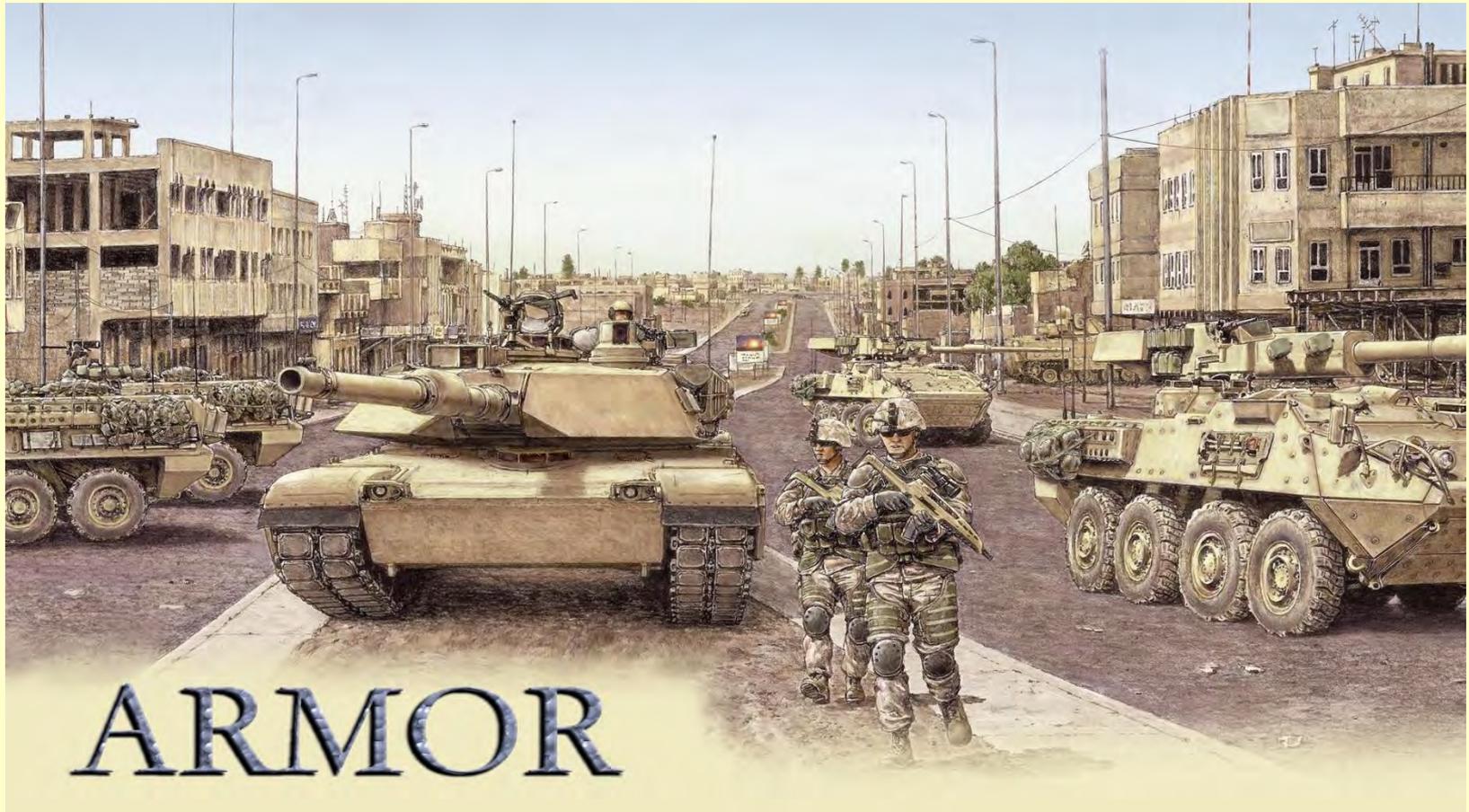




# FY 11 MSG SELECTION BOARD BRIEFING

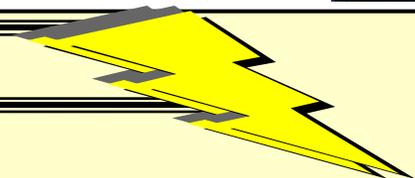


## CMF 19 ARMOR INFORMATION PACKET

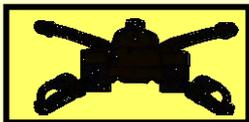
# CMF 19 CAREER PATTERN



*FORGE THE THUNDERBOLT!*



ARMOR  
CREWMAN



00Z  
CSM

19Z50  
SGM

CAVALRY  
SCOUT



19Z50  
MSG/1SG

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\*\***

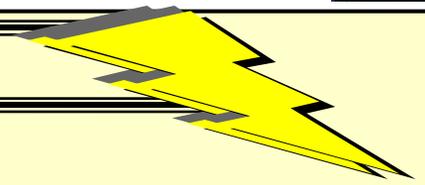




# MODULARITY IMPACTS



## *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 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.

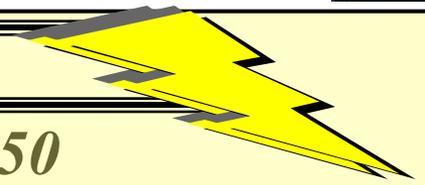


# MOS 19Z DESCRIPTION



***FORGE THE THUNDERBOLT!***

***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 / USAARMS Instructor/Writer
- Career Management NCO
- Observer Controller at (NTC, JRTC, and CMTC)
- Intelligence Sergeant in Armor and Cavalry units
- Military Science Instructor (USMA & 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 / USAARMS Instructor/Writer
- Career Management NCO
- Observer Controller at (NTC, JRTC, and CMTC)
- Intelligence Sergeant in Armor and Cavalry units
- Military Science Instructor (USMA & 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 (USMA & 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



## *FORGE THE THUNDERBOLT!*



- 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
- ALC
- M-SLC
- 1SG Course

#### **Career Enhancing**

- MASTER GUNNER
- AIRBORNE
- AIR ASSAULT
- RANGER
- JUMPMaster
- 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

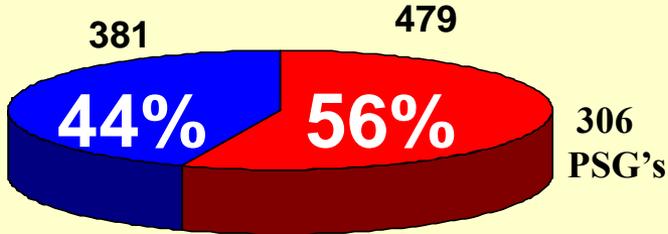


*FORGE THE THUNDERBOLT!*

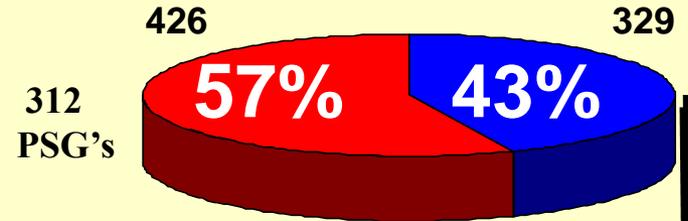
## CMF19 SFC Positions

**1615 Total Authorized**

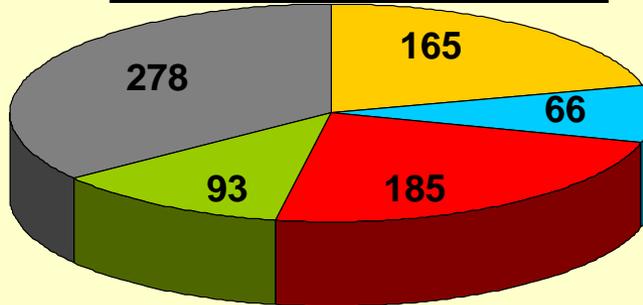
### MOS 19K



### MOS 19D



### TDA POSITIONS



Drill SGT Instr OC/T AC/RC Other

# UNIQUE MOS CHARACTERISTICS



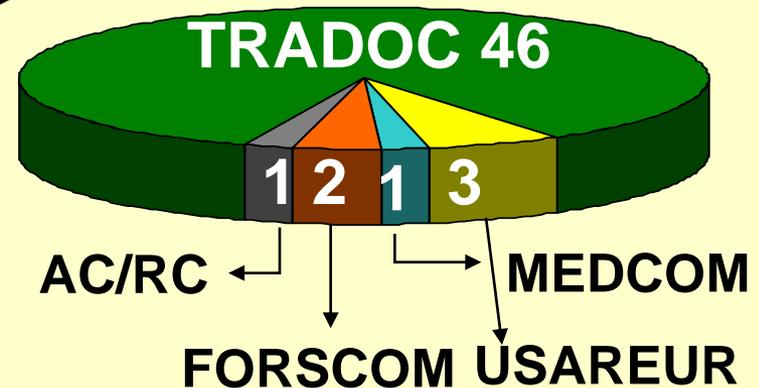
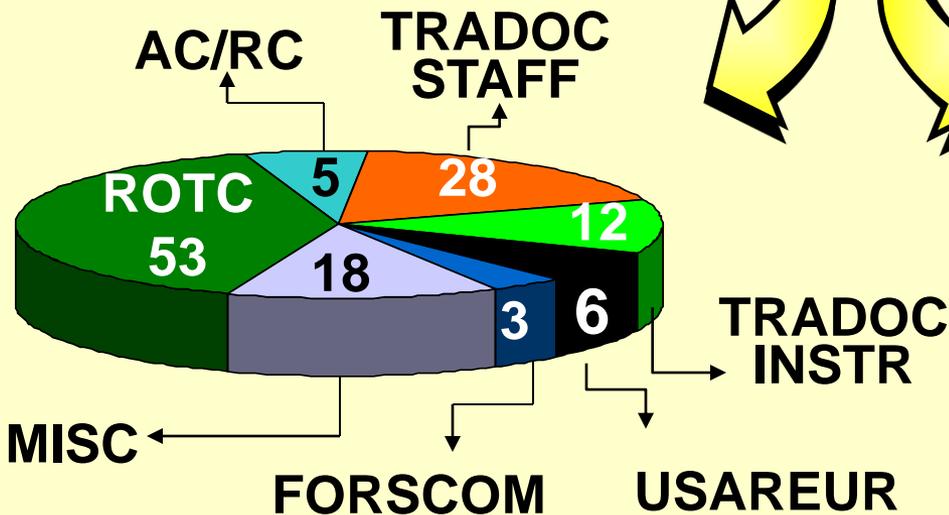
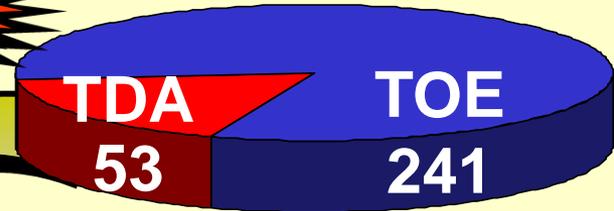
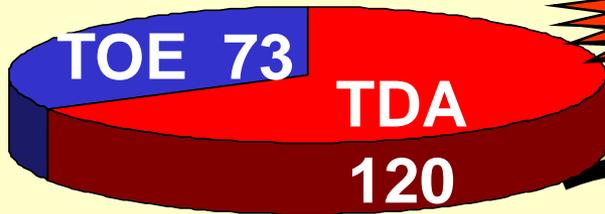
*FORGE THE THUNDERBOLT!*

## *CMF19Z50 Positions*

### *MSG (193)*

### *ISG (294)*

**487 Total Authorized**



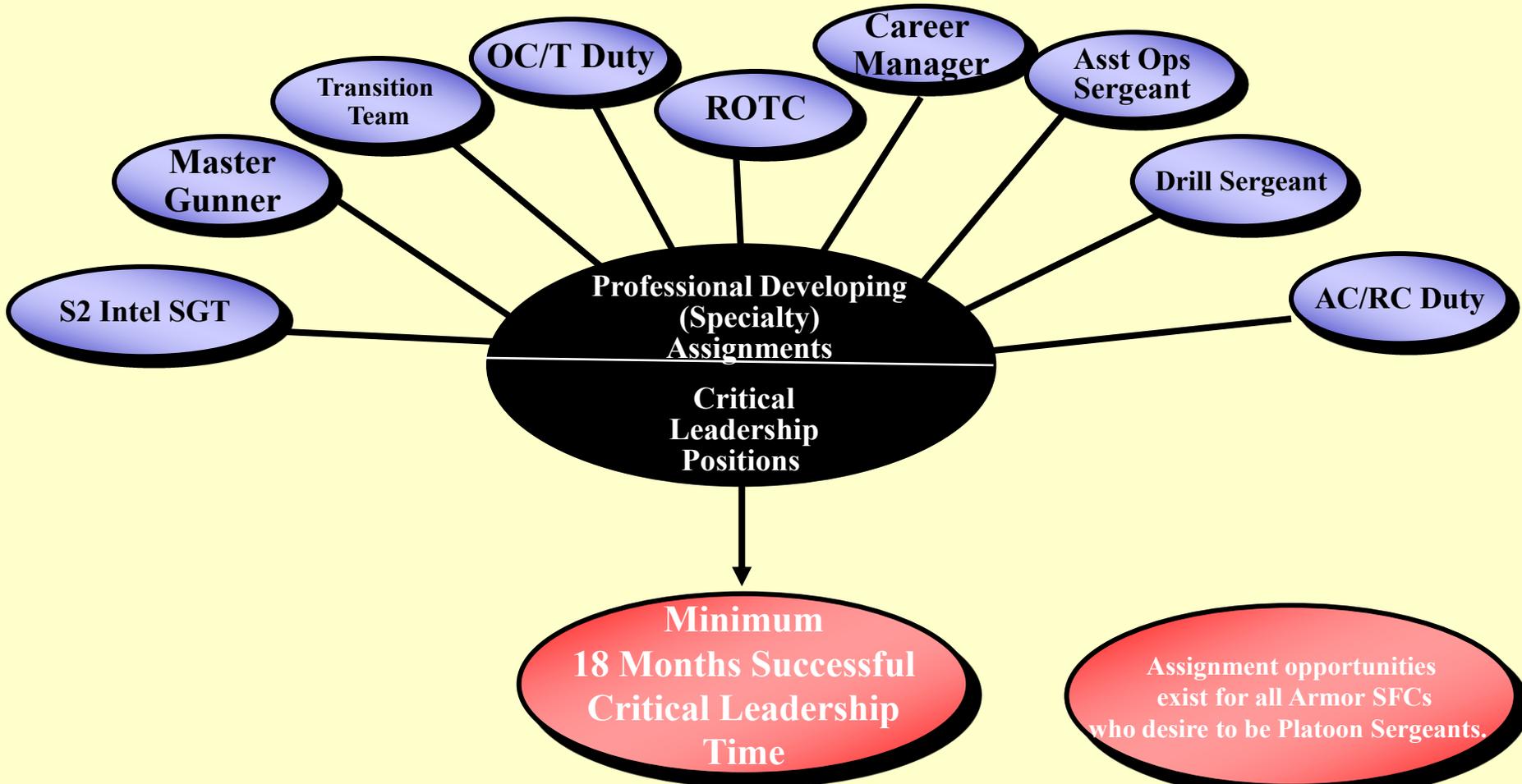
# SPECIAL CMF 19 CONSIDERATIONS



*FORGE THE THUNDERBOLT!*



## *Developing Assignments*



# SPECIAL CMF 19 CONSIDERATIONS



*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		<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 1SG (2ndCompany)		<b>BN / BDE Operation Sergeant</b>	
Developmental Assignments		<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		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 / AC-RC Advisor / O/C @ CTC / Inspector General / Equal Opportunity Advisor		<b>SL5:</b> O/C @ CTC / AC-RC Advisor (O/C Trainer) Inspector General Equal Opportunity Advisor / ROTC Instructor			
		<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									
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, DIV Staff NCO, Master Gunner, Liaison SGT,		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				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					
		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



# POINT OF CONTACT



## 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 School  
ATTN: ATZK-AR  
Fort Benning, Georgia 31905**

### POINT OF CONTACT

**Office of the Chief of Armor**

**SFC Frank Johnson, 19Z Career Management NCO**

**Telephone:           Commercial: (706) 545-0670  
                              DSN: 835-0670**

**EMAIL: [frank.carter.johnson@us.army.mil](mailto:frank.carter.johnson@us.army.mil)**



***Office of the Chief of Armor***

***Soldiers are our business***

