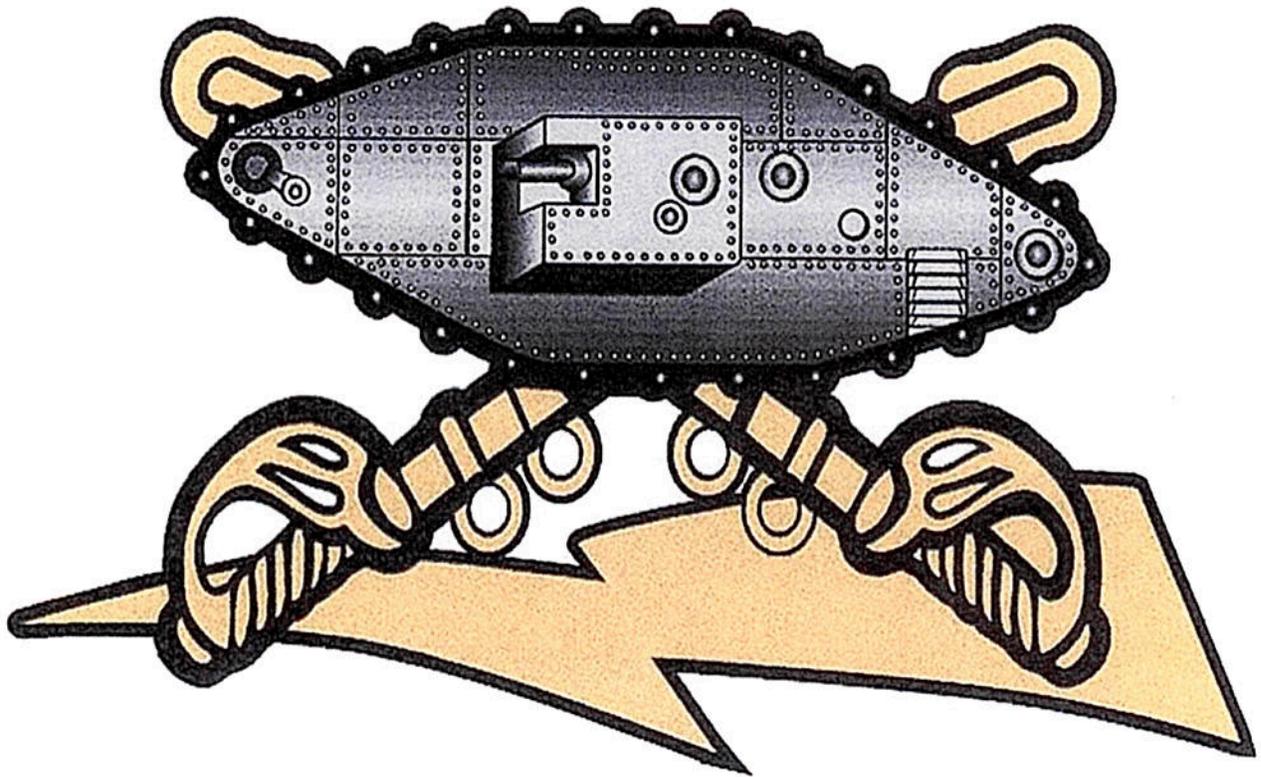


PROJECT WARRIOR



NOVEMBER 2014

*OFFICE OF THE CHIEF OF ARMOR
FORT BENNING, GEORGIA 31905*

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DEPARTMENT OF THE ARMY
HEADQUARTERS UNITED STATES ARMY ARMOR SCHOOL
1 KARKER STREET
FORT BENNING, GEORGIA 31905-5000

ATZK-AR

03 November 2014

MEMORANDUM FOR RECORD

SUBJECT: Standard Operating Procedure for Project Warrior

1. Purpose. This Standard Operating Procedure (SOP) provides Commanders and Command Sergeants Major general guidance on Project Warrior personnel decisions, outlines required supporting documentation for nomination and provides an overview of the process. This SOP represents current policies and procedures for the implementation of Project Warrior for Noncommissioned Officers in the Career Management Field 19 (CMF 19). The intent of this SOP is to support the development of Armor and Cavalry Leaders throughout the Armored Force. While this SOP provides the Armor Branch framework, there is no one template that will cover every potential situation.

2. Applicability. This SOP applies to all enlisted members of the CMF 19.

3. Project Warrior Program Description.

a. Project Warrior is a program designed to spread the expertise developed by the Armor/ Scout Platoon Sergeant Observer/Controllers (O/C) to the Armor force. Project Warrior culminates when the NCO serves as an A-BOLC or M-SLC small group instructor or as a senior trainer/developer writer with the Directorate of Training and Doctrine (DOTD) at the Maneuver Center of Excellence (MCOE).

b. The Project Warrior program currently consists of sixteen Armor NCO positions distributed between the National Training Center, the Joint Readiness Training Center and the MCOE. Project Warrior will strive to maintain a 2:1 ratio between MOS 19D and 19K at each location.

c. NCOs will be assigned for 18-24 months at a CTC. Upon fulfillment of the O/C commitment, NCOs will be reassigned to authorized positions within the Maneuver Center of Excellence.

d. The OCOA SGM is the designated POC within the Office of the Chief of Armor.

4. Project Warrior execution:

a. HRC will work in conjunction with the Operating Force to identify NCOs (SSG(P) and SFC) who fall within the career progression timeline for suitability to participate in Project Warrior. Nominations are due 01 June for January assignments and 01 December for June assignments.

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(1) Enlisted Branch Chief reviews nominations, provides comments and receives final confirmation from the Chief of Armor and CSM.

(2) HRC assigns approved nominations to either NTC or JRTC.

(3) NCO is placed in the Project Warrior Program and awarded PDSI code.

b. Upon successful completion of 24 months as a Platoon Sergeant in an authorized MTOE slot (Scout Platoon, MGS Platoon or Tank Platoon), the NCO will PCS to a CTC. The NCO must be a SFC in order to serve as an O/C at the training center of assignment.

(1) NCO serves 18-24 months at a Combat Training Center as an Observer/Controller and is validated as being “among the best” by his rater and rated by his Senior Rater as “Successful” and “Superior.” (This will need to change with the implementation of the new NCOER on or about September 2015.)

(2) NCO is next assigned to Fort Benning where he serves as an instructor with A-BOLC or M-SLC to train Armor and Cavalry leaders, or a DOTD senior trainer/developer writer.

(3) Upon completion of his duties, the NCO is released from the program.

5. NCO qualification requirements:

a. Rank of Staff Sergeant (P) serving in a Platoon Sergeant position.

b. Demonstrated success throughout all rated periods (NCO cannot have any “NO” blocks in Part IVa or Needs Improvement in Part IVb through IVf of the NCOER).

c. Selection validated by chain of command as among the best at his position and duty performance.

d. Senior Leaders Course graduate or selectee; NCOES must be completed prior to or as part of TDY-en route to first assignment.

e. The NCO is not flagged or barred.

6. Responsibilities.

a. The Chief of Armor, USAARMS is responsible for Armor Branch Proponency, ensuring that the Armor Force is the most highly trained, lethal, and agile force in the United States Army. He is responsible for establishing standards governing the implementation and execution of Project Warrior.

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b. The Chief of Armor is the approval authority for this SOP; OCOA serves as the executive agent.

c. HRC is responsible for the initial records screening and nomination packet. The nomination packet will include the NCOERs showing the NCOs rated time as a PSG to establish performance qualifications and a copy of the nominee's ERB (with photo). Packet(s) are sent to OCOA.

d. OCOA will review packets and forward recommendations to the Chief of Armor for final approval.

7. Special considerations. Multiple factors could affect an NCOs ability to participate in Project Warrior.

a. Exceptional Family Member Program (EFMP). Soldiers enrolled in EFMP may be removed from the program if services are not available at the follow-on assignment.

b. High School Senior Stabilization (HSSS). NCOs cannot request HSSS unless those requests align with the Program and do not extend the NCO past two-and-a-half years at their assignment.

c. Military Army Couples Program (MACP). MACP will be difficult to maintain due to authorizations/strengths and the number of moves associated with Project Warrior. Exceptions to policy will be required for each step and if disapproved, the NCO must request a break from MACP. Other branches may be reluctant to PCS a Soldier if the affected Soldier has not met time on station requirements.

d. Medical Readiness. NCO must be medically qualified to deploy upon completion of Project Warrior.

e. Soldier Stabilizations. If a nominated NCO is stabilized in his current unit, the stabilization must be removed prior to acceptance.

(1) Units that are fenced or under Stop Loss/Stop Move must release the NCO in order for participation in Project Warrior.

(2) If the unit allows the NCO to attend schooling that results in the stabilization of the NCO prior to his participation in Project Warrior, the NCO will be removed from the program and follow-on assignments will be in accordance with the new qualification.

(3) Removal from the program at any time will result in the loss of the Project Warrior PDSI and removal from preferred assignment consideration.

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8. Implementation.

a. This SOP is guidance upon receipt and implementation on order of the Chief of Armor, USAARMS.

b. A copy of this SOP can be obtained from the OCOA website:
www.benning.army.mil/ocoa.

c. Any comments or recommended changes to this SOP will be submitted to the Office Chief of Armor, ATTN: ATZK-AR, Fort Benning, GA, 31905.

5 Encls

Annex A, NCO Career Path/Timeline

Annex B, Project Warrior Manning Cycle

Annex C, Nomination Packet Checklist

Annex D, Letter of Recommendation

Annex E, Welcome letter from Chief of Armor



D. SCOTT MCKEAN

Brigadier General, USA

Chief of Armor "49"

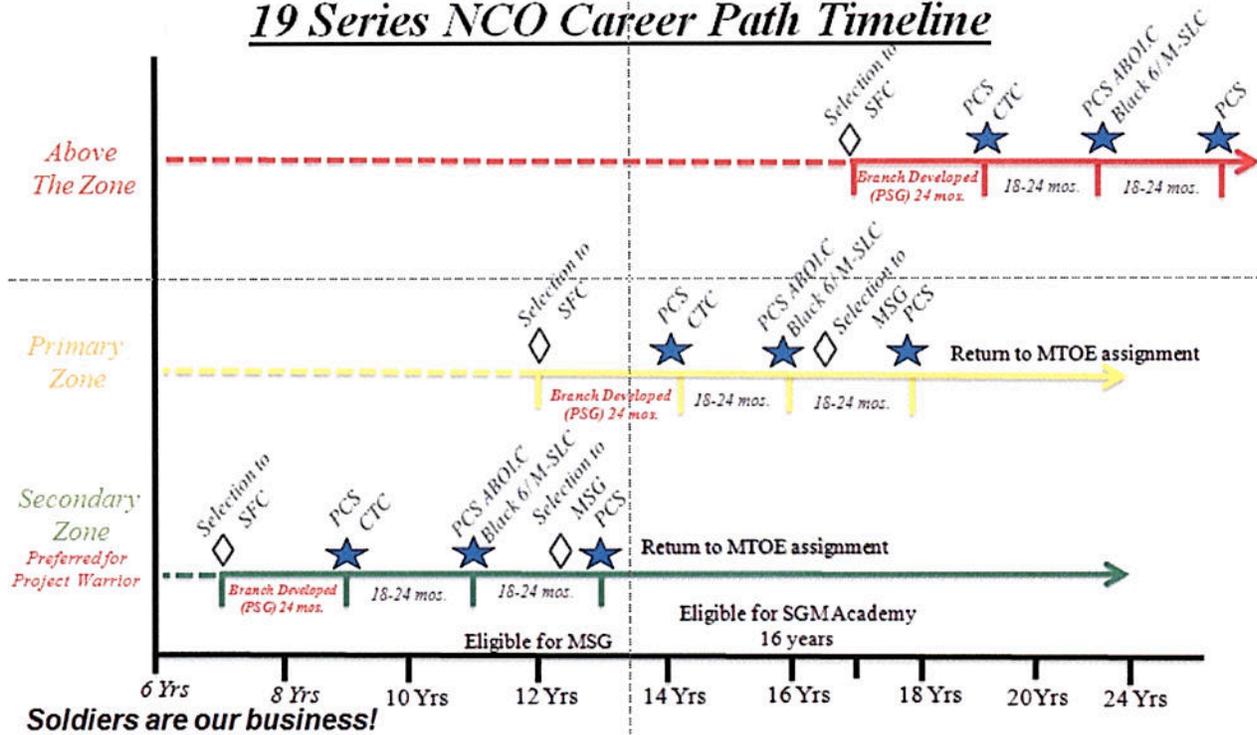


Office of the Chief of Armor



Fort Benning, Home of the MCoE

19 Series NCO Career Path Timeline



Annex B (Project Warrior Manning Cycle)

	January	February	March	April	May	June	July	August	September	October	November	December
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Nomination Packet due to HRC	HRC review and forward to OCOA	OCOA review and Chief/CSM of Armor approval	HRC place candidate on orders	PCS to CTC
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COA 1 24 month OCT & 24 months MCOE	Report to CTC	OCT @ NTC or JRTC 24 mo.										
		OCT @ NTC or JRTC 24 mo.										
	OCT @ NTC or JRTC 24 mo.	PCS to MCOE	MCOE Instructor / Doctrine 24 mo.									
	MCOE Instructor / Doctrine 24 mo.											

COA 2 24 month OCT & 18 months MCOE	Report to CTC	OCT @ NTC or JRTC 24 mo.										
		OCT @ NTC or JRTC 24 mo.										
	OCT @ NTC or JRTC 24 mo.	PCS to MCOE	MCOE Instructor / Doctrine 18 mo.									PCS to Operational Assign
	MCOE Instructor / Doctrine 18 mo.											

COA 3 18 month OCT & 24 months MCOE	Report to CTC	OCT @ NTC or JRTC 18 mo.											
		OCT @ NTC or JRTC 18 mo.									PCS to MCOE	MCOE Instructor / Doctrine 24 mo.	
	MCOE Instructor / Doctrine 24 mo.												
	MCOE Instructor / Doctrine 24 mo.												PCS to Operational Assign

COA 4 18 month OCT & 18 months MCOE	Report to CTC	OCT @ NTC or JRTC 18 mo.											
		OCT @ NTC or JRTC 18 mo.									PCS to MCOE	MCOE Instructor / Doctrine 18 mo.	
	MCOE Instructor / Doctrine 18 mo.												
	MCOE Instructor / Doctrine 24 mo.										PCS to Operational Assign		

	January	February	March	April	May	June	July	August	September	October	November	December
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Nomination Packet due to HRC

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		OCT @ NTC or JRTC 18 mo.										
	PCS to MCOE	MCOE Instructor / Doctrine 18 mo.										
	MCOE Instructor / Doctrine 24 mo.											

Annex C (Nomination Packet Checklist)

The following items are required when submitting a Project Warrior nomination packet.

- | | |
|-------------------------------|---------------|
| 1. Latest PT card | Unit supplies |
| 2. DA Form 5500 if applicable | Unit supplies |
| 3. ERB | Unit supplies |
| 4. Letter of Recommendation | Unit supplies |
| 5. DA Photo | HRC pulls |
| 6. NCOERs | HRC pulls |

Annex D (Letter of Recommendation Example)

Office Symbol

Date

MEMORANDUM FOR RECORD

SUBJECT: LETTER OF RECOMMENDATION FOR PROJECT WARRIOR

1. SFC John Doe is a highly motivated and knowledgeable Non-Commissioned Officer. He will be a great asset to Project Warrior. His knowledge and experience will benefit (insert unit) while training at the National Training Center / Joint Readiness Training Center as well as being an instructor / doctrine writer at the Maneuver Center of Excellence. SFC Doe has been (list all positions he served in your organization). He is currently serving as xxxx. He has excelled in all of his positions and surpassed all expectations throughout his assignment to his unit, being tested al all levels and performing to the highest degree of professionalism.
2. The POC for this memorandum is BN level CDR/CSM at phone number or at email address.

Signature block

Annex E (Welcome Letter Example)



DEPARTMENT OF THE ARMY
HEADQUARTERS UNITED STATES ARMY ARMOR SCHOOL
1 KARKER STREET
FORT BENNING, GEORGIA 31905-5000

January XX, 2014

Master Sergeant John A. Smith
123 Main Street
Nashville, TN 73695-0000

Dear Master Sergeant Smith:

Congratulations on your assignment to Fort Benning, Georgia, home of the Maneuver Center of Excellence. As a member of Project Warrior, you will be assigned to the Armor Basic Officer Leaders Course (A-BOLC)/Maneuver Senior Leaders Course or DOT-D to pass the knowledge along that you have accrued throughout your career.

You have been selected because you epitomize the knowledge and skills we demand of all our Armor Leaders. Specifically, you are tasked to train our young Officers/Noncommissioned Officers to maintain the most agile and lethal Armor and Cavalry force in the world. You can expect to mentor these young leaders for the next 18-24 months.

Forge the Thunderbolt!

Michael S. Clemens
Command Sergeant Major, U.S. Army
Armor School CSM

D. Scott McKean
Brigadier General, U.S. Army
Chief of Armor