



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

1 AUG 2011

DAPE-MPE-PD

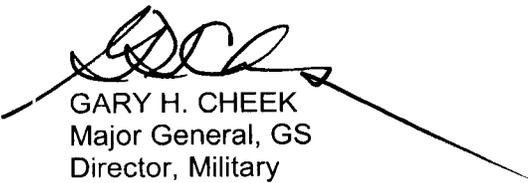
MEMORANDUM FOR Office of the Chief of Ordnance, ATTN: Chief of Proponency, 2221
Adams Ave, Fort Lee 23801

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) updates (enclosed) to DA Pam 600-25 are approved, effective this date.
3. This office is working to formally publish the updates 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, these updates (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 CMFs.
5. To facilitate the transition to the Army's NCO Professional Development Guide within the selection process, we ask you to post these approved updates 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 Branches 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:

Encls
as


GARY H. CHEEK
Major General, GS
Director, Military
Personnel Management

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

Chapter 26 Ammunition (CMF 89) Career Progression Plan

26-1. Duties

- a. CMF 89 is comprised of three Military Occupational Specialties, 89A, 89B and 89D. Unlike many CMFs, these are independent, stove piped MOSs which do not cap at a senior grade.
- b. MOS 89A, Stock Control and Accounting Specialist, operates the Standard Ammunition and Accounting System (SAAS) computer hardware and software/utilities manual records to perform stock control and accounting procedures.
- c. MOS 89B, Ammunition Specialist are utilized in ammunition support functions in units Army wide. Soldiers provide the required type and quantity of ammunition to the combat user at the time and location (when and where) it is needed. Duties involve providing logistical support in the Brigade Support Battalions (BSB's) and Ammunition Supply Points (ASP's). Assists in the survey and layout of areas allocated for the establishment of ammunition storage.
- d. MOS 89D, Explosive Ordnance Disposal Soldiers, locate, identify, render safe and dispose of foreign and domestic conventional, biological, chemical, or nuclear ordnance and improved explosive devices (IEDs); weapons of mass destruction (WMDs) and large vehicle borne improvised explosive devices (LVBIEDs); conduct intelligence gathering operations of first seen foreign ordnance; support VIP missions for the U.S. Secret Service, State Department and other Federal agencies.

26-2. Transformation

The Ordnance Soldier handles, stores and disposes of ammunition and weapons which is classified as 'ordnance'. Ordnance Specialists, such as the Ammunition Specialist must be able to transport, store, inspect, handle hazardous materials, prepare and dispose of weapons and ammunition. CMF 89 Soldier's duties may entail performing maintenance modifications, destruction and demilitarization on ammunition and explosive components, operating computer hardware and software, and utilizing sophisticated robotics. The levels of responsibility and commitment in planning, coordinating, and supervising activities that support the unit mission and the welfare of Soldiers make Ordnance NCOs unique. Noncommissioned officers are required to lead Soldiers and give proper training to enhance their knowledge of ammunition and explosive ordnance disposal operations. Noncommissioned officers must be tactically and technically proficient in combat operations at brigade, battalion and company levels. They should be mentally and physically disciplined and well versed in Ordnance and combined arms tactics, techniques, and procedures. Noncommissioned officers must ensure that Soldiers can perform their individual MOS tasks, place the welfare of their Soldiers ahead of their own, and adhere to Army values. While modularity has caused a massive growth in the EOD field, it has greatly reduced the number of leadership positions in the ammunition field.

- a. Demanding assignments for the ammunition field consist of: Section Chief, Ammunition Inspector, Ammunition Supply Sergeant, Instructor/Writer, Recruiter, Drill Sergeant, AIT Squad Leader, Small Group Leader, Equal Opportunity Advisor Combat Development NCO, Training Developer, HRC Career Advisor, Ammunition Logistics Sergeant, Ammunition Senior Inspector, Chief Ammunition NCO, Detachment Sergeant, Section Chief, Operations Sergeant, Observer/Controller, First Sergeant, and Asymmetrical Warfare Group.
- b. Demanding assignments for the Explosive Ordnance Disposal field consist of: Section Sergeant, Platoon Sergeant, Operations Sergeant, AIT Platoon Sergeant, EOD Team Leader, Instructor/Writer, Asymmetrical Warfare Group, Small Group Leader, Combat Development NCO, Training Developer, Senior Career Manager, EOD NCO, Senior Technical Intelligence Analyst, First Sergeant, Senior EOD Technical Advisor, Senior Instructor/Writer, Chief of Training, and EOD Staff NCO.

26-3. Recommend career management self-development by rank

a. PVT-SPC/CPL.

- (1) The quality and success of a Soldier's career is in direct proportion to the Soldier's consistent commitment to excellence, regardless of the mission. Soldiers committed to achieving high goals will develop leadership skills and have the practical knowledge and ambition to put them to good use.
- (2) Soldiers should study and master the following military publications: AR 670-1; FM 3-21.5; FM 3-22.37; FM 3-25.26; FM 3-90.61; FM 4-25.11; FM 21-75; STP 21-1-SMCT; TC 3-22.20; all -10 level maintenance manuals associated with their equipment; and battle drills associated with their current assignment.
- (3) The following books are suggested for self-development: *Art of War* by Sun Tzu, *The Forgotten Soldier* by Sajer, Guy and *The Killer Angels* by Shaara, Michael., AKO, General Army Links, Army Leadership contains

additional reading material for self-development.

(4) The OPTEMPO of tactical assignments may limit the opportunity for civilian education; however, those Soldiers willing to make the required sacrifices should seize the available opportunities. CLEP and DANTES are available for those Soldiers unable to pursue formal civilian courses. These self-development options are based on the Soldier's own desire to excel. Ample opportunities exist for Soldiers to participate in various correspondence courses to accomplish individual educational objectives. Soldiers should consider the following correspondence courses: Combat Lifesaver Course, Warrior Leader Course Subjects, and Infantry Basic Refresher Training Course. Soldiers with GT scores below 110 should seek to improve their scores through FAST. Taking additional civilian education courses such as English composition and basic mathematics will prepare Soldiers for the AFCT and improve promotion potential.

(5) The ACCP also provides excellent educational advancements in continued education, leadership and technical proficiency. Soldiers should choose from the following correspondence courses: Structured Self Development Level 1 (SSD I)(SSD I must be completed for enrollment into ALC); Education opportunities can be found at the ACES Web site. CLEP and the DANTES tests are other resources for converting previously acquired knowledge or training into college credit. College education is a critical piece of the self-development program and logisticians should plan their college program around a degree that relates to their MOS using information provided on the SOCAD Web site. Soldiers may also enroll in GOARMYED, an Army program that gives Soldiers the opportunity to pursue a degree program completely online.

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

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

b. SGT.

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

(2) Sergeants should study and master the following military publications: STP 21-24; FM 3-0 ; FM 3-21.18; FM 6-22; FM 7-0; FM 7-1; FM 7-93; all -10 level maintenance manuals associated with their equipment and battle drills associated with their current assignment.

(3) The following books are suggested reading for self-development: *Common Sense Training* by Collins, Presidio Press, 1980; *Small Unit Leadership* by Malone, Mike; readings on famous military leaders (for example, Napoleon, Grant, Lee, Pershing, Patton, Bradley, Ridgeway, Westmoreland, and Schwarzkopf); *The Story of the Noncommissioned Officer Corps* (USA Center of Military History, 70-38); *Infantry Attacks* by Rommel; and *When Bad Things Happen to Good People* by Kushner, Harold S., AKC, General Army Links, Army Leadership contains additional reading material for self-development.

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

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

(6) The ACCP also provides excellent educational advancements in continued education, leadership and technical proficiency. Sergeants should choose from the following correspondence courses: HAZMAT Handling Course, NCO Advanced Leaders Course Subjects and the Supervisor Development Course. Other education opportunities can be found at the ACES Web site.

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

(8) Individual and unit awards show a commitment to excellence and a desire to succeed. Ordnance awards and achievements include: The COL Decius Wadsworth Award (NCOA), Army Award for Maintenance Excellence, Combined Logistics Excellence Award, Distinguished Honor graduate for NCOAs, exceeding course standards for Professional Military Education.

c. SSG.

(1) The quality and success of a Staff Sergeant's career is in direct proportion to a consistent commitment to excellence, regardless of the mission. Staff Sergeants who are committed to achieving high goals will develop leadership skills and have the practical knowledge and ambition to put them to good use. These NCOs should study and master the additional military publications: STP 21-24; FM 3-22.3, -10 level maintenance manuals associated with their equipment; and battle drills associated with their current assignment.

(2) The following additional books are suggested reading for self-development; continue readings on famous military leaders (for example, Napoleon, Grant, Lee, Pershing, Patton, Bradley, Ridgeway, Westmoreland, and Schwarzkopf); *Small Unit Administration, Manual or ADP Systems*, Stackpole Books; and *The Noncommissioned Officers' Family Guide*, Gross, Beau Lac Pub, 1985., AKO, General Army Links, Army Leadership contains additional reading material for self-development.

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

(4) The ACCP also provides excellent educational advancements in continued education, leadership and technical proficiency. The SSG should consider the following correspondence courses: Structured Self Development Level 3 (SSD III) (SSD III must be completed for enrollment into SLC) Support Operations Course (Phase I), Action Officers Development Course, and the Infantry Advanced Refresher Training Course. Other education opportunities can be found at the ACES Web site.

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

(6) Individual and unit awards show a commitment to excellence and a desire to succeed. Ordnance awards and achievements include: The Ordnance Order of Samuel Sharpe, COL Decius Wadsworth Award (NCOA), Army Award for Maintenance Excellence, Combined Logistics Excellence Award, Distinguished Honor graduate for NCOAs, exceeding course standards for Professional Military Education and NCO of the Quarter/Year.

d. SFC.

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

(2) These NCOs should study and master the following additional military publications: AR 350-1; FM 3-7; FM 21-31; AR 750-1; all -10 level maintenance manuals associated with their equipment; and battle drills associated with their current assignment.

(3) The following books are suggested reading for self-development: *Combat Leader's Field Guide* 10th Ed., Stackpole Books; *Roots of Strategy, Book 2* by Picq, Clausewitz, Jomini, Stackpole Books; continue readings on famous military leaders (for example, Napoleon, Grant, Lee, Pershing, Patton, Bradley, Ridgeway, Westmoreland, and Schwarzkopf);, AKO, General Army Links, Army Leadership contains additional reading material for self-development.

(4) The OPTEMPO of operational assignments may limit the opportunity for civilian education; however, those SFCs willing to make the required sacrifices should seize the available opportunities. The self-development process should now shift to advanced skills. Ideally, a SFC should have completed an Associate's Degree by 12 years and continue studies towards an upper level degree. The SFC must continue to remain competent in technical fields while focusing on broadening management and doctrinal knowledge. Subjects such as organizational behavior, personnel management, time management, Army operations, and battle staff functions should be emphasized as essential to an SFC.

(5) The ACCP also provides excellent educational advancements in continued education, leadership and technical proficiency. The SFC should consider the following correspondence courses: Structured Self Development Level 4 (SSD IV) (SSD IV must be completed for enrollment into SMA); Logistics Management Development Course and the Manager Development Course. Other education opportunities can be found at the ACES Web site.

(6) Soldiers should also consider entering a technician program to gain nationally recognized credentials in an appropriate technical discipline. A list of certifications can be found on the Ordnance Web site and the COOL Web

site. For information on these and other education programs, visit the AEC on your installation.

(7) Individual and unit awards show a commitment to excellence and a desire to succeed. Ordnance awards and achievements include: The Ordnance Order of Samuel Sharpe, COL Decius Wadsworth Award (NCOA), Army Award for Maintenance Excellence, Combined Logistics Excellence Award, Distinguished Honor graduate for NCOAs, exceeding course standards for Professional Military Education and NCO of the Quarter/Year.

e. MSG/ISG.

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

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

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

(4) The ACCP provides an excellent educational resource in continued education, leadership and technical proficiency. The MSG/ISG should consider the following correspondence courses: Structured Self Development Level 4 (SSD IV) (SSD IV must be completed for enrollment into SMA);

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

(6) Individual and unit awards show a commitment to excellence and a desire to succeed. Ordnance awards and achievements include: The Ordnance Order of Samuel Sharpe, COL Decius Wadsworth Award (NCOA), Army Award for Maintenance Excellence, Combined Logistics Excellence Award, Distinguished Honor graduate for NCOAs, exceeding course standards for Professional Military Education and NCO of the Quarter/Year.

f. SGM/CSM.

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

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

(3) The ACCP provides an excellent educational resource in continued education, leadership and technical proficiency. The SGM/CSM should consider the following correspondence courses: Structured Self Development Level 5 (SSD V);

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

(5) Individual and unit awards show a commitment to excellence and a desire to succeed. Ordnance awards and achievements include: The Ordnance Order of Samuel Sharpe, COL Decius Wadsworth Award (NCOA), Army Award for Maintenance Excellence, Combined Logistics Excellence Award, Distinguished Honor graduate for NCOAs, exceeding course standards for Professional Military Education and NCO of the Quarter/Year.

26-4. MOS 89A Ammunition Stock Control and Accounting Specialist

a. Major duties. The ammunition stock control and accounting specialist operates Standard Army Ammunition Systems (SAAS) computer hardware and software utilities manual records to perform stock control and accounting procedures. Below are some key SQI's and ASI's, for a complete listing see DA PAM 611-21, chapter 12.

List of Skill Qualification Identifiers (SQI):

L – Linguist
P – Parachutist
X – Drill Sergeant

Y – Advanced Individual Training (AIT) Platoon Sergeant
2 – Training Development
4 – Noncareer Recruiter
8 – Instructor

List of Additional Skill Identifiers (ASI):

- (1) 1J--Operational Electronic Warfare Operations (personnel only).
- (2) 1Y--Black Belt in Lean Six Sigma (personnel only).
- (3) 2A—Non-Lethal Weapons Trainer (personnel only).
- (4) 2B—Air Assault (personnel only).
- (5) 5W—Jumpmaster (personnel only).
- (6) 6T—Military Auditor (Reserve Component personnel only).
- (7) Y9--Transition Unit/Community Based Warrior Transition Unit (WTU/CBWTU) Squad Leader/Platoon Sergeant (SL/PSG).

b. Prerequisites. See DA Pam 611–21 in the HRC Smartbook for details. The waiver authority for MOS prerequisites is the Ordnance Personnel Development Office.

c. Goals for development.

(1) PVT – SPC/CPL

(a) Institutional training. Initial Entry Training (IET) and WLC.

(b) Operational assignments. The focus during the early years of their career should be on building a strong base of operational assignments. Ammunition Soldiers should focus on perfecting the basic skills and obtaining the knowledge that would make them proficient in all aspects of their MOS. Duties include ammunition stock records and accounting; transporting, inspecting, and storage of ammunition. Emphasis should also be placed on maintaining the standards of common Soldier tasks. Regardless of assignment, Soldiers should acquire the necessary experience to fine-tune their technical skills. Opportunities to display leadership skills, initiative, and motivation must be capitalized upon

(c) Self-development. Ammunition Specialist Soldiers should consider the following correspondence course: Ammunition Specialist Refresher. Begin Associates of Arts (AA)/Associates of Applied Science (AAS) in civilian education. For additional information on self-development, refer to paragraph 26–3.

(d) Additional training. Ranger, Airborne, and Air Assault.

(e) Special assignments. None.

(2) SGT.

(a) Institutional training. WLC.

(b) Operational assignments. Stock Records Accounting Sergeant, Ammunition Sergeant, and Ammunition Supply Advisor. It is imperative that Soldiers become technically proficient in their MOS in order to provide critical advice and guidance to subordinates. In addition, the sergeant must broaden and maintain proficiency in basic Soldier skills and is now the unit's primary trainer of tactical skills. Consider the following as Promotion Indicators: Honor Graduate, Commandant's List; Physically fit Soldiers should be recognized for their exceptional will to exceed the standard through award of the Army Physical Fitness Badge and also showed consistent compliance with height and weight standards; However, be cognizant that many of our Soldiers have been wounded in combat and as a result are unable to max the APFT; Consistently pursued **education** through military courses and civilian educational opportunities; and Consistently demonstrated **high standards of conduct** and adherence to Army values on and off duty.

(c) Self-development. For additional information on self-development, refer to paragraph 26–3. Begin Associates of Arts (AA)/Associates of Applied Science (AAS) in civilian education.

(d) Additional training. Ranger, Airborne and Air Assault, HAZMAT, Combat Life Saver, and Combatives.

(e) Special assignments. None.

26–5. MOS 89A Professional Development Model

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

26–6. MOS 89A Ammunition Specialist Reserve Component

The duties and goals of the MOS 89A RC Soldier mirror that of the MOS 89A AA Soldier. RC Soldiers should strive for the same types of assignments and professional development. However, both unit structure (for example, positions being filled by AGR personnel) and geographic distribution may limit the RC Soldier's range of possible assignments and require Soldiers to either reclassify their MOS or change units to maintain career progression.

26-7. MOS 89B Ammunition Specialist

a. Major duties. The ammunition specialist receives, stores and issues conventional ammunition, guided missiles, large rockets and other ammunition related items; performs maintenance destruction and demilitarization on ammunition and explosive components. Supervises and provides technical guidance to Soldiers in the accomplishment of their duties. Supervises and manages the SAAS-MOD at theater, theater Army, area command and Materiel Management Centers (MMC). Assists in the survey and layout of areas allocated for the establishment of ammunition storage areas. Plans requirements for labor, equipment and supplies in preparation and application of plans, work policies and procedures. Below are some key SQI's and ASI's, for a complete listing see DA PAM 611-21, chapter 12.

List of Skill Qualification Identifiers (SQI):

L – Linguist
P – Parachutist
X – Drill Sergeant
Y – Advanced Individual Training (AIT) Platoon Sergeant
2 – Training Development
4 – Noncareer Recruiter
8 – Instructor

List of Additional Skill Identifiers (ASI):

- (1) 1J--Operational Electronic Warfare Operations (personnel only).
- (2) 2B--Air Assault (personnel only).
- (3) 2S--Battle Staff Operations (skill level 3 and above).
- (4) 5W--Jumpmaster (personnel only).
- (5) 6T--Military Auditor (Reserve Component personnel only).
- (6) Y9--Transition Unit/Community Based Warrior Transition Unit (WTU/CBWTU) Squad Leader/Platoon Sergeant (SL/PSG).
- (7) R1--Rough Terrain Container Handler (RTCH).
- (8) W6--Weapons Intelligence Specialist.

b. Prerequisites. See DA Pam 611-21 in the HRC Smartbook for details. The waiver authority for MOS prerequisites is the Ordnance Personnel Development Office.

c. Goals for development.

(1) PVT - SPC/CPL.

(a) Institutional training. Initial Entry Training (IET) and WLC.

(b) Operational assignments. The focus during the early years of their career should be on building a strong base of operational assignments. Ammunition Soldiers should focus on perfecting the basic skills and obtaining the knowledge that would make them proficient in all aspects of their MOS. Duties include ammunition stock records and accounting; transporting, inspecting, and storage of ammunition. Emphasis should also be placed on maintaining the standards of common Soldier tasks. Regardless of assignment, Soldiers should acquire the necessary experience to fine-tune their technical skills. Opportunities to display leadership skills, initiative, and motivation must be capitalized upon

(c) Self-development. Ammunition Specialist Soldiers should consider the following correspondence course: Ammunition Specialist Refresher. Begin Associates of Arts (AA)/Associates of Applied Science (AAS) in civilian education. For additional information on self-development, refer to paragraph 26-3.

(d) Additional training. Ranger, Airborne, Air Assault, HAZMAT, Combat Life Saver, and Combatives.

(e) Special Assignments. None.

(2) SGT.

(a) Institutional training. ALC.

(b) Operational assignments. Four years is the average for advancement to sergeant. During this phase Soldiers should continually seek out demanding assignments such as squad leader and section sergeant and always strive to serve in positions of greater responsibility. Duties include, but not limited to, ammunition section chief, ammunition stock records accounting sergeant, ammunition sergeant, and ammunition supply advisor. It is imperative that Soldiers become technically proficient in their MOS in order to provide critical advice and guidance to subordinates. In addition, the sergeant must broaden and maintain proficiency in basic Soldier skills and is now the unit's primary trainer of tactical skills. Consider the following as Promotion Indicators: Honor Graduate, Commandant's List; Physically fit Soldiers should be recognized for their exceptional will to exceed the standard through award of the Army Physical Fitness Badge and also showed consistent compliance with **height and weight standards; However, be cognizant that many of our Soldiers have been wounded in combat and as a result are unable to max the APFT;** Consistently pursued **education** through military courses and civilian educational opportunities; and Consistently demonstrated **high standards of conduct** and adherence to Army values on and off duty.

(c) Self-Development. For additional information on self-development, refer to paragraph 26–3. Begin Associates of Arts (AA)/Associates of Applied Science (AAS) in civilian education.

(d) Additional training. Ranger, Airborne, Air Assault, HAZMAT, Combat Life Saver, and Combatives.

(e) Special Assignments. Drill sergeant, instructor assistant, and recruiter.

(3) SSG.

(a) Institutional training. ALC, Battle Staff Operations Course, Support Operations Course, and any other functional training courses required by duty positions or mission requirements.

(b) Operational assignments. Six years time in service is the average for achieving this rank. The SSG should strive to serve in positions of greater responsibility such as Platoon Sergeant, Ammunition NCO, or Squad Leader. Duties include but not limited to Ammunition Section Sergeant, Ammunition Inspector, Ammunition Supply Sergeant. Assignment in non technical positions such as Drill Sergeant will ensure the continued development and refinement of leadership skills and personnel management techniques. Duty assignment in non-technical positions should be kept to a minimum. Back-to-back non-technical assignments should be avoided due to MOS proficiency erosion and continuous changes in structure and doctrine. Consider the following as Promotion Indicators: Strong NCOERs that reflect **superior performance** and potential in a **variety** of challenging assignments; Exceeded NCOES (**Honor Graduate, Commandant's List, etc...**); Physically fit Soldiers should be recognized for their exceptional will to exceed the standard through award of the Army Physical Fitness Badge and also showed consistent compliance with **height and weight standards; However, be cognizant that many of our Soldiers have been wounded in combat and as a result are unable to max the APFT;** Consistently pursued **education** through military courses and civilian educational opportunities; Consistently demonstrated **high standards of conduct** and adherence to Army values on and off duty; Demonstrated **exceptional duty performance** while assigned as a Detachment or Platoon Sergeant or Operations Sergeant **in a deployed or deployable unit;** Demonstrated career flexibility as shown by serving in positions at or above present grade level not traditional to their specific MOS.

(c) Self-development. For additional information on self-development, refer to paragraph 26–3. Complete Associates of Arts (AA)/Associates of Applied Science (AAS) in civilian education.

(d) Additional training. Ranger, Drill Sergeant, Airborne, Air Assault, and NBC School.

(e) Special assignments. Instructor, Drill Sergeant, Recruiter, WTU Squad Leader, and AA/RC Advisor.

(4) SFC.

(a) Institutional training. SLC, Battle Staff Operations Course, Support Operations Course, and any other functional training courses required by duty positions or mission requirements.

(b) Operational assignments. The SFC is expected to begin functioning as a member of senior level staffs and in senior leadership roles such as Platoon Sergeant, Operations Sergeant and 1SG. An average time in service for promotion to SFC is 14 years. To be successful the Soldier must master and demonstrate appropriate personnel and operational management skills. The SFC can expect assignments outside their technical field such as Operations Sergeant, Platoon Sergeant, SGL, Drill Sergeant, Recruiter, Assistant IG NCO, Career Advisor and 1SG and should seek these opportunities when they exist. Back-to-back assignments outside their technical field is discouraged and should be avoided due to the erosion of technical skills and knowledge. Assignments in leadership positions such as Platoon Sergeant, Drill Sergeant, or SGL demonstrate the management skills, leader skills, and ability to perform the supervisory functions required in the next higher grade. The successful completion of challenging and demanding operational assignments is a significant discriminator in selection for promotion. Consider the following as Promotion Indicators: Strong NCOERs that reflect **superior performance** and potential in a **variety** of challenging assignments; Exceeded NCOES, Battle Staff, First Sergeant (**Honor Graduate, Commandant's List, etc...**); Physically fit Soldiers should be recognized for their exceptional will to exceed the standard through award of the Army Physical Fitness Badge and also showed consistent compliance with **height and weight standards;**

However, be cognizant that many of our Soldiers have been wounded in combat and as a result are unable to max the APFT; Consistently pursued **education** through military courses and civilian educational opportunities; Consistently demonstrated **high standards of conduct** and adherence to Army values on and off duty; Demonstrated **exceptional duty performance** while assigned as a Detachment or Platoon Sergeant or Operations Sergeant **in a deployed or deployable unit**; Demonstrated career flexibility as shown by serving in developmental positions at grade level not traditional to their specific MOS.

(c) *Self-development.* For additional information on self-development, refer to paragraph 26–3.

(d) *Additional training.* Drill Sergeant, Airborne, Air Assault, Battle Staff NCO Course, HAZMAT, Safety Course, Combat Life Saver, Contractor Representative Course and Combatives.

(e) *Special assignments.* Senior Drill Sergeant, Recruiter, OC, Instructor, AA/RC advisor, Force Protection NCO, Transition Team NCO, and Assistant IG NCO.

(5) *MSG.*

(a) *Institutional training.* None.

(b) *Operational assignments.* The MSG serves as the principal NCO of staff elements at battalion level and above and performs the important duties of 1SG upon lateral appointment. Normally the MSG or 1SG will be selected by or at 18 years of service. Regardless of position, they will be performing complex leadership functions, battle staff functions, and decision making processes at the senior and command levels. Consider the following as Promotion Indicators: The senior NCO's chances for promotion to SGM are greatly increased with 24 months of 1SG duties or other positions of greater responsibility. As always, senior NCOs should step forward and seize each opportunity for increased responsibility to ensure competitiveness in career progression. Strong NCOERs that reflect **superior performance** and potential in a **variety** of challenging assignments. Exceeded NCOES, Battle Staff, First Sergeant (**Honor Graduate, Commandant's List, etc...**). Physically fit Soldiers should be recognized for their exceptional will to exceed the standard through award of the Army Physical Fitness Badge and also showed consistent compliance with **height and weight standards**; **However, be cognizant that many of our Soldiers have been wounded in combat and as a result are unable to max the APFT.** Consistently pursued **education** through military courses and civilian educational opportunities. Consistently demonstrated **high standards of conduct** and adherence to Army values on and off duty. Demonstrated **exceptional duty performance** while assigned as a First Sergeant or Operations Sergeant **in a deployed or deployable unit.** Demonstrated career flexibility as shown by serving in developmental positions at grade level not traditional to their specific MOS.

(c) *Self-development.* For additional information on self-development, refer to paragraph 26–3. Complete Bachelor of Arts (BA)/Bachelor of Applied Science (BS) in civilian education and begin Masters Program.

(d) *Additional training.* Airborne, Air Assault, Battle Staff NCO Course, HAZMAT, Safety Course, Combat Life Saver, Contractor Representative Course and Combatives.

(e) *Special assignments.* Military Transition Team Logistics NCO Trainer, Rear Detachment NCOIC, Training Developer, OC, Instructor and AC/RC Advisor, Special Mission Units and Army Field Support Brigades.

(6) *SGM.*

(a) *Institutional training.* SGM Academy.

(b) *Operational assignments.* The SGM will serve in positions of great responsibility at the brigade level or higher. Operational assignments are limited; however, the most senior will now be in positions influencing large numbers of junior Soldiers and NCOs. The SGM/CSM should always seize every available opportunity having the greatest impact on his/her ability to impart knowledge to both commanders and Soldiers alike. Consider the following as Promotion Potential Indicators: Chances for promotion to CSM are greatly increased with at least 36 months of 1SG duties or other positions of greater responsibility. Duty assignments in units that will increase the experience and develop the leadership level of the NCO include Chief Training Instructor/Developer/Writer, Training Department SGM, Operations Sergeant Major, and Special Mission Unit assignments. Strong NCOERs that reflect **superior performance** and potential in a **variety** of challenging assignments. Exceeded NCOES, Battle Staff, First Sergeant (**Honor Graduate, Commandant's List, etc...**). Physically fit Soldiers should be recognized for their exceptional will to exceed the standard through award of the Army Physical Fitness Badge and also showed consistent compliance with **height and weight standards**; **However, be cognizant that many of our Soldiers have been wounded in combat and as a result are unable to max the APFT;** Consistently pursued **education** through military courses and civilian educational opportunities. Consistently demonstrated **high standards of conduct** and adherence to Army values on and off duty. Demonstrated **exceptional duty performance** while assigned as a Operations Sergeant **in a deployed or deployable unit.** Demonstrated career flexibility as shown by serving in developmental positions at grade level not traditional to their specific MOS.

(c) *Self-development.* For additional information on self-development, refer to paragraph 26–3. Complete Bachelor of Arts (BA)/Bachelor of Applied Science (BS) in civilian education and begin Masters Program.

- (d) *Additional training.* Contractor Representative Course.
- (e) *Special assignments.* SGM Academy Instructor.
- d. *Army career degrees.* See SOCAD Army Career Degree Program.
- e. *GI to Jobs.* See GI to Jobs COOL Web site.

26–8. MOS 89B Professional Development Model

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

26–9. MOS 89B Reserve Component

The duties and goals of the MOS 89B RC Soldier mirror that of the MOS 89B AC Soldier. RC Soldiers should strive for the same types of assignments and professional development. However, both unit structure (for example, positions being filled by AGR personnel) and geographic distribution may limit the RC Soldier's range of possible assignments and require Soldiers to either reclassify their MOS or change units to maintain career progression.

26–10. MOS 89D Explosive Ordnance Disposal Specialist

a. *Major duties.* Explosive ordnance disposal specialist locate, identify, render safe and dispose of foreign and domestic conventional, biological, chemical, or nuclear ordnance and improved explosive devices (IED); weapons of mass destruction and large vehicle bombs; conduct intelligence gathering operations of first seen foreign ordnance; support VIP missions for the U.S. Secret Service, State Department and other Federal agencies. Responsible for maintaining continuity of all unit operations and movements. Supervises coordination and deployment of EOD response teams over a wide geographical area. Supervises establishment and maintenance of situation maps, journals and technical intelligence reports. Technical advisor at staff levels. Supervises CONUS operations that support VIP missions for the U.S. Secret Service, State Department and other Federal agencies. Implement orders, policies and procedures. Performs personnel management operations at brigade/battalion level for assigned personnel. Below are some key SQI's and ASI's, for a complete listing see DA PAM 611-21, chapter 12.

List of Skill Qualification Identifiers (SQI):

- L – Linguist
- P – Parachutist
- X – Drill Sergeant
- Y – Advanced Individual Training (AIT) Platoon Sergeant
- 2 – Training Development
- 4 – Noncareer Recruiter
- 8 – Instructor

List of Additional Skill Identifiers (ASI):

- (1) 1J--Operational Electronic Warfare Operations (personnel only).
- (2) 2B--Air Assault (personnel only).
- (3) 2S--Battle Staff Operations (skill level 3 and above).
- (4) 5W--Jumpmaster (personnel only).
- (5) 6Q--Additional Duty Safety NCO (RC personnel only).
- (6) 8R--Master Resilience Trainer (MRT).
- (7) W6--Weapons Intelligence Specialist.
- (8) Y9--Transition Unit/Community Based Warrior Transition Unit (WTU/CBWTU) Squad Leader/Platoon Sergeant (SL/PSG).

b. *Prerequisites.* See DA Pam 611-21 in the HRC Smartbook for details. The waiver authority for MOS prerequisites is the Ordnance Personnel Development Office.

c. *Goals for development.*

- (1) PVT--SPC/CPL.

(a) *Institutional training.* Initial Entry Training (IET) and Warrior Leader Course (WLC).

(b) *Operational assignments.* The focus during the early years of their career should be on building a strong base of technical expertise in equipment, basic MOS skills and common Soldier tasks. The ability to take advantage of opportunities and display leadership skills, initiative, and motivation is a must. Duty assignments include but aren't limited to EOD Specialist.

(c) *Self-development.* Soldiers should consider the following correspondence course: Explosive Ordnance Disposal Course. Begin Associates of Arts (AA)/Associates of Applied Science (AAS) in civilian education. For additional information on self-development, refer to paragraph 26-3.

(d) *Additional training.* HAZMAT, Combat Life Saver, and Combatives..

(e) *Special assignments.* None.

(2) *SGT.*

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

(b) *Operational assignments.* At this stage Soldiers should focus on laying a solid foundation of technical knowledge, honing their tactical expertise and developing their Soldier leadership skills. Duty assignments include EOD Sergeant. Consider the following as Promotion Indicators: Honor Graduate, Commandant's List; Maintained high **physical fitness standards** through award of the Army Physical Fitness Badge and also showed consistent compliance with **height and weight standards**; Consistently pursued **education** through military courses and civilian educational opportunities; and Consistently demonstrated **high standards of conduct** and adherence to Army values on and off duty.

(c) *Self-development.* For additional information on self-development, refer to paragraph 26-3. . Begin Associates of Arts (AA)/Associates of Applied Science (AAS) in civilian education.

(d) *Additional training.* Home Made Explosives (HME) Course, Tactical Post Blast Course, Global Anti Terrorist & Operational Readiness (GATOR) Course, Advanced Improvised Explosive Devices Disposal (AIEDDs) , Combatives Level 2-4, Ranger School, Airborne School, Air Assault School.

(e) *Special assignments.* Weapons of Mass Destruction (WMD) NCO

(3) *SSG.*

(a) *Institutional training.* ALC (not conditional for promotion to SSG; see AR 600-8-19), Senior Leader Course (SLC), Battle Staff Course, and any other functional training courses required by duty positions or mission requirements.

(b) *Operational assignments.* Commanders and CSM should ensure Staff Sergeants are serving in appropriate developmental assignments and positions and know how these assignments affect promotion and career development. SSG's should serve a minimum of 18 months as an EOD Team Leader in an EOD or Technical Escort unit. Staff Sergeants should focus on serving a minimum of 36 months in an operational assignment to develop and refine their technical and tactical skills at the team and platoon level before serving in temporary or special duty assignments. Duty assignments include EOD Team Leader; Consider the following as Promotion Potential Indicators: Strong NCOERs that reflect **superior performance** and potential in a **variety** of challenging assignments; Exceeded NCOES (**Honor Graduate, Commandant's List, etc...**); Physically fit Soldiers should be recognized for their exceptional will to exceed the standard through award of the Army Physical Fitness Badge and also showed consistent compliance with **height and weight standards**; **However, be cognizant that many of our Soldiers have been wounded in combat and as a result are unable to max the APFT**; Consistently pursued **education** through military courses and civilian educational opportunities; Consistently demonstrated **high standards of conduct** and adherence to Army values on and off duty; Demonstrated **exceptional duty performance** while assigned as a Detachment or Platoon Sergeant or Operations Sergeant **in a deployed or deployable unit**; Demonstrated career flexibility as shown by serving in positions at or above present grade level not traditional to their specific MOS.

(c) *Self-development.* For additional information on self-development, refer to paragraph 26-3. Complete Associates of Arts (AA)/Associates of Applied Science (AAS) in civilian education.

(d) *Additional training.* Home Made Explosives (HME) Course, Tactical Post Blast Course, Global Anti Terrorist & Operational Readiness (GATOR) Course, Advanced Improvised Explosive Devices Disposal (AIEDDs), Combatives Level 2-4, Ranger School, Airborne School, Air Assault School.

(e) *Special assignments.* Instructor, Recruiter, Observer Controller-Trainer (OC-T) at a Combat Training Center (CTC) (for example, JRTC, JMTC, NTC), Small Group Leader (SGL), Liaison / VIP Coordination NCO, Special Mission Units (SMU) and Platoon Sergeants in AIT companies. Commanders and CSM ensure SSGs being placed on special duty or temporary duty are considered for promotion and that they are serving in appropriate positions. These positions should impart knowledge and skills for equipping SSGs to serve on battalion, brigade, and division

staffs. Soldiers who are serving in isolated areas require special consideration from USAES and HRC for assignment back to the Operational Force.

(4) *SFC.*

(a) *Institutional training.* SLC (not conditional for promotion to SFC; see AR 600–8–19), Battle Staff Course, Support Operations Course, Technical Escorting, and any other functional training courses required by duty positions or mission requirements.

(b) *Operational assignments.* The critical assignment for a SFC is Platoon Sergeant, especially in an operational unit. Consider the following as Promotion Potential Indicators: The Platoon Sergeant's job as the senior trainer in the platoon is essential in the development of junior leaders. Successful assignments as Platoon Sergeants enhance the technical and tactical leading ability of SFCs and increase their potential for selection to MSG. Successful duty assignments in the below positions should be considered a prerequisite for consideration of advancement to the next level. Additional assignments that may be filled are Liaison NCO, Operations Sergeants, Section Sergeants, and Senior Technical Intelligence Analysts; Strong NCOERs that reflect **superior performance** and potential in a **variety** of challenging assignments; Exceeded NCOES. Battle Staff, First Sergeant (**Honor Graduate, Commandant's List, etc...**); Physically fit Soldiers should be recognized for their exceptional will to exceed the standard through award of the Army Physical Fitness Badge and also showed consistent compliance with **height and weight standards; However, be cognizant that many of our Soldiers have been wounded in combat and as a result are unable to max the APFT**; Consistently pursued **education** through military courses and civilian educational opportunities; Consistently demonstrated **high standards of conduct** and adherence to Army values on and off duty; Demonstrated **exceptional duty performance** while assigned as a Detachment or Platoon Sergeant or Operations Sergeant **in a deployed or deployable unit**; Demonstrated career flexibility as shown by serving in developmental positions at grade level not traditional to their specific MOS.

(c) *Self-development.* For additional information on self-development, refer to paragraph 26–3.

(d) *Additional training.* Home Made Explosives (HME) Course, Tactical Post Blast Course, Global Anti Terrorist & Operational Readiness (GATOR) Course, Advanced Improvised Explosive Devices Disposal (AIEDDs), Combatives Level 2–4, Ranger School, Airborne School, Air Assault School.

(e) *Special assignments.* Instructor, Recruiter, Observer Controller-Trainer (OC–T) at a Combat Training Center (CTC) (for example, JRTC, JMTC, NTC), Small Group Leader (SGL), Special Operations Team Leader, Special Operations Team Sergeant, and Special Mission Units (SMU). Commanders and CSM ensure SFCs being placed on special duty or temporary duty are considered for promotion and that they are serving in appropriate positions. These positions should impart knowledge and skills for equipping SFCs to serve on battalion, brigade, and division staffs. Soldiers who are serving in isolated areas require special consideration from USAES and HRC for assignment back to the Operational Force.(5) *MSG.*

(a) *Institutional training.* None.

(b) *Operational assignments.* The focus during this phase of the Soldier's career is centered on continued development and refinement of their leadership skills and technical expertise. Consider the following as Promotion Potential Indicators: The MSG serves as the Principle NCO of staff elements at battalion level and above and may perform the important duties of 1SG upon lateral appointment. Regardless of position, Explosive Ordnance Disposal Supervisors will be performing complex leadership functions, battle staff functions and decision-making processes at the senior and command levels. Chances for promotion to SGM are greatly increased with at least 24 months of 1SG duties or other positions of greater responsibility. As always, Explosive Ordnance Disposal Supervisors should step forward and seize each opportunity for increased responsibility to ensure competitiveness in career progression. Successful duty assignment as an Operations Sergeant should be considered a prerequisite for consideration of advancement to the next level. Varied assignments are recommended to enhance promotion potential but those duty assignments should be kept to a minimum. Duty assignments in units that will increase the experience and develop the leadership level of the NCO include; Special Mission Unit assignments, First Sergeant, Career Management NCO, Training Developer and Secret Service. Strong NCOERs that reflect **superior performance** and potential in a **variety** of challenging assignments. Exceeded NCOES, Battle Staff, First Sergeant (**Honor Graduate, Commandant's List, etc...**). Physically fit Soldiers should be recognized for their exceptional will to exceed the standard through award of the Army Physical Fitness Badge and also showed consistent compliance with **height and weight standards; However, be cognizant that many of our Soldiers have been wounded in combat and as a result are unable to max the APFT**; Consistently pursued **education** through military courses and civilian educational opportunities; Consistently demonstrated **high standards of conduct** and adherence to Army values on and off duty; Demonstrated **exceptional duty performance** while assigned as an Operations Sergeant or First Sergeant **in a deployed or deployable unit**; Demonstrated career flexibility as shown by serving in developmental positions at grade level not traditional to their specific MOS.

(c) *Self-development.* For additional information on self-development, refer to paragraph 26–3. Complete Bachelor of Arts (BA)/Bachelor of Applied Science (BS) in civilian education and begin Masters Program.

(d) *Additional training.* Contractor Representative Course.

(e) *Special assignments.* Special Mission Units (SMU), Special Operations - Operations Sergeant, Special Operations Team Leader.

(6) *SGM.*

(a) *Institutional training.* SGM Academy.

(b) *Operational assignments.* The focus during this phase of the Soldier's career centers on refinement of their leadership skills and applying the knowledge gained throughout their career to influence organizations at the most senior level. Consider the following as Promotion Potential Indicators: Chances for promotion to CSM are greatly increased with at least 36 months of ISG duties or other positions of greater responsibility. Duty assignments in units that will increase the experience and develop the leadership level of the NCO include Chief Training Instructor/Developer/Writer, Training Department SGM, Operations Sergeant Major, EOD Control SGM and Special Mission Unit assignments. Strong NCOERs that reflect **superior performance** and potential in a **variety** of challenging assignments. Exceeded NCOES, Battle Staff, First Sergeant (**Honor Graduate, Commandant's List, etc...**). Physically fit Soldiers should be recognized for their exceptional will to exceed the standard through award of the Army Physical Fitness Badge and also showed consistent compliance with **height and weight standards; However, be cognizant that many of our Soldiers have been wounded in combat and as a result are unable to max the APFT** Consistently pursued **education** through military courses and civilian educational opportunities. Consistently demonstrated **high standards of conduct** and adherence to Army values on and off duty. Demonstrated **exceptional duty performance** while assigned as an Operations Sergeant **in a deployed or deployable unit.** Demonstrated career flexibility as shown by serving in developmental positions at grade level not traditional to their specific MOS*development.* For additional information on self-development, refer to paragraph 26–3. Complete Bachelor of Arts (BA)/Bachelor of Applied Science (BS) in civilian education and begin Masters Program.

(d) *Additional training.* Contractor Representative Course.

(e) *Special assignments.* Special Operations Sergeant Major, Special Operations Concept Development Division (CDD) Sergeant Major.

d. *Army career degrees.* See SOCAD Army Career Degree Program. e. *GI to jobs.* See GI to Jobs COOL Web site.

26–11. MOS 89D Professional Development Model

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

26–12. Reserve Component

MOS 89D RC: Standards of RC Soldiers mirror that of the AC in MOS 89D. Soldiers in the RC should strive for the same type of assignments and development; however; unit structure and geographic distribution often limit RC Soldiers in the range of possible assignments.

Chapter 21 Mechanical Maintenance (CMF 91) Career Progression Plan

21–1. Duties

The primary duties of the mechanical maintenance CMF are to perform the fix functions on Army weapons systems and equipment that support maneuver forces in their preparation for and conduct of operations across the entire operational spectrum. The fix functions include: maintenance management, recovery, fault diagnostics, repair, overhaul, and component/major assembly substitution and exchange. Ordnance maintainers support the life cycle functions of all Army systems and the mission readiness of the Army's combat, tactical, and ground support systems. The CMF is comprised of 16 Military Occupational Specialties that function in a wide range of areas that require extremely technical and tactical skills. CMF 91 maintainers support every type of unit in the Army to include Special Missions Units. The CMF is fully integrated into Two Level Maintenance and Modular Force structures.

21–2. Transformation

Whether Ordnance NCOs are assigned to field or sustainment maintenance units, they are linked through the core CMF 91 competencies to one common mission—to support the sustainment of vehicles and weapons systems during peace and war thereby providing superior combat power to current and future forces of the United States Army. The Ordnance Corps requires NCOs who are leaders of Soldiers and tactically and technically proficient in all phases of maintenance operations at both the field and sustainment maintenance levels. The Ordnance noncommissioned officers must ensure that their Soldiers can perform their individual MOS tasks, always place the welfare of their Soldiers ahead of their own, and adhere to Army values. Ordnance NCOs truly embody the Warrior Ethos. Their example inspires others to achieve the same level of commitment and professionalism enabling them to grow as leaders and train the Soldiers and small units of tomorrow. The merger of several Military Occupational Specialties into Multi-Capable Maintainers streamlined training and mission support. Additionally there have been increased authorizations for SFC at Field Maintenance and Sustainment level while at the same time there is a reduced presence of junior grade leadership at Field Maintenance Companies and Forward Support Companies. The Army's modularity restructuring severely decreased the number of MOS 91Z Sergeants Major positions. The loss of Support Groups, Support Centers, and conversions of Division Support Commands to Sustainment Brigades caused a reduction of positions. The total number of CMF 91 authorizations remained unchanged, making it challenging for promotion to the rank of Sergeant Major. Options to remain competitive include demanding jobs such as Platoon Sergeant, Team Chief, Maintenance Control Sergeant, Motor Sergeant and all special assignments that balance leadership and technical experience

21–3. Recommend career management self-development by rank

a. PVT–SPC/CPL.

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

(2) Soldiers should study and master the following military publications: DA PAM 600-25, STP 21–1; FM 3–21.5 ; FM 3-25.26, CHG 1; FM 3–25.26;TC 3-22.20; FM 4–25.11;; AR 670–1; FM 3–90.61; FM 3–22.37; all -10 level maintenance manuals associated with their equipment; and

battle drills associated with their current assignment.

(3) The following books are suggested for self-development: *Art of War* by Sun Tzu, *The Forgotten Soldier* by Sajer, Guy and *The Killer Angels* by Shaara, Michael. CSA Reading List, AKO, General Army Links, Army Leadership contains additional reading material for self-development.

(4) The OPTEMPO of tactical assignments may limit the opportunity for civilian education; however, those Soldiers willing to make the required sacrifices should seize the available opportunities. CLEP and DANES are available for those Soldiers unable to pursue formal civilian courses. These self-development options are based on the Soldier's own desire to excel. Ample opportunities exist for Soldiers to participate in various correspondence courses to accomplish individual educational objectives. Soldiers with GT scores below 110 should seek to improve their scores through FAST. Taking additional civilian education courses such as English composition and basic mathematics will prepare Soldiers for the AFCT and improve promotion potential.

(5) The ACCP also provides excellent educational advancements in continued education, leadership and technical proficiency. Soldiers should choose from the following correspondence courses: Combat Lifesaver Course, Infantry Basic Refresher Training Course, and NCO Primary Leadership Subjects Course. Other education opportunities can be found at the ACES website. CLEP and the DANES tests are other resources for converting previously acquired knowledge or training into college credit. College education is a critical piece of the self-development program and logisticians should plan their college program around a degree that relates to their MOS using information provided on the SOCAD Web site. Soldiers may also enroll in GOARMYED, an Army program that gives Soldiers the opportunity to pursue a degree program completely online.

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

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

(8) Structured Self Development (SSD) is planned; goal-oriented learning that reinforces and expands the depth and breadth of an individual's knowledge base, self-awareness, and situational awareness. It compliments institutional and operational learning. It enhances professional competence and meets personal objectives. It is required learning that continues throughout a Soldier's career and is closely linked to training and education in the NCO Education System (NCOES). It promotes lifelong learning (LLL). It also sets conditions for continuous growth as a Warrior and a Warrior Leader. All Soldiers are required to participate in SSD. It will also be a pre-requisite for attending NCOES courses, and will affect future promotions. SSD I prepare Soldiers for the Warrior Leaders Course (WLC). Soldiers are automatically enrolled upon completing Basic Combat Training (BCT)/One Station Unit Training (OSUT). SSD I tasks are focused primarily at the team and squad levels. SSD focuses on the common leader and tactical skill sets

b. SGT.

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

(2) Sergeants should study and master the following military publications: DA PAM 600-25, STP 21-24, FM 1, FM 3-0; FM 3-0, CHG 1; FM 6-22; FM 7-0; FM 7-22.7 FM 21-18; Fm 3-55.93; all -10 level maintenance manuals associated with their equipment and battle drills associated with their current assignment.

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

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

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

(6) The ACCP also provides excellent educational advancements in continued education, leadership and technical proficiency. Sergeants should choose from the following correspondence courses: HAZMAT Handling Course, NCO Mechanical Maintenance Common Core Course, NCO Basic Leadership Subjects Course, or the Supervisor Development Course. Other education opportunities can be found at the ACES Web site.

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

(8) Individual and unit awards show a commitment to excellence and a desire to succeed. Awards and achievements include: The Ordnance Order of Samuel Sharpe, COL Decius Wadsworth Award (NCOA), Army Award for Maintenance Excellence, Combined Logistics Excellence Award, Distinguished Honor Graduate for NCOAs, exceeding course standards for Professional Military Education and NCO of the Quarter/Year.

(9) Structured Self Development (SSD) is planned; goal-oriented learning that reinforces and expands the depth and breadth of an individual's knowledge base, self-awareness, and situational awareness. It compliments institutional and operational learning. It enhances professional competence and meets personal objectives. It is required learning that continues throughout a Soldier's career and is closely linked to training and education in the NCO Education System (NCOES). It promotes lifelong learning (LLL). It also sets conditions for continuous growth as a Warrior and a Warrior Leader. All Soldiers are required to participate in SSD. It will also be a pre-requisite for attending NCOES courses, and will affect future promotions. There is no SSD Level II. The Advanced Leaders Course Common Core (ALC-CC) is in lieu of SSD II. Enrollments are Headquarters, Department of the Army (HQDA) select. The ALC-CC focuses on preparing unit and subordinate elements for peace, wartime missions, and contingencies.

c. SSG.

(1) The quality and success of a Staff Sergeant's career is in direct proportion to a consistent commitment to excellence, regardless of the mission. Staff Sergeants who are committed to

achieving high goals will develop leadership skills and have the practical knowledge and ambition to put them to good use. These NCOs should study and master the additional military publications: DA PAM 600-25, STP 21-24; FM 3-22.9; FM 3-22.9, CHG 1; FM 4-30.31; FM 4-0; FM 4-30.3; -10 level maintenance manuals associated with their equipment; and battle drills associated with their current assignment.

(2) The following additional books are suggested reading for self-development; continue readings on famous military leaders (for example, Napoleon, Grant, Lee, Pershing, Patton, Bradley, Ridgeway, Westmoreland, and Schwartzkopf); *Small Unit Administration, Manual or ADP Systems*, Stackpole Books; and *The Noncommissioned Officers' Family Guide*, Gross, Beau Lac Pub, 1985. CSA Reading List, AKO, General Army Links, Army Leadership contains additional reading material for self-development.

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

(4) The ACCP also provides excellent educational advancements in continued education, leadership and technical proficiency. The SSG should select from the following list of correspondence courses: Support Operations Course (Phase I), Infantry Advanced Refresher Training Course, Mechanical Maintenance Senior NCO Course, and the Manager Development Course. Other education opportunities can be found at the ACES Web site.

(5) Soldiers should also consider entering a technician program to gain nationally recognized credentials in an appropriate technical discipline. Staff Sergeants should complete two or more of the Automotive Service Excellence (ASE) certifications listed on the Ordnance Corps' Web site or the other certifications listed by MOS on the COOL Web site. For information on these and other education programs, visit the AEC on your installation.

(6) Individual and unit awards show a commitment to excellence and a desire to succeed. Awards and achievements include: The Ordnance Order of Samuel Sharpe, COL Decius Wadsworth Award (NCOA), Army Award for Maintenance Excellence, Combined Logistics Excellence Award, Distinguished Honor Graduate for NCOAs, exceeding course standards for Professional Military Education the Master Recruiter Badge and Senior/Master Instructor.

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

(8) Structured Self Development (SSD) is planned; goal-oriented learning that reinforces and expands the depth and breadth of an individual's knowledge base, self-awareness, and situational awareness. It compliments institutional and operational learning. It enhances professional competence and meets personal objectives. It is required learning that continues throughout a Soldier's career and is closely linked to training and education in the NCO Education System (NCOES). It promotes lifelong learning (LLL). It also sets conditions for continuous growth as a Warrior and a Warrior Leader. All Soldiers are required to participate in SSD. It will also be a pre-requisite for attending NCOES courses, and will affect future promotions. SSD III focuses on tasks at the platoon level and prepares Sergeants (SGT) through Sergeants First Class (SFC)

for the Senior Leaders Course (SLC). It offers lessons on implementing measures to reduce combat stress, developing a physical security plan, supervising the NCO's professional development, supervising ceremony setups, and applying ethical leadership decisions at the small unit level. Soldiers will be automatically enrolled in SSD III after they have completed all phases of ALC.

d. SFC.

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

(2) These NCOs should study and master the following additional military publications: DA PAM 600-25, STP 21-24, FM 1, FM 3-0; FM 3-0, CHG 1; FM 6-22; FM 7-0; FM 7-22.7 FM 21-18; Fm 3-55.93; all -10 level maintenance manuals associated with their equipment; and battle drills associated with their current assignment

(3) The following books are suggested reading for self-development: *Combat Leader's Field Guide* 10th Ed., Stackpole Books; *Roots of Strategy, Book 2* by Picq, Clausewitz, Jomini, Stackpole Books; continue readings on famous military leaders (that is, Napoleon, Grant, Lee, Pershing, Patton, Bradley, Ridgeway, Westmoreland, and Schwartzkopf); CSA Reading List, AKO, General Army Links, Army Leadership contains additional reading material for self-development.

(4) The OPTEMPO of operational assignments may limit the opportunity for civilian education; however, those SFCs willing to make the required sacrifices should seize the available opportunities. The self-development process should now shift to advanced skills. Ideally, a SFC should have completed an Associate's Degree by 12 years and continue studies towards an upper level degree. The SFC must continue to remain competent in technical fields while focusing on broadening management and doctrinal knowledge. Subjects such as organizational behavior, personnel management, time management, Army operations, and battle staff functions should be emphasized as essential to an SFC.

(5) The ACCP also provides excellent educational advancements in continued education, leadership and technical proficiency. The SFC should enroll in the Army Maintenance Management Course. Other education opportunities can be found at the ACES Web site.

(6) Soldiers should also consider entering a technician program to gain nationally recognized credentials in an appropriate technical discipline. The SFC should have completed three or more of the ASE certifications listed on the Ordnance Corps' Web site or the other certifications listed by MOS (if available) on the COOL Web site. For information on these and other education programs, visit the AEC on your installation.

(7) Individual and unit awards show a commitment to excellence and a desire to succeed. Awards and achievements include: The Ordnance Order of Samuel Sharpe, COL Decius Wadsworth Award (NCOA), Army Award for Maintenance Excellence, Combined Logistics Excellence Award, Distinguished Honor Graduate for NCOAs, exceeding course standards for Professional Military Education, the Master Recruiter Badge and Senior/Master Instructor.

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

(9) Structured Self Development (SSD) is planned; goal-oriented learning that reinforces and

expands the depth and breadth of an individual's knowledge base, self-awareness, and situational awareness. It compliments institutional and operational learning. It enhances professional competence and meets personal objectives. It is required learning that continues throughout a Soldier's career and is closely linked to training and education in the NCO Education System (NCOES). It promotes lifelong learning (LLL). It also sets conditions for continuous growth as a Warrior and a Warrior Leader. All Soldiers are required to participate in SSD. It will also be a pre-requisite for attending NCOES courses, and will affect future promotions. SSD IV focuses on tasks at the battalion level and prepares Staff Sergeants (SSG) through CSMs for attendance at the Sergeants Major Course (SMC). Soldiers may start SSD IV upon completing the Senior Leaders Course (SLC). The US Army Sergeants Major Academy recommends completing SSD IV prior to assuming duties as a First Sergeant (1SG). Graduates of the SLC are automatically enrolled. Current graduates of SLC may self-enroll.

e. MSG/1SG.

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

(2) Masters Sergeants/First Sergeants should study and master the following military publications: DA PAM 600-25, AR 601-280; AR 600-20; DA Pam 611-21; AR 840-10, and AR 220-1.

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

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

(5) Additional career enhancement may be gained by continuing to pursue technical certification. The MSG should have completed four or more of the ASE certifications listed on the Ordnance Corps' Web site or the other certifications listed by MOS (if available) on the COOL Web site.

(6) Individual and unit awards show a commitment to excellence and a desire to succeed. Awards and achievements include: The Ordnance Order of Samuel Sharpe, the Army Award for Maintenance Excellence, Combined Logistics Excellence Award, the Master Recruiter Badge and Master Instructor.

(7) Structured Self Development (SSD) is planned; goal-oriented learning that reinforces and expands the depth and breadth of an individual's knowledge base, self-awareness, and situational awareness. It compliments institutional and operational learning. It enhances professional competence and meets personal objectives. It is required learning that continues throughout a Soldier's career and is closely linked to training and education in the NCO Education System (NCOES). It promotes lifelong learning (LLL). It also sets conditions for continuous growth as a Warrior and a Warrior Leader. All Soldiers are required to participate in SSD. It will also be a

pre-requisite for attending NCOES courses, and will affect future promotions. SSD IV focuses on tasks at the battalion level and prepares Staff Sergeants (SSG) through CSMs for attendance at the Sergeants Major Course (SMC). Soldiers may start SSD IV upon completing the Senior Leaders Course (SLC). The US Army Sergeants Major Academy recommends completing SSD IV prior to assuming duties as a First Sergeant (1SG). Graduates of the SLC are automatically enrolled. Current graduates of SLC may self-enroll. Although the SMC is the capstone of the NCOES, learning does not stop. Soldiers must complete SSD V after they have completed the SMC. It focuses on nominative and joint staff level tasks and prepares Soldiers for the strategic levels of Army leadership. It offers lessons on employing nation building operations and resolving conflicts between civilian employees and the military. MSGs through CSM are automatically enrolled after they graduate from the SMC. SSD V will become a prerequisite for nominative and joint assignments.

f. SGM/CSM.

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

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

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

(4) Additional career enhancement may be gained by continuing to pursue technical certification. The SGM should have completed four or more of the ASE certifications listed on the Ordnance Corps' Web site or the other certifications listed by MOS (if available) on the COOL Web site.

(5) Structured Self Development (SSD) is planned; goal-oriented learning that reinforces and expands the depth and breadth of an individual's knowledge base, self-awareness, and situational awareness. It compliments institutional and operational learning. It enhances professional competence and meets personal objectives. It is required learning that continues throughout a Soldier's career and is closely linked to training and education in the NCO Education System (NCOES). It promotes lifelong learning (LLL). It also sets conditions for continuous growth as a Warrior and a Warrior Leader. All Soldiers are required to participate in SSD. It will also be a pre-requisite for attending NCOES courses, and will affect future promotions. Although the SMC is the capstone of the NCOES, learning does not stop. Soldiers must complete SSD V after they have completed the SMC. It focuses on nominative and joint staff level tasks and prepares Soldiers for the strategic levels of Army leadership. It offers lessons on employing nation building operations and resolving conflicts between civilian employees and the military. MSGs through CSM are automatically enrolled after they graduate from the SMC. SSD V will become a prerequisite for nominative and joint assignments.

21-4. MOS 91A Abrams Tank System Maintainer

a. Major duties. The Abrams Tank System Maintainer performs and supervises unit maintenance and select on-board tasks, that is, major assembly replacement on Abrams tanks to include the

hull, turret, and fire control. They inspect, test, repair, and adjust power plants, suspension systems, steering systems, hydraulic systems, auxiliary power units, fire extinguisher/suppression systems, gas particulate systems, vehicular mounted armament, gun turret drive system, and the fire control systems. They also perform supervisory duties, maintenance management, recovery, fault diagnostics, repair, overhaul, component/major assembly substitution and exchange. supervise compliance with shop safety programs and provides technical guidance on field and sustainment maintenance. Below are key SQI's and ASI's, for a complete listing see DA PAM 611-21, chapter 12.

List of Skill Qualification Identifiers (SQI):

L – Linguist

P – Parachutist

X – Drill Sergeant

Y – Advanced Individual Training (AIT) Platoon Sergeant

2 – Training Development

4 – Noncareer Recruiter

8 – Instructor

List of Additional Skill Identifiers (ASI):

(1) 2S--Battle Staff Operations (skill level 3 and above).

(2) D8--, Joint Assault Bridge (JAB) and Assault Breaching Vehicle (ABV) System Maintainer

(3) K4-- M1A2 Tank Operations and Maintenance

(4) H8—Recovery Operations

b. Prerequisites. See DA Pam 611–21 in the HRC Smartbook for details. The waiver authority for MOS prerequisites is the Personnel Development Office.

c. Goals for development.

(1) *PVT–SPC/CPL.*

(a) *Institutional training.* IET and WLC.

(b) *Operational assignments.* The focus during the early years of their career should be on building a strong base of technical expertise in equipment maintenance, basic MOS skills and common Soldier tasks. This can be acquired in operational assignments serving as an Abrams Tank System Maintainer. Opportunities to display leadership skills, initiative and motivation should be capitalized upon. Duty assignments include but aren't limited to Abrams Tank System Maintainer.

(c) *Self-development.* Begin Associates of Arts (AA)/Associates of Applied Science (AAS) in civilian education.

Soldiers should consider the following correspondence course: M1 Abrams Tank System Mechanic Course. Soldiers should also strive to master the skills necessary to pass the ASE certifications listed on the Ordnance Corps' Web site or the other certifications listed by MOS on the COOL Web site. For additional information on self-development, refer to paragraph 21–3.

(d) *Additional training.*, Joint Assault Bridge (JAB) and Assault Breaching Vehicle (ABV) System Maintainer (ASI D8) ,M1A2 Tank Operations and Maintenance (ASI K4) and Recovery Specialist (ASI H8), HAZMAT, Combat Life Saver, and Combatives.

(e) *Special assignments.* Hometown Recruiter Program.

(2) *SGT.*

(a) Institutional training. ALC.

(b) Operational assignments. Soldiers at this level in their career should focus mastering their technical knowledge, honing their tactical expertise and developing their Soldier leadership skills. Soldiers should always seek positions such as Squad Leader or section chief that will allow them to gain leadership experience. Promotion Potential Indicators: Duty assignments include but aren't limited to Abrams Tank System Maintainer, Squad Leader, and Recovery Vehicle Operator. Chances for promotion to SSG are greatly increased with Strong NCOERs that reflect **superior performance** and potential in a **variety** of challenging assignments; Exceeded NCOES (**Honor Graduate, Commandant's List, etc...**); Physically fit Soldiers should be recognized for their exceptional will to exceed the standard through award of the Army Physical Fitness Badge and also showed consistent compliance with **height and weight standards; However, be cognizant that many of our Soldiers have been wounded in combat and as a result are unable to max the APFT.** Consistently pursued **education** through military courses and civilian educational opportunities; Consistently demonstrated **high standards of conduct** and adherence to Army values on and off duty; Demonstrated **exceptional duty performance** while **deployed**; Demonstrated career flexibility as shown by serving in positions at or above present grade level not traditional to their specific MOS such as, Military Transition Team NCO/Liaison and Forward Operating Base Security NCO.

(c) Self-development. Begin Associates of Arts (AA)/Associates of Applied Science (AAS) in civilian education. Sergeants should also have mastered the technical expertise necessary to pass the ASE certifications listed on the Ordnance Corps' Web site or the other certifications listed by MOS on the COOL Web site. For additional information on self-development, refer to paragraph 21-3.

(d) Additional training. Joint Assault Bridge (JAB) and Assault Breaching Vehicle (ABV) System Maintainer (ASI D8), M1A2 Tank Operations and Maintenance (ASI K4), HAZMAT, Safety Course, Combat Life Saver, and Combatives.

(e) Special Assignments. None

(3) SSG.

(a) Institutional training. ALC.

(b) Operational assignments. The focus during this phase of the Soldier's career is centered on continued development and refinement of their leadership skills and technical expertise. Successful duty assignments in the below positions should be considered a prerequisite for consideration of advancement to the next level. Varied assignments are recommended to enhance promotion potential but those duty assignments outside the technical field should be kept to a minimum. Promotion Potential Indicators: Duty assignments in operational units that will increase the experience and develop the leadership level of the NCO include: Squad Leader, Platoon Sergeant, Senior Abrams Tank System Mechanic and Recovery Vehicle Supervisor. Chances for promotion to SFC are greatly increased with Strong NCOERs that reflect **superior performance** and potential in a **variety** of challenging assignments; Exceeded NCOES (**Honor Graduate, Commandant's List, etc...**); Physically fit Soldiers should be recognized for their exceptional will to exceed the standard through award of the Army Physical Fitness Badge and also showed consistent compliance with **height and weight standards; However, be cognizant that many of our Soldiers have been wounded in combat and as a result are unable to max the APFT.** Consistently pursued **education** through military courses and civilian educational opportunities; Consistently demonstrated **high standards of conduct** and adherence to Army

values on and off duty; Demonstrated **exceptional duty performance** while **deployed**; Demonstrated career flexibility as shown by serving in positions at or above present grade level not traditional to their specific MOS such as, Military Transition Team NCO/Liaison and Forward Operating Base Security NCO.

(c) *Self-development.* Complete Associates of Arts (AA)/Associates of Applied Science (AAS) in civilian education. For additional information on self-development, refer to paragraph 21–3.

(d) *Additional training.* Linguist Battle Staff Course, Airborne HAZMAT, Safety Course, Combat Life Saver, Contracting Officer Representative Course and Combatives.

(e) *Special assignments.* Instructor, Drill Sergeant, Recruiter, AIT Squad Leader, Senior Mechanic, Motor Sergeant, Technical Inspector, Warrior Transition Unit Squad Leader, Observer/Controller, AC/RC Advisor, Military Transition Team, FOB Security NCO, Convoy Commander/NCOIC, Rear Detachment NCO and Small Group Leader

(4) *SFC.*

(a) *Institutional training.* SLC, Battle Staff Course, Support Operations Course and Maintenance Management Course.

(b) *Operational assignments.* The SFC is expected to function as a member of senior level staffs and in senior leadership roles. To be successful he must master and demonstrate appropriate personnel and operational management skills. Promotion Potential Indicators: The SFC can expect assignments both inside and outside their technical field such as: Section Chief, Platoon Sergeant, Maintenance Supervisor, Senior/Training Development Writer, Senior/Career Advisor and Senior/Career Management NCO. Chances for promotion to MSG are greatly increased with Strong NCOERs that reflect **superior performance** and potential in a **variety** of challenging assignments; Exceeded NCOES (**Honor Graduate, Commandant's List, etc...**); Physically fit Soldiers should be recognized for their exceptional will to exceed the standard through award of the Army Physical Fitness Badge and also showed consistent compliance with **height and weight standards; However, be cognizant that many of our Soldiers have been wounded in combat and as a result are unable to max the APFT.** Consistently pursued **education** through military courses and civilian educational opportunities; Consistently demonstrated **high standards of conduct** and adherence to Army values on and off duty; Demonstrated **exceptional duty performance** while **deployed**; Demonstrated career flexibility as shown by serving in positions at or above present grade level not traditional to their specific MOS such as, Military Transition Team NCO/Liaison and Forward Operating Base Security NCO.

(c) *Self-development.* Begin Bachelor of Arts (BA)/Bachelor of Applied Science (BS) in civilian education. For additional information on self-development, refer to paragraph 21–3.

(d) *Additional training.* Support Operations Phase II, HAZMAT, Safety Course, Combat Life Saver, Contracting Officer Representative Course and Combatives.

(e) *Special Assignments.* Drill Sergeant/Senior Drill Sergeant, Observer/Controller, Senior Instructor, AC/RC Advisor, Assistant Inspector General NCO, Small Group Leader, Equal Opportunity Advisor, Career Advisor, Proponent NCO, Career Manager, 75th Ranger Regiment

(male Soldiers only) , AIT Platoon Sergeant, Training With Industry, Asymmetric Warfare Group, Military Transition Team, Training Developer/Writer, Instructor/Writer, Operations NCO, Maintenance Control Sergeant, Force Protection NCOIC, Rear Detachment NCOIC, Convoy Commander/NCOIC, FOB Security NCOIC and Special Mission Unit Support.

(5) *MSG*. MOS 91A40 progresses to MOS 91Z50 upon promotion to MSG.

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

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

21-5. MOS 91A Professional Development Model

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

21-6. MOS 91A Reserve Component

The duties and goals of the MOS 91A RC Soldier mirror that of the MOS 91A AA Soldier. RC Soldiers should strive for the same types of assignments and professional development as their counterparts in the AA. However, both unit structure (for example, positions being filled by AGR personnel) and geographic distribution may limit the RC Soldier's range of possible assignments and require Soldiers to either reclassify their MOS or change units to maintain career progression.

21-7. MOS 91B Wheeled Vehicle Mechanic

a. *Major duties*. The Wheeled Vehicle Mechanic performs and supervises unit field and sustainment level maintenance and recovery operations on light and heavy wheeled vehicles, their associated trailers and material handling equipment (MHE). They also perform supervisory duties, maintenance management, recovery, fault diagnostics, repair, overhaul, component/major assembly substitution and exchange. Supervise compliance with shop safety programs and provides technical guidance on field and sustainment maintenance. Below are key SQI's and ASI's, for a complete listing see DA PAM 611-21, chapter 12.

List of Skill Qualification Identifiers (SQI):

- G - Ranger
- L - Linguist
- P - Parachutist
- S - Special Operation Support
- V - Ranger Parachutist
- X - Drill Sergeant
- Y - Advanced Individual Training (AIT) Platoon Sergeant
- 2 - Training Development
- 4 - Noncareer Recruiter
- 8 - Instructor

List of Additional Skill Identifiers (ASI):

- (1) 2S--Battle Staff Operations (skill level 3 and above).
- (2) A4—Automotive Electrical System Repairer

(3) H8—Recovery Operations

(4) R1—Rough Terrain Cargo Handler

b. Prerequisites. See DA Pam 611–21 in the HRC Smartbook for details. The waiver authority for MOS prerequisites is the Personnel Development Office.

c. Goals for development.

(1) *PVT–SPC/CPL.*

(a) *Institutional training.* IET and WLC.

(b) *Operational assignments.* The focus during the early years of a Soldier's career should be on building a strong base of technical expertise in equipment maintenance, basic MOS skills and common Soldier tasks. This can be acquired in operational assignments serving as a Wheeled Vehicle Mechanic. Opportunities to display leadership skills, initiative and motivation should be capitalized upon. Duty assignments include but aren't limited to Wheeled Vehicle Mechanic and Recovery Vehicle Operator.

(c) *Self-development.* Begin Associates of Arts (AA)/Associates of Applied Science (AAS) in civilian education.

Soldiers should consider the following correspondence course: Wheeled Vehicle Mechanics Course. Soldiers should also strive to master the skills necessary to pass the ASE certifications listed on the Ordnance Corps' Web site or the other certifications listed by MOS on the COOL Web site. For additional information on self-development, refer to paragraph 21–3.

(d) *Additional training.* Ranger training (male Soldiers only), Airborne, Air Assault, Recovery Operations (ASI H8), and Stryker Armored Vehicle Operations/Maintenance (ASI R4), HAZMAT, Safety Course, Combat Life Saver, Contracting Officer Representative Course and Combatives.

(e) *Special Assignments.* 75th Ranger Regiment (male Soldiers only), White House Communications Agency, Asymmetric Warfare Group and the Hometown Recruiter Program.

(2) *SGT.*

(a) *Institutional training.* ALC.

(b) *Operational assignments.* Soldiers at this level in their career should focus mastering their technical knowledge, honing their tactical expertise and developing their Soldier leadership skills. Soldiers should always seek positions such as Squad Leader or section chief that will allow them to gain leadership experience. Promotion Potential Indicators: Duty assignments include but aren't limited to Wheeled Vehicle Mechanic, Recovery Vehicle Operator and Squad Leader. Chances for promotion to SSG are greatly increased with Strong NCOERs that reflect **superior performance** and potential in a **variety** of challenging assignments; Exceeded NCOES (**Honor Graduate, Commandant's List, etc...**); Physically fit Soldiers should be recognized for their exceptional will to exceed the standard through award of the Army Physical Fitness Badge and also showed consistent compliance with **height and weight standards; However, be cognizant that many of our Soldiers have been wounded in combat and as a result are unable to max the APFT.** Consistently pursued **education** through military courses and civilian educational opportunities; Consistently demonstrated **high standards of conduct** and adherence to Army values on and off duty; Demonstrated **exceptional duty performance** while **deployed;** Demonstrated career flexibility as shown by serving in positions at or above present grade level not traditional to their specific MOS such as, Military Transition Team NCO/Liaison and Forward Operating Base Security NCO.

(c) *Self-development.* Begin Associates of Arts (AA)/Associates of Applied Science (AAS) in

civilian education.

Sergeants should also have mastered the technical expertise necessary to pass the ASE certifications listed on the Ordnance Corps' Web site or the other certifications listed by MOS on the COOL Web site. For additional information on self-development, refer to paragraph 21–3.

(d) *Additional training.* Ranger Training (male Soldiers only), Airborne, Air Assault, Recovery Operations (ASI H8), and Stryker Armored Vehicle Operations/Maintenance (ASI R4), HAZMAT, Safety Course, Combat Life Saver, Contracting Officer Representative Course and Combatives.

(e) *Special Assignments.* 75th Ranger Regiment (male Soldiers only) and White House Communications Agency.

(3) *SSG.*

(a) *Institutional training.* ALC.

(b) *Operational assignments.* The focus during this phase of a Soldier's career is centered on continued development and refinement of their leadership skills and technical expertise. Successful duty assignments in the below positions should be considered a prerequisite for consideration of advancement to the next level. Varied assignments are recommended to enhance promotion potential but those duty assignments outside of the technical field should be kept to a minimum. Promotion Potential Indicators: Duty positions include Motor Sergeant, Senior Mechanic and Shop Foreman. Chances for promotion to SFC are greatly increased with Strong NCOERs that reflect **superior performance** and potential in a **variety** of challenging assignments; Exceeded NCOES (**Honor Graduate, Commandant's List, etc...**); Physically fit Soldiers should be recognized for their exceptional will to exceed the standard through award of the Army Physical Fitness Badge and also showed consistent compliance with **height and weight standards; However, be cognizant that many of our Soldiers have been wounded in combat and as a result are unable to max the APFT**; Consistently pursued **education** through military courses and civilian educational opportunities; Consistently demonstrated **high standards of conduct** and adherence to Army values on and off duty; Demonstrated **exceptional duty performance** while **deployed**; Demonstrated career flexibility as shown by serving in positions at or above present grade level not traditional to their specific MOS such as, Military Transition Team NCO/Liaison and Forward Operating Base Security NCO and Army Field Support Brigade Maintenance Quality Control Inspector.

(c) *Self-development.* Complete Associates of Arts (AA)/Associates of Applied Science (AAS) in civilian education. For additional information on self-development, refer to paragraph 21–3.

(d) *Additional training.* Ranger Training (male Soldiers only), Airborne, Air Assault, Linguist, Stryker Armored Vehicle Operations/Maintenance (ASI R4), HAZMAT, Safety Course, Combat Life Saver, Contracting Officer Representative Course and Combatives.

(e) *Special assignments.* Instructor, Drill Sergeant, Recruiter, AIT Squad Leader, Senior Mechanic, Motor Sergeant, Technical Inspector, Warrior Transition Unit Squad Leader, Observer/Controller, AC/RC Advisor, Military Transition Team, FOB Security NCO, Convoy Commander/NCOIC, Rear Detachment NCO and Small Group Leader White House Communications Agency, 75th Ranger Regiment (male Soldiers only), AIT Platoon Sergeant, Training With Industry and Special Mission Unit Support.

(4) *SFC.* MOS 91B30 progresses to MOS 91X40 upon promotion to SFC.

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

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

21–8. MOS 91B Professional Development Model

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

21–9. MOS 91B Reserve Component

The duties and goals of the MOS 91B RC Soldier mirror that of the MOS 91B AA Soldier. The RC Soldiers should strive for the same types of assignments and professional development as the AA. However, both unit structure (for example, positions being filled by AGR personnel) and geographic distribution may limit the RC Soldier's range of possible assignments and require Soldiers to either reclassify their MOS or change units to maintain career progression.

21–10. MOS 91C Utilities Equipment Repairer

a. Major Duties. The Utilities Equipment Repairer performs and supervises unit field and sustainment maintenance on utilities equipment and special purpose support systems. They also perform supervisory duties, maintenance management, fault diagnostics, repair, overhaul, component/major assembly substitution and exchange, supervise compliance with shop safety programs and provides technical guidance on field and sustainment maintenance. Below are key SQI's and ASI's, for a complete listing see DA PAM 611-21, chapter 12.

List of Skill Qualification Identifiers (SQI):

- G - Ranger
- L – Linguist
- P – Parachutist
- S – Special Operation Support
- V – Ranger Parachutist
- X – Drill Sergeant
- Y – Advanced Individual Training (AIT) Platoon Sergeant
- 2 – Training Development
- 4 – Noncareer Recruiter
- 8 – Instructor

List of Additional Skill Identifiers (ASI):

- (1) P5--Master Fitness Trainer
- (2) 2S--Battle Staff Operations (skill level 3 and above).

b. Prerequisites. See DA Pam 611–21 in the HRC Smartbook for details. The waiver authority for MOS prerequisites is the Personnel Development Office.

c. Goals for development.

(1) PVT–SPC/CPL.

(a) *Institutional training.* IET and WLC.

(b) *Operational assignments.* The focus during the early years of a Soldier's career should be on building a strong base of technical expertise in equipment maintenance, basic MOS skills and common Soldier tasks. This can be accomplished through technical assignments as a Utilities Equipment Repairer. Opportunities to display leadership skills, initiative and motivation must be capitalized upon. Duty assignments include but aren't limited to Utilities Equipment Repairer.

(c) Self-development. Begin Associates of Arts (AA)/Associates of Applied Science (AAS) in civilian education.

Soldiers should consider the following correspondence course: Utilities Equipment Repairer Course. Soldiers should also strive to master the skills necessary to pass the ASE certifications listed on the Ordnance Corps' Web site or the other certifications listed by MOS on the COOL Web site. For additional information on self-development, refer to paragraph 21-3.

(d) Additional training., Airborne, Air Assault, HAZMAT, Combat Life Saver, and Combatives.

(e) Special Assignments. Hometown Recruiter Program.

(2) SGT.

(a) Institutional training. ALC.

(b) Operational assignments. Soldiers at this level in their career should focus mastering their technical knowledge, honing their tactical expertise and developing their Soldier leadership skills. Soldiers should always seek positions such as Squad Leader or section chief that will allow them to gain leadership experience. Promotion Potential Indicators: Duty assignments include but are not limited to utilities equipment repairer and squad leader. Chances for promotion to SSG are greatly increased with Strong NCOERs that reflect **superior performance** and potential in a **variety** of challenging assignments; Exceeded NCOES (**Honor Graduate, Commandant's List, etc.**); Physically fit Soldiers should be recognized for their exceptional will to exceed the standard through award of the Army Physical Fitness Badge and also showed consistent compliance with **height and weight standards; However, be cognizant that many of our Soldiers have been wounded in combat and as a result are unable to max the APFT.** Consistently pursued **education** through military courses and civilian educational opportunities; Consistently demonstrated **high standards of conduct** and adherence to Army values on and off duty; Demonstrated **exceptional duty performance** while **deployed**; Demonstrated career flexibility as shown by serving in positions at or above present grade level not traditional to their specific MOS such as, Military Transition Team NCO/Liaison and Forward Operating Base Security NCO.

(c) Self-development. Begin Associates of Arts (AA)/Associates of Applied Science (AAS) in civilian education.

Soldiers at this level should consider the following correspondence course: Quartermaster and Chemical Equipment Repairer Course. Soldiers at this level should have mastered the technical expertise necessary to pass the ASE certifications listed on the Ordnance Corps' Web site and pass the Air Conditioning and Refrigeration Institute's Industry Competency Exam (ICE) civilian certification in HVAC listed in the COOL Web site. For additional information on self-development, refer to paragraph 21-3.

(d) Additional training. Airborne, Air Assault, HAZMAT, Safety Course, Combat Life Saver, and Combatives.

(e) Special Assignments.

(3) SSG.

(a) Institutional training. ALC.

(b) Operational assignments. The focus during this phase of a Soldier's career is centered on continued development and refinement of their leadership skills and technical expertise. Successful duty assignments in the positions below should be considered a prerequisite for consideration of advancement to the next level. Varied assignments are recommended to enhance promotion potential but those duty assignments outside the technical field should be kept to a

minimum. Promotion Potential Indicators: Duty assignments are Utilities Equipment Repairer and Senior Quartermaster and Chemical Equipment Repairer. Chances for promotion to SFC are greatly increased with Strong NCOERs that reflect **superior performance** and potential in a **variety** of challenging assignments; Exceeded NCOES (**Honor Graduate, Commandant's List, etc...**); Physically fit Soldiers should be recognized for their exceptional will to exceed the standard through award of the Army Physical Fitness Badge and also showed consistent compliance with **height and weight standards**; **However, be cognizant that many of our Soldiers have been wounded in combat and as a result are unable to max the APFT.** Consistently pursued **education** through military courses and civilian educational opportunities; Consistently demonstrated **high standards of conduct** and adherence to Army values on and off duty; Demonstrated **exceptional duty performance** while **deployed**; Demonstrated career flexibility as shown by serving in positions at or above present grade level not traditional to their specific MOS such as, Military Transition Team NCO/Liaison and Forward Operating Base Security NCO.

(c) *Self-development.* Complete Associates of Arts (AA)/Associates of Applied Science (AAS) in civilian education. For additional information on self-development, refer to paragraph 21-3.

(d) *Additional training.* Linguist, Airborne, Air Assault, HAZMAT, Safety Course, Combat Life Saver, Contracting Officer Representative Course and Combatives.

(e) *Special Assignments.* Instructor, Drill Sergeant, Recruiter, AIT Squad Leader, Senior Mechanic, Motor Sergeant, Technical Inspector, Warrior Transition Unit Squad Leader, Observer/Controller, AC/RC Advisor, Military Transition Team, FOB Security NCO, Convoy Commander/NCOIC, Rear Detachment NCO and Small Group Leader and Special Mission Unit Support.

(4) *SFC.* MOS 91C30 progresses to MOS 91X40 upon promotion to SFC.

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

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

21-11. MOS 91C Professional Development Model

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

21-12. MOS 91C Reserve Component

The duties and goals of the MOS 91C RC Soldier mirror that of the MOS 91C AA Soldier. The RC Soldiers should strive for the same types of assignments and professional development as the AA. However, both unit structure (for example, positions being filled by AGR personnel) and geographic distribution may limit the RC Soldier's range of possible assignments and require Soldiers to either reclassify their MOS or change units to maintain career progression.

21-13. MOS 91D Power Generation Equipment Repairer

a. *Major duties.* The Power Generation Equipment Repairer performs and supervises unit field and sustainment maintenance functions on power generation equipment up through 200KW (except for turbine engine driven generators). They also perform supervisory duties, maintenance management, fault diagnostics, repair, overhaul, component/major assembly substitution and

exchange. Supervise compliance with shop safety programs and provides technical guidance on field and sustainment maintenance. Below are key SQI's and ASI's, for a complete listing see DA PAM 611-21, chapter 12.

List of Skill Qualification Identifiers (SQI):

- G - Ranger
- L – Linguist
- P – Parachutist
- S – Special Operation Support
- V – Ranger Parachutist
- X – Drill Sergeant
- Y – Advanced Individual Training (AIT) Platoon Sergeant
- 2 – Training Development
- 4 – Noncareer Recruiter
- 8 – Instructor

List of Additional Skill Identifiers (ASI):

- (1) P5--Master Fitness Trainer
- (2) 2S--Battle Staff Operations (skill level 3 and above).
- (3) C9—MAST and Electrical Power Plant Maintenance

b. Prerequisites. See DA Pam 611–21 in the HRC Smartbook for details. The waiver authority for MOS prerequisites is the Personnel Development Office.

c. Goals for development.

(1) *PVT–SPC/CPL.*

(a) *Institutional training.* IET and WLC.

(b) *Operational assignments.* The focus during the early years of their career should be on building a strong base of technical expertise in equipment maintenance, basic MOS skills and common Soldier tasks. This can be accomplished through technical assignments serving as a Power Generation Equipment Repairer. Opportunities to display leadership skills, initiative and motivation must be capitalized upon. Duty assignments include: Power Generation Equipment Operator.

(c) *Self-development.* Begin Associates of Arts (AA)/Associates of Applied Science (AAS) in civilian education.

Soldiers should consider the following correspondence course: Power Generation Equipment Repairer Course. Soldiers should also strive to master the skills necessary to pass the ASE certifications listed on the Ordnance Corps' Web site or the other certifications listed by MOS on the COOL Web site. For additional information on self-development, refer to paragraph 21–3.

(d) *Additional training.* Ranger Training (male Soldiers only), Airborne, Air Assault, Mast and Electric Power Plant Maintenance (ASI C9 HAZMAT, Combat Life Saver, and Combatives).

(e) *Special Assignments.* Hometown Recruiter, Mast and Electric Power Plant Maintenance Unit.

(2) *SGT.*

(a) *Institutional training.* ALC.

(b) *Operational assignments.* Soldiers at this level in their career should focus mastering their technical knowledge, honing their tactical expertise and developing their Soldier leadership skills. Soldiers should always seek positions such as Squad Leader or section chief that will allow them to gain leadership experience. Promotion Potential Indicators: Duty assignments

include but aren't limited to Power Generation Equipment Repairer and Squad Leader. Chances for promotion to SSG are greatly increased with Strong NCOERs that reflect **superior performance** and potential in a **variety** of challenging assignments; Exceeded NCOES (**Honor Graduate, Commandant's List, etc...**); Physically fit Soldiers should be recognized for their exceptional will to exceed the standard through award of the Army Physical Fitness Badge and also showed consistent compliance with **height and weight standards; However, be cognizant that many of our Soldiers have been wounded in combat and as a result are unable to max the APFT.** Consistently pursued **education** through military courses and civilian educational opportunities; Consistently demonstrated **high standards of conduct** and adherence to Army values on and off duty; Demonstrated **exceptional duty performance** while **deployed**; Demonstrated career flexibility as shown by serving in positions at or above present grade level not traditional to their specific MOS such as, Military Transition Team NCO/Liaison and Forward Operating Base Security NCO.

(c) Self-development. Begin Associates of Arts (AA)/Associates of Applied Science (AAS) in civilian education.

Sergeants should have mastered the technical expertise necessary to pass the ASE certifications listed on the Ordnance Corps' Web site or the other certifications listed by MOS on the COOL Web site. For additional information on self-development, refer to paragraph 21-3.

(d) Additional training. Ranger training (male Soldiers only), Airborne, Air Assault, Mast and Electric Power Plant Maintenance (ASI C9), HAZMAT, Safety Course, Combat Life Saver, and Combatives.

(e) Special Assignments., Mast and Electric Power Plant Maintenance Unit, 75th Ranger Regiment (male Soldiers only), Special Mission Unit Support and White House Communications Agency.

(3) SSG.

(a) Institutional training. ALC.

(b) Operational assignments. The focus during this phase of a Soldier's career is centered on continued development and refinement of their leadership skills and technical expertise. Successful duty assignments in the below positions should be considered a prerequisite for consideration of advancement to the next level. Varied assignments are recommended to enhance promotion potential but those duty assignments outside of the technical field should be kept to a minimum. Promotion Potential Indicators: Duty assignments include: Senior Power Generation Equipment Repairer and Section Sergeant. Chances for promotion to SFC are greatly increased with Strong NCOERs that reflect **superior performance** and potential in a **variety** of challenging assignments; Exceeded NCOES (**Honor Graduate, Commandant's List, etc...**); Physically fit Soldiers should be recognized for their exceptional will to exceed the standard through award of the Army Physical Fitness Badge and also showed consistent compliance with **height and weight standards; However, be cognizant that many of our Soldiers have been wounded in combat and as a result are unable to max the APFT;** Consistently pursued **education** through military courses and civilian educational opportunities; Consistently demonstrated **high standards of conduct** and adherence to Army values on and off duty; Demonstrated **exceptional duty performance** while **deployed**; Demonstrated career flexibility as shown by serving in positions at or above present grade level not traditional to their specific MOS such as, Military Transition Team NCO/Liaison and Forward Operating Base Security NCO and Army Field Support Battalion Maintenance Quality Control Inspectors.

(c) *Self-development.* Complete Associates of Arts (AA)/Associates of Applied Science (AAS) in civilian education. For additional information on self-development, refer to paragraph 21–3.

(d) *Additional training.* Ranger training (male Soldiers only), Airborne, Air Assault, Mast and Electric Power Plant Maintenance (ASI C9), HAZMAT, Safety Course, Combat Life Saver, Contracting Officer Representative Course and Combatives.

(e) *Special assignments.*, Instructor, Drill Sergeant, Recruiter, AIT Squad Leader, Senior Mechanic, Motor Sergeant, Technical Inspector, Warrior Transition Unit Squad Leader, Observer/Controller, AC/RC Advisor, Military Transition Team, FOB Security NCO, Convoy Commander/NCOIC, Rear Detachment NCO, Small Group Leader, Special Mission Unit Support and White House Communications Agency.

(4) *SFC.* MOS 91D30 progresses to MOS 91X40 upon promotion to SFC.

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

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

21–14. MOS 91D Professional Development Model

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

<<https://ile.atsc.army.mil/pdmPublic/pdm.html>

21–15. MOS 91D Reserve Component

The duties and goals of the MOS 91DRC Soldier mirror that of the MOS 91D AA Soldier. The RC Soldiers should strive for the same types of assignments and professional development as the AA. However, both unit structure (for example, positions being filled by AGR personnel) and geographic distribution may limit the RC Soldier's range of possible assignments and require Soldiers to either reclassify their MOS or change units to maintain career progression.

21–16. MOS 91E Allied Trades Specialist

a. *Major duties.* The metal worker inspects, installs, modifies, and performs maintenance on machineable, metal and composite material body components, radiators, fuel tanks, hulls, and accessories of Army watercraft, aviation assets, combat systems, and general-purpose equipment. The Allied Trades Specialist's primary duties center on fabricating components made of ferrous and nonferrous metals, plastics, and other machinable materials using machine shop equipment such as lathes, milling machines, drills and presses. Duties cover a full spectrum of metal preparations, joining processes, layout and fabrication to within tolerances of thousandths of an inch (.001"). They also perform ferrous and nonferrous welding processes using gas, arc, MIG and TIG. Duties cover a full spectrum of metal preparations, painting processes, auto body repair, and fabrications. They also perform supervisory duties, maintenance management, recovery operations, supervise compliance with shop safety programs and provides technical guidance on field and sustainment maintenance. Below are key SQI's and ASI's, for a complete listing see DA PAM 611-21, chapter 12.

List of Skill Qualification Identifiers (SQI):

G - Ranger
L – Linguist
P – Parachutist
S – Special Operation Support
V – Ranger Parachutist
X – Drill Sergeant
Y – Advanced Individual Training (AIT) Platoon Sergeant
2 – Training Development
4 – Noncareer Recruiter
8 – Instructor

List of Additional Skill Identifiers (ASI):

- (1) P5--Master Fitness Trainer
- (2) 2S--Battle Staff Operations (skill level 3 and above).
- (3) H8—Recovery Operations(skill level 3 only)

b. Prerequisites. See DA Pam 611–21 in the HRC Smartbook for details. The waiver authority for MOS prerequisites is the Personnel Development Office.

c. Goals for development.

(1) *PVT–SPC/CPL.*

(a) *Institutional training.* IET and WLC.

(b) *Operational assignments.* The focus during the early years of their career should be on building a strong base of technical expertise in equipment, basic MOS skills and common Soldier tasks. A metal worker should not spend this important time in other capacities outside their PMOS. Opportunities to display leadership skills, initiative and motivation should be capitalized upon. Duty assignments include but aren't limited to Welder and Metalworker Repairer.

(c) *Self-development.* Begin Associates of Arts (AA)/Associates of Applied Science (AAS) in civilian education.

Soldiers should consider the following correspondence courses: Metal Workers and Machinist Courses. Soldiers should complete the American Welding Society (AWS) and the National Institute for Metalworking Skills (NIMS) certification listed on the Ordnance Corps' Web site or the other certifications listed by MOS on the COOL Web site. For additional information on self-development, refer to paragraph 21–3.

(d) *Additional training.*, Airborne, Air Assault, HAZMAT, Combat Life Saver, and Combatives.

(e) *Special assignments.* Hometown Recruiter Program.

(2) *SGT.*

(a) *Institutional training.* ALC.

(b) *Operational assignments.* At this stage Soldiers should focus on laying a solid foundation of technical knowledge, honing their tactical expertise and developing their Soldier leadership skills. Soldiers should always seek positions such as Squad Leader or section chief that will allow them to gain leadership experience. Promotion Potential Indicators: Duty assignments include: Squad Leader, welder, and metal worker. Chances for promotion to SSG are greatly increased with Strong NCOERs that reflect **superior performance** and potential in a **variety** of challenging assignments; Exceeded NCOES (**Honor Graduate, Commandant's List, etc...**); Physically fit Soldiers should be recognized for their exceptional will to exceed the standard through award of the Army Physical Fitness Badge and also showed consistent compliance with

height and weight standards; However, be cognizant that many of our Soldiers have been wounded in combat and as a result are unable to max the APFT; Consistently pursued **education** through military courses and civilian educational opportunities; Consistently demonstrated **high standards of conduct** and adherence to Army values on and off duty; Demonstrated **exceptional duty performance** while **deployed**; Demonstrated career flexibility as shown by serving in positions at or above present grade level not traditional to their specific MOS such as, Military Transition Team NCO/Liaison and Forward Operating Base Security NCO.

(c) Self-development. Begin Associates of Arts (AA)/Associates of Applied Science (AAS) in civilian education.

Sergeants should consider the following correspondence course: Machinist Course. Sergeants should complete the AWS certification listed on the Ordnance Corps' Web site or the other certifications listed by MOS on the COOL Web site. For additional information on self-development, refer to paragraph 21-3.

(d) Additional training. Airborne, Air Assault, HAZMAT, Safety Course, Combat Life Saver, and Combatives.

(e) Special Assignments. White House Communications Agency.
staff sergeant.

(3) SSG.

(a) Institutional training. ALC.

(b) Operational assignments. The focus during this phase of the Soldier's career is centered on continued development and refinement of their leadership skills and technical expertise. Successful duty assignments in the below positions should be considered a prerequisite for consideration of advancement to the next level. Varied assignments are recommended to enhance promotion potential but those duty assignments should be kept to a minimum. Consider the following Promotion Potential Indicators: Duty assignments include: squad leader, section sergeant, platoon sergeant, metal worker supervisor and recovery vehicle supervisor. Chances for promotion to SFC are greatly increased with Strong NCOERs that reflect **superior performance** and potential in a **variety** of challenging assignments; Exceeded NCOES (**Honor Graduate, Commandant's List, etc...**); Physically fit Soldiers should be recognized for their exceptional will to exceed the standard through award of the Army Physical Fitness Badge and also showed consistent compliance with **height and weight standards; However, be cognizant that many of our Soldiers have been wounded in combat and as a result are unable to max the APFT;** Consistently pursued **education** through military courses and civilian educational opportunities; Consistently demonstrated **high standards of conduct** and adherence to Army values on and off duty; Demonstrated **exceptional duty performance** while **deployed**; Demonstrated career flexibility as shown by serving in positions at or above present grade level not traditional to their specific MOS such as, Military Transition Team NCO/Liaison and Forward Operating Base Security NCO.

(c) Self-development. Complete Associates of Arts (AA)/Associates of Applied Science (AAS) in civilian education. Staff Sergeants should complete both the NIMS and the AWS certifications listed on the Ordnance Corps' Web site or the other certifications listed by MOS on the COOL Web site. For additional information on self-development, refer to paragraph 21-3.

(d) Additional training., Airborne, Air Assault, Linguist, Battle Staff NCO Course, HAZMAT, Safety Course, Combat Life Saver, Contracting Officer Representative Course and Combatives.

(e) *Special assignments.* Instructor, Drill Sergeant, Recruiter, AIT Squad Leader, Senior Mechanic, Motor Sergeant, Technical Inspector, Warrior Transition Unit Squad Leader, Observer/Controller, AC/RC Advisor, Military Transition Team, FOB Security NCO, Convoy Commander/NCOIC, Rear Detachment NCO, Small Group Leader, Special Mission Unit Support, White House Communications Agency and Training With Industry.

(4) *SFC.* MOS 91E30 progresses to MOS 91X40 upon promotion to SFC

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

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

21–17. MOS 91E Professional Development Model

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

<<https://ile.atsc.army.mil/pdmPublic/pdm.html>

21–18. MOS 91E Reserve Component

The duties and goals of the MOS 91E RC Soldier mirror that of the MOS 91E AC Soldier. The RC Soldiers should strive for the same types of assignments and professional development. However, both unit structure (for example, positions being filled by AGR personnel) and geographic distribution may limit the RC Soldier's range of possible assignments and require Soldiers to either reclassify their MOS or change units to maintain career progression.

21–19. MOS 91F - Small Arms/Artillery Repairer

a. *Major duties.* The Small Arms/Artillery Repairer performs DS and GS maintenance and repairs on small arms and towed artillery. The repairer also diagnoses and troubleshoots malfunctions of small arms and towed artillery.

Below is a list of some SQI's and ASI's, for a complete listing see DA PAM 611-21, chapter 12.

List of Skill Qualification Identifiers (SQI):

G - Ranger

L - Linguist

P - Parachutist

S - Special Operation Support

V - Ranger Parachutist

X - Drill Sergeant

Y - Advanced Individual Training (AIT) Platoon Sergeant

2 - Training Development

4 - Noncareer Recruiter

8 - Instructor

List of Additional Skill Identifiers (ASI):

(1) P5--Master Fitness Trainer

(2) 2S--Battle Staff Operations (skill level 3 and above).

b. *Prerequisites.* See DA Pam 611–21 in the HRC Smartbook for details. The waiver authority for MOS prerequisites is the Personnel Development Office.

c. *Goals for development.*

(1) *PVT–SPC/CPL.*

(a) *Institutional training.* IET and WLC.

(b) *Operational assignments.* During the initial term, Ordnance Soldiers should spend as much time performing within their MOS as possible. This period is most important in building expertise and technical proficiency and should not be spent in other capacities outside their field. The following position is recommended for building a foundation of expertise and the skills necessary to progress to Sergeant. Duty assignments include but aren't limited to Small Arms/ Artillery Repairer.

(c) *Self-development.* Begin Associates of Arts (AA)/Associates of Applied Science (AAS) in civilian education.

Soldiers should consider the following correspondence course: Small Arms Repairers Course. For additional information on self-development, refer to paragraph 21-3.

(d) *Additional training.* Airborne, Air Assault, and Combat Life Savers Course, HAZMAT, and Combatives.

(e) *Special Assignments.* Hometown Recruiter .

(2) *SGT.*

(a) *Institutional training.* ALC.

(b) *Operational assignments.* During this period, Sergeants should seek demanding assignments and always strive to serve in positions of greater responsibility. Positions such as Squad Leader offer the opportunity to build and exercise leadership skills. It is imperative that Soldiers become proficient technically in their specialty in order to provide critical advice and guidance to subordinates. In addition, the Sergeant must broaden and maintain proficiency in basic Soldier and tactical skills, and now demonstrate the competencies learned to his/her Soldiers as one of the unit's primary trainers. Consider the following Promotion Potential Indicators: Duty assignments include: small arms/ artillery repairer and squad leader. Chances for promotion to SSG are greatly increased with Strong NCOERs that reflect **superior performance** and potential in a **variety** of challenging assignments; Exceeded NCOES (**Honor Graduate, Commandant's List, etc...**); Physically fit Soldiers should be recognized for their exceptional will to exceed the standard through award of the Army Physical Fitness Badge and also showed consistent compliance with **height and weight standards; However, be cognizant that many of our Soldiers have been wounded in combat and as a result are unable to max the APFT;** Consistently pursued **education** through military courses and civilian educational opportunities; Consistently demonstrated **high standards of conduct** and adherence to Army values on and off duty; Demonstrated **exceptional duty performance** while **deployed;** Demonstrated career flexibility as shown by serving in positions at or above present grade level not traditional to their specific MOS such as, Military Transition Team NCO/Liaison and Forward Operating Base Security NCO.

(c) *Self-development.* Begin Associates of Arts (AA)/Associates of Applied Science (AAS) in civilian education.

Small arms/artillery repairers should consider the following correspondence courses: Fire Control Repairers Course and Tank Turret Repairers Course. For additional information on self-development, refer to paragraph 21-3.

(d) *Additional training.* Airborne, Air Assault, HAZMAT, Safety Course, Combat Life Saver, and Combatives.

(e) *Special Assignments.* Special Mission Unit Support.

PENDING DELETION OF 91K, PENDING NOFC

(3) (3) SSG.

(a) *Institutional training.* ALC.

(b) *Operational assignments.* The focus during this phase of the Soldier's career is centered on continued development and refinement of their leadership skills and technical expertise. Successful duty assignments in the below positions should be considered a prerequisite for consideration of advancement to the next level. Varied assignments are recommended to enhance promotion potential but those duty assignments should be kept to a minimum. Consider the following Promotion Potential Indicators: Duty assignments include: squad leader, section sergeant, platoon sergeant. Chances for promotion to SFC are greatly increased with Strong NCOERs that reflect **superior performance** and potential in a **variety** of challenging assignments; Exceeded NCOES (**Honor Graduate, Commandant's List, etc...**); Physically fit Soldiers should be recognized for their exceptional will to exceed the standard through award of the Army Physical Fitness Badge and also showed consistent compliance with **height and weight standards; However, be cognizant that many of our Soldiers have been wounded in combat and as a result are unable to max the APFT**; Consistently pursued **education** through military courses and civilian educational opportunities; Consistently demonstrated **high standards of conduct** and adherence to Army values on and off duty; Demonstrated **exceptional duty performance** while **deployed**; Demonstrated career flexibility as shown by serving in positions at or above present grade level not traditional to their specific MOS such as, Military Transition Team NCO/Liaison and Forward Operating Base Security NCO.

(c) *Self-development.* Complete Associates of Arts (AA)/Associates of Applied Science (AAS) in civilian education. Staff Sergeants should complete both the NIMS and the AWS certifications listed on the Ordnance Corps' Web site or the other certifications listed by MOS on the COOL Web site. For additional information on self-development, refer to paragraph 21-3.

(d) *Additional training.*, Airborne, Air Assault, Linguist, Battle Staff NCO Course, HAZMAT, Safety Course, Combat Life Saver, Contracting Officer Representative Course and Combatives.

(e) *Special assignments.* Instructor, Drill Sergeant, Recruiter, AIT Squad Leader, Senior Mechanic, Motor Sergeant, Technical Inspector, Warrior Transition Unit Squad Leader, Observer/Controller, AC/RC Advisor, Military Transition Team, FOB Security NCO, Convoy Commander/NCOIC, Rear Detachment NCO, Small Group Leader, Special Mission Unit Support, White House Communications Agency and Training With Industry.

(4) *SFC.* MOS 91F30 progresses to MOS 91X40 upon promotion to SFC.

21-20. MOS 91F Professional Development Model

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

<<https://ile.atsc.army.mil/pdmPublic/pdm.html>

21-21. MOS 91F Reserve Component

The duties and goals of the MOS 91F RC Soldier mirror that of the MOS 91F AA Soldier. The RC Soldiers should strive for the same types of assignments and professional development as the AA. However, both unit structure (for example, positions being filled by AGR personnel) and geographic distribution may limit the RC Soldier's range of possible assignments and require

Soldiers to either reclassify their MOS or change units to maintain career progression.

21–22. MOS 91G Fire Control Repairer

a. Major duties. The Fire Control Repairer performs and supervises field and sustainment maintenance on combat vehicles, infantry and artillery fire control systems and equipment, and related test equipment. Maintains field and sustainment and/or repairs laser range finders, ballistic computers, laser observation devices, laser designators, thermal imaging systems, periscopes, telescopes, commander's weapon station/auxiliary sights, aiming circles, image transfer assemblies, quadrants, mount assemblies, fire control support equipment, and TMDE. Performs BDAR and provides technical guidance to the Soldiers to diagnose and troubleshoot malfunctions in fire control systems and related equipment at the field and sustainment Maintenance level. Below are key SQI's and ASI's, for a complete listing see DA PAM 611-21, chapter 12.

List of Skill Qualification Identifiers (SQI):

G - Ranger
L - Linguist
P - Parachutist
S - Special Operation Support
V - Ranger Parachutist
X - Drill Sergeant
Y - Advanced Individual Training (AIT) Platoon Sergeant
2 - Training Development
4 - Noncareer Recruiter
8 - Instructor

List of Additional Skill Identifiers (ASI):

- (1) P5--Master Fitness Trainer
- (2) 2S--Battle Staff Operations (skill level 3 and above).

b. Prerequisites. See DA Pam 611–21 in the HRC Smartbook for details. The waiver authority for MOS prerequisites is the Personnel Development Office.

c. Goals for development.

(1) *PVT–SPC/CPL.*

(a) *Institutional training.* IET and WLC.

(b) *Operational assignments.* During the initial term, Ordnance Soldiers should spend as much time performing within their MOS as possible. This period is most important in building expertise and technical proficiency as a fire control repairer and should not be spent in other capacities outside their field. The following position is recommended for building a foundation of expertise and the skills necessary to progress to Sergeant. Duty assignments include but are not limited to Fire Control Repairer.

(c) *Self-development.* Begin Associates of Arts (AA)/Associates of Applied Science (AAS) in civilian education.

Soldiers should consider from the following correspondence course: Fire Control Repairers Course. For additional information on self-development, refer to paragraph 21–3.

(d) *Additional training.* Airborne, Air Assault, Ranger Training (male Soldiers only), and Combat Life Savers Course.

(e) *Special Assignments.* Hometown Recruiter, HAZMAT, Combat Life Saver, and Combatives.

(2) *SGT.*

(a) *Institutional training.* ALC.

(b) *Operational assignments.* During this period, Soldiers should seek demanding assignments and always strive to serve in positions of greater responsibility. Positions such as Squad Leader offer the opportunity to build and exercise leadership skills. It is imperative that Soldiers become proficient technically in their specialty in order to provide critical advice and guidance to subordinates. In addition, the Sergeant must broaden and maintain proficiency in basic Soldier and tactical skills, and now demonstrate the competencies learned to his/her Soldiers as one of the unit's primary trainers. Promotion Potential Indicators: Duty assignments include: fire control repairer and squad leader. Chances for promotion to SSG are greatly increased with Strong NCOERs that reflect **superior performance** and potential in a **variety** of challenging assignments; Exceeded NCOES (**Honor Graduate, Commandant's List, etc...**); Physically fit Soldiers should be recognized for their exceptional will to exceed the standard through award of the Army Physical Fitness Badge and also showed consistent compliance with **height and weight standards; However, be cognizant that many of our Soldiers have been wounded in combat and as a result are unable to max the APFT.** Consistently pursued **education** through military courses and civilian educational opportunities; Consistently demonstrated **high standards of conduct** and adherence to Army values on and off duty; Demonstrated **exceptional duty performance** while **deployed**; Demonstrated career flexibility as shown by serving in positions at or above present grade level not traditional to their specific MOS such as, Military Transition Team NCO/Liaison and Forward Operating Base Security NCO.

(c) *Self-development.* Begin Associates of Arts (AA)/Associates of Applied Science (AAS) in civilian education.

Fire control repairers should consider the following correspondence courses: Small Arms Repairers Course and Tank Turret Repairers Course. For additional information on self-development, refer to paragraph 21-3.

(d) *Additional training.* Airborne, Air Assault, HAZMAT, Safety Course, Combat Life Saver, Contracting Officer Representative Course and Combatives.

(e) *Special assignments.*

(3) SSG. MOS 91G20 progresses to MOS 91F30, PENDING DELETION OF 91K, PENDING NOFC ,upon promotion to staff sergeant.

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

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

21-23. MOS 91G Professional Development Model

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

<<https://ile.atsc.army.mil/pdmPublic/pdm.html>

21-24. MOS 91G Reserve Component

The duties and goals of the MOS 91G RC Soldier mirror that of the MOS 91G AA Soldier. The RC Soldiers should strive for the same types of assignments and professional development as the AA. However, both unit structure (for example, positions being filled by AGR personnel) and geographic distribution may limit the RC Soldier's range of possible assignments and require

Soldiers to either reclassify their MOS or change units to maintain career progression.

21–25. MOS 91H Tracked Vehicle Repairer

a. Major duties. The Tracked Vehicle Repairer supervises and performs field and sustainment maintenance on tracked vehicles; supervises maintenance vehicles, MHE, and chemical quartermaster equipment (less office machines); and supervises related activities including fuel and electrical system repair and maintenance. They also perform supervisory duties, maintenance management, recovery, fault diagnostics, repair, overhaul, component/major assembly substitution and exchange. Supervise compliance with shop safety programs and provides technical guidance on field and sustainment maintenance. Below is a list of some key SQI's and ASI's, for a complete listing see DA PAM 611-21, chapter 12.

List of Skill Qualification Identifiers (SQI):

G - Ranger
L – Linguist
P – Parachutist
S – Special Operation Support
V – Ranger Parachutist
X – Drill Sergeant
Y – Advanced Individual Training (AIT) Platoon Sergeant
2 – Training Development
4 – Noncareer Recruiter
8 – Instructor

List of Additional Skill Identifiers (ASI):

- (1) P5--Master Fitness Trainer
- (2) 2S--Battle Staff Operations (skill level 3 and above).
- (3) H8—Recovery Operations

b. Prerequisites. See DA Pam 611–21 in the HRC Smartbook for details. The waiver authority for MOS prerequisites is the Personnel Development Office.

c. Goals for development.

(1) *PVT–SPC/CPL.*

(a) *Institutional training.* IET and WLC.

(b) *Operational assignments.* The focus during the early years of their career should be on building a strong base of technical expertise in equipment maintenance, basic MOS skills and common Soldier tasks. This can be acquired in operational assignments serving as a Tracked Vehicle Repairer. Opportunities to display leadership skills, initiative and motivation should be capitalized upon. Duty assignments include but aren't limited to Tracked Vehicle Repairer and Recovery Vehicle Operator.

(c) *Self - development.* Begin Associates of Arts (AA)/Associates of Applied Science (AAS) in civilian education.

Soldiers should consider the following correspondence courses: Tracked Vehicle Repairer Course. Soldiers should also strive to master the skills necessary to pass the ASE certifications listed on the Ordnance Corps' Web site or the other certifications listed by MOS on the COOL Web site. For additional information on self-development, refer to paragraph 21–3.

(d) *Additional training.* Airborne, and Air Assault, HAZMAT, Combat Life Saver, and

Combatives.

(e) *Special assignments.* Hometown Recruiter .

(2) *SGT.*

(a) *Institutional training.* ALC.

(b) *Operational assignments.* Soldiers at this level in their career should focus mastering their technical knowledge, honing their tactical expertise and developing their Soldier leadership skills. Soldiers should always seek positions such as Squad Leader or section chief that will allow them to gain leadership experience.. Consider the following Promotion Potential Indicators: Duty assignments include but aren't limited to Tracked Vehicle Repairer, Squad Leader and Recovery Vehicle Operator Chances for promotion to SSG are greatly increased with Strong NCOERs that reflect **superior performance** and potential in a **variety** of challenging assignments; Exceeded NCOES (**Honor Graduate, Commandant's List, etc...**); Physically fit Soldiers should be recognized for their exceptional will to exceed the standard through award of the Army Physical Fitness Badge and also showed consistent compliance with **height and weight standards; However, be cognizant that many of our Soldiers have been wounded in combat and as a result are unable to max the APFT**; Consistently pursued **education** through military courses and civilian educational opportunities; Consistently demonstrated **high standards of conduct** and adherence to Army values on and off duty; Demonstrated **exceptional duty performance** while **deployed**; Demonstrated career flexibility as shown by serving in positions at or above present grade level not traditional to their specific MOS such as, Military Transition Team NCO/Liaison and Forward Operating Base Security NCO.

(c) *Self-development.* Begin Associates of Arts (AA)/Associates of Applied Science (AAS) in civilian education.

Sergeants should have mastered the technical expertise necessary to pass the ASE certifications listed on the Ordnance Corps' Web site or the other certifications listed by MOS on the COOL Web site. For additional information on self-development, refer to paragraph 21-3.

(d) *Additional training.*, Airborne, air assault, HAZMAT, Safety Course, Combat Life Saver, Contracting Officer Representative Course and Combatives.

(e) *Special Assignments.*

(3) *SSG.*

(4) *Institutional training.* ALC.

(a) *Operational assignments.* The focus during this phase of the Soldier's career is centered on continued development and refinement of their leadership skills and technical expertise. Successful duty assignments in the below positions should be considered a prerequisite for consideration of advancement to the next level. Varied assignments are recommended to enhance promotion potential but those duty assignments outside the technical field should be kept to a minimum.. Promotion Potential Indicators: Duty assignments squad leader, recovery supervisor, shop foreman, material handling equipment maintenance NCO, and senior tracked vehicle mechanic. Chances for promotion to SFC are greatly increased with Strong NCOERs that reflect **superior performance** and potential in a **variety** of challenging assignments; Exceeded NCOES (**Honor Graduate, Commandant's List, etc...**); Physically fit Soldiers should be recognized for their exceptional will to exceed the standard through award of the Army Physical Fitness Badge and also showed consistent compliance with **height and weight standards; However, be cognizant that many of our Soldiers have been wounded in combat and as a result are**

unable to max the APFT; Consistently pursued **education** through military courses and civilian educational opportunities; Consistently demonstrated **high standards of conduct** and adherence to Army values on and off duty; Demonstrated **exceptional duty performance while deployed**; Demonstrated career flexibility as shown by serving in positions at or above present grade level not traditional to their specific MOS such as, Military Transition Team NCO/Liaison and Forward Operating Base Security NCO.

(b) Self-development. Complete Associates of Arts (AA)/Associates of Applied Science (AAS) in civilian education. For additional information on self-development, refer to paragraph 21–3.

(c) Additional training Airborne Air Assault, Drill Sergeant, Recruiter, Linguist, Battle Staff Course, HAZMAT, Safety Course, Combat Life Saver, Contracting Officer Representative Course and Combatives.

(d) Special assignments. Instructor, Drill Sergeant, Recruiter, AIT Squad Leader, Senior Mechanic, Motor Sergeant, Technical Inspector, Warrior Transition Unit Squad Leader, Observer/Controller, AC/RC Advisor, Military Transition Team, FOB Security NCO, Convoy Commander/NCOIC, Rear Detachment NCO and Small Group Leader.

(5) SFC. MOS 91H30 progresses to MOS 91X40 upon promotion to SFC.

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

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

21–26. MOS 91H Professional Development Model

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

21–27. MOS 91H Reserve Component

The duties and goals of the MOS RC Soldier mirror that of the MOS 91H AA Soldier. The RC Soldiers should strive for the same types of assignments and professional development as the AA. However, both unit structure (for example, positions being filled by AGR personnel) and geographic distribution may limit the RC Soldier's range of possible assignments and require Soldiers to either reclassify their MOS or change units to maintain career progression.

21–28. MOS 91J Quartermaster and Chemical Equipment Repairer

a. Major Duties. The Quartermaster and Chemical Equipment Repairer supervises and performs GS field and sustainment level maintenance on chemical equipment, quartermaster equipment, forced-air heaters, and special purpose equipment. Below is a list of some of the SQI's and ASI's, for a complete listing see DA PAM 611-21, chapter 12.

List of Skill Qualification Identifiers (SQI):

G - Ranger

L - Linguist

P - Parachutist

S - Special Operation Support

V - Ranger Parachutist

X - Drill Sergeant

Y - Advanced Individual Training (AIT) Platoon Sergeant

- 2 – Training Development
- 4 – Noncareer Recruiter
- 8 – Instructor

List of Additional Skill Identifiers (ASI):

- (1) P5--Master Fitness Trainer
- (2) 2S--Battle Staff Operations (skill level 3 and above).

b. Prerequisites. See DA Pam 611–21 in the HRC Smartbook for details. The waiver authority for MOS prerequisites is the Personnel Development Office.

c. Goals for development.

(1) *PVT–SPC/CPL.*

(a) *Institutional training.* IET and WLC.

(b) *Operational assignments.* The focus during the early years of a Soldier’s career should be on building a strong base of technical expertise in equipment maintenance, basic MOS skills, and common Soldier tasks. This can be acquired in technical assignments serving as a Quartermaster and Chemical Equipment Repairer. Opportunities to display leadership skills, initiative and motivation should be capitalized upon. Duty assignments include but aren’t limited to Quartermaster and Chemical Equipment Repairer.

(c) *Self-development.* Begin Associates of Arts (AA)/Associates of Applied Science (AAS) in civilian education.

Soldiers should consider the following correspondence course: Quartermaster and Chemical Equipment Repairer Course. Soldiers should also strive to master the skills necessary to pass the ASE certifications listed on the Ordnance Corps’ Web site or the other certifications listed by MOS on the COOL Web site. For additional information on self-development, refer to paragraph 21–3.

(d) *Additional training.* ASI H2, Laundry Systems Specialist, Airborne, Air Assault, HAZMAT, Combat Life Saver, and Combatives.

(e) *Special Assignments.* Hometown Recruiter Program.

(2) *SGT.*

(a) *Institutional training.* ALC.

(b) *Operational assignments.* Soldiers at this level in their career should focus mastering their technical knowledge, honing their tactical expertise and developing their Soldier leadership skills. Soldiers should always seek positions such as Squad Leader or section chief that will allow them to gain leadership experience. Promotion Potential Indicators: Duty assignments include but are not limited to Quartermaster and Chemical Equipment Repairer and squad leader. Chances for promotion to SSG are greatly increased with Strong NCOERs that reflect **superior performance** and potential in a **variety** of challenging assignments; Exceeded NCOES (**Honor Graduate, Commandant’s List, etc...**); Physically fit Soldiers should be recognized for their exceptional will to exceed the standard through award of the Army Physical Fitness Badge and also showed consistent compliance with **height and weight standards; However, be cognizant that many of our Soldiers have been wounded in combat and as a result are unable to max the APFT**; Consistently pursued **education** through military courses and civilian educational opportunities; Consistently demonstrated **high standards of conduct** and adherence to Army values on and off duty; Demonstrated **exceptional duty performance while deployed**; Demonstrated career flexibility as shown by serving in positions at or above present grade level not traditional to their specific MOS such as, Military Transition Team NCO/Liaison and

Forward Operating Base Security NCO.

(c) *Self-development.* Begin Associates of Arts (AA)/Associates of Applied Science (AAS) in civilian education.

Sergeants should consider the following correspondence course: Utilities Equipment Repairer Course. Sergeants should also have mastered the technical expertise necessary to pass the ASE certifications listed on the Ordnance Corps' Web site or the other certifications listed by MOS on the COOL Web site. For additional information on self-development, refer to paragraph 21-3.

(d) *Additional training.* ASI H2, Laundry Systems Specialist, Airborne, Air Assault, Combat Life Saver, and Combatives.

(e) *Special Assignments.* Special Mission Unit Support.

(3) SSG. MOS 91J20 progresses to MOS 91C30 upon promotion to Staff Sergeant.

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

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

21-29 MOS 91J Professional Development Model

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

<<https://ile.atsc.army.mil/pdmPublic/pdm.html>

21-30. MOS 91J Reserve Component

The duties and goals of the MOS 91J RC Soldier mirror that of the MOS 91J AA Soldier. The RC Soldiers should strive for the same types of assignments and professional development as the AA. However, both unit structure (for example, positions being filled by AGR personnel) and geographic distribution may limit the RC Soldier's range of possible assignments and require Soldiers to either reclassify their MOS or change units to maintain career progression.

MOS SCHEDULED FOR DELETION, PENDING NOFCD21-34. MOS 91L Construction Equipment Repairer

Major Duties. The Construction Equipment Repairer performs and supervises unit field and sustainment maintenance on construction equipment which includes that used for earthmoving, grading, and compaction, lifting and loading, quarrying and rock crushing, asphalt and concrete mixing, and surfacing, water pumping, air compression and pneumatic tools, and powered bridging. They also perform supervisory duties, maintenance management, fault diagnostics, repair, overhaul, component/major assembly substitution and exchange. supervise compliance with shop safety programs and provides technical guidance on field and sustainment maintenance. Below is a list of some SQI's and ASI's, for a complete listing see DA PAM 611-21, chapter 12.

List of Skill Qualification Identifiers (SQI):

G - Ranger

L - Linguist

P - Parachutist

S - Special Operation Support

V - Ranger Parachutist

X - Drill Sergeant

Y - Advanced Individual Training (AIT) Platoon Sergeant

2 – Training Development

4 – Noncareer Recruiter

8 – Instructor

List of Additional Skill Identifiers (ASI):

(1) P5--Master Fitness Trainer

(2) 2S--Battle Staff Operations (skill level 3 and above).

b. Prerequisites. See DA Pam 611–21 in the HRC Smartbook for details. The waiver authority for MOS prerequisites is the Personnel Development Office.

c. Goals for development.

(1) *PVT–SPC/CPL.*

(a) *Institutional training.* IET and WLC.

(b) *Operational assignments.* The focus during the early years of a Soldier’s career should be on building a strong base of technical expertise in equipment maintenance, basic MOS skills and common Soldier tasks. This can be acquired in operational assignments serving as a Construction Equipment Repairer. Opportunities to display leadership skills, initiative and motivation should be capitalized upon. Duty assignments include but aren’t limited to Construction Equipment Repairer and Engineer Mechanic.

(c) *Self-development.* Begin Associates of Arts (AA)/Associates of Applied Science (AAS) in civilian education.

Soldiers should consider the following correspondence courses: Engineer Construction Repairers Course and Engineer Combat Support Course. Soldiers should also strive to master the skills necessary to pass the ASE certifications listed on the Ordnance Corps’ Web site or the other certifications listed by MOS on the COOL Web site. For additional information on self-development, refer to paragraph 21–3.

(d) *Additional training.* Airborne, Air Assault HAZMAT, Combat Life Saver, and Combatives.

(e) *Special Assignments.* Hometown Recruiter Program.

(2) *SGT.*

(a) *Institutional training.* ALC.

(b) *Operational assignments.* Soldiers at this level in their career should focus mastering their technical knowledge, honing their tactical expertise and developing their Soldier leadership skills. Soldiers should always seek positions such as Squad Leader or section chief that will allow them to gain leadership experience. Promotion Potential Indicators: Duty assignments include but aren’t limited to Construction Equipment Repairer, Squad Leader and Section Sergeant. Chances for promotion to SSG are greatly increased with Strong NCOERs that reflect **superior performance** and potential in a **variety** of challenging assignments; Exceeded NCOES (**Honor Graduate, Commandant’s List, etc...**); Physically fit Soldiers should be recognized for their exceptional will to exceed the standard through award of the Army Physical Fitness Badge and also showed consistent compliance with **height and weight standards; However, be cognizant that many of our Soldiers have been wounded in combat and as a result are unable to max the APFT**; Consistently pursued **education** through military courses and civilian educational opportunities; Consistently demonstrated **high standards of conduct** and adherence to Army values on and off duty; Demonstrated **exceptional duty performance** while **deployed**; Demonstrated career flexibility as shown by serving in positions at or above present grade level not traditional to their specific MOS such as, Military Transition Team NCO/Liaison and

Forward Operating Base Security NCO.

(c) *Self-development.* Begin Associates of Arts (AA)/Associates of Applied Science (AAS) in civilian education.

Sergeants should have mastered the technical expertise necessary to pass the ASE certifications listed on the Ordnance Corps' Web site or the other certifications listed by MOS on the COOL Web site. For additional information on self-development, refer to paragraph 21–3.

(d) *Additional training.* Airborne, Air Assault, HAZMAT, Safety Course, Combat Life Saver, and Combatives.

(e) *Special assignments.*

(3) *Ssg.*

(a) *Institutional training.* ALC.

(b) *Operational assignments.* The focus during this phase of a Soldier's career is centered on continued development and refinement of their leadership skills and technical expertise. Successful duty assignments in the below positions should be considered a prerequisite for consideration of advancement to the next level. Varied assignments are recommended to enhance promotion potential but those duty assignments outside of the technical field should be kept to a minimum. Promotion Potential Indicators: Duty assignments include: squad leader, section sergeant, platoon sergeant and senior construction equipment repairer. Chances for promotion to SFC are greatly increased with Strong NCOERs that reflect **superior performance** and potential in a **variety** of challenging assignments; Exceeded NCOES (**Honor Graduate, Commandant's List, etc...**); Physically fit Soldiers should be recognized for their exceptional will to exceed the standard through award of the Army Physical Fitness Badge and also showed consistent compliance with **height and weight standards; However, be cognizant that many of our Soldiers have been wounded in combat and as a result are unable to max the APFT;** Consistently pursued **education** through military courses and civilian educational opportunities; Consistently demonstrated **high standards of conduct** and adherence to Army values on and off duty; Demonstrated **exceptional duty performance** while **deployed;** Demonstrated career flexibility as shown by serving in positions at or above present grade level not traditional to their specific MOS such as, Military Transition Team NCO/Liaison and Forward Operating Base Security NCO.

(c) *Self-development.* Complete Associates of Arts (AA)/Associates of Applied Science (AAS) in civilian education. For additional information on self-development, refer to paragraph 21–3.

(d) *Additional training.* Airborne, Air Assault, Linguist Battle Staff Course, HAZMAT, Safety Course, Combat Life Saver, Contracting Officer Representative Course and Combatives.

(e) *Special Assignments.* Instructor, Drill Sergeant, Recruiter, AIT Squad Leader, Senior Mechanic, Motor Sergeant, Technical Inspector, Warrior Transition Unit Squad Leader, Observer/Controller, AC/RC Advisor, Military Transition Team, FOB Security NCO, Convoy Commander/NCOIC, Rear Detachment NCO, Small Group Leader and Special Mission Unit Support.

(4) *SFC.* MOS 91L30 progresses to MOS 91X40 upon promotion to SFC.

(5) *MSG.* MOS 91L40 progresses to MOS 91Z50 upon promotion to MSG.

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

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

21–35. MOS 91L Professional Development Model

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

21–36. MOS 91L Reserve Component

The duties and goals of the MOS 91L RC Soldier mirror that of the MOS 91L AA Soldier. The RC Soldiers should strive for the same types of assignments and professional development as the AA. However, both unit structure (for example, positions being filled by AGR personnel) and geographic distribution may limit the RC Soldier's range of possible assignments and require Soldiers to either reclassify their MOS or change units to maintain career progression.

21–37. MOS 91M Bradley Fighting Vehicle System Maintainer

a. Major duties. The Bradley Fighting Vehicle System Maintainer performs and supervises unit maintenance and select on-board tasks. They diagnose and troubleshoot malfunctions and perform organizational maintenance on power plant, suspension systems, steering systems, fire extinguisher/suppression systems, gas particulate systems, vehicular mounted armament, and associated fire control systems. They also perform supervisory duties, maintenance management, recovery, fault diagnostics, repair, overhaul, component/major assembly substitution and exchange. supervise compliance with shop safety programs and provides technical guidance on field and sustainment maintenance. Below is a list of some key SQI's and ASI's, for a complete listing see DA PAM 611-21, chapter 12.

List of Skill Qualification Identifiers (SQI):

- G - Ranger
- L - Linguist
- P - Parachutist
- S - Special Operation Support
- V - Ranger Parachutist
- X - Drill Sergeant
- Y - Advanced Individual Training (AIT) Platoon Sergeant
- 2 - Training Development
- 4 - Noncareer Recruiter
- 8 - Instructor

List of Additional Skill Identifiers (ASI):

- (1) 2S--Battle Staff Operations (skill level 3 and above).
- (2) B9 - Bradley M2/3 Operator and System Maintainer
- (3) H8—Recovery Operations

b. Prerequisites. See DA Pam 611–21 in the ERC Smartbook for details. The waiver authority for MOS prerequisites is the Personnel Development Office.

c. Goals for development.

(1) *PVT–SPC/CPL.*

(a) *Institutional training.* IET and WLC.

(b) *Operational assignments.* The focus during the early years of their career should be on building a strong base of technical expertise in equipment maintenance, basic MOS skills and

common Soldier tasks. This can be acquired in operational assignments serving as a Bradley Fighting Vehicle System Maintainer. Opportunities to display leadership skills, initiative and motivation should be capitalized upon. Duty assignments include but aren't limited to Bradley Fighting Vehicle System Maintainer.

(c) Self-development. Begin Associates of Arts (AA)/Associates of Applied Science (AAS) in civilian education.

Soldiers should consider from the following correspondence courses: Bradley Fighting Vehicle System Maintainer Course. Soldiers should also strive to master the skills necessary to pass the ASE certifications listed on the Ordnance Corps' website or the other certifications listed by MOS on the COOL website. For additional information on self-development, refer to para 21-3.

(d) Additional training. Bradley M2A3/M3A3 Operator/System Maintainer (ASI B9), HAZMAT, Combat Life Saver, and Combatives.

(e) Special Assignments. Hometown Recruiter Program.

(2) SGT.

(a) Institutional training. ALC.

(b) Operational assignments. Soldiers at this level in their career should focus mastering their technical knowledge, honing their tactical expertise and developing their Soldier leadership skills. Soldiers should always seek positions such as Squad Leader or section chief that will allow them to gain leadership experience. Promotion Potential Indicators: . Duty assignments include but are not limited to Bradley Fighting Vehicle System Maintainer, Squad Leader and Recovery Vehicle Operator. Chances for promotion to SSG are greatly increased with Strong NCOERs that reflect **superior performance** and potential in a **variety** of challenging assignments; Exceeded NCOES (**Honor Graduate, Commandant's List, etc...**); Physically fit Soldiers should be recognized for their exceptional will to exceed the standard through award of the Army Physical Fitness Badge and also showed consistent compliance with **height and weight standards; However, be cognizant that many of our Soldiers have been wounded in combat and as a result are unable to max the APFT**; Consistently pursued **education** through military courses and civilian educational opportunities; Consistently demonstrated **high standards of conduct** and adherence to Army values on and off duty; Demonstrated **exceptional duty performance** while **deployed**; Demonstrated career flexibility as shown by serving in positions at or above present grade level not traditional to their specific MOS such as, Military Transition Team NCO/Liaison and Forward Operating Base Security NCO.

(c) Self-development. Begin Associates of Arts (AA)/Associates of Applied Science (AAS) in civilian education.

Sergeants should have mastered the technical expertise necessary to pass the ASE certifications listed on the Ordnance Corps' Web site or the other certifications listed by MOS on the COOL Web site. For additional information on self-development, refer to paragraph 21-3.

(d) Additional training. HAZMAT, Bradley M2A3/M3A3 Operator/ System Maintainer (ASI B9) HAZMAT, Safety Course, Combat Life Saver, Contracting Officer Representative Course and Combatives.

(e) Special Assignments.

(3) SSG.

(a) Institutional training. ALC.

(b) Operational assignments. The focus during this phase of the Soldier's career is centered on continued development and refinement of their leadership skills and technical expertise. Successful duty assignments in the below positions should be considered a prerequisite for

consideration of advancement to the next level. Varied assignments are recommended to enhance promotion potential but those duty assignments outside of the technical field should be kept to a minimum. Promotion Potential Indicators: . Duty assignments include: Squad Leader, Platoon Sergeant, Senior Bradley Fighting Vehicle System Maintainer, and Recovery Vehicle Supervisor. Chances for promotion to SFC are greatly increased with Strong NCOERs that reflect **superior performance** and potential in a **variety** of challenging assignments; Exceeded NCOES (**Honor Graduate, Commandant's List, etc...**); Physically fit Soldiers should be recognized for their exceptional will to exceed the standard through award of the Army Physical Fitness Badge and also showed consistent compliance with **height and weight standards**; **However, be cognizant that many of our Soldiers have been wounded in combat and as a result are unable to max the APFT**; Consistently pursued **education** through military courses and civilian educational opportunities; Consistently demonstrated **high standards of conduct** and adherence to Army values on and off duty; Demonstrated **exceptional duty performance** while **deployed**; Demonstrated career flexibility as shown by serving in positions at or above present grade level not traditional to their specific MOS such as, Military Transition Team NCO/Liaison and Forward Operating Base Security NCO.

(c) Self-development. Complete Associates of Arts (AA)/Associates of Applied Science (AAS) in civilian education. For additional information on self-development, refer to paragraph 21–3.

(d) Additional training. Linguist Battle Staff Course HAZMAT, Safety Course, Combat Life Saver, Contracting Officer Representative Course and Combatives.

(e) Special Assignments. Instructor, Drill Sergeant, Recruiter, AIT Squad Leader, Senior Mechanic, Motor Sergeant, Technical Inspector, Warrior Transition Unit Squad Leader, Observer/Controller, AC/RC Advisor, Military Transition Team, FOB Security NCO, Convoy Commander/NCOIC, Rear Detachment NCO and Small Group Leader

(4) *SFC.*

(a) Institutional training. SLC. Battle Staff Course , Support Operations Course and Maintenance Management Course.

(b) Operational assignments. The SFC is expected to function as a member of senior level staffs and in senior leadership roles. To be successful they must master and demonstrate appropriate personnel and operational management skills. Promotion Potential Indicators: The SFC can expect assignments both inside and outside their technical field such as: Section Chief, Platoon Sergeant, Senior Tracked Vehicle Mechanic, BFVSSupervisor and Maintenance Control Sergeant . Chances for promotion to MSG are greatly increased with Strong NCOERs that reflect **superior performance** and potential in a **variety** of challenging assignments; Exceeded NCOES (**Honor Graduate, Commandant's List, etc...**); Physically fit Soldiers should be recognized for their exceptional will to exceed the standard through award of the Army Physical Fitness Badge and also showed consistent compliance with **height and weight standards**; **However, be cognizant that many of our Soldiers have been wounded in combat and as a result are unable to max the APFT**; Consistently pursued **education** through military courses and civilian educational opportunities; Consistently demonstrated **high standards of conduct** and adherence to Army values on and off duty; Demonstrated **exceptional duty performance** while **deployed**; Demonstrated career flexibility as shown by serving in positions at or above present grade level not traditional to their specific MOS such as, Military Transition Team NCO/Liaison and

Forward Operating Base Security NCO.

(c) *Self-development.* Begin Bachelor of Arts (BA)/Bachelor of Applied Science (BS) in civilian education. For additional information on self-development, refer to paragraph 21–3.

(d) *Additional training.* Battle Staff NCO Course, HAZMAT, Safety Course, Combat Life Saver, Contracting Officer Representative Course and Combatives.

(e) *Special assignments.* Drill Sergeant/Senior Drill Sergeant, Observer/Controller, Senior Instructor, AC/RC Advisor, Assistant Inspector General NCO, Small Group Leader, Equal Opportunity Advisor, Career Advisor, Proponent NCO, Career Manager, 75th Ranger Regiment (male Soldiers only), AIT Platoon Sergeant, Training With Industry, Asymmetric Warfare Group, Military Transition Team, Training Developer/Writer, Instructor/Writer, Operations NCO, Maintenance Control Sergeant, Force Protection NCOIC, Rear Detachment NCOIC, Convoy Commander/NCOIC, FOB Security NCOIC and Special Mission Unit Support.

(5) *MSG.* MOS 91M40 progresses to MOS 91Z50 upon promotion to MSG.

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

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

21–38. MOS 91M Professional Development Model

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

21–39. MOS 91M Reserve Component

The duties and goals of the MOS 91M RC Soldier mirror that of the MOS 91M AA Soldier. The RC Soldiers should strive for the same types of assignments and professional development as the AA. However, both unit structure (for example, positions being filled by AGR personnel) and geographic distribution may limit the RC Soldier's range of possible assignments and require Soldiers to either reclassify their MOS or change units to maintain career progression.

B21–40. MOS 91P Artillery Mechanic

Major duties. The Artillery Mechanic performs and supervises unit level and selected on-system field and sustainment maintenance and recovery of all self-propelled field artillery cannon weapon systems. They also perform supervisory duties, maintenance management, recovery, fault diagnostics, repair, overhaul, component/major assembly substitution and exchange, supervise compliance with shop safety programs and provides technical guidance on field and sustainment maintenance. Below are some key SQI's and ASI's, for a complete listing see DA PAM 611-21, chapter 12.

List of Skill Qualification Identifiers (SQI):

G - Ranger

L – Linguist

P – Parachutist

S – Special Operation Support

V – Ranger Parachutist

X – Drill Sergeant

Y – Advanced Individual Training (AIT) Platoon Sergeant
2 – Training Development
4 – Noncareer Recruiter
8 – Instructor

List of Additional Skill Identifiers (ASI):

- (1) P5--Master Fitness Trainer
- (2) 2S--Battle Staff Operations (skill level 3 and above).
- (3) H8—Recovery Operations

b. Prerequisites. See DA Pam 611–21 in the HRC Smartbook for details. The waiver authority for MOS prerequisites is the Personnel Development Office.

c. Goals for development.

(1) *PVT–SPC/CPL.*

(a) *Institutional training.* IET and WLC.

(b) *Operational assignments.* The focus during the early years of their career should be on building a strong base of technical expertise in equipment maintenance, basic MOS skills and common Soldier tasks. This can be acquired in operational assignments serving as a Artillery Mechanic. Opportunities to display leadership skills, initiative and motivation should be capitalized upon. Duty assignments should include but aren't limited to Artillery Mechanic and Recovery Vehicle Operator.

(c) *Self-development.* Begin Associates of Arts (AA)/Associates of Applied Science (AAS) in civilian education.

Soldiers should consider the following correspondence course: Artillery Mechanic Course. Artillery Mechanics should strive to master the skills necessary to pass the ASE certifications listed on the Ordnance Corps' web site or the other certifications listed by MOS on the COOL Web site. For additional information on self-development, refer to paragraph 21–3.

(d) *Additional training.* HAZMAT, Combat Life Saver, and Combatives.

(e) *Special Assignments.* Hometown Recruiter Program.

(2) *SGT.*

(a) *Institutional training.* ALC.

(b) *Operational assignments.* Soldiers at this level in their career should focus mastering their technical knowledge, honing their tactical expertise and developing their Soldier leadership skills. Soldiers should always seek positions such as Squad Leader or section chief that will allow them to gain leadership experience. Promotion Potential Indicators: Duty assignments include but aren't limited to Artillery Mechanic, Squad Leader, Recovery Vehicle Operator. Chances for promotion to SSG are greatly increased with Strong NCOERs that reflect **superior performance** and potential in a **variety** of challenging assignments; Exceeded NCOES (**Honor Graduate, Commandant's List, etc...**); Physically fit Soldiers should be recognized for their exceptional will to exceed the standard through award of the Army Physical Fitness Badge and also showed consistent compliance with **height and weight standards; However, be cognizant that many of our Soldiers have been wounded in combat and as a result are unable to max the APFT**; Consistently pursued **education** through military courses and civilian educational opportunities; Consistently demonstrated **high standards of conduct** and adherence to Army values on and off duty; Demonstrated **exceptional duty performance while deployed**; Demonstrated career flexibility as shown by serving in positions at or above present grade level

not traditional to their specific MOS such as, Military Transition Team NCO/Liaison and Forward Operating Base Security NCO.

(c) *Self-development.* Begin Associates of Arts (AA)/Associates of Applied Science (AAS) in civilian education.

Sergeants should also complete two or more of the ASE certifications listed on the Ordnance Corps' Web site or the other certifications listed by MOS on the COOL Web site. For additional information on self-development, refer to paragraph 21-3.

(d) *Additional training.* HAZMAT, Safety Course, Combat Life Saver, Combatives.

(e) *Special Assignments.*

(3) *SSG.*

(a) *Institutional training.* ALC.

(b) *Operational assignments.* The focus during this phase of the Soldier's career is centered on continued development and refinement of their leadership skills and technical expertise. Successful duty assignments in the below positions should be considered a prerequisite for consideration of advancement to the next level. Varied assignments are recommended to enhance promotion potential but those duty assignments outside the technical field should be kept to a minimum. Promotion Potential Indicators: Duty assignments include Squad Leader, Senior Artillery Mechanic and Recovery Vehicle Supervisor. Chances for promotion to SFC are greatly increased with Strong NCOERs that reflect **superior performance** and potential in a **variety** of challenging assignments; Exceeded NCOES (**Honor Graduate, Commandant's List, etc...**); Physically fit Soldiers should be recognized for their exceptional will to exceed the standard through award of the Army Physical Fitness Badge and also showed consistent compliance with **height and weight standards; However, be cognizant that many of our Soldiers have been wounded in combat and as a result are unable to max the APFT**; Consistently pursued **education** through military courses and civilian educational opportunities; Consistently demonstrated **high standards of conduct** and adherence to Army values on and off duty; Demonstrated **exceptional duty performance** while **deployed**; Demonstrated career flexibility as shown by serving in positions at or above present grade level not traditional to their specific MOS such as, Military Transition Team NCO/Liaison and Forward Operating Base Security NCO.

(c) *Self-development.* Complete Associates of Arts (AA)/Associates of Applied Science (AAS) in civilian education. For additional information on self-development, refer to paragraph 21-3.

(d) *Additional training.* Linguist and Battle Staff Course HAZMAT, Safety Course, Combat Life Saver, Contracting Officer Representative Course and Combatives.

(e) *Special Assignments.* Instructor, Drill Sergeant, Recruiter, AIT Squad Leader, Senior Mechanic, Motor Sergeant, Technical Inspector, Warrior Transition Unit Squad Leader, Observer/Controller, AC/RC Advisor, Military Transition Team, FOB Security NCO, Convoy Commander/NCOIC, Rear Detachment NCO and Small Group Leader

(4) *SFC.*

(a) *Institutional training.* SLC. Battle Staff Course, Support Operations Course and Maintenance Management Course.

(b) *Operational assignments.* The SFC is expected to function as a member of senior level staffs and in senior leadership roles. To be successful they must master and demonstrate appropriate personnel and operational management skills. Promotion Potential Indicators: The SFC can expect assignments both inside and outside their technical field such as: Artillery Mechanic

Supervisor and Recovery Vehicle Supervisor. Chances for promotion to MSG are greatly increased with Strong NCOERs that reflect **superior performance** and potential in a **variety** of challenging assignments; Exceeded NCOES (**Honor Graduate, Commandant's List, etc...**); Physically fit Soldiers should be recognized for their exceptional will to exceed the standard through award of the Army Physical Fitness Badge and also showed consistent compliance with **height and weight standards**; **However, be cognizant that many of our Soldiers have been wounded in combat and as a result are unable to max the APFT**; Consistently pursued **education** through military courses and civilian educational opportunities; Consistently demonstrated **high standards of conduct** and adherence to Army values on and off duty; Demonstrated **exceptional duty performance** while **deployed**; Demonstrated career flexibility as shown by serving in positions at or above present grade level not traditional to their specific MOS such as, Military Transition Team NCO/Liaison and Forward Operating Base Security NCO.

(c) *Self-development*. Begin Bachelor of Arts (BA)/Bachelor of Applied Science (BS) in civilian education. For additional information on self-development, refer to paragraph 21–3.

(d) *Additional training*. Support Operation Course (Phase II), Battle Staff NCO Course, HAZMAT, Safety Course, Combat Life Saver, Contracting Officer Representative Course and Combatives.

(e) *Special Assignments*. Drill Sergeant/Senior Drill Sergeant, Observer/Controller, Senior Instructor, AC/RC Advisor, Assistant Inspector General NCO, Small Group Leader, Equal Opportunity Advisor, Career Advisor, Proponent NCO, Career Manager, 75th Ranger Regiment (male Soldiers only), AIT Platoon Sergeant, Training With Industry, Asymmetric Warfare Group, Military Transition Team, Training Developer/Writer, Instructor/Writer, Operations NCO, Maintenance Control Sergeant, Force Protection NCOIC, Rear Detachment NCOIC, Convoy Commander/NCOIC, FOB Security NCOIC and Special Mission Unit Support.

(5) *MSG*. MOS 91P40 progress to MOS 91Z50 upon promotion to MSG.

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

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

21–41. MOS 91P Professional Development Model

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

21–42. MOS 91P Reserve Component

The duties and goals of the MOS 91P RC Soldier mirror that of the MOS 91P AA Soldier. The RC Soldiers should strive for the same types of assignments and professional development as the AA. However, both unit structure (for example, positions being filled by AGR personnel) and geographic distribution may limit the RC Soldier's range of possible assignments and require Soldiers to either reclassify their MOS or change units to maintain career progression.

21–43. MOS 91S Stryker Systems Maintainer

a. *Major duties*. The Stryker Systems Maintainer supervises and performs field level maintenance on the Stryker family of vehicles (M1126 Infantry Carrier Vehicle, M1127 Recon

Vehicle, M1128 Mobile Gun System (MGS), M1129 Mortar Carrier, M1130 Commander's Vehicle (CV), M1131 Fire Support Vehicle (FSV), M1132 Engineer Support Vehicle (ESV), M1133 Medical Evacuation Vehicle (MEV), M1134 Anti Tank Guided Missile (ATGM), and M1135 NBC Recon Vehicle (NBCRV). They also perform supervisory duties, maintenance management, recovery, fault diagnostics, repair, overhaul, component/major assembly substitution and exchange. Supervise compliance with shop safety programs and provides technical guidance on field and sustainment maintenance. Below are some key SQI's and ASI's, for a complete listing see DA PAM 611-21, chapter 12.

List of Skill Qualification Identifiers (SQI):

G - Ranger
L - Linguist
P - Parachutist
S - Special Operation Support
V - Ranger Parachutist
X - Drill Sergeant
Y - Advanced Individual Training (AIT) Platoon Sergeant
2 - Training Development
4 - Noncareer Recruiter
8 - Instructor

List of Additional Skill Identifiers (ASI):

- (1) P5--Master Fitness Trainer
- (2) 2S--Battle Staff Operations (skill level 3 and above).
- (3) H8--Recovery Operations

b. Prerequisites. See DA Pam 611-21 in the HRC Smartbook for details. The waiver authority for MOS prerequisites is the Personnel Development Office.

c. Goals for development.

(1) *PVT-SPC/CPL.*

(a) *Institutional training.* IET and WLC.

(b) *Operational assignments.* The focus during the early years of a Soldier's career should be on building a strong base of technical expertise in equipment maintenance, basic MOS skills and common Soldier tasks. This can be acquired in operational assignments serving as a Stryker Systems Maintainer. Opportunities to display leadership skills, initiative and motivation should be capitalized upon. Duty assignments include but aren't limited to Stryker Systems Maintainer and Recovery Vehicle Operator.

(c) *Self-development.* Begin Associates of Arts (AA)/Associates of Applied Science (AAS) in civilian education.

Soldiers should strive to master the skills necessary to pass the ASE certifications listed on the Ordnance Corps' Web site or the other certifications listed by MOS on the COOL Web site. For additional information on self-development, refer to paragraph 21-3.

(d) *Additional training.* Air Assault, Recovery Operations (ASI H8) HAZMAT, Combat Life Saver, and Combatives.

(e) *Special Assignments.* The Hometown Recruiter Program.

(2) *SGT.*

(a) *Institutional training.* ALC.

(b) *Operational assignments.* Soldiers at this level in their career should focus mastering their technical knowledge, honing their tactical expertise and developing their Soldier leadership skills. Soldiers should always seek positions such as Squad Leader or section chief that will allow them to gain leadership experience. Promotion Potential Indicators: Duty assignments include but aren't limited to Stryker Systems Maintainer and Recovery Vehicle Operator. Chances for promotion to SSG are greatly increased with Strong NCOERs that reflect **superior performance** and potential in a **variety** of challenging assignments; Exceeded NCOES (**Honor Graduate, Commandant's List, etc...**); Physically fit Soldiers should be recognized for their exceptional will to exceed the standard through award of the Army Physical Fitness Badge and also showed consistent compliance with **height and weight standards; However, be cognizant that many of our Soldiers have been wounded in combat and as a result are unable to max the APFT**; Consistently pursued **education** through military courses and civilian educational opportunities; Consistently demonstrated **high standards of conduct** and adherence to Army values on and off duty; Demonstrated **exceptional duty performance** while **deployed**; Demonstrated career flexibility as shown by serving in positions at or above present grade level not traditional to their specific MOS such as, Military Transition Team NCO/Liaison and Forward Operating Base Security NCO.

(c) *Self-development.* Begin Associates of Arts (AA)/Associates of Applied Science (AAS) in civilian education.

Sergeants should also have mastered the technical expertise necessary to pass the ASE certifications listed on the Ordnance Corps' Web site or the other certifications listed by MOS on the COOL Web site. For additional information on self-development, refer to paragraph 21-3.

(d) *Additional training.* Air Assault and Recovery Operations (ASI H8), HAZMAT, Safety Course, Combat Life Saver, Contracting Officer Representative Course and Combatives.

(e) *Special Assignments.* None

(3) *SSG.*

(a) *Institutional training.* ALC.

(b) *Operational assignments.* The focus during this phase of a Soldier's career is centered on continued development and refinement of their leadership skills and technical expertise. Successful duty assignments in the below positions should be considered a prerequisite for consideration of advancement to the next level. Varied assignments are recommended to enhance promotion potential but those duty assignments outside of the technical field should be kept to a minimum.. Consider the following as Promotion Potential Indicators: Duty assignments include Senior Mechanic and Recovery Vehicle Supervisor. Chances for promotion to SFC are greatly increased with Strong NCOERs that reflect **superior performance** and potential in a **variety** of challenging assignments; Exceeded NCOES (**Honor Graduate, Commandant's List, etc...**); Physically fit Soldiers should be recognized for their exceptional will to exceed the standard through award of the Army Physical Fitness Badge and also showed consistent compliance with **height and weight standards; However, be cognizant that many of our Soldiers have been wounded in combat and as a result are unable to max the APFT**; Consistently pursued **education** through military courses and civilian educational opportunities; Consistently demonstrated **high standards of conduct** and adherence to Army values on and off duty; Demonstrated **exceptional duty performance** while **deployed**; Demonstrated career flexibility

as shown by serving in positions at or above present grade level not traditional to their specific MOS such as, Military Transition Team NCO/Liaison and Forward Operating Base Security NCO.

(c) *Self-development.* Complete Associates of Arts (AA)/Associates of Applied Science (AAS) in civilian education. For additional information on self-development, refer to paragraph 21-3.

(d) *Additional training.* Air Assault and Recovery Operations (ASI H8) HAZMAT, Safety Course, Combat Life Saver, Contracting Officer Representative Course and Combatives.

(e) *Special assignments.* Instructor, Drill Sergeant, Recruiter, AIT Squad Leader, Senior Mechanic, Motor Sergeant, Technical Inspector, Warrior Transition Unit Squad Leader, Observer/Controller, AC/RC Advisor, Military Transition Team, FOB Security NCO, Convoy Commander/NCOIC, Rear Detachment NCO and Small Group Leader.

(4) *SFC.* MOS 91S30 progresses to MOS 91X40 upon promotion to SFC.

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

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

21-44. MOS 91S Professional Development Model

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

<<https://ile.atsc.army.mil/pdmPublic/pdm.html>

21-45. MOS 91S Reserve Component

The duties and goals of the MOS 91S RC Soldier mirror that of the MOS 91S AA Soldier. The RC Soldiers should strive for the same types of assignments and professional development as the AA. However, both unit structure (for example, positions being filled by AGR personnel) and geographic distribution may limit the RC Soldier's range of possible assignments and require Soldiers to either reclassify their MOS or change units to maintain career progression.

21-46. MOS 91X Maintenance Supervisor

a. *Major duties.* The Maintenance Supervisor performs duties in preceding skill levels and supervises junior enlisted Soldiers and provides technical guidance on field and sustainment maintenance on tracked and wheeled vehicles, construction equipment, and MHE. Supervises compliance with shop safety programs and use, maintenance and security of hand and shop power tools. Supervises recovery operations on tracked vehicles, wheel vehicles and related activities including electrical wiring harness system troubleshooting/repair/maintenance. Below are some key SQI's and ASI's, for a complete listing see DA PAM 611-21, chapter 12.

List of Skill Qualification Identifiers (SQI):

G - Ranger

L - Linguist

P - Parachutist

S - Special Operation Support

V – Ranger Parachutist
X – Drill Sergeant
Y – Advanced Individual Training (AIT) Platoon Sergeant
2 – Training Development
4 – Noncareer Recruiter
8 – Instructor

List of Additional Skill Identifiers (ASI):

- (1) 2S--Battle Staff Operations (skill level 3 and above).
- (2) A4- Automotive Electrical System Repairer
- (3) H8—Recovery Operations
- (4) R1- Rough Terrain Cargo Handler
- (5) R4- Stryker Armored Vehicle Operations/Maintenance

b. Prerequisites. See DA Pam 611–21 in the HRC Smartbook for details. The waiver authority for MOS prerequisites is the Personnel Development Office.

c. Goals for development.

(1) *SFC.*

(a) Institutional training. SLC, Battle Staff Course, Support Operations Course (Phase II) and Maintenance Management Course.

(b) Operational assignments. The SFCs are expected to begin functioning as a member of senior level staffs and in senior leadership roles. To be successful they must master and demonstrate appropriate personnel and operational management skills. The SFC can expect assignments outside their technical field such as Operations Sergeant, Platoon Sergeant, Support Operations NCO, SGL, Drill Sergeant, Recruiter, Assistant Inspector General NCO, and Detachment Sergeant and should seek these opportunities when they exist. Back-to-back assignments outside of the technical field are highly discouraged and should be avoided due to the erosion of technical skills and knowledge. Assignments in leadership positions such as Platoon Sergeant, Drill Sergeant, or SGL demonstrates the supervisor's management skills, leadership skills, and ability to perform the supervisory functions required in the next higher grade. The successful completion of challenging and demanding operational assignments factor greatly into the selection for promotion. Consider the following as Promotion Potential Indicators: Duty assignments include but aren't limited to: Motor Sergeant, OC, Maintenance Management NCO, Maintenance Control Sergeant, Section Sergeant, Team Chief, Operations NCO, Senior Maintenance Analyst, Detachment Sergeant and Platoon Sergeant. Chances for promotion to MSG are greatly increased with Strong NCOERs that reflect **superior performance** and potential in a **variety** of challenging assignments; Exceeded NCOES (**Honor Graduate, Commandant's List, etc...**); Physically fit Soldiers should be recognized for their exceptional will to exceed the standard through award of the Army Physical Fitness Badge and also showed consistent compliance with **height and weight standards; However, be cognizant that many of our Soldiers have been wounded in combat and as a result are unable to max the APFT;**

Consistently pursued **education** through military courses and civilian educational opportunities; Consistently demonstrated **high standards of conduct** and adherence to Army values on and off duty; Demonstrated **exceptional duty performance** while **deployed**; Demonstrated career flexibility as shown by serving in positions at or above present grade level not traditional to their specific MOS such as, Military Transition Team NCO/Liaison and Forward Operating Base Security NCO.

(c) Self-development. Begin Bachelor of Arts (BA)/Bachelor of Applied Science (BS) in civilian education. The SFC should enroll in the: Support Operations Course (Phase I), organizational behavior, personnel management, time management, Army operations, and battle staff functions. For additional information on self-development, refer to paragraph 21–3.

(d) Additional training., Airborne, Jumpmaster, Air Assault, Battle Staff Course, Master Resiliency Training or Support Operations Phase II HAZMAT, Safety Course, Combat Life Saver, Contracting Officer Representative Course and Combatives.

(e) Special Assignments. Drill Sergeant/Senior Drill Sergeant, Observer/Controller, Senior Instructor, AC/RC Advisor, Assistant Inspector General NCO, Small Group Leader, Equal Opportunity Advisor, Senior/Career Advisor, Senior/Career Management NCO, 75th Ranger Regiment (male Soldiers only) , AIT Platoon Sergeant, Training With Industry, Asymmetric Warfare Group, Military Transition Team, Training Developer/Writer, Instructor/Writer, Operations NCO, Maintenance Control Sergeant, Force Protection NCOIC, Rear Detachment NCOIC, Convoy Commander/NCOIC, FOB Security NCOIC and Special Mission Unit Support.
(2) *MSG.* MOS 91X40 progresses to MOS 91Z50 upon promotion to Master Sergeant.

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

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

21–47. MOS 91X Professional Development Model

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

21–48. MOS 91X Reserve Component

The duties and goals of the MOS 91X RC Soldier mirror that of the MOS 91X AA Soldier. The RC Soldiers should strive for the same types of assignments and professional development as the AA. However, both unit structure (for example, positions being filled by AGR personnel) and geographic distribution may limit the RC Soldier's range of possible assignments and require Soldiers to either reclassify their MOS or change units to maintain career progression.

21–49. MOS 91Z Senior Maintenance Supervisor

a. Major duties. The Senior Maintenance Supervisor supervises, plans, coordinates, and directs the unit field and sustainment maintenance of all mechanical equipment.

(1) Serves as the principle maintenance or operations NCO in a maintenance battalion or higher-level organization.

(2) Supervising personnel performing the duties of—

- (a) Armament/Fire Control Maintenance Supervisor (91K40).
- (b) M1 Abrams Tank System Maintainer (91A40).
- (c) Artillery Mechanic (91P40).
- (d) Bradley Fighting Vehicle System Maintainer (91M40).
- (e) Maintenance supervisor (91X40).

Below are some key SQI's and ASI's, for a complete listing see DA PAM 611-21, chapter 12.

List of Skill Qualification Identifiers (SQI):

- G - Ranger
- L – Linguist
- P – Parachutist
- S – Special Operation Support
- V – Ranger Parachutist
- X – Drill Sergeant
- Y – Advanced Individual Training (AIT) Platoon Sergeant
- 2 – Training Development
- 4 – Noncareer Recruiter
- 8 – Instructor

List of Additional Skill Identifiers (ASI):

- (1) 2S--Battle Staff Operations (skill level 3 and above).
- (2) H8—Recovery Operations
- (3) A4- Automotive Electrical System Repairer
- (4) B9- Bradley M2/3 Operator and System Maintainer
- (5) C9- MAST and Electrical Power Plant Maintenance
- (6) D8- Joint Assault Bridge/Assault Breacher Vehicle
- (7) K4- M1A2 Tank Operations and Maintenance
- (8) R1- Rough Terrain Cargo Handler
- (9) R4- Stryker Armored Vehicle Operations/Maintenance

b. Prerequisites. See DA Pam 611–21 in the HRC Smartbook for details. The waiver authority for MOS prerequisites is the Personnel Development Office.

c. Goals for development.

(1) MSG.

(a) *Institutional training.* Battle Staff Course, Support Operations Course (Phase II), Maintenance Management Course and EO Advisor Course.

(b) *Operational assignments.* The MSG serves as the Principle NCO of staff elements at battalion level and above and performs the important duties of 1SG upon lateral appointment. Regardless of position, Maintenance Supervisors will be performing complex leadership functions, battle staff functions and decision-making processes at the senior and command levels. Chances for promotion to SGM are greatly increased with at least 12 months of 1SG duties or other positions of great responsibility. As always, Maintenance Supervisors should step forward and seize each opportunity for increased responsibility to ensure competitiveness in career progression. Consider the following as Promotion Potential Indicators: Assignments include: M1 Senior Maintenance Supervisor, SP FA SR Maintenance Supervisor, BFVS SR Maintenance

Supervisor, 1SG, Mechanical Maintenance Management NCO, Battalion/Brigade Senior Maintenance Supervisor, Operations Sergeant, Support Operations NCO and Maintenance Control Sergeant. Maintenance Supervisors should be prepared to accept any position in senior leadership or managerial roles. Chances for promotion to SGM are greatly increased with Strong NCOERs that reflect **superior performance** and potential in a **variety** of challenging assignments; Exceeded NCOES (**Honor Graduate, Commandant's List, etc...**); Physically fit Soldiers should be recognized for their exceptional will to exceed the standard through award of the Army Physical Fitness Badge and also showed consistent compliance with **height and weight standards; However, be cognizant that many of our Soldiers have been wounded in combat and as a result are unable to max the APFT**; Consistently pursued **education** through military courses and civilian educational opportunities; Consistently demonstrated **high standards of conduct** and adherence to Army values on and off duty; Demonstrated **exceptional duty performance** while **deployed**; Demonstrated career flexibility as shown by serving in positions at or above present grade level not traditional to their specific MOS such as, Military Transition Team NCO/Liaison and Forward Operating Base Security NCO.

(c) *Self-development.* Complete Bachelor of Arts (BA)/Bachelor of Applied Science (BS) in civilian education and begin Masters Program. For additional information on self-development, refer to paragraph 21-3.

(d) *Additional training.* Jumpmaster, Airborne, Air Assault, Master Resiliency Training, Military Auditor (RC personnel only, HAZMAT, Safety Course, Combat Life Saver, Contracting Officer Representative Course and Combatives.

(e) *Special assignments.* Inspector General NCO, Senior Career Management NCO, Special Mission Unit Support, 75th Ranger Regiment (male Soldiers only), Logistic NCO Trainers (MiTT), Observer/Controller, HRC Senior Career Advisor, Training With Industry Program, Senior/Chief Instructor, Small Group Leader, Ground Maintenance Safety LNO, Transition Team Chief (MiTT), Rear Detachment NCOIC, Force Protection NCOIC and AC/RC Advisor.

(2) *SGM/CSM.*

(a) *Institutional training.* US Army Sergeants Major Academy.

(b) *Operational assignments.* The SGM will serve in positions of great responsibility at brigade and higher level staff as well as department chief at our training institutions. While operational assignments are limited, the most Senior Maintainer will now be in positions influencing large numbers of junior Soldiers and NCOs. The SGM/CSM should always seize every available opportunity having the biggest impact on his ability to impart knowledge to both commanders and Soldiers alike. Consider the following as Promotion Potential Indicators: Chances for promotion to CSM are greatly increased with at least 36 months of 1SG duties or other positions of great responsibility. Assignments include: Command Sergeant Major, Sergeant Major, Chief Career Management NCO, Senior Instructor, Chief Mechanical Maintenance NCO, Operations NCO, Support Operations NCO, Evaluation NCO and Depot Sergeant Major. Strong NCOERs that reflect **superior performance** and potential in a **variety** of challenging assignments; Exceeded NCOES (**Honor Graduate, Commandant's List, etc...**); Physically fit Soldiers should be recognized for their exceptional will to exceed the standard through award of the Army Physical Fitness Badge and also showed consistent compliance with **height and weight standards; However, be cognizant that many of our Soldiers have been wounded in combat and as a result are unable to max the APFT**; Consistently pursued **education** through military courses and civilian educational opportunities; Consistently demonstrated **high standards of conduct** and adherence to Army values on and off duty; Demonstrated **exceptional duty**

Chapter 28 Electronic Maintenance (CMF 94) Career Progression Plan

28-1 Duties

The primary duties of the electronic maintenance and calibration CMF are to repair, maintain, and calibrate a wide variety of Army communications systems, missile systems, radar systems, Test, Measurement, and Diagnostic Equipment (TMDE), and numerous other items of Army electronic maintenance and systems support equipment. CMF 94 Soldiers are at all echelons of the force structure and can be assigned to units across the operational spectrum of the Army. The CMF is comprised of 14 Military Occupational Specialties and functions in a wide range of areas requiring highly developed technical and tactical skills. CMF 94 maintainers support the maintenance life cycle functions of all Army systems and the mission readiness of the Army's critical tactical and strategic combat systems as well as ground support systems. Several MOS's standards of training are controlled by external agencies such as the Federal Aviation Administration and the National Security Agency.

28-2 Transformation

The Ordnance Corps Fix Forward/Repair Rear is based on a concept coined by the 1988 Chief of Ordnance, Brigadier General Thomas R. Dickerson. Responsible for the maintenance of all the Army's equipment which encompasses a spectrum of equipment ranging from anti-aircraft missiles to highly sophisticated radars, the Ordnance Corps has actually been going through transformation for the last two decades and has evolved from four levels of maintenance down to two levels of maintenance. Old organizational and direct support (DS) activities have been combined into Field Maintenance (first of two levels of maintenance), characterized by a repair-and-return-to-user system. Field maintenance relies on line replaceable unit (LRU) and component replacement, battle damage assessment and repair (BDAR), recovery and services. Field Maintenance is performed at all levels of the Army. Sustainment Maintenance is the second level of maintenance, essentially representing a combination of the old general support (GS) and depot-level activities. It is a repair-and-return to the Army supply system activity that can be brought as far forward as required, based on the mission, enemy, terrain and weather, troops, time available and civilian considerations (METT-TC), but it normally is found above the brigade combat team (BCT) level. Sustainment Maintenance relies on end item and component repair with some component replacement, whereas Field Maintenance relies only on component replacement. The most important part of maintenance modularity for the tactical leader is its positive impact on operational readiness. The Army has transitioned to this new system because it provides more maintenance capability to the company level. Changes due to transformation include deleting MOS's that are no longer relevant and the merger of several MOS's in order to streamline training and mission support. By combining MOS's and merging others, this caused a reduction in the senior levels at higher echelons and thus created a reduced presence of junior grade leadership at the Field Maintenance Company and Forward Support Companies. In order to remain competitive, Soldiers fill positions that are traditionally CMF 91, Mechanical Maintenance, but can be considered NON Ordnance MOS specific, such as Platoon Sergeant and Maintenance Control Supervisor.

Demanding assignments: Operations NCO at the BDE/BN level, responsible for the logistics support, movement and security of the Tactical Operations Center. Instructor/Writer, ASI 8 and Writer/Instructor (Training Development) ASI 2: These NCO's develop, update and write programs of instruction used throughout the Ordnance Corps service schools. Career Management NCO, Responsible for the career management, professional management and world-wide assignment of Soldiers within their assigned MOS. Recommends Career enhancing assignments, training, and NCOES development. Provides input for promotion projections, force alignment, and MOS structure issues. AIT Platoon Sergeant, responsible for the health, welfare, training and acts as a positive role model for all Initial Entry Training Soldiers by portraying the Army Values.

28-3 Recommended career management self-development by rank

a. PVT-SPC/CPL.

- (1) The quality and success of a Soldier's career is in direct proportion to the Soldier's consistent commitment to excellence, regardless of the mission. Soldiers committed to achieving high goals will develop leadership skills and have the practical knowledge and ambition to put them to good use.
- (2) Soldiers should study and master the following military publications: STP 21-1-SMCT; FM 3-21.5; FM 3-25.26; TC 3-22.20; FM 4-25.11; FM 3-21.75; AR 670-1; FM 3-90.61; FM 3-22.37; DA PAM 750-3, all -10 level maintenance manuals associated with their equipment; and battle drills associated with their current assignment.

(3) The following books are suggested for self-development: *Art of War* by Sun Tzu, *The Forgotten Soldier* by Sajer, Guy and *The Killer Angels* by Shaara, Michael. CSA Reading List, AKO, General Army Links, Army Leadership contains additional reading material for self-development.

(4) The OPTEMPO of tactical assignments may limit the opportunity for civilian education; however, those Soldiers willing to make the required sacrifices should seize the available opportunities by seeking meaningful and goal oriented education. CLEP and DANTES are available for those Soldiers unable to pursue formal civilian courses. These self-development options are based on the Soldier's own desire to excel. Ample opportunities exist for Soldiers to participate in various correspondence courses to accomplish individual educational objectives. Soldiers with GT scores below 110 should seek to improve their scores through FAST. Taking additional civilian education courses such as English composition and basic mathematics will prepare Soldiers for the Armed Forces Classification Test (AFCT) and improve promotion potential.

(5) The ACCP also provides excellent educational advancements in continued education, leadership and technical proficiency. Soldiers should choose from the following correspondence courses: Structured Self Development Level 1 (SSD I) (SSD I must be completed for enrollment into ALC); other education opportunities can be found at the ACES Web site. The CLEP and DANTES tests are other resources for converting previously acquired knowledge or training into college credit. College education is a critical piece of the self-development program and logisticians should plan their college program around a degree that relates to their MOS using information provided on the SOCAD Web site. Soldiers may also enroll in GOARMYED, an Army program that gives Soldiers the opportunity to pursue a degree program completely online.

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

(7) Soldiers should also strive to master the skills necessary to pass the Electronic Technicians Association-International (ETA-I) and Federal Communications Commission tests and those necessary to obtain civilian certification, which can be found listed on the Ordnance and COOL Web sites. For information on these and other education programs, visit the Army Education Center (AEC) on your installation.

b. SGT.

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

(2) Sergeants should study and master the following military publications: AR 750-1; STP 21-24-SMCT; FM 3-0; FM 6-22; FM 7-0; FM 21.18; FM 7-93; FM 7-22.7 all -10 level maintenance manuals associated with their equipment and battle drills associated with their current assignment.

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

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

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

(6) The ACCP also provides excellent educational advancements in continued education, leadership and technical proficiency. Sergeants should consider the following correspondence courses: HAZMAT Handling Course, NCO Advanced Leaders Course, or the Supervisor Development Course. Other education opportunities can be found at the ACES Web site.

(7) Sergeants should strive to master the skills to acquire ETA certifications and those necessary to obtain civilian certifications, which can be found listed on the Ordnance and COOL Web sites. For information on these and other education programs, visit the AEC on your installation.

(8) Individual and unit awards show a commitment to excellence and a desire to succeed. Ordnance awards and achievements include: The COL Decius Wadsworth Award (NCOA), Army Award for Maintenance Excellence, Combined Logistics Excellence Award, Distinguished Honor graduate for NCOAs, exceeding course standards for Professional Military Education.

c. SSG.

(1) The quality and success of a Staff Sergeant's career is in direct proportion to a consistent commitment to excellence, regardless of the mission. Staff Sergeants who are committed to achieving high goals will develop leadership skills and have the practical knowledge and ambition to put them to good use. These NCOs should study and master the additional military publications: AR 750-1, STP 21-24; FM 3-22.3, -10 level maintenance manuals associated with their equipment; and battle drills associated with their current assignment.

(2) The following additional books are suggested reading for self-development; continue readings on famous military leaders (for example, Napoleon, Grant, Lee, Pershing, Patton, Bradley, Ridgeway, Westmoreland, and Schwarzkopf); *Small Unit Administration, Manual or ADP Systems*, Stackpole Books; and *The Noncommissioned Officers' Family Guide*, Gross, Beau Lac Pub, 1985. CSA Reading List, AKO, General Army Links, Army Leadership contains additional reading material for self-development.

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

(4) The SSG should continue using ACCP, selecting from the following list of courses: Structured Self Development Level 3 (SSD III) (SSD III must be completed for enrollment into SLC); Army Maintenance Management Course, Support Operations Course (Phase I), Manager Development Course, or the Infantry Advanced Refresher Training Course. Other education opportunities can be found at the ACES Web site.

(5) The SSG should also consider entering a technician program to gain nationally recognized credentials in an appropriate technical discipline. The SSG should strive to master the skills to acquire ETA certifications and those necessary to obtain civilian certifications, which can be found listed on the Ordnance and COOL Web sites. For information on these and other education programs, visit the Army Education Center (AEC) on your installation.

(6) Individual and unit awards show a commitment to excellence and a desire to succeed. Ordnance awards and achievements include: The COL Decius Wadsworth Award (NCOA), Army Award for Maintenance Excellence, Combined Logistics Excellence Award, Distinguished Honor graduate for NCOAs, exceeding course standards for Professional Military Education.

d. SFC.

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

(2) These NCOs should study and master the following additional military publications: AR 350-1; FM 3-7; FM 21-31; AR 750-1; all -10 level maintenance manuals associated with their equipment; and battle drills associated with their current assignment.

(3) The following books are suggested reading for self-development: *Combat Leader's Field Guide* 10th Ed., Stackpole Books; *Roots of Strategy, Book 2* by Picq, Clausewitz, Jomini, Stackpole Books; continue readings on famous military leaders (for example, Napoleon, Grant, Lee, Pershing, Patton, Bradley, Ridgeway, Westmoreland, and Schwarzkopf); CSA Reading List, AKO, General Army Links, Army Leadership contains additional reading material for self-development.

(4) The OPTEMPO of operational assignments may limit the opportunity for civilian education; however, those SFCs willing to make the required sacrifices should seize the available opportunities. The self-development process should now shift to advanced skills. Ideally, a SFC should have completed an Associate's Degree by 12 years and continue studies towards an upper level degree. The SFC must continue to remain competent in technical fields while focusing on broadening management and doctrinal knowledge. Subjects such as organizational behavior, personnel management, time management, Army operations, Support Operations and battle staff functions should be emphasized as essential to a SFC.

(5) The SFC should continue using the ACCP, selecting from the following list of courses: Structured Self Development Level 4 (SSD IV) (SSD IV must be completed for enrollment into SMA); The Army Maintenance Management Course, Support Operations Course (Phase I), Decision Sciences, and others that emphasize Management and Logistics functions should be taken. Other education opportunities can be found at the ACES Web site.

(6) The SFC should also complete two or more of ETA or FCC tests and those necessary to obtain civilian

certification, which can be found listed on the Ordnance and COOL Web sites. For information on these and other education programs, visit the AEC on your installation.

(7) Individual and unit awards show a commitment to excellence and a desire to succeed. Ordnance awards and achievements include: The COL Decius Wadsworth Award (NCOA), Army Award for Maintenance Excellence, Combined Logistics Excellence Award, Distinguished Honor graduate for NCOAs, exceeding course standards for Professional Military Education.

e. MSG/ISG.

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

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

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

(4) The ACCP provides an excellent educational resource in continued education, leadership and technical proficiency. The MSG/ISG should consider the following correspondence courses: Structured Self Development Level 4 (SSD IV) (SSD IV must be completed for enrollment into SMA);

(5) Additional career enhancement may be gained by continuing to pursue technical certification for civilian certifications, which can be found listed on the Ordnance and COOL Web sites.

(6) Individual and unit awards show a commitment to excellence and a desire to succeed. Ordnance awards and achievements include: The COL Decius Wadsworth Award (NCOA), Army Award for Maintenance Excellence, Combined Logistics Excellence Award, Distinguished Honor graduate for NCOAs, exceeding course standards for Professional Military Education.

f. SGM/CSM.

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

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

(3) The ACCP provides an excellent educational resource in continued education, leadership and technical proficiency. The SGM/CSM should consider the following correspondence courses: Structured Self Development Level 5 (SSD V);

(4) Additional career enhancement may be gained by continuing to pursue technical certification through the ETA, and licensing through the FCC testing programs for civilian certifications, which can be found listed on the Ordnance and COOL Web sites.

(5) Individual and unit awards show a commitment to excellence and a desire to succeed. Ordnance awards and achievements include: The COL Decius Wadsworth Award (NCOA), Army Award for Maintenance Excellence, Combined Logistics Excellence Award, Distinguished Honor graduate for NCOAs, exceeding course standards for Professional Military Education.

28-4 MOS 94A Land Combat Electronic Missile System Repairer

a. Major duties. The Land Combat Electronic Missile System Repairer performs or supervises field and sustainment level maintenance on the tube-launched, optically-tracked, wire-guided (TOW) and Dragon Guided Missile Systems, Improved Target Acquisition System, Bradley Fighting Vehicle, TOW/TOW 2 Subsystem, Javelin, related night sights, and ancillary test equipment. Skills include performing quality control measures, inspecting, testing, and adjusting components to specific tolerances. Repairs unserviceable items by removing and replacing defective components and parts. Repairs unserviceable optical and infrared components by aligning, adjusting, removing and replacing defective modules and assemblies. Personnel learn to determine shortcomings and malfunctions in

electronic, electrical, mechanical, pneumatic, optical, and electro-mechanical assemblies, sub-assemblies, modules, and circuit elements. This MOS is open to male and female Soldiers; however, Direct Combat Position Code (DCPC) coding of positions preclude assignment of females to certain combat arms units such as Ranger Battalions. Many of the 94 CMF MOSs are only located in maintenance particular units and leadership assignments are limited due to this being a low density CMF. Staff Sergeants serving in IET Companies are provided a unique leadership opportunity as Squad Leaders. Below are key SQI's and ASI's, for a complete listing see DA PAM 611-21, chapter 12.

List of key Skill Qualification Identifiers (SQI):

Y – Advanced Individual Training (AIT) Platoon Sergeant

2 – Training Development

4 – Non career Recruiter

8 – Instructor

List of Additional Skill Identifiers (ASI):

2S -- Battle Staff Operations (skill level 3 and above).

b. Prerequisites. See DA Pam 611–21 in the HRC Smart book for details. The waiver authority for MOS prerequisites is the Personnel Development Office.

c. Goals for Development.

(1) *PVT–SPC/CPL.*

(a) *Institutional training.* IET and WLC

(b) *Operational assignments.* During the early years, electronic technicians should focus on perfecting the basic skills and obtaining the knowledge that would make them proficient in all aspects of their MOS. Emphasis should also be placed on maintaining the standards of common Soldier tasks. Regardless of assignment, Soldiers should acquire the necessary experience to fine-tune their technical skills. Duty assignments include but aren't limited to Land Combat Electronic Missile System Repairer.

(c) *Self-development.* For additional information on self-development, refer to paragraph 28–3. Begin Associates of Arts (AA)/Associates of Applied Science (AAS) in civilian education.

(d) *Additional training.* Ranger training (male Soldiers only), Airborne and Air Assault

(e) *Special Assignments.* None

(2) *SGT.*

(a) *Institutional training.* ALC

(b) *Operational assignments.* At this stage Soldiers should focus on laying a solid foundation of technical knowledge, honing their tactical expertise and developing their Soldier leadership skills. Soldiers should always seek positions such as squad leader or section chief that will allow them to gain leadership experience. Duty assignments include Land Combat Electronic Missile System Repairer Foreman and Squad Leader. Consider the following as Promotion Potential Indicators: Honor Graduate, Commandant's List; Physically fit Soldiers should be recognized for their exceptional will to exceed the standard through award of the Army Physical Fitness Badge and also showed consistent compliance with **height and weight standards; However, be cognizant that many of our Soldiers have been wounded in combat and as a result are unable to max the APFT**; consistently pursued **education** through military courses and civilian educational opportunities; and consistently demonstrated **high standards of conduct** and adherence to Army values on and off duty.

(c) *Self-development.* For additional information on self-development, refer to paragraph 28–3. Begin Associates of Arts (AA)/Associates of Applied Science (AAS) in civilian education.

(d) *Additional training.* Ranger training, Airborne, Air Assault, and HAZMAT, Safety Course, Combat Life Saver, and Combatives

(e) *Special Assignments.* None

(3) *Ssg.*

(a) *Institutional training.* ALC; Battle Staff Operations Course, Support Operations Course, and any other functional training courses required by duty positions or mission requirements

(b) *Operational assignments.* The focus during this phase of the Soldier's career is centered on continued development and refinement of their leadership skills and technical expertise. Consider the following as Promotion Potential Indicators: Successful duty assignments in the below positions should be considered a prerequisite for consideration of advancement to the next level. Varied assignments are recommended to enhance promotion potential but those duty assignments should be kept to a minimum. Duty assignments in technical units that will increase the experience and develop the leadership level of the NCO include Land Combat Missile System Foreman, Operations Sergeant. ,

Instructor/Writer, AIT Platoon Sergeant, and Recruiter. Strong NCOERs that reflect **superior performance** and potential in a **variety** of challenging assignments; Exceeded NCOES (**Honor Graduate, Commandant's List, etc...**); Physically fit Soldiers should be recognized for their exceptional will to exceed the standard through award of the Army Physical Fitness Badge and also showed consistent compliance with **height and weight standards**; **However, be cognizant that many of our Soldiers have been wounded in combat and as a result are unable to max the APFT**; Consistently pursued **education** through military courses and civilian educational opportunities; Consistently demonstrated **high standards of conduct** and adherence to Army values on and off duty; Demonstrated **exceptional duty performance** while **in a deployed or deployable unit**; Demonstrated career flexibility as shown by serving in positions at or above present grade level not traditional to their specific MOS: Warrior Transition Unit NCO, Military Transition Team/Advise and Assist NCO, and Reserve Component Support Assignments (AC/RC).

(c) *Self-development.* For additional information on self-development, refer to paragraph 28-3. Complete Associates of Arts (AA)/Associates of Applied Science (AAS) in civilian education.

(d) *Additional training.* Ranger Training, Airborne, Air Assault, Recruiter, HAZMAT, Safety Course, Combat Life Saver, and Combatives.

(e) *Special assignments*

(i) Instructor/Writer, AIT Platoon Sergeant and Recruiter.

(ii) Overseas Contingency operational assignments to consider that are outside of the PMOS during combat operations in support of Overseas Contingency operations are Force Protection NCOIC, Convoy NCOIC, FOB Security NCO, Liaison NCO (LNO), and Rear Detachment NCO.

(iii) Non Traditional Assignments: Observer Controller, Warrior Transition Unit NCO, Military Transition Team/Advise and Assist NCO, and Reserve Component Support Assignments (AC/RC) are all tough demanding assignments that may be outside the PMOS.

(4) *SFC.* MOS 94A30 progresses to MOS 94X40 upon promotion to SFC

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

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

28-5 MOS 94A Professional Development Model

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

28-6 MOS 94A Reserve Component

The duties and goals of the MOS 94A RC Soldier mirror that of the MOS 94A AA Soldier. The RC Soldiers should strive for the same types of assignments and professional development as the AA. However, both unit structure (for example, positions being filled by AGR personnel) and geographic distribution may limit the RC Soldier's range of possible assignments and require Soldiers to either reclassify their MOS or change units to maintain career progression.

28-7 MOS 94D Air Traffic Control Equipment Repairer

a. *Major Duties.* The air traffic control (ATC) Equipment Repairer performs maintenance and installation of ATC communications, navigation aids (NAVAIDS), and landing systems. Soldiers use test equipment to determine operational condition and uses troubleshooting methods to determine location and extent of equipment faults. Repairs defective equipment by adjusting, aligning, repairing, or replacing defective components Soldiers use skills to test repaired equipment to ensure compliance with technical specifications and if required evacuates equipment and components to higher level repair activities, Ensures ATC equipment is ready for Federal Aviation Administration (FAA) flight inspections. This MOS is open to male and female Soldiers; however, Direct Combat Position Code (DCPC) coding of positions preclude assignment of females to certain combat arms units such as Ranger Battalions. Many of the 94 CMF MOSs are only located in maintenance particular units and leadership assignments are limited due to this being a low density CMF. Staff Sergeants serving in IET Companies are provided a unique leadership opportunity as Squad Leaders. Below are key SQI's and ASI's, for a complete listing see DA PAM 611-21, chapter 12. List of Skill Qualification Identifiers (SQI):

F – Flying Status

Y – Advanced Individual Training (AIT) Platoon Sergeant

- 2 – Training Development
- 4 – Non career Recruiter
- 8 – Instructor

List of Additional Skill Identifiers (ASI):

2S--Battle Staff Operations (skill level 3 and above).

8R -- Master Resilience Trainer (MRT)

Y9 -- Warrior Transition Unit (WTU) Squad Leader/Platoon Sergeant

b. Prerequisites. See DA Pam 611–21 in the HRC Smart book for details. The waiver authority for MOS prerequisites is the Personnel Development Office.

c. Goals for development.

(1) *PVT–SPC/CPL.*

(a) *Institutional training.* IET and WLC

(b) *Operational assignments.* The focus during the early years of their career should be on building a strong base of technical expertise in equipment, basic MOS skills and common Soldier tasks. Opportunities to display leadership skills, initiative and motivation must be capitalized upon. Duty assignments include but aren't limited to an ATC Equipment Repairer.

(c) *Self-development.* Soldiers should consider the following correspondence course: Electronic Technology Course. For additional information on self-development, refer to paragraph 28–3. Begin Associates of Arts (AA)/Associates of Applied Science (AAS) in civilian education.

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

(e) *Special assignments.* None

(2) *SGT.*

(a) *Institutional training.* ALC

(b) *Operational assignments.* At this stage Soldiers should focus on laying a solid foundation of technical knowledge, honing their tactical expertise and developing their Soldier leadership skills. Soldiers should always seek positions such as section chief that will allow them to gain leadership experience. Duty assignments include ATC Equipment Repairer. Consider the following as Promotion Potential Indicators: Honor Graduate, Commandant's List; Physically fit Soldiers should be recognized for their exceptional will to exceed the standard through award of the Army Physical Fitness Badge and also showed consistent compliance with **height and weight standards; However, be cognizant that many of our Soldiers have been wounded in combat and as a result are unable to max the APFT**; consistently pursued **education** through military courses and civilian educational opportunities; and consistently demonstrated **high standards of conduct** and adherence to Army values on and off duty.

(c) *Self-development.* For additional information on self-development, refer to paragraph 28–3. Begin Associates of Arts (AA)/Associates of Applied Science (AAS) in civilian education.

(d) *Additional training.* Ranger training, Airborne, Air Assault, HAZMAT, Safety Course, Combat Life Saver, and Combatives.

(e) *Special assignments.*

(3) *SSG.*

(a) *Institutional training.* ALC; Battle Staff Operations Course, Support Operations Course, and any other functional training courses required by duty positions or mission requirements.

(b) *Operational assignments.* The focus during this phase of the Soldier's career is centered on continued development and refinement of their leadership skills and technical expertise. Consider the following as Promotion Potential Indicators: Successful duty assignments in the below positions should be considered a prerequisite for consideration of advancement to the next level. Varied assignments are recommended to enhance promotion potential but those duty assignments should be kept to a minimum. Duty assignments in units that will increase the experience and develop the leadership level of the NCO include ATC System Maintenance Supervisor, Training Developer, AIT Platoon Sergeant, Team Chief and Recruiter. Strong NCOERs that reflect **superior performance** and potential in a **variety** of challenging assignments; Exceeded NCOES (**Honor Graduate, Commandant's List, etc...**); Physically fit Soldiers should be recognized for their exceptional will to exceed the standard through award of the Army Physical Fitness Badge and also showed consistent compliance with **height and weight standards; However, be cognizant that many of our Soldiers have been wounded in combat and as a result are unable to max the APFT**; Consistently pursued **education** through military courses and civilian educational opportunities; Consistently demonstrated **high standards of conduct** and adherence to Army values on and off duty; Demonstrated **exceptional duty performance** while assigned in a **deployed or deployable unit**; Demonstrated

career flexibility as shown by serving in positions at or above present grade level not traditional to their specific MOS.

(c) *Self-development.* For additional information on self-development, refer to paragraph 28–3. Complete Associates of Arts (AA)/Associates of Applied Science (AAS) in civilian education.

(d) *Additional training.* Ranger training, Airborne and Air Assault, Safety Course, Combat Life Saver, Hand Combatives and HAZMAT

(e) *Special assignments.*

(i) Instructor/Writer, AIT Platoon Sergeant, Team Chief and Recruiter.

(ii) Overseas Contingency operational assignments to consider that are outside of the PMOS during combat operations in support of Overseas Contingency operations are Force Protection NCOIC, Convoy NCOIC, FOB Security NCO, Liaison NCO (LNO), and Rear Detachment NCO.

(iii) Non Traditional Assignments: Observer Controller, Warrior Transition Unit NCO, Military Transition Team/Advise and Assist NCO, and Reserve Component Support Assignments (AC/RC) are all tough demanding assignments that may be outside the PMOS.

(4) *SFC.*

(a) *Institutional training.* SLC; Battle Staff Operations Course, Support Operations Course, and any other functional training courses required by duty positions or mission requirements.

(b) *Operational assignments.* The focus during this phase of the Soldier's career is centered on continued development and refinement of their leadership skills and technical expertise. Consider the following as Promotion Potential Indicators: Successful duty assignments in the below positions should be considered a prerequisite for consideration of advancement to the next level. Varied assignments are recommended to enhance promotion potential but those duty assignments should be kept to a minimum. Duty assignments in units that will increase the experience and develop the leadership level of the NCO include ATC System Maintenance Supervisor, ATC System Evaluator, Maintenance Evaluator, Career Management NCO, Career Advisor, and Training Developer. Strong NCOERs that reflect **superior performance** and potential in a **variety** of challenging assignments; Exceeded NCOES (**Honor Graduate, Commandant's List, etc...**); Physically fit Soldiers should be recognized for their exceptional will to exceed the standard through award of the Army Physical Fitness Badge and also showed consistent compliance with **height and weight standards; However, be cognizant that many of our Soldiers have been wounded in combat and as a result are unable to max the APFT; Consistently pursued education** through military courses and civilian educational opportunities; Consistently demonstrated **high standards of conduct** and adherence to Army values on and off duty; Demonstrated **exceptional duty performance** while assigned in a **deployed or deployable unit**; Demonstrated career flexibility as shown by serving in positions at or above present grade level not traditional to their specific MOS.

(c) *Self-development.* For additional information on self-development, refer to paragraph 28–3. Begin Bachelor of Arts (BA)/Bachelor of Applied Science (BS) in civilian education.

(d) *Additional training.* Airborne, Air Assault, Safety Course, Combat Life Saver, Hand Combatives, HAZMAT.

(e) *Special Assignments.*

(i) Instructor/Writer, AIT Platoon Sergeant, Detachment Sergeant, and Recruiter.

(ii) Overseas Contingency operational assignments to consider that are outside of the PMOS during combat operations in support of Overseas Contingency operations are Force Protection NCOIC, Convoy NCOIC, FOB Security NCO, Liaison NCO (LNO), and Rear Detachment NCO.

(iii) Non Traditional Assignments: Observer Controller, Warrior Transition Unit NCO, Military Transition Team/Advise and Assist NCO, and Reserve Component Support Assignments (AC/RC) are all tough demanding assignments that may be outside the PMOS.

(5) *MSG.* MOS 94D40 progresses to MOS 94Z50 upon promotion to Master Sergeant.

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

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

28–8 MOS 94D Professional Development Model

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

28–9 MOS 94D Reserve Component

The duties and goals of the MOS 94D RC Soldier mirror that of the MOS 94D AC Soldier. The RC Soldiers should strive for the same types of assignments and professional development as the AC. However, both unit structure (for example, positions being filled by AGR personnel) and geographic distribution may limit the RC Soldier's range of possible assignments and require Soldiers to either reclassify their MOS or change units to maintain career progression.

28–10 MOS 94E Radio and Communications Security Repairer

a. Major duties. The Radio and COMSEC Repairer performs or supervises maintenance of radio receivers, transmitters, COMSEC equipment, controlled cryptographic items (CCI), and other associated equipment. Soldiers use test equipment to determine operational condition and uses troubleshooting methods to determine location and extent of equipment faults. Repairs defective equipment by adjusting, aligning, repairing, or replacing defective components. Soldiers use skills to test repaired equipment to ensure compliance with technical specifications and if required evacuates equipment and components to higher level repair activities. Ensures that National Security Agency (NSA) approved components are used in COMSEC/CCI repairs. Controls and accounts for COMSEC/CCI within the repair facility and ensures facilities meet NSA COMSEC/CCI requirements and policies. This MOS is open to male and female Soldiers; however, Direct Combat Position Code (DCPC) coding of positions preclude assignment of females to certain combat arms units such as Ranger Battalions. They are only located in maintenance particular units and leadership assignments are limited due to this being a low density CMF. Staff Sergeants serving in IET Companies are providing a unique leadership opportunity as Squad Leaders. Below are key SQI's and ASI's, for a complete listing see DA PAM 611-21, chapter 12.

List of Skill Qualification Identifiers (SQI):

I -- Installer
Y – Advanced Individual Training (AIT) Platoon Sergeant
2 – Training Development
4 – Non career Recruiter
8 – Instructor
S – Special Operations Support Personnel
V – Ranger-Parachutist

List of Additional Skill Identifiers (ASI):

2S -- Battle Staff Operations (skill level 3 and above).
8R -- Master Resilience Trainer (MRT)
Y9 -- Warrior Transition Unit (WTU) Squad Leader/Platoon Sergeant

b. Prerequisites See DA Pam 611–21 in the HRC Smart book for details. The waiver authority for MOS prerequisites is the Personnel Development Office.

c. Goals for development.

(1) *PVT–SPC/CPL.*

(a) *Institutional training.* IET and WLC

(b) *Operational assignments.* The focus during the early years of their career should be on building a strong base of technical expertise in equipment, basic MOS skills and common Soldier tasks. Opportunities to display leadership skills, initiative and motivation must be capitalized upon. Duty assignments include but aren't limited to COMSEC/Radio Repairer, Installer, and Radio Equipment Repairer.

(c) *Self-development.* Soldiers should consider the following correspondence courses: Electronic Technology Course and Radio and Communications Security Repairers Course. For additional information on self-development, refer to paragraph 28–3. Begin Associates of Arts (AA)/Associates of Applied Science (AAS) in civilian education.

(d) *Additional training.* Ranger training (male Soldiers only), Airborne, Air Assault, and Combat Life Saver

(e) *Special Assignments.* White House Communication Agency, Special Forces Command, Ranger Battalion,

(2) *SGT.*

(a) *Institutional training.* ALC

(b) *Operational assignments.* At this stage Soldiers should focus on laying a solid foundation of technical knowledge, honing their tactical expertise and developing their Soldier leadership skills. Soldiers should always seek positions such as section chief that will allow them to gain leadership experience. Duty assignments include Senior COMSEC/Radio Repairer, Operations NCO, Maintenance NCO and Installer Maintainer. Consider the following as Promotion Indicators: Honor Graduate, Commandant's List; Physically fit Soldiers should be recognized for their

exceptional will to exceed the standard through award of the Army Physical Fitness Badge and also showed consistent compliance with **height and weight standards; However, be cognizant that many of our Soldiers have been wounded in combat and as a result are unable to max the APFT**; Consistently pursued education through military courses and civilian educational opportunities; and Consistently demonstrated **high standards of conduct** and adherence to Army values on and off duty.

(c) *Self-development*. For additional information on self-development, refer to paragraph 28–3. Begin Associates of Arts (AA)/Associates of Applied Science (AAS) in civilian education.

(d) *Additional training*. Ranger training (male Soldiers only), Airborne, Air Assault, HAZMAT, Safety Course, Combat Life Saver, and Combatives.

(e) *Special Assignments*. White House Communication Agency, Special Forces Command, and Ranger Battalion.

(3) *SSG*.

(a) *Institutional training*. ALC; Battle Staff Operations Course, Support Operations Course, and any other functional training courses required by duty positions or mission requirements.

(b) *Operational assignments*. The focus during this phase of the Soldier's career is centered on continued development and refinement of their leadership skills and technical expertise. Consider the following as Promotion Potential Indicators: Successful duty assignments in the below positions should be considered a prerequisite for consideration of advancement to the next level. Varied assignments are recommended to enhance promotion potential but those duty assignments should be kept to a minimum. Duty assignments in units that will increase the experience and develop the leadership level of the NCO include COMSEC/Radio Repairer Supervisor, Technical Inspector, Installer Maintainer, Operations Sergeant, C&E Equipment Repairer and Recruiter. Strong NCOERs that reflect **superior performance** and potential in a **variety** of challenging assignments; Exceeded NCOES (**Honor Graduate, Commandant's List, etc...**); Physically fit Soldiers should be recognized for their exceptional will to exceed the standard through award of the Army Physical Fitness Badge and also showed consistent compliance with **height and weight standards; However, be cognizant that many of our Soldiers have been wounded in combat and as a result are unable to max the APFT**; Consistently pursued education through military courses and civilian educational opportunities; Consistently demonstrated **high standards of conduct** and adherence to Army values on and off duty; Demonstrated **exceptional duty performance** while assigned as a Convoy NCOIC or Military Transition Team/Advise and Assist NCO **in a deployed unit**; Demonstrated career flexibility as shown by serving in positions at or above present grade level not traditional to their specific MOS.

(c) *Self-development*. For additional information on self-development, refer to paragraph 28–3. Complete Associates of Arts (AA)/Associates of Applied Science (AAS) in civilian education. (d) *Additional training*. Ranger training, Airborne, Air Assault Recruiter, HAZMAT, Safety Course, Combat Life Saver, and Combative

(e) *Special assignments*. White House Communication Agency, Special Forces Command, Ranger Battalion.

(i) Instructor/Writer, AIT Platoon Sergeant and Recruiter.

(ii) Overseas Contingency operational assignments to consider that are outside of the PMOS during combat operations in support of Overseas Contingency operations are Force Protection NCOIC, FOB Security NCO, Liaison NCO (LNO), and Rear Detachment NCO.

(iii) Non Traditional Assignments: Observer Controller, Warrior Transition Unit NCO, Military Transition Team/Advise and Assist NCO, and Reserve Component Support Assignments (AC/RC) are all tough demanding assignments that may be outside the PMOS.

(4) *SFC*. MOS 94E30 progresses to MOS 94W40 upon promotion to SFC

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

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

28–11 MOS 94E Professional Development Model

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

28–12 MOS 94E Reserve Component

The duties and goals of the MOS 94E RC Soldier mirror that of the MOS 94E AA Soldier. The RC Soldiers should strive for the same types of assignments and professional development as the AA. However, both unit structure (for example, positions being filled by AGR personnel) and geographic distribution may limit the RC Soldier's range of possible assignments and require Soldiers to either reclassify their MOS or change units to maintain career

progression.

28–13 MOS 94F Computer Detection Systems Repairer

a. Major duties. The Special Electronic Devices Repairer performs or supervises maintenance and repair on special electronic devices to include night vision equipment, mine detectors, scattering systems, electronic distance and azimuth orienting devices, battlefield illumination devices, electronic azimuth determining devices, and NBC warning and measuring devices. Additionally, the 94F performs maintenance and repair on microcomputers and electromechanical telecommunications terminal equipment, facsimile machines, field artillery (FA) digital devices, global positioning system (GPS) receivers, manual and semiautomatic unit level switchboards, telephones, associated wire instruments and equipment and other associated equipment and devices. This MOS is open to male and female Soldiers; however, Direct Combat Position Code (DCPC) coding of positions preclude assignment of females to certain combat arms units such as Ranger Battalions. They are only located in maintenance particular units and leadership assignments are limited due to this being a low density CMF. Staff Sergeants serving in IET Companies are providing a unique leadership opportunity as Squad Leaders. Below are key SQI's and ASI's. For a complete listing see DA PAM 611-21, chapter 12. Below are key SQI's and ASI's, for a complete listing see DA PAM 611-21, chapter 12.

List of key Skill Qualification Identifiers (SQI):

Y – Advanced Individual Training (AIT) Platoon Sergeant
2 – Training Development
4 – Non career Recruiter
8 – Instructor
S – Special Operations Support Personnel
V – Ranger-Parachutist

List of MOS specific Additional Skill Identifiers (ASI):

F1--Biological Integrated Detection System (BIDS)/Joint Biological Point Detection System (JBPDS) Repairer.

List of Additional Skill Identifiers (ASI):

2S--Battle Staff Operations (skill level 3 and above).
8R -- Master Resilience Trainer (MRT)
Y9 -- Warrior Transition Unit (WTU) Squad Leader/Platoon Sergeant

b. Prerequisites. See DA Pam 611–21 in the HRC Smart book for details. The waiver authority for MOS prerequisites is the Personnel Development Office.

c. Goals for development.

(1) *PVT–SPC/CPL.*

(a) *Institutional training.* IET, WLC, ASI F1- Biological Integrated Detection System (BIDS)/Joint Biological Point Detection System (JBPDS) Repairer.

(b) *Operational assignments.* The focus during the early years of their career should be on building a strong base of technical expertise in equipment, basic MOS skills and common Soldier tasks. Opportunities to display leadership skills, initiative and motivation must be capitalized upon. Duty assignments include but aren't limited to Special Electronic Devices Repairer and Computer/Detection system repairer.

(c) *Self-development.* Soldiers should consider the following correspondence courses: Electronic Technology Course and Special Electronic Devices Repairers Course. For additional information on self-development, refer to paragraph 28–3. Begin Associates of Arts (AA)/Associates of Applied Science (AAS) in civilian education.

(d) *Additional training.* Ranger training (male Soldiers only), Airborne and Air Assault, HAZMAT, and Combat Life Saver.

(e) *Special assignments.*

(2) *SGT.*

(a) *Institutional training.* ALC;

(b) *Operational assignments.* At this stage Soldiers should focus on laying a solid foundation of technical knowledge, honing their tactical expertise and developing their Soldier leadership skills. Soldiers should always seek positions such as section chief that will allow them to gain leadership experience. Duty assignments include Senior Special Electronic Devices Repairer, Computer/Detection System Repairer and Electronics Technician. Consider the following as Promotion Indicators: Honor Graduate, Commandant's List; Physically fit Soldiers should be

recognized for their exceptional will to exceed the standard through award of the Army Physical Fitness Badge and also showed consistent compliance with **height and weight standards; However, be cognizant that many of our Soldiers have been wounded in combat and as a result are unable to max the APFT**; consistently pursued **education** through military courses and civilian educational opportunities; and consistently demonstrated **high standards of conduct** and adherence to Army values on and off duty.

(c) *Self-development*. For additional information on self-development, refer to paragraph 28–3. Begin Associates of Arts (AA)/Associates of Applied Science (AAS) in civilian education.

(d) *Additional training*. Ranger training, Airborne, Air Assault, HAZMAT, Safety Course, Combat Life Saver, and Combative,

(e) *Special assignments*. White House Communication Agency, Special Forces Command, Ranger Battalion.

(3) *SSG*.

(a) *Institutional training*. ALC, Battle Staff Operations Course, Support Operations Course, and any other functional training courses required by duty positions or mission requirements.

(b) *Operational assignments*. The focus during this phase of the Soldier's career is centered on continued development and refinement of their leadership skills and technical expertise. Consider the following as Promotion Indicators: Successful duty assignments in the below positions should be considered a prerequisite for consideration of advancement to the next level. Varied assignments are recommended to enhance promotion potential but those duty assignments should be kept to a minimum. Duty assignments in I units that will increase the experience and develop the leadership level of the NCO include Special Electronic Devices Repairer Supervisor, Computer/Detection System Repairer, Technical Inspector, White House Communication Agency, Recruiter and Special Mission Units. Strong NCOERs that reflect **superior performance** and potential in a **variety** of challenging assignments; Exceeded NCOES (**Honor Graduate, Commandant's List, etc...**); Physically fit Soldiers should be recognized for their exceptional will to exceed the standard through award of the Army Physical Fitness Badge and also showed consistent compliance with **height and weight standards; However, be cognizant that many of our Soldiers have been wounded in combat and as a result are unable to max the APFT**; Consistently pursued **education** through military courses and civilian educational opportunities; Consistently demonstrated **high standards of conduct** and adherence to Army values on and off duty; Demonstrated **exceptional duty performance while in a deployed unit**; Demonstrated career flexibility as shown by serving in positions at or above present grade level not traditional to their specific MOS.

(c) *Self-development*. For additional information on self-development, refer to paragraph 28–3. Complete Associates of Arts (AA)/Associates of Applied Science (AAS) in civilian education.

(d) *Additional training*. Ranger training (male Soldiers only), Airborne, Air Assault, and Recruiter

(e) *Special Assignments*.

(i) Instructor/Writer White House Communication Agency, Special Forces Command, Ranger Battalion and Recruiter.

(ii) Overseas Contingency operational assignments to consider that are outside of the PMOS during combat operations in support of Overseas Contingency operations are Force Protection NCOIC, Convoy NCOIC, FOB Security NCO, Liaison NCO (LNO), and Rear Detachment NCO.

(iii) Non Traditional Assignments: Observer Controller, Warrior Transition Unit NCO, Military Transition Team/Advise and Assist NCO, and Reserve Component Support Assignments (AC/RC) are all tough demanding assignments that may be outside the PMOS.

(4) *SFC*. MOS 94F30 progresses to MOS 94W40 upon promotion to SFC.

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

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

28–14 MOS 94F Professional Development Model

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

28–15 MOS 94F Reserve Component

The duties and goals of the MOS 94F RC Soldier mirror that of the MOS 94F AC Soldier. The RC Soldiers should strive for the same types of assignments and professional development as the AC. However, both unit structure (for example, positions being filled by AGR personnel) and geographic distribution may limit the RC Soldier's range of

possible assignments and require Soldiers to either reclassify their MOS or change units to maintain career progression.

28–16 MOS 94H Test, Measurement, and Diagnostic Equipment Maintenance Support Specialist

a. Major Duties. The Test, Measurement and Diagnostic Equipment (TMDE) Maintenance Support Specialist performs and supervises duties involving the calibration and repair of general purpose TMDE, selected special purpose TMDE, Radiation Detecting, Indicating, and Computing (RADIAC) equipment, and calibration standards and accessories. Operates TMDE and calibration standards. Operates and performs PMCS on assigned vehicles. Operates and performs calibration and repair of general purpose TMDE calibration standards and calibration accessories at all maintenance levels; operates and performs PMCS on organization equipment such as; vehicles, power generators, and other special purpose support equipment. This MOS is open to male and female Soldiers; however, Direct Combat Position Code (DCPC) coding of positions preclude assignment of females to certain combat arms units such as Ranger Battalions. They are only located in maintenance particular units and leadership assignments are limited due to this being a low density CMF. Staff Sergeants serving in IET Companies are provided a unique leadership opportunity as Squad Leaders. Below are key SQI's and ASI's, for a complete listing see DA PAM 611-21, chapter 12.

List of key Skill Qualification Identifiers (SQI):

Y – Advanced Individual Training (AIT) Platoon Sergeant

2 – Training Development

4 – Non career Recruiter

8 – Instructor

List of Additional Skill Identifiers (ASI):

2S--Battle Staff Operations (skill level 3 and above).

8R -- Master Resilience Trainer (MRT)

Y9 -- Warrior Transition Unit (WTU) Squad Leader/Platoon Sergeant

b. Prerequisites. See DA Pam 611–21 in the HRC Smart book for details. The waiver authority for MOS prerequisites is the Personnel Development Office.

c. Goals for development.

(1) *PVT–SPC/CPL.*

(a) *Institutional training.* IET and WLC

(b) *Operational assignments.* The focus during the early years of their career should be on building a strong base of technical expertise in equipment, basic MOS skills and common Soldier tasks. This can be acquired in technical assignments serving as a TMDE Maintenance Support Specialist. Opportunities to display leadership skills, initiative and motivation must be capitalized upon. Duty assignments as a Maintainer/Repairer are limited to the Area TMDE Support Teams located in FORSCOM units.

(c) *Self-development.* Soldiers should consider the following correspondence course: TMDE Maintenance Support Specialist Basic Level Technical Refresher Course. For additional information on self-development, refer to paragraph 28–3. Begin Associates of Arts (AA)/Associates of Applied Science (AAS) in civilian education.

(d) *Additional training.* Airborne, Air Assault, HAZMAT, Safety Course, and Combat Life Saver.

(e) *Special assignments.* None

(2) *SGT.*

(a) *Institutional training.* ALC

(b) *Operational assignments.* At this stage Soldiers should focus on laying a solid foundation of technical knowledge, honing their tactical expertise and developing their Soldier leadership skills. Soldiers should always seek positions such as squad leader or section chief that will allow them to gain leadership experience. Duty assignments include TMDE Sergeant. Consider the following as Promotion Potential Indicators: Honor Graduate, Commandant's List; Physically fit Soldiers should be recognized for their exceptional will to exceed the standard through award of the Army Physical Fitness Badge and also showed consistent compliance with **height and weight standards**; **However, be cognizant that many of our Soldiers have been wounded in combat and as a result are unable to max the APFT**; consistently pursued **education** through military courses and civilian educational opportunities; and consistently demonstrated **high standards of conduct** and adherence to Army values on and off duty.

(c) *Self-development.* For additional information on self-development, refer to paragraph 28–3. Begin Associates of Arts (AA)/Associates of Applied Science (AAS) in civilian education.

(d) *Additional training.* Ranger Training (male Soldiers only), Airborne, Air Assault, HAZMAT, Safety Course, Combat Life Saver, and Combatives.

(e) *Special assignments.* .

(3) *SSG.*

(a) *Institutional training.* ALC, Battle Staff Operations Course, Support Operations Course, and any other functional training courses required by duty positions or mission requirements.

(b) *Operational assignments.* The focus during this phase of the Soldier's career is centered on continued development and refinement of their leadership skills and technical expertise. Consider the following as Promotion Indicators: Successful duty assignments in the below positions should be considered a prerequisite for consideration of advancement to the next level. Varied assignments are recommended to enhance promotion potential but those duty assignments should be kept to a minimum. Duty assignments in units that will increase the experience and develop the leadership level of the NCO include Team Chief and TMDE QA/QC technical inspector, Small Group Leader and Warrior Transition Unit NCO. Strong NCOERs that reflect **superior performance** and potential in a **variety** of challenging assignments; Exceeded NCOES (**Honor Graduate, Commandant's List, etc...**); Physically fit Soldiers should be recognized for their exceptional will to exceed the standard through award of the Army Physical Fitness Badge and also showed consistent compliance with **height and weight standards; However, be cognizant that many of our Soldiers have been wounded in combat and as a result are unable to max the APFT**; Consistently pursued **education** through military courses and civilian educational opportunities; Consistently demonstrated **high standards of conduct** and adherence to Army values on and off duty; Demonstrated **exceptional duty performance** while assigned as a Detachment or Platoon Sergeant or Operations Sergeant **in a deployed or deployable unit**; Demonstrated career flexibility as shown by serving in positions at or above present grade level not traditional to their specific MOS.

(c) *Self-development.* For additional information on self-development, refer to paragraph 28-3. Complete Associates of Arts (AA)/Associates of Applied Science (AAS) in civilian education.

(d) *Additional training.* Airborne, Air Assault and Small Group Leader.

(e) *Special Assignments.*

(i) Instructor/Writer and ALC SGL

(ii) Overseas Contingency operational assignments to consider that are outside of the PMOS during combat operations in support of Overseas Contingency operations are Force Protection NCOIC, Convoy NCOIC, FOB Security NCO, Liaison NCO (LNO), and Rear Detachment NCO.

(iii) Non Traditional Assignments: Warrior Transition Unit NCO and Reserve Component Support Assignments (AC/RC) are all tough demanding assignments that may be outside the PMOS.

(4) *SFC.* MOS 94H30 progresses to MOS 94W40 upon promotion to SFC

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

e. *G1 to Jobs.* See G1 to Jobs COOL Web site.

28-17 MOS 94H Professional Development Model

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

28-18 MOS 94H Reserve Component

The duties and goals of the MOS 94H RC Soldier mirror that of the MOS 94H AA Soldier. The RC Soldiers should strive for the same types of assignments and professional development as the AA. However, both unit structure (for example, positions being filled by AGR personnel) and geographic distribution may limit the RC Soldier's range of possible assignments and require Soldiers to either reclassify their MOS or change units to maintain career progression.

28-19 MOS 94M Radar Repairer

a. *Major Duties.* The Radar Repairer performs or supervises unit field and sustainment level maintenance on sentinel and fire finder radar, electronic assemblies, and associated equipment. Troubleshoots the sentinel and fire finder radar assemblies, subassemblies, modular and circuit elements with common and system peculiar test equipment for deficiencies and malfunctions. Repairs, removes, and/or replaces defective components and parts of these systems. Inspects, tests, and adjusts system components and test equipment to specific tolerances. Determines

serviceability and disposition of sentinel and fire finder radar system assemblies, subassemblies, and parts. Performs initial, in-process, on-site technical and quality control inspections. Prepares and maintains equipment logs, equipment modification and utilization records, exchange tags, and calibration data cards. This MOS is open to male and female Soldiers; however, Direct Combat Position Code (DCPC) coding of positions preclude assignment of females to certain combat arms units such as Ranger Battalions. They are only located in maintenance particular units and leadership assignments are limited due to this being a low density CMF. Staff Sergeants serving in IET Companies are provided a unique leadership opportunity as Squad Leaders. Below are key SQI's and ASI's, for a complete listing see DA PAM 611-21, chapter 12.

List of key Skill Qualification Identifiers (SQI):

Y – Advanced Individual Training (AIT) Platoon Sergeant
2 – Training Development
4 – Non career Recruiter
8 – Instructor

List of Additional Skill Identifiers (ASI):

2S--Battle Staff Operations (skill level 3 and above).
8R -- Master Resilience Trainer (MRT)
Y9 -- Warrior Transition Unit (WTU) Squad Leader/Platoon Sergeant

b. Prerequisites. See DA Pam 611–21 in the HRC Smart book for details. The waiver authority for MOS prerequisites is the Personnel Development Office.

c. Goals for Development.

(1) *PVT–SPC/CPL.*

(a) *Institutional training.* IET and WLC

(b) *Operational assignments.* During the early years, electronic technicians should focus on perfecting the basic skills and obtaining the knowledge that would make them proficient in all aspects of their MOS. Emphasis should also be placed on maintaining the standards of common Soldier tasks. Regardless of assignment, Soldiers should acquire the necessary experience to fine-tune their technical skills. Duty assignments include but aren't limited to Radar Repairer.

(c) *Self-development.* For additional information on self-development, refer to paragraph 28–3. Begin Associates of Arts (AA)/Associates of Applied Science (AAS) in civilian education.

(d) *Additional training.* Airborne, Air Assault, HAZMAT, and Combat Life Saver.

(e) *Special assignments.* None

(2) *SGT.*

(a) *Institutional training.* ALC

(b) *Operational assignments.* At this stage Soldiers should focus on laying a solid foundation of technical knowledge, honing their tactical expertise and developing their Soldier leadership skills. Soldiers should always seek positions such as squad leader or section chief that will allow them to gain leadership experience. Duty assignments include Radar Repairer and Radar QA/QC Technical Inspector. Consider the following as Promotion Potential Indicators: Honor Graduate, Commandant's List; Physically fit Soldiers should be recognized for their exceptional will to exceed the standard through award of the Army Physical Fitness Badge and also showed consistent compliance with **height and weight standards; However, be cognizant that many of our Soldiers have been wounded in combat and as a result are unable to max the APFT**; consistently pursued **education** through military courses and civilian educational opportunities; and consistently demonstrated **high standards of conduct** and adherence to Army values on and off duty.

(c) *Self-development.* For additional information on self-development, refer to paragraph 28–3. Begin Associates of Arts (AA)/Associates of Applied Science (AAS) in civilian education.

(d) *Additional training.* Ranger training (male Soldiers only), Airborne, Air Assault, HAZMAT, Safety Course, Combat Life Saver, and Combatives.

(e) *Special Assignments.*

(i) AIT Squad Leader

(ii) Overseas Contingency operational assignments to consider that are outside of the PMOS during combat operations in support of Overseas Contingency operations are Force Protection NCOIC, Convoy NCOIC, FOB Security NCO, Liaison NCO (LNO), and Rear Detachment NCO.

(iii) Non Traditional Assignments: Observer Controller, Warrior Transition Unit NCO, Military Transition

Team/Advise and Assist NCO, and Reserve Component Support Assignments (AC/RC) are all tough demanding assignments that may be outside the PMOS.

(3) *SSG.*

(a) *Institutional training.* ALC, Battle Staff Operations Course, Support Operations Course, and any other functional training courses required by duty positions or mission requirements.

(b) *Operational assignments.* The focus during this phase of the Soldier's career is centered on continued development and refinement of their leadership skills and technical expertise. Consider the following as Promotion Potential Indicators: Successful duty assignments in the below positions should be considered a prerequisite for consideration of advancement to the next level. Varied assignments are recommended to enhance promotion potential but those duty assignments should be kept to a minimum. Duty assignments in technical units that will increase the experience and develop the leadership level of the NCO include Radar Repair Supervisor and Operations NCO. Strong NCOERs that reflect **superior performance** and potential in a **variety** of challenging assignments; Exceeded NCOES (**Honor Graduate, Commandant's List, etc...**); Physically fit Soldiers should be recognized for their exceptional will to exceed the standard through award of the Army Physical Fitness Badge and also showed consistent compliance with **height and weight standards; However, be cognizant that many of our Soldiers have been wounded in combat and as a result are unable to max the APFT**; Consistently pursued **education** through military courses and civilian educational opportunities; Consistently demonstrated **high standards of conduct** and adherence to Army values on and off duty; Demonstrated **exceptional duty performance** while assigned as a Force Protection NCOIC, Convoy NCOIC, FOB Security NCO, and Rear Detachment NCO, Warrior Transition Unit NCO, Military Transition Team/Advise and Assist NCO, Detachment or Platoon Sergeant or Operations Sergeant **in a deployed or deployable unit**; Demonstrated career flexibility as shown by serving in positions at or above present grade level not traditional to their specific MOS.

(c) *Self-development.* For additional information on self-development, refer to paragraph 28-3. Complete Associates of Arts (AA)/Associates of Applied Science (AAS) in civilian education.

(d) *Additional training.* Airborne, Air Assault HAZMAT, Safety Course, Combat Life Saver, and Combatives.

(e) *Special Assignments.*

(i) Instructor/Writer,

(ii) Overseas Contingency operational assignments to consider that are outside of the PMOS during combat operations in support of Overseas Contingency operations are Force Protection NCOIC, Convoy NCOIC, FOB Security NCO, Liaison NCO (LNO), and Rear Detachment NCO.

(iii) Non Traditional Assignments: Observer Controller and Reserve Component Support Assignments (AC/RC) are all tough demanding assignments that may be outside the PMOS.

(4) *SFC.* MOS 94M30 progresses to MOS 94W40 upon promotion to SFC

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

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

28-20 MOS 94M Professional Development Model

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

28-21 MOS 94M Reserve Component

The duties and goals of the MOS 94M RC Soldier mirror that of the MOS 94M AC Soldier. The RC Soldiers should strive for the same types of assignments and professional development as the AC. However, both unit structure (for example, positions being filled by AGR personnel) and geographic distribution may limit the RC Soldier's range of possible assignments and require Soldiers to either reclassify their MOS or change units to maintain career progression.

28-22 MOS 94P Multiple Launch Rocket System Repairer

a. *Major duties.* The MLRS Repairer performs or supervises unit field and sustainment level maintenance on Multiple Launch Rocket System (MLRS), High Mobility Artillery Rocket System Self-Propelled Loader/Launcher (SPLL), launcher pod/container (LP/C) trainer, and test support group. Troubleshoots SPLL and the launcher loader module (LLM) electrical, electronic, mechanical assemblies, modules and interconnecting cables to isolate malfunctions. Replaces or repairs electrical, hydraulic and mechanical assemblies, modules, and cables determined

to be faulty. Uses breakout boxes and built-in test equipment (BITE) for fault isolation and verification or adjustment of electrical assemblies and modules of LLM. Repairs, replace chassis mounted components on units under test. Operates system cable tester, Performs unit maintenance on system peculiar test, training, and ancillary equipment. Assists automatic test equipment (ATE) operator in fault isolating LLM electronic modules and assemblies to component level at organizational level. Prepares and maintains equipment logs, equipment modification and utilization records, exchange logs, and calibration data cards. Completes maintenance and supply forms and records. This MOS is open to male and female Soldiers; however, Direct Combat Position Code (DCPC) coding of positions preclude assignment of females to certain combat arms units such as Ranger Battalions. They are only located in maintenance particular units and leadership assignments are limited due to this being a low density CMF. Staff Sergeants serving in IET Companies are provided a unique leadership opportunity as Squad Leaders. Below are key SQI's and ASI's, for a complete listing see DA PAM 611-21, chapter 12.

List of key Skill Qualification Identifiers (SQI):

Y – Advanced Individual Training (AIT) Platoon Sergeant
2 – Training Development
4 – Non career Recruiter
8 – Instructor

List of MOS specific Additional Skill Identifiers (ASI):

A1-- M270A1 Multiple Launch Rocket System/High Mobility Artillery Rocket System
H9 -- High Mobility Artillery Rocket System (HIMARS) Repairer

List of Additional Skill Identifiers (ASI):

2S -- Battle Staff Operations (skill level 3 and above).
8R -- Master Resilience Trainer (MRT)
Y9 -- Warrior Transition Unit (WTU) Squad Leader/Platoon Sergeant

b. Prerequisites. See DA Pam 611-21 in the HRC Smart book for details. The waiver authority for MOS prerequisites is the Personnel Development Office.

c. Goals for development.

(1) *PVT-SPC/CPL.*

(a) *Institutional training.* IET, WLC, ASI A1-- M270A1 Multiple Launch Rocket System/High Mobility Artillery Rocket System and ASI H9 -- High Mobility Artillery Rocket System (HIMARS) Repairer.

(b) *Operational assignments.* During the early years, electronic technicians should focus on perfecting the basic skills and obtaining the knowledge that would make them proficient in all aspects of their MOS. Emphasis should also be placed on maintaining the standards of common Soldier tasks. Regardless of assignment, Soldiers should acquire the necessary experience to fine-tune their technical skills. Duty assignments include but aren't limited to MLRS Repairer.

(c) *Self-development.* For additional information on self-development, refer to paragraph 28-3. Begin Associates of Arts (AA)/Associates of Applied Science (AAS) in civilian education.

(d) *Additional training.* Airborne and Air Assault, HAZMAT, Combat Life Saver, and Combatives

(e) *Special Assignments.*

(2) *SGT.*

(a) *Institutional training.* ALC, ASI A1-- M270A1 Multiple Launch Rocket System/High Mobility Artillery Rocket System and ASI H9 -- High Mobility Artillery Rocket System (HIMARS) Repairer.

(b) *Operational assignments.* At this stage Soldiers should focus on laying a solid foundation of technical knowledge, honing their tactical expertise and developing their Soldier leadership skills. Soldiers should always seek positions such as squad leader or section chief that will allow them to gain leadership experience. Duty assignments include MLRS Repairer, MLRS Foreman. Consider the following as Promotion Potential Indicators: Honor Graduate, Commandant's List; Physically fit Soldiers should be recognized for their exceptional will to exceed the standard through award of the Army Physical Fitness Badge and also showed consistent compliance with **height and weight standards; However, be cognizant that many of our Soldiers have been wounded in combat and as a result are unable to max the APFT**; consistently pursued **education** through military courses and civilian educational opportunities; and consistently demonstrated **high standards of conduct** and adherence to Army values on and off duty.

(c) *Self-development.* For additional information on self-development, refer to paragraph 28-3. Begin Associates of

Arts (AA)/Associates of Applied Science (AAS) in civilian education.

(d) *Additional training.* Ranger training (male Soldiers only), Airborne, Air Assault, HAZMAT, Safety Course, Combat Life Saver, and Combatives.

(e) *Special assignments.*

(3) *SSG.*

(a) *Institutional training.* ALC, Battle Staff Operations Course, Support Operations Course, and any other functional training courses required by duty positions or mission requirements.

(b) *Operational assignments.* The focus during this phase of the Soldier's career is centered on continued development and refinement of their leadership skills and technical expertise. Consider the following as Promotion Potential Indicators: Successful duty assignments in the below positions should be considered a prerequisite for consideration of advancement to the next level. Varied assignments are recommended to enhance promotion potential but those duty assignments should be kept to a minimum. Duty assignments in units that will increase the experience and develop the leadership level of the NCO include MLRS Foreman and MLRS QA/QC technical Inspector, Warrior Transition Unit NCO, Military Transition Team/Advise and Assist NCO, AIT Platoon Sergeant, Training Develop NCO and Recruiter. Strong NCOERs that reflect **superior performance** and potential in a **variety** of challenging assignments; Exceeded NCOES (**Honor Graduate, Commandant's List, etc...**); Physically fit Soldiers should be recognized for their exceptional will to exceed the standard through award of the Army Physical Fitness Badge and also showed consistent compliance with **height and weight standards; However, be cognizant that many of our Soldiers have been wounded in combat and as a result are unable to max the APFT**; Consistently pursued **education** through military courses and civilian educational opportunities; Consistently demonstrated **high standards of conduct** and adherence to Army values on and off duty; Demonstrated **exceptional duty performance** while assigned as a Force Protection NCOIC, Convoy NCOIC, FOB Security NCO, Liaison NCO (LNO), or Platoon Sergeant **in a deployed unit**; Demonstrated career flexibility as shown by serving in positions at or above present grade level not traditional to their specific MOS.

(c) *Self-development.* For additional information on self-development, refer to paragraph 28-3. Complete Associates of Arts (AA)/Associates of Applied Science (AAS) in civilian education.

(d) *Additional training.* Airborne, Air Assault, HAZMAT Recruiter, Safety Course, Combat Life Saver, and Combatives.

(e) *Special assignments.*

(i) Instructor/Writer, AIT Platoon Sergeant and Recruiter

(ii) Overseas Contingency operational assignments to consider that are outside of the PMOS during combat operations in support of Overseas Contingency operations are Force Protection NCOIC, Convoy NCOIC, FOB Security NCO, Liaison NCO (LNO), and Rear Detachment NCO.

(iii) Non Traditional Assignments: Observer Controller, Warrior Transition Unit NCO, Military Transition Team/Advise and Assist NCO, and Reserve Component Support Assignments (AC/RC) are all tough demanding assignments that may be outside the PMOS.

(4) *SFC.* MOS 94P30 progresses to MOS 94X40 upon promotion to SFC

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

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

28-23 MOS 94P Professional Development Model

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

28-24 MOS 94P Reserve Component

The duties and goals of the MOS 94P RC Soldier mirror that of the MOS 94P AA Soldier. The RC Soldiers should strive for the same types of assignments and professional development as the AA. However, both unit structure (for example, positions being filled by AGR personnel) and geographic distribution may limit the RC Soldier's range of possible assignments and require Soldiers to either reclassify their MOS or change units to maintain career progression.

28-25 MOS 94R - Avionics Survivability Equipment Repairer

a. *Major duties.* The avionics and survivability equipment repairer performs field and sustainment level maintenance

on avionic navigation flight control systems, stabilization systems, equipment which operates using radar principles, and aircraft survivability equipment. Soldiers use test equipment to determine operational condition and uses troubleshooting methods to determine location and extent of equipment faults. Repairs defective equipment by adjusting, aligning, repairing, or replacing defective components Soldiers use skills to test repaired equipment to ensure compliance with technical specifications and if required evacuates equipment and components to higher level repair activities. This MOS is open to male and female Soldiers; however, Direct Combat Position Code (DCPC) coding of positions preclude assignment of females to certain combat arms units such as Ranger Battalions. They are only located in maintenance particular units and leadership assignments are limited due to this being a low density CMF. Staff Sergeants serving in IET Companies are provided a unique leadership opportunity as Squad Leaders. Below are key SQI's and ASI's, for a complete listing see DA PAM 611-21, chapter 12.

List of key Skill Qualification Identifiers (SQI):

Y – Advanced Individual Training (AIT) Platoon Sergeant
2 – Training Development
4 – Non career Recruiter
8 – Instructor

List of Additional Skill Identifiers (ASI):

2S--Battle Staff Operations (skill level 3 and above).
8R -- Master Resilience Trainer (MRT)
Y9 -- Warrior Transition Unit (WTU) Squad Leader/Platoon Sergeant

b. Prerequisites. See DA Pam 611-21 in the HRC Smart book for details. The waiver authority for MOS prerequisites is the Personnel Development Office.

c. Goals for development.

(1) *PVT--SPC/CPL.*

(a) *Institutional training.* IET and WLC

(b) *Operational assignments.* The focus during the early years of their career should be on building a strong base of technical expertise in equipment, basic MOS skills and common Soldier tasks. Opportunities to display leadership skills, initiative and motivation must be capitalized upon. Duty assignments include but aren't limited to Avionic Systems Repairer.

(c) *Self-development.* Soldiers should consider the following correspondence courses: Electronic Technology Course and Avionic System Repairers Course. For additional information on self-development, refer to paragraph 28-3. Begin Associates of Arts (AA)/Associates of Applied Science (AAS) in civilian education.

(d) *Additional training.* Airborne, Air Assault, HAZMAT, Combat Life Saver, and Combatives.

(e) *Special assignments.* None

(2) *SGT.*

(a) *Institutional training.* ALC

(b) *Operational assignments.* At this stage Soldiers should focus on laying a solid foundation of technical knowledge, honing their tactical expertise and developing their Soldier leadership skills. Soldiers should always seek positions such as section chief that will allow them to gain leadership experience. Duty assignments include Senior Avionic Repairer. Consider the following as Promotion Potential Indicators: Honor Graduate, Commandant's List; Physically fit Soldiers should be recognized for their exceptional will to exceed the standard through award of the Army Physical Fitness Badge and also showed consistent compliance with **height and weight standards**; **However, be cognizant that many of our Soldiers have been wounded in combat and as a result are unable to max the APFT**; consistently pursued **education** through military courses and civilian educational opportunities; and consistently demonstrated **high standards of conduct** and adherence to Army values on and off duty.

(c) *Self-development.* For additional information on self-development, refer to paragraph 28-3. Begin Associates of Arts (AA)/Associates of Applied Science (AAS) in civilian education.

(d) *Additional training.* Ranger training, Airborne, Air Assault HAZMAT, Safety Course, Combat Life Saver, and Combatives.

(e) *Special assignments.* Avionic Radar Repair at the Army Research Laboratory.

(3) *SSG.*

(a) *Institutional training.* ALC, Battle Staff Operations Course, Support Operations Course, and any other functional training courses required by duty positions or mission requirements.

(b) *Operational assignments.* The focus during this phase of the Soldier's career is centered on continued develop-

ment and refinement of their leadership skills and technical expertise. Consider the following as Promotion Potential Indicators: Successful duty assignments in the below positions should be considered a prerequisite for consideration of advancement to the next level. Varied assignments are recommended to enhance promotion potential but those duty assignments should be kept to a minimum. Duty assignments in units that will increase the experience and develop the leadership level of the NCO include Avionic Repairer Supervisor, Technical Inspector, AIT Platoon Sergeant, Warrior Transition Unit NCO, AC/RC and Military Transition Team/Advise and Assist NCO.

Strong NCOERs that reflect **superior performance** and potential in a **variety** of challenging assignments; Exceeded NCOES (**Honor Graduate, Commandant's List, etc...**); Physically fit Soldiers should be recognized for their exceptional will to exceed the standard through award of the Army Physical Fitness Badge and also showed consistent compliance with **height and weight standards**; **However, be cognizant that many of our Soldiers have been wounded in combat and as a result are unable to max the APFT**; Consistently pursued **education** through military courses and civilian educational opportunities; Consistently demonstrated **high standards of conduct** and adherence to Army values on and off duty; Demonstrated **exceptional duty performance** while assigned as a Force Protection NCOIC, Convoy NCOIC, FOB Security NCO, Liaison NCO (LNO), and Rear Detachment NCO **in a deployed**; Demonstrated career flexibility as shown by serving in positions at or above present grade level not traditional to their specific MOS.

(c) *Self-development.* For additional information on self-development, refer to paragraph 28-3. Complete Associates of Arts (AA)/Associates of Applied Science (AAS) in civilian education.

(d) *Additional training.* Airborne, Air Assault Recruiter, HAZMAT, Safety Course, Combat Life Saver, and Combatives.

(e) *Special assignments:*

(i) Instructor/Writer, US Army Research Laboratory, AIT Platoon Sergeant and Recruiter.

(ii) Overseas Contingency operational assignments to consider that are outside of the PMOS during combat operations in support of Overseas Contingency operations are Force Protection NCOIC, Convoy NCOIC, FOB Security NCO, Liaison NCO (LNO), and Rear Detachment NCO.

(iii) Non Traditional Assignments: Observer Controller, Warrior Transition Unit NCO, Military Transition Team/Advise and Assist NCO, and Reserve Component Support Assignments (AC/RC) are all tough demanding assignments that may be outside the PMOS.

(4) *SFC.* MOS 94R30 progresses to MOS 94W40 upon promotion to SFC.

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

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

28-26 MOS 94R Professional Development Model

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

28-27 MOS 94R Reserve Component

The duties and goals of the MOS 94R RC Soldier mirror that of the MOS 94R AA Soldier. The RC Soldiers should strive for the same types of assignments and professional development as the AA. However, both unit structure (for example, positions being filled by AGR personnel) and geographic distribution may limit the RC Soldier's range of possible assignments and require Soldiers to either reclassify their MOS or change units to maintain career progression.

28-28 MOS 94S Patriot System Repairer

a. *Major duties.* The Patriot System Repairer performs and supervises unit field and sustainment level maintenance on the Patriot Missile System, associated equipment, and trainers. Patriot Repairers perform field and sustainment level maintenance on the Patriot Information and Coordination Central (ICC), Engagement Control Station (ECS), Radar Set (RS), Antenna Mast Group (AMG), Launching Station (LS) and Communications Relay Group (CRG). Performs tests and adjusts components to specific tolerances and determines shortcomings and malfunctions in electronic assemblies, subassemblies, modules, and circuit elements with common and system peculiar test equipment. Isolates malfunctions using automatic and semi-automatic programs, maintenance diagnostic software, unit self test and built in test equipment (BITE). Develops specialized computer software tests to evaluate suspected faults. Isolates system interface malfunctions. Determines serviceability and disposition of defective assemblies,

subassemblies, modules, and circuit elements. Repairs unserviceable items by removing and replacing defective components. Operates and performs unit level maintenance on standard and system peculiar test equipment. Performs quality control measures and serves on maintenance and inspection teams. Completes maintenance and supply forms. Provides technical assistance to supported units. This MOS is open to male and female Soldiers; however, Direct Combat Position Code (DCPC) coding of positions preclude assignment of females to certain combat arms units such as Ranger Battalions. They are only located in maintenance particular units and leadership assignments are limited due to this being a low density CMF. Staff Sergeants serving in IET Companies are providing a unique leadership opportunity as Squad Leaders. Below are key SQI's and ASI's, for a complete listing see DA PAM 611-21, chapter 12.

List of key Skill Qualification Identifiers (SQI):

Y – Advanced Individual Training (AIT) Platoon Sergeant
2 – Training Development
4 – Non career Recruiter
8 – Instructor

List of Additional Skill Identifiers (ASI):

2S -- Battle Staff Operations (skill level 3 and above).
8R -- Master Resilience Trainer (MRT)
Y9 -- Warrior Transition Unit (WTU) Squad Leader/Platoon Sergeant

b. Prerequisites. See DA Pam 611–21 in the HRC Smart book for details. The waiver authority for MOS prerequisites is the Personnel Development Office.

c. Goals for development.

(1) *PVT–SPC/CPL.*

(a) *Institutional training.* IET and WLC

(b) *Operational assignments.* During the early years, electronic technicians should focus on perfecting the basic skills and obtaining the knowledge that would make them proficient in all aspects of their MOS. Emphasis should also be placed on maintaining the standards of common Soldier tasks. Regardless of assignment, Soldiers should acquire the necessary experience to fine-tune their technical skills. Duty assignments include but aren't limited to Patriot System Repairer.

(c) *Self-development.* For additional information on self-development, refer to paragraph 28–3. Begin Associates of Arts (AA)/Associates of Applied Science (AAS) in civilian education.

(d) *Additional training.* Ranger training (male Soldiers only), Airborne, Air Assault HAZMAT, and Combat Life Saver.

(e) *Special assignments.*

(2) *SGT.*

(a) *Institutional training.* ALC

(b) *Operational assignments.* At this stage Soldiers should focus on laying a solid foundation of technical knowledge, honing their tactical expertise and developing their Soldier leadership skills. Soldiers should always seek positions such as squad leader or section chief that will allow them to gain leadership experience. Duty assignments include Patriot System Repairer. Consider the following as Promotion Indicators: Honor Graduate, Commandant's List; Maintained high **physical fitness standards** through award of the Army Physical Fitness Badge and also showed consistent compliance with **height and weight standards**; consistently pursued **education** through military courses and civilian educational opportunities; and consistently demonstrated **high standards of conduct** and adherence to Army values on and off duty.

(c) *Self-development.* For additional information on self-development, refer to paragraph 28–3. Begin Associates of Arts (AA)/Associates of Applied Science (AAS) in civilian education.

(d) *Additional training.* Airborne, Air Assault HAZMAT Safety Course, Combat Life Saver, and Combatives

(e) *Special assignments.*

(3) *SSG.*

(a) *Institutional training.* ALC, Battle Staff Operations Course, Support Operations Course, and any other functional training courses required by duty positions or mission requirements.

(b) *Operational assignments.* The focus during this phase of the Soldier's career is centered on continued development and refinement of their leadership skills and technical expertise. Consider the following as Promotion Potential Indicators: Successful duty assignments in the below positions should be considered a prerequisite for consideration of advancement to the next level. Varied assignments are recommended to enhance promotion potential but those

duty assignments should be kept to a minimum. Duty assignments in units that will increase the experience and develop the leadership level of the NCO include Patriot System NCO, Section Chief, AIT Platoon Sergeant and Training Developer. Strong NCOERs that reflect **superior performance** and potential in a **variety** of challenging assignments; Exceeded NCOES (**Honor Graduate, Commandant's List, etc...**); Physically fit Soldiers should be recognized for their exceptional will to exceed the standard through award of the Army Physical Fitness Badge and also showed consistent compliance with **height and weight standards; However, be cognizant that many of our Soldiers have been wounded in combat and as a result are unable to max the APFT**; Consistently pursued **education** through military courses and civilian educational opportunities; Consistently demonstrated **high standards of conduct** and adherence to Army values on and off duty; Demonstrated **exceptional duty performance** while assigned in a **deployed unit**; Demonstrated career flexibility as shown by serving in positions at or above present grade level not traditional to their specific MOS.

(c) *Self-development.* For additional information on self-development, refer to paragraph 28–3. Complete Associates of Arts (AA)/Associates of Applied Science (AAS) in civilian education.

(d) *Additional training.* Ranger training, Airborne, Air Assault, HAZMAT, Safety Course, Combat Life Saver, and Combatives

(e) *Special assignments.*

(1) Instructor/Writer and AIT Platoon Sergeant

(4) SFC.

(a) *Institutional training.* SLC, Battle Staff Operations Course, Support Operations Course, and any other functional training courses required by duty positions or mission requirements.

(b) *Operational assignments.* The SFC is expected to begin functioning as a member of senior level staffs and in senior leadership roles. To be successful they must master and demonstrate appropriate personnel and operational management skills. Assignments in leadership positions that demonstrate the SFC's management skills, leader skills, and ability to perform the supervisory functions required in the next higher grade. Consider the following as Promotion Potential Indicators: The successful completion of challenging and demanding assignments is a significant discriminator in selection for promotion. Some of these assignments include Platoon Sergeant, Section Chief, Operations NCO, and Patriot System Evaluator. Strong NCOERs that reflect **superior performance** and potential in a **variety** of challenging assignments; Exceeded NCOES (**Honor Graduate, Commandant's List, etc...**); Physically fit Soldiers should be recognized for their exceptional will to exceed the standard through award of the Army Physical Fitness Badge and also showed consistent compliance with **height and weight standards; However, be cognizant that many of our Soldiers have been wounded in combat and as a result are unable to max the APFT**; Consistently pursued **education** through military courses and civilian educational opportunities; Consistently demonstrated **high standards of conduct** and adherence to Army values on and off duty; Demonstrated **exceptional duty performance** while assigned as a Detachment or Platoon Sergeant or Operations Sergeant in a **deployed or deployable unit**; Demonstrated career flexibility as shown by serving in positions at or above present grade level not traditional to their specific MOS.

(c) *Self-development.* For additional information on self-development, refer to paragraph 28–3. Begin Bachelor of Arts (BA)/Bachelor of Applied Science (BS) in civilian education.

(d) *Additional training.* Airborne, Air Assault HAZMAT, Safety Course, Combat Life Saver, and Combatives

(e) *Special Assignments.* Instructor and Army Materiel Command

(5) MSG. MOS 94S40 progresses to MOS 94Z50 upon promotion to MSG.

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

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

28–29 MOS 94S Professional Development Model

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

28–30 MOS 94S Reserve Component

Currently, RC does not have 94S.

28–31 MOS 94T- Avenger System Repairer

a. *Major duties.* The Avenger System Repairer performs and supervises unit field and sustainment level mainte-

nance on Avenger System (less carrier and communications), SLAMRAAM, and associated components. The Avenger Repairer performs quality control measures. Performs maintenance adjustments on test equipment. Serves on maintenance and inspection teams. Inspects, tests, and adjusts components to specific tolerances. Determines shortcomings and malfunctions in electronic, electrical and cryogenic assemblies, modules, and circuit elements using system associated equipment. Removes and replaces defective line replaceable units (LRU), including interconnecting cables. Determines serviceability and disposition of assemblies, subassemblies, and parts. Removes and installs Servomotor/ Azimuth Gear Assembly. This MOS is open to male and female Soldiers; however, Direct Combat Position Code (DCPC) coding of positions preclude assignment of females to certain combat arms units such as Ranger Battalions. They are only located in maintenance particular units and leadership assignments are limited due to this being a low density CMF. Staff Sergeants serving in IET Companies are providing a unique leadership opportunity as Squad Leaders. Below are key SQI's and ASI's, for a complete listing see DA PAM 611-21, chapter 12.

List of key Skill Qualification Identifiers (SQI):

Y – Advanced Individual Training (AIT) Platoon Sergeant
2 – Training Development
4 – Non career Recruiter
8 – Instructor

List of Additional Skill Identifiers (ASI):

2S--Battle Staff Operations (skill level 3 and above).
8R -- Master Resilience Trainer (MRT)

Y9 -- Warrior Transition Unit (WTU) Squad Leader/Platoon Sergeant

b. Prerequisites. See DA Pam 611–21 in the HRC Smart book for details. The waiver authority for MOS prerequisites is the Personnel Development Office. *c. Goals for development.*

(1) *PVT--SPC/CPL.*

(a) *Institutional training.* IET and WLC

(b) *Operational assignments.* During the early years, electronic technicians should focus on perfecting the basic skills and obtaining the knowledge that would make them proficient in all aspects of their MOS. Emphasis should also be placed on maintaining the standards of common Soldier tasks. Regardless of assignment, Soldiers should acquire the necessary experience to fine-tune their technical skills. Duty assignments include but aren't limited to Avenger System Repairer.

(c) *Self-development.* For additional information on self-development, refer to paragraph 28–3. Begin Associates of Arts (AA)/Associates of Applied Science (AAS) in civilian education.

(d) *Additional training.* Airborne, Air Assault, HAZMAT, and Combat Life Saver.

(e) *Special Assignments.*

(2) *SGT.*

(a) *Institutional training.* ALC

(b) *Operational assignments.* At this stage Soldiers should focus on laying a solid foundation of technical knowledge, honing their tactical expertise and developing their Soldier leadership skills. Soldiers should always seek positions such as squad leader or section chief that will allow them to gain leadership experience. Duty assignments include Avenger System Repairer, and Maintenance Supervisor. Consider the following as Promotion Potential Indicators: Honor Graduate, Commandant's List; Maintained high **physical fitness standards** through award of the Army Physical Fitness Badge and also showed consistent compliance with **height and weight standards**; consistently pursued **education** through military courses and civilian educational opportunities; and consistently demonstrated **high standards of conduct** and adherence to Army values on and off duty.

(c) *Self-development.* For additional information on self-development, refer to paragraph 28–3. Begin Associates of Arts (AA)/Associates of Applied Science (AAS) in civilian education.

(d) *Additional training.* Airborne, Air Assault and HAZMAT, Safety Course, Combat Life Saver, and Combatives

(e) *Special assignments.* None

(3) *SSG.*

(a) *Institutional training.* ALC, Battle Staff Operations Course, Support Operations Course, and any other functional training courses required by duty positions or mission requirements.

(b) *Operational assignments.* The focus during this phase of the Soldier's career is centered on continued development and refinement of their leadership skills and technical expertise. Consider the following as Promotion Potential Indicators: Successful duty assignments in the below positions should be considered a prerequisite for consideration

of advancement to the next level. Varied assignments are recommended to enhance promotion potential but those duty assignments should be kept to a minimum. Duty assignments in units that will increase the experience and develop the leadership level of the NCO include Section Chief, Recruiter, and Warrior Transition Unit NCO. Strong NCOERs that reflect **superior performance** and potential in a **variety** of challenging assignments; Exceeded NCOES (**Honor Graduate, Commandant's List, etc...**); Physically fit Soldiers should be recognized for their exceptional will to exceed the standard through award of the Army Physical Fitness Badge and also showed consistent compliance with **height and weight standards; However, be cognizant that many of our Soldiers have been wounded in combat and as a result are unable to max the APFT**; Consistently pursued **education** through military courses and civilian educational opportunities; Consistently demonstrated **high standards of conduct** and adherence to Army values on and off duty; Demonstrated **exceptional duty performance** while assigned as a Military Transition Team/Advise and Assist NCO; Demonstrated career flexibility as shown by serving in positions at or above present grade level not traditional to their specific MOS.

(c) *Self-development.* For additional information on self-development, refer to paragraph 28-3. Complete Associates of Arts (AA)/Associates of Applied Science (AAS) in civilian education.

(d) *Additional training.* Airborne, Air Assault, HAZMAT, Recruiter, Safety Course, Combat Life Saver, and Combatives

(e) *Special assignments.*

(i) Instructor/Writer and Recruiter

(ii) Overseas Contingency operational assignments to consider that are outside of the PMOS during combat operations in support of Overseas Contingency operations are Force Protection NCOIC, Convoy NCOIC, FOB Security NCO, Liaison NCO (LNO), and Rear Detachment NCO.

(iii) Non Traditional Assignments: Observer Controller, Warrior Transition Unit NCO, Military Transition Team/Advise and Assist NCO, and Reserve Component Support Assignments (AC/RC) are all tough demanding assignments that may be outside the PMOS.

(4) *SFC.* MOS 94T30 progresses to MOS 94X40 upon promotion to SFC

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

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

28-32 MOS 94T Professional Development Model

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

28-33 MOS 94T Reserve Component

The duties and goals of the MOS 94T RC Soldier mirror that of the MOS 94T AC Soldier. The RC Soldiers should strive for the same types of assignments and professional development as the AC. However, both unit structure (for example, positions being filled by AGR personnel) and geographic distribution may limit the RC Soldier's range of possible assignments and require Soldiers to either reclassify their MOS or change units to maintain career progression.

28-34 MOS 94W Electronics Maintenance Chief

a. *Major duties.* The electronic maintenance chief supervises, monitors, and directs the electronic maintenance mission of the US Army. The electronic maintenance chief performs or supervises field and sustainment level maintenance on all Army standard electronic equipment, systems, and associated devices, to include communications security (COMSEC) equipment and controlled cryptographic items (CCI). Ensures regulatory compliance with Department of Defense (DOD) and national level directives governing Information Assurance (IA) policies and procedures. Ensures COMSEC/CCI repair functions comply with Army and National Security Agency (NSA) specifications and policies. MOS is comprised of seven feeder MOS's. Below are key SQI's and ASI's, for a complete listing see DA PAM 611-21, chapter 12.

List of key Skill Qualification Identifiers (SQI):

Y – Advanced Individual Training (AIT) Platoon Sergeant

2 – Training Development

4 – Non career Recruiter

8 – Instructor

S – Special Operations Support Personnel
V – Ranger-Parachutist

List of Additional Skill Identifiers (ASI):

2S -- Battle Staff Operations (skill level 3 and above).

8R -- Master Resilience Trainer (MRT)

Y9 -- Warrior Transition Unit (WTU) Squad Leader/Platoon Sergeant

b. Prerequisites. See DA Pam 611–21 in the HRC Smart book for details. The waiver authority for MOS prerequisites is the Personnel Development Office.

c. Goals for development.

(1) *SFC.*

(a) *Institutional training.* SLC, Battle Staff Operations Course, Support Operations Course, and any other functional training courses required by duty positions or mission requirements.

(b) *Operational assignments.* The focus during this phase of the Soldier's career is centered on continued development and refinement of their leadership skills and technical expertise. Consider the following as Promotion Potential Indicators: Successful duty assignments in the below positions should be considered a prerequisite for consideration of advancement to the next level. Varied assignments are recommended to enhance promotion potential but those duty assignments should be kept to a minimum. Duty assignments in units that will increase the experience and develop the leadership level of the NCO include Electronic Maintenance Supervisor, Maintenance Control Supervisor, Electronic Maintenance quality assurance/quality control (QA/QC), Platoon Sergeant, Maintenance Coordinator, Career Management NCO, Career Advisor, Training Developer Observer Controller, and Recruiter.

Strong NCOERs that reflect **superior performance** and potential in a **variety** of challenging assignments; Exceeded NCOES (**Honor Graduate, Commandant's List, etc...**); Physically fit Soldiers should be recognized for their exceptional will to exceed the standard through award of the Army Physical Fitness Badge and also showed consistent compliance with **height and weight standards; However, be cognizant that many of our Soldiers have been wounded in combat and as a result are unable to max the APFT**; Consistently pursued **education** through military courses and civilian educational opportunities; Consistently demonstrated **high standards of conduct** and adherence to Army values on and off duty; Demonstrated **exceptional duty performance** while assigned as a Detachment or Platoon Sergeant or Operations Sergeant, Force Protection NCOIC, Convoy NCOIC, FOB Security NCO, Liaison NCO (LNO), and Rear Detachment NCO **in a deployed unit**; Demonstrated career flexibility as shown by serving in positions at or above present grade level not traditional to their specific MOS.

(c) *Self-development.* For additional information on self-development, refer to paragraph 28–3. Begin Bachelor of Arts (BA)/Bachelor of Applied Science (BS) in civilian education.

(d) *Additional training.* Airborne, Air Assault, HAZMAT, Safety Course, Combat Life Saver, and Combatives

(e) *Special assignments.*

(i) Instructor/Writer Recruiter Special Operations Units, Career Management NCO, Instructor, AIT Platoon Sergeant, White House Communications Agency Team lead, Career Advisor, Small Group Leader and EOA.

(ii) Overseas Contingency operational assignments to consider that are outside of the PMOS during combat operations in support of Overseas Contingency operations are Force Protection NCOIC, Convoy NCOIC, FOB Security NCO, Liaison NCO (LNO), and Rear Detachment NCO.

(iii) Non Traditional Assignments: Observer Controller, Warrior Transition Unit NCO, Military Transition Team/Advise and Assist NCO, Reserve Component Support Assignments (AC/RC) and Army Materiel Command are all tough demanding assignments that may be outside the PMOS.

(2) *MSG.* MOS 94W40 progresses to MOS 94Z50 upon promotion to Master Sergeant.

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

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

28–35 MOS 94W Professional Development Model

Access to the Career Maps on the Professional Development Model (PDM) System can be accessed from the Soldier's AKO Page, by selecting "My Training" from the "Self Service" dropdown. PDMs then can be selected from the "Professional Development" gadget on the MI2 Page. Alternately, users may go a PDM selection menu at the following web address: <<https://ile.atsc.army.mil/pdmPublic/pdm.html>>

28–36 MOS 94W Reserve Component

The duties and goals of the MOS 94W RC Soldier mirror that of the MOS 94W AC Soldier. The RC Soldiers should strive for the same types of assignments and professional development as the AC. However, both unit structure (for example, positions being filled by AGR personnel) and geographic distribution may limit the RC Soldier's range of possible assignments and require Soldiers to either reclassify their MOS or change units to maintain career progression.

28–37 MOS 94X Senior Missile Systems Maintainer

a. Major duties. Supervises and coordinates support maintenance on Tubular-Launched, Optically Tracked, Wire Guided Missile (TOW), Dragon, Improved Target Acquisition System (ITAS), Bradley Fighting Vehicle System (BFVS), TOW Field test Set (TFTS), Javelin, Multiple Launch Rocket System (MLRS), High Mobility Artillery Rocket System (HIMARS), Avenger, Surface-Launched Advanced Medium Range Air-to-Air Missile (SLAMRAAM), and Slew-to-Cue (STC) missile systems. Supervises and coordinates calibration and maintenance of associated missile systems test measurement diagnostic equipment (TMDE). Serve as platoon sergeant or principle NCO of a detachment, platoon, company, or comparable unit. Below are key SQI's and ASI's, for a complete listing see DA PAM 611-21, chapter 12.

List of key Skill Qualification Identifiers (SQI):

Y – Advanced Individual Training (AIT) Platoon Sergeant
2 – Training Development
4 – Non career Recruiter
8 – Instructor
S – Special Operations Support Personnel
V – Ranger-Parachutist

List of Additional Skill Identifiers (ASI):

2S -- Battle Staff Operations (skill level 3 and above).
8R -- Master Resilience Trainer (MRT)
Y9 -- Warrior Transition Unit (WTU) Squad Leader/Platoon Sergeant

b. Prerequisites. See DA Pam 611–21 in the HRC Smart book for details. The waiver authority for MOS prerequisites is the Personnel Development Office.

c. Goals for development.

(1) *SFC.*

(a) Institutional training. SLC, Battle Staff Operations Course, Support Operations Course, and any other functional training courses required by duty positions or mission requirements.

(b) Operational assignments. The focus during this phase of the Soldier's career is centered on continued development and refinement of their leadership skills and technical expertise. Consider the following as Promotion Potential Indicators: Successful duty assignments in the below positions should be considered a prerequisite for consideration of advancement to the next level. Varied assignments are recommended to enhance promotion potential but those duty assignments should be kept to a minimum. Duty assignments in units that will increase the experience and develop the leadership level of the NCO include Missile Maintenance Supervisor, Platoon Sergeant, Small Group leader, Material Management NCO, Career Management NCO, Career Advisor, Training Developer, AIT Platoon Sergeant and EOA. Strong NCOERs that reflect **superior performance** and potential in a **variety** of challenging assignments; Exceeded NCOES (**Honor Graduate, Commandant's List, etc...**); Physically fit Soldiers should be recognized for their exceptional will to exceed the standard through award of the Army Physical Fitness Badge and also showed consistent compliance with **height and weight standards; However, be cognizant that many of our Soldiers have been wounded in combat and as a result are unable to max the APFT**; Consistently pursued **education** through military courses and civilian educational opportunities; Consistently demonstrated **high standards of conduct** and adherence to Army values on and off duty; Demonstrated **exceptional duty performance** while assigned as a Detachment or Platoon Sergeant, Operations Sergeant, Force Protection NCOIC, Convoy NCOIC, FOB Security NCO **in a deployed unit**; Demonstrated career flexibility as shown by serving in positions at or above present grade level not traditional to their specific MOS.

(c) Self-development. For additional information on self-development, refer to paragraph 28–3. Begin Bachelor of Arts (BA)/Bachelor of Applied Science (BS) in civilian education.

(d) Additional training. Airborne, Air Assault, HAZMAT, Safety Course, Combat Life Saver, and Combatives

(e) Special assignments.

- (i) Instructor/Writer and Recruiter. Career Management NCO, Instructor, AIT Platoon Sergeant and EOA
 - (ii) Overseas Contingency operational assignments to consider that are outside of the PMOS during combat operations in support of Overseas Contingency operations are Force Protection NCOIC, Convoy NCOIC, FOB Security NCO, Liaison NCO (LNO), and Rear Detachment NCO.
 - (iii) Non Traditional Assignments: Observer Controller, Warrior Transition Unit NCO, Military Transition Team/Advise and Assist NCO, Reserve Component Support Assignments (AC/RC) and Army Materiel Command are all tough demanding assignments that may be outside the PMOS.
- (2) *MSG*. MOS 94X40 progresses to MOS 94Z50 upon promotion to Master Sergeant.

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

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

28–38 MOS 94X Professional Development Model

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

28–39 MOS 94X Reserve Component

The duties and goals of the MOS 94X RC Soldier mirror that of the MOS 94X AC Soldier. The RC Soldiers should strive for the same types of assignments and professional development as the AC. However, both unit structure (for example, positions being filled by AGR personnel) and geographic distribution may limit the RC Soldier's range of possible assignments and require Soldiers to either reclassify their MOS or change units to maintain career progression.

28–40 MOS 94Y Integrated Family of Test Equipment Operator and Maintainer

a. Major duties. The Integrated Family of Test Equipment (IFTE) Operator and Maintainer perform and supervise unit field and sustainment level maintenance on the Base Shop Test Facility (BSTF), and AN/TSM–191. Performs Field level electronic maintenance, adjustments, tests, fault isolation, and repairs of supported system LRUs, shop replaceable units (SRU) and TPS. Operates and performs PMCS on assigned vehicles and power generators. This MOS is open to male and female Soldiers; however, Direct Combat Position Code (DCPC) coding of positions preclude assignment of females to certain combat arms units such as Ranger Battalions. They are only located in maintenance particular units and leadership assignments are limited due to this being a low density CMF. Staff Sergeants serving in IET Companies are providing a unique leadership opportunity as Squad Leaders.

Below are key SQI's and ASI's, for a complete listing see DA PAM 611-21, chapter 12.

List of key Skill Qualification Identifiers (SQI):

- Y – Advanced Individual Training (AIT) Platoon Sergeant
- 2 – Training Development
- 4 – Non career Recruiter
- 8 – Instructor

List of Additional Skill Identifiers (ASI):

- 2S -- Battle Staff Operations (skill level 3 and above).
- 8R -- Master Resilience Trainer (MRT)
- Y9 -- Warrior Transition Unit (WTU) Squad Leader/Platoon Sergeant

b. Prerequisites. See DA Pam 611–21 in the HRC Smart book for details. The waiver authority for MOS prerequisites is the Personnel Development Office.

c. Goals for development.

(1) *PVT–SPC/CPL*.

(a) Institutional training and IET and WLC.

(b) *Operational assignments.* The focus during the early years of their career should be on building a strong base of technical expertise in equipment, basic MOS skills and common Soldier tasks. This can be acquired in technical assignments serving as IFTE Operator and Maintainer. The ability to take advantage of opportunities and display leadership skills, initiative and motivation is a must. Duty assignments are limited to the Automated Test Facilities

in both ground and aviation maintenance organizations in FORSCOM units. Duty assignments include IFTE Operator/Maintainer.

(c) *Self-development.* Soldiers should consider the following correspondence course: Family of Test Equipment Operator and Maintainers Course. For additional information on self-development, refer to paragraph 28–3. Begin Associates of Arts (AA)/Associates of Applied Science (AAS) in civilian education.

(d) *Additional training.* Airborne, Air Assault, Combat Life Saver, and Combatives.

(e) *Special Assignments.* None

(2) *SGT.*

(a) *Institutional training.* ALC

(b) *Operational assignments.* At this stage Soldiers should focus on laying a solid foundation of technical knowledge, honing their tactical expertise and developing their Soldier leadership skills. Soldiers should always seek positions such as squad leader or section chief that will allow them to gain leadership experience. Duty assignments include IFTE Operator/Maintainer. Consider the following as Promotion Potential Indicators: Honor Graduate, Commandant's List; Physically fit Soldiers should be recognized for their exceptional will to exceed the standard through award of the Army Physical Fitness Badge and also showed consistent compliance with **height and weight standards; However, be cognizant that many of our Soldiers have been wounded in combat and as a result are unable to max the APFT**; consistently pursued education through military courses and civilian educational opportunities; and consistently demonstrated **high standards of conduct** and adherence to Army values on and off duty.

(c) *Self-development.* For additional information on self-development, refer to paragraph 28–3. Begin Associates of Arts (AA)/Associates of Applied Science (AAS) in civilian education.

(d) *Additional training.* Ranger training (male Soldiers only), Airborne, Air Assault, HAZMAT, Safety Course, Combat Life Saver, and Combatives.

(e) *Special assignments.* None

(3) *Ssg.*

(a) *Institutional training.* ALC, Battle Staff Operations Course, Support Operations Course, and any other functional training courses required by duty positions or mission requirements.

(b) *Operational assignments.* The focus during this phase of the Soldier's career is centered on continued development and refinement of their leadership skills and technical expertise. Consider the following as Promotion Indicators: Successful duty assignments in the below positions should be considered a prerequisite for consideration of advancement to the next level. Varied assignments are recommended to enhance promotion potential but those duty assignments should be kept to a minimum. Duty assignments in units that will increase the experience and develop the leadership level of the NCO include IFTE Operator/Maintainer Supervisor, Operations NCO and Instructor, Recruiter and Military Transition Team/Advise and Assist NCO, and Warrior Transition Unit NCO. Strong NCOERs that reflect **superior performance** and potential in a **variety** of challenging assignments; Exceeded NCOES (**Honor Graduate, Commandant's List, etc...**); Physically fit Soldiers should be recognized for their exceptional will to exceed the standard through award of the Army Physical Fitness Badge and also showed consistent compliance with **height and weight standards; However, be cognizant that many of our Soldiers have been wounded in combat and as a result are unable to max the APFT**; Consistently pursued education through military courses and civilian educational opportunities; Consistently demonstrated **high standards of conduct** and adherence to Army values on and off duty; Demonstrated **exceptional duty performance** while assigned as a Force Protection NCOIC, Convoy NCOIC, or FOB Security NCO **in a deployed unit**; Demonstrated career flexibility as shown by serving in positions at or above present grade level not traditional to their specific MOS.

(c) *Self-development.* For additional information on self-development, refer to paragraph 28–3. Complete Associates of Arts (AA)/Associates of Applied Science (AAS) in civilian education.

(d) *Additional training.* Airborne, Jump Master, Air Assault HAZMAT, Safety Course, Combat Life Saver, and Combatives

(e) *Special assignments.*

(i) Instructor/Writer and Recruiter.

(ii) Overseas Contingency operational assignments to consider that are outside of the PMOS during combat operations in support of Overseas Contingency operations are Force Protection NCOIC, Convoy NCOIC, FOB Security NCO, Liaison NCO (LNO), and Rear Detachment NCO.

(iii) Non Traditional Assignments: Observer Controller, Warrior Transition Unit NCO, Military Transition Team/Advise and Assist NCO, and Reserve Component Support Assignments (AC/RC) are all tough demanding assignments that may be outside the PMOS.

(4) *SFC*. MOS 94Y3O progresses to MOS 94W4O upon promotion to *SFC*.

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

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

28–41 MOS 94Y Professional Development Model

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

28–42 MOS 94Y Reserve Component

The duties and goals of the MOS 94Y RC Soldier mirror that of the MOS 94Y AA Soldier. The RC Soldiers should strive for the same types of assignments and professional development as the AA. However, both unit structure (for example, positions being filled by AGR personnel) and geographic distribution may limit the RC Soldier's range of possible assignments and require Soldiers to either reclassify their MOS or change units to maintain career progression.

28–43 MOS 94Z Senior Electronic Maintenance Chief (Sr Elect Maint Ch)

a. Major duties.

(1) *MSG/ISG*. The Senior Electronic Maintenance Chief provides technical guidance to lower grade personnel in the accomplishment of their duties. Plans, coordinates, and supervises activities pertaining to training and technical operation of unit to which assigned. Interprets and supervises execution of policies and SOP, develops and reviews correspondence relating to support activities. Acts as a liaison to supported staff and commands.

Below are key SQI's and ASI's, for a complete listing see DA PAM 611-21, chapter 12.

List of key Skill Qualification Identifiers (SQI):

2 – Training Development

8 – Instructor

S – Special Operations Support Personnel

V – Ranger-Parachutist

M – First Sergeant

List of Additional Skill Identifiers (ASI):

2S -- Battle Staff Operations (skill level 3 and above).

8R -- Master Resilience Trainer (MRT)

Y9 -- Warrior Transition Unit (WTU) Squad Leader/Platoon Sergeant U9 – Asymmetric Warfare Operational Specialist

(2) *SGM*. The Senior Electronic Maintenance Chief plans and directs electronic maintenance operations at all levels of command and echelons of the Army. Performs electronic maintenance staff functions. Provides technical advice to commanders and staff concerning Army electronic maintenance and electronic logistic support matters. Writes directives, policies and procedures which establish Army electronic maintenance requirements. Serves as Senior Staff NCO in the U. S. Army Ordnance School. Below are key SQI's and ASI's, for a complete listing see DA PAM 611-21, chapter 12.

List of key Skill Qualification Identifiers (SQI):

2 – Training Development

8 – Instructor

S – Special Operations Support Personnel

V – Ranger-Parachutist

List of Additional Skill Identifiers (ASI):

2S -- Battle Staff Operations (skill level 3 and above).

8R -- Master Resilience Trainer (MRT)

Y9 -- Warrior Transition Unit (WTU) Squad Leader/Platoon Sergeant

- 6C – Battalion Level Command Sergeant Major Experience
- 6S – Operational Level Sergeant Major Experience
- 7C – Brigade Level Command Sergeant Major Experience
- 7S – Organizational Sergeant Major Experience
- 8C – General Officer Level Command Sergeant Major Experience
- 8S – Strategic Level Sergeant Major Experience

b. Prerequisites. See DA Pam 611–21 in the HRC Smart book for details. The waiver authority for MOS prerequisites is the Personnel Development Office.

c. Goals for development.

(1) *MSG.*

(a) *Institutional training.* Battle Staff Operations Course, Support Operations Course, and any other functional training courses required by duty positions or mission requirements.

(b) *Operational assignments.* The focus during this phase of the Soldier's career is centered on continued development and refinement of their leadership skills and technical expertise. Consider the following as Promotion Potential Indicators: The MSG serves as the Principle NCO of staff elements at battalion level and above and may perform the important duties of 1SG upon lateral appointment. Regardless of position, Maintenance Supervisors will be performing complex leadership functions, battle staff functions and decision-making processes at the senior and command levels. Chances for promotion to SGM are greatly increased with at least 24 months of 1SG duties or other positions of great responsibility. As always, Maintenance Supervisors should step forward and seize each opportunity for increased responsibility to ensure competitiveness in career progression. Successful duty assignments in the below positions should be considered a prerequisite for advancement to the next level. Varied assignments are recommended to enhance promotion potential but those duty assignments should be kept to a minimum. Duty assignments in units that will increase the experience and develop the leadership level of the NCO include Electronic Maintenance Supervisor, Maintenance Control Supervisor, Senior Training Developer Writer, Combat Developer, First Sergeant, Operations NCO, Maintenance Staff NCO, Chief Instructor, Missile Maintenance NCO, Patriot System Evaluator, Senior ATC System Evaluator, First Sergeant, White House Communications Agency, Senior Career Management NCO, and Career Advisor. Strong NCOERs that reflect **superior performance** and potential in a **variety** of challenging assignments; Exceeded NCOES (**Honor Graduate, Commandant's List, etc...**); Physically fit Soldiers should be recognized for their exceptional will to exceed the standard through award of the Army Physical Fitness Badge and also showed consistent compliance with **height and weight standards; However, be cognizant that many of our Soldiers have been wounded in combat and as a result are unable to max the APFT;** Consistently pursued **education** through military courses and civilian educational opportunities; Consistently demonstrated **high standards of conduct** and adherence to Army values on and off duty; Demonstrated **exceptional duty performance** while **deployed;** Demonstrated career flexibility as shown by serving in positions at or above present grade level not traditional to their specific MOS such as, Military Transition Team NCO/Liaison and Forward Operating Base Security NCO.

(c) *Self-development.* For additional information on self-development, refer to paragraph 28–3. Complete Bachelor of Arts (BA)/Bachelor of Applied Science (BS) in civilian education. (d) *Additional training.* Airborne, Air Assault Battle Staff NCO, Jump Master, HAZMAT, Safety Course, Combat Life Saver, and Combatives.

(e) *Special Assignments*

(i) First Sergeant, Senior Career Manager, and IG, Special mission units including Asymmetric Warfare Group, White House Communications Agency (WHCA) support, Secret Service support and Ranger Battalions

(ii) Overseas Contingency operational assignments to consider that are outside of the PMOS during combat operations in support of Overseas Contingency operations are Force Protection NCOIC, Convoy NCOIC, FOB Security NCO, Liaison NCO (LNO), and Rear Detachment NCO.

(iii) Non Traditional Assignments: Observer Controller, Warrior Transition Unit NCO, Military Transition Team/Advise and Assist NCO, Reserve Component Support Assignments (AC/RC) and Army Materiel Command are all tough demanding assignments that may be outside the PMOS.

(2) *SGM.*

(a) *Institutional training.* SMC

(b) *Operational assignments.* The focus during this phase of the Soldier's career centers on refinement of their leadership skills and applying the knowledge gained throughout their career to influence organizations at the most senior level. Consider the following as Promotion Potential Indicators: Chances for promotion to CSM are greatly increased with at least 36 months of 1SG duties or other positions of great responsibility. Duty assignments in units that will increase the experience and develop the leadership level of the NCO include Chief Training

Instructor/Developer/Writer, Depot SGM, Training Department SGM, Senior Systems Manager, Senior Combat Development NCO, and Chief Career Management NCO. Strong NCOERs that reflect **superior performance** and potential in a **variety** of challenging assignments; Exceeded NCOES (**Honor Graduate, Commandant's List, etc...**); Physically fit Soldiers should be recognized for their exceptional will to exceed the standard through award of the Army Physical Fitness Badge and also showed consistent compliance with **height and weight standards**; **However, be cognizant that many of our Soldiers have been wounded in combat and as a result are unable to max the APFT.** Consistently pursued **education** through military courses and civilian educational opportunities; Consistently demonstrated **high standards of conduct** and adherence to Army values on and off duty; Demonstrated **exceptional duty performance** while assigned as an Operations Sergeant SGM or Material Management NCO **in a deployed or deployable unit**; Demonstrated career flexibility as shown by serving in positions at or above present grade level not traditional to their specific MOS such as, Military Transition Team NCO/Liaison and Forward Operating Base Security NCO.

(c) Self-development. For additional information on self-development, refer to paragraph 28–3. Complete Bachelor of Arts (BA)/Bachelor of Applied Science (BS) in civilian education and begin Masters Program.

(d) Additional training. SMC CSM Course, Airborne, Jump Master, Air Assault, HAZMAT, Safety Course, Combat Life Saver, and Combatives.

(e) Special Assignments.

(i) USASMA SGL, USASMA Instructor/Writer

(ii) Overseas Contingency operational assignments to consider that are outside of the PMOS during combat operations in support of Overseas Contingency operations are Force Protection NCOIC, FOB Security NCO, Liaison NCO (LNO), and Rear Detachment NCO.

(iii) Non Traditional Assignments: Observer Controller, Warrior Transition Unit NCO, Military Transition Military Transition Team/Advise and Assist NCO, Reserve Component Support Assignments (AC/RC) and Army Materiel Command are all tough demanding assignments that may be outside the PMOS.

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

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

28–44 MOS 94Z Professional Development Model

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

28–45 MOS 94Z Reserve Component

The duties and goals of the MOS 94Z RC Soldier mirror that of the MOS 94Z AC Soldier. The RC Soldiers should strive for the same types of assignments and professional development as the AC. However, both unit structure (for example, positions being filled by AGR personnel) and geographic distribution may limit the RC Soldier's range of possible assignments and require Soldiers to either reclassify their MOS or change units to maintain career progression.