

# Infantryman 11B Professional Development Model

| Rank   |                                    | PVT-PFC  | SPC-CPL   | SGT   | SSG  | SFC   |   |
|--|------------------------------------|--|---|---|--|---|---|
| <b>Critical Operational Positions</b>  |                                    | Rifleman/Grenadier   | Automatic Rifleman  | Rifle Team Leader   | Rifle Squad Leader   | Platoon Sergeant  |   |
| <b>Critical Operational Assignment Time Objective</b>  |                                    | Serve in a diverse variety of SL1 Infantry Positions   |   | 24 Months TO&E Team Leader  | 24 Months TO&E Squad Leader or Section Leader  | 24 Months TO&E Platoon Sergeant   |   |
| <b>T<br/>R<br/>A<br/>I<br/>N<br/>I<br/>N<br/>G</b>   | <b>INSTITUTIONAL PILLAR</b>        | <b>STEP/<br/>NCOES</b>   | <b>OSUT</b>   | <b>BLC</b>  | <b>ALC</b>   | <b>SLC</b>  |   |
|  |                                    | <b><sup>6</sup>SPECIAL SKILLS</b>  | Airborne<br>Air Assault<br>Small Arms WPN Expert (SAWE)   | Airborne<br>Air Assault<br>SAWE<br>Ranger Training Assessment Course (RTAC)<br>Ranger Course<br>Rappel Master<br>Heavy Weapons Ldr Crs<br>Sniper Course   | Air Assault<br>Airborne,<br>Heavy Wpn Ldr Crs<br>Bradley Transition Crs<br>Jumpmaster<br>Bradley Transition Crs<br>Master Gunner [SGT (P)]<br><sup>2</sup> Ranger<br>Sniper<br>RSLC<br>Master Gunner Common Core (MGCC)  | <sup>2</sup> Ranger<br>Master Gunner<br>Air Assault<br>Airborne<br>Heavy Weapons Ldr Crs<br>Battle Staff<br>Bradley Transition Crs<br>Jumpmaster<br>Pathfinder<br>RSLC<br>Master Gunner Common Core (MGCC)<br>Master Fitness Trainer Course | Air Assault<br>Airborne<br>Air Tactical Ops<br>Anti Armor Leaders Crs<br>Bradley Transition Crs<br>Jumpmaster<br>Light Leaders Crs<br>Master Gunner<br><sup>3</sup> Battle Staff<br>Pathfinder<br><sup>2</sup> Ranger<br>RSLC |
|  | <b>Other Operational Positions</b> |  | Asst Gunner<br>Ammo Bearer<br>Driver, Ratelo, Scout   | Anti Armor Specialist<br>Ratelo, BFV/Stryker<br>Driver, Grenadier,<br>Scout, Sniper   | BFV Gunner<br>Anti Armor Squad LDR<br>Rifle Team Leader<br>Senior Sniper   | Bradley Section Leader<br>Anti Armor Section Leader<br><sup>4</sup> Bradley Master Gunner   | Senior Intel Sergeant<br>Operations Sergeant<br><sup>4</sup> Bradley Master Gunner  |
|  | <b>Self Development Pillar</b>     |  | <b>Expert Infantryman Badge</b>   |   |  |   |   |
| All Soldiers should read the MCoE Self Study Program.<br><br>Links available:<br><br><a href="#">MCoE Self Study Program</a>   |                                    | <ul style="list-style-type: none"> <li>SSD 1 &amp; BLC required for promotion to SGT</li> <li>Lead, conduct Squad PT</li> <li>Attend FAST training raise GT &gt;110</li> <li>March a Rifle Squad</li> <li>Inspect a Rifle Squad</li> <li>Soldier of the month/quarter /year</li> </ul> | <ul style="list-style-type: none"> <li>Military Drivers License</li> <li>Vehicle ID</li> <li>Sponsor soldier into Squad</li> <li>Continue civilian Education</li> </ul> | <ul style="list-style-type: none"> <li>SSD 2 and ALC required for promotion to SSG, SSD 3 M-SLC is required for promotion to SFC</li> <li>NCO of the Month</li> <li>Conduct performance counseling</li> <li>Assess Individual training statuses</li> <li>Conduct performance oriented training</li> <li>Supervise operator maintenance</li> <li>Continue Civilian Education (2 year min prior to consideration for MSG)</li> <li>SGT Audie Murphy Club</li> <li>SGT Morales Club</li> </ul> | <ul style="list-style-type: none"> <li>SSD 4 required for promotion to MSG</li> <li>Supervise maintenance and logistics</li> <li>Enforce AR 350-1,</li> <li>Continue civilian education, 2 yrs</li> <li>SGT Audie Murphy Club</li> <li>SGT Morales Club</li> </ul> |   |   |
| <b>Recommended Publications for Improved Soldier self-development</b>  |                                    | <b>One Military School per year, Resident or Non-Resident (Correspondence Courses)</b>   |   |   |  |   |   |
|  |                                    | STP 21-1 SMCT, FM 7-22, TC 3-21.5, AR 670-1<br>Appropriate -10   | STP 21-24 SMCT, DA PAM 600-25, ADP 7-0, FM 6-22, TC 3-25.26, Appropriate -10s, Battle Drills  |   | DA PAM 600-25, ADRP 1-02, FM 3-11, ADP 7-0, AR 750-1   |   |   |
| <b>Special Assignments:</b> Soldiers selected for and successfully perform in Special Assignments demonstrate greater abilities and potential than those who do not. Soldiers should continue to develop themselves to become eligible for Special Assignments in order to advance. <sup>7</sup> |                                    |  |   | <sup>5</sup> Drill Sergeant, Recruiter  | <sup>5</sup> Drill Sergeant, EOA, <sup>1</sup> Instructor, Recruiter, O/C-T<br>AA/RC Advisor   | <sup>5</sup> DA PDNCO, Drill Sergeant, EOA, <sup>1</sup> Instructor, IG, O/C-T, Career Mgt NCOs, ROTC, AA/RC Advisor  |   |
| <b>Promotion</b>   |                                    | 6 Months- PV2 TIS<br>12 Months-PFC TIS   | 24 Months- SPC TIS  | SZ- 17 Months TIS<br>PZ- 35 Months TIS  | SZ- 47 Months TIS<br>PZ- 83 Months TIS   | 6 years Minimum TIS<br>PZ & SZ Announced by DA  |   |
| <b>Retention Control Point</b>   |                                    | 5 Years TIS  | SPC/(P)- 8 Years TIS  | SGT- 14 Years TIS   | SSG- 20 Years TIS  | SFC- 24 Years TIS   |   |

- Infantrymen should serve in a variety of assignments including vehicular and non-vehicular TOE Infantry Battalions  
 - Infantrymen should continue to strive for the Expert Infantryman Badge (PVT through MSG/1SG).

**Notes:**

- <sup>1</sup> Priority one Instructor positions are career enhancing.
- <sup>2</sup> M-SLC and ALC students are offered the opportunity to attend Ranger Course before returning to units (pending availability).
- <sup>3</sup> Upon completion of Battle Staff Course, the operations sergeant should remain in the operations position for a minimum of 12 months.
- <sup>4</sup> NCOs should serve no more than 24 months total as a Bradley Master Gunner at Company or above
- <sup>5</sup> NCOs assigned to CTCs as O/C, Recon/Scout Platoon, LRSD, LRSC, or Support Platoons should have served successfully as SQD LDR, SEC LDR, or PSG in TOE Infantry Battalions for a minimum of 12 months.
- <sup>6</sup> Soldier's enroute to or in a coded position for the skill should attend.
- <sup>7</sup> Soldier's should not serve more than one tour in a special assignment position in each grade.