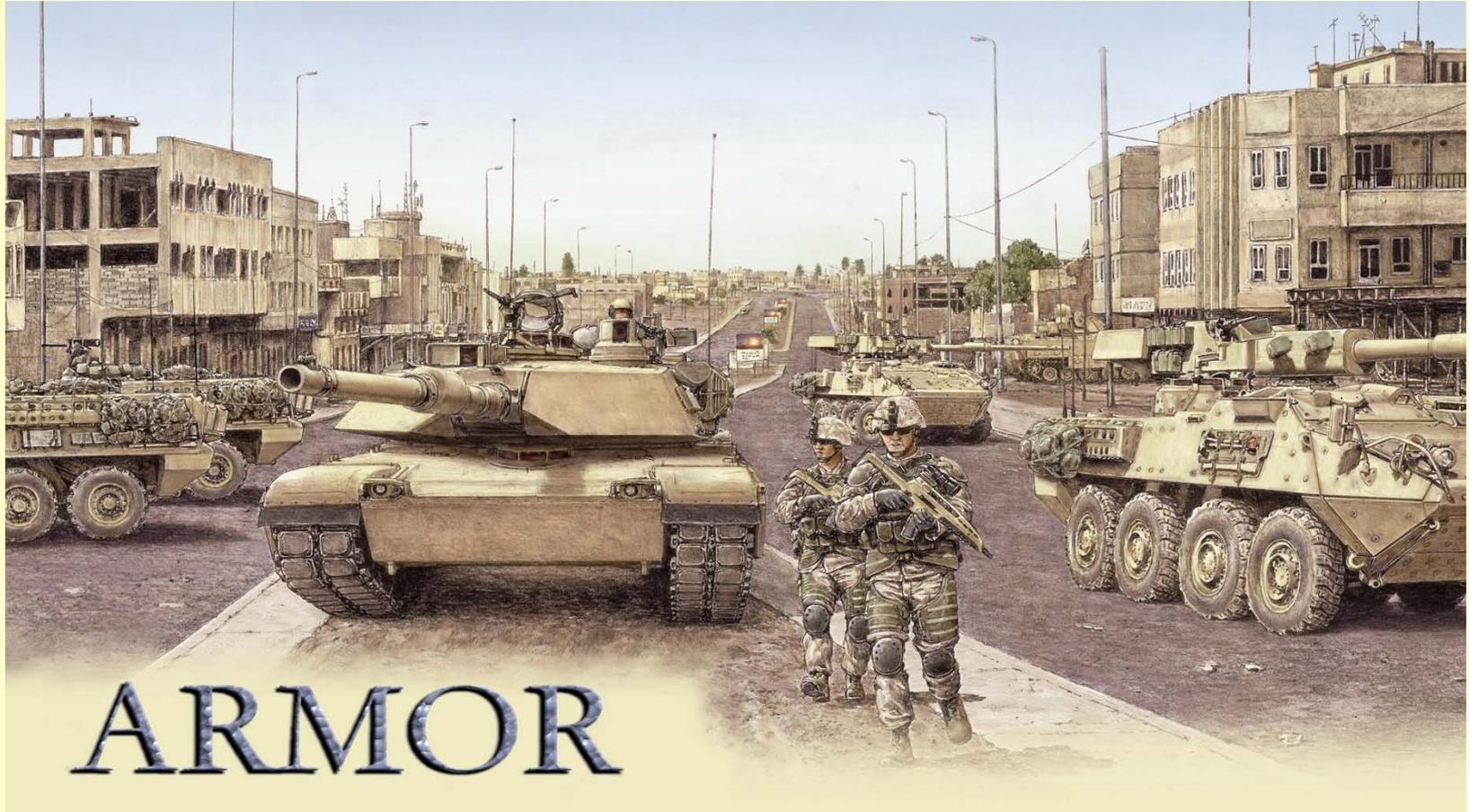




FY 10 MSG SELECTION BOARD BRIEFING



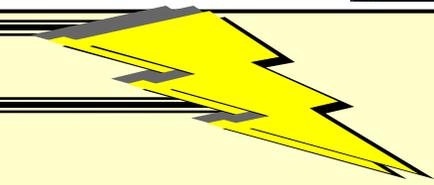
ARMOR

**CMF 19 ARMOR INFORMATION
PACKET**

CMF 19 CAREER PATTERN



FORGE THE THUNDERBOLT!



**ARMOR
CREWMAN**



**00Z50
CSM**



**19Z50
SGM**

**CAVALRY
SCOUT**



**19Z50
MSG/ISG**



**19K40
SFC**



**19K30
SSG**



**19K20
SGT**



**19K10
PFC SPC**



**19D40
SFC**



**19D30
SSG**



**19D20
SGT**



**19D10
PFC-SPC**

OSUT

CMF 19 ARMOR



FORGE THE THUNDERBOLT!

General Information

Armor's Mission

Close with and destroy the enemy

Cavalry's Mission

Provide reconnaissance and security

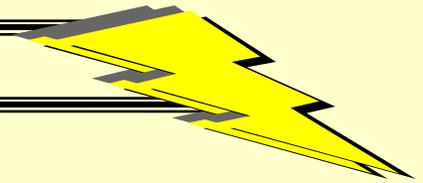
****Warfighting skills are the highest priority****



MODULARITY IMPACTS



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- 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 SFC’s who desire to meet CMF critical leadership requirements. Therefore those SFC’s that do not have at least 18 months critical leadership time should not be considered for promotion.

MOS 19Z DESCRIPTION



Major Duties MOS 19D40/19K40 – 19Z50



19 D & K SFC

--Critical Leadership Positions--

- Platoon Sergeant

--Professionally Developing Assignments--

- Master Gunner in Brigade and below Cavalry and Armor units
- Assistant Operations Sergeant (S3)
- Drill Sergeant
- 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 MSG/1SG

--Critical Leadership Positions--

- First Sergeant

--Professionally Developing Assignments--

- Master Gunner in Division / Regimental Cavalry and Armor units
- Operations Sergeant
- 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

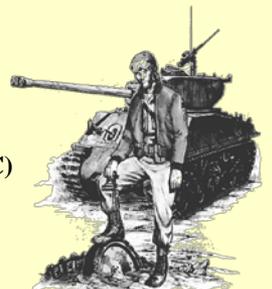
19Z CSM/SGM

--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

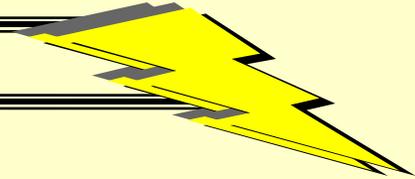




DEMANDING ASSIGNMENTS



FORGE THE THUNDERBOLT!



Proponent Demanding “Critical Leadership” Assignments

Platoon Sergeant: *There is no position more important to the Armor force than the Platoon Sergeant!* Leadership assignments are the key for successful development within CMF 19. The Armor Enlisted Professional Development Guide and DA Pam 600-25 stress the importance of serving as a Platoon Sergeant and not only recommends but places a requirement on 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 Platoon Sergeant, whether the NCO served in a MTOE or TDA positions. These Armor NCO’s should not serve back to back critical leadership positions in a TDA assignment though.

Those SFC’s that have been selected to serve in positions of greater responsibility (i.e. 1SG) 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. Armor SFC’s have found themselves performing duties as infantry PSGs or PSD PSG’s. Equal weight should be given to them as these are also highly demanding positions.

QUICK REFERENCE

ASI;	2S, R4, K4, J3, A8, K8 B9
SQI;	M, X, 8, G, V, Q
INST	68 OF 130 (52%)
DS	66 OF 66 (100%)
RECR	NA



NON-TRADITIONAL ASSIGNMENTS



- Armor Branch does not consider any assignment outside the demanding/critical leadership 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 develop and broaden the NCO.
- 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.



Overseas Contingency Operations 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 SFC'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 Platoon Sergeant to fully prepare the NCO to serve as a First Sergeant. Armor Branch goal is a minimum of 18 months (successful) combined time.

PSD Platoon Sergeant: Consider the 19K40 or 19D40 that has been selected to perform duties as a PSD Platoon Sergeant as equal to those performing Platoon Sergeant duties in an armor or cavalry unit. The CMF goal of 18 months critical leadership time as a Platoon Sergeant still applies. Therefore, upon completion or prior to performing duties as a PSD Platoon Sergeant, the SFC should have been a maneuver Platoon Sergeant.

Rear Detachment NCOIC: Consider successful completion of time spent as a Rear Detachment 1SG or senior NCOIC as part of a SFC 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 Platoon Sergeant in an operational unit to fully prepare the NCO to serve as a First Sergeant. Armor Branch goal is a minimum of 18 months (successful) combined time.



SPECIAL MISSION UNIT



NOT APPLICABLE TO CMF 19

EDUCATION



FORGE THE THUNDERBOLT!

Military / Civilian Education



MILITARY EDUCATION

NCOES

- WLC
- BNCOC (ALC)
- M-ANCO (M-SLC)
- 1SG Course

Career Enhancing

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

Functional

- SCOUT LEADERS COURSE (SLC)
- ARMY RECONNAISSANCE COURSE (ARC)
- 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



FORGE THE THUNDERBOLT!

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

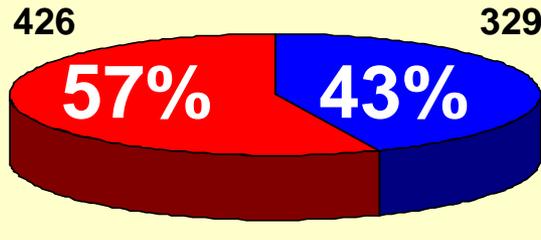
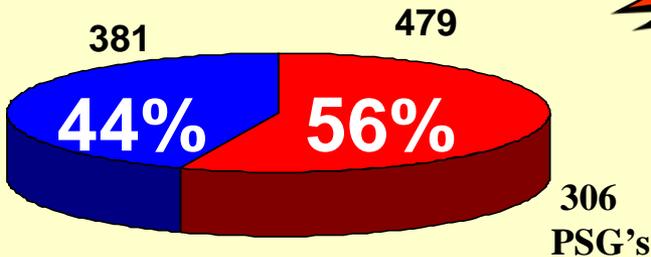


CMF19 SFC Positions

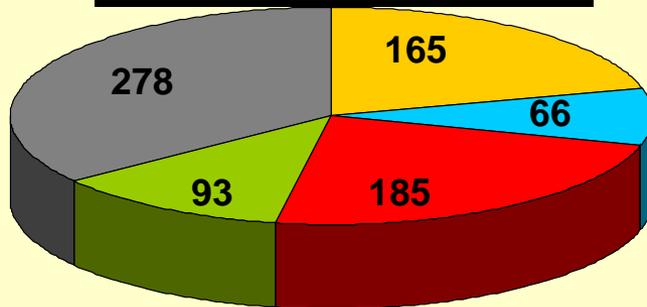
1615 Total Authorized

MOS 19K

MOS 19D



TDA POSITIONS



UNIQUE MOS CHARACTERISTICS (Cont)



FORGE THE THUNDERBOLT!

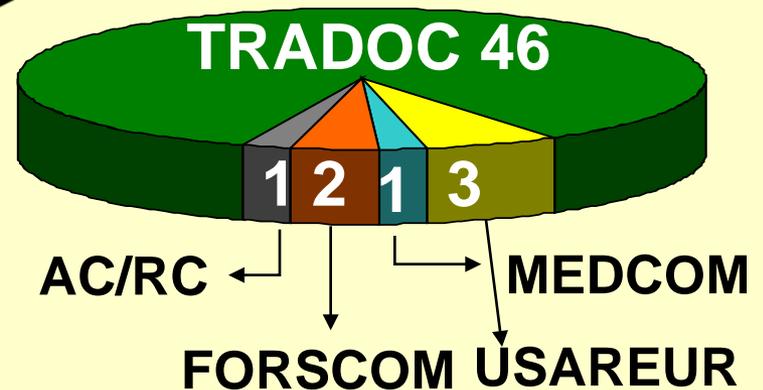
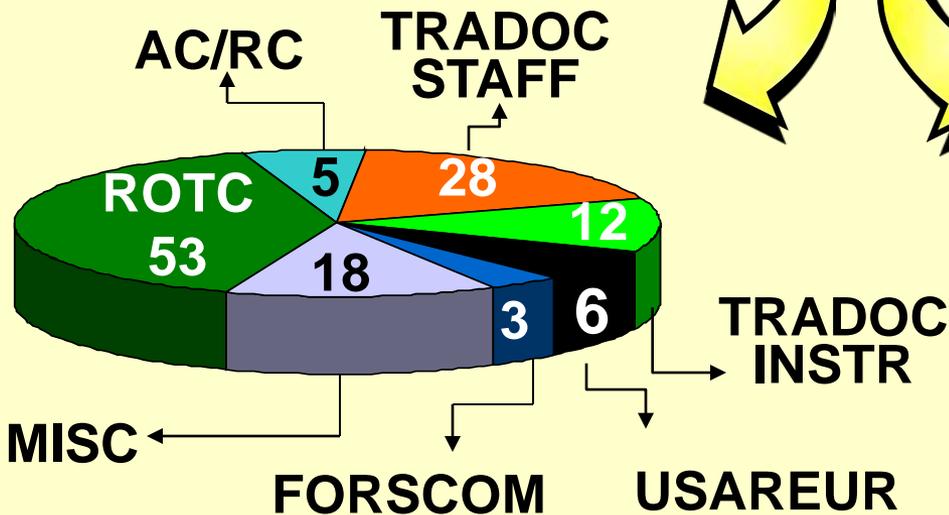
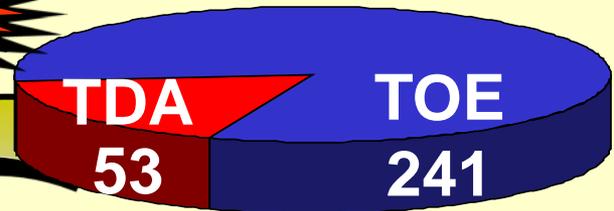
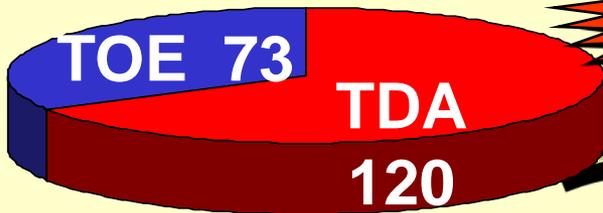


CMF19Z50 Positions

MSG (193)

ISG (294)

487 Total Authorized

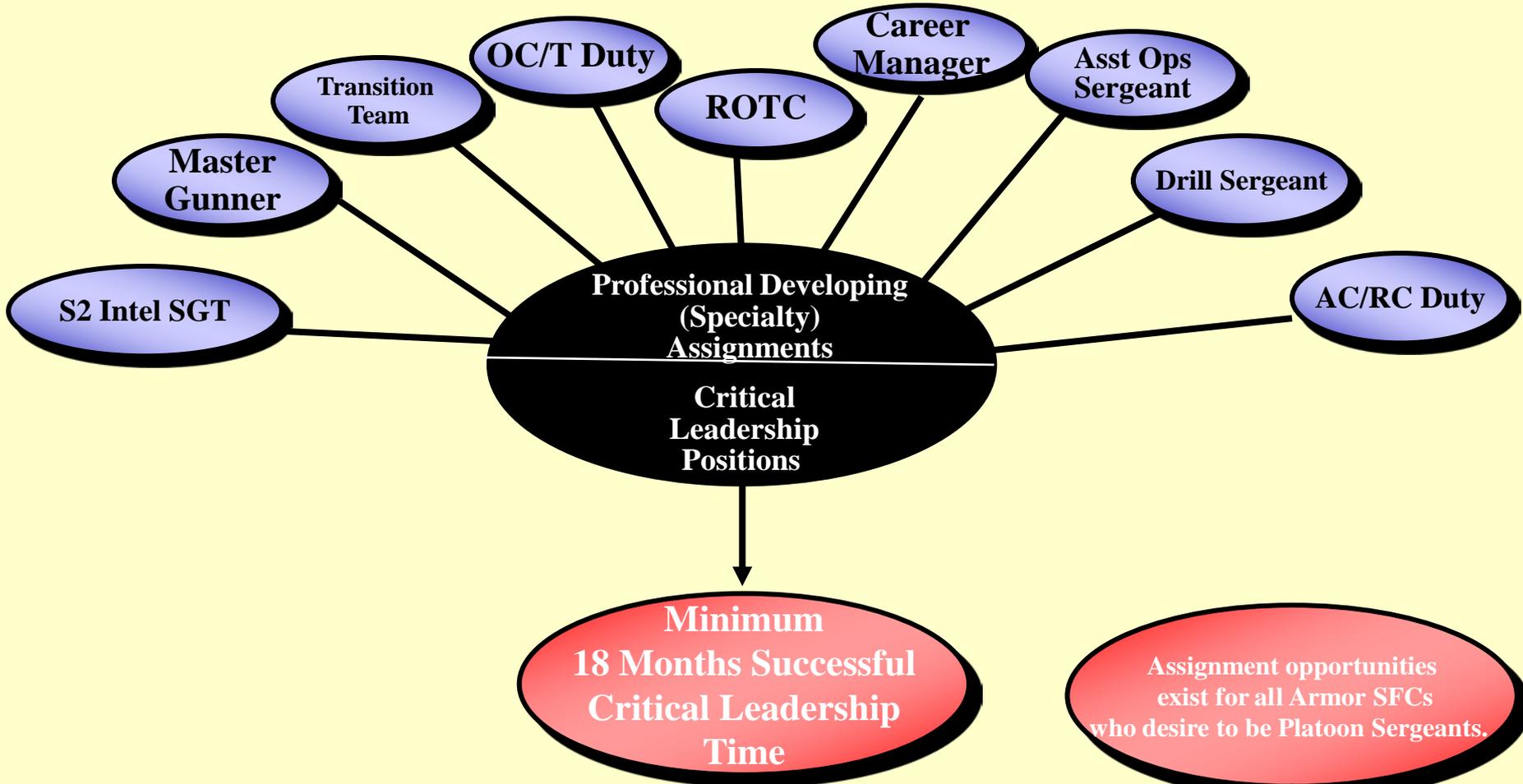


SPECIAL CMF 19 CONSIDERATIONS



FORGE THE THUNDERBOLT!

Developing Assignments





FORGE THE THUNDERBOLT!

Leadership Qualifications

- **Serve in the Critical Leadership assignments**
- **Have 18 months or more successful leadership time as a Platoon 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**
 - **Performing duties as a First Sergeant should be considered as equal to performing critical leadership time as a Platoon Sergeant.**



MOS 19D Professional Development



YEARS	0	5	10	15	20	25	30	
Rank	PVT-SGT		SSG	SFC	MSG/1SG	SGM		
Critical Positions	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		
Developmental Assignments	Operational Force	Serve a variety 19D positions; SL1: M240 or Javelin Gunner /Asst Hvy Veh Driver / Operations Specialist SL2: Stryker Commander / Ammunition SGT / Operations SGT / Asst Hvy Veh Driver.		BN, BDE, DIV Staff NCO Master Gunner Liaison SGT	Asst Ops Sergeant / BN / BDE Master Gunner, Staff NCO, Transition Training Team	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 / Inspector General / Equal Opportunity Advisor	SL5: O/C @ CTC / 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 developmental assignment								
Professional Military Education	WLC		ALC		M-SLC		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

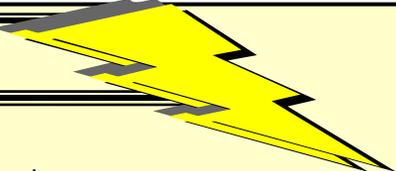


YEARS	0	5	10	15	20	25	30
Rank	PVT-SGT		SSG	SFC	MSG/1SG	SGM	
Critical Positions	SL1: Driver / Loader SL2: Gunner		SL3: Tank Commander MGS Commander	SL4: Platoon Sergeant	SL5: Company 1SG HHC 1SG (2ndCompany)	BN / BDE Operation Sergeant	
Developmental Assignments	Operational Force	Serve a variety 19K positions; SL1: Gunner / Asst Hvy Veh Driver / Operation Asst SL2: MGS Commander / Ammunition SGT / Operations Asst / Asst Hvy Veh Driver.		BN , BDE Asst Ops Sergeant / Master Gunner/ Transition Training Team	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 / Inspector General / Equal Opportunity Advisor	SL5: O/C @ CTC / 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 developmental assignment							
Professional Military Education	WLC		ALC		M-SLC		SMC
Functional Training	Abrams & MGS Operators & Maintenance Course / Commander's Course				First Sergeant Course		Joint Air Operations
Self Development Domain					Senior NCO JPME		Command Sergeants Major Course
					Master-Gunner		
					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 / continue civilian education			

PROMOTION POTENTIAL INDICATORS



FORGE THE THUNDERBOLT!



BEST QUALIFIED



Platoon Sergeant



Professionally Developing Assignment



First Sergeant

EXCEPTIONALLY QUALIFIED



Platoon Sergeant



Professionally Developing Assignment

FULLY QUALIFIED



Platoon Sergeant

SFCs that have NOT performed duties as a PSG should not be considered for promotion to MSG

PROMOTION POTENTIAL INDICATORS



FORGE THE THUNDERBOLT!



Platoon
Sergeant



Professionally
Developing
Assignment



First
Sergeant

Consider **BEST QUALIFIED** the Armor NCO who has served with distinction as a PSG for 18 months or more and has sustained his standard of excellence. These NCOs should have served with distinction in a professionally developing assignment as a SFC. In addition, they have demonstrated proven success at the next higher grade (1SG/MSG) and may have graduated from the First Sergeant Course.

PROMOTION POTENTIAL INDICATORS



FORGE THE THUNDERBOLT!



Platoon
Sergeant



Professionally
Developing
Assignment

Consider **EXCEPTIONALLY QUALIFIED** the Armor NCO who has served with distinction as a PSG for 18 months or more and has sustained his standard of excellence. These NCOs should also have served with distinction in a professionally developing assignment as a SFC.

PROMOTION POTENTIAL INDICATORS



FORGE THE THUNDERBOLT!



Platoon
Sergeant

Consider **FULLY QUALIFIED** the Armor NCO who has served with distinction as a PSG for 18 months or more and has sustained his standard of excellence, 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



FORGE THE THUNDERBOLT!

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.



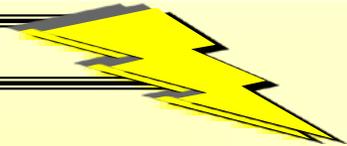
ACRONYMS

- 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
- ARC; Army Reconnaissance Course
- M-SLC; Maneuver Senior Leaders Course
- ALC; Advance Leaders Course
- TC2; Tank Commanders Course

QUESTIONS



FORGE THE THUNDERBOLT!



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**

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Commercial: (502) 624-1321/5155
FAX: DSN 464-7585**

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Armor Hotline (24 hours a day): DSN 464-TANK

Office of the Chief of Armor



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