



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 AMEDD Center and School, ATTN: MCCA-D, 1400 East Grayson Street, Suite 213, Fort Sam Houston, Texas 78234-6175

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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Chapter 22

Army Medical Department CMF 68 Career Progression Plan

22-1. Duties

The Army Medical Department (AMEDD) mission is to provide comprehensive medical treatment, evacuation, and services to U.S. and coalition forces in support of Overseas Contingency Operations (OCO) and Homeland Defense and to provide day-to-day health care for the U.S. Army, family members, and retirees. CMF 68 is composed of 17 Military Occupational Specialties (MOS) and 18 ASIs, representing various medical specialties and sub-specialties. Members of CMF 68 possess state-of-the-art technical skills, while using modern and cutting edge technology, to help prevent disease and health disorders, preserve life and function, and mitigate suffering. CMF 68 Soldiers maintain and build upon perishable skill-sets and competencies through a process of continuous learning that are required by governmental & private sector licensing and certifying agencies and institutions e.g.: the Joint Commission (JC). NCOs supervise, mentor, train, evaluate and develop subordinates and peers as an inherent and integral part of the continuous growth and learning process of this CMF's Professional Development Models (PDM). Some of the AMEDD NCO Overseas Contingency Operations assignments include, but are not limited to: convoy operations NCOIC, Force Protection NCO/NCOIC, Detainee Operations Medical NCO, Border Transition Team Medical NCO, Special Police Transition Team Medical NCO, MEDEVAC Network Operations NCOIC, Reception, Staging, Onward-movement and Integration NCO, Army & Joint Medical Plans/Operations Liaison NCO, Civil Affairs Teams Medical NCO and Theater of Operations/Surgeon Cell Operations NCO.

Note: There are medical NCOs assigned and attached to elements providing combat service support in unconventional positions throughout the OCOs theaters.

22-2. Transformation

The mission of the Army Medical Department has always been focused to promote, sustain and enhance Soldier health with a well trained and equipped medical force that supports our war fighters in full spectrum operations. The Army Medical Soldier inspires trust and brings maximum value in health services by providing agile and adaptive individuals and medical teams, ready to execute relevant, responsive health services in any environment with any partnered team whether it be; combat arms, combat support, combat service support, joint services or interagency health services. Soldiers of the Army Medical Department are immersed in a culture of innovation which provides standardized solutions that supports best practices and optimal health care solutions to our Warriors, their families and our retired Warriors and their families. The Medical Soldier lives the Warrior Ethos, and aspires to Army Values in all health care support endeavors.

22-3. MOS 68A Biomedical Equipment Specialist

a. Major duties. The Biomedical Equipment Specialist performs maintenance services and repairs on all medical equipment, medical systems, medically related equipment and medically related systems (in accordance with DA Pam 611-21, 10-68A). Biomedical Equipment Specialists serve in both the TOE tactical units and in the TDA Military Healthcare System (MHS) under a variety of job titles. Positions include Biomedical Equipment Specialist in Medical Logistics Organizations, Division/Brigade Medical Companies, Hospital Units, as well as Medical Centers (MEDCENS)/Medical Activities (MEDDACS).

b. Prerequisites. See DA Pam 611-21 and HRC Smartbook Web site (<https://smartbook.armyg1.pentagon.mil>).

c. Goals for development. Normal career progression providing the best foundation for promotion combines assignments in both TOE and TDA units. TOE assignments provide the basis for training and competence in common tasks, tactical expertise, basic medical support/repair tasks, and leadership. TDA assignments provide more in depth and specialized training. Also positions as instructor/writer, drill sergeants, and recruiters are available for career enhancement. Although extended assignments in either the TOE or TDA or successive assignments are not normally recommended, limited positions in the TOE allow for more extended TDA time.

(1) PVT-SPC/CPL.

(a) Institutional training. Basic Combat Training (BCT) Advanced Individual Training (AIT), Warrior Leader Course (WLC).

(b) Operational assignments. MOS 68A10 serve in a variety of assignments. They may serve as a Biomedical Equipment Specialist in a Medical Logistics Unit, Brigade Medical Companies, or Combat Support Hospitals. They may serve in the same positions in a MEDDAC/MEDCEN or higher. During these assignments they should concentrate on developing their medical support/technical and leadership skills. Recommendations for promotion to

higher rank will depend on mastering these skills and displaying the aptitude and attitude consistent with the "whole Soldier" concept.

(c) *Self-development.* Soldiers should formulate plans with objectives and goals at this point in their career. They should concentrate on their military skills, but also look at civilian education and degree producing programs. Extensive military education and training is available through the Army Correspondence Course Program (ACCP) and the successful completion of courses count for promotion points for SGT and SSG. Soldiers can enroll online at the ACCP Web site.

(d) *Additional training.* All Soldiers should attend any and all special training available or offered to them such as Airborne, Air Assault, NBC, etc. All CMF 68 Soldiers should compete for the Expert Field Medical Badge (EFMB). It is not only an honor to hold the EFMB, but it may become a discriminator in selection for higher rank.

(e) *Special assignments.* There are no specific special assignments for Skill Level 1 Soldiers.

(2) SGT.

(a) *Institutional training.* Noncommissioned Officer Education System (NCOES) training, specifically Structured Self Development One (SSD I) and Warrior Leader Course are required for promotion to SSG; however, Soldiers in the grade of SPC and or SGT should complete these requirements at their respective grades. (For conditional promotion to SGT and SSG, see AR 600-8-19, para 1-27.)

(b) *Operational assignments.* Sergeant assignments include positions as a Biomedical Equipment Sergeant in both the TOE and TDA. Regardless of the assignment, Soldiers should concentrate on improving medical support and leadership skills.

(c) *Self-development.* Sergeants should develop a plan to acquire a degree. Opportunities for an associate's degree and higher are available through the Army Education SOCAD program. MOS 68A has a degree program in place relating to the MOS. Although this is not mandatory, the groundwork should be prepared at this level. The EFMB should be acquired if not already completed. Consideration should be given for training and advancement into the Warrant Officer Corps.

(d) *Additional training.* All available additional training should be taken. Many functional courses are given at the organization level and may be unique to that unit or installation. In addition to Airborne and Air Assault, SGTs should consider Warrant Officer Training if available and if the prerequisites are met.

(e) *Special assignments.* Sergeants can apply for Drill Sergeant, Recruiter, and Instructor at this rank, although most of the requirements are for SSGs.

(3) SSG.

(a) *Institutional training.* Although Soldiers can be promoted to SSG on a conditional basis, WLC must be completed for promotion. Selection for SFC requires attendance at and completion of Advanced Leader Course (ALC) Common Core DL and ALC technical track training. (For information regarding conditional promotion to SSG and SFC, see AR 600-8-19, para 1-27). If serving in an authorized position, SSGs should attend the Battle Staff NCO Course.

(b) *Operational assignments.* Leadership positions at this rank are available in both the TOE and TDA units. Some of the duties and functions performed are: enlisted advisor to senior logistical personnel on biomedical equipment maintenance; conducts MOS technical training of subordinates; performs technical duties as Medical Maintenance NCO, while supervising operations and subordinate personnel; performs biomedical equipment quality control assessments, equipment inspections, acceptability checks and equipment installation procedures; conducts biomedical equipment contract compliance technical inspections and oversight and assists in the development of medical maintenance SOPs. SSGs should concentrate on leadership skills in all of these assignments. However, 68A SSGs may have repeated assignments of a technical nature.

(c) *Self-development.* Civilian education degrees are not a requirement for promotion. SSGs should concentrate on acquiring a degree, if not already completed. Those with an associate's degree should consider a bachelor's degree in a related field. College degrees are not required for promotion at any level but civilian education could be used as an indicator of self-improvement at senior rank selection. Civilian education is not a substitute for challenging assignments and, by itself, does not indicate those "most qualified" for promotion.

(d) *Additional training.* SSG is the rank where the predominance of special assignments are found. Training and assignment as drill sergeants, recruiters, and instructor/writers are recommended at this rank. If serving in an authorized position, any additional training offered by the Army or by the unit/installation is helpful.

(e) *Special assignments.* Selection for special assignments such as drill sergeant, recruiter, Warrior Transition Unit Squad Leader or instructor, even if involuntary, is a benefit to the Soldier. Only the most qualified of each MOS is selected for specialized training. Satisfactory performance in these assignments is extremely beneficial for

consideration for promotion selection. WTUs are priority fill assignments, and SSGs serving as Squad Leaders should be given justly due consideration for promotion. Volunteering for selection allows the Soldier more leeway in deciding at what point in his/her career to perform one of these special assignments. These assignments should not be "successful." Although important, MOS proficiency may suffer during extended periods away from the basic assignments.

Note: Some of the merit-based indicators of consideration for SFC selection are: a pattern of consistent NCOERs that reflect outstanding duty performance in a variety of challenging assignments and potential to excel at higher levels of responsibility; DA-1059s indicating met or exceeded NCOES and functional course standards or achievement as Distinguished/Honor Graduate, Commandants List, Leadership Award; maintained high physical fitness standards and consistent compliance with height and weight standards with an emphasis on the Army Physical Fitness award; consistently sought learning opportunities through military courses and civilian educational opportunities and certifications; and demonstrated consistently high standards of conduct and adherence to Army values both on and off duty. AMEDD recognition or awards include the Expert Field Medical Badge (EFMB), the Combat Medical Badge (CMB), The Expert Field Medic Challenge (EFMC) Award and the Order of Military Medical Merit.

(4) SFC.

(a) Institutional training. The ALC Common Core DL and respective ALC Technical Track are required for promotion to SFC. (For conditional promotion to SFC, see AR 600-8-19, para 1-27.) Battle Staff NCO Course is also available if serving in an authorized position.

(b) Operational assignments. Most of the AMEDD leadership positions are structured around this rank. SFCs may be principal medical maintenance NCOs in both TOE logistics battalions and TDA MEDCEN/MEDDACs. Some of the duties and functions performed are: senior enlisted advisor on matters pertaining to biomedical equipment maintenance; reviews and oversees MOS technical training programs; develops AMEDD Logistical Material Maintenance Programs; performs administrative and technical duties as principal Medical Maintenance NCO; reviews quality control procedures. SFCs should concentrate on leadership positions as well as refining their leadership and technical skills. Extended assignments in TDA or non-leadership positions should be avoided if possible; however, due to the technical nature of this MOS this may not be possible. If not already completed, assignments as a drill sergeant, recruiter, or instructor should be considered.

(c) Self-development. Civilian education degrees are not a requirement for promotion. SFCs should concentrate on acquiring a degree, if not already completed. Those with an associate's degree should consider a bachelor's degree in a related field. College degrees are not required for promotion at any level but civilian education could be used as an indicator of self-improvement at senior rank selection. Civilian education is not a substitute for challenging assignments and, by itself, does not indicate those "most qualified" for promotion.

(d) Additional training. Any available Army or unit/installation training not already completed.

(e) Special assignments. Special Duty Assignments available at the rank of SFC are: Platoon Sergeant, Department NCOIC, Drill Sergeant, Recruiter, Instructor, EOA, and IG. The positions mentioned are not all inclusive. Non-traditional assignments are Rear Detachment OPS NCOs/NCOICs and Medical Liaison NCOs. SFCs should contact their assignment managers at Human Resources Command for more information regarding other assignment opportunities.

Note: Some of the merit-based Indicators of consideration for MSG selection are: a pattern of consistent NCOERs that reflect outstanding duty performance in a variety of challenging assignments and potential to excel at higher levels of responsibility; served successfully as a Platoon, Detachment Sergeant, Department/Section NCO or commensurate level of leadership position challenge/demand; minimum requirement of having met or exceeded all course standards of NCOES courses attended, with Distinguished Honor Graduate, Honor Graduate, Leadership Award recipients, or those earning Commandant's List placement being given noteworthy consideration for the merit of their achievements; and continued learning and achievement through military and civilian educational opportunities. AMEDD recognition or awards include the Expert Field Medical Badge (EFMB), the Combat Medical Badge (CMB), The Expert Field Medic Challenge (EFMC) Award and the Order of Military Medical Merit.

(5) MSG/ISG.

(a) Institutional training. Senior Leader Course and SSD III are required for promotion to MSG/ISG.

(b) Operational assignments. There are operational assignments in the TOE/TDA, which include both leadership and technical skills. Some of the duties and functions performed are: administrative and technical duties

as Senior Maintenance NCO including, the senior enlisted advisor and Subject Matter Expert (SME) on matters pertaining to biomedical equipment maintenance; reviews and oversees MOS technical training programs; manages Military Treatment Facility (MTF), theater and depot level sustainment maintenance programs ensuring compliance with ARs, Federal Laws, and requirements governing medical equipment; serves as the Commander's medical equipment SME at the Brigade level ensuring optimal unit equipment readiness and MOS technical training for echelons below Brigade. Avoiding consecutive TDA assignments is recommended but is not always possible due to the technical nature of this MOS.

(c) *Self-development.* Structured Self Development IV (SSD IV) is a prerequisite for attendance to the US Army Sergeants Major Course. Civilian education degrees are not a requirement for promotion. MSGs should concentrate on acquiring a degree, if not already completed. Those with an associate's degree should consider a bachelor's degree in a related field. College degrees are not required for promotion at any level but civilian education could be used as an indicator of self-improvement at senior rank selection. Civilian education is not a substitute for challenging assignments and, by itself, does not indicate those "most qualified" for promotion.

(d) *Additional training.* Any training available should be taken for continuing education and self-development.

(e) *Special assignments.* Opportunity exists to serve as an EOA advisor and IG NCO at MSG.

Note: Some of the merit-based indicators of consideration for SGM are: Pattern of consistent NCOERs that reflect outstanding duty performance in a variety of challenging assignments and potential to excel at higher levels of responsibility; served successfully in any of the valid MSG/1SG positions of MOS/ASI career track; minimum requirement of having met or exceeded all course standards of NCOES courses attended, with Distinguished Honor Graduate, Honor Graduate, Leadership Award recipients, or those earning Commandant's List placement being given noteworthy consideration for the merit of their achievement; continued learning through military and civilian educational opportunities.

(6) *SGM/CSM.*

(a) *Institutional training.* Graduation from the resident or non-resident Sergeants Major Course is a requirement for promotion to SGM. (For conditional promotion to SGM, see AR 600-8-19, para 1-27).

(b) *Operational assignments.* Assignments for SGMs are as the chief medical maintenance NCO in both TOE and TDA positions. Some of the duties and functions performed are: serves as the biomedical senior enlisted advisor and technical SME for USA Medical Materiel Agency and as the National Maintenance Program Senior Maintenance NCO for Army medical maintenance operations worldwide; provides leadership and serves as the senior enlisted advisor and technical SME on matters pertaining to biomedical equipment maintenance policy and procedures; directs and oversees the MOS technical training program for DoD Soldiers, pre-deployment training, NCO technical & administrative training, and MOS training with industry programs; develops and leads implementation of DoD biomedical & logistics materiel maintenance policies in theater operations worldwide; serves as a member of the MEDCOM Command Logistics Review Team ensuring compliance with ARs, Federal Laws, and JC requirements governing medical equipment programs within all MTFs. Currently, there are only three authorizations for SGM 68A. CSMs are selected and assigned based on experience, training, and desire to serve as a CSM.

(c) *Self-development.* Structured Self Development V (SSD V) is a prerequisite to be considered for nominative and joint assignments; Civilian Education degrees are not a requirement for promotion. MSGs should concentrate on acquiring a degree, if not already completed. Those with an associate's degree should consider a bachelor's degree in a related field. College degrees are not required for promotion at any level but civilian education could be used as an indicator of self-improvement at senior rank selection.

(d) *Additional training.* None.

(e) *Special assignments.* None.

d. *Professional Development Model for MOS 68A.* See Professional Development Model for MOS 68A. (http://appd.amedd.army.mil/enlisted_division.asp)

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

f. *GI to Jobs.* See GI to Jobs Cool Web site.

Note: Various state & national certifications, registrations and licenses are available through civilian agencies for some CMF-68 Soldiers; however, *only* MOS/ASI 68W and 68WM6 *require* a civilian credential in order to maintain performance qualification and retain their MOS.

22-4. MOS 68A Reserve Component

The Reserve Component comprises approximately 67% of the AMEDD Force. Consequently, NCOs in the Army Reserve and the National Guard are critical to the AMEDD mission. The RC NCO must possess the same qualifications and training as the AA NCO. Duty assignments for the RC NCO parallel the AA, although geographical limitations will determine the types of unit in which RC NCOs may serve. The RC NCOES satisfies professional and functional requirements of the Army. Although authorizations exist in the National Guard for this MOS, career progression is difficult due to lack of senior NCO grades. Not all MOSs have authorizations in the ARNGUS. For promotion guidance in the USAR refer to AR 140-158 for ARNG refer to NGR (AR) 600-200.

22-5. MOS 68D Operating Room Specialist

a. Major duties. The operating room specialist assists the nursing staff in preparing the patient and the operating room (OR) environment for surgery and for providing assistance to the medical staff during surgical procedures. They also operate the centralized materiel service (CMS) and are responsible for preparing and maintaining sterile medical supplies and special equipment for medical treatment facilities. The operating room specialist also assists in the management of operating room suites (in accordance with DA Pam 611-21, 10-68D). Operating room specialists serve in both the TOE tactical units and in the TDA Military Healthcare System (MHS) under a variety of job titles. Positions include OR specialists at TOE Organizations and TDA MEDCEN/MEDDACs.

b. Prerequisites. See DA Pam 611-21 and HRC Smartbook Web site (<https://smartbook.army1.pentagon.mil/>).

c. Goals for development. Normal career progression providing the best foundation for promotion combines assignments in both TOE and TDA units. TOE assignments provide the basis for training and competence in common tasks, tactical expertise, basic medical tasks, and leadership. TDA assignments provide more in depth and specialized medical training, as well as positions as instructor/writer, drill sergeants, and recruiters. Too long an assignment in either the TOE or TDA, or successive assignments are not recommended but due to the technical nature of this MOS, long or repeated assignments in the TDA are not uncommon through the rank of SFC.

(1) PVT-SPC/CPL.

(a) Institutional training. Basic combat training (BCT), advanced individual training (AIT), Primary Leadership Development Course (WLC).

(b) Operational assignments. MOS 68D1Os serve in a variety of assignments. They may serve in a combat support hospital, or medical teams or they may be in a medical center or medical activity. During these assignments they should concentrate on developing their medical and technical skills. Recommendations for promotion to higher rank will depend on mastering these skills and displaying the aptitude and attitude consistent with the "whole Soldier" concept.

(c) Self-development. Soldiers should formulate plans with objective and goals at this point in their career. They should concentrate on their military skills, but also look at civilian education and degree producing programs. Extensive military education and training is available through the Army Correspondence Course Program (ACCP) and the successful completion of courses count for promotion points for SGT and SSG. Soldiers can enroll online at the ACCP web site.

(d) Additional training. All Soldiers should attend any and all special training available or offered to them such as Airborne, Air assault, NBC, etc. All medical Soldiers should compete for the Expert Field Medical Badge (EFMB). It is not only an honor to hold the EFMB, but it may become a discriminator in selection for higher rank.

(e) Special assignments. There are no specific special assignments for Skill Level 1 Soldiers.

(2) SGT.

(a) Institutional training. Noncommissioned Officer Education System (NCOES) training, specifically Structured Self Development One (SSD I) and Warrior Leader Course are required for promotion to SSG; however, Soldiers in the grade of SPC and or SGT should complete these requirements at their respective grades. (For conditional promotion to SGT and SSG, see AR 600-8-19, para 1-27.)

(b) Operational assignments. SGT assignments include supervision of subordinates and setup of ORs in both TOE units and TDA MEDCENs/MEDDACs. Positions are available as operating room sergeants and as Centralized Materiel Service (CMS) NCOs. Regardless of the assignment, Soldiers should concentrate on improving medical and leadership skills.

(c) Self-development. SGTs should develop a plan to acquire a degree. Opportunities for an associate's degree and higher are available through the Army Education SOCAD program. Although this is not mandatory, the groundwork should be prepared at this level.

(d) *Additional training.* All available additional training should be taken. Many functional courses are given at the organization level and may be unique to that unit or installation. SGTs should consider Airborne and Assault Training if available and if the prerequisites are met.

(e) *Special assignments.* Sergeants can apply for drill sergeant, recruiter, and instructor at this rank, although most of the requirements are for SSGs.

(3) SSG.

(a) *Institutional training.* Although Soldiers can be promoted to SSG on a conditional basis, WLC must be completed for promotion. Selection for SFC requires attendance at and completion of Advanced Leader Course (ALC) Common Core DL and ALC technical track training. (For information regarding conditional promotion to SSG and SFC, see AR 600-8-19, para 1-27.) If serving in an authorized position, SSGs should attend the Battle Staff NCO Course.

(b) *Operational assignments.* Leadership positions at this rank are available in both the TOE and TDA units. Some of the duties and functions performed are: functions as enlisted advisor to senior logistical personnel on biomedical equipment maintenance; conducts MOS technical training of subordinates; performs technical duties as Medical Maintenance NCO, while supervising operations and subordinate personnel; performs biomedical equipment quality control assessments, equipment inspections, acceptability checks and equipment installation procedures; and conducts biomedical equipment contract compliance technical inspections and oversight; assists in the development of medical maintenance SOPs. SSGs should concentrate on leadership skills in all of these assignments. SSGs may be operating room NCOs or CMS NCOs.

(c) *Self-development.* Civilian education degrees are not a requirement for promotion. SSGs should concentrate on acquiring a degree, if not already completed. Those with an associate's degree should consider a bachelor's degree in a related field. College degrees are not required for promotion at any level but civilian education could be used as an indicator of self-improvement at senior rank selection. Civilian education is not a substitute for challenging assignments and, by itself, does not indicate those "most qualified" for promotion.

(d) *Additional training.* SSG is the rank where the predominance of special assignments is found. Training and assignment as drill sergeants, recruiters, and instructors are recommended at this rank. Any additional training offered by the Army or by the unit/installation is helpful.

(e) *Special assignments.* Selection for special assignments such as Drill Sergeant, Recruiter, WTU Squad Leader or Instructor, even if involuntary, is a benefit to the Soldier. Only the most qualified of each MOS is selected for specialized training. Satisfactory performance in these assignments is extremely beneficial for consideration for promotion selection. WTUs are priority fill assignments, and SSGs serving as Squad Leaders should be given justly due consideration for promotion. Volunteering for selection allows the soldier more leeway in deciding at what point in his/her career to perform one of these special assignments. These assignments should not be "successive." Although important, MOS proficiency may suffer during extended periods away from the basic assignments.

Note: Some of the merit-based indicators of consideration for SFC selection are: a pattern of consistent NCOERs that reflect outstanding duty performance in a variety of challenging assignments and potential to excel at higher levels of responsibility; DA-1059s indicating met or exceeded NCOES and functional course standards or achievement as Distinguished/Honor Graduate, Commandants List, Leadership Award; maintained high physical fitness standards and consistent compliance with height and weight standards with an emphasis on the Army Physical Fitness award; consistently sought learning opportunities through military courses and civilian educational opportunities and certifications; and demonstrated consistently high standards of conduct and adherence to Army values both on and off duty. AMEDD recognition or awards include the Expert Field Medical Badge (EFMB), the Combat Medical Badge (CMB), The Expert Field Medic Challenge (EFMC) Award and the Order of Military Medical Merit.

(4) SFC.

(a) *Institutional training.* The ALC Common Core DL and respective ALC Technical Track are required for promotion to SFC. (For conditional promotion to SFC, see AR 600-8-19, para 1-27.) Battle Staff NCO Course is also available if serving in an authorized position.

(b) *Operational assignments.* Most of the AMEDD leadership positions are structured around this rank. SFCs are the senior operating room NCO and the senior CMS NCO in both TOE and TDA units. Some of the duties and functions performed are: serves as the principle NCOIC of MTF operating rooms (OR) or central materiel service (CMS) shops; coordinates, directs and facilitates OR/CMS activities with other elements and operations within MTFs; and establishes policies for ensuring the safe handling, proper utilization and monitoring of sterilization

chemicals and anesthetic gases within the OR/CMS. SFCs should concentrate on leadership positions as well as refining their leadership skills. Extended assignments in TDA or non-leadership positions should be avoided if possible. If not already completed, assignments as a drill sergeant, recruiter, or instructor as well as EOA and IG positions should be considered.

(c) *Self-development.* Civilian education degrees are not a requirement for promotion. SFCs should concentrate on acquiring a degree, if not already completed. Those with an associate's degree should consider a bachelor's degree in a related field. College degrees are not required for promotion at any level but civilian education could be used as an indicator of self-improvement at senior rank selection. Civilian education is not a substitute for challenging assignments and, by itself, does not indicate those "most qualified" for promotion.

(d) *Additional training.* Any available Army or unit/installation training not already completed.

(e) *Special assignment.* Special Duty Assignments available at the rank of SFC are: Platoon Sergeant, Department NCOIC, Drill Sergeant, Recruiter, Instructor, EOA, and IG. The positions mentioned are not all inclusive. Non-traditional assignments are Rear Detachment OPS NCOs/NCOICs and Medical Liaison NCOs. SFCs should contact their assignment managers at Human Resources Command for more information regarding other assignment opportunities.

Note: Some of the merit-based indicators of consideration for MSG selection are: a pattern of consistent NCOERs that reflect outstanding duty performance in a variety of challenging assignments and potential to excel at higher levels of responsibility; served successfully as a Platoon, Detachment Sergeant, Department/Section NCO or commensurate level of leadership position challenge/demand; minimum requirement of having met or exceeded all course standards of NCOES courses attended, with Distinguished Honor Graduate, Honor Graduate, Leadership Award recipients, or those earning Commandant's List placement being given noteworthy consideration for the merit of their Achievements; and continued learning and achievement through military and civilian educational opportunities. AMEDD recognition or awards include the Expert Field Medical Badge (EFMB), the Combat Medical Badge (CMB), The Expert Field Medic Challenge (EFMC) Award and the Order of Military Medical Merit.

Assignments at SFC are drill sergeant, recruiter, instructor, EOA, and IG. These are not all inclusive and for more information SFCs should be in contact with their assignment managers at ephs@hoffman.army.mil.

(5) *MSG.* See MOS 68W.

d. *Professional Development Model for MOS 68D.* See Professional Development Model for MOS 68D. (http://appd.amedd.army.mil/enlisted_division.asp)

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

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

Note: Various state & national certifications, registrations and licenses are available through civilian agencies for some CMF-68 Soldiers; however, *only* MOS/ASI 68W and 68WM6 *require* a civilian credential in order to maintain performance qualification and retain their MOS

22-6. MOS 68D Reserve Component

The Reserve Component is managed the same as the Active Army (see para 22-4). For promotion guidance in the USAR refer to AR 140-158 for ARNG refer to NGR (AR) 600-200.

22-7. MOS 68E Dental Specialist

a. *Major duties.* The Dental Specialist assists the dental officer in prevention, examination, and treatment of diseases of teeth and oral region, or assists with the management of dental treatment facilities. Dental specialists serve in both the TOE tactical units and in the TDA Military Healthcare System (MHS) under a variety of job titles. Positions include; Dental Specialist, Dental Sergeant, Dental NCO, Dental Laboratory Specialist, Sergeant and Senior Dental Laboratory Sergeant, Preventive Dentistry Specialist and Sergeant, Platoon Sergeant, Operations Sergeant, Detachment Sergeant, Senior Dental NCO and First Sergeant. (See DA Pam 611-21 and HRC Smartbook Web site for more definitive duty description by grade (<https://smartbook.armyg1.pentagon.mil/default.aspx>)

b. *Prerequisites.* See DA Pam 611-21 and HRC Smartbook Web site (<https://smartbook.armyg1.pentagon.mil/default.aspx>).

c. *Goals for development.* Normal career progression providing the best foundation for promotion combines assignments in both TOE and TDA units. TOE assignments provide the basis for training and competence in common tasks, tactical expertise, basic medical tasks, and leadership. TDA assignments provide more in depth and

specialized medical training, as well as positions as Instructor/Writer, Drill Sergeant, and Recruiter Training and assignment also include two additional skill identifiers (ASIs) associated with 68E; (N5, Dental Laboratory Specialist and X2, Preventive Dentistry Specialist. Extended or successive assignments in either the TOE or TDA assignments are not recommended.

(1) PVT-SPC/CPL.

(a) Institutional training. Basic Combat Training (BCT), Advanced Individual Training (AIT), Warrior Leader Course (WLC). PFCs and SPCs (CPLs) should consider 68E ASI training in Dental Laboratory Specialist (N5) or Preventive Dentistry (X2); training ranges from 12-24 weeks and is usually followed by an assignment in a dental treatment facility or a dental laboratory where the Soldier can apply their newly established skill sets.

(b) Operational assignments. Soldiers serving in MOS 68E at skill level one serve in a variety of assignments. They may serve as a Dental Specialist in any of the TOE medical or dental companies. They could also serve in TDA dental activities (DENTACS). During these assignments Soldiers should concentrate on developing their dental/technical and leadership skills. Recommendation for promotion to the next higher grade depends on mastering these skills as well as displaying the aptitude and attitude consistent with the "whole Soldier" concept.

(c) Self-development. Soldiers should begin to formulate plans with long term objectives and goals at this point in their career. They should concentrate on their military skills but should also begin to consider pursuing civilian education and degree producing programs. They should seek out National Certified Dental Assisting certification programs. Also, extensive military education and training is available through the Army Correspondence Course Program (ACCP) and the successful completion of courses count for promotion points for SGT and SSG. Soldiers can enroll online at the ACCP Web site.

(d) Additional training. All Soldiers should attend any and all special training available or offered to them such as Airborne, Air Assault, CBRNE, etc. All CMF 68 Soldiers should compete for the Expert Field Medical Badge (EFMB). It is not only an honor to hold the EFMB, but it may become a discriminator in selection for promotion to a senior NCO grade by a centralized promotion board. In addition, the following two additional skill identifiers (ASIs), Laboratory Specialist (N5) or Preventive Dentistry (X2) are associated with MOS 68E. These ASIs are restricted to SPC through SSG and are applied for through normal channels. Descriptions, qualifications and restrictions are found in table 12, DA Pam 611-21 (N5- Dental Laboratory Specialist, and X2- Preventive Dentistry Specialist).

(e) Special assignments. There are no specific special assignments for Skill Level 1 Soldiers.

(2) SGT.

(a) Institutional training. Noncommissioned Officer Education System (NCOES) training, specifically Structured Self Development One (SSD I) and Warrior Leader Course are required for promotion to SSG; however, Soldiers in the grade of SPC and or SGT should complete these requirements at their respective grades. (For conditional promotion to SGT and SSG, see AR 600-8-19, para 1-27).

(b) Operational assignments. Sergeant assignments include but are not limited to Dental Sergeant, Dental NCO, Dental laboratory Sergeant; assignments are located in both the TOE and TDA. Regardless of the assignment, Soldiers should concentrate on improving their medical, technical and leadership skills. Soldiers working in assignments based on their ASI should concentrate on learning and developing skills specific to the ASI.

(c) Self-development. Sergeants should continue to develop a college degree plan. Opportunities for an associate's degree and higher are available through the Army Education SOCAD program. Although a college degree plan is not mandatory, the groundwork should be prepared at this level. Also, the EFMB should be acquired if not already completed.

(d) Additional training. All available additional training should be considered. Many functional courses are provided at the organization level and may be unique to that unit or installation. In addition to Airborne and Air Assault, SGTs should consider Dental ASI Training if available and they meet course prerequisites.

(e) Special assignments. Sergeants can apply for Drill Sergeant, Recruiter, Warrior Transition Squad Leader, and Instructor at this rank, although most of these assignment opportunities exist for SSGs.

(3) SSG.

(a) Institutional training. Although Soldiers can be promoted to SSG on a conditional basis, WLC must be completed for promotion. Selection for SFC requires attendance at and completion of Advanced Leader Course (ALC) Common Core DL and ALC technical track training. (For information regarding conditional promotion to SSG and SFC, see AR 600-8-19, para 1-27.) If serving in an authorized position, SSGs should attend the Battle Staff NCO Course.

If serving in an authorized position, SSGs should attend the Battle Staff NCO Course.

(b) Operational assignments. Leadership positions at this rank are available in both the TOE and TDA units. Some of the duties and functions performed are: supervises the activities of dental teams, sections, or clinics in small fixed or mobile facilities; performs technical duties as Dental NCO, while supervising operations and subordinate personnel; trains and evaluates subordinates on work techniques and dental treatment procedures; perform reconnaissance of operational sites fit for establishing and conducting dental operations and services; supervise the movements and establishments of field dental units; and maintains dental equipment and ensure proper stock levels to support dental operations. SSGs should concentrate on leadership skills in all of these assignments. SSGs may be Senior Dental Sergeant, Senior Dental Laboratory Sergeant or NCOIC, Platoon Sergeant.

(c) Self-development. Civilian education degrees are not a requirement for promotion. SSGs should concentrate on acquiring a degree, if not already completed. Those with an associate's degree should consider a bachelor's degree in a related field. College degrees are not required for promotion at any level but civilian education could be used as an indicator of self-improvement at senior rank selection. Civilian education is not a substitute for challenging assignments and, by itself, does not indicate those "most qualified" for promotion.

(d) Additional training. SSG is the rank where the majority of special duty assignments are found. Training and assignment as drill sergeant, recruiter, warrior transition squad leader and instructor are recommended at this rank. Any additional training offered by the Army or by the unit/installation may also be helpful.

(e) Special assignments. Selection for special assignments such as Drill Sergeant, Recruiter, WTU Squad Leader or Instructor, even if involuntary, is a benefit to the Soldier. Only the most qualified of each MOS is selected for specialized training. Satisfactory performance in these assignments is extremely beneficial for consideration for promotion selection. WTUs are priority fill assignments, and SSGs serving as Squad Leaders should be given justly due consideration for promotion. Volunteering for selection allows the soldier more leeway in deciding at what point in his/her career to perform one of these special assignments. These assignments should not be "successive." Although important, MOS proficiency may suffer during extended periods away from the basic assignments.

Note: Some of the merit-based indicators of consideration for SFC selection are: a pattern of consistent NCOERs that reflect outstanding duty performance in a variety of challenging assignments and potential to excel at higher levels of responsibility; DA-1059s indicating met or exceeded NCOES and functional course standards or achievement as Distinguished/Honor Graduate, Commandants List, Leadership Award; maintained high physical fitness standards and consistent compliance with height and weight standards with an emphasis on the Army Physical Fitness award; consistently sought learning opportunities through military courses and civilian educational opportunities and certifications; and demonstrated consistently high standards of conduct and adherence to Army values both on and off duty. AMEDD recognition or awards include the Expert Field Medical Badge (EFMB), the Combat Medical Badge (CMB), The Expert Field Medic Challenge (EFMC) Award and the Order of Military Medical Merit.

(4) SFC.

(a) Institutional training. The ALC Common Core DL and respective ALC Technical Track is required for promotion to SFC. (For conditional promotion to SFC, see AR 600-8-19, para 1-27.) Battle Staff NCO Course is also available if serving in an authorized position.

(b) Operational assignments. The majority of AMEDD enlisted leadership positions are structured around this rank. Some of the duties and functions performed are: functions as the senior enlisted advisor to commanders, Operations NCO for the Dental command and Platoon Sergeant for deploying units; reviews and evaluates training programs; supervises the functions of dental sections, clinics, or facilities, either fixed or mobile; provides the commander with technical assistance in the development of operational plans and requirements; coordinates administrative activities and prepares dental treatment facility policies and procedures; and perform reconnaissance and selection of operational sites fit for establishing and conducting dental operations and services. SFCs may be Detachment Sergeant in a TOE medical detachment, or Operations Sergeant in dental companies, Senior Dental NCO of DENTACs and NCOICs of various dental clinics and services. SFCs should concentrate on leadership positions as well as refining their leadership skills. Extended assignments in TDA or non-leadership positions should be avoided if possible. If not already completed, assignments as a drill sergeant, recruiter, or instructor as well as EOA and IG positions, should be considered.

(c) Self-development.

(d) Additional training. Any other available Army or unit/installation training not already completed.

(e) Special assignment. Special Duty Assignments available at the rank of SFC are: Platoon Sergeant, Department NCOIC, Drill Sergeant, Recruiter, Instructor, EOA, and IG. The positions mentioned are not all inclusive. Non-traditional assignments are Rear Detachment OPS NCOs/NCOICs and Medical Liaison NCOs.

SFCs should contact their assignment managers at Human Resources Command for more information regarding other assignment opportunities.

Note: Some of the merit-based indicators of consideration for MSG selection are: a pattern of consistent NCOERs that reflect outstanding duty performance in a variety of challenging assignments and potential to excel at higher levels of responsibility; served successfully as a Platoon, Detachment Sergeant, Department/Section NCO or commensurate level of leadership position challenge/demand; minimum requirement of having met or exceeded all course standards of NCOES courses attended, with Distinguished Honor Graduate, Honor Graduate, Leadership Award recipients, or those earning Commandant's List placement being given noteworthy consideration for the merit of their Achievements; and continued learning and achievement through military and civilian educational opportunities. AMEDD recognition or awards include the Expert Field Medical Badge (EFMB), the Combat Medical Badge (CMB), The Expert Field Medic Challenge (EFMC) Award and the Order of Military Medical Merit.

(5) MSG/1SG.

(a) Institutional training. Senior Leader Course and SSD III are required for promotion to MSG/1SG.

(b) Operational assignments. The most advantageous position for a Soldier in grade of E8 is First Sergeant or Senior Dental NCO. There are a number of operational assignments in the TOE/TDA, which include both leadership and technical skills. Some of the duties and functions performed are: functions as the senior enlisted advisor to commanders, area dental labs, department chiefs and staff agencies on matters pertaining to enlisted personnel; supervises general administrative functions; coordinates personnel assignments; reviews and evaluates training programs and requirements; assists in the planning, development, management, and execution of the command budget program and provides technical assistance in planning and staffing of dental facilities; coordinates and supervises unit preventive maintenance and supply programs; provides the commander with technical assistance in the development of operational plans and requirements for mobilization of Dental Units; and coordinates assets to ensure a high state of dental readiness for deploying units/organizations. Avoiding consecutive TDA assignments is recommended.

(c) Self-development. Structured Self Development IV (SSD IV) is a prerequisite for attendance to the USASMC. Although civilian education degrees are not a requirement for promotion, a degree completion is strongly recommended at this rank. Completion of an associate's degree or higher is a marked discriminator for self-improvement. Civilian education degrees are not a requirement for promotion. MSGs should concentrate on acquiring a degree, if not already completed. Those with an associate's degree should consider a bachelor's degree in a related field. College degrees are not required for promotion at any level but civilian education could be used as an indicator of self-improvement at senior rank selection. Civilian education is not a substitute for challenging assignments and, by itself, does not indicate those "most qualified" for promotion.

(d) Additional training. Any training applicable to the Soldier's position or career field at this rank should be considered for continuing education and self-development.

(e) Special assignments. Opportunity exists to serve as an EOA advisor, IG NCO, or operations sergeant at MSG.

Note: Some of the merit-based indicators of consideration for SGM are: Pattern of consistent NCOERs that reflect outstanding duty performance in a variety of challenging assignments and potential to excel at higher levels of responsibility; served successfully in any of the valid MSG/1SG positions of MOS/ASI career track; minimum requirement of having met or exceeded all course standards of NCOES courses attended, with Distinguished Honor Graduate, Honor Graduate, Leadership Award recipients, or those earning Commandant's List placement being given noteworthy consideration for the merit of their achievement; continued learning through military and civilian educational opportunities.

(6) SGM/CSM. See MOS 68Z/00Z.

d. Professional Development Model for MOS 68E. See Professional Development Model for MOS 68E. (http://appd.amedd.army.mil/enlisted_division.asp)

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

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

Note: Various state & national certifications, registrations and licenses are available through civilian agencies for some CMF-68 Soldiers; however, *only* MOS/ASI 68W and 68WM6 *require* a civilian credential in order to maintain performance qualification and retain their MOS.

22-8. MOS 68E Reserve Component

The Reserve Component is managed the same as the Active Army (see para 22-6). For promotion guidance in the USAR refer to AR 140-158 for ARNG refer to NGR (AR) 600-200.

22-9. MOS 68G Patient Administration Specialist

a. Major duties. The patient administration specialist supervises or performs administrative duties in patient administration division of a hospital or other medical activity (in accordance with DA Pam 611-21, 10-68G). Patient administration specialists serve in both the TOE tactical units and in the TDA Military Healthcare System (MHS) under a variety of job titles. Positions include patient admin specialists in hospitals, Division/Brigade Medical Companies, Combat Service Support TOE, and Combat Support Hospitals and TDA MEDCEN/MEDDACs.

b. Prerequisites. See DA Pam 611-21 and HRC Smartbook Web site (<https://smartbook.army1.pentagon.mil/>).

c. Goals for development. Normal career progression providing the best foundation for promotion combines assignments in both TOE and TDA units. TOE assignments provide the basis for training and competence in common tasks, tactical expertise, basic medical tasks and leadership. TDA assignments provide more in depth and specialized medical training, as well as positions as instructor/writer, drill sergeants, and recruiters. Too long an assignment in either the TOE or TDA or successive assignments are not recommended but due to the technical nature of this MOS, long or repeated assignments in the TDA are not uncommon through the rank of SFC.

(1) PVT-SPC/CPL.

(a) Institutional training. Basic Combat Training (BCT), Advanced Individual Training (AIT), Warrior Leadership Course (WLC).

(b) Operational assignments. MOS 68G10s serve in a variety of assignments. They may serve in a Combat Support Hospital or Medical Company or they may be in a medical center or medical activity. During these assignments they should concentrate on developing their medical and technical skills. Recommendations for promotion to higher rank will depend on mastering these skills and displaying the aptitude and attitude consistent with the "whole Soldier" concept.

(c) Self-development. Soldiers should formulate plans with objectives and goals at this point in their career. They should concentrate on their military skills, but also look at civilian education and degree producing programs. Extensive military education and training is available through the Army Correspondence Course Program (ACCP) and the successful completion of courses count for promotion points for SGT and SSG. Soldiers can enroll online at the ACCP Web site.

(d) Additional training. All Soldiers should attend any and all special training available or offered to them such as Airborne, Air Assault, NBC, etc. All CMF 68soldiers should compete for the Expert Field Medical Badge (EFMB). It is not only an honor to hold the EFMB, but it may become a discriminator in selection for higher rank.

(e) Special assignments. There are no specific special assignments for Skill Level 1 Soldiers.

(2) SGT.

(a) Institutional training. Noncommissioned Officer Education System (NCOES) training, specifically Structured Self Development One (SSD I) and Warrior Leader Course are required for promotion to SSG; however, Soldiers in the grade of SPC and or SGT should complete these requirements at their respective grades. (For conditional promotion to SGT and SSG, see AR 600-8-19, para 1-27.)

(b) Operational assignments. Sergeant assignments include supervision of subordinates in combat support hospitals, professional services NCO in TOE units and similar positions in TDA MEDCENS/MEDDACs. Regardless of the assignment, Soldiers should concentrate on improving medical and leadership skills.

(c) Self-development. Sergeants should develop a plan to acquire a degree. Opportunities for an associate's degree and higher are available through the Army Education SOCAD program. Although this is not mandatory, the groundwork should be prepared at this level.

(d) Additional training. All available additional training should be taken. Many functional courses are given at the organization level and may be unique to that unit or installation. SGTs should consider Airborne and Assault Training if available and if the prerequisites are met.

(e) *Special assignments.* Sergeants can apply for drill sergeant and instructor at this rank, although most of the requirements are for SSGs.

(3) *SSG.*

(a) *Institutional training.* Although Soldiers can be promoted to SSG on a conditional basis, WLC must be completed for promotion. Selection for SFC requires attendance at and completion of Advanced Leader Course (ALC) Common Core DL and ALC technical track training. (For information regarding conditional promotion to SSG and SFC, see AR 600-8-19, para 1-27.) If serving in an authorized position, SSGs should attend the Battle Staff NCO Course

(b) *Operational assignments.* Leadership positions at this rank are available in both the TOE and TDA units as patient administration and professional services NCOs. Some of the duties and functions performed are: serves as principal NCO of Patient Administration Division (PAD), while supervising subordinate personnel; Supervises and trains subordinate personnel on patient movement, record keeping, and performance of patient administration duties; processes patient movement and evacuation requests for military & civilian patients/casualties; and operates and utilizes Transportation Command Regulation and Command and Control Evacuation System (TRAC2ES), Joint Patient Tracking Application (JPTM), Joint Medical Workstation (JMEWS) and other patient regulating and casualty evacuation/tracking databases. SSGs should concentrate on leadership skills in all of these assignments.

(c) *Self-development.* Civilian education degrees are not a requirement for promotion. SSGs should concentrate on acquiring a degree, if not already completed. Those with an associate's degree should consider a bachelor's degree in a related field. College degrees are not required for promotion at any level but civilian education could be used as an indicator of self-improvement at senior rank selection. Civilian education is not a substitute for challenging assignments and, by itself, does not indicate those "most qualified" for promotion.

(d) *Additional training.* Staff sergeant is the rank where the predominance of special assignments is found. Training and assignment as drill sergeants, recruiters, and instructors are recommended at this rank. Any additional training offered by the Army or by the unit/installation is helpful.

(e) *Special assignments.* Selection for special assignments such as Drill Sergeant, Recruiter, WTU Squad Leader or Instructor, even if involuntary, is a benefit to the soldier. Only the most qualified of each MOS is selected for specialized training. Satisfactory performance in these assignments is extremely beneficial for consideration for promotion selection. WTUs are priority fill assignments, and SSGs serving as Squad Leaders should be given justly due consideration for promotion. Volunteering for selection allows the soldier more leeway in deciding at what point in his/her career to perform one of these special assignments. These assignments should not be "successive." Although important, MOS proficiency may suffer during extended periods away from the basic assignments.

Note: Some of the merit-based indicators of consideration for SFC selection are: a pattern of consistent NCOERs that reflect outstanding duty performance in a variety of challenging assignments and potential to excel at higher levels of responsibility; DA-1059s indicating met or exceeded NCOES and functional course standards or achievement as Distinguished/Honor Graduate, Commandants List, Leadership Award; maintained high physical fitness standards and consistent compliance with height and weight standards with an emphasis on the Army Physical Fitness award; consistently sought learning opportunities through military courses and civilian educational opportunities and certifications; and demonstrated consistently high standards of conduct and adherence to Army values both on and off duty. AMEDD recognition or awards include the Expert Field Medical Badge (EFMB), the Combat Medical Badge (CMB), The Expert Field Medic Challenge (EFMC) Award and the Order of Military Medical Merit.

(4) *SFC.*

(a) *Institutional training.* The ALC Common Core DL and respective ALC Technical Track is required for promotion to SFC. (For conditional promotion to SFC, see AR 600-8-19, para 1-27.) Battle Staff NCO Course is also available if serving in an authorized position.

(b) *Operational assignments.* Most of the AMEDD leadership positions are structured around this rank. SFCs are the patient administration and professional services NCOs in both TOE and TDA units. Some of the duties and functions performed are: performs duties as NCOIC of Patient Administration Division (PAD); supervises & directs subordinate personnel in performing in-patient & out-patient administrative duties, with an emphasis on patient admissions & dispositions; serves as a Medical Regulating Officer /NCO in TOE and TDA units; coordinates patient movement and evacuation requests for patients/casualties and designated beneficiaries/health care recipients; SME in the utilization of TRAC2ES, JPTA, JMEWS and other patient regulating and casualty evacuation/tracking databases. SFCs should concentrate on leadership positions as well as refining their leadership skills. Extended

assignments in TDA or non-leadership positions should be avoided if possible. If not already completed, assignments as a drill sergeant, recruiter, or instructor as well as EOA and IG positions should be considered.

(c) *Self-development.* Civilian education degrees are not a requirement for promotion. SSGs should concentrate on acquiring a degree, if not already completed. Those with an associate's degree should consider a bachelor's degree in a related field. College degrees are not required for promotion at any level but civilian education could be used as an indicator of self-improvement at senior rank selection. Civilian education is not a substitute for challenging assignments and, by itself, does not indicate those "most qualified" for promotion.

(d) *Additional training.* Any available Army or unit/installation training not already completed.

(e) *Special assignments.* Special Duty Assignments available at the rank of SFC are: Platoon Sergeant, Department NCOIC, Drill Sergeant, Recruiter, Instructor, EOA, and IG. The positions mentioned are not all inclusive. Non-traditional assignments are Rear Detachment OPS NCOs/NCOICs and Medical Liaison NCOs. SFCs should contact their assignment managers at Human Resources Command for more information regarding other assignment opportunities.

Note: Some of the merit-based indicators of consideration for MSG selection are: a pattern of consistent NCOERs that reflect outstanding duty performance in a variety of challenging assignments and potential to excel at higher levels of responsibility; served successfully as a Platoon, Detachment Sergeant, Department/Section NCO or commensurate level of leadership position challenge/demand; minimum requirement of having met or exceeded all course standards of NCOES courses attended, with Distinguished Honor Graduate, Honor Graduate, Leadership Award recipients, or those earning Commandant's List placement being given noteworthy consideration for the merit of their Achievements; and continued learning and achievement through military and civilian educational opportunities. AMEDD recognition or awards include the Expert Field Medical Badge (EFMB), the Combat Medical Badge (CMB), The Expert Field Medic Challenge (EFMC) Award and the Order of Military Medical Merit.

(5) *MSG.*

(a) *Institutional training.* Senior Leader Course and SSD III are required for promotion to MSG/1SG.

(b) *Operational assignments.* There are a number of operational assignments in the TOE/TDA, which include both leadership and technical skills. Some of the duties and functions performed are: serves as the senior enlisted advisor for Patient Administration Division (PAD); communicates operational requirements to the regions; manages Professional Filler System (PROFIS) positions across the enterprise; performs staff assistance and organization inspection program visits; develops and interprets policies at the MEDCOM level; coordinates Program of Instruction (POI) development with AMEDDC&S; serves as the Chief Administrative NCO to PAD Consultant at OTSG; coordinates and develops MOS critical tasks for Army and Joint requirements; develops strategic objectives in support of AMEDD Balance Scorecard; develops and interprets policies at Army Staff level; coordinates new training requirements with MEDCOM and AMEDDC&S; serves as the NCOIC of PAD at regions, MEDCENs, and AMEDDC&S; manages POIs, all patient administration activities and PAD operations/functions of subordinate MTFs and TMCs; enforces strategic objectives and serves as a liaison between operational force and MEDCOM; oversees patient regulating and tracking processes within theaters of operation, internationally and CONUS via the TRANSCOM Regulating and Command & Control Evacuation System (TRAC2ES). Avoiding consecutive TDA assignments is recommended although due to limited positions available in this technical MOS this may not be avoided.

(c) *Self-development.* Structured Self Development IV (SSD IV) is a prerequisite for attendance to the USASMC. Although civilian education degrees are not a requirement for promotion, a degree completion is strongly recommended at this rank. Completion of an associate's degree or higher is a marked discriminator for self-improvement. Civilian education degrees are not a requirement for promotion. MSGs should concentrate on acquiring a degree, if not already completed. Those with an associate's degree should consider a bachelor's degree in a related field. College degrees are not required for promotion at any level but civilian education could be used as an indicator of self-improvement at senior rank selection. Civilian education is not a substitute for challenging assignments and, by itself, does not indicate those "most qualified" for promotion.

(d) *Additional training.* Any training available should be taken for continuing education and self-development.

(e) *Special assignments.* Opportunity exists to serve as an EOA advisor, IG NCO, or operations sergeant at MSG.

Note: Some of the merit-based indicators of consideration for SGM are: Pattern of consistent NCOERs that reflect outstanding duty performance in a variety of challenging assignments and potential to excel at higher levels of

responsibility; served successfully in any of the valid MSG/1SG positions of MOS/ASI career track; minimum requirement of having met or exceeded all course standards of NCOES courses attended, with Distinguished Honor Graduate, Honor Graduate, Leadership Award recipients, or those earning Commandant's List placement being given noteworthy consideration for the merit of their achievement; continued learning through military and civilian educational opportunities.

(6) *SGM/CSM*. See MOS 68Z/00Z.

d. *Professional Development Model for MOS 68G*. See Professional Development Model for MOS 68G. (http://appd.amedd.army.mil/enlisted_division.asp)

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

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

Note: Various state & national certifications, registrations and licenses are available through civilian agencies for some CMF-68 Soldiers; however, *only* MOS/ASI 68W and 68WM6 *require* a civilian credential in order to maintain performance qualification and retain their MOS

22-10. MOS 68G Reserve Component

The Reserve Component is managed the same as the Active Army (see para 22-8). For promotion guidance in the USAR refer to AR 140-158 for ARNG refer to NGR (AR) 600-200.

22-11. MOS 68H Optical Laboratory Specialist

a. *Major duties*. The Optical Laboratory Specialist assembles spectacles utilizing pre-surfaced single vision lens, surfaces multi-vision lens, and assembles multi-vision spectacles; repairs and fabricates spectacles and supervises optical laboratory personnel. The Optical Laboratory Specialist serves in TOE tactical units and in the TDA Military Healthcare System (MHS). The following job titles are used; Optical Laboratory Specialist, Optical Laboratory Sergeant, Optical Laboratory NCO, Platoon Sergeant, Senior Optical Laboratory NCO, Detachment Sergeant or First Sergeant. (See DA Pam 611-21 and HRC Smartbook Web site for more definitive duty description by grade (<https://smartbook.armyg1.pentagon.mil/default.aspx>))

b. *Prerequisites*. See DA Pam 611-21 and HRC Smartbook Web site (<https://smartbook.armyg1.pentagon.mil/default.aspx>).

c. *Goals for development*. Normal career progression providing the best foundation for promotion combines assignments in both TOE and TDA units. TOE assignments provide the basis for training and competence in common tasks, tactical expertise, basic medical tasks, and leadership. TDA assignments provide more in depth and specialized medical training, as well as positions as Instructor/Writer, Drill Sergeant, and Recruiter. Extended or successive assignments in either the TOE or TDA are not recommended but due to the technical nature of this MOS, repeated assignments in the TDA are not uncommon through the rank of SFC.

(1) *PVT-SPC/CPL*.

(a) *Institutional training*. Basic Combat Training (BCT), Advanced Individual Training (AIT), Warrior Leader Course (WLC).

(b) *Operational assignments*. Soldiers serving in MOS 68H at skill level one serve in a variety of assignments. They may serve in a medical detachment, medical company, of a medical logistics battalion, area support battalion, multi-functional battalion or they may be in an optical laboratory. During these assignments they should concentrate on developing their medical, technical and leadership skills. Recommendations for promotion to higher grades depends on mastering these skills as well as and displaying the aptitude and attitude consistent with the "whole Soldier" concept.

(c) *Self-development*. Soldiers should formulate plans with objectives and goals at this point in their career. They should concentrate on their military skills, but also begin considering civilian education and degree producing programs. Extensive military education and training is available through the Army Correspondence Course Program (ACCP). Successful completion of these courses count for promotion points for SGT and SSG. Soldiers can enroll online at the ACCP Web site.

(d) *Additional training*. All Soldiers should attend any and all special training available or offered to them such as Airborne, Air Assault, CBRNE, etc. All CMF 68 Soldiers should compete for the Expert Field Medical Badge (EFMB). It is not only an honor to hold the EFMB, but is also a discriminator in selection for promotion to senior grades by centralized promotion boards.

(e) *Special assignments*. There are no specific special assignments for Skill Level 1 Soldiers.

(2) SGT.

(a) *Institutional training.* Noncommissioned Officer Education System (NCOES) training, specifically Structured Self Development One (SSD I) and Warrior Leader Course are required for promotion to SSG; however, Soldiers in the grade of SPC and or SGT should complete these requirements at their respective grades. (For conditional promotion to SGT and SSG, see AR 600-8-19, para 1-27.)

(b) *Operational assignments.* Sergeant assignments include but are not limited to: supervision of subordinates, fabrication of spectacles in both TOE units and TDA optical laboratories as optical lab sergeants. Regardless of the assignment, Soldiers should concentrate on improving their medical, technical and leadership skills.

(c) *Self-development.* Sergeants should continue developing and working towards a college degree plan. Opportunities for an associate's degree and higher are available through the Army Education SOCAD program. Although a college degree plan is not mandatory, the groundwork should be prepared at this level.

(d) *Additional training.* All available additional training should be taken. Many functional courses are provided at the organizational level and may be unique to that unit or installation, such as Airborne and Air Assault.

(e) *Special assignments.* Sergeants can apply for drill sergeant, recruiter, and instructor at this rank, although most of these assignment opportunities exist SSGs.

(3) SSG.

(a) *Institutional training.* Although Soldiers can be promoted to SSG on a conditional basis, WLC must be completed for promotion. Selection for SFC requires attendance at and completion of Advanced Leader Course (ALC) Common Core DL and ALC technical track training. (For information regarding conditional promotion to SSG and SFC, see AR 600-8-19, para 1-27.) If serving in an authorized position, SSGs should attend the Battle Staff NCO Course.

(b) *Operational assignments.* Leadership positions at this rank are available in both the TOE and TDA units. Some of the duties and functions performed are: serves as principal NCO of optical laboratory facilities, while supervising subordinate personnel; assists in developing optical laboratory training programs; develops and trains subordinate personnel on preventive maintenance and fabrication safety procedures; performs and oversees optical laboratory quality control processes and procedures to meet or exceed industry standards; maintains and validates stock levels of optical supplies; and assists with the establishment and management of optical laboratory operational budget. SSGs should concentrate on leadership skills in all of these assignments. SSGs may be optical fabrication NCOs in a Corps or Echelons Above Corps (EAC) Level Field Unit Optical Laboratory.

(c) *Self-development.* Civilian education degrees are not a requirement for promotion. SSGs should concentrate on acquiring a degree, if not already completed. Those with an associate's degree should consider a bachelor's degree in a related field. College degrees are not required for promotion at any level but civilian education could be used as an indicator of self-improvement at senior rank selection. Civilian education is not a substitute for challenging assignments and, by itself, does not indicate those "most qualified" for promotion.

(d) *Additional training.* Staff sergeant is the rank where the majority of special duty assignments are found. Training and assignment as drill sergeants, recruiters, and instructors are recommended at this rank. Any additional training offered by the Army or by the unit/installation may also be helpful.

(e) *Special assignments.* Selection for special assignments such as Drill Sergeant, Recruiter, WTU Squad Leader or Instructor, even if involuntary, is a benefit to the soldier. Only the most qualified of each MOS is selected for specialized training. Satisfactory performance in these assignments is extremely beneficial for consideration for promotion selection. WTUs are priority fill assignments, and SSGs serving as Squad Leaders should be given justly due consideration for promotion. Volunteering for selection allows the soldier more leeway in deciding at what point in his/her career to perform one of these special assignments. These assignments should not be "successive." Although important, MOS proficiency may suffer during extended periods away from the basic assignments.

Note: Some of the merit-based indicators of consideration for SFC selection are: a pattern of consistent NCOERs that reflect outstanding duty performance in a variety of challenging assignments and potential to excel at higher levels of responsibility; DA-1059s indicating met or exceeded NCOES and functional course standards or achievement as Distinguished/Honor Graduate, Commandants List, Leadership Award; maintained high physical fitness standards and consistent compliance with height and weight standards with an emphasis on the Army Physical Fitness award; consistently sought learning opportunities through military courses and civilian educational opportunities and certifications; and demonstrated consistently high standards of conduct and adherence to Army values both on and off duty. AMEDD recognition or awards include the Expert Field Medical Badge (EFMB), the

Combat Medical Badge (CMB), The Expert Field Medic Challenge (EFMC) Award and the Order of Military Medical Merit.

(4) *SFC.*

(a) *Institutional training.* The ALC Common Core DL and respective ALC Technical Track are required for promotion to SFC. (For conditional promotion to SFC, see AR 600-8-19, para 1-27.) Battle Staff NCO Course is also available if serving in an authorized position.

(b) *Operational assignments.* The majority of the AMEDD enlisted leadership positions are structured around this rank. SFCs are the senior optical lab NCOs in both TOE and TDA units. Some of the duties and functions performed are: develops budgets, training schedules, and performs administrative and technical duties as the principal NCOIC and SME for the optical fabrication region; coordinates optical lab services and support with medical treatment facilities and supported elements within the area of operation; provides quality assurance reports; develops/validates stock levels; and requisitions and maintains optical supplies and equipment within the optical fabrication lab; functions as the senior enlisted advisor and SME on matters pertaining to optical support in the multi-functional medical battalion (MMB) or MEDCOM; and provides consultation, develops policies, and ensures compliance with Army Regulation and Federal Law that governs vision readiness and optical fabrication operations in subordinate units.

SFCs should concentrate on leadership positions as well as refining their leadership skills. Extended assignments in TDA or non-leadership positions should be avoided if possible. If not already completed, assignments as a drill sergeant, recruiter, or instructor as well as EOA and IG positions should be considered.

(c) *Self-development.* Civilian education degrees are not a requirement for promotion. SFCs should concentrate on acquiring a degree, if not already completed. Those with an associate's degree should consider a bachelor's degree in a related field. College degrees are not required for promotion at any level but civilian education could be used as an indicator of self-improvement at senior rank selection. Civilian education is not a substitute for challenging assignments and, by itself, does not indicate those "most qualified" for promotion.

(d) *Additional training.* Any available Army or unit/installation training not already completed.

(e) *Special assignments.* Special Duty Assignments available at the rank of SFC are: Platoon Sergeant, Department NCOIC, Drill Sergeant, Recruiter, Instructor, EOA, and IG. The positions mentioned are not all inclusive. Non-traditional assignments are Rear Detachment OPS NCOs/NCOICs and Medical Liaison NCOs. SFCs should contact their assignment managers at Human Resources Command for more information regarding other assignment opportunities.

Note: Some of the merit-based indicators of consideration for MSG selection are: a pattern of consistent NCOERs that reflect outstanding duty performance in a variety of challenging assignments and potential to excel at higher levels of responsibility; served successfully as a Platoon, Detachment Sergeant, Department/Section NCO or commensurate level of leadership position challenge/demand; minimum requirement of having met or exceeded all course standards of NCOES courses attended, with Distinguished Honor Graduate, Honor Graduate, Leadership Award recipients, or those earning Commandant's List placement being given noteworthy consideration for the merit of their Achievements and continued learning and achievement through military and civilian educational opportunities. AMEDD recognition or awards include the Expert Field Medical Badge (EFMB), the Combat Medical Badge (CMB), The Expert Field Medic Challenge (EFMC) Award and the Order of Military Medical Merit.

(5) *MSG/SGM.* See MOS 68W.

d. *Professional Development Model for MOS 68H.* See Professional Development Model for MOS 68H. (http://appd.amedd.army.mil/enlisted_division.asp)

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

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

Note: Various state & national certifications, registrations and licenses are available through civilian agencies for some CMF-68 Soldiers; however, *only* MOS/ASI 68W and 68WM6 *require* a civilian credential in order to maintain performance qualification and retain their MOS.

22-12. MOS 68H Reserve Component

The Reserve Component is managed the same as the Active Army (see para 22-10). For promotion guidance in the USAR refer to AR 140-158 for ARNG refer to NGR (AR) 600-200.

22-13. MOS 68J Medical Logistics Specialist

a. Major duties. The medical logistics specialist performs or supervises requisitioning, receipt, inventory management, storage, preservation, issue, salvage, destruction, stock control, quality control, property management, repair parts management, inspection, packing and shipping, care, segregation, and accounting of medical supplies and equipment (in accordance with DA Pam 611-21, 10-6J). Medical logistics specialists serve in both the TOE tactical units

and in the TDA Military Healthcare System (MHS) under a variety of job titles. Positions include Medical Logistics Specialists, Med Log NCOs, Med Log SGT, Stock Control Supervisors, and Operations Sergeants.

b. Prerequisites. See DA Pam 611-21 and HRC Smartbook Web site (<https://smartbook.armyg1.pentagon.mil/>).

c. Goals for development. Normal career progression providing the best foundation for promotion combines assignments in both TOE and TDA units. TOE assignments provide the basis for training and competence in common tasks, tactical expertise, basic medical tasks, and leadership. TDA assignments provide more in depth and specialized medical training, as well as positions as instructor/writer, drill sergeants, recruiters. Too long an assignment in either the TOE or TDA or successive assignments are not recommended.

(1) PVT-SPC/CPL.

(a) Institutional training. Basic Combat Training (BCT), Advanced Individual Training (AIT), Primary Leadership Development Course (WLC).

(b) Operational assignments. MOS 68J1Os serve in a variety of assignments. They may serve as Med Log specialists in any of the TOE medical companies or Med Log battalions or detachments. They could also serve in TDA MEDCENS/MEDDACs. During these assignments they should concentrate on developing their technical and leadership skills. Recommendations for promotion to higher rank will depend on mastering these skills and displaying the aptitude and attitude consistent with the "whole Soldier" concept.

(c) Self-development. Soldiers should formulate plans with objectives and goals at this point in their career. They should concentrate on their military skills, but also look at civilian education and degree producing programs. Extensive military education and training is available through the Army Correspondence Course Program (ACCP) and the successful completion of courses count for promotion points for SGT and SSG. Soldiers can enroll online at the ACCP Web site.

(d) Additional training. All Soldiers should attend any and all special training available or offered to them such as Airborne, Air Assault, NBC, etc. All CMF 68 Soldiers should compete for the Expert Field Medical Badge (EFMB). It is not only an honor to hold the EFMB, but it may become a discriminator in selection for higher rank.

(e) Special assignments. There are no specific special assignments for Skill Level 1 Soldiers.

(2) SGT.

(a) Institutional training. Noncommissioned Officer Education System (NCOES) training, specifically Structured Self Development One (SSD I) and Warrior Leader Course are required for promotion to SSG; however, Soldiers in the grade of SPC and or SGT should complete these requirements at their respective grades. (For conditional promotion to SGT and SSG, see AR 600-8-19, para 1-27.)

(b) Operational assignments. Sergeant assignments include medical logistics sergeants and positions are located in both the TOE and TDA. Regardless of the assignment, Soldiers should concentrate on improving medical and leadership skills.

(c) Self-development. Sergeants should develop a plan to acquire a degree. Opportunities for an associate's degree and higher are available through the Army Education SOCAD program. Although this is not mandatory, the groundwork should be prepared at this level. The EFMB should be acquired if not already completed.

(d) Additional training. All available additional training should be taken. Many functional courses are given at the organization level and may be unique to that unit or installation. Soldiers should consider, Airborne and Air Assault training.

(e) Special assignments. Sergeants can apply for drill sergeant, recruiter, and instructor at this rank, although most of the requirements are for SSGs.

(3) SSG.

(a) Institutional training. Although Soldiers can be promoted to SSG on a conditional basis, WLC must be completed for promotion. Selection for SFC requires attendance at and completion of Advanced Leader Course (ALC) Common Core DL and ALC technical track training. (For information regarding conditional promotion to SSG and SFC, see AR 600-8-19, para 1-27.) If serving in an authorized position, SSGs should attend the Battle Staff NCO Course.

(b) Operational assignments. Leadership positions at this rank are available in both the TOE and TDA units. Some of the duties and functions performed are: supervises small-sized medical supply and logistic activities/facilities; performs duties as Medical Logistics NCO, while supervising activities and subordinate personnel; manages medical logistics & ancillary services in support of health care/medical operations; performs quality control processes and logistical requisitioning; inspects receipt and packing of logistical supplies and equipment to meet or exceed shipping standards; maintains and validates inventory for distribution; and assists with developing and trainings subordinate personnel on the supply-focused aspect of a integrated logistics support system. . SSGs should concentrate on leadership skills in all of these assignments.

(c) Self-development. Civilian education degrees are not a requirement for promotion. SSGs should concentrate on acquiring a degree, if not already completed. Those with an associate's degree should consider a bachelor's degree in a related field. College degrees are not required for promotion at any level but civilian education could be used as an indicator of self-improvement at senior rank selection. Civilian education is not a substitute for challenging assignments and, by itself, does not indicate those "most qualified" for promotion.

(d) Additional training. Staff sergeant is the rank where the predominance of special assignments are found. Training and assignment as drill sergeants, recruiters, and instructors are recommended at this rank. Any additional training offered by the Army or by the unit/installation is helpful.

(e) Special assignments. S Selection for special assignments such as Drill Sergeant, Recruiter, WTU Squad Leader or Instructor, even if involuntary, is a benefit to the soldier. Only the most qualified of each MOS is selected for specialized training. Satisfactory performance in these assignments is extremely beneficial for consideration for promotion selection. WTUs are priority fill assignments, and SSGs serving as Squad Leaders should be given justly due consideration for promotion. Volunteering for selection allows the Soldier more leeway in deciding at what point in his/her career to perform one of these special assignments. These assignments should not be "successive." Although important, MOS proficiency may suffer during extended periods away from the basic assignments.

Note: Some of the merit-based indicators of consideration for SFC selection are: a pattern of consistent NCOERs that reflect outstanding duty performance in a variety of challenging assignments and potential to excel at higher levels of responsibility; DA-1059s indicating met or exceeded NCOES and functional course standards or achievement as Distinguished/Honor Graduate, Commandants List, Leadership Award; maintained high physical fitness standards and consistent compliance with height and weight standards with an emphasis on the Army Physical Fitness award; consistently sought learning opportunities through military courses and civilian educational opportunities and certifications; and demonstrated consistently high standards of conduct and adherence to Army values both on and off duty. AMEDD recognition or awards include the Expert Field Medical Badge (EFMB), the Combat Medical Badge (CMB), The Expert Field Medic Challenge (EFMC) Award and the Order of Military Medical Merit.

(4) SFC.

(a) Institutional training. The ALC Common Core DL and respective ALC Technical Track is required for promotion to SFC. (For conditional promotion to SFC, see AR 600-8-19, para 1-27.) Battle Staff NCO Course is also available if serving in an authorized position. Attendance at Battle Staff Course, if serving in the position, is authorized.

(b) Operational assignments. Most of the AMEDD leadership positions are structured around this rank. Some of the duties and functions performed are: supervises medium-sized medical supply and logistic activities/facilities; directs & oversees medical logistics and ancillary services in support of health care and medical operations; serves as a focal point for medical property management and accountability procedures; develops, coordinates and supervises the supply-focused aspect of the integrated logistics support system. SFCs may be detachment sergeants in TOE Med Log detachments, platoon sergeants/operations sergeants in Med Log battalions and NCOICs logistic services. SFCs should concentrate on leadership positions as well as refining their leadership skills. Extended assignments in TDA or non-leadership positions should be avoided if possible. If not already completed, assignments as a drill sergeant, recruiter, or instructor, as well as EOA and IG positions, should be considered.

(c) Self-development. Civilian education degrees are not a requirement for promotion. SFCs should concentrate on acquiring a degree, if not already completed. Those with an associate's degree should consider a bachelor's degree in a related field. College degrees are not required for promotion at any level but civilian education could be used as an indicator of self-improvement at senior rank selection. Civilian education is not a substitute for challenging assignments and, by itself, does not indicate those "most qualified" for promotion.

(d) Additional training. First Sergeants Course, if selected to serve in that position and any other available Army or unit/installation training not already completed.

(e) *Special assignments.* Special Duty Assignments available at the rank of SFC are: Platoon Sergeant, Department NCOIC, Drill Sergeant, Recruiter, Instructor, EOA, and IG. The positions mentioned are not all inclusive. Non-traditional assignments are Rear Detachment OPS NCOs/NCOICs and Medical Liaison NCOs. SFCs should contact their assignment managers at Human Resources Command for more information regarding other assignment opportunities.

Note: Some of the merit-based indicators of consideration for MSG selection are: a pattern of consistent NCOERs that reflect outstanding duty performance in a variety of challenging assignments and potential to excel at higher levels of responsibility; served successfully as a Platoon, Detachment Sergeant, Department/Section NCO or commensurate level of leadership position challenge/demand; minimum requirement of having met or exceeded all course standards of NCOES courses attended, with Distinguished Honor Graduate, Honor Graduate, Leadership Award recipients, or those earning.

(5) *MSG/1SG.*

(a) *Institutional training.* Senior Leader Course and SSD III are required for promotion to MSG/1SG.

(b) *Operational assignments.* The most advantageous position for a MSG is first sergeant. There are a number of operational assignments in the TOE/TDA, which include both leadership and technical skills. Some of the duties and functions performed are: functions as the senior medical logistics NCO, senior enlisted advisor, and SME in a multi-disciplinary environment that includes environmental services, facilities management, property management, and medical supply chain management at large MEDCENs, Logistics Divisions, storage facilities, depot centers, and medical logistics companies; advises command/staff on matters of medical logistic functions; reviews and oversees MOS technical training programs; performs administrative and technical duties at medical logistics companies; coordinates, maintains, and supervises the supply integrated logistics support plan with other military branches; oversees medical logistics and materiel services in support of health care operations in TDA and MTOE environments; supervises centralized automation support for Class VIII supplies; develops and implements concept of support and management of transportation and distribution of Class VIII in theater. Avoiding consecutive TDA assignments is recommended.

(c) *Self-development.* Structured Self Development IV (SSD IV) is a prerequisite for attendance to the USASMC. Although civilian education degrees are not a requirement for promotion, a degree completion is strongly recommended at this rank. Completion of an associate's degree or higher is a marked discriminator for self-improvement. Civilian education degrees are not a requirement for promotion. MSGs should concentrate on acquiring a degree, if not already completed. Those with an associate's degree should consider a bachelor's degree in a related field. College degrees are not required for promotion at any level but civilian education could be used as an indicator of self-improvement at senior rank selection. Civilian education is not a substitute for challenging assignments and, by itself, does not indicate those "most qualified" for promotion.

(d) *Additional training.* Any training available should be taken for continuing education and self-development.

(e) *Special assignments.* Opportunity exists to serve as an EOA advisor, IG NCO, or operations sergeant at MSG.

Note: Some of the merit-based indicators of consideration for SGM are: Pattern of consistent NCOERs that reflect outstanding duty performance in a variety of challenging assignments and potential to excel at higher levels of responsibility; served successfully in any of the valid MSG/1SG positions of MOS/ASI career track; minimum requirement of having met or exceeded all course standards of NCOES courses attended, with Distinguished Honor Graduate, Honor Graduate, Leadership Award recipients, or those earning Commandant's List placement being given noteworthy consideration for the merit of their achievement; continued learning through military and civilian educational opportunities.

(6) *SGM/CSM.* See MOS 68Z/00Z.

d. *Professional Development Model for MOS 68J.* See Professional Development Model for MOS 68J. (http://appd.amedd.army.mil/enlisted_division.asp)

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

f. *GI to Jobs.* See GI to Jobs Cool Web site.

Note: Various state & national certifications, registrations and licenses are available through civilian agencies for some CMF-68 Soldiers; however, *only* MOS/ASI 68W and 68WM6 *require* a civilian credential in order to maintain performance qualification and retain their MOS

22-14. MOS 68J Reserve Component

The Reserve Component is managed the same as the Active Army (see para 22-12). For promotion guidance in the USAR refer to AR 140-158 for ARNG refer to NGR (AR) 600-200.

22-15. MOS 68K Medical Laboratory Specialist

a. Major duties. The medical laboratory specialist performs blood banking procedures and elementary and advanced examinations of biological and environmental specimens to aid in the diagnosis, treatment, and prevention of disease and other medical disorders (in accordance with DA Pam 611-21, 10-68K). Medical Laboratory Specialists serve in both the TOE tactical units and in the TDA Military Healthcare System (MHS) under a variety of job titles. Positions include Medical Lab Specialists, Medical Lab SGT, Cytology NCO, in Medical Companies, Blood Support Detachments, in Division/Brigade/Armored Cavalry Regiment Support Battalions and combat support hospitals as well as MEDCENS/MEDDACs.

b. Prerequisites. See DA Pam 611-21 and HRC Smartbook Web site (<https://smartbook.armyg1.pentagon.mil/>).

c. Goals for development. Normal career progression providing the best foundation for promotion combines assignments in both TOE and TDA units. TOE assignments provide the basis for training and competence in common tasks, tactical expertise, basic medical support/repair tasks, and leadership. TDA assignments provide more in depth and specialized training. Also positions as instructor/writer, drill sergeant, and recruiter are available for career enhancement. Although extended assignments in either the TOE or TDA or successive assignments are not normally recommended, limited positions in the TOE allow for more extended TDA time.

(1) PVT-SPC/CPL.

(a) Institutional training. Basic Combat Training (BCT), Advanced Individual Training (AIT), Warrior Leadership Course (WLC).

(b) Operational assignments. MOS 68K1Os serve in a variety of assignments. They may serve as medical lab specialists in any of the Combat Arms Divisions or combat support hospitals. They may serve in the same positions in a MEDDAC/MEDCEN or higher. During these assignments they should concentrate on developing their medical support/technical and leadership skills. Recommendations for promotion to higher rank will depend on mastering these

skills and displaying the aptitude and attitude consistent with the "whole Soldier" concept.

(c) Self-development. Soldiers should formulate plans with objectives and goals at this point in their career. They should concentrate on their military skills but also look at civilian education and degree producing programs. Extensive military education and training is available through the Army Correspondence Course Program (ACCP) and the successful completion of courses count for promotion points for SGT and SSG. Soldiers can enroll online at the ACCP Web site.

(d) Additional training. All Soldiers should attend any and all special training available or offered to them such as airborne, air assault, NBC, etc.; requests for ASI training should be initiated at this rank if not already completed. All CMF 68 Soldiers should compete for the Expert Field Medical Badge (EFMB). It is not only an honor to hold the EFMB, but it may become a discriminator in selection for higher rank. In addition, the following two additional skill identifiers (ASIs) are associated with MOS 68K: M2 Cytology Specialist and P9 Biological Sciences Assistant. ASI M2 is restricted to SPC through SFC and ASI P9 is restricted to SSG and below and are applied for through normal channels. Descriptions, qualifications, and restrictions are found in DA Pam 611-21, table 12.

(e) Special assignments. There are no specific special assignments for Skill Level 1 Soldiers.

(2) SGT.

(a) Institutional training. Noncommissioned Officer Education System (NCOES) training, specifically Structured Self Development One (SSD I) and Warrior Leader Course are required for promotion to SSG; however, Soldiers in the grade of SPC and or SGT should complete these requirements at their respective grades. (For conditional promotion to SGT and SSG, see AR 600-8-19, para 1-27.)

(b) Operational assignments. Sergeant assignments include positions as a medical lab sergeant in both the TOE and TDA. Leadership positions are also available in specific clinics based on ASIs. Regardless of the assignment, soldiers should concentrate on improving medical support and leadership skills.

(c) Self-development. Sergeants should develop a plan to acquire a degree. Opportunities for an associate's degree and higher are available through the Army Education SOCAD program. MOS 68K has a degree program in place relating to the MOS. Although this is not mandatory, the groundwork should be prepared at this level. The EFMB should be acquired if not already completed.

(d) *Additional training.* All available additional training should be taken. Many functional courses are given at the organization level and may be unique to that unit or installation. In addition to Airborne and Air Assault, SGTs should consider ASI Training if available and if the prerequisites are met.

(e) *Special assignments.* Sergeants can apply for drill sergeant, recruiter, and instructor at this rank, although most of the requirements are for SSGs.

(3) SSG.

(a) *Institutional training.* Although Soldiers can be promoted to SSG on a conditional basis, WLC must be completed for promotion. Selection for SFC requires attendance at and completion of Advanced Leader Course (ALC) Common Core DL and ALC technical track training. (For information regarding conditional promotion to SSG and SFC, see AR 600-8-19, para 1-27.) If serving in an authorized position, SSGs should attend the Battle Staff NCO Course.

(b) *Operational assignments.* Leadership positions at this rank are available in both the TOE and TDA units. Some of the duties and functions performed are: supervises technical and administrative functions for a small medical laboratory; performs NCO duties in a medical laboratory, while supervising subordinate personnel; performs elementary and advanced blood banking & clinical laboratory procedures; supervises and trains subordinates in all administrative and elementary laboratory procedures and improvement processes; and supervises and performs quality control processes of stored blood products. SSGs should concentrate on leadership as well as technical and supervisory skills in all of these assignments. However, 68K SSGs may have repeated assignments of a technical nature.

(c) *Self-development.* Civilian education degrees are not a requirement for promotion. SSGs should concentrate on acquiring a degree, if not already completed. Those with an associate's degree should consider a bachelor's degree in a related field. College degrees are not required for promotion at any level but civilian education could be used as an indicator of self-improvement at senior rank selection. Civilian education is not a substitute for challenging assignments and, by itself, does not indicate those "most qualified" for promotion.

(d) *Additional training.* Staff sergeant is the rank where the predominance of special assignments are found. Training and assignment as drill sergeants, recruiters, and instructor/writers are recommended at this rank. If serving in an authorized position, any additional training offered by the Army or by the unit/installation is helpful.

(e) *Special assignments.* Selection for special assignments such as Drill Sergeant, Recruiter, WTU Squad Leader or Instructor, even if involuntary, is a benefit to the soldier. Only the most qualified of each MOS is selected for specialized training. Satisfactory performance in these assignments is extremely beneficial for consideration for promotion selection. WTUs are priority fill assignments, and SSGs serving as Squad Leaders should be given justly due consideration for promotion. Volunteering for selection allows the soldier more leeway in deciding at what point in his/her career to perform one of these special assignments. These assignments should not be "successive." Although important, MOS proficiency may suffer during extended periods away from the basic assignments.

Note: Some of the merit-based indicators of consideration for SFC selection are: a pattern of consistent NCOERs that reflect outstanding duty performance in a variety of challenging assignments and potential to excel at higher levels of responsibility; DA-1059s indicating met or exceeded NCOES and functional course standards or achievement as Distinguished/Honor Graduate, Commandants List, Leadership Award; maintained high physical fitness standards and consistent compliance with height and weight standards with an emphasis on the Army Physical Fitness award; consistently sought learning opportunities through military courses and civilian educational opportunities and certifications; and demonstrated consistently high standards of conduct and adherence to Army values both on and off duty. AMEDD recognition or awards include the Expert Field Medical Badge (EFMB), the Combat Medical Badge (CMB), The Expert Field Medic Challenge (EFMC) Award and the Order of Military Medical Merit.

(4) SFC.

(a) *Institutional training.* The ALC Common Core DL and respective ALC Technical Track is required for promotion to SFC. (For conditional promotion to SFC, see AR 600-8-19, para 1-27.) Battle Staff NCO Course is also available if serving in an authorized position.

(b) *Operational assignments.* Most of the AMEDD leadership positions are structured around this rank. Some of the duties and functions may include: general supervisor for medium-sized medical laboratory activities; performs technical and administrative duties as the senior medical laboratory NCOIC; supervises personnel blood storage and distribution units; and advises command in strategic planning and risk management of medical laboratory/blood banking operations policy, regulations and procedures. SFCs may be medical lab NCOs, platoon sergeants, or

detachment sergeants in TOE units or TDA MEDCEN/MEDDACS. SFCs should concentrate on leadership positions as well as refining their leadership and technical skills. Extended assignments in TDA or non-leadership positions should be avoided if possible; however, due to the technical nature of this MOS this may not be possible. If not already completed, assignments as a drill sergeant, recruiter, or instructor, should be considered.

(c) *Self-development.* Civilian education degrees are not a requirement for promotion. SFCs should concentrate on acquiring a degree, if not already completed. Those with an associate's degree should consider a bachelor's degree in a related field. College degrees are not required for promotion at any level but civilian education could be used as an indicator of self-improvement at senior rank selection. Civilian education is not a substitute for challenging assignments and, by itself, does not indicate those "most qualified" for promotion.

(d) *Additional training.* Any available Army or unit/installation training not already completed.

(e) *Special assignments.* Special Duty Assignments available at the rank of SFC are: Platoon Sergeant, Department NCOIC, Drill Sergeant, Recruiter, Instructor, EOA, and IG. The positions mentioned are not all inclusive. Non-traditional assignments are Rear Detachment OPS NCOs/NCOICs and Medical Liaison NCOs. SFCs should contact their assignment managers at Human Resources Command for more information regarding other assignment opportunities.

Note: Some of the merit-based indicators of consideration for MSG selection are: a pattern of consistent NCOERs that reflect outstanding duty performance in a variety of challenging assignments and potential to excel at higher levels of responsibility; served successfully as a Platoon, Detachment Sergeant, Department/Section NCO or commensurate level of leadership position challenge/demand; minimum requirement of having met or exceeded all course standards of NCOES courses attended, with Distinguished Honor Graduate, Honor Graduate, Leadership Award recipients, or those earning Commandant's List placement being given noteworthy consideration for the merit of their Achievements; and continued learning and achievement through military and civilian educational opportunities. AMEDD recognition or awards include the Expert Field Medical Badge (EFMB), the Combat Medical Badge (CMB), The Expert Field Medic Challenge (EFMC) Award and the Order of Military Medical Merit.

(5) MSG/ISG.

(a) *Institutional training.* Senior Leader Course and SSD III are required for promotion to MSG/ISG.

(b) *Operational assignments.* There are operational assignments in the TOE/TDA, which include both leadership and technical skills. Some of the duties and functions performed are: functions as the general supervisor and enlisted advisor on matters pertaining to medical laboratory activities and training programs in the CSH, Area Medical Laboratories (AML), and medium or large medical facilities; performs technical and administrative management duties as the senior Medical Laboratory NCO; advises command in strategic planning, risk management, and blood management; and evaluates training programs and implements improvement plans. Avoiding consecutive TDA assignments is recommended but is not always possible due to the technical nature of this MOS.

(c) *Self-development.* Structured Self Development IV (SSD IV) is a prerequisite for attendance to the USASMC. Although civilian education degrees are not a requirement for promotion, a degree completion is strongly recommended at this rank. Completion of an associate's degree or higher is a marked discriminator for self-improvement. Civilian education degrees are not a requirement for promotion. MSGs should concentrate on acquiring a degree, if not already completed. Those with an associate's degree should consider a bachelor's degree in a related field. College degrees are not required for promotion at any level but civilian education could be used as an indicator of self-improvement at senior rank selection. Civilian education is not a substitute for challenging assignments and, by itself, does not indicate those "most qualified" for promotion.

(d) *Additional training.* Any training available should be taken for continuing education and self-development.

(e) *Special assignments.* None.

Note: Some of the merit-based indicators of consideration for SGM are: Pattern of consistent NCOERs that reflect outstanding duty performance in a variety of challenging assignments and potential to excel at higher levels of responsibility; served successfully in any of the valid MSG/ISG positions of MOS/ASI career track; minimum requirement of having met or exceeded all course standards of NCOES courses attended, with Distinguished Honor Graduate, Honor Graduate, Leadership Award recipients, or those earning Commandant's List placement being given noteworthy consideration for the merit of their achievement; continued learning through military and civilian educational opportunities.

(6) *SGM/CSM.*

(a) *Institutional training.* Graduation from the resident or non-resident Sergeants Major Course is a requirement for promotion to SGM. (For conditional promotion to SGM, see AR 600-8-19, para 1-27.)

(b) *Operational assignments.* Assignments for SGMs are as the chief medical laboratory NCO in both TOE and TDA positions. CSMs are selected and assigned based on experience, training, and desire to serve as a CSM. Some of the duties and functions performed are: senior enlisted advisor for large medical laboratory activities in both clinical and research settings; develops budgets, training schedules and authorization documents to provide technical and administrative management; develops orientation, proficiency and sustainment training programs, devises solutions, and implements improvements to training; advises Commanders on strategic planning, risk management, and blood management; and prepares and participates in command and accreditation review, inspection, and approval of subordinate unit activities.

(c) *Self-development.* Structured Self Development V (SSD V) is a prerequisite to be considered for nominative and joint assignments; Civilian education degrees are not a requirement for promotion. MSGs should concentrate on acquiring a degree, if not already completed. Those with an associate's degree should consider a bachelor's degree in a related field. College degrees are not required for promotion at any level but civilian education could be used as an indicator of self-improvement at senior rank selection.

(d) *Additional training.* None.

(e) *Special assignments.* None.

d. *Professional Development Model for MOS 68K.* See Professional Development Model for MOS 68K. (http://appd.amedd.army.mil/enlisted_division.asp)

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

f. *GI to Jobs.* GI to Jobs COOL Web site.

Note: Various state & national certifications, registrations and licenses are available through civilian agencies for some CMF-68 Soldiers; however, *only* MOS/ASI 68W and 68WM6 *require* a civilian credential in order to maintain performance qualification and retain their MOS

22-16. MOS 68K Reserve Component

The Reserve Component is managed the same as the Active Army (see para 22-14). For promotion guidance in the USAR refer to AR 140-158 for ARNG refer to NGR (AR) 600-200.

22-17. MOS 68M Nutrition Care Specialist

a. *Major duties.* The Nutrition Care Specialist assists in the supervision of medical nutrition care operations, or plans, prepares, cooks, and serves food for regular or modified diets in field and fixed hospitals. In accordance with DA Pam 611-21, para 10-272 Nutritional Care specialists serve in both TOE tactical units and in the TDA Military Healthcare System (MHS) under a variety of job titles. Positions include Nutrition Care Specialist, Sergeant, and NCO. (See DA Pam 611-21 and HRC Smartbook Web site for more definitive duty description by grade (<https://smartbook.armyg1.pentagon.mil/default.aspx>))

b. *Prerequisites.* See DA Pam 611-21 and HRC Smartbook Web site (<https://smartbook.armyg1.pentagon.mil/default.aspx>).

c. *Goals for development.* Normal career progression providing the best foundation for promotion combines assignments in both TOE and TDA units. TOE assignments provide the basis for training and competence in common tasks, tactical expertise, basic medical tasks, and leadership. TDA assignments provide more in depth and specialized medical training, as well as positions as instructor/writer, drill sergeant, and recruiter. Extended or successive assignments in either the TOE or TDA are not recommended.

(1) *PVT-SPC/CPL.*

(a) *Institutional training.* Basic Combat Training (BCT), Advanced Individual Training (AIT), Warrior Leader Course (WLC).

(b) *Operational assignments.* Soldiers serving in MOS 68M1Os at skill level one serve in a variety of assignments. They may serve as Nutrition Care specialists in TOE Combat Support Hospitals. They could also serve in TDA MEDCENs/MEDDACS. During these assignments they should concentrate on developing their technical and leadership skills. Recommendations for promotion to higher grade depends on mastering these skills, as well as displaying the aptitude and attitude consistent with the "whole Soldier" concept.

(c) *Self-development.* Soldiers should begin to formulate plans with long term objectives and goals at this point in their career. They should concentrate on their military skills but also begin considering civilian education and degree producing programs. Extensive military education and training is available through the Army

Correspondence Course Program (ACCP). Successful completion of these courses count for promotion points for SGT and SSG. Soldiers can enroll online at the ACCP Web site.

(d) *Additional training.* All Soldiers should attend any and all special training available or offered to them such as Airborne, Air Assault, CBRNE, etc. All CMF 68 Soldiers should compete for the Expert Field Medical Badge (EFMB). It is not only an honor to hold the EFMB, but also is a discriminator in selection for promotion to senior NCO levels by a centralized promotion board.

(e) *Special assignments.* There are no specific special assignments for Skill Level 1 Soldiers.

(2) *SGT.*

(a) *Institutional training.* Noncommissioned Officer Education System (NCOES) training, specifically Structured Self Development One (SSD I) and Warrior Leader Course are required for promotion to SSG; however, Soldiers in the grade of SPC and or SGT should complete these requirements at their respective grades. (For conditional promotion to SGT and SSG, see AR 600–8–19, para 1–27)

(b) *Operational assignments.* Sergeant assignments include Nutrition Care Sergeants and positions are located in both the TOE and TDA. Regardless of the assignment, Soldiers should concentrate on improving their medical, technical and leadership skills.

(c) *Self-development.* Sergeants should continue developing and working towards a college degree plan. Opportunities for an associate's degree and higher are available through the Army Education SOCAD program. Although a college degree plan is not mandatory, the groundwork should be prepared at this level. The EFMB should be acquired if not already completed.

(d) *Additional training.* All available additional training should be considered. Many functional courses are provided at the organization level and may be unique to that unit or installation, such as Airborne and Air Assault.

(e) *Special assignments.* Sergeants can apply for drill sergeant, recruiter, and instructor at this rank, although most of these assignment opportunities exist for SSGs.

(3) *SSG.*

(a) *Institutional training.* Although Soldiers can be promoted to SSG on a conditional basis, WLC must be completed for promotion. Selection for SFC requires attendance at and completion of Advanced Leader Course (ALC) Common Core DL and ALC technical track training. (For information regarding conditional promotion to SSG and SFC, see AR 600–8–19, para 1–27.) If serving in an authorized position, SSGs should attend the Battle Staff NCO Course.

(b) *Operational assignments.* Leadership positions at this rank are available in both the TOE and TDA units. Some of the duties and functions performed are: supervises and trains subordinates in clinical dietetics branches, health promotion and wellness clinics, within MEDCENS, MEDDACs and in TOE settings; perform and supervises the initial screening and nutritional assessments of patients; supervises the preparation and service of modified, regular, and special dietary food items; assist in the development of policy and manages small scale industrial food service operations; train subordinate personnel on clinical dietetic procedures; and advises senior staff on nutrition care, prudent health living and wellness regulations and procedures. They should concentrate on leadership skills in all of these assignments.

(c) *Self-development.* Civilian education degrees are not a requirement for promotion. SSGs should concentrate on acquiring a degree, if not already completed. Those with an associate's degree should consider a bachelor's degree in a related field. College degrees are not required for promotion at any level but civilian education could be used as an indicator of self-improvement at senior rank selection. Civilian education is not a substitute for challenging assignments and, by itself, does not indicate those "most qualified" for promotion.

(d) *Additional training.* Staff sergeant is the rank where the majority of special assignments are found. Training and assignment as drill sergeants, recruiters, and instructors are recommended at this rank. Any additional training offered by the Army or by the unit/installation may also be helpful.

(e) *Special assignments.* Selection for special assignments such as Drill Sergeant, Recruiter, WTU Squad Leader or Instructor, even if involuntary, is a benefit to the soldier. Only the most qualified of each MOS is selected for specialized training. Satisfactory performance in these assignments is extremely beneficial for consideration for promotion selection. WTUs are priority fill assignments, and SSGs serving as Squad Leaders should be given justly due consideration for promotion. Volunteering for selection allows the soldier more leeway in deciding at what point in his/her career to perform one of these special assignments. These assignments should not be "successive." Although important, MOS proficiency may suffer during extended periods away from the basic assignments.

Note: Some of the merit-based indicators of consideration for SFC selection are: a pattern of consistent NCOERs that reflect outstanding duty performance in a variety of challenging assignments and potential to excel at higher levels of responsibility; DA-1059s indicating met or exceeded NCOES and functional course standards or achievement as Distinguished/Honor Graduate, Commandants List, Leadership Award; maintained high physical fitness standards and consistent compliance with height and weight standards with an emphasis on the Army Physical Fitness award; consistently sought learning opportunities through military courses and civilian educational opportunities and certifications; and demonstrated consistently high standards of conduct and adherence to Army values both on and off duty. AMEDD recognition or awards include the Expert Field Medical Badge (EFMB), the Combat Medical Badge (CMB), The Expert Field Medic Challenge (EFMC) Award and the Order of Military Medical Merit.

(4) SFC.

(a) Institutional training. The ALC Common Core DL and respective ALC Technical Track is required for promotion to SFC. (For conditional promotion to SFC, see AR 600-8-19, para 1-27.) Battle Staff NCO Course is also available if serving in an authorized position.

(b) Operational assignments. The majority of AMEDD enlisted leadership positions are structured around this rank. SFCs may be the principal Nutrition Care NCO for both TOE/TDA units. Some of the duties and functions performed are: supervises the Nutrition Care Division in MEDDACs and MEDCENs in TDA settings; supervises the Nutrition Care Section within Combat Support Hospitals in TOE settings; coordinates activities of subordinate branches to include production and service, medical nutrition therapy, and nutrition intervention and wellness clinics; develops policy and manages large scale industrial food service operations; and functions as a subject matter expert for nutrition care, prudent health living and wellness. SFCs should concentrate on leadership positions as well as refining their leadership skills. Extended assignments in TDA or non-leadership positions should be avoided if possible. If not already completed, assignments as a drill sergeant, recruiter, or instructor, as well as EOA and IG positions, should be considered.

(c) Self-development. Civilian education degrees are not a requirement for promotion. SFCs should concentrate on acquiring a degree, if not already completed. Those with an associate's degree should consider a bachelor's degree in a related field. College degrees are not required for promotion at any level but civilian education could be used as an indicator of self-improvement at senior rank selection. Civilian education is not a substitute for challenging assignments and, by itself, does not indicate those "most qualified" for promotion. *(d) Additional training.* None.

(e) Special assignments. Special Duty Assignments available at the rank of SFC are: Platoon Sergeant, Department NCOIC, Drill Sergeant, Recruiter, Instructor, EOA, and IG. The positions mentioned are not all inclusive. Non-traditional assignments are Rear Detachment OPS NCOs/NCOICs and Medical Liaison NCOs. SFCs should contact their assignment managers at Human Resources Command for more information regarding other assignment opportunities.

Note: Some of the merit-based indicators of consideration for MSG selection are: a pattern of consistent NCOERs that reflect outstanding duty performance in a variety of challenging assignments and potential to excel at higher levels of responsibility; served successfully as a Platoon, Detachment Sergeant, Department/Section NCO or commensurate level of leadership position challenge/demand; minimum requirement of having met or exceeded all course standards of NCOES courses attended, with Distinguished Honor Graduate, Honor Graduate, Leadership Award recipients, or those earning Commandant's List placement being given noteworthy consideration for the merit of their Achievements; and continued learning and achievement through military and civilian educational opportunities. AMEDD recognition or awards include the Expert Field Medical Badge (EFMB), the Combat Medical Badge (CMB), The Expert Field Medic Challenge (EFMC) Award and the Order of Military Medical Merit.

(5) MSG/ISG.

(a) Institutional training. Senior Leader Course and SSD III are required for promotion to MSG/ISG.

(b) Operational assignments. The most advantageous position for a Soldier in the grade of E8 is First Sergeant. There are a number of operational assignments in the TOE/TDA, which include both leadership and technical skills. Some of the duties and functions may include: the senior enlisted advisor of the Nutrition Care Division at Medical Centers or appropriate headquarters staff positions on the day-to-day operations of the division; coordinates activities of subordinate branches to include Production and Service, Medical Nutrition Therapy, and Nutrition Intervention and Wellness Clinics; develops policy and manages large scale industrial food service operations; and

provides technical guidance to Regional Medical Centers and Medical Brigade Operations on matters relating to Class I issues. Consecutive TDA assignments are not recommended.

(c) *Self-development.* Structured Self Development IV (SSD IV) is a prerequisite for attendance to the USASMC. Although civilian education degrees are not a requirement for promotion, a degree completion is strongly recommended at this rank. Completion of an associate's degree or higher is a marked discriminator for self-improvement. Civilian education degrees are not a requirement for promotion. MSGs should concentrate on acquiring a degree, if not already completed. Those with an associate's degree should consider a bachelor's degree in a related field. College degrees are not required for promotion at any level but civilian education could be used as an indicator of self-improvement at senior rank selection. Civilian education is not a substitute for challenging assignments and, by itself, does not indicate those "most qualified" for promotion.

(d) *Additional training.* Any training applicable to the Soldier's position or career field at this rank should be considered for continuing education and self-development.

(e) *Special assignments.* Opportunity exists to serve as an EOA advisor, IG NCO, or Operations Sergeant at MSG.

Note: Some of the merit-based indicators of consideration for SGM are: Pattern of consistent NCOERs that reflect outstanding duty performance in a variety of challenging assignments and potential to excel at higher levels of responsibility; served successfully in any of the valid MSG/1SG positions of MOS/ASI career track; minimum requirement of having met or exceeded all course standards of NCOES courses attended, with Distinguished Honor Graduate, Honor Graduate, Leadership Award recipients, or those earning Commandant's List placement being given noteworthy consideration for the merit of their achievement; continued learning through military and civilian educational opportunities.

(6) *SGM/CSM.* See MOS 68Z/00Z.

d. *Professional Development Model for MOS 68M.* See Professional Development Model for MOS 68M. (http://appd.amedd.army.mil/enlisted_division.asp)

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

f. *GI to Jobs.* GI to Jobs COOL Web site.

Note: Various state & national certifications, registrations and licenses are available through civilian agencies for some CMF-68 Soldiers; however, *only* MOS/ASI 68W and 68WM6 *require* a civilian credential in order to maintain performance qualification and retain their MOS.

22-18. MOS 68M Reserve Component

The Reserve Component is managed the same as the Active Army (see para 22-16). For promotion guidance in the USAR refer to AR 140-158 for ARNG refer to NGR (AR) 600-200.

22-19. MOS 68P Radiology Specialist

a. *Major duties.* The radiology specialist operates fixed and portable radiology equipment or supervises radiology activities (in accordance with DA Pam 611-21, 10-68P). Radiology Specialists serve in both the TOE tactical units and in the TDA Military Healthcare System (MHS) under a variety of job titles. Positions include Radiologist Specialists, Sergeants, and NCOs In Medical Companies in Division/Brigade/Armored Cavalry Regiment Support Battalions and Combat Support Hospitals as well as MEDCENS/MEDDACS.

b. *Prerequisites.* See DA Pam 611-21 and HRC Smartbook Web site (<https://smartbook.armyg1.pentagon.mil/>).

c. *Goals for development.* Normal career progression providing the best foundation for promotion combines assignments in both TOE and TDA units. TOE assignments provide the basis for training and competence in common tasks, tactical expertise, basic medical tasks, and leadership. TDA assignments provide more in depth and specialized medical training, as well as positions as instructor/writer, drill sergeants, and recruiters. Too long an assignment in either the

TOE or TDA or successive assignments are not recommended.

(1) *PVT-SPC/CPL.*

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

(b) *Operational assignments.* MOS 68P1Os serve in a variety of assignments. They may serve as radiology specialists in TOE medical companies or combat support hospitals. They could also serve in TDA MEDCENS/

MEDDACS and medical treatment facilities (MTFs). During these assignments they should concentrate on developing their technical and leadership skills. Recommendations for promotion to higher rank will depend on mastering these skills and displaying the aptitude and attitude consistent with the "whole Soldier" concept.

(c) *Self-development.* Soldiers should formulate plans with objectives and goals at this point in their career. They should concentrate on their military skills but also look at civilian education and degree producing programs. Extensive military education and training is available through the Army Correspondence Course Program (ACCP) and the successful completion of courses count for promotion points for SGT and SSG. Soldiers can enroll online at the ACCP Web site.

(d) *Additional training.* All Soldiers should attend any and all special training available or offered to them such as airborne, air assault, NBC, etc. All CMF 68 Soldiers should compete for the Expert Field Medical Badge (EFMB). It is not only an honor to hold the EFMB, but it may become a discriminator in selection for higher rank. In addition, the additional skill identifier (ASI) M5 (nuclear medicine specialty) is associated with MOS 68P. This ASI is restricted to SPC through SSG and is applied for through normal channels. Descriptions, qualifications, and restrictions are found in DA Pam 611-21, table 12.

(e) *Special assignments.* There are no specific special assignments for Skill Level 1 Soldiers.

(2) SGT.

(a) *Institutional training.* Noncommissioned Officer Education System (NCOES) training, specifically Structured Self Development One (SSD 1) and Warrior Leader Course are required for promotion to SSG; however, Soldiers in the grade of SPC and or SGT should complete these requirements at their respective grades. (For conditional promotion to SGT and SSG, see AR 600-8-19, para 1-27.)

(b) *Operational assignments.* Sergeant assignments include radiology sergeants and positions are located in both the TOE and TDA. Regardless of the assignment, soldiers should concentrate on improving medical and leadership skills.

(c) *Self-development.* Sergeants should develop a plan to acquire a degree. Opportunities for an associate's degree and higher are available through the Army Education SOCAD program. Although this is not mandatory, the groundwork should be prepared at this level. The EFMB should be acquired if not already completed.

(d) *Additional training.* All available additional training should be taken. Many functional courses are given at the organization level and may be unique to that unit or installation. Airborne and Air Assault, should be considered if available and if the prerequisites are met.

(e) *Special assignments.* Sergeants can apply for drill sergeant, recruiter, and instructor at this rank, although most of the requirements are for SSGs.

(3) SSG.

(a) *Institutional training.* Although Soldiers can be promoted to SSG on a conditional basis, WLC must be completed for promotion. Selection for SFC requires attendance at and completion of Advanced Leader Course (ALC) Common Core DL and ALC technical track training. (For information regarding conditional promotion to SSG and SFC, see AR 600-8-19, para 1-27.) If serving in an authorized position, SSGs should attend the Battle Staff NCO Course.

(b) *Operational assignments.* Leadership positions at this rank are available in both the TOE and TDA units. Radiology SSGs serve as supervisors in both types of organizations. Some of the duties and functions may include: supervises radiological activities in MEDDACs and medium-sized medical facilities or Combat Support Hospitals (CSHs); performs complex or specialized radiographic procedures; supervises, trains, and evaluates subordinate personnel on performing radiological procedures & techniques; conducts installation & operation of radiographic, computer axial tomography and magnetic resonance imagery equipment; and inspects radiology activities for compliance with radiation safety procedures. Leadership skills should be concentrated in all of these assignments.

(c) *Self-development.* Civilian education degrees are not a requirement for promotion. SSGs should concentrate on acquiring a degree, if not already completed. Those with an associate's degree should consider a bachelor's degree in a related field. College degrees are not required for promotion at any level but civilian education could be used as an indicator of self-improvement at senior rank selection. Civilian education is not a substitute for challenging assignments and, by itself, does not indicate those "most qualified" for promotion.

(d) *Additional training.* Staff sergeant is the rank where the predominance of special assignments are found. Training and assignment as drill sergeants, recruiters, and instructors are recommended at this rank. Any additional training offered by the Army or by the unit/installation is helpful.

(e) *Special assignments.* Selection for special assignments such as Drill Sergeant, Recruiter, WTU Squad Leader or Instructor, even if involuntary, is a benefit to the soldier. Only the most qualified of each MOS is selected for specialized training. Satisfactory performance in these assignments is extremely beneficial for consideration for promotion selection. WTUs are priority fill assignments, and SSGs serving as Squad Leaders should be given justly due consideration for promotion. Volunteering for selection allows the soldier more leeway in deciding at what point in his/her career to perform one of these special assignments. These assignments should not be "successive." Although important, MOS proficiency may suffer during extended periods away from the basic assignments.

Note: Some of the merit-based indicators of consideration for SFC selection are: a pattern of consistent NCOERs that reflect outstanding duty performance in a variety of challenging assignments and potential to excel at higher levels of responsibility; DA-1059s indicating met or exceeded NCOES and functional course standards or achievement as Distinguished/Honor Graduate, Commandants List, Leadership Award; maintained high physical fitness standards and consistent compliance with height and weight standards with an emphasis on the Army Physical Fitness award; consistently sought learning opportunities through military courses and civilian educational opportunities and certifications; and demonstrated consistently high standards of conduct and adherence to Army values both on and off duty. AMEDD recognition or awards include the Expert Field Medical Badge (EFMB), the Combat Medical Badge (CMB), The Expert Field Medic Challenge (EFMC) Award and the Order of Military Medical Merit.

(4) *SFC.*

(a) *Institutional training.* The ALC Common Core DL and respective ALC Technical Track is required for promotion to SFC. (For conditional promotion to SFC, see AR 600-8-19, para 1-27.) Battle Staff NCO Course is also available if serving in an authorized position. Battle Staff Course, if serving in the position, is authorized.

(b) *Operational assignments.* Most of the AMEDD leadership positions are structured around this rank. SFCs may be the principal radiology NCO for both TOE/TDA units. Some of the duties and functions performed are: supervises radiology activity in MEDCEN, large MEDDAC or Combat Support Hospital; identifies, coordinates and prepares sites for installation and operation of radiographic, computer axial tomography and magnetic resonance imagery equipment; and advises command in strategic planning, risk management of radiology operations policy, regulations and procedures. SFCs should concentrate on leadership positions as well as refining their leadership skills. Extended assignments in TDA or non-leadership positions should be avoided if possible. If not already completed, assignments as a drill sergeant, recruiter, or instructor, as well as EOA and IG positions, should be considered.

(c) *Self-development.* Civilian education degrees are not a requirement for promotion. SFCs should concentrate on acquiring a degree, if not already completed. Those with an associate's degree should consider a bachelor's degree in a related field. College degrees are not required for promotion at any level but civilian education could be used as an indicator of self-improvement at senior rank selection. Civilian education is not a substitute for challenging assignments and, by itself, does not indicate those "most qualified" for promotion.

(d) *Additional training.* First Sergeant's Course, if selected to serve in that position, and any other available Army or unit/installation training not already completed.

(e) *Special assignments.* Special Duty Assignments available at the rank of SFC are: Platoon Sergeant, Department NCOIC, Drill Sergeant, Recruiter, Instructor, EOA, and IG. The positions mentioned are not all inclusive. Non-traditional assignments are Rear Detachment OPS NCOs/NCOICs and Medical Liaison NCOs. SFCs should contact their assignment managers at Human Resources Command for more information regarding other assignment opportunities.

Note: Some of the merit-based indicators of consideration for MSG selection are: a pattern of consistent NCOERs that reflect outstanding duty performance in a variety of challenging assignments and potential to excel at higher levels of responsibility; served successfully as a Platoon, Detachment Sergeant, Department/Section NCO or commensurate level of leadership position challenge/demand; minimum requirement of having met or exceeded all course standards of NCOES courses attended, with Distinguished Honor Graduate, Honor Graduate, Leadership Award recipients, or those earning Commandant's List placement being given noteworthy consideration for the merit of their Achievements; and continued learning and achievement through military and civilian educational opportunities. AMEDD recognition or awards include the Expert Field Medical Badge (EFMB), the Combat Medical Badge (CMB), The Expert Field Medic Challenge (EFMC) Award and the Order of Military Medical Merit.

(5) *MSG/ISG.*

(a) *Institutional training.* Senior Leader Course and SSD III are required for promotion to MSG/ISG.

(b) *Operational assignments.* The most advantageous position for a MSG is first sergeant. There are a number of operational assignments in the TOE/TDA, which include both leadership and technical skills. Some of the duties and functions performed are: functions as the senior enlisted advisor of radiology activities in a MEDCEN, large MEDDAC or CSH; directs the development and training of the military and civilian radiology technologist; manages personnel affairs, supply economy procedures, and fiscal matters; and reviews operations to ensure compliance with JC standards. Avoiding consecutive TDA assignments is recommended.

(c) *Self-development.* Structured Self Development IV (SSD IV) is a prerequisite for attendance to the USASMC. Although civilian education degrees are not a requirement for promotion, a degree completion is strongly recommended at this rank. Completion of an associate's degree or higher is a marked discriminator for self-improvement. Civilian Education degrees are not a requirement for promotion. MSGs should concentrate on acquiring a degree, if not already completed. Those with an associate's degree should consider a bachelor's degree in a related field. College degrees are not required for promotion at any level but civilian education could be used as an indicator of self-improvement at senior rank selection. Civilian education is not a substitute for challenging assignments and, by itself, does not indicate those "most qualified" for promotion.

(d) *Additional training.* Any training available should be taken for continuing education and self-development.

(e) *Special assignments.* Opportunity exists to serve as an EOA advisor, IG NCO, or operations sergeant at MSG.

Note: Some of the merit-based indicators of consideration for SGM are: Pattern of consistent NCOERs that reflect outstanding duty performance in a variety of challenging assignments and potential to excel at higher levels of responsibility; served successfully in any of the valid MSG/ISG positions of MOS/ASI career track; minimum requirement of having met or exceeded all course standards of NCOES courses attended, with Distinguished Honor Graduate, Honor Graduate, Leadership Award recipients, or those earning Commandant's List placement being given noteworthy consideration for the merit of their achievement; continued learning through military and civilian educational opportunities

(6) *SGM/CSM.* See MOS 68Z/00Z.

d. *Professional Development Model for MOS 68P.* See Professional Development Model for MOS 68P. (http://appd.amedd.army.mil/enlisted_division.asp)

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

f. *GI to Jobs.* GI to Jobs COOL Web site.

Note: Various state & national certifications, registrations and licenses are available through civilian agencies for some CMF-68 Soldiers; however, *only* MOS/ASI 68W and 68WM6 *require* a civilian credential in order to maintain performance qualification and retain their MOS.

22–20. MOS 68P Reserve Component

The Reserve Component is managed the same as the Active Army (see para 22–18). For promotion guidance in the USAR refer to AR 140-158 for ARNG refer to NGR (AR) 600-200.

22–21. MOS 68Q Pharmacy Specialist

a. *Major duties.* The Pharmacy Specialist prepares, controls, and issues pharmaceuticals products under the supervision of a pharmacist or physician, or supervises pharmacy activities (in accordance with DA Pam 611–21, para 10–277). Pharmacy specialists serve in both the TOE tactical units and in the TDA Military Healthcare System (MHS) under a variety of job titles. Positions include pharmacy specialist-, sergeant-, and NCO platoon sergeant, detachment sergeant, first sergeant and senior pharmacy NCO. (See DA Pam 611-21 and HRC Smartbook Web site for more definitive duty description by grade <https://smartbook.armyg1.pentagon.mil/default.aspx>)

b. *Prerequisites.* See DA Pam 611–21 and HRC Smartbook Web site (<https://smartbook.armyg1.pentagon.mil/default.aspx>).

c. *Goals for development.* Normal career progression providing the best foundation for promotion combines assignments in both TOE and TDA units. TOE assignments provide the basis for training and competence in common tasks, tactical expertise, basic medical tasks, and leadership. TDA assignments provide more in depth and specialized medical training, as well as positions as Instructor/Writer, Drill Sergeant, and recruiter. Extended or successive assignments in either the TOE or TDA are not recommended.

(1) *PVT-SPC/CPL.*

(a) *Institutional training.* Basic Combat Training (BCT), Advanced Individual Training (AIT), Warrior Leader Course (WLC).

(b) *Operational assignments.* Soldiers serving MOS 68Q10s at skill level one serve in a variety of assignments. They may serve as Pharmacy Specialists in TOE medical companies or combat support hospitals. They could also serve in TDA MEDCENS/ MEDDACs and medical treatment facilities (MTFs). During these assignments Soldiers should concentrate on developing their technical and leadership skills. Recommendations for promotion to higher grades depends on mastering these skills as well as displaying the aptitude and attitude consistent with the "whole Soldier" concept.

(c) *Self-development.* Soldiers should begin to formulate plans with long term objectives and goals at this point in their career. They should concentrate on their military skills, but also begin considering at civilian education and degree producing programs. Extensive military education and training is available through the Army Correspondence Course Program (ACCP). Successful completion of these courses count for promotion points for SGT and SSG. Soldiers can enroll online at the ACCP Web site.

(d) *Additional training.* All Soldiers should attend any and all special training available or offered to them such as Airborne, Air assault, CBRNE, etc. All CMF 68 Soldiers should compete for the Expert Field Medical Badge (EFMB). It is not only an honor to hold the EFMB, but also is a discriminator in selection for promotion to senior NCO levels by a centralized promotion board.

(e) *Special assignments.* There are no specific special assignments for Skill Level 1 Soldiers.

(2) *SGT.*

(a) *Institutional training.* Noncommissioned Officer Education System (NCOES) training, specifically Structured Self Development One (SSD I) and Warrior Leader Course are required for promotion to SSG; however, Soldiers in the grade of SPC and or SGT should complete these requirements at their respective grades. (For conditional promotion to SGT and SSG, see AR 600-8-19, para 1-27)

(b) *Operational assignments.* Sergeant assignments include Pharmacy Sergeant positions are located in TOE and TDA units. Regardless of the assignment, Soldiers should concentrate on improving their medical, technical and leadership skills.

(c) *Self-development.* Sergeants should continue developing and working towards a college degree plan. Opportunities for an associate's degree and higher are available through the Army Education SOCAD program. Although a college degree plan is not mandatory, the groundwork should be prepared at this level. The EFMB should be acquired if not already completed.

(d) *Additional training.* All available additional training should be considered. Many functional courses are provided at the organization level and may be unique to that unit or installation, such as Airborne and Air Assault

(e) *Special assignments.* Sergeants can apply for Drill Sergeant, Recruiter, and Instructor/Writer at this rank, although most of these assignment opportunities exist for SSGs.

(3) *SSG.*

(a) *Institutional training.* Although Soldiers can be promoted to SSG on a conditional basis, WLC must be completed for promotion. Selection for SFC requires attendance at and completion of Advanced Leader Course (ALC) Common Core DL and ALC technical track training. (For information regarding conditional promotion to SSG and SFC, see AR 600-8-19, para 1-27) If serving in an authorized position, SSGs should attend the Battle Staff NCO Course.

(b) *Operational assignments.* Leadership positions at this rank are available in both the TOE and TDA units. Some of the duties and functions performed are: performs NCO duties in medical treatment facilities, while supervising subordinate personnel; supervises pharmacy activities to ensure compliance with quality control methods & procedures; prepares and conducts training programs for subordinate personnel; supervises the operational maintenance program for pharmacy equipment and the requisitioning of standard and nonstandard supplies; and maintains pharmaceutical inventories to ensure supply efficiency and compliance with authorized stockage lists. They should concentrate on leadership skills in all of these assignments.

(c) *Self-development.* Civilian education degrees are not a requirement for promotion. SSGs should concentrate on acquiring a degree, if not already completed. Those with an associate's degree should consider a bachelor's degree in a related field. College degrees are not required for promotion at any level but civilian education could be used as an indicator of self-improvement at senior rank selection. Civilian education is not a substitute for challenging assignments and, by itself, does not indicate those "most qualified" for promotion.

(d) *Additional training.* Staff sergeant is the rank where the majority of special duty assignments are found. Training and assignment as drill sergeant, recruiter, warrior transition squad leader and instructor are recommended at this rank. Any additional training offered by the Army or by the unit/installation may also be helpful.

(e) *Special assignments.* Selection for special assignments such as Drill Sergeant, Recruiter, WTU Squad Leader or Instructor, even if involuntary, is a benefit to the Soldier. Only the most qualified of each MOS is selected for specialized training. Satisfactory performance in these assignments is extremely beneficial for consideration for promotion selection. WTUs are priority fill assignments, and SSGs serving as Squad Leaders should be given justly due consideration for promotion. Volunteering for selection allows the soldier more leeway in deciding at what point in his/her career to perform one of these special assignments. These assignments should not be "successive." Although important, MOS proficiency may suffer during extended periods away from the basic assignments.

Note: Some of the merit-based indicators of consideration for SFC selection are: a pattern of consistent NCOERs that reflect outstanding duty performance in a variety of challenging assignments and potential to excel at higher levels of responsibility; DA-1059s indicating met or exceeded NCOES and functional course standards or achievement as Distinguished/Honor Graduate, Commandants List, Leadership Award; maintained high physical fitness standards and consistent compliance with height and weight standards with an emphasis on the Army Physical Fitness award; consistently sought learning opportunities through military courses and civilian educational opportunities and certifications; and demonstrated consistently high standards of conduct and adherence to Army values both on and off duty. AMEDD recognition or awards include the Expert Field Medical Badge (EFMB), the Combat Medical Badge (CMB), The Expert Field Medic Challenge (EFMC) Award and the Order of Military Medical Merit.

(4) *SFC.*

(a) *Institutional training.* The ALC Common Core DL and respective ALC Technical Track is required for promotion to SFC. (For conditional promotion to SFC, see AR 600-8-19, para 1-27) Battle Staff NCO Course is also available if serving in an authorized position.

(b) *Operational assignments.* The majority of AMEDD leadership enlisted positions are structured around this rank. SFCs may be the principal pharmacy NCO for both TOE/TDA units. Some of the duties and functions may include: supervises AMEDD pharmacy activities, ensuring compliance with quality control methods & procedures; ensures compliance with Army and Federal laws and regulations governing pharmacy operations; reviews and validates pharmaceutical inventories to ensure supply efficiency and compliance with authorized stockage lists; reviews requisitions for standard, nonstandard and emergency items or medications; and coordinates and integrates pharmacy operations with other elements within MTFs. SFCs should concentrate on leadership positions as well as refining their leadership skills. Extended assignments in TDA or non-leadership positions should be avoided if possible. If not already completed, assignments as a Drill Sergeant, Recruiter, Warrior Transition Platoon Sergeant or Instructor as well as EOA and IG positions should be considered.

(c) *Self-development.* Civilian education degrees are not a requirement for promotion. SFCs should concentrate on acquiring a degree, if not already completed. Those with an associate's degree should consider a bachelor's degree in a related field. College degrees are not required for promotion at any level but civilian education could be used as an indicator of self-improvement at senior rank selection. Civilian education is not a substitute for challenging assignments and, by itself, does not indicate those "most qualified" for promotion.

(d) *Additional training.* None.

(e) *Special assignments.* Special Duty Assignments available at the rank of SFC are: Platoon Sergeant, Department NCOIC, Drill Sergeant, Recruiter, Instructor, EOA, and IG. The positions mentioned are not all inclusive. Non-traditional assignments are Rear Detachment OPS NCOs/NCOICs and Medical Liaison NCOs. SFCs should contact their assignment managers at Human Resources Command for more information regarding other assignment opportunities.

Note: Some of the merit-based indicators of consideration for MSG selection are: a pattern of consistent NCOERs that reflect outstanding duty performance in a variety of challenging assignments and potential to excel at higher levels of responsibility; served successfully as a Platoon, Detachment Sergeant, Department/Section NCO or commensurate level of leadership position challenge/demand; minimum requirement of having met or exceeded all course standards of NCOES courses attended, with Distinguished Honor Graduate, Honor Graduate, Leadership Award recipients, or those earning Commandant's List placement being given noteworthy consideration for the merit of their Achievements; and continued learning and achievement through military and civilian educational opportunities. AMEDD recognition or awards include the Expert Field Medical Badge (EFMB), the Combat

Medical Badge (CMB), The Expert Field Medic Challenge (EFMC) Award and the Order of Military Medical Merit.

(5) MSG/1SG.

(a) Institutional training. Senior Leader Course and SSD III are required for promotion to MSG/1SG.

(b) Operational assignments. The most advantageous position for a Soldier in the grade of E-8 is First Sergeant. There are a number of operational assignments in the TOE/TDA for both MSGs and 1SGs, which include both leadership and technical skills. Some of the duties and functions may include: functions as a senior enlisted advisor on pharmacy activities within the AMEDD, ensuring compliance with Federal laws & regulations relative to pharmacy operations, quality control procedures, and guidelines; monitors stock levels to ensure compliance with command guidance and consumption; ensures compliance with pharmaceutical quality control standards; and coordinates pharmacy operations and administration with other MTF elements. Avoiding consecutive TDA assignments is recommended.

(c) Self-development. Structured Self Development IV (SSD IV) is a prerequisite for attendance to the USASMC. Although civilian education degrees are not a requirement for promotion, a degree completion is strongly recommended at this rank. Completion of an associate's degree or higher is a marked discriminator for self-improvement. Civilian education degrees are not a requirement for promotion. MSGs should concentrate on acquiring a degree, if not already completed. Those with an associate's degree should consider a bachelor's degree in a related field. College degrees are not required for promotion at any level but civilian education could be used as an indicator of self-improvement at senior rank selection. Civilian education is not a substitute for challenging assignments and, by itself, does not indicate those "most qualified" for promotion.

(d) Additional training. Any training applicable to the Soldier's position or career field at this rank should be considered for continuing education and self-development.

(e) Opportunity exists to serve as an EOA advisor, IG NCO, or Operations Sergeant.

Note: Some of the merit-based indicators of consideration for SGM are: Pattern of consistent NCOERs that reflect outstanding duty performance in a variety of challenging assignments and potential to excel at higher levels of responsibility; served successfully in any of the valid MSG/1SG positions of MOS/ASI career track; minimum requirement of having met or exceeded all course standards of NCOES courses attended, with Distinguished Honor Graduate, Honor Graduate, Leadership Award recipients, or those earning Commandant's List placement being given noteworthy consideration for the merit of their achievement; continued learning through military and civilian educational opportunities.

(6) SGM/CSM. see MOS 68Z/00Z.

d. Professional Development Model for MOS 68Q. See Professional Development Model for MOS 68Q. (http://appd.amedd.army.mil/enlisted_division.asp)

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

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

Note: Various state & national certifications, registrations and licenses are available through civilian agencies for some CMF-68 Soldiers; however, *only* MOS/ASI 68W and 68WM6 *require* a civilian credential in order to maintain performance qualification and retain their MOS.

22-22. MOS 68Q Reserve Component

The Reserve Component is managed the same as the Active Army (see para 22-20). For promotion guidance in the USAR refer to AR 140-158 for ARNG refer to NGR (AR) 600-200.

22-23. MOS 68R Veterinary Food Inspection Specialist

a. Major duties. The Veterinary Food Inspection Specialist supervises the inspection of, or inspects meat, poultry, water foods, eggs, dairy products, operational rations, fresh fruits and vegetables in depots, supply points, and on military installations to assure a safe, high quality food supply for DOD personnel in all environments with emphasis on the field wartime environment (in accordance with DA Pam 611-21, para 10-278). The Veterinary Food Inspection Specialist serves in both the TOE tactical units, in the TDA Military Healthcare System (MHS), and under DOD as the lead agent for food inspection. The Veterinary Specialist serves in a variety of job title and positions. Positions include Veterinary Food Inspector, Food Inspection Sergeant Veterinary Service NCO, Platoon Sergeant, Detachment Sergeant, Quality Auditor, Procurement NCO, Procurement QA NCO and First Sergeant in

Food Procurement Sections and in Veterinary Service Organizations. (See DA Pam 611-21 and HRC Smartbook Web site for more definitive duty description by grade (<https://smartbook.armyg1.pentagon.mil/default.aspx>))

b. Prerequisites. See DA Pam 611-21 and HRC Smartbook Web site (<https://smartbook.armyg1.pentagon.mil/>).

c. Goals for development. Normal career progression providing the best foundation for promotion combines assignments in TOE and TDA units. TOE assignments provide the basis for training and competence in common tasks, tactical expertise, basic medical support/repair tasks, and leadership. TDA assignments provide more in depth and specialized training. Also positions as Instructor/Writer, Equal Opportunity Advisor, Drill Sergeant, Warrior Transition Unit Squad Leader or Platoon Sergeant and Recruiters are available for career enhancement. Extended or successive assignments in either the TOE or TDA are not normally recommended, limited positions in the TOE allow for more extended TDA time.

(1) PVT-SPC/CPL.

(a) Institutional training. Basic Combat Training (BCT), Advanced Individual Training (AIT), Warrior Leader Course (WLC).

(b) Operational assignments. Soldiers serving in 68R1Os at skill level one serve in a variety of assignments. They may serve as Veterinary Food Inspection Specialists in TOE and TDA organizations. They may serve on other Armed Forces installations. During these assignments Soldiers should concentrate on developing their medical support/technical and leadership skills. Recommendations for promotion to higher grades depends on mastering these skills as well as displaying the aptitude and attitude consistent with the "whole Soldier" concept.

(c) Self-development. Soldiers should begin to formulate plans with long term objectives and goals at this point in their career. They should concentrate on their military skills, but also begin considering civilian education and degree producing programs. Extensive military education and training is available through the Army Correspondence Course Program (ACCP). Successful completion of these courses count for promotion points for SGT and SSG. Soldiers can enroll online at the ACCP Web site.

(d) Additional training. All Soldiers should attend any and all special training available or offered to them such as Airborne, Air Assault, CBRNE, etc. All CMF 68 Soldiers should compete for the Expert Field Medical Badge (EFMB). It is not only an honor to hold the EFMB, but also is a discriminator in selection for promotion to NCO levels by a centralized promotion board.

(e) Special assignments. There are no specific special assignments for Skill Level 1 Soldiers.

(2) SGT.

(a) Institutional training. Noncommissioned Officer Education System (NCOES) training, specifically Structured Self Development One (SSD I) and Warrior Leader Course are required for promotion to SSG; however, Soldiers in the grade of SPC and or SGT should complete these requirements at their respective grades. (For conditional promotion to SGT and SSG, see AR 600-8-19, para 1-27)

(b) Operational assignments. Sergeant assignments include but are not limited to positions as; Food Inspection Sergeant in the TOE and as Procurement Quality Assurance Sergeant in the TDA. Regardless of the assignment, Soldiers should concentrate on improving medical, technical and leadership skills.

(c) Self-development. Sergeants should continue developing and working towards a college degree plan. Opportunities for an associate's degree and higher are available through the Army Education SOCAD program. MOS 68R has a degree program in place relating to the MOS. Although a college degree plan is not mandatory, the groundwork should be prepared at this level. The EFMB should be acquired if not already completed. Consideration should be given for selection and advancement into the Warrant Officer Corps.

(d) Additional training. All available additional training should be considered. Many functional courses are provided at the organization level and may be unique to that unit or installation. In addition SGTs should consider Airborne and Air Assault training, if available and Soldiers meets the prerequisites.

(e) Special assignments. Sergeants can apply for Drill Sergeant and Instructor at this rank, although most of these assignment opportunities exist for SSGs.

(3) SSG.

(a) Institutional training. Although Soldiers can be promoted to SSG on a conditional basis, WLC must be completed for promotion. Selection for SFC requires attendance at and completion of Advanced Leader Course (ALC) Common Core DL and ALC technical track training. (For information regarding conditional promotion to SSG and SFC, see AR 600-8-19, para 1-27) If serving in an authorized position, SSGs should attend the Battle Staff NCO Course.

(b) *Operational assignments.* Leadership positions at this rank are available in both the TOE and TDA units. Some of the duties and functions may include: supervises small-sized food inspection or combined veterinary service units; serves as team leader and subject matter expert for the food protection quality assurance program; trains and develops subordinate personnel; develops and directs procurement quality assurance activities in contractor establishments; assists veterinarians in control of animal diseases other diseases of military concerns; and conducts sanitary inspections in military and commercial facilities; reviews, consolidates, and analyzes food inspection reports. Staff Sergeant assignments include positions as Veterinary Service NCO, and platoon sergeant in TOE and as food inspection NCO, procurement quality assurance NCO, procurement NCO or quality auditor. SSGs should concentrate on leadership as well as technical and supervisory skills in all of these assignments. However, 68R SSGs may have repeated assignments of a technical nature.

(c) *Self-development.* Civilian education degrees are not a requirement for promotion. SSGs should concentrate on acquiring a degree, if not already completed. Those with an associate's degree should consider a bachelor's degree in a related field. College degrees are not required for promotion at any level but civilian education could be used as an indicator of self-improvement at senior rank selection. Civilian education is not a substitute for challenging assignments and, by itself, does not indicate those "most qualified" for promotion.

(d) *Additional training.* Staff sergeant is the rank where the majority of special duty assignments are found. Training and assignment as drill sergeant, recruiter, equal opportunity advisor, warrior transition unit squad leader and instructor/writer are recommended at this rank. If serving in an authorized position, any additional training offered by the Army or by the unit/installation may also be helpful.

(e) *Special assignments.* Selection for special assignments such as Drill Sergeant, Recruiter, WTU Squad Leader or Instructor, even if involuntary, is a benefit to the soldier. Only the most qualified of each MOS is selected for specialized training. Satisfactory performance in these assignments is extremely beneficial for consideration for promotion selection. WTUs are priority fill assignments, and SSGs serving as Squad Leaders should be given justly due consideration for promotion. Volunteering for selection allows the soldier more leeway in deciding at what point in his/her career to perform one of these special assignments. These assignments should not be "successive." Although important, MOS proficiency may suffer during extended periods away from the basic assignments.

Note: Some of the merit-based indicators of consideration for SFC selection are: a pattern of consistent NCOERs that reflect outstanding duty performance in a variety of challenging assignments and potential to excel at higher levels of responsibility; DA-1059s indicating met or exceeded NCOES and functional course standards or achievement as Distinguished/Honor Graduate, Commandants List, Leadership Award; maintained high physical fitness standards and consistent compliance with height and weight standards with an emphasis on the Army Physical Fitness award; consistently sought learning opportunities through military courses and civilian educational opportunities and certifications; and demonstrated consistently high standards of conduct and adherence to Army values both on and off duty. AMEDD recognition or awards include the Expert Field Medical Badge (EFMB), the Combat Medical Badge (CMB), The Expert Field Medic Challenge (EFMC) Award and the Order of Military Medical Merit.

(4) SFC.

(a) *Institutional training.* The ALC Common Core DL and respective ALC Technical Track is required for promotion to SFC. (For conditional promotion to SFC, see AR 600-8-19, para 1-27) Battle Staff NCO Course is also available if serving in an authorized position.

(b) *Operational assignments.* The majority of AMEDD enlisted leadership positions are structured around this rank. Some of the duties and functions may include: supervises medium-sized food inspection or combined veterinary service unit; serves as the senior enlisted command and staff advisor for veterinary services/operations; coordinates and ensures transportation, administration and logistical support of food inspectors and animal care specialists assigned to local activities and remote sites; and coordinates veterinary services for Department of Defense and other governmental agencies/organizations. SFCs may be food inspection NCO, food inspection NCO, veterinary service NCO, platoon sergeant, detachment sergeant or first sergeant in TOE units or TDA organizations. SFCs should concentrate on leadership positions as well as refining their leadership and technical skills. Extended assignments in TDA or non-leadership positions should be avoided if possible however due to the technical nature of this MOS this may not be possible. If not already completed, assignments as a drill sergeant, recruiter, or instructor should be considered.

(c) *Self-development.* Civilian education degrees are not a requirement for promotion. SFCs should concentrate on acquiring a degree, if not already completed. Those with an associate's degree should consider a bachelor's degree in a related field. College degrees are not required for promotion at any level but civilian education could be

used as an indicator of self-improvement at senior rank selection. Civilian education is not a substitute for challenging assignments and, by itself, does not indicate those "most qualified" for promotion.

(d) *Additional training.* Any available Army or unit/installation training not already completed.

(e) *Special assignments.* Special Duty Assignments available at the rank of SFC are: Platoon Sergeant, Department NCOIC, Drill Sergeant, Recruiter, Instructor, EOA, and IG. The positions mentioned are not all inclusive. Non-traditional assignments are Rear Detachment OPS NCOs/NCOICs and Medical Liaison NCOs. SFCs should contact their assignment managers at Human Resources Command for more information regarding other assignment opportunities.

Note: Some of the merit-based indicators of consideration for MSG selection are: a pattern of consistent NCOERs that reflect outstanding duty performance in a variety of challenging assignments and potential to excel at higher levels of responsibility; served successfully as a Platoon, Detachment Sergeant, Department/Section NCO or commensurate level of leadership position challenge/demand; minimum requirement of having met or exceeded all course standards of NCOES courses attended, with Distinguished Honor Graduate, Honor Graduate, Leadership Award recipients, or those earning Commandant's List placement being given noteworthy consideration for the merit of their Achievements; and continued learning and achievement through military and civilian educational opportunities. AMEDD recognition or awards include the Expert Field Medical Badge (EFMB), the Combat Medical Badge (CMB), The Expert Field Medic Challenge (EFMC) Award and the Order of Military Medical Merit.

(5) *MSG/ISG.*

(a) *Institutional training.* Senior Leader Course and SSD III are required for promotion to MSG/ISG.

(b) *Operational assignments.* There are operational assignments in the TOE/TDA, which include both leadership and technical skills; Chief Veterinary NCO and First Sergeant. Some of the duties and functions may include: functions as senior enlisted advisor to Direct Report Unit (DRU) commanders, program directors, DRU surgeons, corps & division surgeons, department chiefs, and staff agencies; coordinates veterinary service activities for Department of Defense organizations, Army veterinary staff elements, and subordinate organizations; and reviews subordinate unit activities and evaluates training programs. Avoiding consecutive TDA assignments is recommended but is not always possible due to the technical nature of this MOS.

(c) *Self-development.* Structured Self Development IV (SSD IV) is a prerequisite for attendance to the USASMC. Although civilian education degrees are not a requirement for promotion, a degree completion is strongly recommended at this rank. Completion of an associate's degree or higher is a marked discriminator for self-improvement. Civilian education degrees are not a requirement for promotion. MSGs should concentrate on acquiring a degree, if not already completed. Those with an associate's degree should consider a bachelor's degree in a related field. College degrees are not required for promotion at any level but civilian education could be used as an indicator of self-improvement at senior rank selection. Civilian education is not a substitute for challenging assignments and, by itself, does not indicate those "most qualified" for promotion.

(d) *Additional training.* Any training applicable to the Soldier's position or career field at this rank should be considered for continuing education and self-development.

(e) *Special assignments.* None.

Note: Some of the merit-based indicators of consideration for SGM are: Pattern of consistent NCOERs that reflect outstanding duty performance in a variety of challenging assignments and potential to excel at higher levels of responsibility; served successfully in any of the valid MSG/ISG positions of MOS/ASI career track; minimum requirement of having met or exceeded all course standards of NCOES courses attended, with Distinguished Honor Graduate, Honor Graduate, Leadership Award recipients, or those earning Commandant's List placement being given noteworthy consideration for the merit of their achievement; continued learning through military and civilian educational opportunities.

(6) *SGM/CSM.*

(a) *Institutional training.* Graduation from the resident or non-resident Sergeants Major Course is a requirement for promotion to SGM. (For conditional promotion to SGM, see AR 600-8-19, para 1-27.)

(b) *Operational assignments.* Assignments for SGMs are as the Senior Veterinary NCO in both TOE and TDA positions. Some of the duties and functions performed are: functions as senior enlisted advisor to DRU commanders as well as liaison to DoD and other federal agencies on all matters relating to veterinary service; develops veterinary service policy and guidelines that affect the Army, DoD and other federal agencies worldwide; and develops courses of action for implementation of assigned veterinary missions; and serves as the regional level senior enlisted advisor

and technical SME on matters pertaining to veterinary service policy and procedures; directs and oversees MOS 68R/T technical training programs to include pre-deployment training for all assigned Soldiers. CSMs are selected and assigned based on experience, training, and desire to serve as a CSM.

(c) *Self-development.* Structured Self Development V (SSD V) is a prerequisite to be considered for nominative and joint assignments; Civilian education degrees are not a requirement for promotion. MSGs should concentrate on acquiring a degree, if not already completed. Those with an associate's degree should consider a bachelor's degree in a related field. College degrees are not required for promotion at any level but civilian education could be used as an indicator of self-improvement at senior rank selection.

(d) *Additional training.* None.

(e) *Special assignments.* None.

d. *Professional Development Model for MOS 68R.* See Professional Development Model for MOS 68R. (http://appd.amedd.army.mil/enlisted_division.asp)

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

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

Note: Various state & national certifications, registrations and licenses are available through civilian agencies for some CMF-68 Soldiers; however, *only* MOS/ASI 68W and 68WM6 *require* a civilian credential in order to maintain performance qualification and retain their MOS.

22–24. MOS 68R Reserve Component

The Reserve Component is managed the same as the Active Army (see para 22–22.) For promotion guidance in the USAR refer to AR 140-158 for ARNG refer to NGR (AR) 600-200.

22–25. MOS 68S Preventive Medicine Specialist

a. *Major duties.* The Preventive Medicine Specialist conducts or assists with preventive medicine inspections, surveys, control operations, and preventive medicine laboratory procedures, supervises preventive medicine facilities, or serves on preventive medicine staff (in accordance with DA Pam 611–21, para 10–279). Preventive Medicine Specialists serve in both the TOE tactical units, in the TDA Military Healthcare System (MHS). They serve in a variety of job titles. Positions include Preventive Medicine Specialists, and NCO, Health Physics Specialist and NCO (with ASI N4), Platoon Sergeant, Detachment Sergeant, First Sergeant and Chief Advisor. (See DA Pam 611-21 and HRC Smartbook Web site for more definitive duty description by grade (<https://smartbook.armyg1.pentagon.mil/default.aspx>))

b. *Prerequisites.* See DA Pam 611–21 and HRC Smartbook Web site (<https://smartbook.armyg1.pentagon.mil/default.aspx>).

c. *Goals for development.* Normal career progression providing the best foundation for promotion combines assignments in both TOE and TDA units. TOE assignments provide the basis for training and competence in common tasks, tactical expertise, basic medical support/repair tasks, and leadership. TDA assignments provide more in depth and specialized training. Also positions as Instructor/Writer, Equal Opportunity Advisor, Drill Sergeant, and Recruiter are available for career enhancement. Training and assignment in ASI N4 is also available. Extended or successive assignments in TOE or TDA are not normally recommended, limited positions in the TOE allow for more extended TDA time.

(1) *PVT–SPC/CPL.*

(a) *Institutional training.* Basic Combat Training (BCT), Advanced Individual Training (AIT), Warrior Leader Course (WLC). Soldiers in the ranks of PFC, SPC (CPL) and SGT (Non-Promotable) should consider 68S ASI N4 training. Length of training is 12 weeks and is followed by an assignment in the newly established specialized skill set.

(b) *Operational assignments.* Soldiers serving in MOS 68S1Os at skill level one serve in a variety of assignments. They may serve as Preventive Medicine Specialists in TOE Brigade Combat Teams, Area Support Battalions and TDA organizations. During these assignments they should concentrate on developing their medical, technical and leadership skills. Recommendations for promotion to higher grades depends on mastering these skills as well as displaying the aptitude and attitude consistent with the “whole Soldier” concept.

(c) *Self-development.* Soldiers should begin to formulate plans with long term objectives and goals at this point in their career. They should concentrate on their military skills, but also begin considering civilian education and degree producing programs. Extensive military education and training is available through the Army

Correspondence Course Program (ACCP). Successful completion of these courses count for promotion points for SGT and SSG. Soldiers can enroll online at the ACCP Web site.

(d) *Additional training.* All Soldiers should attend any and all special training available or offered to them such as airborne, air assault, CBRNE, etc. Requests for ASI training should be initiated at this rank if not already completed. All CMF 68 Soldiers should compete for the Expert Field Medical Badge (EFMB). It is not only an honor to hold the EFMB, but also is a discriminator in selection for promotion to senior NCO levels by a centralized promotion board. In addition, the additional skill identifier (ASI) N4 (health physics specialist) is associated with MOS 68S. This ASI is restricted to SPC through SFC and is applied for through normal channels. Descriptions, qualifications, and restrictions are found in DA Pam 611-21, table 12.

(e) *Special assignments.* There are no specific special assignments for Skill Level 1 Soldiers.

(2) SGT.

(a) *Institutional training.* Noncommissioned Officer Education System (NCOES) training, specifically Structured Self Development One (SSD I) and Warrior Leader Course are required for promotion to SSG; however, Soldiers in the grade of SPC and or SGT should complete these requirements at their respective grades. (For conditional promotion to SGT and SSG, see AR 600-8-19, para 1-27)

(b) *Operational assignments.* Sergeant assignments include positions as Preventive Medicine, NCO and Health Physics Specialist and NCO in the TOE and in the TDA. Regardless of the assignment, Soldiers should concentrate on improving medical, technical and leadership skills.

(c) *Self-development.* Sergeants should continue developing and continue working towards a college degree plan. Opportunities for an associate's degree and higher are available through the Army Education SOCAD program. MOS 68S has a degree program in place relating to the MOS. Although a college degree plan is not mandatory, the groundwork should be prepared at this level.

(d) *Additional training.* All available additional training should be considered. Many functional courses are provided at the organization level and may be unique to that unit or installation. In addition, SGTs should consider airborne and air assault training and ASI training if available and the Soldier meets the prerequisites.

(e) *Special assignments.* Sergeants can apply for Drill Sergeant, Recruiter, and Instructor at this rank, although most these assignment opportunities exist for SSGs.

(3) SSG.

(a) *Institutional training.* Although Soldiers can be promoted to SSG on a conditional basis, WLC must be completed for promotion. Selection for SFC requires attendance at and completion of Advanced Leader Course (ALC) Common Core DL and ALC technical track training. (For information regarding conditional promotion to SSG and SFC, see AR 600-8-19, para 1-27) If serving in an authorized position, SSGs should attend the Battle Staff NCO Course.

(b) *Operational assignments.* Leadership positions at this rank are available in both the TOE and TDA units as Preventive Medicine NCO or Detachment Sergeant. Some of the duties and functions performed are: supervises small-sized preventive medicine services or medical teams/detachments; supervises and train subordinate personnel on technical and administrative functions of preventive medicine activities; conducts preventive medicine inspections, surveys, and control operations; analyzes and evaluates collected preventive medicine data; and assist with establishing quality control procedures for inspection programs and laboratory analysis and maintains accountability and ensure serviceability of equipment. SSGs should concentrate on leadership as well as technical and supervisory skills in all of these assignments. However, 68S SSGs may have repeated assignments of a technical nature.

(c) *Self-development.* Civilian education degrees are not a requirement for promotion. SSGs should concentrate on acquiring a degree, if not already completed. Those with an associate's degree should consider a bachelor's degree in a related field. College degrees are not required for promotion at any level but civilian education could be used as an indicator of self-improvement at senior rank selection. Civilian education is not a substitute for challenging assignments and, by itself, does not indicate those "most qualified" for promotion.

(d) *Additional training.* Staff sergeant is the rank where the majority of special duty assignments are found. Training and assignment as Drill Sergeant, Recruiter, Warrior Transition Unit Squad Leader, Equal Opportunity Advisor, and Instructor/Writer are recommended at this rank. If serving in an authorized position, Any additional training offered by the Army or by the unit/installation may be helpful.

(e) *Special assignments.* Selection for special assignments such as Drill Sergeant, Recruiter, WTU Squad Leader or Instructor, even if involuntary, is a benefit to the soldier. Only the most qualified of each MOS is selected for specialized training. Satisfactory performance in these assignments is extremely beneficial for consideration for

promotion selection. WTUs are priority fill assignments, and SSGs serving as Squad Leaders should be given justly due consideration for promotion. Volunteering for selection allows the soldier more leeway in deciding at what point in his/her career to perform one of these special assignments. These assignments should not be "successive." Although important, MOS proficiency may suffer during extended periods away from the basic assignments.

Note: Some of the merit-based indicators of consideration for SFC selection are: a pattern of consistent NCOERs that reflect outstanding duty performance in a variety of challenging assignments and potential to excel at higher levels of responsibility; DA-1059s indicating met or exceeded NCOES and functional course standards or achievement as Distinguished/Honor Graduate, Commandants List, Leadership Award; maintained high physical fitness standards and consistent compliance with height and weight standards with an emphasis on the Army Physical Fitness award; consistently sought learning opportunities through military courses and civilian educational opportunities and certifications; and demonstrated consistently high standards of conduct and adherence to Army values both on and off duty. AMEDD recognition or awards include the Expert Field Medical Badge (EFMB), the Combat Medical Badge (CMB), The Expert Field Medic Challenge (EFMC) Award and the Order of Military Medical Merit.

(4) SFC.

(a) Institutional training. The ALC Common Core DL and respective ALC Technical Track is required for promotion to SFC. (For conditional promotion to SFC, see AR 600-8-19, para 1-27) Battle Staff NCO Course is also available if serving in an authorized position.

(b) Operational assignments. The majority of AMEDD enlisted leadership positions are structured around this rank. SFCs may be Preventive Medicine NCOs, Platoon Sergeant or Detachments Sergeants in TOE units or TDA organizations. Some of the duties and functions performed are: supervises medium-sized preventive medicine services or medical teams/detachments; assists with development of unit defense plans and operational orders; maintains intelligence information; reviews updates and maintains doctrine and training literature; establishes quality control procedures for inspection programs and laboratory analysis; and evaluates existing preventive medicine programs and modifies, as necessary, to meet the needs of the population served. SFCs should concentrate on leadership positions as well as refining their leadership and technical skills. Extended assignments in TDA or non-leadership positions should be avoided, if possible; however, due to the technical nature of this MOS this may not be possible. If not already completed, assignments as a Drill Sergeant, Recruiter, or Instructor should be considered.

(c) Self-development. Civilian education degrees are not a requirement for promotion. SFCs should concentrate on acquiring a degree, if not already completed. Those with an associate's degree should consider a bachelor's degree in a related field. College degrees are not required for promotion at any level but civilian education could be used as an indicator of self-improvement at senior rank selection. Civilian education is not a substitute for challenging assignments and, by itself, does not indicate those "most qualified" for promotion.

(d) Additional training. Any available Army or unit/installation training not already completed.

(e) Special assignments. Special Duty Assignments available at the rank of SFC are: Platoon Sergeant, Department NCOIC, Drill Sergeant, Recruiter, Instructor, EOA, and IG. The positions mentioned are not all inclusive. Non-traditional assignments are Rear Detachment OPS NCOs/NCOICs and Medical Liaison NCOs. SFCs should contact their assignment managers at Human Resources Command for more information regarding other assignment opportunities.

Note: Some of the merit-based indicators of consideration for MSG selection are: a pattern of consistent NCOERs that reflect outstanding duty performance in a variety of challenging assignments and potential to excel at higher levels of responsibility; served successfully as a Platoon, Detachment Sergeant, Department/Section NCO or commensurate level of leadership position challenge/demand; minimum requirement of having met or exceeded all course standards of NCOES courses attended, with Distinguished Honor Graduate, Honor Graduate, Leadership Award recipients, or those earning Commandant's List placement being given noteworthy consideration for the merit of their Achievements; and continued learning and achievement through military and civilian educational opportunities. AMEDD recognition or awards include the Expert Field Medical Badge (EFMB), the Combat Medical Badge (CMB), The Expert Field Medic Challenge (EFMC) Award and the Order of Military Medical Merit.

(5) MSG.

(a) Institutional training. Senior Leader Course and SSD III are required for promotion to MSG/1SG.

(b) *Operational assignments.* There are numerous operational assignments in the TOE/TDA, which include both leadership and technical skills as Preventive Medicine NCO or Chief Advisor. Some of the duties and functions may include: senior enlisted advisor to medical brigade commanders, units, and staff; analyzes and evaluates collected data, assists with development of unit defense plans and operations orders, reviews and makes recommendations on doctrine and training literature; conducts or assists with inspections, surveys, control operations, and PM laboratory procedures; supervises PM operations of facilities, services, medical teams/detachments, and staff; and responsible for organizing the PM programs of water, food sanitation, hospital environment, entomology, epidemiology, industrial hygiene, and environmental stress. Avoiding consecutive TDA assignments is recommended but is not always possible due to the technical nature of this MOS.

(c) *Self-development.* Structured Self Development IV (SSD IV) is a prerequisite for attendance to the USASMC. Although civilian education degrees are not a requirement for promotion, a degree completion is strongly recommended at this rank. Completion of an associate's degree or higher is a marked discriminator for self-improvement. Civilian education degrees are not a requirement for promotion. MSGs should concentrate on acquiring a degree, if not already completed. Those with an associate's degree should consider a bachelor's degree in a related field. College degrees are not required for promotion at any level but civilian education could be used as an indicator of self-improvement at senior rank selection. Civilian education is not a substitute for challenging assignments and, by itself, does not indicate those "most qualified" for promotion.

(d) *Additional training.* Any training available should be taken for continuing education and self-development.

(e) *Special assignments.* None.

Note: Some of the merit-based indicators of consideration for SGM are: Pattern of consistent NCOERs that reflect outstanding duty performance in a variety of challenging assignments and potential to excel at higher levels of responsibility; served successfully in any of the valid MSG/ISG positions of MOS/ASI career track; minimum requirement of having met or exceeded all course standards of NCOES courses attended, with Distinguished Honor Graduate, Honor Graduate, Leadership Award recipients, or those earning Commandant's List placement being given noteworthy consideration for the merit of their achievement; continued learning through military and civilian educational opportunities.

(6) *SGM/CSM.*

(a) *Institutional training.* Graduation from the resident or non-resident Sergeants Major Course is a requirement for promotion to SGM. (For conditional promotion to SGM, see AR 600-8-19, para 1-27.)

(b) *Operational assignments.* Assignments for SGMs are as the Preventive Medicine NCO in TDA positions. Some of the duties and functions performed are: functions as senior enlisted advisor to PM facilities, services, medical teams/detachments, and staff; writes, develops and coordinates regulations and policies relating to PM services; participates in command review and approval of subordinate unit activities, assists in planning and placement of field medical units; evaluates training programs and makes recommendations for improvement; and advises and participates in the overall professional development of PM personnel within assigned region. CSMs are selected and assigned based on experience, training, and desire to serve as a CSM.

(c) *Self-development.* Structured Self Development V (SSD V) is a prerequisite to be considered for nominative and joint assignments; Civilian education degrees are not a requirement for promotion. MSGs should concentrate on acquiring a degree, if not already completed. Those with an associate's degree should consider a bachelor's degree in a related field. College degrees are not required for promotion at any level but civilian education could be used as an indicator of self-improvement at senior rank selection.

(d) *Additional training.* None.

(e) *Special assignments.* None.

Note: Various state & national certifications, registrations and licenses are available through civilian agencies for some CMF-68 Soldiers; however, *only* MOS/ASI 68W and 68WM6 *require* a civilian credential in order to maintain performance qualification and retain their MOS.

d. *Professional Development Model for MOS 68S.* See Professional Development Model for MOS 68S. (http://appd.amedd.army.mil/enlisted_division.asp)

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

f. *GI to Jobs.* GI to Jobs COOL Web site.

22-26. MOS 68S Reserve Component

The Reserve Component is managed the same as the Active Army (see para 22-24). For promotion guidance in the USAR refer to AR 140-158 for ARNG refer to NGR (AR) 600-200.

22–27. MOS 68T Animal Care Specialist

a. Major duties. The Animal Care Specialist supervises or provides the care, management, treatment, and sanitary conditions for animals, with a primary responsibility of prevention and control of diseases transmitted from animal to man and comprehensive care for government owned animals (in accordance with DA Pam 611–21, para 10–255). Animal Care Specialists serve in TOE units and in the TDA Military Healthcare System (MHS) under a variety of job titles. Positions include Animal Care Specialists, Sergeants, and NCOs, Platoon Sergeant, Veterinary Operations NCO, Detachment Sergeant and First Sergeant. (See DA Pam 611–21 and HRC Smartbook Web site for more definitive duty description by grade (<https://smartbook.armyg1.pentagon.mil/default.aspx>)

b. Prerequisites. See DA Pam 611–21 and HRC Smartbook Web site (<https://smartbook.armyg1.pentagon.mil/default.aspx>)

c. Goals for development. Normal career progression providing the best foundation for promotion combines assignments in both TOE and TDA units. TOE assignments provide the basis for training and competence in common tasks, tactical expertise, basic medical tasks and leadership. TDA assignments provide more in depth and specialized medical training, as well as positions as Instructor/Writer, Equal Opportunity Advisors, Drill Sergeants, and Recruiters. Extended or successive assignments in either the TOE or TDA are not recommended but due to the technical nature of this MOS, repeated assignments in the TDA are not uncommon through the rank of SFC.

(1) PVT–SPC/CPL.

(a) Institutional training. Basic Combat Training (BCT), Advanced Individual Training (AIT), Warrior Leader Course (WLC).

(b) Operational assignments. Soldiers serving in MOS 68T10s at skill level one serve in a variety of assignments. They may serve in TOE units or in the TDA with the Air Force or Navy/Marine Services on their installations. During these assignments Soldiers should concentrate on developing their medical, technical and technical skills. Recommendations for promotion to higher grades depend on mastering these skills as well as displaying the aptitude and attitude consistent with the “whole Soldier” concept.

(c) Self-development. Soldiers should begin to formulate plans with long term objectives and goals at this point in their career. They should concentrate on their military skills, but also begin considering civilian education and degree producing programs. Extensive military education and training is available through the Army Correspondence Course Program (ACCP). Successful completion of these courses count for promotion points for SGT and SSG. Soldiers can enroll online at the ACCP Web site.

(d) Additional training. All Soldiers should attend any and all special training available or offered to them such as Airborne, Air Assault, NBC, etc. All medical Soldiers should compete for the Expert Field Medical Badge (EFMB). It is not only an honor to hold the EFMB, but also is a discriminator in selection for promotion to senior NCO levels by a centralized promotion board.

(e) Special assignments. There are no specific special assignments for Skill Level 1 Soldiers.

(2) SGT.

(a) Institutional training. Noncommissioned Officer Education System (NCOES) training, specifically Structured Self Development One (SSD I) and Warrior Leader Course are required for promotion to SSG; however, Soldiers in the grade of SPC and or SGT should complete these requirements at their respective grades. (For conditional promotion to SGT and SSG, see AR 600–8–19, para 1–27)

(b) Operational assignments. Sergeant assignments include but are not limited to: Animal Care duties as well as supervision of subordinates in both TOE units and TDA organizations. Regardless of the assignment, Soldiers should concentrate on improving their medical, technical and leadership skills.

(c) Self-development. Sergeants should continue developing and working towards a college degree plan. Opportunities for an associate’s degree and higher level degree are available through the Army Education SOCAD program. Although a college degree plan is not mandatory, the groundwork should be prepared at this level. Consideration should be given to selection and advancement into the Warrant Officer Corps.

(d) Additional training. All available additional training should be considered. Many functional courses are provided at the organization level and may be unique to that unit or installation. In addition SGTs should consider Airborne and Air Assault Training if available and Soldier meets the prerequisites.

(e) Special assignments. Sergeants can apply for Drill Sergeant, Recruiter, and Instructor at this rank, although most of these assignment opportunities exist for SSGs.

(3) SSG.

(a) *Institutional training.* Although Soldiers can be promoted to SSG on a conditional basis, WLC must be completed for promotion. Selection for SFC requires attendance at and completion of Advanced Leader Course (ALC) Common Core DL and ALC technical track training. (For information regarding conditional promotion to SSG and SFC, see AR 600–8–19, para 1–27) If serving in an authorized position, SSGs should attend the Battle Staff NCO Course.

(b) *Operational assignments.* Leadership positions at this rank are available in both the TOE and TDA units. Some of the duties and functions may include: supervises and manages small veterinary care animal facilities; performs veterinary operations/training NCO duties in a combined veterinary service activity, while supervising subordinates; assists in scheduling, conducting, and evaluating training of subordinate personnel; maintains and coordinates procurement of veterinary high-cost equipment; performs as a surrogate liaison/representative for veterinary officers to interact with installation medical authorities, installation commanders and civilian agencies; and assists with developing and establishing standard operating procedures for veterinary treatment facilities. SSGs should concentrate on technical and leadership skills in all of these assignments as Animal Care NCOs.

(c) *Self-development.* Civilian education degrees are not a requirement for promotion. SSGs should concentrate on acquiring a degree, if not already completed. Those with an associate's degree should consider a bachelor's degree in a related field. College degrees are not required for promotion at any level but civilian education could be used as an indicator of self-improvement at senior rank selection. Civilian education is not a substitute for challenging assignments and, by itself, does not indicate those "most qualified" for promotion.

(d) *Additional training.* Staff sergeant is the rank where the majority of special duty assignments are found. Training and assignment as drill sergeants, recruiters, equal opportunity advisors, and instructors are recommended at this rank. Any additional training offered by the Army or by the unit/installation may also be helpful.

(e) *Special assignments.* Selection for special assignments such as Drill Sergeant, Recruiter, WTU Squad Leader or Instructor, even if involuntary, is a benefit to the soldier. Only the most qualified of each MOS is selected for specialized training. Satisfactory performance in these assignments is extremely beneficial for consideration for promotion selection. WTUs are priority fill assignments, and SSGs serving as Squad Leaders should be given justly due consideration for promotion. Volunteering for selection allows the soldier more leeway in deciding at what point in his/her career to perform one of these special assignments. These assignments should not be "successive." Although important, MOS proficiency may suffer during extended periods away from the basic assignments.

Note: Some of the merit-based indicators of consideration for SFC selection are: a pattern of consistent NCOERs that reflect outstanding duty performance in a variety of challenging assignments and potential to excel at higher levels of responsibility; DA-1059s indicating met or exceeded NCOES and functional course standards or achievement as Distinguished/Honor Graduate, Commandants List, Leadership Award; maintained high physical fitness standards and consistent compliance with height and weight standards with an emphasis on the Army Physical Fitness award; consistently sought learning opportunities through military courses and civilian educational opportunities and certifications; and demonstrated consistently high standards of conduct and adherence to Army values both on and off duty. AMEDD recognition or awards include the Expert Field Medical Badge (EFMB), the Combat Medical Badge (CMB), The Expert Field Medic Challenge (EFMC) Award and the Order of Military Medical Merit.

(4) SFC.

(a) *Institutional training.* The ALC Common Core DL and respective ALC Technical Track is required for promotion to SFC. (For conditional promotion to SFC, see AR 600–8–19, para 1–27) Battle Staff NCO Course is also available if serving in an authorized position.

(b) *Operational assignments.* The majority of AMEDD enlisted leadership positions are structured around this rank. SFCs are Veterinary Operations, Animal care NCO, or Detachment Sergeants in both TOE and TDA units. Some of the duties and functions performed are: supervises and manages large veterinary care animal facilities; performs veterinary operations/training NCO duties in a large combined veterinary service activity; reviews operations of veterinary services to ensure compliance with laws & regulations regarding humane care, treatment and sanitary conditions for animals; monitors laboratory animal procurement procedures and serves on laboratory animal protocol boards; and provides technical assistance in planning, staffing, and modifying existing animal facilities. SFCs should concentrate on leadership positions as well as refining their technical and leadership skills. Extended assignments in TDA or non-leadership positions should be avoided, if possible. If not already completed, assignments as drill sergeant, recruiter, or instructor positions should be considered.

(c) *Self-development.* Civilian education degrees are not a requirement for promotion. SFCs should concentrate on acquiring a degree, if not already completed. Those with an associate's degree should consider a bachelor's

degree in a related field. College degrees are not required for promotion at any level but civilian education could be used as an indicator of self-improvement at senior rank selection. Civilian education is not a substitute for challenging assignments and, by itself, does not indicate those "most qualified" for promotion.

(d) *Additional training.* Any available Army or unit/installation training not already completed.

(e) *Special assignment.* Special Duty Assignments available at the rank of SFC are: Platoon Sergeant, Department NCOIC, Drill Sergeant, Recruiter, Instructor, EOA, and IG. The positions mentioned are not all inclusive. Non-traditional assignments are Rear Detachment OPS NCOs/NCOICs and Medical Liaison NCOs. SFCs should contact their assignment managers at Human Resources Command for more information regarding other assignment opportunities.

Note: Some of the merit-based indicators of consideration for MSG selection are: a pattern of consistent NCOERs that reflect outstanding duty performance in a variety of challenging assignments and potential to excel at higher levels of responsibility; served successfully as a Platoon, Detachment Sergeant, Department/Section NCO or commensurate level of leadership position challenge/demand; minimum requirement of having met or exceeded all course standards of NCOES courses attended, with Distinguished Honor Graduate, Honor Graduate, Leadership Award recipients, or those earning Commandant's List placement being given noteworthy consideration for the merit of their Achievements; and continued learning and achievement through military and civilian educational opportunities. AMEDD recognition or awards include the Expert Field Medical Badge (EFMB), the Combat Medical Badge (CMB), The Expert Field Medic Challenge (EFMC) Award and the Order of Military Medical Merit.

(5) *MSG.* See MOS 68R.

d. *Professional Development Model for MOS 68T.* See Professional Development Model for MOS 68T. (http://appd.amedd.army.mil/enlisted_division.asp)

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

f. *GI to Jobs.* GI to Jobs COOL Web site.

Note: Various state & national certifications, registrations and licenses are available through civilian agencies for some CMF-68 Soldiers; however, *only* MOS/ASI 68W and 68WM6 *require* a civilian credential in order to maintain performance qualification and retain their MOS.

22–28. MOS 68T Reserve Component

The Reserve Component is managed the same as the Active Army (see para 22–26). For promotion guidance in the USAR refer to AR 140-158 for ARNG refer to NGR (AR) 600-200.

22–29. MOS 68V Respiratory Specialist

a. *Major duties.* The Respiratory Specialist assists with the management of a respiratory unit or administers respiratory therapy and performs pulmonary functions tests under the supervision of a physician or nurse anesthetist (in accordance with DA Pam 611–21, 10-68V). Respiratory Specialists serve in both the TOE combat support hospitals and in the TDA Military Healthcare System (MHS) under the title Respiratory Specialist, SGT or NCO.

b. *Prerequisites.* See DA Pam 611–21 and HRC Smartbook Web site (<https://smartbook.armyg1.pentagon.mil/>).

c. *Goals for development.* Normal career progression providing the best foundation for promotion combines assignments in both TOE and TDA units. TOE assignments provide the basis for training and competence in common tasks, tactical expertise, basic medical tasks, and leadership. TDA assignments provide more in depth and specialized medical training, as well as positions as instructor/writer, drill sergeants, and recruiters. Too long an assignment in either the TOE or TDA or successive assignments are not recommended, but due to the technical nature of this MOS, long or repeated assignments in the TDA are not uncommon through the rank of SFC. This MOS starts at SGT/E5 level and progresses through SFC/E7. Soldier becomes 68W upon selection for MSG.

(1) *SGT.*

(a) *Institutional training.* Noncommissioned Officer Education System (NCOES) training, specifically Structured Self Development One (SSD I) and Warrior Leader Course are required for promotion to SSG; however, Soldiers in the grade of SPC and or SGT should complete these requirements at their respective grades. (For conditional promotion to SGT and SSG, see AR 600–8–19, para 1–27).

(b) *Operational assignments.* Sergeant assignments include positions in both TOE units and TDA organizations as respiratory sergeants. Regardless of the assignment, Soldiers should concentrate on improving medical and leadership skills.

(c) *Self-development.* Sergeants should develop a plan to acquire a degree. Opportunities for an associate's degree and higher are available through the Army Education SOCAD program. Although this is not mandatory, the groundwork should be prepared at this level.

(d) *Additional training.* All available additional training should be taken. Many functional courses are given at the organization level and may be unique to that unit or installation. SGTs should consider Airborne and Air Assault Training if available and if the prerequisites are met.

(e) *Special assignments.* Sergeants can apply for drill sergeant and instructor at this rank, although most of the requirements are for SSGs.

(2) SSG.

(a) *Institutional training.* Although Soldiers can be promoted to SSG on a conditional basis, WLC must be completed for promotion. Selection for SFC requires attendance at and completion of Advanced Leader Course (ALC) Common Core DL and ALC technical track training. (For information regarding conditional promotion to SSG and SFC, see AR 600-8-19, para 1-27.) If serving in an authorized position, SSGs should attend the Battle Staff NCO Course.

(b) *Operational assignments.* Leadership positions at this rank are available in both the TOE and TDA units. SSGs should concentrate on leadership skills in all of these assignments. SSGs will be respiratory NCOs.

(c) *Self-development.* Civilian education degrees are not a requirement for promotion. SSGs should concentrate on acquiring a degree, if not already completed. Those with an associate's degree should consider a bachelor's degree in a related field. College degrees are not required for promotion at any level but civilian education could be used as an indicator of self-improvement at senior rank selection. Civilian education is not a substitute for challenging assignments and, by itself, does not indicate those "most qualified" for promotion.

(d) *Additional training.* Staff sergeant is the rank where the predominance of special assignments is found. Training and assignment as drill sergeants, recruiters, and instructors are recommended at this rank. Any additional training offered by the Army or by the unit/installation is helpful.

(e) *Special assignments.* Selection for special assignments such as Drill Sergeant, Recruiter, WTU Squad Leader or Instructor, even if involuntary, is a benefit to the soldier. Only the most qualified of each MOS is selected for specialized training. Satisfactory performance in these assignments is extremely beneficial for consideration for promotion selection. WTUs are priority fill assignments, and SSGs serving as Squad Leaders should be given justly due consideration for promotion. Volunteering for selection allows the soldier more leeway in deciding at what point in his/her career to perform one of these special assignments. These assignments should not be "successive." Although important, MOS proficiency may suffer during extended periods away from the basic assignments.

Note: Some of the merit-based indicators of consideration for SFC selection are: a pattern of consistent NCOERs that reflect outstanding duty performance in a variety of challenging assignments and potential to excel at higher levels of responsibility; DA-1059s indicating met or exceeded NCOES and functional course standards or achievement as Distinguished/Honor Graduate, Commandants List, Leadership Award; maintained high physical fitness standards and consistent compliance with height and weight standards with an emphasis on the Army Physical Fitness award; consistently sought learning opportunities through military courses and civilian educational opportunities and certifications; and demonstrated consistently high standards of conduct and adherence to Army values both on and off duty. AMEDD recognition or awards include the Expert Field Medical Badge (EFMB), the Combat Medical Badge (CMB), The Expert Field Medic Challenge (EFMC) Award and the Order of Military Medical Merit.

(3) SFC.

(a) *Institutional training.* The ALC Common Core DL and respective ALC Technical Track is required for promotion to SFC. (For conditional promotion to SFC, see AR 600-8-19, para 1-27.) Battle Staff NCO Course is also available if serving in an authorized position.

(b) *Operational assignments.* Most of the AMEDD leadership positions are structured around this rank. SFCs are the respiratory NCOs in both TOE and TDA units. SFCs should concentrate on leadership positions as well as refining their leadership skills. Extended assignments in TDA or non-leadership positions should be avoided if possible. If not already completed, assignments as a drill sergeant, recruiter, or instructor as well as EOA and IG positions should be considered.

(c) *Self-development.* Civilian education degrees are not a requirement for promotion. SFCs should concentrate on acquiring a degree, if not already completed. Those with an associate's degree should consider a bachelor's degree in a related field. College degrees are not required for promotion at any level but civilian education could be used as an indicator of self-improvement at senior rank selection. Civilian education is not a substitute for challenging assignments and, by itself, does not indicate those "most qualified" for promotion.

(d) *Additional training.* Any available Army or unit/installation training not already completed.

(e) *Special assignments.* Special Duty Assignments available at the rank of SFC may include: Platoon Sergeant, Department NCOIC, Drill Sergeant, Recruiter, Instructor, EOA, and IG. The positions mentioned are not all inclusive. Non-traditional assignments are Rear Detachment OPS NCOs/NCOICs and Medical Liaison NCOs. SFCs should contact their assignment managers at Human Resources Command for more information regarding other assignment opportunities.

Note: Some of the merit-based indicators of consideration for MSG selection are: a pattern of consistent NCOERs that reflect outstanding duty performance in a variety of challenging assignments and potential to excel at higher levels of responsibility; served successfully as a Platoon, Detachment Sergeant, Department/Section NCO or commensurate level of leadership position challenge/demand; minimum requirement of having met or exceeded all course standards of NCOES courses attended, with Distinguished Honor Graduate, Honor Graduate, Leadership Award recipients, or those earning Commandant's List placement being given noteworthy consideration for the merit of their Achievements; and continued learning and achievement through military and civilian educational opportunities. AMEDD recognition or awards include the Expert Field Medical Badge (EFMB), the Combat Medical Badge (CMB), The Expert Field Medic Challenge (EFMC) Award and the Order of Military Medical Merit.

(4) *MSG/SGM.* See MOS 68W.

d. *Professional Development Model for MOS 68V.* See Professional Development Model for MOS 68V. (http://appd.amedd.army.mil/enlisted_division.asp)

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

f. *GI to Jobs.* GI to Jobs COOL Web site.

Note: Various state & national certifications, registrations and licenses are available through civilian agencies for some CMF-68 Soldiers; however, *only* MOS/ASI 68W and 68WM6 *require* a civilian credential in order to maintain performance qualification and retain their MOS.

22–30. MOS 68V Reserve Component

The Reserve Component is managed the same as the Active Army (see para 22–28). For promotion guidance in the USAR refer to AR 140-158 for ARNG refer to NGR (AR) 600-200.

22–31. MOS 68W Health Care Specialist

a. *Major duties.* The Health Care Specialist provides emergency medical treatment, limited primary care, force health protection, and evacuation in a variety of operational and clinical settings from point of injury or illness through the continuum of military health care. Health Care Specialists and associated Additional Skill Identifiers (ASIs) serve in both TOE tactical units and the TDA Military Healthcare System (MHS) under a variety of job titles. Positions include ambulance/aidman driver, health care specialist (SGT), emergency care specialist (SGT), trauma specialist, and Aero-Medical Evacuation (with ASI F3) as well as physical therapy specialists, occupational therapy specialists, ENT and eye specialists, cardiovascular specialists, licensed practical nurses, dialysis specialists, and orthopedic specialists.

b. *Prerequisites.* See DA Pam 611–21 and HRC Smartbook Web site (<https://smartbook.armyg1.pentagon.mil/default.aspx>).

c. *Goals for development.* Normal career progression providing the best foundation for promotion combines assignments in both TOE and TDA units. TOE assignments provide the basis for training and competence in common tasks, tactical expertise, basic medical tasks and leadership. TDA assignments provide more in depth and specialized medical training, as well as positions as instructor/writers, drill sergeants, and recruiters. Training and assignment in ASIs associated with 68W are also available. Extended or successive assignments in either the TOE or TDA are not recommended.

(1) *PVT-SPC/CPL.*

(a) *Institutional training.* Basic Combat Training (BCT), Advanced Individual Training (AIT), Warrior Leader Course (WLC). Soldiers in the ranks of PFC and SPC (CPL) should consider 68W ASI training. Training ranges from 12 to 52 weeks and is followed by an assignment in the newly established specialized skill set. These ASI courses are taught in two phases: Phase I training is conducted at the Medical and Education Training Campus followed by Phase II training at a medical treatment facility.

(b) *Operational assignments.* Soldiers serving in MOS 68W at skill level one serve in a variety of assignments. They may serve as a health care/emergency care specialist or ambulance aide/driver in a medical platoon/company in Combat Arms Divisions and below. They may serve as litter bearers, drivers for wheeled, tracked vehicles or patient care specialists in minimal care wards. They may serve in combat support hospitals, or similar positions in an emergency room at a medical treatment facility (MTF), or higher. During these assignments, Soldiers should concentrate on developing their medical/technical and leadership skills. Recommendations for promotion to higher grades depends on mastering these skills, as well as displaying the aptitude and attitude consistent with the "whole Soldier" concept.

(c) *Self-development.* Soldiers should begin to formulate plans with long term objectives and goals at this point in their career. They should concentrate on their military skills, but also begin considering civilian education and degree producing programs. Additionally, Emergency Medical Technician training is available through civilian agencies for Intermediate and Paramedic levels. Both levels offer advanced medical training and award promotion points for SGT and SSG. Extensive military education and training is available through the Army Correspondence Course Program (ACCP). Successful completion of these courses count for promotion points for SGT and SSG. Soldiers can enroll online at the ACCP Web site.

(d) *Additional training.* All Soldiers should attend any and all special training available or offered to them such as Airborne, Air Assault, CBRNE, etc. All medical Soldiers should compete for the Expert Field Medical Badge (EFMB). It is not only an honor to hold the EFMB, but also is a discriminator in selection for promotion to senior NCO levels by a centralized promotion board. ASI F3 (Aero-Medical Evacuation (Rotary Wing)), is awarded to those 68Ws who attend and complete the Flight Medic School at Ft. Rucker, Alabama. Follow-on assignments as a flight medic for at least 18 months is required to maintain this ASI. In addition, the following seven additional skill identifiers (ASIs) are associated with MOS 68W: M6 Practical/Vocational Nurse, N3 Occupational Therapy Specialist, N9 Physical Therapy Specialist, P1 Orthopedic Therapy Specialist, P2 ENT Specialist, P3 Eye Specialist, and Y6 Cardiovascular Specialist. These ASIs are generally restricted to PFC through SFC (except M6, which has authorizations at the MSG level) and are applied for through normal channels. Descriptions, qualifications, and restrictions for these ASIs are found in DA Pam 611-21, table 12-2.

(e) *Special assignments.* There are no specific special assignments for Skill Level 1 Soldiers.

(2) *SGT.*

(a) *Institutional training.* Noncommissioned Officer Education System (NCOES) training, specifically Structured Self Development (SSD) One and Warrior Leader Course are required for promotion to SGT. In addition, the Advanced Leader Course (ALC) and ALC Common Core DL are required for promotion to SSG. (For conditional promotion to SGT and SSG, see AR 600-8-19, para 1-27.)

(b) *Operational assignments.* Sergeant assignments include but are not limited to: aid/evacuation NCO, emergency treatment NCO, flight medic in the TOE, emergency treatment NCO, and medical NCO in the TDA. SGTs can be squad leaders in medical platoons or may work in the emergency room of a MEDCEN/MEDDAC. Regardless of the assignment, Soldiers should concentrate on improving their medical and leadership skills. Soldiers working in assignments based on their ASI should concentrate on learning and developing skills specific to the ASI.

(c) *Self-development.* Sergeants should continue developing and working towards a college degree plan. Opportunities for an associate's degree and higher are available through the Army Education SOCAD program. Although a college degree plan is not mandatory, the groundwork should be prepared at this level. EMT-I and EMT-P certification are recommended and tie into degree completion. The EFMB should be acquired if not already completed.

(d) *Additional training.* All available additional training should be considered. Many functional courses are provided at the organization level and may be unique to that unit or installation. In addition to Airborne and Air Assault, SGTs should consider Master Fitness Training and medical ASI training, if available and Soldier meets the prerequisites.

(e) *Special assignments.* Sergeants can apply for drill sergeant, recruiter, and instructor at this rank, although most of these assignment opportunities exist for SSGs.

(3) SSG.

(a) *Institutional training.* Although Soldiers can be promoted to SSG on a conditional basis, ALC must be completed for promotion. Selection for SFC requires attendance at and completion of SLC. (For information regarding conditional promotion to SSG and SFC, see AR 600–8–19, para 1–27.) If serving in an authorized position, SSGs should attend the Battle Staff NCO Course.

(b) *Operational assignments.* Leadership positions at this rank are available in both the TOE and TDA units. SSGs should concentrate on leadership skills in all of these assignments. SSGs may be section sergeants in a medical platoon, Emergency Room NCOICs, Troop Medical Clinics (TMC) NCOICs, training NCOs in MEDCENS, and clinic NCOICs based on their acquired ASIs.

(c) *Self-development.* Civilian education degrees are not a requirement for promotion. SSGs should concentrate on acquiring a degree, if not already completed. Those with an associate's degree should consider a bachelor's degree in a related field. College degrees are not required for promotion at any level but civilian education could be used as an indicator of self-improvement at senior rank selection. Civilian education is not a substitute for challenging assignments and, by itself, does not indicate those "most qualified" for promotion.

(d) *Additional training.* Staff sergeant is the rank where the majority of special duty assignments are found. Training and assignment as drill sergeants, recruiters, and instructors are recommended at this rank. Any additional training offered by the Army or by the unit/installation may also be helpful.

(e) *Special assignments.* Selection for special assignments such as Drill Sergeant, Recruiter, WTU Squad Leader or Instructor, even if involuntary, is a benefit to the Soldier. Only the most qualified of each MOS is selected for specialized training. Satisfactory performance in these assignments is extremely beneficial for consideration for promotion selection. WTUs are priority fill assignments, and SSGs serving as Squad Leaders should be given justly due consideration for promotion. Volunteering for selection allows the soldier more leeway in deciding at what point in his/her career to perform one of these special assignments. These assignments should not be "successive." Although important, MOS proficiency may suffer during extended periods away from the basic assignments.

Note: Some of the merit-based indicators of consideration for SFC selection are: a pattern of consistent NCOERs that reflect outstanding duty performance in a variety of challenging assignments and potential to excel at higher levels of responsibility; DA-1059s indicating met or exceeded NCOES and functional course standards or achievement as Distinguished/Honor Graduate, Commandants List, Leadership Award; maintained high physical fitness standards and consistent compliance with height and weight standards with an emphasis on the Army Physical Fitness award; consistently sought learning opportunities through military courses and civilian educational opportunities and certifications; and demonstrated consistently high standards of conduct and adherence to Army values both on and off duty. AMEDD recognition or awards include the Expert Field Medical Badge (EFMB), the Combat Medical Badge (CMB), the Expert Field Medic Challenge (EFMC) Award and the Order of Military Medical Merit.

(4) SFC.

(a) *Institutional training.* The Senior Leader Course (SLC) and SSD III is required for promotion to SFC. (For conditional promotion to SFC, see AR 600–8–19, para 1–27.) Battle Staff NCO Course is also available if serving in an authorized position.

(b) *Operational assignments.* The majority of AMEDD enlisted leadership positions are structured around this rank. SFCs may be platoon sergeants in a TOE medical platoon, NCOICs of various medical treatment facilities, detachment sergeants, as well as operations sergeants in medical brigades and regional medical commands. SFCs should concentrate on leadership positions as well as refining their leadership skills. Extended assignments in TDA or non-leadership positions should be avoided if possible. If not already completed, assignments as a drill sergeant, recruiter, or instructor, as well as EOA and IG positions, should be considered.

(c) *Self-development.* Civilian education degrees are not a requirement for promotion. SFCs should concentrate on acquiring a degree, if not already completed. Those with an associate's degree should consider a bachelor's degree in a related field. College degrees are not required for promotion at any level but civilian education could be used as an indicator of self-improvement at senior rank selection. Civilian education is not a substitute for challenging assignments and, by itself, does not indicate those "most qualified" for promotion.

(d) *Additional training.* None.

(e) *Special assignments.* Special Duty Assignments available at the rank of SFC are: Platoon Sergeant, Department NCOIC, Drill Sergeant, Recruiter, Instructor, EOA, and IG. The positions mentioned are not all inclusive. Non-traditional assignments are Rear Detachment OPS NCOs/NCOICs and Medical Liaison NCOs.

SFCs should contact their assignment managers at Human Resources Command for more information regarding other assignment opportunities.

Note: Some of the merit-based indicators of consideration for MSG selection are: a pattern of consistent NCOERs that reflect outstanding duty performance in a variety of challenging assignments and potential to excel at higher levels of responsibility; served successfully as a Platoon, Detachment Sergeant, Department/Section NCO or commensurate level of leadership position challenge/demand; minimum requirement of having met or exceeded all course standards of NCOES courses attended, with Distinguished Honor Graduate, Honor Graduate, Leadership Award recipients, or those earning Commandant's List placement being given noteworthy consideration for the merit of their Achievements; and continued learning and achievement through military and civilian educational opportunities. AMEDD recognition or awards include the Expert Field Medical Badge (EFMB), the Combat Medical Badge (CMB), The Expert Field Medic Challenge (EFMC) Award and the Order of Military Medical Merit.

(5) MSG/1SG.

(a) Institutional training. SLC and SSD 3 is required for promotion to MSG/1SG.

(b) Operational assignments. The most advantageous position for a Soldier in the grade of E-8 is First Sergeant. There are numerous operational assignments in the TOE/TDA for both MSGs and 1SGs, which include both leadership and technical skills. Avoiding consecutive TDA assignments is recommended.

(c) Self-development. Structured Self Development IV (SSD IV) is a prerequisite for attendance to the USASMC. Although civilian education degrees are not a requirement for promotion, a degree completion is strongly recommended at this rank. Completion of an associate's degree or higher is a marked discriminator for self-improvement. Civilian Education degrees are not a requirement for promotion. MSGs should concentrate on acquiring a degree, if not already completed. Those with an associate's degree should consider a bachelor's degree in a related field. College degrees are not required for promotion at any level but civilian education could be used as an indicator of self-improvement at senior rank selection. Civilian education is not a substitute for challenging assignments and, by itself, does not indicate those "most qualified" for promotion.

(d) Additional training. Any training applicable to the Soldier's position or career field at this rank should be considered for continuing education and self-development.

(e) Special assignments. Opportunity exists to serve as an EOA advisor and IG NCO at MSG.

Note: Some of the merit-based indicators of consideration for SGM are: Pattern of consistent NCOERs that reflect outstanding duty performance in a variety of challenging assignments and potential to excel at higher levels of responsibility; served successfully in any of the valid MSG/1SG positions of MOS/ASI career track; minimum requirement of having met or exceeded all course standards of NCOES courses attended, with Distinguished Honor Graduate, Honor Graduate, Leadership Award recipients, or those earning Commandant's List placement being given noteworthy consideration for the merit of their achievement; continued learning through military and civilian educational opportunities.

(6) SGM/CSM. See MOS 68Z/00Z.

d. Professional Development Model for MOS 68W. See Professional Development Model for MOS 68W. (http://appd.amedd.army.mil/enlisted_division.asp)

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

f. GI to Jobs. GI to Jobs COOL Web site.

Note: Various state & national certifications, registrations and licenses are available through civilian agencies for some CMF-68 Soldiers; however, *only* MOS/ASI 68W and 68WM6 *require* a civilian credential in order to maintain performance qualification and retain their MOS.

22-32. MOS 68W Reserve Component

The Reserve Component is managed the same as the Active Army (see para 22-30). For promotion guidance in the USAR refer to AR 140-158 for ARNG refer to NGR (AR) 600-200.

22-33. MOS 68X Behavioral Health Specialist

a. Major duties. The behavioral health specialist, under the supervision of a psychiatrist, social worker, psychiatric nurse or psychologist, assists with the management and treatment of in/out mental health activities,

during peace time or mobilization; collects and records psychosocial and physical data; counsels and treats clients/patients with personal, behavioral or mental health problems (in accordance with DA Pam 611-21, 10-68X). Behavioral Health Specialists serve in both the TOE tactical units and in the TDA Military Healthcare System (MHS) under a variety of job titles. Positions include behavioral health specialists and NCOs in Division/Brigade Medical Companies, Hospital Units, as well as Medical Centers (MEDCENS)/medical activities (MEDDACs).

b. Prerequisites. See DA Pam 611-21 and HRC Smartbook Web site (<https://smartbook.armyg1.pentagon.mil/>).

c. Goals for development. Normal career progression providing the best foundation for promotion combines assignments in both TOE and TDA units. TOE assignments provide the basis for training and competence in common tasks, tactical expertise, basic medical tasks and leadership. TDA assignments provide more in depth and specialized medical training, as well as positions as instructor/writer, drill sergeants, and recruiters. Too long an assignment in either the

TOE or TDA or successive assignments are not recommended but due to the technical nature of this MOS, long or repeated assignments in the TDA are not uncommon through the rank of SFC.

(1) PVT-SPC/CPL.

(a) Institutional training. Basic Combat Training (BCT), Advanced Individual Training (AIT), Warrior Leadership Course (WLC).

(b) Operational assignments. MOS 68X1Os serve in a variety of assignments. They may serve in a combat support hospital or medical company or they may be in a medical center or medical activity. During these assignments should concentrate on developing their medical and technical skills. Recommendations for promotion to higher rank will depend on mastering these skills and displaying the aptitude and attitude consistent with the "whole Soldier" concept.

(c) Self-development. Soldiers should formulate plans with objectives and goals at this point in their career. They should concentrate on their military skills but also look at civilian education and degree producing programs. Extensive military education and training is available through the Army Correspondence Course Program (ACCP) and the successful completion of courses count for promotion points for SGT and SSG. Soldiers can enroll online at the ACCP Web site.

(d) Additional training. All soldiers should attend any and all special training available or offered to them such as Airborne, Air Assault, NBC, etc. All CMF 68 Soldiers should compete for the Expert Field Medical Badge (EFMB). It is not only an honor to hold the EFMB, but it may become a discriminator in selection for higher rank. In addition, the additional skill identifier (ASI) M8 (drug and alcohol counselor) is associated with MOS 68X. This ASI is restricted to SPC through SSG and is applied for through normal channels. Descriptions, qualifications, and restrictions are found in DA Pam 611-21, table 12.

(e) Special assignments. There are no specific special assignments for Skill Level 1 Soldiers.

(2) SGT.

(a) Institutional training. Noncommissioned Officer Education System (NCOES) training, specifically Structured Self Development One (SSD I) and Warrior Leader Course are required for promotion to SSG; however, Soldiers in the grade of SPC and or SGT should complete these requirements at their respective grades. (For conditional promotion to SGT and SSG, see AR 600-8-19, para 1-27).

(b) Operational assignments. Sergeant assignments include supervision of subordinates in medical companies, CSHs, and combat stress units, and similar positions in TDA MEDCENS/MEDDACs. Regardless of the assignment, soldiers should concentrate on improving medical and leadership skills.

(c) Self-development. Sergeants should develop a plan to acquire a degree. Opportunities for an associate's degree and higher are available through the Army Education SOCAD program. Although this is not mandatory, the groundwork should be prepared at this level.

(d) Additional training. All available additional training should be taken. Many functional courses are given at the organization level and may be unique to that unit or installation. Airborne and Air Assault should be considered if available and if the prerequisites are met.

(e) Special assignments. Sergeants can apply for drill sergeant, recruiter, and instructor at this rank, although most of the requirements are for SSGs.

(3) SSG.

(a) Institutional training. Although Soldiers can be promoted to SSG on a conditional basis, WLC must be completed for promotion. Selection for SFC requires attendance at and completion of Advanced Leader Course (ALC) Common Core DL and ALC technical track training. (For information regarding conditional promotion to

SSG and SFC, see AR 600-8-19, para 1-27). If serving in an authorized position, SSGs should attend the Battle Staff NCO Course.

(b) *Operational assignments.* Leadership positions at this rank are available in both the TOE and TDA units as mental health NCOs. SSGs should concentrate on leadership skills in all of these assignments.

(c) *Self-development.* Civilian education degrees are not a requirement for promotion. SSGs should concentrate on acquiring a degree, if not already completed. Those with an associate's degree should consider a bachelor's degree in a related field. College degrees are not required for promotion at any level but civilian education could be used as an indicator of self-improvement at senior rank selection. Civilian education is not a substitute for challenging assignments and, by itself, does not indicate those "most qualified" for promotion.

(d) *Additional training.* Staff sergeant is the rank where the predominance of special assignments are found. Training and assignment as drill sergeants, recruiters, and instructors are recommended at this rank. Any additional training offered by the Army or by the unit/installation is helpful.

(e) *Special assignments.* Selection for special assignments such as Drill Sergeant, Recruiter, WTU Squad Leader or Instructor, even if involuntary, is a benefit to the soldier. Only the most qualified of each MOS is selected for specialized training. Satisfactory performance in these assignments is extremely beneficial for consideration for promotion selection. WTUs are priority fill assignments, and SSGs serving as Squad Leaders should be given justly due consideration for promotion. Volunteering for selection allows the soldier more leeway in deciding at what point in his/her career to perform one of these special assignments. These assignments should not be "successive." Although important, MOS proficiency may suffer during extended periods away from the basic assignments.

Note: Some of the merit-based indicators of consideration for SFC selection are: a pattern of consistent NCOERs that reflect outstanding duty performance in a variety of challenging assignments and potential to excel at higher levels of responsibility; DA-1059s indicating met or exceeded NCOES and functional course standards or achievement as Distinguished/Honor Graduate, Commandants List, Leadership Award; maintained high physical fitness standards and consistent compliance with height and weight standards with an emphasis on the Army Physical Fitness award; consistently sought learning opportunities through military courses and civilian educational opportunities and certifications; and demonstrated consistently high standards of conduct and adherence to Army values both on and off duty. AMEDD recognition or awards include the Expert Field Medical Badge (EFMB), the Combat Medical Badge (CMB), the Expert Field Medic Challenge (EFMC) Award and the Order of Military Medical Merit.

(4) SFC.

(a) *Institutional training.* The ALC Common Core DL and respective ALC Technical Track is required for promotion to SFC. (For conditional promotion to SFC, see AR 600-8-19, para 1-27.) Battle Staff NCO Course is also available if serving in an authorized position.

(b) *Operational assignments.* Most of the AMEDD leadership positions are structured around this rank. SFCs are the behavioral health NCOs and detachment sergeants in both TOE and TDA units. SFCs should concentrate on leadership positions as well as refining their leadership skills. Extended assignments in TDA or non-leadership positions should be avoided if possible. If not already completed, assignments as a drill sergeant, recruiter, or instructor as well as EOA and IG positions should be considered.

(c) *Self-development.* Civilian education degrees are not a requirement for promotion. SFCs should concentrate on acquiring a degree, if not already completed. Those with an associate's degree should consider a bachelor's degree in a related field. College degrees are not required for promotion at any level but civilian education could be used as an indicator of self-improvement at senior rank selection. Civilian education is not a substitute for challenging assignments and, by itself, does not indicate those "most qualified" for promotion.

(d) *Additional training.* Any available Army or unit/installation training not already completed.

(e) *Special assignments.* Special Duty Assignments available at the rank of SFC are: Platoon Sergeant, Department NCOIC, Drill Sergeant, Recruiter, Instructor, EOA, and IG. The positions mentioned are not all inclusive. Non-traditional assignments are Rear Detachment OPS NCOs/NCOICs and Medical Liaison NCOs. SFCs should contact their assignment managers at Human Resources Command for more information regarding other assignment opportunities.

Note: Some of the merit-based indicators of consideration for MSG selection are: a pattern of consistent NCOERs that reflect outstanding duty performance in a variety of challenging assignments and potential to excel at higher levels of responsibility; served successfully as a Platoon, Detachment Sergeant, Department/Section NCO or

commensurate level of leadership position challenge/demand; minimum requirement of having met or exceeded all course standards of NCOES courses attended, with Distinguished Honor Graduate, Honor Graduate, Leadership Award recipients, or those earning Commandant's List placement being given noteworthy consideration for the merit of their Achievements; and continued learning and achievement through military and civilian educational opportunities. AMEDD recognition or awards include the Expert Field Medical Badge (EFMB), the Combat Medical Badge (CMB), The Expert Field Medic Challenge (EFMC) Award and the Order of Military Medical Merit.

(5) MSG. See MOS 68W.

d. *Professional Development Model for MOS 68X.* See Professional Development Model for MOS 68X. (http://appd.amedd.army.mil/enlisted_division.asp)

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

f. *GI to Jobs.* GI to Jobs COOL Web site.

Note: Various state & national certifications, registrations and licenses are available through civilian agencies for some CMF-68 Soldiers; however, *only* MOS/ASI 68W and 68WM6 *require* a civilian credential in order to maintain performance qualification and retain their MOS.

22–34. MOS 68X Reserve Component

The Reserve Component is managed the same as the Active Army (see para 22–32). For promotion guidance in the USAR refer to AR 140-158 for ARNG refer to NGR (AR) 600-200.

22–35. MOS 68Z Senior Medical NCO

The senior medical NCO at the rank of SGM caps eleven CMF 68 MOSs. The duties performed by the SGM of these former MOSs are supervisory and leadership duties of the 68Z SGM.

a. *Major duties.*

(1) The chief medical NCO is the principal non-commissioned officer who supervises, and performs related duties as the senior advisor to Commanders, Directors, and Chiefs of Departments and staff agencies on all matters pertaining to enlisted personnel. They perform these duties in multifunctional medical treatment facilities and medical staff activities, or in medical units formed under the Table of Organization and Equipment (TOE), or Table of Distribution and Allowances (TDA) concept.

(2) The chief medical NCO must be qualified in one of the following eleven MOS (68A, 68E, 68G, 68J, 68K, 68M, 68P, 68Q, 68R, 68S and 68W) at the grade MSG. Must be knowledgeable in technical mission, responsibilities and operations of all medical functional activities, to include: division and higher levels of medical special, general and joint staff sections, Medical Centers, large and medium size hospitals, Medical Activities, health centers and clinics, battery, company and troop size units, and all levels of echelons for medical organizations to include all major commands. Must be able to plan, coordinate and supervise activities pertaining to unit organization, training, tactical and technical operations.

b. *Prerequisites.* See DA Pam 611–21 and HRC Smartbook Web site (<https://smartbook.armyg1.pentagon.mil/>).

c. *Goals for development.* This is the culmination for the majority of the MOSs in CMF 68. The career development plans preceding this MOS will assist Soldiers in arriving at this level. MOS 68Z Senior NCOs will fill positions as division level senior medical NCOs Division Medical Operations Center (DMOC) as well as senior dental, medical, clinical, logistics, operations and hospital food Service at both TOE and TDA organizations. Normal career progression at this rank should be both TDA and TOE assignments as well as successively higher levels of assignments.

(1) SGM.

(a) *Institutional training.* Completion of the resident or non-resident Sergeants Major Course is required for promotion to SGM. (For conditional promotion to SGM, see AR 600–8–19, para 1–27.)

(b) *Operational assignments.* MOS 68Z SGMs serve in a variety of assignments in both the TDA and TOE. Back-to-back TDA assignments are not recommended although repetitive assignments may occur based on the needs of the Army. Most positions for 68Z are in the TDA. SGMs should seek appointment to CSM and/or assignments of increasing responsibility and level of command. Command Sergeants Major will be selected from those candidates selected for SGM or serving as SGMs, based on their experience, training and desire to serve as a CSM and the needs of Army.

(c) *Self-development.* Sergeant Majors/CSMs should have completed an associate's degree by the end of the Sergeants Major Course. Completion of a bachelor's degree is recommended but not required.

(d) *Additional training.* None.

(e) *Special assignments.* None.

(2) *CSM.*

(a) *Institutional training.* Completion of the resident or non-resident Sergeants Major Course (for conditional promotion to SGM, see AR 600-8-19).

(b) *Operational assignments.* Sergeants Major should seek appointment to CSM and/or assignments of increasing responsibility and level of command. Command Sergeants Major will be selected from those candidates selected for SGM or serving as CSMs based on their experience and training.

(c) *Self-development.* Command Sergeants Major should have completed an associate's degree by the end of the Sergeants Major Course (CSM). Completion of a bachelor's degree is recommended but not required.

(d) *Additional training.* None.

(e) *Special assignments.* None.

d. *Professional Development Model for MOS 68Z.* See Professional Development Model for CMF 68, (http://appd.amedd.army.mil/enlisted_division.asp)

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

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

22-36. MOS 68Z Reserve Component

The Reserve Component is managed the same as the Active Army (see para 22-34). For promotion guidance in the USAR refer to AR 140-158 for ARNG refer to NGR (AR) 600-200.