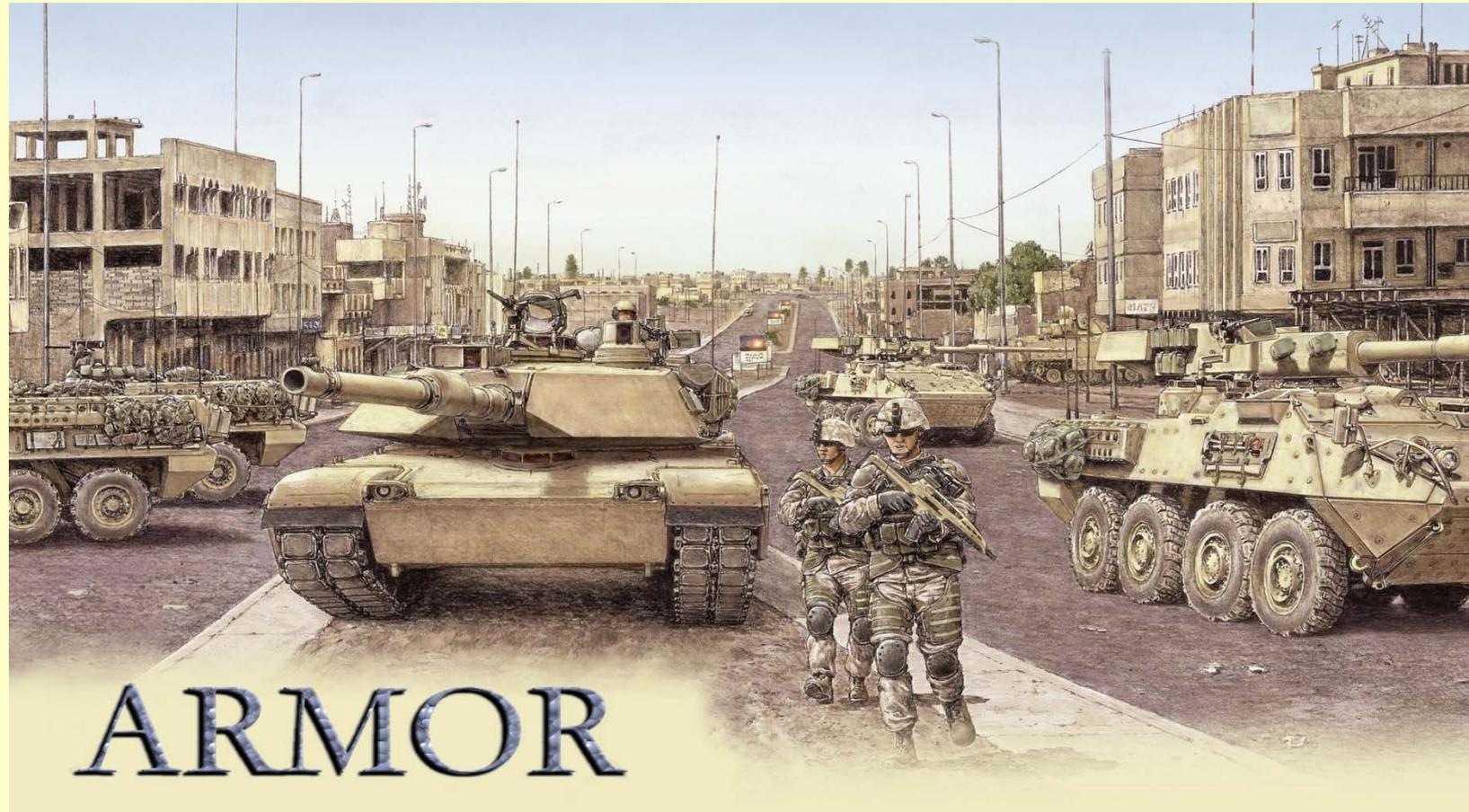




FY 11 SFC SELECTION BOARD BRIEFING



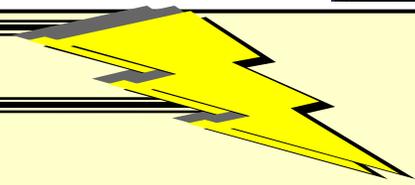
ARMOR

**CMF 19 ARMOR INFORMATION
PACKET**

CMF 19 CAREER PATTERN



FORGE THE THUNDERBOLT!



**ARMOR
CREWMAN**



**00Z/19Z
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 SSG’s who desire to meet CMF critical leadership requirements. Therefore those SSG’s that do not have at least 18 months critical leadership time should not be considered for promotion.

CMF 19K DESCRIPTION



FORGE THE THUNDERBOLT!

Major Duties MOS 19K30 Armor Crewman

--Critical Leadership Positions--

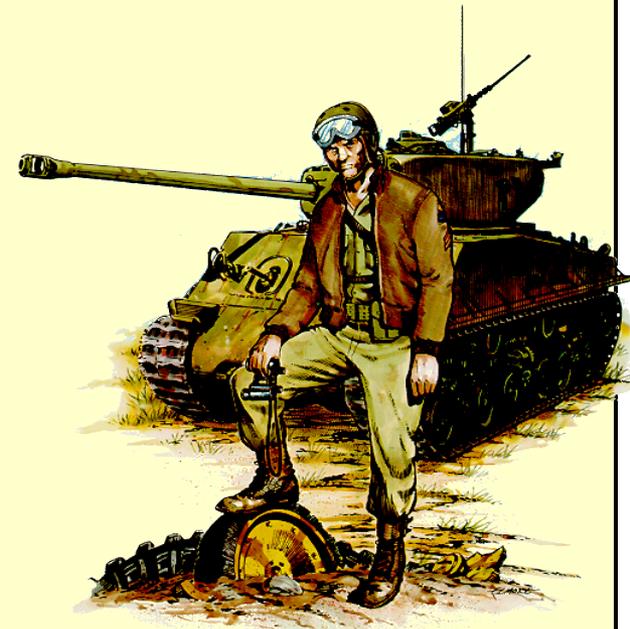
- Tank Commander
- Mobile Gun System (MGS) Commander
- Vehicle Commander

--Professionally Developing Assignments--

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

--Responsibilities--

The Tank/MGS Commander is typically responsible for the training and welfare of 3 Soldiers and equipment valued at up to \$8 million dollars. He is responsible for closing with and destroying the enemy using maneuver and direct fire.



CMF 19D DESCRIPTION



FORGE THE THUNDERBOLT!

Major Duties MOS 19D30 Cavalry Scout

--Critical Leadership Positions--

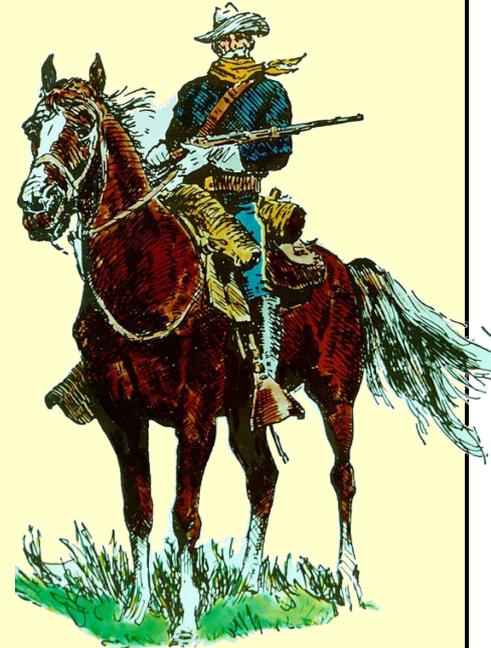
- Scout Section Leader
- Bradley/Stryker Commander
- Scout Squad Leader
- Vehicle Commander

--Professionally Developing Assignments--

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

--Responsibilities--

The Scout Section/Squad Leader is typically responsible for the welfare and training of 8-10 Soldiers and equipment valued at \$1- \$3 million dollars. He conducts security, reconnaissance, surveillance, and target acquisition to provide critical real-time battlefield information.

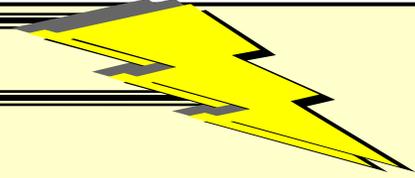




DEMANDING ASSIGNMENTS



FORGE THE THUNDERBOLT!



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 for 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 TEAMS: (MiTT, SpTT, PRT)
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 263 OF 365 (72%)
DS 96 OF 103 (93%)
RECR 273 OF 423 (65%)

NON-TRADITIONAL ASSIGNMENTS



FORGE THE THUNDERBOLT!



- Armor Branch does not consider any assignment outside the demanding/critical leadership assignments list (Slide 7) to equal or compare to time spent in the critical leadership positions. The only exceptions are those Overseas Contingency Operations 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 develop and broaden the NCO.
- Slide 15 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 NCO: Consider successful completion of a Military Transition Team (MiTT) or a Provisional Reconstruction Team (PRT) assignment as part of a SSG'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 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



NOT APPLICABLE TO CMF 19

EDUCATION



FORGE THE THUNDERBOLT!



Military / Civilian Education

MILITARY EDUCATION

NCOES

- WLC
- ALC
- M-SLC

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

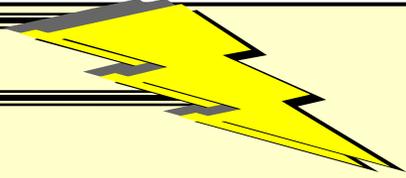
- **Master Gunner:**

- 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 (Cont)



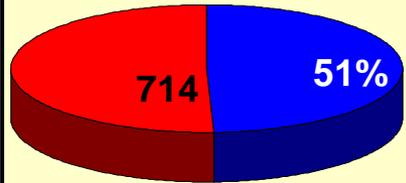
FORGE THE THUNDERBOLT!



CMF 19 SSG Positions

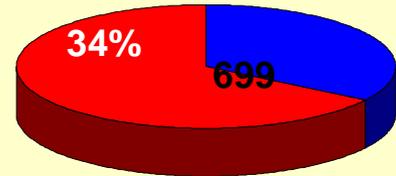
MOS 19K

1410



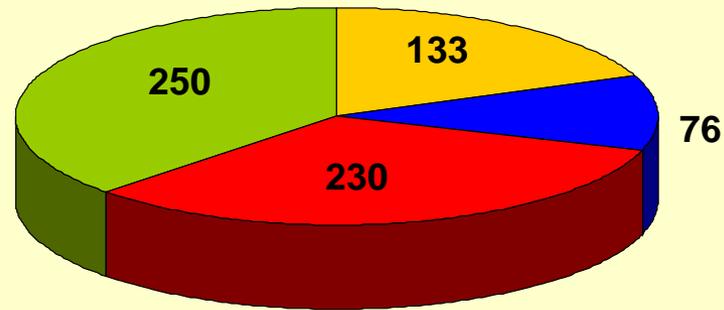
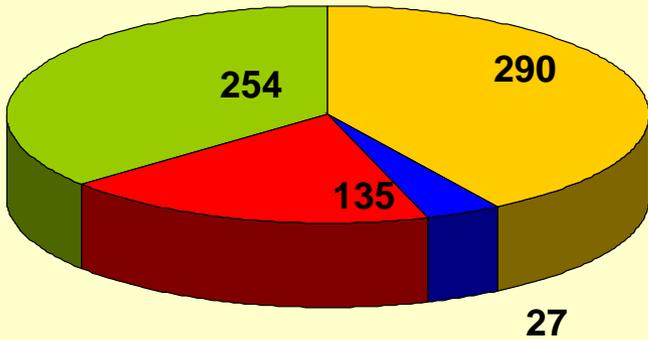
MOS 19D

2045



3455 Total Authorized

TDA POSITIONS



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

UNIQUE MOS CHARACTERISTICS



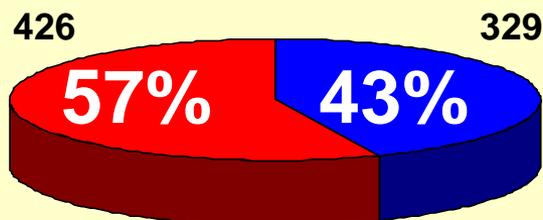
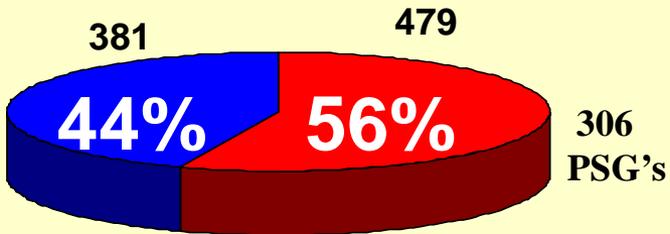
FORGE THE THUNDERBOLT!

CMF19 SFC Positions

1615 Total Authorized

MOS 19K

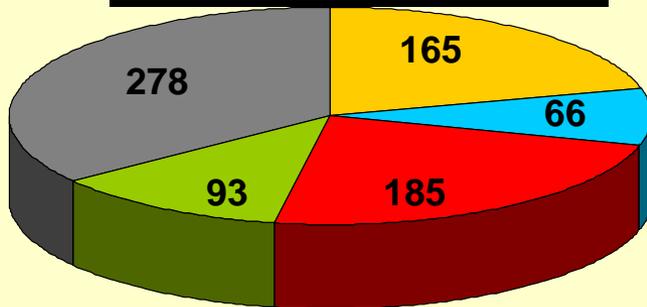
MOS 19D



■ TDA ■ TOE

■ TOE ■ TDA

TDA POSITIONS



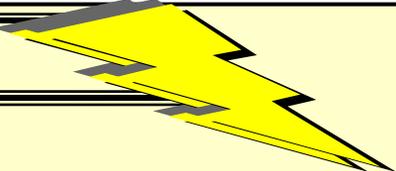
Drill SGT ■ Instr ■ OC/T ■ AC/RC ■ Other ■



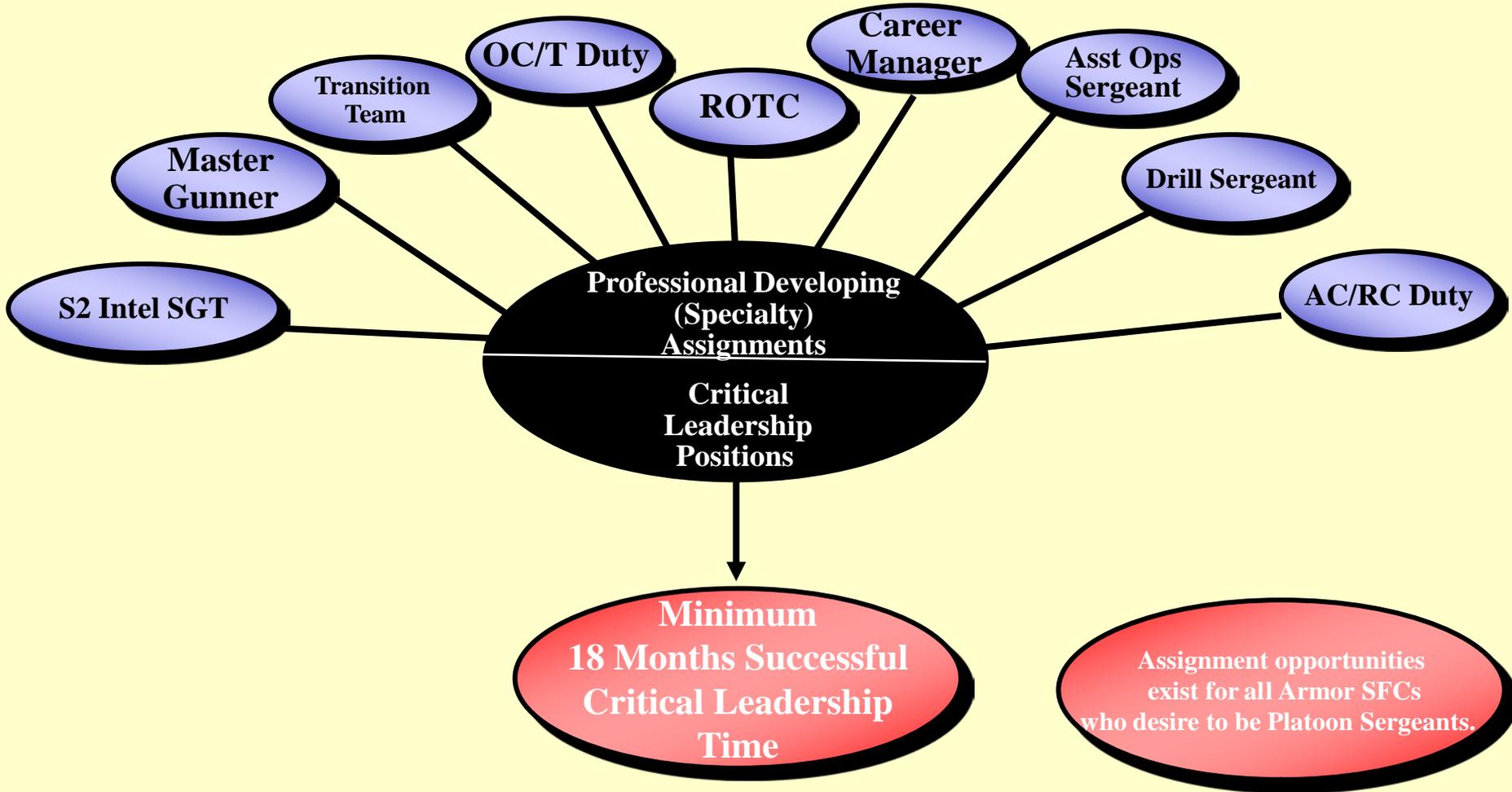
SPECIAL CMF 19 CONSIDERATIONS



FORGE THE THUNDERBOLT!

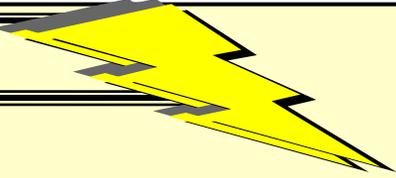


Developing Assignments





FORGE THE THUNDERBOLT!



Leadership Qualifications

- **Serve in the Critical Leadership assignments**
- **Have 18 months or more successful leadership time 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	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		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		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	Raise GT > 110 / Soldier & NCO of the Month - Quarter - Year boards		Battle Staff NCO Course								
Enroll in MOS / leadership related courses (resident & correspondence) / read CSA's professional reading list											
Enroll / continue civilian education											

PROMOTION POTENTIAL INDICATORS



FORGE THE THUNDERBOLT!



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 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



FORGE THE THUNDERBOLT!



Leadership
Position



Professionally
Developing
Assignment

EXCEPTIONALLY QUALIFIED

Consider the Armor NCO Exceptionally Qualified who has:

Served with distinction as Tank/Bradley/MGS/Stryker 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



FORGE THE THUNDERBOLT!



Leadership
Position

FULLY QUALIFIED

Consider the Armor NCO Fully Qualified who has:

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

Graduate of ALC and possibly M-SLC

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 #:

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

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Office of the Chief of Armor

Soldiers are our business

