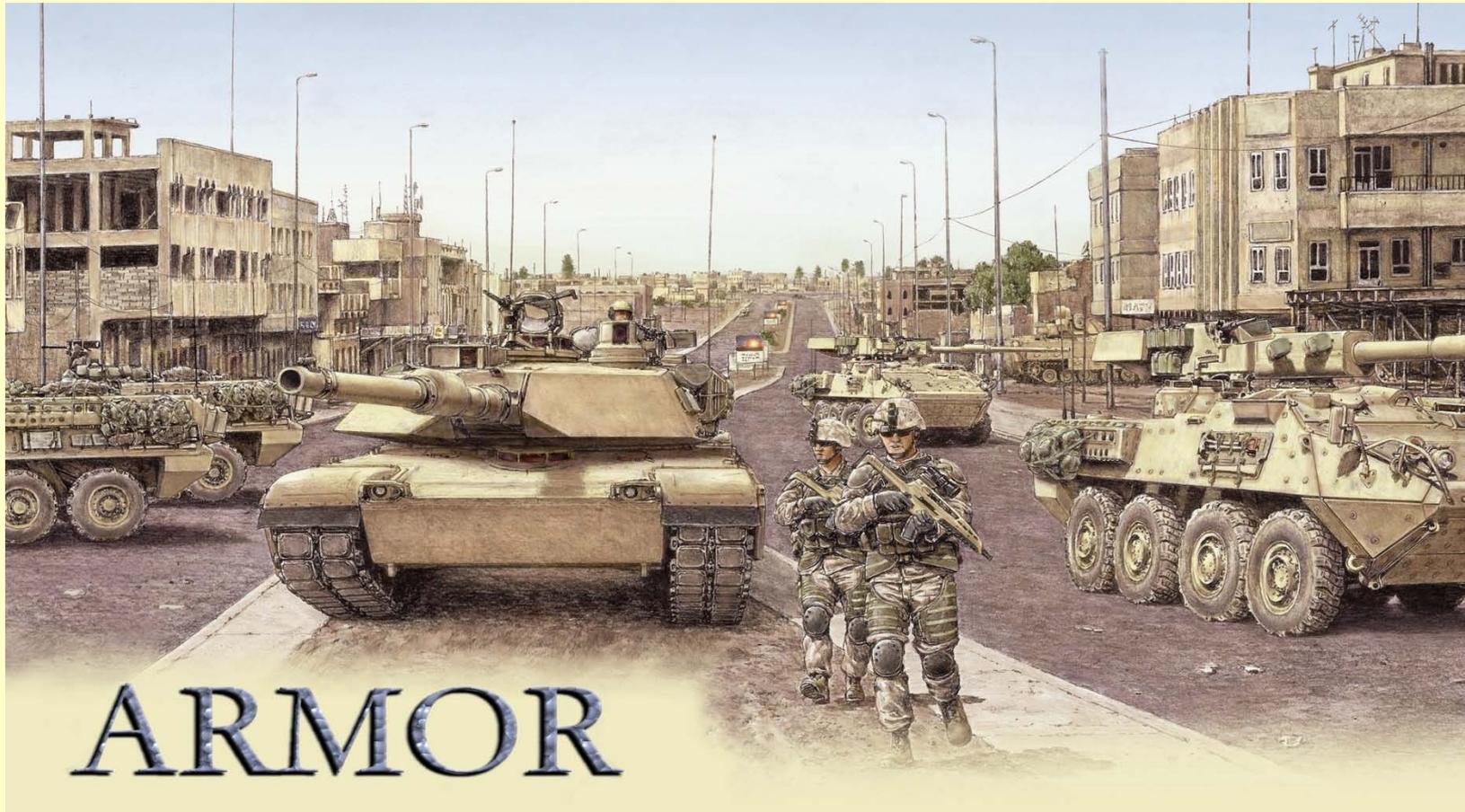




# FY 10 SFC SELECTION BOARD BRIEFING



**ARMOR**

**CMF 19 ARMOR INFORMATION  
PACKET**

# CMF 19 CAREER PATTERN



*TREAT 'EM ROUGH!*



ARMOR  
CREWMAN



00Z50  
CSM



19Z50  
SGM

CAVALRY  
SCOUT



19Z50  
MSG/ISG



19D40  
SFC



19D30  
SSG



19D20  
SGT



19D10  
PFC-SPC



19K40  
SFC



19K30  
SSG



19K20  
SGT



19K10  
PFC SPC

OSUT

# CMF 19 ARMOR



***TREAT 'EM ROUGH!***



## ***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



## *TREAT 'EM ROUGH!*



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



# MOS 19K DESCRIPTION



## *TREAT 'EM ROUGH!*



### **MOS 19K30** **Armor Crewman**

#### **--Critical Leadership Positions--**

- Tank Commander
- Mobile Gun System (MGS) Commander
- Vehicle Commander
- 

#### **--Professionally Developing Assignments--**

- Master Gunner
- Drill Sergeant
- Recruiter
- Instructor/SGL/SGL
- AC/RC Duty (O/C Trainer)
- OPS NCO at Battalion and Brigade level
- TNG Developer/Doctrine Writer
- Transition Team Member

### **MOS 19K40** **Armor Crewman**

#### **--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 CMTIC)
- Intelligence Sergeant in Armor and Cavalry units
- Military Science Instructor (USAMA & ROTC)
- Reserve Component Advisor (AC/RC Duty)
- EO / IG Duty





# MOS 19D DESCRIPTION



## *TREAT 'EM ROUGH!*



### **MOS 19D30 Cavalry Scout**

#### **--Critical Leadership Positions--**

- Scout Section Leader
- Bradley/Stryker Commander
- Scout Squad Leader
- Vehicle Commander

#### **--Professionally Developing Assignments--**

- Master Gunner
- Drill Sergeant
- Recruiter
- Instructor/SGL/SGL
- AC/RC Duty (O/C Trainer)
- OPS NCO at Battalion and Brigade level
- TNG Developer/Doctrine Writer
- Transition Team Member



### **MOS 19D40 Cavalry Scout**

#### **--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

# DEMANDING ASSIGNMENTS



## *TREAT 'EM ROUGH!*



### Proponent Demanding “Critical Leadership” Assignments

19D (Slide 6)

SCOUT SECTION / SQUAD LEADER  
BRADLEY COMMANDER  
STRYKER COMMANDER  
VEHICLE COMMANDER

19K (Slide 5)

TANK/ MGS COMMANDER  
VEHICLE COMMANDER

•SSGs must have served 18 months or more successful leadership time in one of the “Critical Leadership” positions to be considered fully qualified for promotion.

### Proponent Demanding “Developmental” Assignments

19D & 19K

MASTER GUNNER: (ASI: A8, K8, R8, J3)(See slide 12)  
DRILL SERGEANT  
ARMOR SCHOOL INSTRUCTOR: (SGI/SGL)  
TRANSITION TEAM MEMBER (MITT, SpTT, PRT, ETT)  
DOCTRINE DEVELOPER AND WRITER (Develops Armor doctrine)  
DETAILED RECRUITER

#### QUICK REFERENCE

ASI; A8, K8, R8, J3, 2S, R4, K4, B9  
SQI; 4, 8, 2, G, V, Q, X, P  
INST 303 OF 395 (77%)  
DS 102 OF 110 (93%)  
RECR 219 OF 375 (58%)



# NON-TRADITIONAL ASSIGNMENTS



## *TREAT 'EM ROUGH!*

- Armor Branch does not consider any assignment outside the demanding/critical assignments list (Slide 7) to equal or compare to time spent in the critical leadership positions. The only exceptions are those assignments listed on slide 9.
- 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.



# Overseas Contingency Operations Assignments



## *TREAT 'EM ROUGH!*

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

**Transition Team NCO:** Consider successful completion of a Military Transition Team (MiTT) , Provisional Reconstruction Team (PRT) or an Embedded Training Team (ETT) assignment in support of the Contingency Operations as part of a SSGs 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 Vehicle Commander to fully prepare the NCO to serve as a PSG. Armor Branch goal is a minimum of 18 months combined time.

**Personal Security Detachment (PSD) NCO:** Although not an authorized position, CMF 19 has had several NCOs selected to serve on PSDs. These positions should be considered equivalent to a SSG serving in a Squad/Section leader or any other critical leadership position.

**Warrior Transition Unit (WTU) Squad Leader:** CMF 19 has had an increase in the number of SSGs being assigned to WTU's. Consider successful completion of leadership time spent in a WTU as part of the SSGs critical leadership time. While service in a WTU provides a portion of the requisite skills, it must be combined with time spent as a Vehicle Commander to fully prepare the NCO to serve as a PSG. Armor Branch goal is a minimum of 18 months combined time.



# SPECIAL MISSION UNIT

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*TREAT 'EM ROUGH!*

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**NOT APPLICABLE TO CMF 19**

# EDUCATION



## *TREAT 'EM ROUGH!*

### *Military / Civilian Education*



#### **MILITARY EDUCATION**

##### **NCOES**

- WLC
- ALC
- M-SLC

##### **Career Enhancing**

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

##### **Functional**

- SCOUT LEADERS COURSE (SLC)/ARMY RECONNAISSANCE COURSE(ARC)
- BATTLE STAFF
- TANK COMMANDER COURSE (TC2)

#### **CIVILIAN EDUCATION**

- Civilian education is a measure of an individuals time management skills and desire for higher learning.
- Deployments have caused the majority of CMF 19 Soldiers to either place their educational goals on hold or slow down.
- 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



## *TREAT 'EM ROUGH!*



### *Master Gunner*

#### • **Definition:**

- **A program designed to select the very best NCO's and prepare them to become the Commander's Tank, Bradley, and Stryker Combat Technical Advisors. Master Gunners 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.**
- **To function as:**
  - » **Turret Maintenance Advisor / Trainer**
  - » **Turret Training Manager**
  - » **Simulation Device Manager**



# UNIQUE MOS CHARACTERISTICS (Cont)

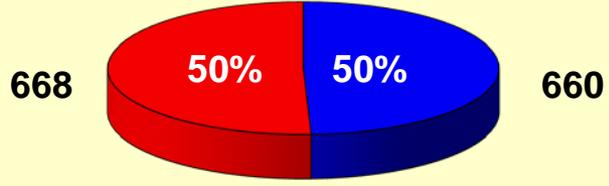


## TREAT 'EM ROUGH!

### CMF 19 SSG Positions

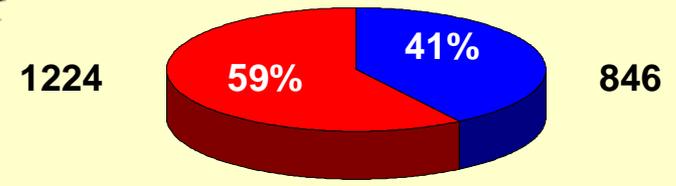
#### MOS 19K

1328



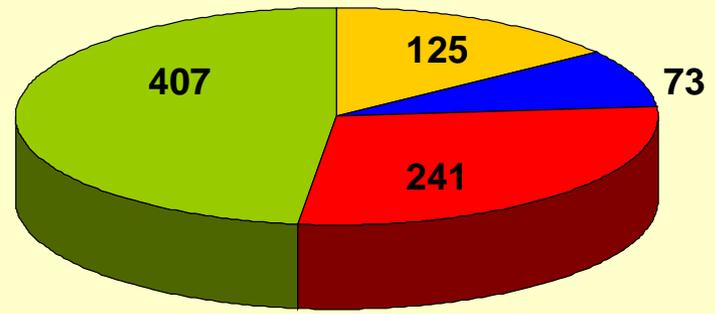
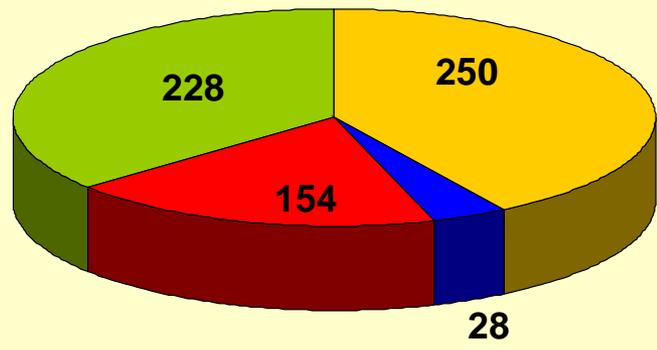
#### MOS 19D

2070



**3398 Total Authorized**

#### TDA POSITIONS



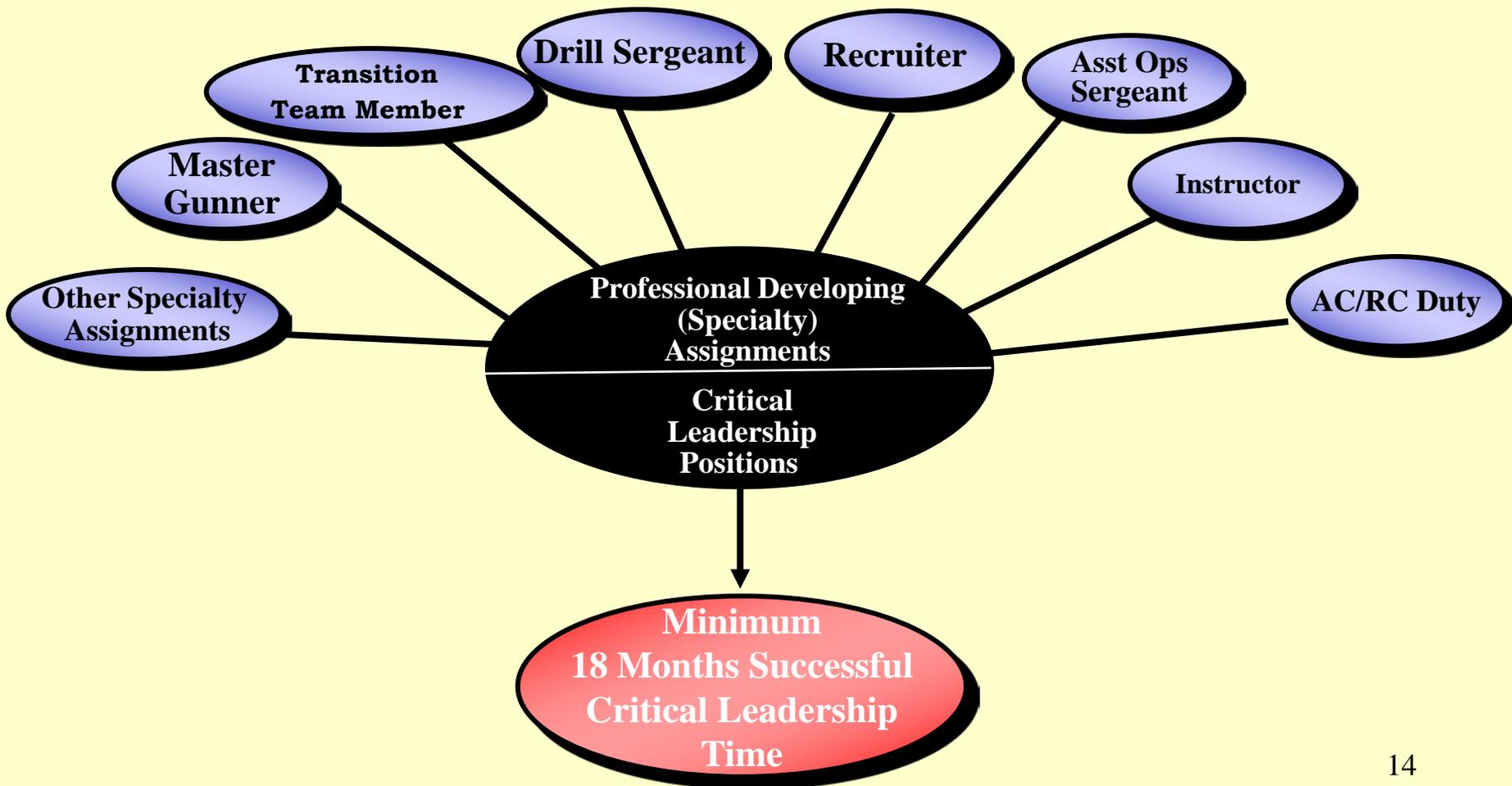
Drill Sgt (blue) Recruiter (yellow) Instructor (red) Other (green) OC/T, Staff, AC/RC (light green)

# SPECIAL CMF 19 CONSIDERATIONS



## *TREAT 'EM ROUGH!*

### *Assignments*





## *TREAT 'EM ROUGH!*

### *Leadership Qualifications*

- **Serve in the Critical Leadership assignments**
- **Have 18 months or more successful leadership time in one of the critical leadership positions**
  - **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**
  - **Time spent serving at the next higher leadership position counts toward leadership qualification at the current grade. (e.g. 10 months as a tank commander and 8 months as a platoon sergeant would qualify the SSG at the current grade with 18 months of critical leadership time.)**
- **It is beneficial to serve as a Platoon Sergeant, after filling the critical leadership position at current grade.**



# MOS 19D Professional Development



Years	0	5	10	15	20	25	32
Rank	PVT - SGT		SSG	SFC	MSG/1SG	SGM	
<b>Critical Positions</b>	<b>SL1:</b> Driver / Scout / Gunner <b>SL2:</b> Team/Squad Leader		<b>SL3:</b> Squad Leader / Section-Leader / Vehicle Commander	<b>SL4:</b> Platoon Sergeant	<b>SL5:</b> Company 1SG HHC / HHT 1SG (2ndCompany)	<b>BN / BDE Operation Sergeant</b>	
<b>Developmental Assignments</b>	<b>Operational Force</b>	<b>Serve a variety 19D positions</b> <b>SL1:</b> M240 or Javelin Gunner Asst Hvy Veh Driver Operations Specialist <b>SL2:</b> Stryker Commander Ammunition SGT / Operations SGT / Asst Hvy Veh Driver.	BN, BDE, DIV Staff NCO Master Gunner Liaison SGT	Bn / BDE 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	
		<b>Generating Force</b>	<b>SL2:</b> Recruiter Instructor Drill Sergeant	<b>SL3:</b> Recruiter Instructor Drill Sergeant AC-RC Advisor (O/C Trainer)	<b>SL4:</b> Recruiter Instructor Drill Sergeant O/C @ CTC AC-RC Advisor Inspector General Equal Opportunity Advisor	<b>SL5:</b> O/C @ CTC Inspector General ROTC Instructor	AC-RC Advisor (O/C Trainer) Equal Opportunity Advisor
	<b>Notes:</b> 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						
<b>Professional Military Education</b>	WLC		ALC	M-SLC	SMC		
<b>Functional Training</b>	Air Assault / Airborne / Ranger / Javelin / Sniper / Jumpmaster / Army Reconnaissance Course					Joint Air Operations	
	Stryker & Bradley / (Operators & Maintenance) (Commander's Course)				Senior NCO Joint Professional Military Education		
	Master Gunner / Battle Staff / Pathfinder						
<b>Self Development Domain</b>	Raise GT >110 / Soldier & NCO of the Month/Quarter/Year boards--Sgt Audie Murphy / Sgt Morales Boards						
	Enroll in MOS / leadership related courses (resident & correspondence) / read CSA's professional reading list						
	Enroll / Continue Civilian Education--SOCAD agreements with University Maryland University College(UMUC) and Thomas Edison State College(TESC)						



# MOS 19K Professional Development

Years	0	5	10	15	20	25	32
Rank	PVT - SGT		SSG	SFC	MSG/1SG	SGM	
<b>Developmental Assignments</b>	<b>Critical Positions</b>	SL1: Driver / Loader SL2: Gunner	SL3: Tank/MGS Commander Vehicle Commander	SL4: Platoon Sergeant	SL5: Company 1SG HHC / HHT 1SG (2ndCompany)	BN / BDE Operations Sergeant	
	<b>Operational Force</b>	Serve a variety 19K positions SL1: Gunner / Operation Asst Asst Hvy Veh Driver 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 Bn/ BDE Master Gunner Transition Training Team	Ops Sergeant Asst Ops Sergeant BDE / DIV Staff NCO Intelligence Analyst (S2) Master Gunner	General Officer Staff Division Master Gunner	
	<b>Generating Force</b>	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) Equal Opportunity Advisor	ROTC Instructor Inspector General	
	<b>Notes:</b> 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						
<b>Professional Military Education</b>	WLC		ALC		M-SLC		SMC
<b>Functional Training</b>	Abrams & MGS (Operators & Maintenance Course ) (Commander's Course)				Joint Air Operations		
	Air Assault / Airborne / Jumpmaster		Master Gunner / Battle Staff		Senior NCO Joint Professional Military Education		
<b>Self Development Domain</b>	Raise GT >110 / Soldier & NCO of the Month/Quarter/Year boards---Sgt Audie Murphy / Sgt Morales Boards						
	Enroll in MOS / leadership related courses (resident & correspondence)/ read CSA's professional reading list						
	Enroll / Continue Civilian Education---SOCAD agreements with University Maryland University College(UMUC) and Thomas Edison State College(TESC)						

# PROMOTION POTENTIAL INDICATORS



## *TREAT 'EM ROUGH!*



Leadership  
Position



Professionally  
Developing  
Assignment



Platoon  
Sergeant

### **BEST QUALIFIED**

**Consider the Armor NCO Best Qualified who has:**

Served with distinction as Tank/Bradley/MGS/Stryker/Vehicle CDR or Scout Section or Squad leader for 18 months or more

Served with distinction in a professionally developing (specialty) assignment as a Staff Sergeant

Demonstrated proven excellence in an authorized position at a higher level (i.e. Platoon Sergeant)

Graduate of ALC and possibly M-SLC

**NOTE: A SSG that has been selected to perform duties as a PSG should be considered ahead of his peers.**

# PROMOTION POTENTIAL INDICATORS



## *TREAT 'EM ROUGH!*



Leadership  
Position



Professionally  
Developing  
Assignment

### **EXCEPTIONALLY QUALIFIED**

**Consider the Armor NCO Exceptionally Qualified who has:**

Served with distinction as Tank/Bradley/MGS/Stryker/Vehicle CDR or Scout Section or Squad leader for 18 months or more

Served with distinction in a professionally developing (Specialty) assignment as a Staff Sergeant

Has exhibited exceptional potential for success at the next higher grade

Graduate of ALC and possibly M-SLC

# PROMOTION POTENTIAL INDICATORS



## *TREAT 'EM ROUGH!*



Leadership  
Position

### **FULLY QUALIFIED**

**Consider the Armor NCO Fully Qualified who has:**

Served with distinction as Tank/Bradley/MGS/Stryker/Vehicle CDR or Scout Section or Squad Leader for 18 months or more

Graduate of ALC and possibly M-SLC

# RECOGNITION OR AWARDS



## *TREAT 'EM ROUGH!*



### *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



## *TREAT 'EM ROUGH!*

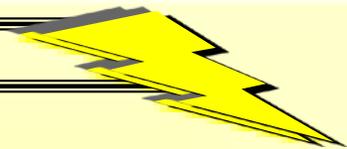


- MG; Master Gunner
- MGS; Mobile Gun System
- UCOFT; Unit Conduct Of Fire Trainer
- SIO; Senior Instructor Operator
- CLC; Cavalry Leaders Course
- SLC; Scout Leaders Course
- M-SLC; Maneuver Senior Leaders Course
- ALC; Advanced Leaders Course
- TC2; Tank Commanders Course
- ARC Army Reconnaissance 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 #:**

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ATTN: ATZK-AR  
Fort Knox, Kentucky 40121**

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FAX: DSN 464-7585**

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



*Office of the Chief of Armor*



*Soldiers are our business*

