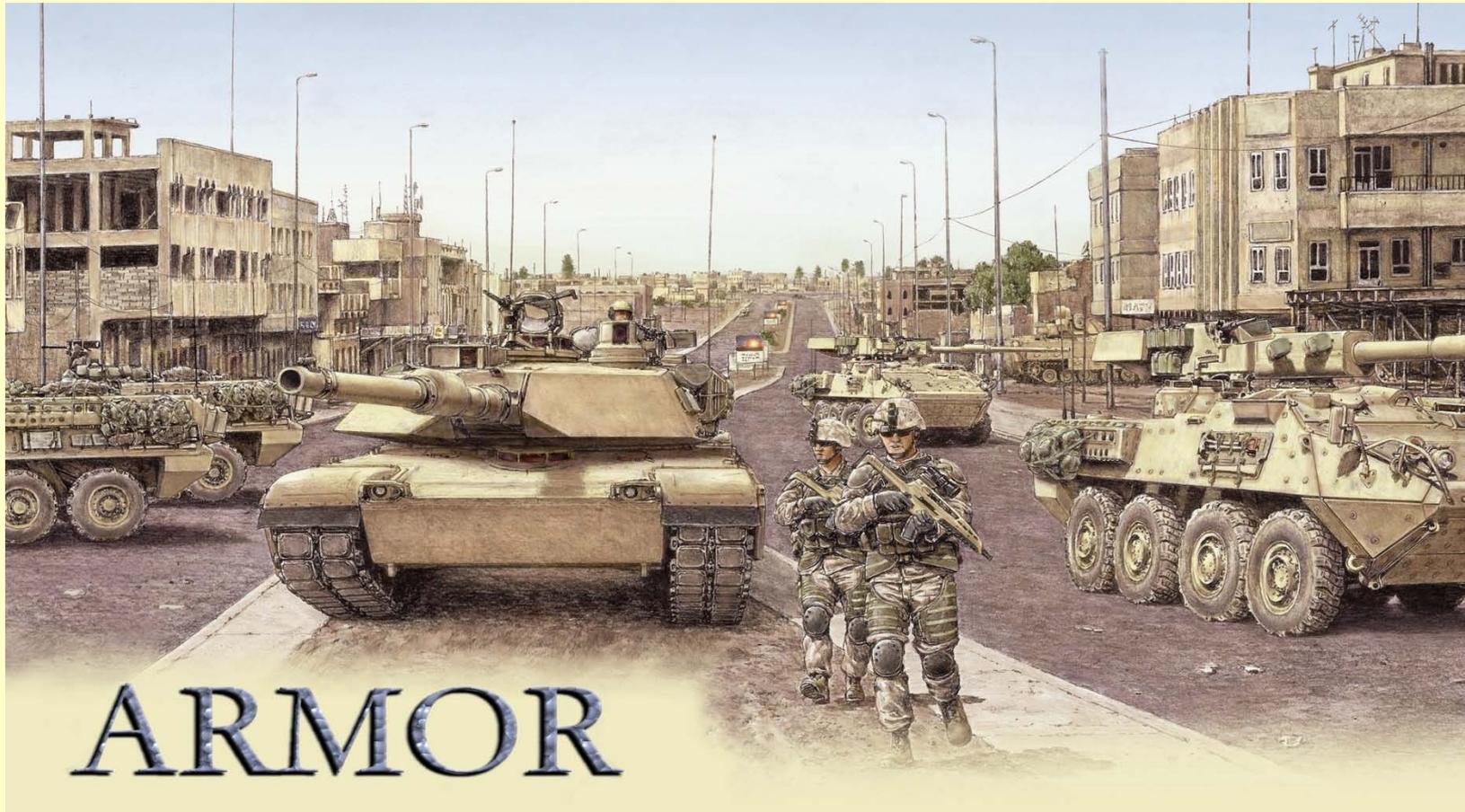




FY10 CSM/SGM SELECT-TRAIN-PROMOTE BOARD BRIEFING

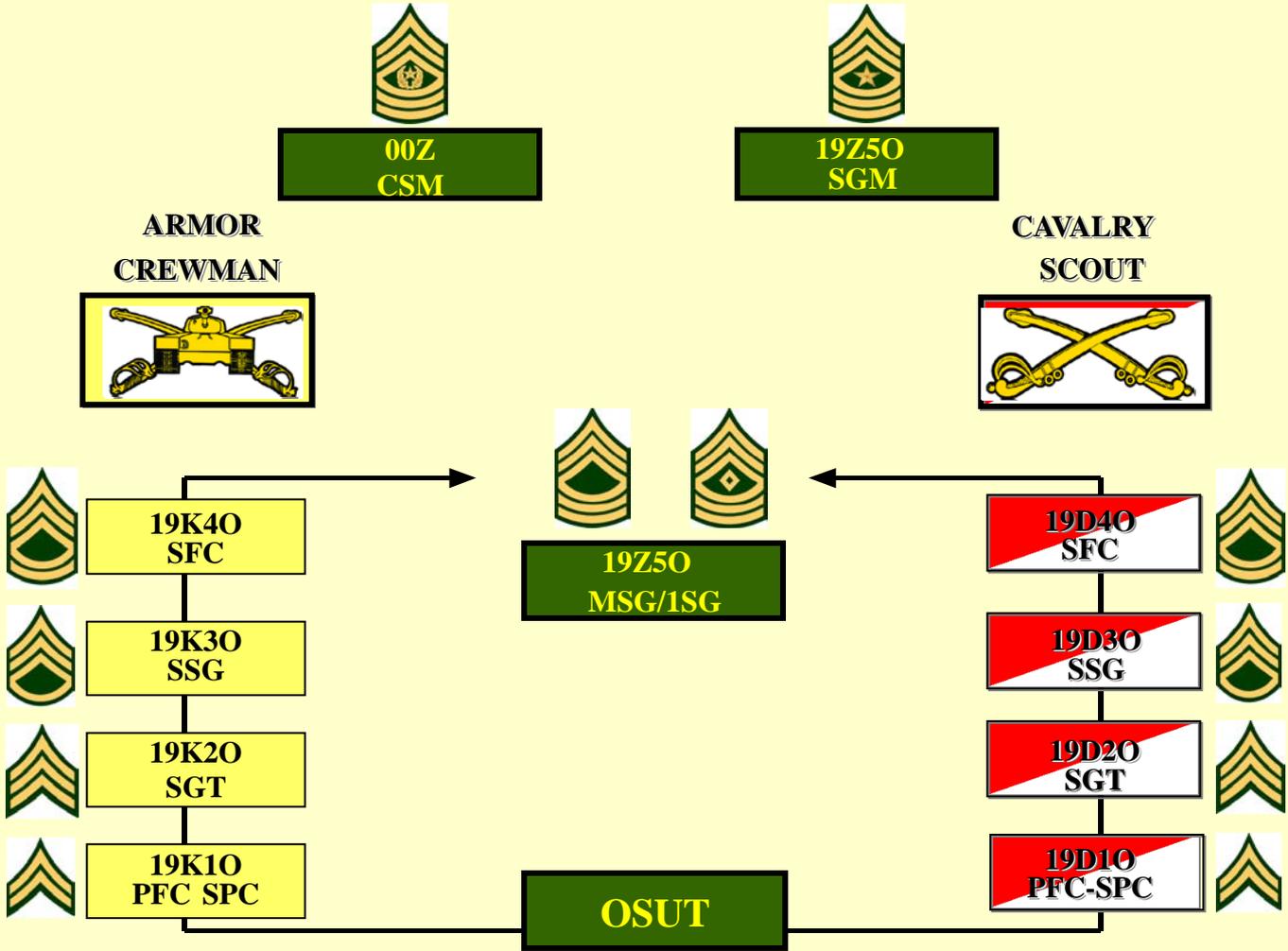


CMF 19 ARMOR INFORMATION PACKET

CMF 19 CAREER PATTERN



TREAT 'EM ROUGH!



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 impact on basic crew structure of CMF 19. Armor remains a warfighting CMF with critical leadership time being of the utmost importance regardless of unit type.
- Assignment opportunities exist for all Armor MSGs who desire to meet critical leadership requirements. Therefore; those MSG's that do not have at least 18 months critical leadership time should not be considered for promotion.



MOS 19Z DESCRIPTION



TREAT 'EM ROUGH!

Major Duties MOS 19Z50

19Z MSG/1SG

--Critical Leadership Positions--

- First Sergeant

--Professionally Developing Assignments--

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



TREAT 'EM ROUGH!

Proponent Demanding “Critical Leadership” Assignments

FIRST SERGEANT: *There is no position more important to the Armor force than the Company/Troop First Sergeant!* Leadership assignments are the key for successful development within CMF 19. The Armor Enlisted Professional Development Guide (and DA Pam 600-25) stresses the importance of serving as a First Sergeant and recommends 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 First Sergeant, whether the NCO served in a MTOE or TDA positions.

Those 1SG/MSGs that have been selected to serve in multiple 1SG positions (i.e. HHC/HHT or NCOA 1SG’s) have shown the “RIGHT” leadership potential that the Armor Branch is looking for in our future Sergeant’s Major and Command Sergeant’s Major.

QUICK REFERENCE

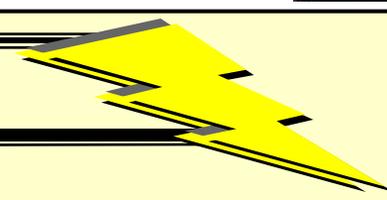
ASI; 2S, R4, K4, J3, A8, K8 B9 SQ; M, X, 8, G, V, Q	
TDA	34.5%
TOE	65.5%
INST	68 OF 130 (52%)
DS	NA
RECR	N/A



NON-TRADITIONAL ASSIGNMENTS



TREAT 'EM ROUGH!



- Armor Branch does not consider any assignment outside the demanding/critical assignments list (Slide 5) to equal or compare to time spent in the critical leadership positions. The only exceptions are those Overseas Contingency Operation Assignments listed on slide 8.
- Armor branch considers non-traditional assignments (MG, IG, EO, Recruiter, DS, OC, AC/RC, Instructor) as those specialty assignments that will make an NCO well rounded.
- Slide 13 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 critical leadership time of 18 months or more of should not be considered qualified for promotion.



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 for example:

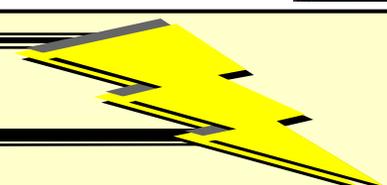
Transition Team NCOIC: Consider successful completion of Military Transition Team (MiTT) / Provisional Reconstruction Team (PRT) or Embedded Training Team (ETT) assignment as part of a MSG/1SG's critical leadership time. While service on a transition team provides a portion of the requisite skills, it must be combined with time spent as a First Sergeant to fully prepare the NCO to serve as a SGM/CSM. Armor Branch goal is a minimum of 18 months combined time.

Rear Detachment NCOIC: Consider successful completion of time spent as a Rear Detachment 1SG or senior NCOIC as part of a MSG/1SG's 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 First Sergeant in an operational unit to fully prepare the NCO to serve as a SGM/CSM. Armor Branch goal is a minimum of 18 months combined time.

SPECIAL MISSION UNIT



TREAT 'EM ROUGH!



NOT APPLICABLE TO CMF 19



EDUCATION



TREAT 'EM ROUGH!

Military / Civilian Education

MILITARY EDUCATION

NCOES

- WLC
- ALC
- M-SLC
- SMC

Career Enhancing

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

Functional

- ARMY RECONNAISSANCE COURSE (ARC)
- BATTLE STAFF

CIVILIAN EDUCATION

• While Armor Branch applauds Soldiers for completion of Civilian education it can not replace critical leadership time within CMF 19. Critical leadership time with Soldiers will always outweigh civilian education goals.

• 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 individual's time management skills and desire for higher learning.

UNIQUE MOS CHARACTERISTICS



TREAT 'EM ROUGH!

Master Gunner

SPECIAL DUTY ASSIGNMENTS/KEY ASIs/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 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. Master Gunners function as:**
 - » **Turret Maintenance Advisor / Trainer**
 - » **Turret Training Manager**
 - » **Simulation Device Manager**



UNIQUE MOS CHARACTERISTICS (Cont)



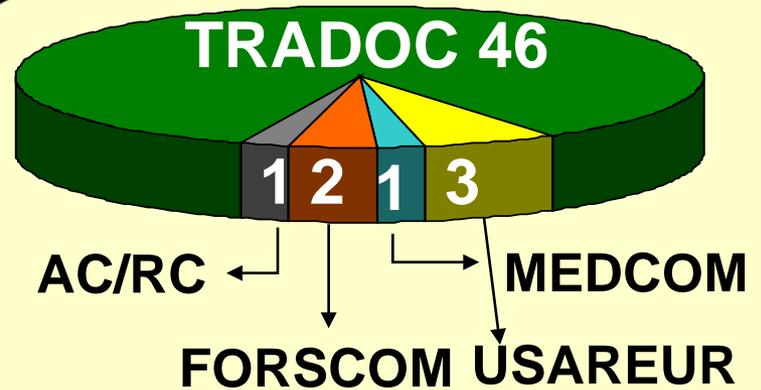
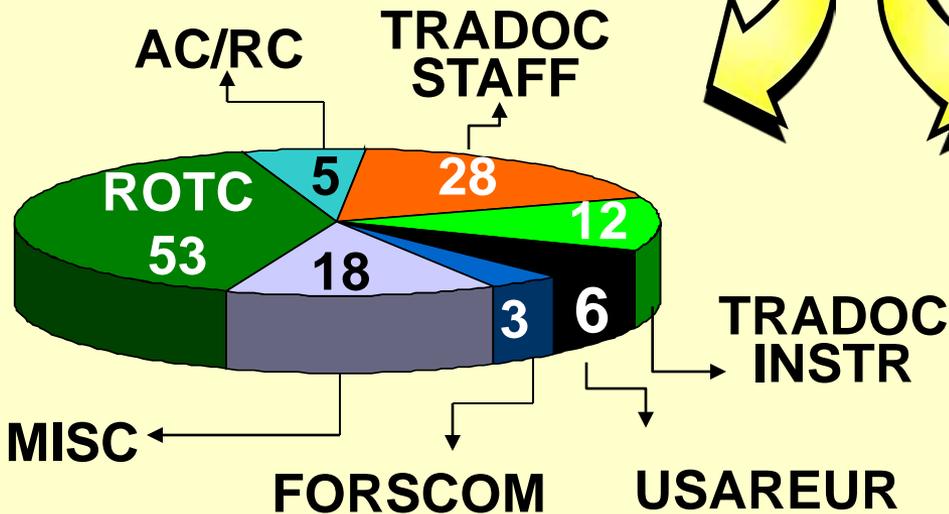
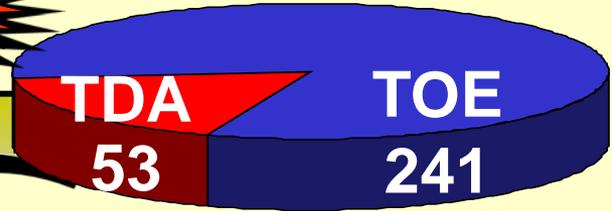
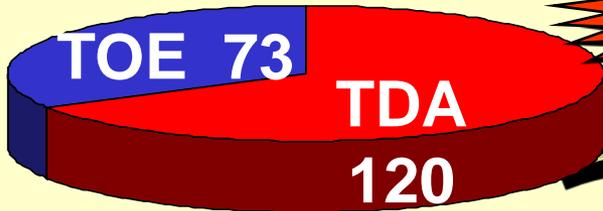
TREAT 'EM ROUGH!

CMF19Z50 Positions

MSG (193)

ISG (294)

487 Total Authorized

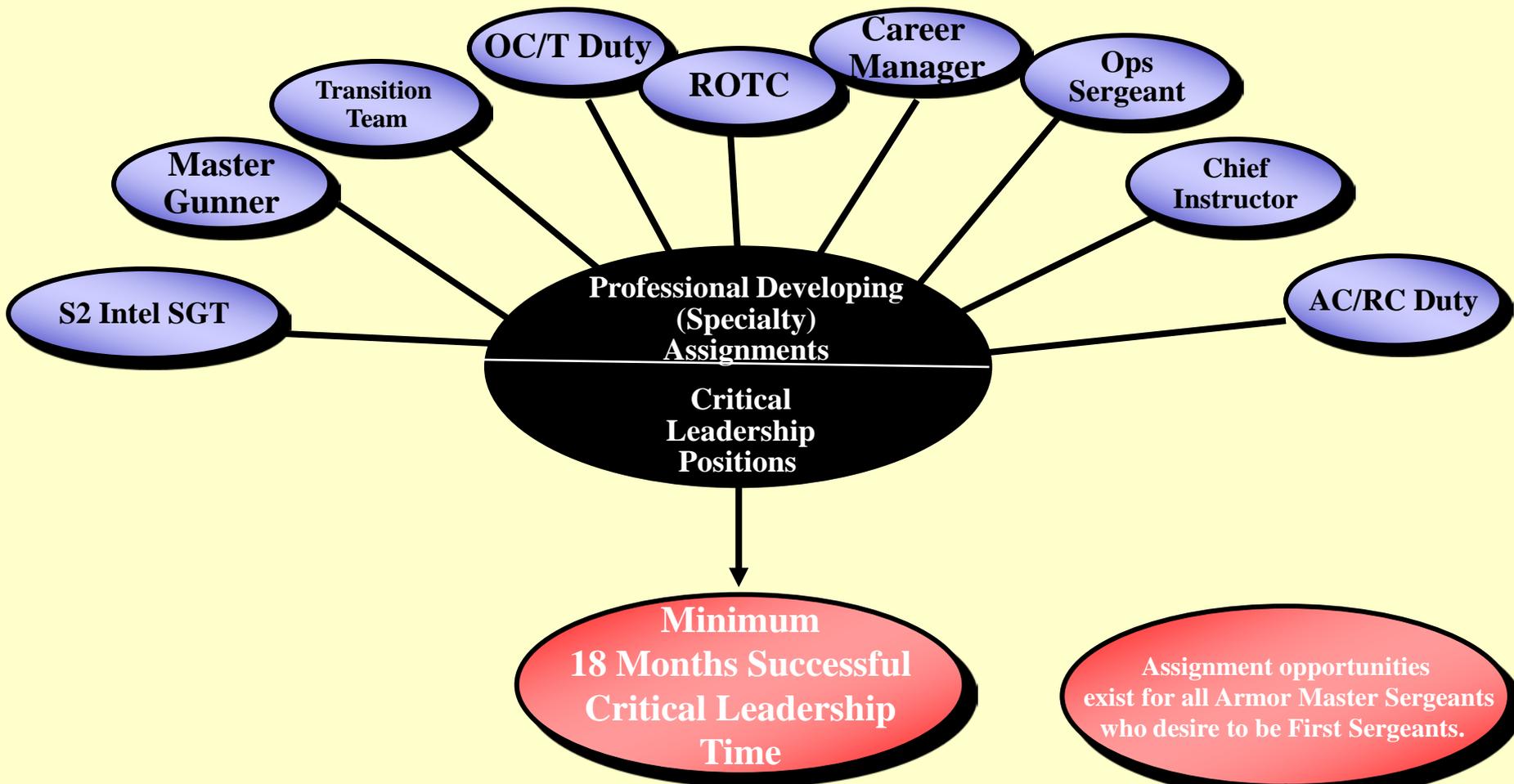


SPECIAL CMF 19 CONSIDERATIONS



TREAT 'EM ROUGH!

Developing Assignments





TREAT 'EM ROUGH!

Leadership Qualifications

- **Serve in the Critical Leadership assignments**
- **Have 18 months or more successful leadership time as a First 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**





MOS 19D Professional Development



Years	0	5	10	15	20	25	32
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 / HHT 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	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
	Generating Force	SL2: Recruiter Instructor Drill Sergeant	SL3: Recruiter Instructor Drill Sergeant AC-RC Advisor (O/C Trainer)	SL4: Recruiter Instructor Drill Sergeant O/C @ CTC AC-RC Advisor Inspector General Equal Opportunity Advisor	SL5: O/C @ CTC Inspector General ROTC Instructor		AC-RC Advisor (O/C Trainer) Equal Opportunity Advisor
	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 / Army Reconnaissance Course				Joint Air Operations		
	Stryker & Bradley / (Operators & Maintenance) (Commander's Course)				Senior NCO Joint Professional Military Education		
	Master Gunner / Battle Staff / Pathfinder						
Self Development Domain	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
Developmental Assignments	Critical Positions	SL1: Driver / Loader SL2: Gunner	SL3: Tank/MGS Commander Vehicle Commander	SL4: Platoon Sergeant	SL5: Company 1SG HHC / HHT 1SG (2nd Company)	BN / BDE Operations Sergeant	
	Operational Force	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	
	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) Equal Opportunity Advisor	ROTC Instructor Inspector General	
	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)				Joint Air Operations		
	Air Assault / Airborne / Jumpmaster		Master Gunner / Battle Staff		Senior NCO Joint Professional Military Education		
Self Development Domain	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!



Professionally
Developing
Assignment



First
Sergeant



HHC/HHT
Sergeant



Next Higher
Grade or SMC
Graduate

Consider **BEST QUALIFIED** the Armor NCO who has served with distinction as a 1SG for 18 months or more and has sustained his standard of excellence and broadened his skills through exceptional service in a second 1SG position in either a HHC/ HHT 1SG assignment. These NCOs may have also held a position authorized at the next higher grade or graduated from the Sergeants Major Course (SMC). Additionally, they may have served with distinction in a professionally developing assignment as a Master Sergeant. They have demonstrated proven success at the next higher level.



PROMOTION POTENTIAL INDICATORS



TREAT 'EM ROUGH!



Professionally
Developing
Assignment



First
Sergeant



HHC/HHT
Sergeant

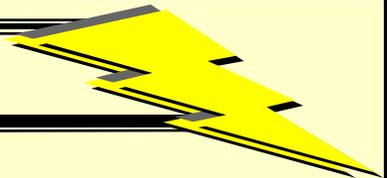
Consider **EXCEPTIONALLY QUALIFIED** the Armor First Sergeant and Master Sergeant who are branch developed and have broadened their skills through exceptional service in a HHC/ HHT 1SG assignment. They may have also served in a professionally developing assignment as a MSG.



PROMOTION POTENTIAL INDICATORS



TREAT 'EM ROUGH!



First
Sergeant

Consider **FULLY QUALIFIED** the Armor NCO who has met branch development standards, 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

TREAT 'EM ROUGH!



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*** – Civilian education, correspondence courses, other military courses, and physical fitness

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
- AGTS Advanced Gunnery Training System
- 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 Center and Fort Knox
ATTN: ATZK-AR
Fort Knox, Kentucky 40121**

POINT OF CONTACT

Office of the Chief of Armor

MSG Brian Caponi, Armor Proponent SGM

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

EMAIL: brian.caponi@us.army.mil



Office of the Chief of Armor



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