soldiers should take steps to increase their technical and basic soldiering attributes. Soldiers should use online training resources to increase their knowledge of complex Internet Protocol (IP) based systems and equipment that is needed to support the modular force. Junior enlisted assignments must focus on challenging, and demanding jobs such as team chief and section chief. Soldiers should avoid repetitive assignments outside of the MOS (such as going from Drill Sergeant to Recruiter duty, Instructor/Writer, staff, or similar positions) whenever possible. This will ensure necessary diversity throughout the career path. It is possible repetitive assignments will occur to meet the needs of the Army. Soldiers should interject and communicate their desire for assignments that allow them to remain competitive.

(1) *PVT–SPC/CPL.*

(a) *Institutional training.* Advanced Individual Training (AIT) and Warrior Leader Course (WLC).

(b) *Operational assignments.* A Soldier should focus on building a strong base of technical expertise, basic MOS skills, and common Soldier tasks during the early years of their career. . Assignments such as Nodal Network Systems Operator-Maintainer, IP Switch Systems Repairer, and Node Operations Systems Operator-Maintainer enhance technical and operational expertise. Soldiers should seek responsibility and take advantage of opportunities to display leadership skills, initiative, and motivation.

(c) *Self-development.* Under Structured Self Development (SSD) Level I, Soldiers are enrolled automatically after completing Basic Training (BCT) or One Station Unit Training (OSUT) effective 1 OCT 10; Beginning FY13, Soldiers must complete SSD Level I prior to attending WLC. Soldiers PVT – SPC who completed BCT/OSUT, but not WLC, prior to 1 SEP 10 are automatically enrolled by 1 JAN 12. Soldiers SSD Level I tasks are primarily focused at the team level. Under Guided Self Development (GSD), Soldiers and their chain of command must exploit every education opportunity when the Operational Tempo (OPTEMPO) of tactical assignments limit the opportunity for civilian education. There are alternative methods for obtaining college credits outside of the traditional classroom instruction. This includes the Internet and Army correspondence courses (see para (d) below),

College Level Examination Program (CLEP) and Defense Activity for Non-Traditional Education Support (DANTES). Soldiers may convert Military education and experience to college credit by maximizing the Service Member Opportunity College Associate's Degree (SOCAD) program. Soldiers should visit the Credentialing Opportunities On-Line (COOL) <https://www.cool.army.mil/> Website for civilian credentials associated with their respective MOS. The completion of a college level English course is recommended prior to attending the Warrior Leaders Course (WLC). Soldiers should use this time to improve their Armed Services Vocation Aptitude Battery (ASVAB) scores as appropriate. Soldiers should see their chain of command and the installation education office for more information on education programs and financial support. Soldiers may enroll in the Army Correspondence Course Program (ACCP) online at the <http://www.atsc.army.mil/accp/aipdnew.asp> Website.

(d) Additional training. Airborne and Air Assault. Suggested Army correspondence courses: Network Switching Systems Operator-Maintainer Course. There is also an online Joint Network Node (JNN) simulation that is available via the Fort Gordon LandWarNet University.

(e) Special assignments. None.

(2) SGT.

(a) Institutional training. Warrior Leadership Course (WLC) is not conditional for promotion to SGT, see AR 600-8-19, 1-27); Advanced Leader Course (ALC). Successful graduation with honors from this course may be a significant promotion factor.

(b) Operational assignments. During this phase of a career NCOs should focus on tactical assignments to develop Soldier leadership skills, hone technical expertise, and lay a foundation of tactical knowledge. NCOs at every opportunity should seek the positions that allow them to gain leadership experience such as Senior Nodal Network Systems Operator-Maintainer and Senior IP Switch Systems Repairer.

(c) Self-development. Under SSD, there is no SSD Level II. Advance Leaders Course Common Core (ALC-CC) is in lieu of SSD Level II. All SGTs who are graduates of ALC are automatically enrolled in SSD Level III effective 1 JAN 11. SGTs (P) are enrolled in SSD Level III automatically upon completion of all phases of ALC. SSD Level III tasks are primarily focused at the platoon level. Under GSD, NCOs and their chain of command must exploit every education opportunity when the Operational Tempo (OPTEMPO) of tactical assignments limit the opportunity for civilian education. There are alternative methods for obtaining college credits outside of the traditional classroom instruction. This includes the Internet and Army correspondence courses (see para (d) below), College Level Examination Program (CLEP) and Defense Activity for Non-Traditional Education Support (DANTES). Soldiers may convert Military education and experience to college credit by maximizing the Service Member Opportunity College Associate's Degree (SOCAD) program. Soldiers should visit the Credentialing Opportunities On-Line (COOL) <https://www.cool.army.mil/> Website for civilian credentials associated with their respective MOS. The completion of a college level English course is recommended prior to attending the Warrior Leaders Course (WLC). Soldiers should use this time to improve their Armed Services Vocation Aptitude Battery (ASVAB) scores as appropriate. Soldiers should see their chain of command and the installation education office for more information on education programs and financial support. Soldiers may enroll in the Army Correspondence Course Program (ACCP) online at the <http://www.atsc.army.mil/accp/aipdnew.asp> Website.

(d) Additional training. Airborne and Air Assault. Suggested correspondence courses: Network Switching Systems Operator Maintainer Course. There is an online Joint Network Node (JNN) simulation that is available via the Fort Gordon LandWarNet University.

(e) Special assignments. None.

(3) SSG.

(a) Institutional training. Soldiers must be a Warrior Leader Course (WLC) graduate or equivalent for recommendation to SSG (see AR 600-8-19, para 1-27a). SSG must be a graduate of Advanced Leaders Course (ALC) or higher NCOES course in order to be considered for promotion to SFC (see AR 600-8-19, para 4-2); Senior Leaders Course (SLC); Battle Staff Course (BSC). Successful graduation with honors from these courses may be a significant promotion factor.

(b) Operational assignments. NCOs should focus on continued development and refinement of their skills with assignments, which develop leadership skills, hone technical expertise, and lay a foundation of tactical knowledge during this phase of their career. NCOs at every opportunity should seek positions to gain leadership experience such as Nodal Network Systems Supervisor, Network Management Systems Supervisor, Nodal Operations Systems NCO, and Plans/Operations NCO.

(c) Self-development. Under SSD, all SSGs who are graduates of ALC are automatically enrolled in SSD Level III effective 1 JAN 11. SSGs (P) will be enrolled automatically in SSD Level IV upon completion of SLC. SSD IV tasks are primarily focused at the battalion level. Under GSD, NCOs should actively seek opportunities to further their civilian and military education (see para (d), below). Pursuing a college education is not a mandatory requirement but one that will place you above your peers who are not striving to obtain college credits. Soldiers should plan their college program around a degree that relates to their MOS using information provided on the SOCAD Web site.

(d) Additional training. Airborne and Air Assault. Suggested Army correspondence courses: Network Switching Systems Operator-Maintainer Course; NCO Basic Leadership Subjects Course (SGT and above). There is also an online Joint Network Node (JNN) simulation that is available via the Fort Gordon LandWarNet University.

(e) Special assignments. AIT Platoon Sergeant, Instructor, Drill Sergeant, Recruiter, Advanced Leaders Course (ALC) Small Group Leader (SGL), Active Component/Reserve Component (AC/RC) Advisor, and White House Communications Agency (WHCA).

(4) *SFC/MSG.* See paragraph 11–45.

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

e. GI to Jobs. See GI to Jobs COOL Website.

11–28. MOS 25N 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 menu. PDMs then can be selected from the "Professional Development" gadget on the MT2 Page. Alternately, users may go to a PDM selection menu at the following web address: <https://ile.atsc.army.mil/pdmPublic/pdm.html>.

11–29. MOS 25N Reserve Component

The integrated use of the Reserve Component (RC), which includes the Army National Guard and Army Reserves, is essential to the successful accomplishment of military operations. The RC represents substantive elements of the structure and capability of each service. The contributions of the RC cover the entire spectrum of forces from combat, to combat support (CS) or combat service support (CSS), and general supporting forces. The RC Soldier must possess the same qualifications and capabilities within the unit of assignment as his or her Active Army (AA) counterpart in a similar unit of assignment. Duty assignments for career progression do not parallel those of the AA. Assignments are constrained based on availability within their state or region. Geographical limitations will determine the types of units in which RC Soldiers can serve, The Army Training System (TATS), Noncommissioned Officer Education System (NCOES) satisfies professional development and functional area requirements. This is the same for all Army components.

11–30. MOS 25P Microwave Systems Operator-Maintainer

a. Major duties. See DA Pam 611–21 in the HRC Smartbook for details.

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

c. Goals for development. The purpose of the Career Progression Plan is to inform Soldiers the Signal Corps intent for their career pattern and professional development. Junior enlisted Soldiers should take steps to increase their technical and basic Soldiering attributes. Junior enlisted assignments must focus on the hard, demanding jobs such as team chief and section chief. Senior NCOs should seek positions such as Platoon Sergeant, First Sergeant, or other leadership positions, and serve in special and joint assignments. Follow-on assignments at the brigade and

division staff will add to their overall professional knowledge. Soldiers should avoid repetitive assignments outside of MOS (such as going from Drill Sergeant to Recruiter duty, Instructor/Writer, staff, or similar positions) whenever possible. This will ensure necessary diversity throughout the career path. It is possible that repetitive assignments will occur to meet the needs of the Army. Soldiers should interject and communicate their desire for assignments that allow them to remain competitive. Senior NCOs should round out their career with battalion, brigade or above level experience.

(1) *PVT-SPC/CPL.*

(a) *Institutional training.* Advanced individual training (AIT) and Warrior Leadership Course (WLC).

1. This MOS is currently trained under a training strategy called Assignment Oriented Training . This strategy trains Soldiers on the equipment systems and skills they will need for their first assignment, rather than all of the equipment and skills in the MOS inventory. This method focuses Soldiers on their first unit of assignment and gets them there faster. When the Soldier is later reassigned to another unit with different equipment sets, they will receive additional training to better prepare them for that unit.

2. The MOS training is broken into three phases. Phase one is an MOS common core which teaches those critical skills required by any Soldier holding the MOS. Phase two is related specifically to the equipment and critical skills the Soldier will encounter at their first unit of assignment. Soldiers are awarded the MOS and an ASI upon completion of the phase two course. Phase three consists of the remaining technical track of training the Soldier did not receive during phase two.

3. The two ASIs used to identify AOT training are 7D and 7E ASI 7D is used to identify positions in Tactical units with related equipment and skills. ASI 7E is used to identify positions in Strategic units with related equipment and skills. Soldiers holding both ASIs are trained in all aspects of their MOS and are considered worldwide assignable.

(b) *Operational assignments.* A Soldier should focus on building a strong base of technical expertise, basic MOS skills, and common Soldier tasks during the early years of their career. Assignments such as Microwave Operator-Maintainer, Circuit Controller, High Power Radio Operator-Maintainer, SYSCON Controller, TST System Technician, Network Control Technician and Circuit Operator enhance technical and operational expertise. Soldiers should seek responsibility and take advantage of opportunities to display their leadership skills, initiative, and motivation.

(c) *Self-development.* Under Structured Self Development (SSD) Level I, Soldiers are enrolled automatically after completing Basic Training (BCT) or One Station Unit Training (OSUT) effective 1 OCT 10; Beginning FY13, Soldiers must complete SSD Level I prior to attending WLC. Soldiers PVT – SPC who completed BCT/OSUT, but not WLC, prior to 1 SEP 10 are automatically enrolled by 1 JAN 12. SSD Level I tasks are primarily focused at the team level. Under Guided Self Development (GSD), Soldiers and their chain of command must exploit every education opportunity when the Operational Tempo (OPTEMPO) of tactical assignments limit the opportunity for civilian education. There are alternative methods for obtaining college credits outside of the traditional classroom instruction. This includes the Internet and Army correspondence courses (see para (d) below), College Level Examination Program (CLEP) and Defense Activity for Non-Traditional Education Support (DANTES). Soldiers may convert Military education and experience to college credit by maximizing the Service Member Opportunity College Associate's Degree (SOCAD) program. Soldiers should visit the Credentialing Opportunities On-Line (COOL) <https://www.cool.army.mil/> Website for civilian credentials associated with their respective MOS. The completion of a college level English course is recommended prior to attending the Warrior Leaders Course (WLC). Soldiers should use this time to improve their Armed Services Vocation Aptitude Battery (ASVAB) scores as appropriate. Soldiers should see their chain of command and the installation education office for more information on education programs and financial support. Soldiers may enroll in the Army Correspondence Course Program (ACCP) online at the <http://www.atsc.army.mil/accp/aipdnew.asp> Website.

(d) *Additional training.* High Power Radio Operator-Maintainer, Airborne and Air Assault. Suggested correspondence courses: Microwave Systems Operator/Maintainer Course; Circuit Conditioning Course.

(e) *Special assignments.* None.

(2) *SGT.*

(a) *Institutional training.* Warrior Leadership Course (WLC) is not conditional for promotion to SGT, see AR 600-8-19, 1-27); Advanced Leader Course (ALC). Successful graduation with honors from these courses may be a significant promotion factor.

(b) *Operational assignments.* During this phase of a career the NCO should focus on tactical assignments to develop Soldier leadership skills, hone technical expertise, and lay a foundation of tactical knowledge. NCO should seek positions to gain leadership experience such as Microwave Team Chief, Circuit Control Team Chief, Circuit Operations SGT, High Power Radio Team Chief, TST Senior Technician and Training NCO at every opportunity.

(c) *Self-development.* Under SSD, there is no SSD Level II. Advance Leaders Course Common Core (ALC-CC) is in lieu of SSD Level II. All SGTs who are graduates of ALC are automatically enrolled in SSD Level III effective 1 JAN 11. SGTs (P) are enrolled in SSD Level III automatically upon completion of all phases of ALC. SSD Level III tasks are primarily focused at the platoon level. Under GSD, NCOs and their chain of command must exploit every education opportunity when the Operational Tempo (OPTEMPO) of tactical assignments limit the opportunity for civilian education. There are alternative methods for obtaining college credits outside of the traditional classroom instruction. This includes the Internet and Army correspondence courses (see para (d) below), College Level Examination Program (CLEP) and Defense Activity for Non-Traditional Education Support (DANTES). Soldiers may convert Military education and experience to college credit by maximizing the Service Member Opportunity College Associate's Degree (SOCAD) program. Soldiers should visit the Credentialing Opportunities On-Line (COOL) <https://www.cool.army.mil/> Website for civilian credentials associated with their respective MOS. The completion of a college level English course is recommended prior to attending the Warrior Leaders Course (WLC). Soldiers should use this time to improve their Armed Services Vocation Aptitude Battery (ASVAB) scores as appropriate. Soldiers should see their chain of command and the installation education office for more information on education programs and financial support. Soldiers may enroll in the Army Correspondence Course Program (ACCP) online at the <http://www.atsc.army.mil/accp/aipdnew.asp> Website.

(d) *Additional training.* High Power Radio Operator-Maintainer, Airborne, Air Assault. Suggested correspondence courses: microwave systems operator/maintainer course; circuit conditioning course.

(e) *Special assignments.* None.

(3) *SSG.*

(a) *Institutional training.* Soldiers must be a Warrior Leader Course (WLC) graduate or equivalent for recommendation to SSG (see AR 600-8-19, para 1-27d). SSG must be a graduate of Advanced Leaders Course (ALC) or higher NCOES course in order to be considered for promotion to SFC (see AR 600-8-19, para 4-2); Senior Leaders Course (SLC); Battle Staff Course (BSC). Successful graduation with honors from these courses may be a significant promotion factor.

(b) *Operational assignments.* NCOs should focus on continued development and refinement of their skills with assignments, which develop leadership skills, hone technical expertise, and lay a foundation of tactical knowledge during this phase of their career. NCOs at every opportunity should seek positions to gain leadership experience such as Microwave Supervisor, Circuit Control Supervisor, High Power Radio Supervisor, TST Systems Team Chief, Senior SYSCON Controller, Microwave Operations SGT, Network Control Technician, and Circuit Operations SGT.

(c) *Self-development.* Under SSD, all SSGs who are graduates of ALC are automatically enrolled in SSD Level III effective 1 JAN 11. SSGs (P) will be enrolled automatically in SSD Level IV upon completion of SLC. SSD Level IV tasks are primarily focused at the battalion level. Under GSD, NCOs should also actively seek opportunities to further their civilian and military education (see para (d) below). Pursuing a college education is not a mandatory requirement but one that will place you above your peers who are not striving to obtain college credits. Soldiers should plan their college program around a degree that relates to their MOS using information provided on the SOCAD Web site.

(d) *Additional training.* High Power Radio Operator-Maintainer, Console Control Operator, WHCA, Airborne, Air Assault, Drill Sergeant, Instructor/Writer, Recruiter. Suggested correspondence courses: Microwave Systems Operator/Maintainer Course; Circuit Conditioning Course.

(e) *Special assignments.* Drill Sergeant, Military Transition Team (MiTT), Whitehouse Communications Agency (WHCA), AIT Platoon Sergeant, Advanced Leaders Course (ALC) Small Group Leader (SGL), MOS 25P Instructor/Writer, and Recruiter.

(4) *SFC.*

(a) *Institutional training.* Soldiers must be an Advanced Leaders Course (ALC) graduate for consideration eligibility to SFC (see 1-27c); Senior Leaders Course (SLC); Battle Staff Course, First Sergeants Course while serving in this capacity (first time First Sergeants are required to attend the FSC prior to holding a First Sergeant position). Successful graduation with honors from these courses could be a significant promotion factor.

(b) *Operational assignments.* SFCs should seek assignments as a Platoon Sergeant, Detachment Sergeant, Section Chief, Systems Control Officer, Maintenance Chief, Network Operations Chief, Microwave Management NCO, or Circuit Management NCO.

(c) *Self-development.* Under SSD, SFCs are enrolled automatically in SSD Level IV upon completion of SLC. It is highly recommended that SSD IV be completed prior to assuming duties as a First Sergeant. SSD Level IV tasks are primarily focused at the battalion level. Under GSD, NCOs and their chain of command must exploit every education opportunity when the Operational Tempo (OPTEMPO) of tactical assignments limit the opportunity for civilian education. A college degree is not a requirement for promotion but it may be a significant factor and should be pursued whenever possible. SFCs should complete at least one year of college prior to eligibility for the Master Sergeant Board.

(d) *Additional training.* Airborne, Air Assault, and Drill Sergeant. Suggested Army correspondence courses: Microwave Systems Operator/Maintainer Course; Circuit Conditioning Course.

(e) *Special assignments.* Senior Leaders Course (SLC) Small Group Leader (SGL), Senior Drill Sergeant, Senior AIT Platoon Sergeant, Equal Opportunity Advisor (EOA), Senior Instructor/Writer and Active Component/Reserve Component (AC/RC) Advisor.

(5) *MSG/ISG.* See paragraph 11-39.

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

e. *GI to Jobs.* See GI to Jobs COOL Website.

11-31. MOS 25P 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 menu. PDMs then can be selected from the "Professional Development" gadget on the MT2 Page. Alternately, users may go to a PDM selection menu at the following web address: <https://ile.atsc.army.mil/pdmPublic/pdm.html>.

11-32. MOS 25P Reserve Component

The integrated use of the Reserve Component (RC), which includes the Army National Guard and Army Reserves, is essential to the successful accomplishment of military operations. The RC represents substantive elements of the structure and capability of each service. The contributions of the RC cover the entire spectrum of forces from combat to combat support (CS) or combat service support (CSS), and general supporting forces. The RC Soldier must possess the same qualifications and capabilities within the unit of assignment as his or her Active Army (AA) counterpart in a similar unit of assignment. Duty assignments for career progression do not parallel those of the AA. Assignments are constrained based on availability within their state or region. Geographical limitations will determine the types of units in which RC Soldiers may serve. The Army Training System (TATS),

Noncommissioned Officer Education System (NCOES) satisfies professional development and functional area requirements. This is the same for all Army components.

11–33. MOS 25Q Multichannel Transmissions Systems Operator-Maintainer

a. Major duties. See DA Pam 611–21 in the HRC Smartbook for details.

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

c. Goals for development. The purpose of the Career Progression Plan is to inform Soldiers the Signal Corps intent for their career pattern and professional development. Junior enlisted Soldiers should take steps to increase their technical and basic Soldiering attributes. Soldiers should use online training resources to continue develop and enhance these technical skills needed to support the modular force. Junior enlisted assignments must focus on the challenging and demanding jobs such as Team Chief and Section Chief. To avoid repetitive assignments outside of MOS (e.g. going from Drill Sergeant to Recruiter duty, Instructor/Writer, staff, or similar positions) whenever possible. This will ensure necessary diversity throughout the career path. It is possible that repetitive assignments will occur to meet the needs of the Army. Soldiers should interject and communicate their desire for assignments that allow them to remain competitive.

(1) *PVT–SPC/CPL.*

(a) Institutional training. Advanced individual training (AIT) and Warrior Leadership Course (WLC).

1. This MOS is currently trained under a new training strategy called AOT and approved as a Pilot program by TRADOC. This strategy trains Soldiers on the equipment systems and skills they will need for their first assignment, rather than all of the equipment and skills in the MOS inventory. This method produces a Soldier focused for their first unit of assignment and gets them there faster. When the Soldier is later reassigned to another unit with different equipment sets, they will receive additional training to better prepare them for that unit.

2. The MOS training is broken into three phases. Phase one is an MOS common core which teaches those critical skills required by any Soldier holding the MOS. Phase two is related specifically to the equipment and critical skills the Soldier will encounter at their first unit of assignment. Soldiers are awarded the MOS upon completion of the phase two course.

(b) Operational assignments. A Soldier should focus on building a strong base of technical expertise, basic MOS skills, and common Soldier tasks during the early years of their career. Assignments such as Transmission (XMSN) System Operator- Maintainer, Line of Site (LOS) Operator-Maintainer, High Capacity Line of Site (HCLOS) Operator-Maintainer, Tropospheric Scatter Radio (TRCPO) Operator-Maintainer, Satellite Tactical Terminal (STT) Operator-Maintainer and Secure Mobile Anti-Jam Reliable Tactical Terminal (SMART-T) Operator-Maintainer enhances technical and operational expertise. Soldiers should seek responsibility and take advantage of opportunities to display their leadership skills, initiative, and motivation.

(c) Self-development. Under Structured Self Development (SSD) Level I, Soldiers are enrolled automatically after completing Basic Training (BCT) or One Station Unit Training (OSUT) effective 1 OCT 10; Beginning FY13, Soldiers must complete SSD Level I prior to attending WLC. Soldiers PVT – SPC who completed BCT/OSUT, but not WLC, prior to 1 SEP 10 are automatically enrolled by 1 JAN 12. SSD Level I tasks are primarily focused at the team level. Under Guided Self Development (GSD), Soldiers and their chain of command must exploit every education opportunity when the Operational Tempo (OPTEMPO) of tactical assignments limit the opportunity for civilian education. There are alternative methods for obtaining college credits outside of the traditional classroom instruction. This includes the Internet and Army correspondence courses (see para (d) below), College Level Examination Program (CLEP) and Defense Activity for Non-Traditional Education Support (DANTES). Soldiers may convert Military education and experience to college credit by maximizing the Service Member Opportunity College Associate's Degree (SOCAD) program. Soldiers should visit the Credentialing Opportunities On-Line (COOL) <https://www.cool.army.mil/> Website for civilian credentials associated with their respective MOS. The completion of a college level English course is recommended prior to attending the Warrior Leaders Course (WLC). Soldiers should use this time to improve their Armed Services Vocation Aptitude Battery (ASVAB) scores as appropriate. Soldiers should see their chain of command and the installation education office for more information

on education programs and financial support. Soldiers may enroll in the Army Correspondence Course Program (ACCP) online at the <http://www.atsc.army.mil/accp/aipdnew.asp> Website.

(d) Additional training. Airborne and Air Assault. Suggested correspondence courses: Multichannel Transmission Systems Operator Maintainer Course.

(e) Special assignments. None.

(2) SGT.

(a) Institutional training. Warrior Leadership Course (WLC) is not conditional for promotion to SGT, see AR 600-8-19, 1-27); Advanced Leader Course (ALC). Successful graduation with honors from this course may be a significant promotion factor.

(b) Operational assignments. During this phase of a career Soldiers should focus on tactical assignments to develop Soldier leadership skills, hone technical expertise and lay a foundation of tactical knowledge. NCOs should seek positions that allow them to gain leadership experience such as Senior Transmission Systems Operator-Maintainer, Senior TROPO Operator-Maintainer and Command Post Node Team Chief at every opportunity.

(c) Self-development. Under SSD, there is no SSD Level II. Advance Leaders Course Common Core (ALC-CC) is in lieu of SSD Level II. All SGTs who are graduates of ALC are automatically enrolled in SSD Level III effective 1 JAN 11. SGTs (P) are enrolled in SSD Level III automatically upon completion of all phases of ALC. SSD Level III tasks are primarily focused at the platoon level. Under GSD, NCOs and their chain of command must exploit every education opportunity when the Operational Tempo (OPTEMPO) of tactical assignments limit the opportunity for civilian education. There are alternative methods for obtaining college credits outside of the traditional classroom instruction. This includes the Internet and Army correspondence courses (see para (d) below), College Level Examination Program (CLEP) and Defense Activity for Non-Traditional Education Support (DANTES). Soldiers may convert Military education and experience to college credit by maximizing the Service Member Opportunity College Associate's Degree (SOCAD) program. Soldiers should visit the Credentialing Opportunities On-Line (COOL) <https://www.cool.army.mil/> Website for civilian credentials associated with their respective MOS. The completion of a college level English course is recommended prior to attending the Warrior Leaders Course (WLC). Soldiers should use this time to improve their Armed Services Vocation Aptitude Battery (ASVAB) scores as appropriate. Soldiers should see their chain of command and the installation education office for more information on education programs and financial support. Soldiers may enroll in the Army Correspondence Course Program (ACCP) online at the <http://www.atsc.army.mil/accp/aipdnew.asp> Website.

(d) Additional training. Airborne and Air Assault. Suggested correspondence courses: Multichannel Transmission Systems Operator Maintainer.

(e) Special assignments. Recruiter, Instructor/Writer, White House Correspondents Association (WCHA) and JCU.

(3) SSG.

(a) Institutional training. Soldiers must be a Warrior Leader Course (WLC) graduate or equivalent for recommendation to SSG (see AR 600-8-19, para 1-27d). SSG must be a graduate of Advanced Leaders Course (ALC) or higher NCOES course in order to be considered for promotion to SFC (see AR 600-8-19, para 4-2); Senior Leaders Course (SLC); Battle Staff Course (BSC). Successful graduation with honors from these courses may be a significant promotion factor.

(b) Operational assignments. NCOs should focus on continued development and refinement of their skills with assignments, which develop leadership skills, hone technical expertise, and lay a foundation of tactical knowledge during this phase of their career. NCOs should seek positions to gain leadership experience such as Transmissions Systems Team Chief, Transmissions Systems Section Chief, TROPO Team Chief, and Transmissions Systems Operations NCO at every opportunity.

(c) *Self-development.* Under SSD, all SSGs who are graduates of ALC are automatically enrolled in SSD Level III effective 1 JAN 11. SSGs (P) will be enrolled automatically in SSD Level IV upon completion of SLC. NCO's should complete SSD Level III after graduating ALC and prior to graduating SLC. SSD Level IV tasks are primarily focused at the battalion level. Under GSD, NCOs should actively seek opportunities to further their civilian and military education (see para (d), below). Pursuing a college education is not a mandatory requirement but one that will place you above your peers who are not striving to obtain college credits. Soldiers should plan their college program around a degree that relates to their MOS using information provided on the SOCAD Web site.

(d) *Additional training.* Airborne and Air Assault. Suggested Army correspondence courses: Multichannel Transmission Systems Operator Maintainer.

(e) *Special assignments.* AIT Platoon Sergeant, Drill Sergeant, Military Transition Team (MiTT), Instructor/Writer, White House Communications Agency (WHCA), Advanced Leaders Course (ALC) Small Group Leader (SGL) and Recruiter.

(4) *SFC/MSG.* See paragraph 11-45.

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

e. *GI to Jobs.* See COOL Website.

11-34. MOS 25Q 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 menu. PDMs then can be selected from the "Professional Development" gadget on the MT2 Page. Alternately, users may go to a PDM selection menu at the following web address: <https://ile.atsc.army.mil/pdmPublic/pdm.html>.

11-35. MOS 25Q Reserve Component

The integrated use of the Reserve component (RC), which includes the Army National Guard and Army Reserves, is essential to the successful accomplishment of military operations. The RC represents substantive elements of the structure and capability of each service. The contributions of the RC cover the entire spectrum of forces from combat, combat support (CS) or combat service support (CSS), and general supporting forces. The RC Soldier must possess the same qualifications and capabilities within the unit of assignment as his or her Active Army (AA) counterpart in a similar unit of assignment. Duty assignments for career progression do not parallel those of the AA. Assignments are constrained based on availability within their state or region. Geographical limitations will determine the types of units in which RC Soldiers may serve, The Army Training System (TATS), Noncommissioned Officer Education System (NCOES) satisfies professional development and functional area requirements. This is the same for all Army components.

11-36. MOS 25S Satellite Communications Systems Operator-Maintainer

a. *Major duties.* See DA Pam 611-21 in the HRC Smartbook for details.

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

c. *Goals for development.* The purpose of the Career Progression Plan is to inform Soldiers the Signal Corps intent for their career pattern and professional development. Junior enlisted Soldiers should take steps to increase their technical and basic soldiering attributes. Junior enlisted assignments must focus on challenging and demanding roles such as Team Chief and Section Chief. Senior NCOs should seek positions such as Platoon Sergeant, First Sergeant, or other leadership positions, and serve in special and joint assignments. Follow-on assignments at the brigade and division staff will add to their overall professional knowledge. Soldiers should avoid repetitive assignments outside of MOS (such as going from Drill Sergeant to Recruiter duty, Instructor, staff, or similar positions) at every opportunity. This will ensure necessary diversity throughout the career path. It is possible that repetitive assignments will occur to meet the needs of the Army. Soldiers should interject and communicate their desire for assignments that allow them to remain competitive. Senior NCOs should round out their career with battalion, brigade or above level experience.

(1) *PVT-SPC/CPL.*

(a) *Institutional training.* Advanced Individual Training (AIT) and Warrior Leadership Course (WLC).

1. This MOS is currently trained under a training strategy called assignment oriented training (AOT). This strategy trains Soldiers on the equipment systems and skills they will need for their first assignment, rather than all of the equipment and skills in the MOS inventory. This method focuses Soldiers on their first unit of assignment and gets them there faster. When the Soldier is later reassigned to another unit with different equipment sets, they will receive additional training to better prepare them for that unit

2. The MOS training is broken into three phases. Phase one is an MOS common core which teaches those critical skills required by any Soldier holding the MOS. Phase two is related specifically to the equipment and critical skills the Soldier will encounter at their first unit of assignment. Soldiers are awarded the MOS and an additional skill identifier (ASI) upon completion of the phase two course. Phase three consists of the remaining technical track of training the Soldier did not receive during phase two.

3. The two ASIs used to identify AOT training are 7D and 7E. ASI 7D is used to identify positions in Tactical units with related equipment and skills. ASI 7E is used to identify positions in Strategic units with related equipment and skills. Soldiers holding both ASIs are trained in all aspects of their MOS and are considered worldwide assignable.

(b) *Operational assignments.* Soldiers must focus on building a strong base of technical expertise in equipment, basic MOS skills, and common Soldier tasks during the early years of their career. Assignments such as Satellite Communications (SATCOM) System Operator-Maintainer, TACSAT System Operator-Maintainer, MILSTAR Terminal Operator-Maintainer, Satellite Control Operator/Maintainer and SATCOM controller enhance technical and operational expertise. Soldiers should seek responsibility and take advantage of opportunities to display their leadership skills, initiative and motivation.

(c) *Self-development.* Soldiers Under Structured Self Development (SSD) Level I, Soldiers are enrolled automatically after completing Basic Training (BCT) or One Station Unit Training (OSUT) effective 1 OCT 10; Beginning FY13, Soldiers must complete SSD Level I prior to attending WLC. Soldiers PVT – SPC who completed BCT/OSUT, but not WLC, prior to 1 SEP 10 are automatically enrolled by 1 JAN 12. SSD Level I tasks are primarily focused at the team level. Under Guided Self Development (GSD), Soldiers and their chain of command must exploit every education opportunity when the Operational Tempo (OPTEMPO) of tactical assignments limit the opportunity for civilian education. There are alternative methods for obtaining college credits outside of the traditional classroom instruction. This includes the Internet and Army correspondence courses (see para (d) below), College Level Examination Program (CLEP) and Defense Activity for Non-Traditional Education Support (DANTES). Soldiers may convert Military education and experience to college credit by maximizing the Service Member Opportunity College Associate's Degree (SOCAD) program. Soldiers should visit the Credentialing Opportunities On-Line (COOL) <https://www.cool.army.mil/> Website for civilian credentials associated with their respective MOS. The completion of a college level English course is recommended prior to attending the Warrior Leaders Course (WLC). Soldiers should use this time to improve their Armed Services Vocation Aptitude Battery (ASVAB) scores as appropriate. Soldiers should see their chain of command and the installation education office for more information on education programs and financial support. Soldiers may enroll in the Army Correspondence Course Program (ACCP) online at the <http://www.atsc.army.mil/accp/aipdnew.asp> Website.

(d) *Additional training.* Satellite Systems/Network Coordinator, Airborne and Air Assault. Suggested Army correspondence courses: None.

(e) *Special assignments.* None.

(2) *SGT.*

(a) *Institutional training.* Warrior Leadership Course (WLC) is not conditional for promotion to SGT (see AR 600–8–19, 1-27); Advanced Leader Course (ALC). Successful graduation with honors from this course could be a significant promotion factor.

(b) *Operational assignments.* During this phase of a career NCOs should focus on tactical assignments to develop Soldier leadership skills, hone technical expertise, and lay a foundation of tactical knowledge. NCOs should seek

positions to gain leadership experience such as tactical satellite (TACSAT) System Team Chief, Senior SATCOM Operator-Maintainer, Military Strategic Satellite Communications (MILSTAR) Senior Operator-Maintainer, Senior SATCOM Controller, Ground Mobile Forces (GMF) Controller, Satellite Control NCO and SATCOM Training NCO at every opportunity.

(c) Self-development. Under SSD, there is no SSD Level II. Advance Leaders Course Common Core (ALC-CC) is in lieu of SSD Level II. All SGTs who are graduates of ALC are automatically enrolled in SSD Level III effective 1 JAN 11. SGTs (P) are enrolled in SSD Level III automatically upon completion of all phases of ALC. SSD Level III tasks are primarily focused at the platoon level. Under GSD, Soldiers and their chain of command must exploit every education opportunity when the Operational Tempo (OPTEMPO) of tactical assignments limit the opportunity for civilian education. There are alternative methods for obtaining college credits outside of the traditional classroom instruction. This includes the Internet and Army correspondence courses (see para (d) below), College Level Examination Program (CLEP) and Defense Activity for Non-Traditional Education Support (DANTES). Soldiers may convert Military education and experience to college credit by maximizing the Service Member Opportunity College Associate's Degree (SOCAD) program. Soldiers should visit the Credentialing Opportunities On-Line (COOL) <https://www.cool.army.mil/> Website for civilian credentials associated with their respective MOS. The completion of a college level English course is recommended prior to attending the Warrior Leaders Course (WLC). Soldiers should use this time to improve their Armed Services Vocation Aptitude Battery (ASVAB) scores as appropriate. Soldiers should see their chain of command and the installation education office for more information on education programs and financial support. Soldiers may enroll in the Army Correspondence Course Program (ACCP) online at the <http://www.atsc.army.mil/accp/aipdnew.asp> Website.

(d) Additional training. Satellite Systems/Network Coordinator, Airborne and Air Assault. Suggested Army correspondence courses: None.

(e) Special assignments. None.

(3) SSG.

(a) Institutional training. Soldiers must be a Warrior Leader Course (WLC) graduate or equivalent for recommendation to SSG (see para 1-27d); Advanced Leaders Course (ALC); Senior Leaders Course (SLC); Battle Staff Course (BSC). Successful graduation with honors from these courses may be a significant promotion factor.

(b) Operational assignments. NCOs should focus on continued development and refinement of their skills with assignments, which develop leadership skills, hone technical expertise, and lay a foundation of tactical knowledge during this phase of their career. NCOs should seek positions to gain leadership experience such as SATCOM System Supervisor, SATCOM Operations NCO, TACSAT Systems Team Chief, SATCOM Maintenance NCO, SATCOM Operations NCO, SATCOM Chief, Section Chief, and SATCOM Control Supervisor at every opportunity.

(c) Self-development. Under SSD, all SSGs who are graduates of ALC are automatically enrolled in SSD Level III effective 1 JAN 11. SSGs (P) will be enrolled automatically in SSD Level IV upon completion of SLC. SSD Level IV tasks are primarily focused at the battalion level. Under GSD, NCOs should also actively seek opportunities to further their civilian and military education (see para (d), below). Soldiers will be introduced to the CMF 25, MOS 25S Degree Builder Program sponsored by the Service Members Opportunity College while attending ALC. NCOs can choose to pursue an occupational degree in satellite communications systems. NCOs who attended ALC prior to the implementation of this program should visit their Education Center for enrollment. Pursuing a college education is not a mandatory requirement but one that will place you above your peers who are not striving to obtain college credits. Soldiers should plan their college program around a degree that relates to their MOS using information provided on the SOCAD Web site.

(d) Additional training. Satellite Systems/Network Coordinator, Airborne, Air Assault, Drill Sergeant, Recruiter, Instructor Trainers Course. Suggested Army correspondence courses: None.

(e) Special assignments. Drill Sergeant, AIT Platoon Sergeant, Military Transition Team (MiTT), White House Communications Agency (WHCA), Advanced Leaders Course (ALC) Small Group Leader (SGL), Instructor/Writer, and Recruiter.

(4) *SFC*.

(a) *Institutional training*. Soldiers must be an Advanced Leaders Course (ALC) graduate for consideration eligibility to SFC (see 1–27c); Senior Leaders Course (SLC); Battle Staff Course, and First Sergeants Course, while serving in this capacity (first time First Sergeants are required to attend the FSC prior to holding a First Sergeant position). Successful graduation with honors from these courses may be a significant promotion factor.

(b) *Operational assignments*. SFC should seek assignments as a Platoon Sergeant, Detachment Sergeant, Section Chief, SATCOM Terminal Chief, SATCOM Operations NCO, Plans/Operations NCO, Senior Network Controller Spectrum Management NCO or SATCOM Staff NCO.

(c) *Self-development*. Under SSD, SFCs are enrolled automatically in SSD Level IV upon completion of SLC. It is highly recommended that SSD Level IV be completed prior to assuming duties as a First Sergeant. SSD Level IV tasks are primarily focused at the battalion level. Under GSD, NCOs and their chain of command must exploit every education opportunity when the Operational Tempo (OPTEMPO) of tactical assignments limit the opportunity for civilian education. A college degree is not a requirement for promotion but it may be a significant factor and should be pursued whenever possible. SFCs should complete at least one year of college prior to eligibility for the Master Sergeant Board.

(d) *Additional training*. Satellite Systems/Network Coordinator, Battlefield Spectrum Management, Airborne, Air Assault, and Drill Sergeant. (e) *Special assignments*. Senior Leaders Course (SLC) Small Group Leader (SGL), Senior Drill Sergeant, Senior AIT Platoon Sergeant, White House Communications Agency (WHCA), Senior Instructor/Writer, Equal Opportunity Advisor (EOA), and AC/RC Advisor.

(5) *MSG*. See paragraph 11–39.

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

e. *GI to Jobs*. See GI to Jobs COOL Website.

11–37. MOS 25S 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 menu. PDMs then can be selected from the "Professional Development" gadget on the MT2 Page. Alternately, users may go to a PDM selection menu at the following web address: <https://ile.atsc.army.mil/pdmPublic/pdm.html>.

11–38. MOS 25S Reserve Component

The integrated use of the Reserve Component (RC), which includes the Army National Guard and Army Reserves, is essential to the successful accomplishment of military operations. The RC represents substantive elements of the structure and capability of each service. The contributions of the RC cover the entire spectrum of forces from combat, to combat support (CS) or combat service support (CSS), and general supporting forces. The RC Soldier must possess the same qualifications and capabilities within the unit of assignment as his or her Active Army (AA) counterpart in a similar unit of assignment. Duty assignments for career progression do not parallel those of the AA. Assignments are constrained based on availability within their state or region. Geographical limitations will determine the types of units in which RC Soldiers can serve, The Army Training System (TATS), Noncommissioned Officer Education System (NCOES) satisfies professional development and functional area requirements. This is the same for all Army components.

11–39. MOS 25T Satellite/Microwave Systems Chief

a. *Major duties*. See DA Pam 611–21 in the HRC Smartbook for details.

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

c. *Goals for development*. The purpose of the Career Progression Plan is to inform NCOs the Signal Corps intent for their career pattern and professional development. Junior enlisted Soldiers should take steps to increase their technical and basic soldiering attributes. To develop Satellite/Microwave Systems Chiefs into professional NCOs,

their assignments must focus on challenging and, demanding roles such as First Sergeant and Station Chief. Follow-on staff assignments will add to their overall professional knowledge. Repetitive assignments outside of MOS should be avoided. Senior NCOs should ensure assignment diversity throughout the career path. It is possible repetitive assignments will occur to meet Army needs whenever possible. Soldiers should interject and communicate their desire for assignments that allow them to remain competitive. Senior NCOs should round out their career with battalion/brigade level or above operations experience.

(1) *MSG.*

(a) *Institutional training.* Soldiers must be a Senior Leaders Course (SLC) graduate for consideration eligibility to MSG (see AR 600-8-19, 1-27c); First Sergeant Course (first time First Sergeants are required to attend the FSC prior to holding a First Sergeant position) and Battle Staff Course. Soldiers must be a United States Army Sergeant Major Course (USASMC) graduate for promotion to SGM (see AR 600-8-19, para 1-27b). Conditional promotion to SGM. (1) Soldiers selected for promotion to SGM who are non-graduates of the SMC will be conditionally promoted. (2) Soldiers who fail to successfully complete, fail to remain eligible to be scheduled for or attend, who are denied enrollment in, or who do not attend their scheduled NCOES class (through fault of the Soldier) will be administratively reduced or removed from the promotion list. The effective date of administrative reduction is the date of the action that caused the Soldier to be ineligible to retain the promotion. The DOR will be the previous DOR held at the reduced grade. (See AR 600-8-19, para 1-27b.)

(b) *Operational assignments.* The critical assignment for a MSG is First Sergeant. Without a tour as a First Sergeant, the opportunity for promotion to SGM is limited. It is beneficial to career development to serve as a First Sergeant for at least 24 months (may consist of one or more assignments). Other assignments include Senior Career Advisor, , Microwave/Satellite Station Chief, or Operations Chief.

(c) *Self-development.* Under SSD, MSGs will be automatically enrolled in Structured Self Development Level IV (SSD IV). NCOs must complete SSD IV prior to attending the Sergeants Major Course (SMC) or prior to one year time in grade as a MSG/ISG effective 1 JAN 13. MSG(P)s will be automatically enrolled in SSD V upon completing Sergeants Major Course (or equivalent). SSD V tasks are primarily focused at nominative and joint staff levels. A college degree is not a requirement for promotion, but it may be a significant factor for selection to SGM and should be pursued whenever possible. MSGs should strive to complete at least two years of college prior to eligibility for the Sergeant Major Board.

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

(e) *Special assignments.* Senior Career Management NCO.

(2) *SGM.* See paragraph 11-48.

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

e. *GI to Jobs.* See GI to Jobs COOL Website.

11-40. MOS 25T 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 menu. PDMs then can be selected from the "Professional Development" gadget on the MT2 Page. Alternately, users may go to a PDM selection menu at the following web address: <https://ile.atsc.army.mil/pdmPublic/pdm.html>.

11-41. MOS 25T Reserve Component

The integrated use of the Reserve Component (RC), which includes the Army National Guard and Army Reserves, is essential to the successful accomplishment of military operations. The RC represents substantive elements of the structure and capability of each service. The contributions of the RC cover the entire spectrum of forces from combat, to combat support (CS) or combat service support (CSS), and general supporting forces. The RC Soldier must possess the same qualifications and capabilities within the unit of assignment as his or her Active Army counterpart in a similar unit of assignment. Duty assignments for career progression do not parallel those of the AA. Assignments are constrained based on availability within their state or region. Geographical limitations will

determine the types of units in which RC Soldiers may serve, The Army Training System (TATS), Noncommissioned Officer Education System (NCOES) satisfies professional development and functional area requirements. This is the same for all Army components.

11–42. MOS 25U Signal Support Systems Specialist

a. Major duties. See DA Pam 611–21 in the HRC Smartbook for details.

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

c. Goals for development. The purpose of the Career Progression Plan is to inform Soldiers the Signal Corps intent for career pattern and professional development. Soldiers should steadily increase their technical and basic Soldiering attributes. NCOs should use online training resources to continue to develop and enhance the skills needed to support the modular force. Junior enlisted Soldiers should take steps to increase their technical and basic soldiering attributes. Junior NCO assignments must focus on the hard, demanding jobs such as Team Chief and Platoon Sergeant. Senior NCOs should seek positions such as Section Chief, Platoon Sergeant, Signal Support Systems Chief, and First Sergeant. Follow-on assignments, as Senior NCOs at the brigade and above staff positions, as well as special assignments such as USAR/ARNGUS Advisor, Inspector General NCO and ROTC Military Science Instructor will add to their overall professional knowledge as their career matures. Soldiers assigned to TDA units should seek challenging positions, such as Advanced Leadership Course (ALC) or Senior Leadership Course (SLC) Small Group Leader (SGLs) and take advantage of opportunities to serve in special or joint assignments. Priority or special assignments such as Observer/Controller (OC), Drill Sergeant, Recruiter, Equal Opportunity Advisor, and Inspector General NCO are career enhancing. Soldiers should avoid repetitive assignments, outside of MOS whenever possible. This will ensure necessary diversity throughout the career path. It is possible repetitive assignments will occur to meet the needs of the Army. Soldiers should interject and communicate their desire for assignments that allow them to remain competitive. Senior NCOs should round out their career with battalion, brigade or above level experience. Senior NCOs should round out their career with Army level operations experience.

(1) *PVT-SPC/CPL.*

(a) Institutional training. Advanced individual training (AIT) and Warrior Leadership Course (WLC).

(b) Operational assignments. During the early years of a career, Soldiers should focus on building a strong base of technical expertise, basic MOS skills, and common Soldier tasks. Assignments such as Radio Retransmission Operator, Forward Signal Support Specialist and Signal Information Service Specialist enhance technical and operational expertise and are recommended. Soldiers should seek responsibility and take advantage of opportunities to display their leadership skills, initiative, and motivation.

(c) Self-development. Under Structured Self Development (SSD), Level I, Soldiers are enrolled automatically after completing Basic Training (BCT) or One Station Unit Training (OSUT) effective 1 OCT 10; Beginning FY13, Soldiers must complete SSD I prior to attending WLC. Soldiers PVT – SPC who completed BCT/OSUT, but not WLC, prior to 1 SEP 10 are automatically enrolled by 1 JAN 12. SSD I tasks are primarily focused at the team level. Under Guided Self Development (GSD), Soldiers and their chain of command must exploit every education opportunity when the Operational Tempo (OPTEMPO) of tactical assignments limit the opportunity for civilian education. There are alternative methods for obtaining college credits outside of the traditional classroom instruction. This includes the Internet and Army correspondence courses (see para (d) below), College Level Examination Program (CLEP) and Defense Activity for Non-Traditional Education Support (DANTES). Soldiers may convert Military education and experience to college credit by maximizing the Service Member Opportunity College Associate's Degree (SOCAD) program. Soldiers should visit the Credentialing Opportunities On-Line (COOL) <https://www.cool.army.mil/> Website for civilian credentials associated with their respective MOS. The completion of a college level English course is recommended prior to attending the Warrior Leaders Course (WLC). Soldiers should use this time to improve their Armed Services Vocation Aptitude Battery (ASVAB) scores as appropriate. Soldiers should see their chain of command and the installation education office for more information on education programs and financial support. Soldiers may enroll in the Army Correspondence Course Program (ACCP) online at the <http://www.atsc.army.mil/accp/aipdnew.asp> Website.

(d) *Additional training.* Airborne and Air Assault. Suggested correspondence courses: NCO Primary Leadership Subjects Course (SPC/CPL), Signal Support Systems Specialist Course, and Signal Leadership Course (SPC-SGT). Suggested certifications: A+, Network +, and Security + certifications.

(e) *Special assignments.* None.

(2) *SGT.*

(a) *Institutional training.* Warrior Leadership Course (WLC) is not conditional for promotion to SGT, see AR 600-8-19, 1-27); Advanced Leader Course (ALC); Successful graduation with honors from this course may be a significant promotion factor.

(b) *Operational assignments.* During this phase of a career NCOs should focus on tactical assignments, to develop Soldier leadership skills, hone technical expertise, and lay a foundation of tactical knowledge. NCOs should be familiar with DA Pam 611-21 and seek the positions that allow them to gain technical knowledge by serving in the position of Forward Signal Support NCO and leadership experience by serving in the position of Team Chief, Senior Signal Support System NCO, and Senior Signal Support System Maintainer.

(c) *Self-development.* Under SSD, there is no SSD Level II. Advance Leaders Course Common Core (ALC-CC) is in lieu of SSD Level II. All SGTs who are graduates of ALC are automatically enrolled in SSD Level III effective 1 JAN 11. SGTs (P) are enrolled in SSD Level III automatically upon completion of all phases of ALC. SSD Level III tasks are primarily focused at the platoon level. Under GSD, NCOs and their chain of command must exploit every education opportunity when the Operational Tempo (OPTEMPO) of tactical assignments limit the opportunity for civilian education. There are alternative methods for obtaining college credits outside of the traditional classroom instruction. This includes the Internet and Army correspondence courses (see para (d) below), College Level Examination Program (CLEP) and Defense Activity for Non-Traditional Education Support (DANTES). Soldiers may convert Military education and experience to college credit by maximizing the Service Member Opportunity College Associate's Degree (SOCAD) program. Soldiers should visit the Credentialing Opportunities On-Line (COOL) <https://www.cool.army.mil/> Website for civilian credentials associated with their respective MOS. The completion of a college level English course is recommended prior to attending the Warrior Leaders Course (WLC). Soldiers should use this time to improve their Armed Services Vocation Aptitude Battery (ASVAB) scores as appropriate. Soldiers should see their chain of command and the installation education office for more information on education programs and financial support. Soldiers may enroll in the Army Correspondence Course Program (ACCP) online at the <http://www.atsc.army.mil/accp/aipdnew.asp> Website.

(d) *Additional training.* Airborne and Air Assault. Suggested correspondence courses: None. Suggested technical certificates: A+, Network +, and Security + certifications.

(e) *Special assignments.* None.

(3) *SSG.*

(a) *Institutional training.* Soldiers must be a Warrior Leader Course (WLC) graduate or equivalent for recommendation to SSG (see AR 600-8-19, para 1-27d). SSG must be a graduate of Advanced Leaders Course (ALC) or higher NCOES course in order to be considered for promotion to SFC (see AR 600-8-19, para 4-2); Senior Leaders Course (SLC); Battle Staff Course (BSC); Successful graduation with honors from these courses may be a significant promotion factor.

(b) *Operational assignments.* NCOs should focus on continued development and refinement of their skills with assignments, which develop leadership skills, hone technical expertise, and lay a foundation of tactical knowledge during this phase of their career. Duty positions such as, Signal Support Systems Supervisor, Radio Retrans Supervisor, Forward Signal Support NCO and Advanced Leaders Course (ALC) Small Group Leader (SGL) will increase experience and intensify leadership skills. NCOs should avoid back-to-back special duty assignments such as Drill Sergeant, Recruiter, or any repetitive combination of assignments whenever possible. This reduces MOS proficiency due to continuous changes in modernization, structure and doctrine.

(c) Self-development. Under SSD, all SSGs who are graduates of ALC are automatically enrolled in SSD Level III effective 1 JAN 11. SSGs (P) will be enrolled automatically in SSD Level IV upon completion of SLC. NCO's should complete SSD Level III after graduating ALC and prior to graduating SLC. SSD Level IV tasks are primarily focused at the battalion level. Under GSD, NCOs should actively seek opportunities to further their civilian and military education (see para (d), below). Pursuing a college education is not a mandatory requirement but one that will place you above your peers who are not striving to obtain college credits. Soldiers should plan their college program around a degree that relates to their MOS using information provided on the SOCAD Web site.

(d) Additional training. Standardized COMSEC Custodian Course, Equal Opportunity Advisor (EOA), Drill Sergeant, Recruiter, Airborne and Air Assault. Suggested correspondence courses: None. Suggested technical certificates: A+, Network +, and Security + certifications.

(e) Special assignments. AIT Platoon Sergeant, Advanced Leaders Course (ALC) Small Group Leader (SGL), Drill Sergeant, and Recruiter.

(4) SFC.

(a) Institution training. Soldiers must be an Advanced Leaders Course (ALC) graduate for consideration eligibility to SFC (see AR 600-8-19, 1-27c). SFC must be a graduate of Senior Leaders Course (SLC) to be considered for promotion to MSG (see AR 600-8-19, 4-2); Battle Staff Course. Successful graduation with honors from these courses may be a significant promotion factor.

(b) Operational assignments. During this phase of a career, focus should be in tactical assignments as a Platoon Sergeant, Section Chief, Detachment Sergeant, Signal Support Staff NCO, and Senior Signal Support NCO. The Platoon Sergeant or Section Chief's job as the senior trainer in the platoon is essential in the development of junior leaders. This experience is also necessary to be competitive for promotion to MSG and appointment to First Sergeant.

(c) Self-development. Under SSD, SFCs are enrolled automatically in SSD Level IV upon completion of SLC. It is highly recommended that SSD IV be completed prior to assuming duties as a First Sergeant. SSD Level IV tasks are primarily focused at the battalion level. Under GSD, NCOs and their chain of command must exploit every education opportunity when the Operational Tempo (OPTEMPO) of tactical assignments limit the opportunity for civilian education. A college degree is not a requirement for promotion but it may be a significant factor and should be pursued whenever possible. SFCs should complete at least one year of college prior to eligibility for the Master Sergeant Board.

(d) Additional training. Airborne and Air Assault. Suggested correspondence courses: Signal Support Systems Specialist Course. Suggested certificates: Suggested technical certificates: A+, Network +, and Security + certifications.

(e) Special assignments. Senior Drill Sergeant, Recruiter, EOA, Observer/Controller, CINC Communications Chief, and Senior Leaders Course (SLC) Small Group Leader (SGL).

(5) MSG/ISG.

(a) Institution training. Soldiers must be a Senior Leaders Course (SLC) graduate for consideration eligibility to MSG (see AR 600-8-19, 1-27c); First Sergeant Course (first time First Sergeants are required to attend the FSC prior to holding a First Sergeant position) and Battle Staff Course. Soldiers must be a United States Army Sergeant Major Course (USASMC) graduate for promotion to SGM (see AR 600-8-19, para 1-27b). Conditional promotion to SGM. (1) Soldiers selected for promotion to SGM who are non-graduates of the SMC will be conditionally promoted. (2) Soldiers who fail to successfully complete, fail to remain eligible to be scheduled for or attend, who are denied enrollment in, or who do not attend their scheduled NCOES class (through fault of the Soldier) will be administratively reduced or removed from the promotion list. The effective date of administrative reduction is the date of the action that caused the Soldier to be ineligible to retain the promotion. The DOR will be the previous DOR held at the reduced grade. (See AR 600-8-19, para 1-27b.)

(b) Operational assignments. Critical assignments for a MSG is First Sergeant, Detachment Sergeant, and Signal Support Systems Chief, which is limited.

(c) Self-development. Under SSD, MSGs will be automatically enrolled in Structured Self Development Level IV (SSD IV). NCOs must complete SSD Level IV prior to attending the Sergeants Major Course (SMC) or prior to one year time in grade as a MSG/1SG effective 1 JAN 13. MSGs (P) will be automatically enrolled in SSD Level V upon completing Sergeants Major Course (or equivalent). SSD Level V tasks are primarily focused at nominative and joint staff levels. A college degree is not a requirement for promotion, but it may be a significant factor and should be pursued whenever possible. MSGs should strive to complete at least two years of college prior to eligibility for the Sergeant Major Board.

(d) Additional training. Airborne and Air Assault.

(e) Special assignments. Senior Career Advisor, Senior Career Manager NCO, Senior Instructor/Writer, Observer/Controller (O/C) and Active Component/Reserve Component (AC/RC) Advisor.

(6) *SGM.* See paragraph 11-48.

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

e. GI to Jobs. See COOL Website.

11-43. MOS 25U 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 menu. PDMs then can be selected from the "Professional Development" gadget on the MT2 Page. Alternately, users may go to a PDM selection menu at the following web address: <https://ile.atsc.army.mil/pdmPublic/pdm.html>.

11-44. MOS 25U Reserve Component

The integrated use of the Reserve Component (RC), which includes the Army National Guard and Army Reserves, is essential to the successful accomplishment of military operations. The RC represents substantive elements of the structure and capability of each service. The contributions of the RC cover the entire spectrum of forces from combat, to combat support (CS) or combat service support (CSS) and general supporting forces. The RC Soldier must possess the same qualifications and capabilities within the unit of assignment as his or her Active Army (AA) counterpart in a similar unit of assignment. Duty assignments for career progression do not parallel those of the AA. Assignments are constrained based on availability within their state or region. Geographical limitations will determine the types of units in which RC Soldiers may serve. The Army Training System (TATS), Noncommissioned Officer Education System (NCOES) satisfies professional development and functional area requirements. This is the same for all Army components.

11-45. MOS 25W Telecommunications Operations Chief

a. Major duties. See DA Pam 611-21 in the HRC Smartbook for details.

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

c. Goals for development. The purpose of the Career Progression Plan is to inform Soldiers the Signal Corps intent for their career pattern and professional development. NCOs should steadily increase their technical and basic Soldiering attributes. Soldiers should use online training resources to continue to develop and enhance the skills needed to support the modular force. To develop telecommunications Operations Chiefs into professional NCOs, their assignments must focus on challenging and demanding jobs such as Section Chief, Platoon Sergeant and Detachment Sergeant or other supervisory positions. Soldiers should avoid repetitive Assignments that are outside of MOS (such as going from Drill Sergeant to Recruiter duty, Instructor/Writer, staff, or similar positions) whenever possible. This will ensure necessary diversity throughout the career path. Soldiers should use online training resources to increase knowledge of complex IP based systems and enhance the understanding of the complex tasks of network management and control of these systems. It is possible that repetitive assignments will occur to meet the

needs of the Army. Soldiers should interject and communicate their desire for assignments that allow them to remain competitive. Senior NCOs should round out their career with battalion, brigade or Army level experience.

(1) *SFC.*

(a) *Institutional training.* Soldiers must be an Advanced Leaders Course (ALC) graduate for consideration eligibility to SFC (see 1-27c); First Sergeants Course, when serving in this capacity (first time First Sergeants are required to attend the FSC prior to holding a First Sergeant position). Successful graduation with honors from these courses may be a significant promotion factor.

(b) *Operational assignments.* SFCs should seek assignments as a Platoon Sergeant, Detachment Sergeant, Section chief, XMSN Systems Chief, Switch Systems Chief, Network Operations Chief, Network Control Chief, Signal Maintenance Chief and Plans/Operations NCO.

(c) *Self-development.* Under SSD, SFCs are enrolled automatically in SSD Level IV upon completion of SLC. It is highly recommended that SSD Level IV be completed prior to assuming duties as a First Sergeant. SSD Level IV tasks are primarily focused at the battalion level. Under GSD, NCOs and their chain of command must exploit every education opportunity when the Operational Tempo (OPTEMPO) of tactical assignments limit the opportunity for civilian education. A college degree is not a requirement for promotion but it may be a significant factor and should be pursued whenever possible. A SFC should complete at least one year of college prior to eligibility for the Master Sergeant Board.

(d) *Additional training.* Tactical Automated Switching Network Supervisor, Network Management Tool Staff Operations, Airborne, and Air Assault.

(e) *Special assignments.* Senior Drill Sergeant, Recruiter, Military Transition Team (MiTT), Joint Operations Organizations, e.g., Joint Communications Support Element (JCSE), White House Communications Agency (WHCA), Special Operations, Equal Opportunity Advisor (EOA), Inspector General NCO, Instructor/Writer, Combat Training Center Observer/Controller, and Active Army/Reserve Component (AC/RC) Advisor.

(2) *MSG/ISG.*

(a) *Institutional training.* Soldiers must be a Senior Leaders Course (SLC) graduate for consideration eligibility to MSG (see AR 600-8-19, 1-27c); First Sergeant Course (first time First Sergeants are required to attend the FSC prior to holding a First Sergeant position) and Battle Staff Course. Soldiers must be a United States Army Sergeant Major Course (USASMC) graduate for promotion to SGM (see AR 600-8-19, para 1-27b). Conditional promotion to SGM. (1) Soldiers selected for promotion to SGM who are non-graduates of the SMC will be conditionally promoted. (2) Soldiers who fail to successfully complete, fail to remain eligible to be scheduled for or attend, who are denied enrollment in, or who do not attend their scheduled NCOES class (through fault of the Soldier) will be administratively reduced or removed from the promotion list. The effective date of administrative reduction is the date of the action that caused the Soldier to be ineligible to retain the promotion. The DOR will be the previous DOR held at the reduced grade. (See AR 600-8-19, para 1-27b.)

(b) *Operational assignments.* The critical assignment for a MSG is First Sergeant. The opportunity for promotion to SGM is limited without a tour as a First Sergeant, It is beneficial to career development to serve as a First Sergeant for at least 24 months (this may consist of one or more assignments). Other assignments include Senior Signal Operations NCO, Senior Telecommunications Operations NCO and Senior Signal Maintenance NCO.

(c) *Self-development.* Under SSD, MSGs will be automatically enrolled in Structured Self Development Level IV (SSD IV). NCOs must complete SSD Level IV prior to attending the Sergeants Major Course (SMC) or prior to one year time in grade as a MSG/ISG effective 1 JAN 13. MSGs (P) will be automatically enrolled in SSD Level V upon completing Sergeants Major Course (or equivalent). SSD Level V tasks are primarily focused at nominative and joint staff levels. A college degree is not a requirement for promotion, but it may be a significant factor for selection to SGM and should be pursued whenever possible. MSGs should strive to complete at least two years of college prior to eligibility for the Sergeant Major Board. For additional information on self-development, refer to paragraph 11-3.

(d) *Additional training.* Joint Tactical Automated Switching Network Supervisor, Network Management Tool Staff

Operations, Battlefield Spectrum Management, Airborne, and Air Assault. Suggested correspondence courses: None.

(e) *Special assignments.* Combat Training Center Observer Controller (OC), Instructor and Active Component/ Reserve Component (AC/RC) Advisor.

(3) *SGM.* See paragraph 11–48.

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

e. *GI to Jobs.* See COOL Website.

11–46. MOS 25W 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 menu. PDMs then can be selected from the "Professional Development" gadget on the MT2 Page. Alternately, users may go to a PDM selection menu at the following web address: <https://ile.atsc.army.mil/pdmPublic/pdm.html>.

11–47. MOS 25W Reserve Component

The integrated use of the Reserve Component (RC), which includes the Army National Guard and Army Reserves, is essential to the successful accomplishment of military operations. The RC represents substantive elements of the structure and capability of each service. The contributions of the RC cover the entire spectrum of forces from combat, to combat support (CS) or combat service support (CSS) and general supporting forces. The RC Soldier must possess the same qualifications and capabilities within the unit of assignment as his or her Active Army (AA) counterpart in a similar unit of assignment. Duty assignments for career progression do not parallel those of the AA. Assignments are constrained based on availability within their state or region. Geographical limitations will determine the types of units in which RC Soldiers may serve. The Army Training System (TATS), Noncommissioned Officer Education System (NCOES) satisfies professional development and functional area requirements. This is the same for all Army components.

11–48. MOS 25X Senior Signal Sergeant

a. *Major duties.* See DA Pam 611–21 in the HRC Smartbook for details.

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

c. *Goals for development.* The purpose of the Career Progression Plan is to inform Soldiers the Signal Corps intent for career pattern and professional development. NCOs should steadily increase their technical and basic Soldiering attributes. NCOs should use online training resources to continue to develop and enhance the skills needed to support the modular force. To maintain senior signal sergeants as professional NCOs, their assignments must focus on challenging and demanding jobs such as Chief Signal NCO, Corps Signal NCO, and Division Signal NCO. Follow-on staff assignments will add to their overall professional knowledge. Whenever possible, avoid repetitive assignments, outside of MOS. Senior NCOs should ensure assignment diversity throughout the career path. It is possible repetitive assignments will occur to meet the needs of the Army. Soldiers should interject and communicate their desire for assignments that allow them to remain competitive. Senior NCOs should round out their career with Army level experience.

(1) *SGM.*

(a) *Institution training.*

Sergeants Major Course (SMC) (for conditional promotion to SGM/CSM (see AR 600–8–19, para 1-27b) and Command Sergeants Major Course (CSMC).

(b) *Operational assignments.* SGMs should seek appointment to CSM and operational assignments on a major command or HQDA staff.

(c) *Self-development.* Under SSD, SGMs are enrolled automatically into SSD Level V upon completion of Sergeant Major Course or its equivalent. Completion of SSD Level V is a prerequisite to be considered for nominative and

joint assignments effective 1 May 13. SSD Level V tasks are primarily focused at nominative and joint staff levels. SGMs should have an Associate's degree and should continue in courses to obtain a Bachelor's degree.

(d) Additional training. None.

(e) Special assignments. None.

(2) CSM. See 00Z.

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

e. GI to Jobs. See COOL Website.

11-49. MOS 25X 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 menu. PDMs then can be selected from the "Professional Development" gadget on the MT2 Page. Alternately, users may go to a PDM selection menu at the following web address: <https://ile.atsc.army.mil/pdmPublic/pdm.html>.

11-50. MOS 25X Reserve Component

The integrated use of the Reserve Component (RC), which includes the Army National Guard and Army Reserves, is essential to the successful accomplishment of military operations. The RC represents substantive elements of the structure and capability of each service. The contributions of the RC cover the entire spectrum of forces from combat, to combat support (CS) or combat service support (CSS) and general supporting forces. The RC Soldier must possess the same qualifications and capabilities within the unit of assignment as his or her Active Army (AA) counterpart in a similar unit of assignment. Duty assignments for career progression do not parallel those of the AA. Assignments are constrained based on availability within their state or region. Geographical limitations will determine the types of units in which RC Soldiers may serve. The Army Training System (TATS), Noncommissioned Officer Education System (NCOES) satisfies professional development and functional area requirements. This is the same for all Army components.

11-51. Information Systems Operation (ISO) – Duties

ISO is designed to perform duties which pertain to computer operations and maintenance activities Army wide. ISO Soldiers are responsible for supervising the installation and operations of teleprocessing and telecommunications center operations, electronic message traffic and unit/direct support level maintenance in mini and mainframe telecommunications computer systems; automatic message switched and associated peripheral equipment as well as various other computer systems. In addition, they perform troubleshooting, systems analysis, local area network (LAN)/wide area network (WAN) and system administration, automation information support and COMSEC equipment and material accounting. A detailed description of Information Systems Operations can be found in DA PAM 611-21.

11-52. MOS 25B Information Technology Specialist

a. Major duties. See DA Pam 611-21 in the HRC Smartbook for details.

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

c. Goals for development. The purpose of the Career Progression Plan is to inform Soldiers how the Signal Corps intent for their career pattern and professional development to unfold. To develop Information Technology Specialists into professional NCOs, their assignments must focus on the hard, demanding jobs such as Section Sergeant, Platoon Sergeant, First Sergeant, or other supervisory positions, and serve in special or joint assignments. Follow-on assignments at the brigade and division staff will add to their overall professional knowledge. Soldiers should avoid repetitive assignments outside of MOS (such as going from Drill Sergeant to Recruiter duty, Instructor/Writer, staff, or similar positions) whenever possible. It is possible repetitive assignments will occur to meet the needs of the Army. Soldiers should interject and communicate their desire for assignments that allow them to remain competitive. Senior NCOs should round out their career with brigade or above level experience.

(1) *PVT–SPC/CPL.*

(a) *Institutional training.* Advanced Individual Training (AIT) Warrior Leadership Course (WLC).

(b) *Operational assignments.* Soldiers should focus on building a strong base of technical expertise, basic MOS skills, and common Soldier tasks during the early years of their career. Assignments such as local area Network Manager, Senior Local Area Network Manager, Information Systems Manager, Software Analyst may enhance technical expertise. Soldiers should seek responsibility and take advantage of opportunities to display their leadership skills, initiative, and motivation.

(c) *Self-development.* Soldiers Under Structured Self Development (SSD) Level I, Soldiers are enrolled automatically after completing Basic Training (BCT) or One Station Unit Training (OSUT) effective 1 OCT 10; Beginning FY13, Soldiers must complete SSD Level I prior to attending WLC. Soldiers PVT – SPC who completed BCT/OSUT, but not WLC, prior to 1 SEP 10 are automatically enrolled by 1 JAN 12. Under Guided Self Development (GSD), Soldiers and their chain of command must exploit every education opportunity when the Operational Tempo (OPTEMPO) of tactical assignments limit the opportunity for civilian education. There are alternative methods for obtaining college credits outside of the traditional classroom instruction. This includes the Internet and Army correspondence courses (see para (d) below), College Level Examination Program (CLEP) and Defense Activity for Non-Traditional Education Support (DANTES). Soldiers may convert Military education and experience to college credit by maximizing the Service Member Opportunity College Associate's Degree (SOCAD) program. Soldiers should visit the Credentialing Opportunities On-Line (COOL) <https://www.cool.army.mil/> Website for civilian credentials associated with their respective MOS. The completion of a college level English course is recommended prior to attending the Warrior Leaders Course (WLC). Soldiers should use this time to improve their Armed Services Vocation Aptitude Battery (ASVAB) scores as appropriate. Soldiers should see their chain of command and the installation education office for more information on education programs and financial support. Soldiers may enroll in the Army Correspondence Course Program (ACCP) online at the <http://www.atsc.army.mil/accp/aipdnew.asp> Website.

(d) *Additional training.* Airborne, Air Assault, Webmaster, Information Assurance. Suggested correspondence courses: None.

(e) *Special assignments.* None.

(2) *SGT.*

(a) *Institutional training.* Warrior Leadership Course (WLC) is not conditional for promotion to SGT (see AR 600–8–19, 1-27);. Advanced Leader Course (ALC); Successful graduation with honors from these courses may be a significant promotion factor.

(b) *Operational assignments.* NCOs should focus on tactical assignments developing Soldier leadership skills, honing technical expertise and laying a foundation of tactical knowledge during this phase of their career. NCOs should seek positions to gain leadership experience such as Team Chief, Section Sergeant, and AIT Instructor at every opportunity. Other assignments include senior information systems administrator, SR LAN Manager and Network Administrator.

(c) *Self-development.* Under SSD, there is no SSD Level II. Advance Leaders Course Common Core (ALC-CC) is in lieu of SSD Level II. All SGTs who are graduates of ALC are automatically enrolled in SSD Level III effective 1 JAN 11. SGTs (P) are enrolled in SSD Level III automatically upon completion of all phases of ALC. SSD Level III tasks are primarily focused at the platoon level. Under GSD, NCOs and their chain of command must exploit every education opportunity when the Operational Tempo (OPTEMPO) of tactical assignments limit the opportunity for civilian education. There are alternative methods for obtaining college credits outside of the traditional classroom instruction. This includes the Internet and Army correspondence courses (see para (d) below), College Level Examination Program (CLEP) and Defense Activity for Non-Traditional Education Support (DANTES). Soldiers may convert Military education and experience to college credit by maximizing the Service Member Opportunity College Associate's Degree (SOCAD) program. Soldiers should visit the Credentialing Opportunities On-Line (COOL) <https://www.cool.army.mil/> Website for civilian credentials associated with their respective MOS. The completion of a college level English course is recommended prior to attending the Warrior Leaders Course

(WLC). Soldiers should use this time to improve their Armed Services Vocation Aptitude Battery (ASVAB) scores as appropriate. Soldiers should see their chain of command and the installation education office for more information on education programs and financial support. Soldiers may enroll in the Army Correspondence Course Program (ACCP) online at the <http://www.atsc.army.mil/accp/aipdnew.asp> Website.

(d) Additional training. Airborne, Air Assault, Webmaster, Information Assurance and Local Area Networks Concepts and Configurations, Computer Network Defense (CND). Suggested correspondence courses: None.

(e) Special assignments. WHCA, Joint / DOD Agencies, Recruiter, Drill Sergeant ALC.

(3) SSG.

(a) Institutional training. Soldiers must be a Warrior Leader Course (WLC) graduate or equivalent for recommendation to SSG (see AR 600-8-19, para 1-27d). SSG must be a graduate of Advanced Leaders Course (ALC) or higher NCOES course in order to be considered for promotion to SFC (see AR 600-8-19, para 4-2); Senior Leaders Course (SLC); Battle Staff Course (BSC). Successful graduation with honors from these courses may be a significant promotion factor.

(b) Operational assignments. NCOs should focus on continued development and refinement of their skills with assignments, which develop leadership skills, hone technical expertise, and lay a foundation of tactical knowledge during this phase of their career. Duty assignments that will increase the experience and the leadership level of NCOs are Section Sergeant, and operational assignments such as a Data Systems Integrator, Information Technology Team Chief, Information Assurance Staff Assistant, and assignments within Joint/DOD or Special Operations organizations.

(c) Self-development. Under SSD, all SSGs who are graduates of ALC are automatically enrolled in SSD Level III effective 1 JAN 11. SSGs (P) will be enrolled automatically in SSD IV upon completion of SLC. SSD Level IV tasks are primarily focused at the battalion level. Under GSD, NCOs should actively seek opportunities to further their civilian and military education (see para (d), below). Pursuing a college education is not a mandatory requirement but one that will place you above your peers who are not striving to obtain college credits. Soldiers should plan their college program around a degree that relates to their MOS using information provided on the SOCAD Web site. At this level Soldiers should have completed their technical certification.

(d) Additional training. Airborne, Air Assault, Webmaster, Defense Message System (DMS) Certification Authority Workstation, Global Command and Control System, Information Assurance, Local Area Networks Concepts and Configurations, Systems Administrator Security and Network Security Manager, Computer Network Defense (CND). Suggested correspondence courses: None.

(e) Special assignments. AIT Platoon Sergeant, Drill sergeant, Advanced Leaders Course(ALC) Small Group Leader (SGL), White House Communications Agency (WHCA), and Recruiter.

(4) SFC.

(a) Institutional training. Soldiers must be an Advanced Leaders Course (ALC) graduate for consideration eligibility to SFC (see AR 600-8-19, 1-27c). SFC must be a graduate of Senior Leaders Course (SLC) to be considered for promotion to MSG (see AR 600-8-19, 4-2); Battle Staff Course and First Sergeant Course (when serving in that capacity). First time First Sergeants are required to attend the FSC prior to holding a First Sergeant position. Successful graduation with honors from these courses could be a significant promotion factor.

(b) Operational assignments. NCOs should focus on tactical assignments as a Platoon Sergeant, Detachment Sergeant or operational assignments as Senior Data Systems Integrator, Information Assurance Staff NCO, Information Systems Staff NCO during this phase of their career. As the senior trainer in the platoon, the Platoon Sergeant's job is essential in the development of junior leaders. It is necessary to be competitive for promotion to Master Sergeant and appointment to First Sergeant.

(c) Self-development. Under SSD, SFCs are enrolled automatically in SSD Level IV upon completion of SLC. It is highly recommended that SSD Level IV be completed prior to assuming duties as a First Sergeant. SSD Level IV tasks are primarily focused at the battalion level. Under GSD, NCOs and their chain of command must exploit

every education opportunity when the Operational Tempo (OPTEMPO) of tactical assignments limit the opportunity for civilian education. A college degree is not a requirement for promotion but it may be a significant factor and should be pursued whenever possible. SFCs should complete at least one year of college prior to eligibility for the Master Sergeant Board. Technical certification should be completed at this time.

(d) Additional training. Air Assault, Airborne, Webmaster, Global Command and Control System, Information Assurance, Local Area Networks Concepts and Configurations, Systems Administrator Security, Computer Network Defense (CND), and Network Security Manager.

(e) Special assignments. Senior Drill Sergeant, Senior Leaders Course (SLC) Small Group Leader (SGL), Recruiter, Equal Opportunity Advisor (EOA), Inspector General NCO, Operations Sergeant.

(5) MSG/ISG.

(a) Institutional training. Soldiers must be a Senior Leaders Course (SLC) graduate for consideration eligibility to MSG (see AR 600-8-19, 1-27c); First Sergeant Course (first time First Sergeants are required to attend the FSC prior to holding a First Sergeant position) and Battle Staff Course. Soldiers must be- a United States Army Sergeant Major Course (USASMC) graduate for promotion to SGM (see AR 600-8-19, para 1-27b). Conditional promotion to SGM. (1) Soldiers selected for promotion to SGM who are non-graduates of the SMC will be conditionally promoted. (2) Soldiers who fail to successfully complete, fail to remain eligible to be scheduled for or attend, who are denied enrollment in, or who do not attend their scheduled NCOES class (through fault of the Soldier) will be administratively reduced or removed from the promotion list. The effective date of administrative reduction is the date of the action that caused the Soldier to be ineligible to retain the promotion. The DOR will be the previous DOR held at the reduced grade. (See AR 600-8-19, para 1-27b.)

(b) Operational assignments. The critical assignment for a MSG is First Sergeant and operational assignment as BDE/DIV/Corps Staff NCOs. It is beneficial for career development to serve as a First Sergeant for at least 24 months (may consist of one or more assignments). Other important assignments for MSG include Division/Corps Information Chief, Information Systems Supervisor, and Record Telecommunications Chief.

(c) Self-development. Under SSD, MSGs will be automatically enrolled in SSD Level IV. NCOs must complete SSD Level IV prior to attending the Sergeants Major Course (SMC) or prior to one year time in grade as a MSG/ISG effective 1 JAN 13. MSGs (P) will be automatically enrolled in SSD Level V upon completing Sergeants Major Course (or equivalent). SSD Level V tasks are primarily focused at nominative and joint staff levels. A college degree is not a requirement for promotion but it may be a significant factor for selection to SGM and should be pursued whenever possible. MSGs should strive to complete at least two years of college prior to eligibility for the Sergeant Major Board.

(d) Additional training. Airborne, Air Assault. Suggested correspondence courses: None.

(e) Special assignments. Senior Career Management NCO, Professional Development NCO, Combat Training Center Observer-Controller.

(6) SGM.

(a) Institutional training. Sergeants Major Course (SMC) (for conditional promotion to SGM/CSM (see AR 600-8-19, para 1-27b) and Command Sergeants Major Course (CSMC).

(b) Operational assignments. SGMs should seek appointment to CSM. The number of CSM positions with a CMF 25 background is limited. SGMs should seek operational assignments as Information Systems Chief on a major command or HQDA staff. Other important assignments for SGMs include White House Communications Agency (WHCA), Proponent Office, USSOSCOM, Joint Activities, MACOM Information Management NCO.

(c) Self-development. Under SSD, SGMs are automatically enrolled in SSD Level V upon completion of the Sergeants Major Course (SMC). SSD Level V tasks are primarily focused at nominative and joint staff levels. SGMs should have an Associate's degree and should continue in courses to obtain a Bachelor's degree.

(d) Additional training. None.

(e) Special assignments. N/A.

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

e. GI to Jobs. See COOL Website.

11–53. MOS 25B 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 menu. PDMs then can be selected from the "Professional Development" gadget on the MT2 Page. Alternately, users may go to a PDM selection menu at the following web address: <https://ile.atsc.army.mil/pdmPublic/pdm.html>.

11–54. MOS 25B Reserve Component

The integrated use of the Reserve Component (RC), which includes the Army National Guard and Army Reserves, is essential to the successful accomplishment of military operations. The RC represents substantive elements of the structure and capability of each service. The contributions of the RC cover the entire spectrum of forces from combat, to CS or CSS and general supporting forces. The RC Soldier must possess the same qualifications and capabilities within the unit of assignment as his/her Active Army (AA) counterpart in a similar unit of assignment. Duty assignments for career progression do not parallel those of the Active Army. Assignments are constrained based on availability within their state or region. Geographical limitations will determine the type of units in which RC Soldiers may serve, The Army Training System (TATS) and Noncommissioned Officer Education System (NCOES) satisfies professional development and functional area requirements. This is the same for all Army components.

11-55. Electromagnetic Spectrum Management Operations (ESMO) – Duties

The ESMO has only one MOS that is structured from SSG to SGM (See 11-54); develops, produces, and distributes the Signal Operating Instructions (SOI) using computer software programs; maintains a database of frequency requests and assignments and performs periodic reviews and updates; takes steps to resolve frequency interference reports and maintains a database of interference incidents; prepares and forwards properly formatted frequency requests to the appropriate military or civilian agency for coordination and approval and maintains contact with them; performs unlimited frequency planning, selection, and deconfliction using automated tools;. A detailed description of ESMO can be found in DA PAM 611-21.

11–56. MOS 25E Electromagnetic Spectrum Manager

a. Major duties. See DA Pam 611–21 in the HRC Smartbook for details.

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

c. Goals for development. The purpose of the Career Progression Plan is to inform Signal Soldiers of the Signal Corps intent for their career pattern and professional development. To develop Spectrum Managers to their full potential as professional NCOs, their assignments must follow a pattern of continuous, successive Spectrum Management positions with increased levels of responsibility. Junior EMSO NCOs should take steps to increase their technical attributes. Soldiers must use online training resources to increase their technical knowledge, and to continue to develop and enhance the skills needed to support the modular force. Follow-on assignments as Instructors or Army Staff Advisors will add to their overall professional knowledge. Spectrum Managers are technical experts who are members of the staff at the echelons where assigned and do not compete with other MOSs for promotion consideration. MOS 25E has no authorizations for traditional leadership positions; there are no Team Chief, Platoon Sergeant, or First Sergeant positions associated with this MOS. MOS 25E Soldiers are not authorized for assignment as Recruiters, Drill Sergeants, Inspector General (IG) or Equal Opportunity Advisors (EOA). Soldiers should diversify their careers by requesting nontactical assignments, as most of the authorizations are in tactical assignments. It is possible that repetitive assignments will occur to meet the needs of the Army. Soldiers should interject and communicate their desire for assignments that allow them to remain competitive. Senior NCOs should round out their career with Army level experience.

(1) SSG.

(a) *Institutional training.* Senior Leaders Course (SLC); Battle Staff Course (BSC). Successful graduation with honors from these courses may be a significant promotion factor.

(b) *Operational assignments.* During this phase of their career, Soldiers should focus on continued development and refinement of their technical expertise. Available duty assignments that will increase their experience include Brigade Combat Teams (BCT), Corps Signal Operations Cells and the Operations Section of Signal Organizations.

(c) *Self-development.* Under SSD, SSGs (P) will be enrolled automatically in SSD Level IV upon completion of SLC. SSD Level IV tasks are primarily focused at the battalion level. Soldiers should actively seek opportunities to further their civilian and military education. Soldiers and their chain of command must exploit every education opportunity when the Operational Tempo (OPTEMPO) of tactical assignments limit the opportunity for civilian education. There are alternative methods for obtaining college credits other than the traditional classroom instruction. They include the Internet, Army correspondence courses military (see para (d), below), College Level Examination Program (CLEP) and Defense activity for Non-Traditional Education Support (DANTES). Pursuing a college education is not a mandatory requirement but one that will place you above your peers who are not striving to obtain college credits. Soldiers should plan their college program around a degree that relates to their MOS using information provided on the SOCAD Web site. Soldiers may enroll online at the [Army Correspondence Course Program](#) (ACCP) and the [Army eLearning SmartForce Computer Based Training](#) (CBT) online at the <http://www.atsc.army.mil/accp/aipdnew.asp> Website.

(d) *Additional training.* Suggested Army correspondence courses: Principles of Radio Wave Propagation. The Information Technology End-User Curricula in the Army eLearning SmartForce CBT may be very useful to EMSO NCOs.

(e) *Special assignments.* Spectrum Management Assignments Joint (JTF/JFLCC), Theater, and Corps Commands; Instructor/Writer.

(2) SFC.

(a) *Institutional training.* SFC must be a graduate of Senior Leaders Course (SLC) to be considered for promotion to MSG (see AR 600-8-19, 4-2); Battle Staff Course. Successful graduation with honors from these courses could be a significant promotion factor.

(b) *Operational assignments.* During this phase of a career, focus on assignments within Division, Corps, or ASCC staffs. Additional assignments include Instructor, Combined/Joint commands and Electronic Warfare cells at Division and Corps.

(c) *Self-development.* Under SSD, SFCs are enrolled automatically in SSD Level IV upon completion of SLC. It is highly recommended that SSD Level IV be completed prior to assuming duties as a First Sergeant. SSD Level IV tasks are primarily focused at the battalion level. Under GSD, NCOs and their chain of command must exploit every education opportunity when the Operational Tempo (OPTEMPO) of tactical assignments limit the opportunity for civilian education. A college degree is not a requirement for promotion but it may be a significant factor and should be pursued whenever possible. SFCs should complete at least one year of college prior to eligibility for the Master Sergeant Board.

(d) *Additional training.* Airborne, Air Assault and Battle Staff Course. Additional Skill Identifier (ASI) S9 for Joint Spectrum Management is required at the rank of SFC and above. The ASI S9 course trains "Joint" related critical tasks necessary for an "experienced" EMSO Senior NCO to serve in a COCOM component position, an ad hoc Joint Task Force (JTF) position, and in a position in an Army unit that has a specified mission of supporting Joint Task Force/Joint Forces Land Component Commands (JTF/JFLCC); ASI S9 is awarded following the completion of Senior Leaders Course (SLC).

(e) *Special assignments.* Spectrum Management Assignments Joint (JTF/JFLCC), Theater, and Corps Commands; Instructor/Writer.

(3)MSG.

(a) Institutional training. Soldiers must be a Senior Leaders Course (SLC) graduate for consideration eligibility to MSG (see AR 600-8-19, 1-27c); First Sergeant Course (first time First Sergeants are required to attend the FSC prior to holding a First Sergeant position) and Battle Staff Course. Soldiers must be a United States Army Sergeant Major Course (USASMC) graduate for promotion to SGM (see AR 600-8-19, para 1-27b). Conditional promotion to SGM. (1) Soldiers selected for promotion to SGM who are non-graduates of the SMC will be conditionally promoted. (2) Soldiers who fail to successfully complete, fail to remain eligible to be scheduled for or attend, who are denied enrollment in, or who do not attend their scheduled NCOES class (through fault of the Soldier) will be administratively reduced or removed from the promotion list. The effective date of administrative reduction is the date of the action that caused the Soldier to be ineligible to retain the promotion. The DOR will be the previous DOR held at the reduced grade. (See AR 600-8-19, para. 1-27b.)

(b) Operational assignments. During this phase of a career, focus on assignments as Division or Corps Spectrum Chief, or on ASCC staffs.

(c) Self-development. Under SSD, MSGs will be automatically enrolled in SSD Level IV. NCOs must complete SSD Level IV prior to attending the Sergeants Major Course (SMC) or prior to one year time in grade as a MSG/1SG effective 1 JAN 13. MSGs (P) will be automatically enrolled in SSD Level V upon completing Sergeants Major Course (or equivalent). SSD Level V tasks are primarily focused at nominative and joint staff levels. MSG should continue to aggressively attend college courses to obtain an associate's or higher degree. A college degree is not a requirement for promotion but it may be a significant factor for selection to SGM and should be pursued whenever possible.

(d) Additional training. None. Suggested correspondence course: None.

(e) Special assignments. None.

(4)SGM.

(a) Institutional training. Sergeants Major Course (SMC) (for conditional promotion to SGM/CSM (see AR 600-8-19, para 1-27b) and Command Sergeants Major Course (CSMC).

(b) Operational assignments. FORSCOM, CIO-G6, ASCC Army Spectrum chief (Named or Numbered Army echelon Command (i.e. Third Army or HQ U.S. Army Pacific Command)).

(c) Self-development. Under SSD, SGMs are automatically enrolled in SSD Level V upon completion of the Sergeants Major Course (SMC). SSD Level V tasks are primarily focused at nominative and joint staff levels. SGMs should have an Associate's degree and should continue in courses to obtain a Bachelor's degree.

(d) Additional training. None. Suggested correspondence course: None.

(e) Special assignments. None.

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

e. GI to Jobs. See GI to Jobs COOL Website.

11-57. MOS 25E 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 menu. PDMs then can be selected from the "Professional Development" gadget on the MT2 Page. Alternately, users may go to a PDM selection menu at the following web address: <https://ile.atsc.army.mil/pdmPublic/pdm.html>.

11-58. MOS 25E Reserve Component

The integrated use of the Reserve Component (RC), which includes the Army National Guard and Army Reserves, is essential to the successful accomplishment of military operations. The RC represents substantive elements of the structure and capability of each service. The contributions of the RC cover the entire spectrum of forces from combat, to combat support (CS) or combat service support (CSS), and general supporting forces. The RC Soldier