



# FY 09 SGM SELECTION BOARD BRIEFING



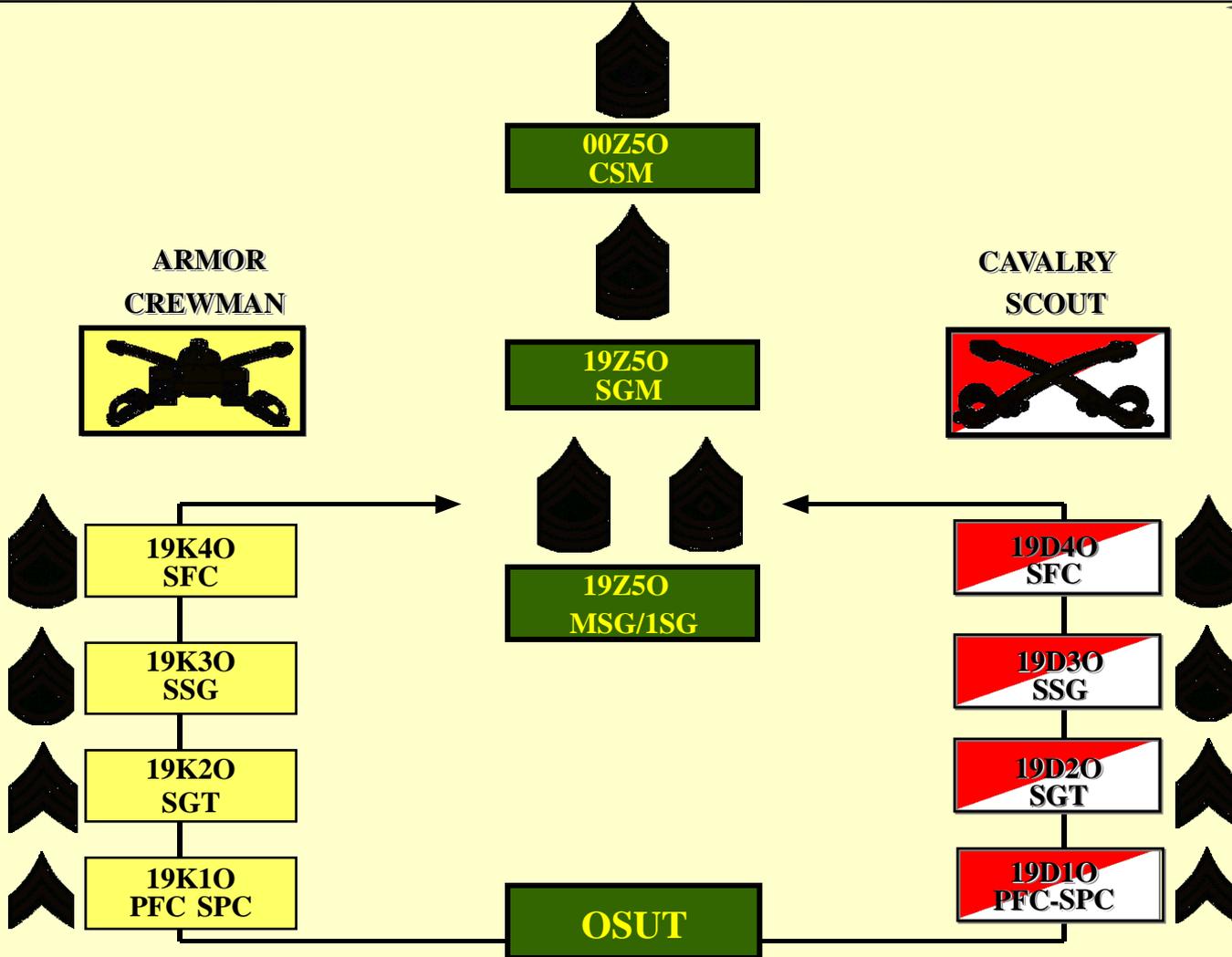
ARMOR

**CMF 19 ARMOR INFORMATION  
PACKET**

# CMF 19 CAREER PATTERN



*FORGE THE THUNDERBOLT!*





# CMF 19 ARMOR



*FORGE THE THUNDERBOLT!*

## *General Information*

### Armor's Mission

**Close with and destroy the enemy**

### Cavalry's Mission

**Provide reconnaissance and security**

**\*\*Warfighting skills are the highest priority\*\***



# MODULARITY IMPACTS



## *FORGE THE THUNDERBOLT!*

- Modularity has had no major impacts on basic crew structure of CMF 19. Armor remains a war-fighting CMF with critical leadership time being of the utmost importance regardless of unit type.
- “Grow the Army” has added additional reconnaissance units therefore increasing the 19D requirements.
- Assignment opportunities exist for all Armor MSG’s who desire to meet critical leadership requirements. Therefore those MSG’s that do not have at least 18 months critical leadership time should not be considered for promotion.

# MOS 19Z DESCRIPTION



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*Major Duties MOS 19Z50*

## 19Z MSG/1SG

### --Critical Leadership Positions--

- First Sergeant

### --Professionally Developing Assignments--

- Master Gunner in Division / Regimental Cavalry Squadron and Armor units
- Operations Sergeant
- Chief Instructor
- NCOES / USAARMC Instructor/Writer
- Career Management NCO
- Observer Controller at (NTC, JRTC, and CMTC)
- Intelligence Sergeant in Armor and Cavalry units
- Military Science Instructor (USAMA & ROTC)
- Reserve Component Advisor (AC/RC Duty)
- EO / IG Duty

## 19Z CSM/SGM

### --Critical Leadership Positions--

- Command Sergeant Major
- Operations Sergeant Major (BN thru DIV)

### --Professionally Developing Assignments--

- Master Gunner at Division level
- Combat Developer
- Career Management NCO
- Observer Controller at (NTC, JRTC, and CMTC)
- Military Science Instructor (USAMA & ROTC)
- Reserve Component Advisor (AC/RC Duty)
- EO / IG Duty

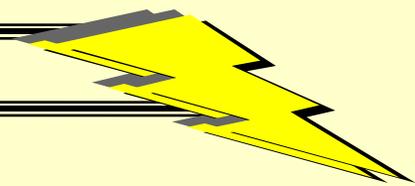




# DEMANDING ASSIGNMENTS



## *FORGE THE THUNDERBOLT!*



### Proponent Demanding “Critical Leadership” Assignments

**FIRST SERGEANT:** *There is no position more important to the Armor force than the Company/Troop First Sergeant!* Leadership assignments are the key for successful development within CMF 19. The Armor Enlisted Professional Development Guide (and DA Pam 600-25) stresses the importance of serving as a First Sergeant and recommends this experience before advancing to the next higher grade. There is no substitute for serving in the critical leadership positions throughout an Armor Soldier’s career. While MTOE positions are highly valued for the development of war-fighting skills, equal weight should be given to an Armor First Sergeant, whether the NCO served in a MTOE or TDA positions.

Those 1SG/MSGs that have been selected to serve in multiple 1SG positions (i.e. HHC/HHT or NCOA 1SG’s) throughout their careers have shown the “RIGHT” leadership potential that the Armor Branch is looking for in our future Sergeant’s Major and Command Sergeant’s Major.

### **QUICK REFERENCE**

ASI; 2S, R4, K4, J3, A8, K8 B9 SQ; M, X, 8, G, V, Q	
TDA	34.5%
TOE	65.5%
INST	68 OF 130 (52%)
DS	NA
RECR	N/A



# NON-TRADITIONAL ASSIGNMENTS



- Armor Branch does not consider any assignment outside the demanding/critical assignments list (Slide 5) to equal or compare to time spent in the critical leadership positions. The only exceptions are those GWOT assignments listed on slide 8.
- Armor branch considers any non-traditional assignments (MG, IG, EO, Recruiter, DS, OC, AC/RC, Instructor) as those specialty assignments available that will make a NCO well rounded.
- Slide 14 shows some of the specialty assignments available to the Armor NCO. Armor NCOs should strive to perform one of these assignments combined with critical leadership time at each skill level.
- Armor NCOs without their Branch development time of 18 months or more of critical leadership time should not be considered in the qualified for promotions category.



# GWOT ASSIGNMENTS



Operational requirements have caused units to assign personnel to positions that do not fit into CMF 19's typical career model

**Transition Team NCOIC:** Consider successful completion of Military Transition Team (MiTT) or a Provisional Reconstruction Team (PRT) assignment as part of a MSG/1SG's critical leadership time. While service on a transition team provides a portion of the requisite skills, it must be combined with time spent as a First Sergeant to fully prepare the NCO to serve as a SGM/CSM. Armor Branch goal is a minimum of 18 months combined time.

**Rear Detachment NCOIC:** Consider successful completion of time spent as a Rear Detachment 1SG or senior NCOIC as part of a MSG/1SG's critical leadership time. While service as a Rear Detachment NCOIC provides a portion of the requisite skills, it must be combined with time spent as a First Sergeant in an operational unit to fully prepare the NCO to serve as a SGM/CSM. Armor Branch goal is a minimum of 18 months combined time.



# SPECIAL MISSION UNIT



**NOT APPLICABLE TO CMF 19**



# EDUCATION



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## *Military / Civilian Education*

### **MILITARY EDUCATION**

#### **NCOES**

- WLC
- BNCOC (ALC)
- M-ANCOC (M-SLC)
- SMC

#### **Career Enhancing**

- MASTER GUNNER
- AIRBORNE
- AIR ASSAULT
- RANGER
- JUMPMASER
- PATHFINDER

#### **Functional**

- SCOUT LEADERS COURSE (SLC)
- BATTLE STAFF

### **CIVILIAN EDUCATION**

- Deployments have caused the majority of CMF 19 Soldiers to either place their educational goals on hold or slow down.
- Civilian education is a measure of an individuals time management skills and desire for higher learning.
- Civilian education can not replace critical leadership time within CMF 19. Critical leadership time with Soldiers will always outweigh civilian education goals.

# UNIQUE MOS CHARACTERISTICS



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## *Master Gunner*

### SPECIAL DUTY ASSIGNMENTS/KEY ASI's/SQIs

- **Master Gunner:**

- **A program designed to select the very best NCO's and prepare them to become the Commander's Tank, Bradley, and Stryker Combat Gunnery and Technical Advisors. Master Gunnery are assigned at Co, Bn, Div & Corps levels**
  - » **ASI A8 - M1A1 / M1A1D**
  - » **ASI K8 - M1A2 / M1A2 (SEP)**
  - » **ASI R8 - MGS / Mobile Gun System**
  - » **ASI J3 - M3A1 / M3A2 / M3A2 (ODS) / M3A3 Bradley**
- **Purpose: To give commanders a Weapon System Technical Advisor for training, gunnery, and maintenance. Master Gunnery function as:**
  - » **Turret Maintenance Advisor / Trainer**
  - » **Turret Training Manager**
  - » **Simulation Device Manager**

# UNIQUE MOS CHARACTERISTICS (Cont)



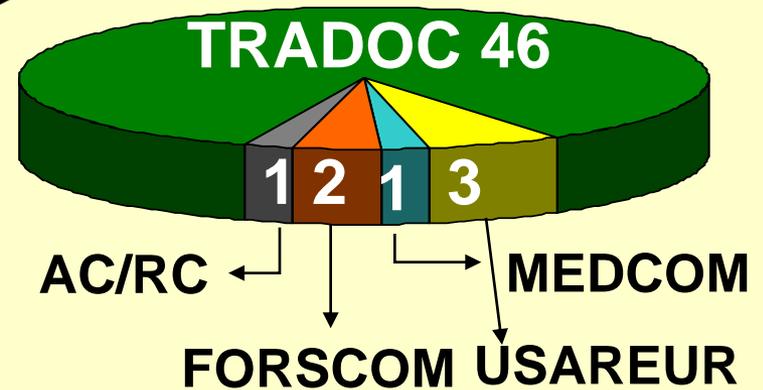
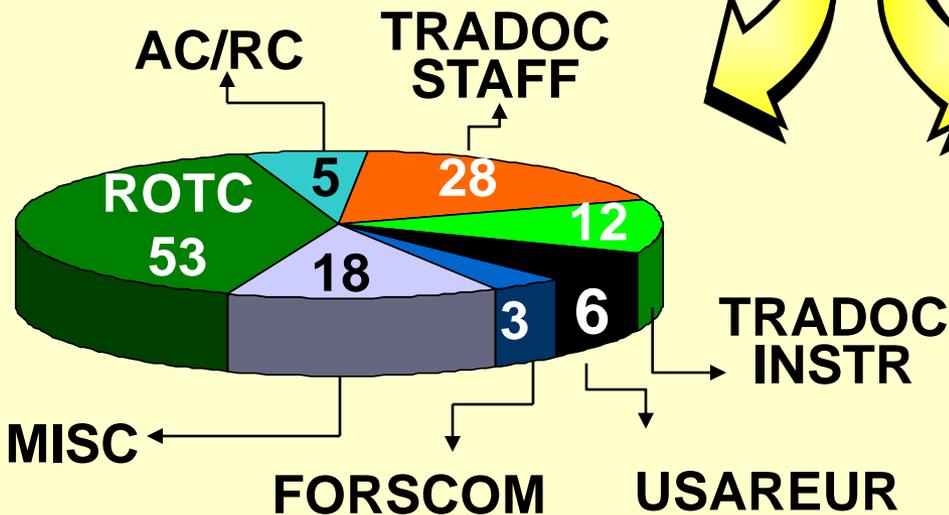
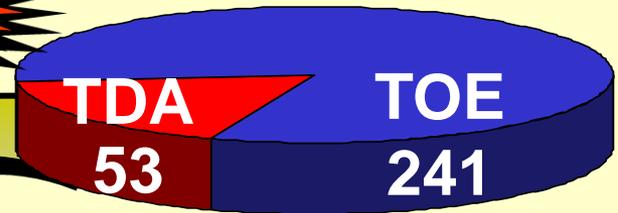
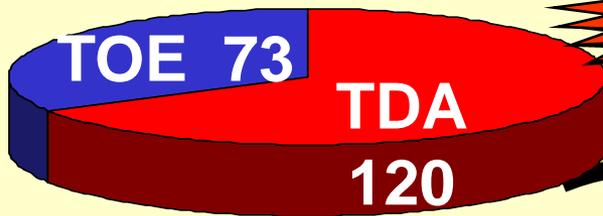
*FORGE THE THUNDERBOLT!*

## *CMF19Z50 Positions*

*MSG (193)*

*ISG (294)*

**487 Total Authorized**

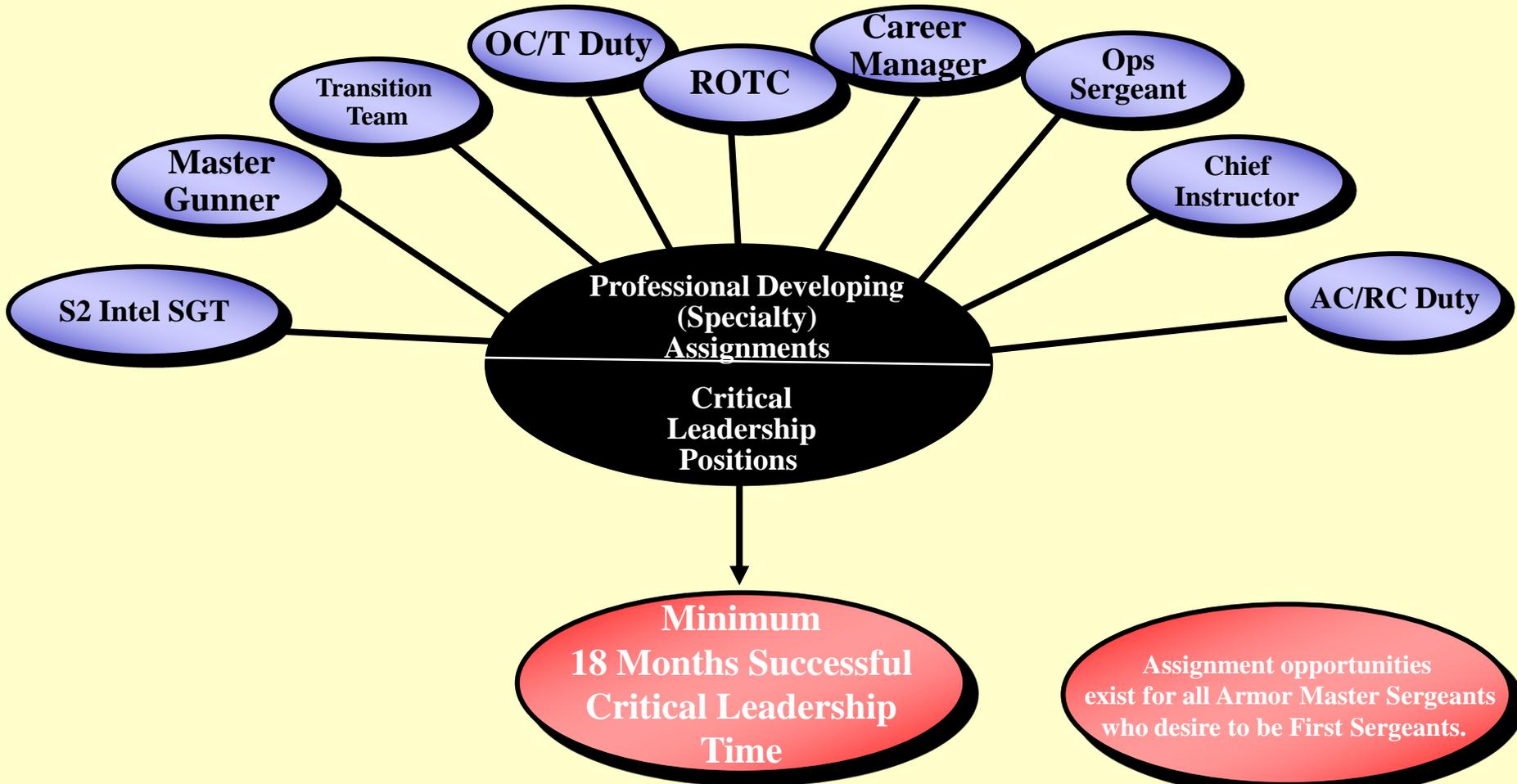


# SPECIAL CMF 19 CONSIDERATIONS



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## *Developing Assignments*





## *FORGE THE THUNDERBOLT!*

### *Leadership Qualifications*

- **Serve in the Critical Leadership assignments**
- **Have 18 months or more successful leadership time as a First Sergeant**
  - **Qualification is shown by several NCOERs in which the Rater shows Excellence/Success through his comments, and . . .**
  - **. . . the Senior Rater identifies strong potential for immediate promotion and greater responsibility**



# MOS 19D Professional Development Model



YEARS		0	5	10	15	20	25	30			
Rank		PVT-SGT		SSG		SFC		MSG/ISG		SGM	
Development Assignments	Critical	SL1; Driver / Scout / Gunner SL2; Team / Squad Leader		SL3; Squad Leader / Section-Leader / Vehicle Commander		SL4; Platoon Sergeant		SL5 Company 1SG HHC 1SG (2ndCompany)		BN / BDE Operation Sergeant	
	Operational Force	Serve a variety 19D positions; SL1M240 or Javelin Gunner /Asst Hvy Veh Driver / Operations Specialist		BN, BDE, DIV Staff NCO Master Gunner Liaison SGT		Asst Ops Sergeant / BN / BDE Master Gunner, Staff NCO		Asst Ops Sergeant, BDE / DIV Staff NCO, Intelligence Analyst (S2) Master Gunner, Ops Sergeant		General Officer Staff / Division Master Gunner	
		Generating Force	SL2; Recruiter / Instructor / Drill Sergeant		SL3 Recruiter / Instructor / Drill Sergeant / AC-RC Advisor (O/C Trainer)		SL4 Recruiter / Instructor / Drill Sergeant / AC-RC Advisor / O/C @ CTC - Project Warrior / Inspector General / Equal Opportunity Advisor		SL5 O/C @ CTC - Project Warrior / AC-RC Advisor (O/C Trainer) Inspector General / Equal Opportunity Advisor / ROTC Instructor		
	Notes: 1) Special Assignment should not exceed 36 months / Avoid consecutive TDA / back to back assignments 2) There is no substitute for time spent in leadership positions / when possible return to a leadership position following a development assignment										
Professional Military Education		PLDC		BNCOC		ANCOC		SMC			
Functional Training		Air Assault / Airborne/ Ranger / Javelin / Sniper / Jumpmaster				First Sergeant Course		Joint Air Operations			
		Stryker & Bradley, Operators & Maintenance / Commander's Course				Senior NCO JPME		Command Sergeants Major Course			
		Master-Gunner/ Battle Staff NCO Course/ Pathfinder									
Self Development Domain		Raise GT > 110 / Soldier & NCO of the Month – Quarter – Year boards									
		Enroll in MOS / leadership related courses (resident & correspondence) / read CSA's professional reading list									
		Enroll / continue civilian education									



# MOS 19K Professional Development Model



YEARS		0	5	10	15	20	25	30			
Rank		PVT-SGT		SSG		SFC		MSG/1SG		SGM	
Development Assignments	Critical	SL1; Driver / Loader SL2; Gunner		SL3; Tank Commander MGS Commander		SL4; Platoon Sergeant		SL5 Company 1SG HHC 1SG (2ndCompany)		BN / BDE Operation Sergeant	
	Operational Force	Serve a variety 19K positions; SL1; Gunner / Asst Hvy Veh Driver / Operation Asst SL2; MGS Commander / Ammunition SGT / Operations Asst / Asst Hvy Veh Driver		BN, BDE, DIV Staff NCO, Master Gunner, Liaison SGT		BN , BDE Asst Ops Sergeant / Master Gunner		Asst Ops Sergeant, BDE / DIV Staff NCO, Intelligence Analyst (S2) Master Gunner, Ops Sergeant		General Officer Staff / Division Master Gunner	
		Generating Force	SL2; Recruiter / Instructor / Drill Sergeant		SL3 Recruiter / Instructor / Drill Sergeant / AC-RC Advisor (O/C Trainer)		SL4 Recruiter / Instructor / Drill Sergeant AC-RC Advisor / O/C @ CTC - Project Warrior / Inspector General / Equal Opportunity Advisor		SL5 O/C @ CTC - Project Warrior / Inspector General / Equal Opportunity Advisor / ROTC Instructor		AC-RC Advisor (O/C Trainer) / Equal Opportunity Advisor /
	Notes; 1) Special Assignment should not exceed 36 months / Avoid consecutive TDA / back to back assignments 2) There is no substitute for time spent in leadership positions / when possible return to a leadership position following a development assignment										
Professional Military Education		PLDC		BNCOC		ANCOC		SMC			
Functional Training		Abrams & MGS Operators & Maintenance Course / Commander's Course				Master-Gunner		First Sergeant Course Senior NCO JPME		Joint Air Operations Command Sergeants Major Course	
Self Development Domain		Battle Staff NCO Course				Battle Staff NCO Course		Battle Staff NCO Course		Battle Staff NCO Course	
		Raise:GT > 110 / Soldier & NCO of the Month – Quarter – Year boards				Enroll in MOS / leadership related courses (resident & correspondence) / read CSA's professional reading list		Enroll in MOS / leadership related courses (resident & correspondence) / read CSA's professional reading list		Enroll in MOS / leadership related courses (resident & correspondence) / read CSA's professional reading list	
		Enroll / continue civilian education				Enroll / continue civilian education		Enroll / continue civilian education		Enroll / continue civilian education	

# PROMOTION POTENTIAL INDICATORS



*FORGE THE THUNDERBOLT!*



Professionally  
Developing  
Assignment



First  
Sergeant



HHC/HHT  
Sergeant



Next Higher  
Grade or SMC  
Graduate

Consider **BEST QUALIFIED** the Armor NCO who has served with distinction as a 1SG for 18 months or more and has sustained his standard of excellence and have broadened their skills through exceptional service in a second 1SG position in either a HHC/ HHT 1SG assignment. These NCOs may have also held a position authorized at the next higher grade or graduated from the Sergeants Major Course (SMC). Additionally, they may have served with distinction in a professionally developing assignment as a Master Sergeant. They have demonstrated proven success at the next higher level.

# PROMOTION POTENTIAL INDICATORS



*FORGE THE THUNDERBOLT!*



Professionally  
Developing  
Assignment



First  
Sergeant



HHC/HHT  
Sergeant

Consider **EXCEPTIONALLY QUALIFIED** the Armor First Sergeant and Master Sergeant who are branch developed and have broadened their skills through exceptional service in either a HHC/ HHT 1SG assignment. They may have also served in a professionally developing assignment as a MSG.

# PROMOTION POTENTIAL INDICATORS



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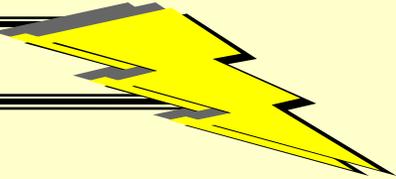


First  
Sergeant

Consider **FULLY QUALIFIED** the Armor NCO who has met branch development standards, but has not served in a professionally developing assignment, they do not have the breath of knowledge equivalent to their peers who have developed a well-rounded career path.



# PROMOTION POTENTIAL INDICATORS



*FORGE THE THUNDERBOLT!*

## Summary

- ***Leadership Development*** - Excelled in each leadership position. (18 months, more is better)
- ***Well-Rounded Background*** – Success in leadership positions combined with success in developmental assignments
- ***Performance/Potential*** – Identified as “The Best” with potential to continue as “The Best” in qualified Rater remarks and clear Senior *Rater remarks*. *Quantitative bullets are the key to identifying those NCOs above their peers*
- ***Military Education*** - Completed level of NCOES for current skill level and grade, and success in functional courses
- ***Self Development*** – Correspondence courses, other military courses, civilian education, and physical fitness

# RECOGNITION OR AWARDS



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## *CMF 19 Specific Recognition/Awards*

- **Draper Leadership Award winner:**

Program used to reward leadership excellence throughout Armor NCOES courses as well as at the unit level. Instructors within the Armor School may also receive the award.

- **Saint George recipient:**

Program used to recognize performance excellence within CMF 19 at all unit levels. Induction into the Order of St George is a time honored tradition within the Armor community.

- **Excellence in Armor (EIA) enrollment:**

Program used to identify outstanding CMF 19 Soldiers whose performance throughout their career has demonstrated superb leadership potential.

# ACRONYMS

- MG; Master Gunner
- MGS; Mobile Gun System
- UCOFT; Unit Conduct Of Fire Trainer
- SIO; Senior Instructor Operator
- CLC; Cavalry Leaders Course
- SLC; Scout Leaders Course
- M-SLC; Maneuver Senior Leaders Course
- ALC; Advance Leaders Course
- TC2; Tank Commanders Course

# QUESTIONS



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## Further Information

**If you have any questions or if we can be of further assistance to you, please contact us at this address or phone #:**

**United States Army Armor Center and Fort Knox  
ATTN: ATZK-AR  
Fort Knox, Kentucky 40121**

### POINTS OF CONTACT

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*Office of the Chief of Armor*



*Soldiers are our business*

