

INFANTRY CAREER NOTES



PROFESSIONAL BLUEPRINTS FOR SUCCESSFUL INFANTRYMEN

Professional Blueprints for Successful Infantrymen have been developed to provide a frame of reference that allows for more planning and predictability in the lives of Infantrymen and their families.

These blueprints supplement the NCO Career Development Map for Career Management Field (CMF) 11. The map, a generic guide for the entire CMF, does not contain the specific information needed for the Infantry military occupational specialties (MOSs): Infantryman (11B), Indirect Fire Infantryman (11C), Heavy Antiarmor Weapons Infantryman (11H), and Fighting Vehicle Infantryman (11M). Soldiers are encouraged to copy and use the tables included here. Leaders should also use them in developing and managing their Infantrymen.

The blueprint for each MOS helps the Infantryman better plan his military career by showing the critical gates he must pass through to be occupationally fit to assume more responsibility.

Each professional blueprint is divided into seven major subject areas:

Institutional Pillar. This area shows the level of schooling from the Noncommissioned Officer Educational System. It includes both the progressive and the functional education an Infantryman needs throughout his career.

Operational Pillar. This area points out the leadership positions that are essential to an Infantryman's advancement. Critical warfighting assignments (with footnote reference 1) identify the demanding leadership positions needed.

Special Assignments or Functional Requirements. Note that this section begins with the staff sergeant, and that the remarks at the bottom of the sheet show the operational assignments the NCO should complete before any special assignments.

Institutional and Special Skills. This block provides the foundation for leadership development that will improve the everyday performance of today's Infantryman. The institutional critical task list outlines the technical and tactical knowledge an Infan-

tryman needs upon graduation from a particular school to perform his duties, missions, and responsibilities. The existing promotion system states: *Select for Promotion-Train-Promote, and Utilize.* The initial position utilization for all Infantry after being trained is in a warfighting unit. It is imperative that the Infantryman apply what he has learned at the institutional base to his operational position.

Recommended Time in Warfighter Assignment. This section reflects the optimum time needed in the critical warfighting leadership positions listed in the Operational Pillar section. These occupational positions are crucial in providing leaders with the experience and opportunity to assess their ability to apply theoretical knowledge in a practical setting, as well as determining their potential for further development as leaders.

Promotion. This section is a quick and ready reference, showing when the leader or soldier can expect to be considered for promotion.

Retention Control Points. These blocks show exactly when a soldier must separate from the Army if not selected for further promotion.

The Infantry senior support channel throughout the Army provided input to these blueprints, adding expertise in all Infantry MOSs. The blueprints embody the eight personnel life-cycle management functions found in Army Regulation 600-3, *The Army Personnel Proponent System*:

Structure:

- Analyze and recommend changes to TAADS/TOEs/TDAs.
- Establish career progression patterns in the operational pillar assignments by MOS.

Acquisition:

- Recommend or determine appropriate accession criteria for content and quality distribution.
- Develop and review recruiting materials that affect the entry level of the institutional pillar.

Individual Training and Education:

- Identify institutional and special skill training criteria by MOS.
- Ensure that job analysis is conducted to identify required knowledge and skills by grade.
- Recommend criteria for selecting individuals to attend education and training in the institutional pillar.

Distribution:

- Evaluate inventory and recommend adjustments to support authorizations and force structure changes.

- Determine number of personnel available for training.

- Recommend changes to Army policy relating to time in warfighter assignments, details, special assignments, and functional requirements.

Deployment:

- Evaluate unit distribution, home basing concept, deployment, and other key actions related to regimental affiliation and the Unit Manning System.

- Provide recommendations on civilian mobilization planning and management.

Sustainment:

- Represent the professional interest of members.

- Foster a positive attitude toward personnel systems, promotion system, and programs.

Professional Development:

- Identify opportunities for development through institutional and special skill training, operational pillar assignments, and self-development.

- Establish career progression patterns in the operational pillar assignments, special assignments, and functional requirements.

- Link professional development to leader development in the institutional and operational pillars.

Separation:

- Recommend selected shortage fields as an exception to separation policy.

- Recommend minimum qualification standards.

- Recommend changes to, and analyze impact of, retirement, retention control point, force reduction, and service obligation policies and proposals.

To achieve success, Infantrymen need these professional blueprints to help define their duties and the requirements for positions of greater responsibility in today's Army. Each centralized senior NCO promotion panel receives guidance on the board selection criteria outlined from these charts.

The blueprints help answer questions about what the Infantry is looking for in its future NCOs. They offer greater degrees of predictability and probability to our soldiers and their families and sustain our Army with high-quality Infantrymen. Finally, the professional blueprints create an atmosphere that encourages every Infantry soldier to be all he can be.

(Written by Command Sergeant Major Mack H. Vereen, Command Sergeant Major of the U.S. Army Infantry Center.)

Professional Blueprint for a Successful Infantryman (11B)							
RANK	PVT-PFC	SPC/CPL	SGT	SSG	SFC	MSG/1SG	SGM/CSM
Institutional Pillar	OSUT/AIT	PLDC	BNCOC	ANCOC	SGM Academy		
Operational Pillar	Rifleman RTO Asst Antiamor Asst Machine Gunner	SAW/M60/ M240B Gnr Grenadier Antiamor Spc Team Ldr	¹ Team Ldr Squad Ldr	¹ Squad Ldr Platoon Sgt	¹ Platoon Sgt Asst Ops Sgt	¹ 1SG Ops Sgt Intel Sgt	^{11Z} Operations Sgt 00Z Bn/Bde/Div
Special Assignments or Priority One Positions				Drill Sergeant Recruiter O/C ² Instructor AC/RC Advisor	Drill Sergeant Recruiter O/C ² Instructor AC/RC Advisor ROTC	O/C ² Instructor AC/RC Advisor ROTC	^{11Z} AC/RC ROTC 00Z School Cmnt Training Bn,Bde
Institutional and Special Skills	Airborne Air Assault Sniper Javelin Dragon	Ranger Airborne Air Assault Sniper Javelin Dragon	³ Ranger Airborne Air Assault Sniper Jumpmaster	Ranger Airborne Air Assault Pathfinder Jumpmaster Battle Staff	Ranger Airborne Air Assault Pathfinder Jumpmaster Battle Staff Air Tactical Ops	Ranger Battle Staff 1SG Course	Ranger Battle Staff
Recommended Time in Warfighter Assignment	All	All	All at Plt Level	24 months as Squad Ldr	24 months as Platoon Sgt	24 months as First Sergeant	
Promotion	6 months-PV2 12 months-PFC	26 months	PZ-36 months SZ-18 months	PZ-84 months SZ-48 months	PZ-SZ announced by DA before each board	PZ-SZ announced by DA before each board	PZ-SZ announced by DA before each board
Retention Control Point	3 Years TIS	SPC/SPC(P) 10 Years TIS	SGT/SGT(P) 15 Years TIS	SSG 20 Years TIS SSG(P) 22 Years TIS	SFC 22 Years TIS SFC(P) 24 Years TIS	MSG 24 Years TIS MSG(P) 30 Years TIS	SGM/CSM 30 Years TIS ¹ CSM 35

- ¹Critical assignments/operational pillar assignment prior to any special assignments.
 - NCOs assigned to CTCs as O/C and OPFOR must have served successfully as squad leader, platoon sergeant, or first sergeant in TOE Infantry battalion.
 - Infantrymen should continue to strive for the Expert Infantryman Badge (PVT through MSG/1SG).
²Priority one instructor positions are career enhancing; currently, all instructor positions are priority one.
³With consolidation of BNCOC at Fort Benning, Ranger Course is highly recommended before soldier returns to unit.
 - Upon completion of the Battle Staff Course, operations sergeant should remain in the operations position for a minimum of 12 months.
⁴If serving in a nominative position where commander is a LTG or GEN.

This document will be updated as changes are made in structure and management requirements.

Professional Blueprint for a Successful Indirect Fire Infantryman (11C)							
RANK	PVT-PFC	SPC/CPL	SGT	SSG	SFC	MSG/1SG	SGM/CSM
Institutional Pillar	OSUT/AIT	PLDC	BNCOC	ANCOC	SGM Academy		
Operational Pillar	Asst Gnr Driver RTO	Carrier Driver Gunner	¹ Squad Ldr FDC Section Ldr	¹ Squad Ldr ¹ Section Ldr Platoon Sgt FDC Chief	¹ Platoon Sgt Section Ldr	¹ 1SG Platoon Sgt	^{11Z} Operations Sgt 00Z Bn/Bde/Div
Special Assignments or Priority One Positions				Drill Sergeant Recruiter O/C ² Instructor AC/RC Advisor	Drill Sergeant Recruiter O/C ² Instructor AC/RC Advisor ROTC	O/C ² Instructor AC/RC Advisor ROTC	^{11Z} AC/RC ROTC 00Z School Cmnt Training Bn,Bde
Institutional and Special Skills	Airborne Air Assault	Ranger Airborne Air Assault	³ Ranger Airborne Air Assault Jumpmaster	Ranger Airborne Air Assault Jumpmaster Pathfinder IMLC	Ranger Battle Staff Airborne Air Assault Jumpmaster Pathfinder O,C	Ranger Battle Staff IMLC 1SG Course	Ranger Battle Staff IMLC
Recommended Time in Warfighter Assignment	All	All	All at Plt Level	24 months as Squad Ldr Section Ldr	24 months as Platoon Sgt Section Ldr	24 months as First Sergeant Platoon Sgt	
Promotion	6 months-PV2 12 months-PFC	26 months	PZ-36 months SZ-18 months	PZ-84 months SZ-48 months	PZ-SZ announced by DA before each board	PZ-SZ announced by DA before each board	PZ-SZ announced by DA before each board
Retention Control Point	3 Years TIS	SPC/SPC(P) 10 Years TIS	SGT/SGT(P) 15 Years TIS	SSG 20 Years TIS SSG(P) 22 Years TIS	SFC 22 Years TIS SFC(P) 24 Years TIS	MSG 24 Years TIS MSG(P) 30 Years TIS	SGM/CSM 30 Years TIS ¹ CSM 35

- ¹Critical assignments/operational pillar assignment prior to any special assignments.
 - NCOs assigned to CTCs as O/C and OPFOR must have served successfully as squad leader, platoon sergeant, or first sergeant in TOE Infantry battalion.
 - Infantrymen should continue to strive for the Expert Infantryman Badge (PVT through MSG/1SG).
²Priority one instructor positions are career enhancing; currently, all instructor positions are priority one.
³With consolidation of BNCOC at Fort Benning, Ranger Course is highly recommended before soldier returns to unit.
 - Upon completion of the Battle Staff Course, the operations sergeant should remain in the operations position for a minimum of 12 months.
⁴If serving in a nominative position where commander is a LTG or GEN.

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Professional Blueprint for a Successful Heavy Antiarmor Weapons Infantryman (11H)							
RANK	PVT-PFC	SPC/CPL	SGT	SSG	SFC	MSG/1SG	SGM/CSM
Institutional Pillar	OSUT/AIT	PLDC	BNCOC	ANCOC	SGM Academy		
Operational Pillar	Asst. Gunner Driver RTO	Driver Gunner Squad Ldr	¹ Squad Ldr Section Ldr Gunner	¹ Section Ldr Platoon Sgt	¹ Platoon Sgt Asst Ops Sgt	¹ 1SG Ops Sgt Intel Sgt	^{11Z} Battle Staff NCO <u>00Z</u> Bn/Bde/Div
Special Assignments or Priority One Positions				Drill Sergeant Recruiter O/C ² Instructor AC/RC Advisor	Drill Sergeant Recruiter O/C ² Instructor AC/RC Advisor ROTC	O/C ² Instructor AC/RC Advisor ROTC	^{11Z} AC/RC ROTC <u>00Z</u> School Cmt Training Bn,Bde
Institutional and Special Skills	Airborne Air Assault	³ Ranger Airborne Air Assault	Ranger Airborne Air Assault Jumpmaster	Ranger Airborne Air Assault Jumpmaster	Ranger Airborne Pathfinder Battle Staff	Ranger Battle Staff 1SG Course	Ranger Battle Staff
Expert Infantryman Badge							
Recommended Time in Warfighter Assignment	All	All	All at Pit Level	24 months as Squad Ldr	24 months as Platoon Sgt	24 months as First Sergeant	
Promotion	6 months-PV2 12 months-PFC	26 months	PZ-36 months SZ-18 months	PZ-84 months SZ-48 months	PZ-SZ announced by DA before each board	PZ-SZ announced by DA before each board	PZ-SZ announced by DA before each board
Retention Control Point	3 Years TIS	<u>SPC/SPC(P)</u> 10 Years TIS	<u>SGT/SGT(P)</u> 15 Years TIS	<u>SSG</u> 20 Years TIS <u>SSG(P)</u> 22 Years TIS	<u>SFC</u> 22 Years TIS <u>SFC(P)</u> 24 Years TIS	<u>MSG</u> 24 Years TIS <u>MSG(P)</u> 30 Years TIS	<u>SGM/CSM</u> 30 Years TIS <u>CSM</u> 35

- ¹Critical assignments/Operational pillar assignment prior to any special assignments.
 - NCOs assigned to CTCs as O/C and OPFOR must have served successfully as squad leader, platoon sergeant, or first sergeant in TOE Infantry battalion.
 - Infantrymen should continue to strive for the Expert Infantryman Badge (PVT through MSG/1SG).
 - Ranger Course completion for 11H is considered a plus but not required for progression.
²Priority one instructor positions are career enhancing; currently, all instructor positions are priority one.
³With the consolidation of BNCOC at Fort Benning, it is highly recommended that soldiers complete the Ranger Course before returning to unit.
 - Upon completion of the Battle Staff Course, the operations sergeant should remain in the operations position for a minimum of 12 months.
⁴If serving in a nominative position where commander is a LTG or GEN.

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Professional Blueprint for a Successful Fighting Vehicle Infantryman (11M)							
RANK	PVT-PFC	SPC/CPL	SGT	SSG	SFC	MSG/1SG	SGM/CSM
Institutional Pillar	OSUT/AIT	PLDC	BNCOC	ANCOC	SGM Academy		
Operational Pillar	Grenadier Antiarmor Spc Rifleman RTO	Machine Gnr SAW Gnr BFV Driver BFV Gunner Team Ldr	¹ Team Ldr ¹ BFV Sr Gunner Squad Ldr	¹ Squad Ldr ¹ Section Ldr Co Master Gnr Platoon Sgt	¹ Platoon Sgt Bn Mastr Gnr Asst Ops Sgt	¹ 1SG Ops Sgt Intel Sgt	^{11Z} Operations Sgt <u>00Z</u> Bn/Bde/Div
Special Assignments or Priority One Positions				Drill Sergeant Recruiter ² O/C ³ Instructor AC/RC Advisor	Drill Sergeant Recruiter ² O/C ³ Instructor AC/RC Advisor ROTC	² O/C ³ Instructor AC/RC Advisor ROTC	^{11Z} AC/RC ROTC <u>00Z</u> School Cmt Training Bn,Bde
Institutional and Special Skills	Sniper Javelin Dragon	Sniper Javelin Dragon	⁴ Ranger Sniper ⁵ Master Gnr Air Assault	Ranger ⁵ Master Gnr Pathfinder Battle Staff	Ranger ⁵ Master Gnr Pathfinder Battle Staff	Ranger Battle Staff 1SG Course	Ranger Battle Staff
Expert Infantryman Badge							
Recommended Time in Warfighter Assignment	All	All	All at Pit Level	24 months as Squad Ldr Section Ldr	24 months as Platoon Sgt	24 months as First Sergeant	
Promotion	6 months-PV2 12 months-PFC	26 months	PZ-36 months SZ-18 months	PZ-84 months SZ-48 months	PZ-SZ announced by DA before each board	PZ-SZ announced by DA before each board	PZ-SZ announced by DA before each board
Retention Control Point	3 Years TIS	<u>SPC/SPC(P)</u> 10 Years TIS	<u>SGT/SGT(P)</u> 15 Years TIS	<u>SSG</u> 20 Years TIS <u>SSG(P)</u> 22 Years TIS	<u>SFC</u> 22 Years TIS <u>SFC(P)</u> 24 Years TIS	<u>MSG</u> 24 Years TIS <u>MSG(P)</u> 30 Years TIS	<u>SGM/CSM</u> 30 Years TIS <u>CSM</u> 35

- ¹Critical assignments/Operational pillar assignment prior to any special assignments.
²Available to qualified Master Gunner.
 - NCOs assigned to CTCs as O/C and OPFOR must have served successfully as squad leader, platoon sergeant, or first sergeant in TOE Infantry battalion.
 - Infantrymen should continue to strive for the Expert Infantryman Badge (PVT through MSG/1SG).
³Priority one instructor positions are career enhancing; currently, all instructor positions are priority one.
⁴With consolidation of BNCOC at Fort Benning, it is highly recommended that soldiers complete the Ranger Course before returning to units.
 - Upon completion of the Battle Staff Course, the operations sergeant should stay in the operations position for a minimum of 12 months.
⁵Available to SGT(P) and higher.
⁶If serving in a nominative position where commander is a LTG or GEN.

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