



DEPARTMENT OF THE ARMY
OFFICE OF THE DEPUTY CHIEF OF STAFF, G-1
300 ARMY PENTAGON
WASHINGTON, DC 20310-0300

DAPE-MPE-PD

11 AUG 2011

MEMORANDUM FOR Chief of Air Defense Artillery, ATTN: ATSA-ADA, 1616 Randolph Road, Room 218, Fort Sill, Oklahoma 73503

SUBJECT: Approved Revision to Department of the Army Pamphlet (DA Pam) 600-25

1. Reference DAPE-MPE-PD Memorandum, Proponent Input to HQDA Enlisted Centralized Selection Boards, 29 Nov 10.
2. Your Career Management Field (CMF) update (enclosed) to DA Pam 600-25 is approved, effective this date.
3. This office is working to formally publish the update in accordance with the provisions of AR 25-30 and existing Army Publishing Directorate (APD) staffing processes.
4. Beginning with FY12 enlisted centralized selection boards, this update (combined with a formal board Memorandum of Instruction (MOI)) will be accessible to all serving board members and serve as the medium to inform them of professional development guidance for NCOs within your respective CMF.
5. To facilitate the transition to the Army's NCO Professional Development Guide within the selection process, we ask you to post this approved update to your web site as an interim measure during the APD staffing process. This ensures complete transparency and common accessibility to all Soldiers competing for selection by a centralized board, now and in the future.
6. A copy of this memorandum will be furnished to Human Resources Command with the intent that your respective Career Branch will also post these changes to their respective website in an effort to disseminate the information to as many Soldiers as possible.
7. The point of contact for this action is Mr. Gerald J. Purcell, Personnel Policy Integrator, Directorate of Military Personnel Management, at (703) 695-7960.

FOR THE DEPUTY CHIEF OF STAFF, G-1:

Encl
as


GARY H. CHEEK
Major General, GS
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CF:
CDR, TRADOC (ATTG-TRI-GP)
CDR, AHRC (KNOX-HRC-EPZ)

~~Chapter 6~~

Air Defense Artillery (CMF) 14 Career Progression Plan

6-1. Duties

Army ADA forces, fighting interdependently with other elements of the Joint, Interagency, Intergovernmental, and Multinational (JIIM) team at strategic, operational, and tactical levels, will provide air and missile defense and contribute to situational awareness / understanding, airspace management, and operational force protection to deter or defeat enemy aerial threats, protect the force and high value assets, enable freedom to operate, and contribute to victory.

6-2. Transformation

Army transformation continues to expand the role of Air and Missile Defenders on the battlefield, to include increased participation in planning and executing air defense operations in Army, joint, coalition, and multinational operations. In concert with the Army's relevant and ready end-state objective, the ADA branch is rapidly transforming its force structure and how it fights to meet the inherent contingencies of the 21st-century battlefield.

As the Army transforms its warfighting elements into modular Chapter 6

Stryker Brigade Combat Teams (SBCTs), Brigade Combat Teams (BCTs), and Support Units of Action (SUAs), ADA is embedding robust Air Defense Airspace Management (ADAM) Cells specifically designed to enhance airspace management by coordinating targeting, airspace command and control, and early warning functions with air defense and aviation forces on the battlefield. In mutual synchronization, ADA forces are being assigned to Corps and Theater level commands, subsequently task organized to subordinate commands as evolving missions dictate. To complement these actions, ADA is reorganizing Patriot and Avenger forces into composite Air and Missile Defense (AMD), Maneuver Air and Missile Defense (MAMD), and Patriot pure battalions. These tailored ADA units will provide the Army an organic capability to defend against a wide array of hostile aerial and three-dimensional missile threats, providing combat commanders a modular and expeditionary AMD capability that can rapidly deploy and interoperate with joint and coalition forces. ADA's combat-proven weapons platforms and early warning systems (EWSs) will continue to provide the Army with a technologically advanced, fully digitized capability that enables detection and engagement of air and missile threats at greater distances with increased lethality in support of combat operations across the full spectrum of operational environments, from forward operations with combat maneuver formations to defense of critical strategic bases and geopolitical assets. When employed, these ADA forces ideally suited for and frequently supporting Joint, Interagency, Intergovernmental, and Multinational (JIIM) operations provide combatant commanders a significant strategic, operational, and tactical advantage on the battlefield. Fielding ADAM Cells in modular maneuver units coupled with fielding AMD ADA Fire Coordination Officer (ADAFCO) Elements in Army Air and Missile Defense Commands (AAMDCs) and ADA brigades, plus embedding the Joint Tactical Ground Station (JTAGS), Forward-Based X-Band Transportable (FBX-T) Radar, and Ground-based Midcourse Defense (GMD) systems within the US Army Space and Missile Defense Command (USASMDC) continues to complement ADA's transformation. These state-of-the-art air defense platforms provide growth within the branch plus diverse and challenging assignment opportunities for all Air and Missile Defenders. Although not yet recognized as a system of record, ADA Soldiers continue to train on and deploy with the Indirect Fire Protection Capability (IFPC) ((CRAM LEGACY) system, providing critical force protection of forward-based forces engaged in the Overseas Contingency Operations. Future plans for the ADA branch include a new weapons platform, the Terminal High-Altitude Area Defense (THAAD) System, along with a host of new early warning and detection sensors, including the Joint Land Attack Cruise Missile Defense Elevated Netted Sensor System (JLENS) and Multi-Mission Radar (MMR). Transformation continues to improve ADA's expeditionary attributes and enhance its lethality, mobility, and deployability while providing the Army and regional combatant commanders with a modular, tailorable force capable of operating on joint and multinational battlefields. Service in ADA is available through a variety of military occupational specialties (MOSs). These Soldiers operate a wide array of technical, modern weaponry and maintain a high state of readiness for immediate worldwide deployment. Listed below are duty positions that ADA Soldier's and noncommissioned officer can expect to hold during their careers. These positions are sequential and each carries increasingly greater leadership responsibilities.

- a. Team Member/Crew Member/Gunner.
- b. Shift Leader/Team Leader/ Team Chief/ Crew chief
- c. Squad Leader/Section Chief/Section Leader/Assistant Operations Sergeant/Master Gunner.
- d. Platoon Sergeant/Master Gunner/Detachment Sergeant/NCO Academy Senior Instructor/ Senior Instructor-Writer/West Point TAC NCO/Military Science Instructor/EO Advisor/Assistant IG.

- e. First Sergeant/Intelligence Noncommissioned Officer (NCO)/Master System Evaluator.
- f. Operations Sergeant/Sergeant Major/Command Sergeant Major.

6-3. Reserve Component. The integrated use of the Reserve Component (RC), US Army Reserve (USAR), and Army National Guard of the United States (ARNGUS) is essential to the successful accomplishment of military operations that represent a large portion of the structure and capability of each service. RC contributions cover the entire spectrum of types of forces, from combat to combat support (CS) or combat service support (CSS) and general supporting forces. Hence, RC Soldiers must possess the same qualifications and capabilities as Regular Army (RA) Soldiers due to the necessary augmentation of forces that often occurs in times of war or conflict. The quality and quantity of training that RC ADA Soldiers receive, and the duty assignments for career progression, are the same as their RA counterparts. RC Soldiers serving in ADA units have an RC professional development Noncommissioned Officer Education System (NCOES) that satisfies the professional development and functional area requirements for all components. Today, RC Soldiers are performing a vital role in Overseas Contingency Operations and our nation's Homeland Defense, serving in GMD units that operate in concert with the Air Force and Navy as the first part of our nation's emerging integrated Ballistic Missile Defense System, protecting our nation from accidental or intentional limited ballistic missile attacks. RC Soldiers also serve in IFPC(CRAM LEGACY) batteries, defending friendly forces and mission essential areas from rocket, artillery, and mortar attacks. ARNGUS Soldiers continue to serve as Citizen Soldiers under the direction of the state government, providing immediate community support and aid to thousands of affected people during natural disasters man-made crisis.

6-4. Recommended Career Management Self-Development by Rank

a. PVT-SPC/CPL.

(1) The quality and success of a Soldier's career is in direct proportion to the Soldier's consistent commitment to excellence, regardless of the mission. Soldiers committed to achieving high goals will develop leadership skills and have the practical knowledge and ambition to put them to good use.

(2) Soldiers should study and master the following military publications: STP 21-1, FM 3-21.5, FM 3-25.26, FM 21-20, FM 4-25.11, FM 21-75, AR 670-1, FM 3-90.61, FM 3-22.37, all -10 level maintenance manuals associated with their equipment; and battle drills associated with their current assignment.

(3) The following books are suggested for self-development: *Art of War* by Sun Tzu, *The Forgotten Soldier* by Sajer, Guy and *The Killer Angels* by Shaara, Michael. CSA Reading list, AKO, General Army Links, Army Leadership contains additional reading material for self-development.

(4) The OPTEMPO of tactical assignments may limit the opportunity for civilian education; however, those Soldiers willing to make the required sacrifices should seize the available opportunities. CLEP and DANTES are available for those Soldiers unable to pursue formal civilian courses. These self-development options are based on the Soldier's own desire to excel. Ample opportunities exist for Soldiers to participate in various correspondence courses to accomplish individual educational objectives. Soldiers with GT scores below 100 should seek to improve their scores through FAST. Taking additional civilian education courses such as English composition and basic mathematics will prepare Soldiers for the AFCT and improve promotion potential.

(5) The ACCP also provides excellent educational advancements in continued education, leadership and technical proficiency. Education opportunities can be found at the ACES Web site. CLEP and the DANTES tests are other resources for converting previously acquired knowledge or training into college credit. College education is a critical piece of the self-development program and logisticians should plan their college program around a degree that relates to their MOS using information provided on the SOCAD Web site. Soldiers may also enroll in GOARMYED, an Army program that gives Soldiers the opportunity to pursue a degree program completely online.

(6) Soldier boards such as Soldier of the Quarter/Year broaden the knowledge base, instill discipline and improve the Soldier's ability to communicate verbally.

(7) Soldiers may also earn promotion points for Technical Certification, a list of certifications can be found on the COOL Web site. For information on these and other education programs, visit the AEC on your installation.

b. SGT.

(1) The quality and success of a Sergeant's career is in direct proportion to a consistent commitment to excellence, regardless of the mission. Sergeants committed to achieving high goals will develop leadership skills and have the practical knowledge and ambition to put them to good use.

(2) Sergeants should study and master the following military publications: STP 21-24, FM 1, FM 6-22, FM 7-0; FM 7-1, FM 3-21.18; FM 7-93, all -10 level maintenance manuals associated with their equipment, and battle drills associated with their current assignment.

(3) The following books are suggested reading for self-development: *Common Sense Training* by Collins, Presidio Press, 1980; *Small Unit Leadership* by Malone, Mike; readings on famous military leaders (that is, Napoleon, Grant, Lee, Pershing, Patton, Bradley, Ridgeway, Westmoreland, and Schwartzkopf); *The Story of the Noncommissioned Officer Corps* (USA Center of Military History, 70–38); *Infantry Attacks* by Rommel; and *When Bad Things Happen to Good People* by Kushner, Harold S. The CSA reading list, AKO, General Army Links, and Army Leadership contain additional reading material for self-development.

(4) The OPTEMPO of operational assignments may limit the opportunity for civilian education; however, those sergeants willing to make the required sacrifices should seize the available opportunities. Pursuing a college education at this level is not a mandatory requirement but one that will place you above your peers. Soldiers should plan their college program around a degree that relates to their MOS using information provided on the SOCAD Web site.

(5) Soldier boards such as NCO of the Quarter/Year and the Sergeant Audie Murphy/Sergeant Morales Clubs broaden the knowledge base, instill discipline and improve the Soldier's ability to communicate verbally.

(6) The ACCP also provides excellent educational advancements in continued education, leadership and technical proficiency. Education opportunities can be found at the ACES Web site.

(7) Soldiers may also earn promotion points for Technical Certification, a list of certifications can be found on the COOL Web site. For information on these and other education programs, visit the AEC on your installation.

c. SSG.

(1) The quality and success of a Staff Sergeant's career is in direct proportion to a consistent commitment to excellence, regardless of the mission. Staff Sergeants who are committed to achieving high goals will develop leadership skills and have the practical knowledge and ambition to put them to good use. These NCOs should study and master the additional military publications: STP 21–24, FM 3–22.3, -10 level maintenance manuals associated with their equipment, and battle drills associated with their current assignment.

(2) The following additional books are suggested reading for self-development; continue readings on famous military leaders (that is, Napoleon, Grant, Lee, Pershing, Patton, Bradley, Ridgeway, Westmoreland, and Schwartzkopf); *Small Unit Administration, Manual or ADP Systems*, Stackpole Books; and *The Noncommissioned Officers' Family Guide*, Gross, Beau Lac Pub, 1985. The CSA reading list, AKO, General Army Links, and Army Leadership contain additional reading material for self-development.

(3) The OPTEMPO of operational assignments may limit the opportunity for civilian education; however, those SSGs willing to make the required sacrifices should seize the available opportunities. Soldiers should plan their college program around a degree that relates to their MOS using information provided on the SOCAD Web site. These self development options are based on the SSG's own desire to excel. At this stage, SSGs should seek opportunities to pursue completion of an Associate's Degree. Ample opportunities exist for Soldiers to participate in various correspondence courses to accomplish individual educational objectives.

(4) The ACCP also provides excellent educational advancements in continued education, leadership and technical proficiency. Education opportunities can be found at the ACES Web site.

(5) Soldiers should also consider entering a technician program to gain nationally recognized credentials in an appropriate technical discipline. Soldiers may also earn promotion points for Technical Certification, a list of certifications can be found on the COOL Web site. For information on these and other education programs, visit the AEC on your installation.

(6) NCOs at this rank should attend the appropriate Master Gunner Course. Honor Graduate from a Master Gunner Course is a clear indicator of potential for further promotion

d. SFC.

(1) As NCOs become more senior in rank, self-motivated development becomes more important. Activities like professional reading or college courses help the Senior NCO develop organizational leadership skills needed to coach, teach and mentor Soldiers. Strive to complete a degree program or accumulate two years of college credit towards a degree. A college degree is not required for promotion but can be a deciding factor when it comes to the best qualified.

(2) These NCOs should study and master the following additional military publications: AR 350–1, FM 3–7, FM 21–31, AR 750–1, all -10 level maintenance manuals associated with their equipment; and battle drills associated with their current assignment.

(3) The following books are suggested reading for self-development: *Combat Leader's Field Guide* 10th Ed., Stackpole Books; *Roots of Strategy, Book 2* by Picq, Clausewitz, Jomini, Stackpole Books; continue readings on famous military leaders (that is, Napoleon, Grant, Lee, Pershing, Patton, Bradley, Ridgeway, Westmoreland, and Schwartzkopf); the CSA reading list, AKO, General Army Links, Army Leadership contain additional reading material for self-development.

(4) The OPTEMPO of operational assignments may limit the opportunity for civilian education; however, those SFCs willing to make the required sacrifices should seize the available opportunities. The self-development process should now shift to advanced skills. Ideally, a SFC should have completed an associate's degree by 12 years and continue studies towards an upper level degree. The SFC must continue to remain competent in technical fields while focusing on broadening management and doctrinal knowledge. Subjects such as organizational behavior, personnel management, time management, Army operations, and battle staff functions should be emphasized as essential to a SFC.

(5) The ACCP also provides excellent educational advancements in continued education, leadership and technical proficiency. Education opportunities can be found at the ACES Web site.

(6) Soldiers should also consider entering a technician program to gain nationally recognized credentials in an appropriate technical discipline. Soldiers may also earn promotion points for technical certification, a list of certifications can be found on the COOL Web site. For information on these and other education programs, visit the AEC on your installation.

(7) NCOs at this rank should attend the appropriate Master Gunner Course. Honor Graduate from a Master Gunner Course is a clear indicator of potential for further promotion

e. MSG/ISG

(1) As NCOs become more senior in rank, self-motivated development becomes more important. Activities like professional reading or college courses help the Senior NCO develop organizational leadership skills needed to coach, teach and mentor Soldiers. Limited authorizations and fiercely competitive records may dictate civilian education be considered a major discriminator for selection to SGM. Strive to complete a degree program or accumulate two years of college credit towards a degree. However, continuing civilian education (completion of associates or bachelor's degree) is encouraged.

(2) Masters sergeants/first sergeants should study and master the following military publications: AR 601-280, AR 600-20, DA Pam 611-21, AR 840-10, and AR 220-1.

(3) Master sergeants should also continue to exploit other distributed learning programs and broaden their focus to include functional training. These Soldiers should recognize their new role as a senior NCO and pursue functional course offering from various sources that will enhance their understanding of how the Army runs in order to influence and improve the Army's systems and contribute to the success of their organizations.

(4) The ACCP provides an excellent educational resource in continued education, leadership and technical proficiency.

(5) Additional career enhancement may be gained by continuing to pursue technical certification for civilian certifications on the COOL Web site.

(6) NCOs at this rank should attend the appropriate Master Gunner Course. Honor Graduate from a Master Gunner Course is a clear indicator of potential for further promotion

f. SGM/CSM

(1) The goal of the SGM/CSM is to possess an upper level degree and be working toward a master's degree in their chosen discipline. Activities like professional reading or college courses help the senior NCO develop organizational leadership skills needed to coach, teach, and mentor Soldiers. Outstanding communications skills are required just by the nature of the number of Soldiers their communications reach. Skills in community and public relations are also important since the SGM/CSM will often be representing the command or Army in civic functions.

(2) The SGM/CSM should read publications on their chains of command professional reading list and the CSA reading list, AKO, General Army Links, and Army Leadership. Continued reading about world politics, geopolitical issues and field manuals relating to Army Operations and current battle doctrine enhance the knowledge base of the leader.

(3) The ACCP provides an excellent educational resource in continued education, leadership and technical proficiency.

(4) Additional career enhancement may be gained by continuing to pursue technical certification for civilian certifications on the COOL Web site.

6-5. MOS 14E Patriot Fire Control Enhanced Operator/Maintainer

a. *Major duties.* The Patriot Fire Control Enhanced Operator/Maintainer supervises or serves in an ADA unit as a member of an air defense activity engaged in operations or intelligence functions. Patriot Fire Control Enhanced

Operator/Maintainers are responsible for system emplacement, initialization, and operator/organizational level system maintenance of the Patriot Fire Control Section, Fire Direction Section, and associated equipment. Duties also include battle damage assessment repair (BDAR), near-real-time status reporting, report generation, and system deployment. Recent Patriot Advanced Capabilities-3 (PAC-3) upgrades incorporate significant enhancements to the radar station (RS), engagement control station (ECS), and PAC-3 missile, which uses hit-to-kill technology for greater lethality against tactical ballistic missiles (TBMs) armed with weapons of mass destruction. Patriot Fire Control Enhanced Operator/Maintainers also evaluate target data and identify and engage targets, often operating in a joint and multinational environment to provide AMD protection from theater ballistic missiles and a host of other air and missile threats. MOS 14E Patriot Fire Control Enhanced Operator/Maintainer is currently supporting the Terminal High-Altitude Area Defense (THAAD) System, along with the Joint Land Attack Cruise Missile Defense Elevated Netted Sensor System (JLENS).

b. Prerequisites. See DA Pam 611-21, HRC [Smartbook](#). The waiver authority for MOS 14E prerequisites is the Office, Chief of ADA (OCADA), [Personnel Proponent Division](#).

c. Goals for Development and Lifelong Learning Strategy. See Chapter 2.

(1) *PVT-SPC/CPL.*

(a) Institutionnel Training. BCT and AIT. SPCs/CPLs recommended by chain of command are eligible to attend the WLC. Structure Self Development 1 is required before attendance to WLC

(b) Operational assignments. Soldiers' initial focus should be on building a strong base of technical and tactical expertise in basic MOS skills and in Skill Level 1 warrior tasks and drills. Assignments that support these goals are Force Operations Crew Member, Engagement Controller, System Evaluator Assistant, Fire Control Operator, Support Team Crew Member, and Radar Operator/Maintenance Crew Member. Soldiers should seek responsibility and opportunities to enhance their leadership skills and competence, thereby improving their potential for positions of increased responsibility.

(c) Self-development. Self-Development. Soldiers must capitalize on every opportunity to improve their levels of education, using alternate methods to obtain college credits when traditional classroom instruction is unavailable or impractical. These include the [Army Correspondence Course Program \(ACCP\)](#) and [GoArmyEd](#). Military education and experience can also be converted to college credits through the [Service Member Opportunity College Associate Degree \(SOCAD\)](#) program. Plus, [Credentialing Opportunities On-Line \(COOL\) MOS 14E](#) provides Soldiers an online resource with information on how they can fulfill the requirements for civilian certifications and licenses related to their military occupational specialties. Patriot Fire Control Enhanced Operator/Maintainer Training Support Package (TSP) [TSP 14E10](#) is also available online from the Directorate of Training, Doctrine, and Leader Development, Institutional and Distributed Learning Training Division (DOTD-LD-IDT) Division website; however, you must first register with the Digital Training Access Center (DTAC) to view the TSPs. College-Level Examination Program (CLEP) and Defense Activity for Non-Traditional Education Support (DANTES) examinations are also available to Soldiers at local education centers. For additional information on self development, refer to paragraph 6-3.

(d) Additional training. PAC-3, GMD, AMD ADAFCO Element, Air Assault, Nuclear, Biological, and Chemical (NBC) Defense, Combat Lifesaver, Field Sanitation, THAADs Training, Combatives level 1, JLENS Training, Structured Self Development 1, and IFPC (CRAM LEGACY) Training.

(e) Special assignments. AMD ADAFCO Element and , Various IFPC(CRAM LEGACY) positions and Overseas Contingency Operations.

(2) *SGT.*

(a) Institutional training. SGT's are required to attend WLC. Promotable SGTs are eligible to attend ALC.

(b) Operational Assignments. During this career stage NCOs should focus on developing supervisory skills, enhancing technical and tactical MOS knowledge, and mastering Skill Level 2 warrior tasks and drills. SGTs are also responsible for developing the technical and tactical skills of their individual Soldiers and training their teams to proficiency. Assignments that support these goals are Force Operations NCO, Senior Fire Control Operator, Engagement Control Shift Leader, Radar Operator/Maintenance Shift Leader, Senior Engagement Controller, Support Team Leader, and System Evaluation Team Leader. NCOs should also seek special duty assignments that demonstrate their initiative, versatility, and potential for increased responsibility. Assignments in Terminal High-Altitude Area Defense (THAAD) System, along with the Joint Land Attack Cruise Missile Defense Elevated Netted Sensor System (JLENS) for MOS 14E AIT graduates.

(c) Self-Development. Soldiers must capitalize on every opportunity to improve their levels of education, using alternate methods to obtain college credits when traditional classroom instruction is unavailable or impractical. They include the ACCP and GoArmyEd. Military education and experience can also be converted to college credits

through the SOCAD program. Plus, (COOL) MOS 14E provides Soldiers an online resource with information on how they can fulfill the requirements for civilian certifications and licenses related to their military occupational specialties. The Patriot Fire Control Enhanced Operator/Maintainer TSP 14E10 is also available online from the DOTD-LD-IDT Division website; however, you must first register with the DTAC to view the TSPs. CLEP and DANTES examinations are also available to Soldiers at local education centers.

(d) Additional Training. PAC-3, GMD, AMD ADAFCO Element, Air Assault, NBC Defense, Combat Lifesaver, Field Sanitation, THAADS Training, JLENS Training and IFPC (CRAM LEGACY) Training, Combatives level 1&2.

(e) Special Assignments. AMD ADAFCO Element, Recruiter, and Drill Sergeant, Various IFPC(CRAM LEGACY)Positions, Truck Driver/ Gunner, Convoy Security NCO, and Overseas Contingency Operations.

Note. MOS 14E is a feeder MOS normally targeted at the SSG level for the Warrant Officer Corps as a 140E Patriot System Technician

Note. MOS 14E is a feeder MOS normally targeted at the SSG level for the Warrant Officer Corps as a 140E Patriot System Technician or 140A Command and Control Systems Technician.

(3) SSG.

(a) Institutional training. ALC. Promotable SSGs are eligible to attend SLC.

(b) Operational assignments. During this career stage NCOs should focus on enhancing supervisory, training, and management skills while continuing to enhance technical and tactical MOS skills and mastering Skill Level 3 warrior tasks and drills. SSGs are also responsible for developing the leadership skills of their junior NCOs, plus training teams and sections to proficiency. Assignments that support these goals are Force Operations Shift Leader, Fire Control Shift Leader, Engagement Control Team Leader, Radar Operator/Maintenance Team Leader, Systems Analyst, Master Gunner, and Assistant Operations Sergeant. Challenging TDA assignments as an NCO Academy Instructor, Drill Sergeant, or Recruiter give NCOs the opportunity to develop and demonstrate their leadership skills, maturity, versatility, and ability to serve in assignments of increased responsibility.

(c) Self-Development. By this career stage, all NCOs should have initiated a SOCAD agreement, had their military experience evaluated for college credit, and be actively pursuing additional credits. Correspondence courses through ACCP and distance learning, which can be converted into college credits through SOCAD, are valuable resources for gaining knowledge about various military-related skills and will prepare you for the next level of responsibility.

(d) Additional training. PAC-3, GMD, AMD ADAFCO Element, Patriot Master Gunner, Air Assault, NBC Defense, Combat Lifesaver, Field Sanitation, Master Fitness Trainer, Small Group Instructor, and Equal Opportunity Representative, THAADS Training, JLENS Training, Combatives level 1, 2, & 3, and IFPC (CRAM LEGACY) Training.

(e) Special assignments. AMD ADAFCO Element, Recruiter, and Drill Sergeant, Various IFPC(CRAM LEGACY)Positions, Truck Driver/ Gunner, Convoy Security NCO, and Overseas Contingency Operations, NCO Academy Instructor, Recruiter, Drill Sergeant, AIT Instructor, and Training Developer/Writer.*Note.* MOS 14E is a feeder MOS normally targeted at the SSG level for the Warrant Officer Corps as a 140E Patriot System Technician or 140A Command and Control Systems Technician.

(4) SFC

(a) Institutional training. SFCs are required to complete SLC

(b) Operational assignments. During this career stage NCOs should focus on developing organizational management skills, continuing to enhance technical and tactical MOS-related skills, and mastering Skill Level 4 warrior tasks and drills. SFCs are also responsible for developing the leadership skills of junior NCOs and training teams, sections, and platoons. Assignments that support this development are Section Chief, Training System/Evaluation NCO, System Evaluation Section Leader, Senior Career Advisor, Platoon Sergeant, Master Gunner, and Detachment Sergeant. Challenging TDA assignments as an NCO Academy Instructor, Reserve Officer Training Corps (ROTC) Military Science Instructor, and Combat Training Center (CTC) Observer/Controller gives NCOs the opportunity to display their leadership skills, maturity, versatility, and ability to serve in assignments of increased responsibility. NCOs at this grade should also seek opportunities to serve as a First Sergeant.

(c) Self-Development. By this career stage, all NCOs should have initiated a SOCAD agreement, had their military experience evaluated for college credit and be actively pursuing (as a minimum) an Associate's Degree. Army correspondence courses through ACCP and distance learning, which can be converted into college credits through SOCAD, are valuable resources for gaining knowledge about various military-related skills and will prepare you for the next level of responsibility. For additional information on self-development, refer to paragraph 6-3.

(d) *Additional training.* PAC-3, GMD, AMD ADAFCO Element, Patriot Master Gunner, Air Assault, NBC Defense, Combat Lifesaver, Field Sanitation, Master Fitness Trainer, enrolled in Structured Self Development level 3, Small Group Instructor, THAADs Training, Combatives level 1,2,&3, JLENS Training and IFPC (CRAM LEGACY) Training.

(e) *Special assignments.* AMD ADAFCO Element, NCO Academy Instructor, Recruiter, Drill Sergeant, Equal Opportunity Advisor, Assistant Inspector General, AIT Instructor, Training Developer/Writer, Career Manager, ROTC Military Science Instructor, West Point Military Science Instructor, West Point Training Advisor Counselor (TAC) NCO, RA/RC Regional Training Detachment (RTD), CTC Observer/Controller, Project Warrior, IFPC (CRAM LEGACY)), Convoy Security NCO, Modular Brigade Augmented for Security Force Assistance/ Transition Team NCO, USA Support Element Saudi Arabia and Digital Liaison Teams.

(5) *MSG/ISG.* See Paragraph 6-20.

d. *Army Career Degrees.* See SOCAD Army Degrees.

e. *GI to Jobs.* See GI to Jobs COOL Web site.

6-6. MOS 14E Professional Development Model

Access to the Career Maps on the Professional Development Model (PDM) System can be accessed from the Soldier's AKO Page, by selecting "My Training" from the "Self Service" dropdown. PDMs then can be selected from the "Professional Development" gadget on the MT2 Page. Alternately, users may go a PDM selection menu at the following web address:
<<https://file.atsc.army.mil/pdmPublic/pdm.html>>

6-7. MOS 14E Reserve Component

MOS 14E is closed to the RC.

MOS 14J deleted 1 OCT, FY 12.

6-8. MOS 14G – Air Defense (AD) Battle Management System Operator

a. *Major duties.* The Battle Management System Operator supervises or serves in an Army Air and Missile Defense Command (AAMDC), Air Defense Brigade, Maneuver Battalion, Air Defense Airspace Management (ADAM) cell in conjunction with a Brigade Aviation Element (BAE) as an Air/Ground integrator/manager responsible for planning, coordinating, and establishing connectivity with Joint, Interagency, Intergovernmental, and Multinational (JIIM) sensors and command, control, communications, computers, and intelligence (C4I)/controller networks and airspace users; provides Situational Awareness (SA) of airspace and early warning; conducts current and future operations planning and execution of airspace management requirements for the supported echelon; and conducts Air and Missile Defense (AMD) and Aviation planning and coordination to determine AMD and Aviation requirements across the full spectrum of operations. Responsible for ADAM Cell equipment march order, emplacement, initialization and operator/organizational level system maintenance (limited to the ability to detect improper equipment operation or malfunction by use of the senses, embedded diagnostic aids; e.g. BIT/BITE and/or on-board test equipment, Test Measurement and Diagnostic Equipment (TMDE) (example, multimeter to perform low voltage and continuity checks), technical references, technical inspections, adjustments, removal and replacement of battery replaceable units/line replaceable units (BRUs/LRUs), and other tasks authorized in the maintenance allocation chart (MAC) and preventive maintenance checks and services (PMCS) required to sustain or return the ADAM Cell to its operational readiness condition.

b. *Prerequisites.* See DA Pam 611-21, HRC Smartbook. The waiver authority for MOS 14G prerequisites is OCADA, Personnel Proponent Division.

c. *Goals for development and Lifelong Learning.* See Chapter 2.

(1) *PVT-SPC/CPL.*

(a) *Institutionnel Training.* BCT and AIT. SPCs/CPLs recommended by chain of command are eligible to attend the WLC. Structure Self Development 1 is required before attendance to WLC

(b) *Operational Assignments.* Soldiers' initial focus should be on building a strong base of technical and tactical expertise in basic MOS skills and common warrior tasks and drills. Performs march order, emplacement, initialization, operator/organizational level system maintenance and PMCS on the Sentinel Radar and ADAM Cell equipment including the Air and Missile Defense Warning System (AMDWS), the

Air Defense Systems Integrator (ADSI), the Tactical Airspace Integration System (TAIS), and the Forward Area Air Defense System Engagement Operations (FAAD-EO) system as well as operating the Sentinel Radar. Evaluates tactical electronic intelligence data for force/engagement operations in JIIM networks. Performs operations and intelligence duties, monitors SA of the airspace and provides early warning, conducts planning and execution of airspace management requirements for the supported echelon, and operates/performs operator PMCS on vehicles/system prime power units. Performs data connectivity between AD communications equipment, Tri-Services Tactical Communications (TRITAC) network, Mobile Subscriber Equipment (MSE), and Link-11/Link-16 with Army, Air Force, Navy, Marine Corps and Multi-National. Performs on-line/off-line Common Hardware-Software diagnostics and fault isolation programs. Emplaces, initializes, operates and march orders LAN, WAN, and remote video displays. Assignments that support these goals are Battle Systems Operator, Vehicle Driver, and Operations Assistant. Soldiers should seek responsibility and opportunities to enhance their leadership skills and competence, thereby improving their potential for positions of increased responsibility.

(c) *Self-development.* Soldiers must capitalize on every opportunity to improve their levels of education, using alternate methods to obtain college credits when traditional classroom instruction is unavailable or impractical. These include the ACCP and GoArmyEd Military education and experience can also be converted to college credits through the SOCAD program. Plus, COOL MOS 14G provides Soldiers an online resource with information on how they can fulfill the requirements for civilian certifications and licenses related to their MOSs. The AD C4 I TOC Enhanced Operator/Maintainer Course TSP 14G10 is also available online from the DOTD-LD-IDT Division Web site; however, you must first register with the DTAC to view the TSPs. CLEP and DANTES examinations are also available to Soldiers at their local education centers. For additional information on self-development, refer to paragraph 6-3.

(d) *Additional training.* JLENS, FBXT, USASMDC, ADAM Cell, AMD ADAFCO Element, Air Assault, Airborne, NBC Defense, Combat Lifesaver, and Field Sanitation.

(e) *Special Assignments.* JLENS, and IFPC (CRAM LEGACY).

(2) SGT.

(a) *Institutional Training.* WLC. Promotable SGTs are eligible to attend ALC

(b) *Operational Assignments.* During this career stage NCOs should focus on developing supervisory skills, enhancing technical and tactical MOS knowledge, and mastering Skill Level 2 warrior tasks and drills. SGTs additionally serve as a Senior Early Warning System (EWS) operator in Air Defense Command and Control (C2) nodes or ADAM Cells at brigade level or higher. Supervises and provides technical guidance to subordinate Soldiers. May serve as a team leader in brigade level and above staff sections. Assignments that support this development are Team Leader, Assistant Operation Sergeants, and Assistant Liaison Sergeants. NCOs should also seek special duty assignments that demonstrate their initiative, versatility, and potential for increased responsibility.

(c) *Self-development.* Soldiers must capitalize on every opportunity to improve their levels of education, using alternate methods to obtain college credits when traditional classroom instruction is unavailable or impractical. These include the ACCP and GoArmyEd. Military education and experience can also be converted to college credits through the SOCAD program. Plus, COOL MOS 14JG provides Soldiers an online resource with information on how they can fulfill the requirements for civilian certifications and licenses related to their MOSs. The Air Defense (AD) Battle Management System Operator Course TSP 14G10 is also available online from the DOTD-LD-IDT Division website; however, you must first register with the DTAC to view the TSPs. CLEP and DANTES examinations are also available to Soldiers at their local education centers.

(d) *Additional Training.* JLENS, ADAM Cell, JTIDS, MAGIC, Air Assault, Airborne, NBC Defense, Combat Lifesaver, Combatives LV1, and Field Sanitation.

(e) *Special Assignments.* JLENS, IFPC (CRAM LEGACY), Convoy Security NCO, Transition Team NCO, Recruiter, and Drill Sergeant.

Note. MOS 14G is a feeder MOS, normally targeted at the SGT-SSG level for the Warrant Officer Corps as a 140A Command and Control Systems Technician.

(3) SSG.

(a) *Institutional training.* SSGs are required to complete ALC. Promotable SSGs are eligible to attend SLC.

(b) *Operational assignments.* During this career stage NCOs should focus on enhancing supervisory, training, and management skills while continuing to enhance technical and tactical MOS skills coupled with mastering Skill Level 3 warrior tasks and drills. Additionally, SSGs establish supervise and participate in unit level training for crew certification programs and Air Defense exercises. Performs operations and intelligence duties and may serve as air

defense liaison noncommissioned officer (NCO). May serve as a section sergeant, assistant operations NCO or operations NCO in brigade level and above staff sections. Assignments that support this development are Operations Sergeant, and Liaison Sergeant.

(c) *Self Development.* By this stage, all NCOs should have initiated a SOCAD agreement, had their military experience evaluated for college credit, and be actively pursuing additional credits. Army correspondence courses through ACCP and distance learning, which can be converted into college credits through SOCAD, are valuable resources for gaining knowledge about various military-related skills and will prepare you for the next level of responsibility.

(d) *Additional training.* JLENS, MAGIC, JICO, ADAM Cell, Air Assault, Airborne, NBC Defense, Combat Lifesaver, Field Sanitation, Master Fitness Trainer, Small Group Instructor, Army Basic Instructor, AIT Platoon Sergeant, and Equal Opportunity Representative.

(e) *Special Assignments.* IFPC (IFPC (CRAM LEGACY), Convoy Security NCO, Transition Team NCO, USA Support Element Saudi Arabia, Digital Liaison Team, Recruiter, Drill Sergeant, AIT Platoon Sergeant, AIT Instructor, and Training Developer/Writer.

Note. MOS 14G is a feeder MOS, normally targeted at the SGT-SSG level for the Warrant Officer Corps as a 140A Command and Control Systems Technician.

(4) *SFC.*

(a) *Institutional training.* SFCs are required to complete SLC .

(b) *Operational assignments.* During this career stage NCOs should focus on developing organizational management skills, continuing to enhance technical and tactical MOS-related skills, and mastering Skill Level 4 warrior tasks and drills. Additionally SFCs Provide technical guidance to subordinate Soldiers. Performs operations and intelligence duties at brigade and higher levels. May serve as an operations NCO, systems evaluator, or battle manager in brigade level and above staff sections. Directs, instructs and evaluates tactical operating procedures. Monitors unit equipment readiness and prepares monthly unit readiness reports (URR). Assignments that support this development are Liaison Sergeant, Battle System Manager, EO Adviser, Platoon Sergeant, and Detachment Sergeant. Challenging assignments as an NCO Academy Instructor, ROTC Military Science Instructor, AIT Platoon Sergeant, and AIT Senior Instructor, Career Management NCO and CTC Observer/Controller gives NCOs the opportunity to display their leadership skills, maturity, versatility, and ability to serve in assignments of increased responsibility. NCOs at this grade should also look for opportunities to serve as a First Sergeant.

(c) *Self-Development.* By this stage, all NCOs should have initiated a SOCAD agreement, had their military experience evaluated for college credit, and be actively pursuing as a minimum an Associate's Degree. Army correspondence courses through ACCP and distance learning, which can be converted into college credits through SOCAD, are valuable resources for gaining knowledge about various military-related skills and will prepare you for the next level of responsibility. The First Sergeant's Course can also be converted into college credits through SOCAD.

(d) *Additional Training.* ADAM Cell, JLENS, IFPC(CRAM LEGACY), JTIDS, MAGIC, JICO, Air Assault, Airborne, NBC Defense, Combat Lifesaver, Field Sanitation, enrolled in Structured Self Development Level 3, Master Fitness Trainer, Small Group Instructor, Army Basic Instructor, Combatives LV1, and Combatives LV2.

(e) *Special Assignments.* JLENS, IFPC(CRAM LEGACY), Recruiter, Senior Drill Sergeant, AIT Platoon Sergeant, AIT Senior Instructor, Battlefield Coordination Detachment, Convoy Security NCO, Transition Team NCO, USA Support Element Saudi Arabia, Digital Liaison Team, Training Developer/Writer, NCO Academy Instructor, Equal Opportunity Advisor, Assistant Inspector General, Career Manager, ROTC Military Science Instructor, West Point Military Science Instructor, West Point TAC NCO, AC/RC RTD, CTC Observer/Controller, and Project Warrior.

(5) *MSG/ISG.* See Paragraph, 6-20.

(d) *Army Career Degrees.* See SOCAD Army Degrees.

(e) *GI to Jobs.* See GI to Jobs COOL Web site.

6-9. MOS 14G Professional Development Model

Access to the Career Maps on the Professional Development Model (PDM) System can be accessed from the Soldier's AKO Page, by selecting "My Training" from the "Self Service" dropdown. PDMs then can be selected from the "Professional Development" gadget on the MT2 Page. Alternately, users may go a PDM selection menu at the following web address:

<<https://ile.atsc.army.mil/pdmPublic/pdm.html>>

6-10. MOS 14G Reserve Component

The RC is managed the same as the Regular Army. See paragraph 6-8.

6-11. MOS 14H– Air Defense (AD) Enhanced Early Warning System Operator

a. Major Duties. The Enhanced Early Warning Operator supervises or serves in a Patriot air defense unit or as a member of an air defense activity engaged in operations or intelligence functions of liaison units. Responsible for air defense C4I system march order, emplacement, initialization and operator/organizational level system maintenance (limited to the ability to detect improper equipment operation or malfunction by use of the senses, embedded diagnostic aids; e.g. BIT/BITE and/or on-board test equipment, Test Measurement and Diagnostic Equipment (TMDE) (example, multimeter to perform low voltage and continuity checks), technical references, technical inspections, adjustments, removal and replacement of battery replaceable units/lines replaceable units (BRUs/LRUs), and other tasks authorized in the maintenance allocation chart (MAC) and preventive maintenance checks and services (PMCS) required to sustain or return the AD C4I system to its operational readiness condition. Additional duties include operating the JTAGS, providing theater commanders a 24-hour capability to receive and process down-linked data from space-based Defense Support Program (DSP) sensors that is used to disseminate early warning, alerting, and cueing information on TBMs, and other infrared events of interest throughout the theater. Duties for MOS 14H at each level of skill are.

b. Prerequisites. See DA Pam 611–21, HRC Smartbook. The waiver authority for MOS 14H prerequisites is OCADA, Personnel Proponent Division.

Note. MOS 14H is a feeder MOS, normally targeted at the SGT–SSG level for the Warrant Officer Corps as a 140E PATRIOT System Technician or 140A Command and Control Systems Technician.

c. Goals for development. See Chapter 2.

(1) PVT–SPC/CPL.

(a) Institutionnel Training. BCT and AIT. SPCs/CPLs recommended by chain of command are eligible to attend the WLC. Structure Self Development 1 is required before attendance to WLC

(b) Operational assignments. Soldiers' initial focus should be on building a strong base of technical and tactical expertise in basic MOS skills and common warrior tasks and drills. Performs march order, emplacement, initialization, and operator/organizational level system maintenance and PMCS on Air and Missile Defense Planning Control Systems (AMDPCS). Evaluate tactical electronic intelligence data for force/engagement operations in a joint service network. Perform operations and intelligence duties and operates/performs operator PMCS on vehicles/system prime power units. Perform data connectivity between air defense communications equipment, Tri-Services Tactical Communications (TRITAC) network, Mobile Subscriber Equipment (MSE), and Link-11/16 with the Navy, Marine Corps, and Multi-National forces. Perform on-line/off-line Common Hardware-Software diagnostics and fault isolation programs. Emplace, initialize, operates and march orders LAN, WAN, JTAGS and remote video displays. Assignments that support these goals are EWS Specialists, Operations Assistant, and Team Leader. Soldiers should seek responsibility and opportunities to enhance their leadership skills and competence, thereby improving their potential for positions of increased responsibility.

(c) Self-Development. Soldiers must capitalize on every opportunity to improve their levels of education, using alternate methods to obtain college credits when traditional classroom instruction is unavailable or impractical. These include Structured Self Development Level 1, ACCP and GoArmyEd. Military education and experience can also be converted to college credits through the SOCAD program. Plus, COOL MOS 14H provides Soldiers an online resource with information on how they can fulfill the requirements for civilian certifications and licenses related to their MOSs. The Enhanced Early Warning System Operator/Maintainer Course TSP 14H10 is also available online from the DOTD-LD-IDT Division web site; however, you must first register with the DTAC to view the TSPs. CLEP and DANTEs examinations are also available to Soldiers at their local education centers.

(d) Additional Training. EAD High-to-Medium Altitude Air Defense (HIMAD), JTAGS, JLENS, FBXT, USASMDC, AMD ADAFCO Element, MAGIC, JICO, Air Assault, Airborne, NBC Defense, Combat Lifesaver, Combatives LV1, Field Sanitation, and Structured Self Development Level 1.

(e) Special Assignments. JTAGS, FBX-T Radar, USASMDC Operations Center.

(2) SGT.

(a) Institutional Training. SGTs are required to complete the WLC. Promotable SGTs are eligible to attend ALC.

(b) Operational Assignments. During this career stage NCOs should focus on developing supervisory skills, enhancing technical and tactical MOS knowledge, and mastering Skill Level 2 warrior tasks and drills. SGTs additionally serve as a crew chief in Air Defense Command and Control (C2) nodes or sensor section. Supervises soldiers and provides technical guidance to subordinate Soldiers. Perform data connectivity between Air Defense communications equipment, TRITAC, MSE and Link-11 with Army, Air Force, Navy, Marine Corps and Allied Nations. Perform online/offline Common Hardware-Software diagnostics and fault isolation programs. Emplaces, operates and maintains LAN, WAN and remote video displays. Responsible for the emplacement, operation, and maintenance of JTAGS. Assignments that support this development are Team Leader, and Engagement Control Shift Leader.

(c) Self-Development. Soldiers must capitalize on every opportunity to improve their levels of education, using alternate methods to obtain college credits when traditional classroom instruction is unavailable or impractical. These include the ACCP and GoArmyEd. Military education and experience can also be converted to college credits through the SOCAD program. Plus, COOL MOS 14H provides Soldiers an online resource with information on how they can fulfill the requirements for civilian certifications and licenses related to their MOSs. The Enhanced Early Warning System Operator/Maintainer Course TSP 14H10 is also available online from the DOTD-LD-IDT Division website; however, you must first register with the DTAC to view the TSPs. CLEP and DANTES examinations are also available to Soldiers at their local education centers.

(d) Additional Training. EAD HIMAD, JTAGS, FBXT, SMDC, AMD ADAFCO Element, MAGIC, JICO, Small Group Instructor, Army Basic Instructor Course Air Assault, Airborne, NBC Defense, Combat Lifesaver, Combatives LV1 and Field Sanitation.

(e) Special assignments JTAGS, FBX-T Radar, USASMDC Operations Center, Recruiter, and Drill Sergeant.

Note. MOS 14H is a feeder MOS, normally targeted at the SGT-SSG level for the Warrant Officer Corps as a 140A Command and Control Systems Technician.

(3) SSG.

(a) Institutional Training. SSGs are required to complete ALC. Promotable SSGs are eligible to attend SLC.

(b) Operational assignments. During this career stage NCOs should focus on enhancing supervisory, training, and management skills while continuing to enhance technical and tactical MOS skills coupled with mastering Skill Level 3 warrior tasks and drills. SSGs additionally supervise the operation and organizational maintenance for AD C4I systems. Establishes, supervises and participates in unit level training for crew certification programs and Air Defense exercises. Performs intelligence duties and serves as unit liaison. Assignments that support this development are Section Sergeant, and Engagement Control Team Leader, Assistant Operations Sergeant, Operations Sergeant.

(c) Self-Development. By this stage, all NCOs should have enrolled in Structured Self Development Level 3, initiated a SOCAD agreement, had their military experience evaluated for college credit, and be actively pursuing additional credits. Army correspondence courses through ACCP and distance learning, which can be converted into college credits through SOCAD, are valuable resources for gaining knowledge about various military-related skills and will prepare you for the next level of responsibility.

(d) Additional training. EAD HIMAD, JTAGS, FBX-T, SMDC, AMD ADAFCO Element, Air Assault, Airborne, NBC Defense, Combat Lifesaver, Field Sanitation, Master Fitness Trainer, MAGIC, JICO, Small Group Instructor, Army Basic Instructor Course, Combatives LV1, Combatives LV2, and Equal Opportunity Representative.

(e) Special assignments. JTAGS, FBX-T Radar, USASMDC Operations Center, Recruiter, Drill Sergeant, AIT Instructor, AIT Platoon Sergeant, Retention NCO, Assistant Inspector General, Observer Controller, Project Warrior, and Training Developer/Writer.

Note. MOS 14H is a feeder MOS, normally targeted at the SGT-SSG level for the Warrant Officer Corps as a 140A Command and Control Systems Technician.

(4) SFC.

(a) Institutional Training. SFCs are required to complete SLC.

(b) Operational assignments. During this career stage NCOs should focus on developing organizational management skills, continuing to enhance technical and tactical MOS-related skills, and mastering Skill Level 4 warrior tasks and drills. SFC's additionally supervise operations, and organizational maintenance for all AD C4I systems. Provide technical guidance to subordinate Soldiers. Perform operations and intelligence duties at battalion and higher level. Directs, instructs and evaluates tactical operating procedures. Monitors unit equipment readiness

and prepares monthly unit readiness reports (URRs). Trains, evaluates, and certifies AD C4I systems personnel at the unit/battalion level. Assist in supervising maintenance records and maintaining supportive stockage procedures. Assist in designing and implementing the maintenance program. Assignments that support this development Operations Sergeant, Systems Evaluator, EW Systems Manager, and Detachment Sergeant.

(c) *Self-development.* By this stage, all NCOs should have initiated a SOCAD agreement, had their military experience evaluated for college credit, and be actively pursuing as a minimum an Associate's Degree. Army correspondence courses through ACCP and distance learning, which can be converted into college credits through SOCAD, are valuable resources for gaining knowledge about various military-related skills and will prepare you for the next level of responsibility. The First Sergeant's Course can also be converted into college credits through SOCAD.

(d) *Additional training.* EAD HIMAD, JTAGS, FBXT, SMDC, AMD ADAFCO Element, MAGIC, JICO, Small Group Instructor, Army Basic Instructor, Air Assault, Airborne, NBC Defense, Combat Lifesaver, AC/RC RTD, Field Sanitation, Master Fitness Trainer, Combatives Level 1 & 2, and Small Group Instructor.

(e) *Special assignments.* JTAGS, JLENS, FBX-T Radar, USASMDC Operations Center, Recruiter, Senior Drill Sergeant, AIT Senior Instructor, AIT Platoon Sergeant, Training Developer/Writer, NCO Academy Instructor, Equal Opportunity Advisor, Assistant Inspector General, Career Manager, ROTC Military Science Instructor, West Point Military Science Instructor, West Point TAC NCO, RA/RC RTD, CTC Observer/Controller, Assistant Inspector General, Career Management NCO, and Project Warrior.

(5) MSG/1SG. See paragraph 6-20.

(d) *Army Career Degrees.* See SOCAD Army Degrees.

(e) *GI to Jobs.* See GI to Jobs COOL Web site.

6-12 MOS 14H Professional Development Model

Access to the Career Maps on the Professional Development Model (PDM) System can be accessed from the Soldier's AKO Page, by selecting "My Training" from the "Self Service" dropdown. PDMs then can be selected from the "Professional Development" gadget on the MT2 Page. Alternately, users may go a PDM selection menu at the following web address:
<<https://ile.atsc.army.mil/pdmPublic/pdm.html>>

6-13. MOS 14H Reserve Component

MOS 14H is closed to the RC.

6-14. MOS 14S AMD Crewmember

a. *Major Duties.* The AMD Crew Member supervises, operates, or serves as a member of the lightweight, highly mobile, short-range Avenger weapon system. Crew members prepare, operate, and fire the Avenger weapon system, establish and maintain radio and wire communications, assist in maintaining the situation map, and perform target engagement evaluation. Crew members also apply infrared techniques to detect and engage targets, operate the IFF programmer/charger, resupply ammunition, and prepare Avenger weapon systems for firing. Additional duties include performing emergency action procedures for weapons systems, maintaining sight alignment on systems, and operating and maintaining system carriers. Currently, AMD Crew Members are assigned to MAMD Avenger battalions and composite AMD battalions that provide tailorable forces to combatant commanders. These units are task organized to provide maneuver elements with gun/missile support during combat operations.

b. *Prerequisites.* See DA Pam 611-21, HRC Smartbook. The waiver authority for MOS 14S prerequisites is OCADA, Personnel Proponent Division.

c. *Goals for Development.* See chapter 2.

(1) *PVT-SPC/CPL.*

(a) *Institutional training.* BCT and AIT. SPCs/CPLs recommended by chain of command are eligible to attend the WLC. Structure Self Development 1 is required before attendance to WLC.

(b) *Operational Assignments.* Soldiers' initial focus should be on building a strong base of technical and tactical expertise in basic MOS skills and common warrior tasks and drills. Assignments that support these goals are AMD Crew Member and Ammunition Handler. AMD Crew Members accomplish their mission on the battlefield as a two-Soldier team; therefore, both the Team Chief and Gunner must know both roles on the battlefield to be effective. It is imperative that AMD Crew Members stay certified on the weapon system they are manning and still maintain

their training on the other. NCOs should also seek special duty assignments that demonstrate their initiative, versatility, and potential for increased responsibility.

(c) *Self-Development.* Soldiers must capitalize on every opportunity to improve their levels of education using alternate methods to obtain college credits when traditional classroom instruction is unavailable or impractical. These include Structured Self Development Level 1, [ACCP](#) and [GoArmyEd](#). Military education and experience can also be converted to college credit through the [SOCAD](#) program. Plus, [COOL MOS 14S](#) provides Soldiers an online resource with information on how they can fulfill the requirements for civilian certifications and licenses related to their MOSs. The AMD Crew Member Course [TSP 14S10](#) is available online from the DOTD-LD-IDT Division website; however, you must first register with the DTAC to view the TSPs. Soldiers can also enroll online for correspondence courses at the ACCP Web site. CLEP and DANTES examinations are also available to Soldiers at their local education centers.

(d) *Additional training.* Avenger Slew-to-Cue, Air Assault, Airborne, NBC Defense, Small Arms Repair, Combat Lifesaver, Combatives Level 1, and Field Sanitation.

(e) *Special Assignments.* CTC/OPFOR,IFPC (CRAM LEGACY).

(2) *SGT.*

(a) *Institutional training.* SGTs are required to complete the WLC. Promotable SGTs are eligible to attend ALC.

(b) *Operational assignments.* During this career stage NCOs should focus on developing supervisory skills, enhancing technical and tactical MOS knowledge, and mastering Skill Level 2 warrior tasks and drills. SGTs are also responsible for developing the technical and tactical skills of their individual Soldiers and training their teams to proficiency. Assignments that support this development are Team Leader and Ammunition Team Leader. MOS 14S NCOs also have the opportunity to be stationed where they can take advantage of DA schools, including the Air Assault School and Airborne School. These schools are difficult to obtain for most Soldiers, and if the opportunity becomes available, you should strongly consider attending. NCOs should also seek special duty assignments that demonstrate their initiative, versatility, and potential for increased responsibility.

(c) *Self-development.* Soldiers must capitalize on every opportunity to improve their levels of education using alternate methods to obtain college credits when traditional classroom instruction is unavailable or impractical. These include the [ACCP](#) and [GoArmyEd](#). Military education and experience can also be converted to college credit through the [SOCAD](#) program. Plus, [COOL MOS 14S](#) provides Soldiers an online resource with information on how they can fulfill the requirements for civilian certifications and licenses related to their MOSs. The AMD Crew Member Course [TSP 14S10](#) is available online from the DOTD-LD-IDT Division website; however, you must first register with the DTAC to view the TSPs. Soldiers can also enroll online for correspondence courses at the ACCP Web site. CLEP and DANTES examinations are also available to Soldiers at their local education centers.

(d) *Additional training.* Avenger Slew-to-Cue, Air Assault, Airborne, NBC Defense, Small Arms Repair, Combat Lifesaver, Combatives Level 1 & 2, and Field Sanitation.

(e) *Special assignments.* Recruiter and Drill Sergeant.

Note. MOS 14S is a feeder MOS, normally targeted at the SGT-SSG level for the Warrant Officer Corps as a [140A Command and Control Systems Technician](#).

(3) *SSG.*

(a) *Institutional training.* SSGs are required to complete ALC. Promotable SSGs are eligible to attend SLC.

(b) *Operational assignments.* During this career stage NCOs should focus on enhancing supervisory, training, and management skills while continuing to enhance technical and tactical MOS skills and mastering Skill Level 3 warrior tasks and drills. Assignments that support this development are Master Gunner, Squad Leader, Section Leader, and Assistant Operations Sergeant.

(c) *Self development.* By this stage, all NCOs should have initiated a SOCAD agreement, had their military experience evaluated for college credit, and be actively pursuing additional credits. Army correspondence courses through ACCP and distance learning, which can be converted into college credits through SOCAD, are valuable resources for gaining knowledge about various military-related skills and will prepare you for the next level of responsibility.

(d) *Additional training.* AMD Master Gunner, Avenger Slew-to-Cue, Air Assault, Airborne, NBC Defense, Master Fitness Trainer, Small Group Instructor, Combatives level 1, 2, & 3, and Equal Opportunity Representative.

(e) *Special Assignments.* NCO Academy Instructor, Recruiter, Drill Sergeant, AIT Instructor, Training Developer/Writer, Observer/Controller, and Equal Opportunity Representative, IFPC (CRAM LEGACY).

the WLC. Structured Self Development 1 is required before attendance to WLC.

(b) Operational Assignments. Soldiers' initial focus should be on building a strong base of technical and tactical expertise in basic MOS skills and common warrior tasks and drills. Assignments that support these goals are Launcher Crew Member or Missile Handler/Driver. Soldiers should seek responsibility and opportunities to enhance their leadership skills and competence, thereby improving their potential for positions of increased responsibility.

(c) Self-development. Soldiers must capitalize on every opportunity to improve their levels of education using alternate methods to obtain college credits when traditional classroom instruction is unavailable or impractical. These include Structured Self Development Level 1, [ACCP](#) and [GoArmyEd](#). Military education and experience can also be converted to college credit through the [SOCAD](#) program. Plus, [COOL MOS 14T](#) provides Soldiers an online resource with information on how they can fulfill the requirements for civilian certifications and licenses related to their MOSs. The Patriot Launching Station Enhanced Operator/Maintainer Course [TSP 14T10](#) is available online from the DOTD-LD-IDT Division website; however, you must first register with the DTAC to view the TSPs. Soldiers can also enroll online for correspondence courses at the ACCP Web site. CLEP and DANTES examinations are also available to Soldiers at their local education centers. *(d) Additional Training.* Air Assault, NBC Defense, Small Arms Repair, Combat Lifesaver, Combatives Level 1, and Field Sanitation.

(e) Special assignments. N/A

(2) SGT.

(a) Institutional training. SGTs are required to complete the WLC. Promotable SGTs are eligible to attend ALC.

(b) Operational assignments. During this career stage NCOs should focus on developing supervisory skills, enhancing technical and tactical MOS knowledge, and mastering Skill Level 2 warrior tasks and drills. SGTs are also responsible for developing the technical and tactical skills of their individual Soldiers and training their teams to proficiency. Assignments that support this development are Senior Missile Handler/Driver, Assistant Launcher Section Chief, and Support Section Team Leader. NCOs should also seek special duty assignments that demonstrate their initiative, versatility, and potential for increased responsibility.

(c) Self-development. Soldiers must capitalize on every opportunity to improve their levels of education using alternate methods to obtain college credits when traditional classroom instruction is unavailable or impractical. These include the [ACCP](#) and [GoArmyEd](#). Military education and experience can also be converted to college credit through the [SOCAD](#) program. Plus, [Cool MOS 14T](#) provides Soldiers an online resource with information on how they can fulfill the requirements for civilian certifications and licenses related to their MOSs. The Patriot Launching Station Enhanced Operator/Maintainer Course [TSP 14T10](#) is available online from the DOTD-LD-IDT Division website; however, you must first register with the DTAC to view the TSPs. Soldiers can also enroll online for correspondence courses at the ACCP Web site. CLEP and DANTES examinations are also available to Soldiers at their local education centers.

(d) Additional training. NBC Defense, Combat Lifesaver, Field Sanitation, and Combatives Level 1 & 2

(e) Special assignments. Recruiter and Drill Sergeant.

Note. MOS 14T is a feeder MOS, normally targeted at the SGT-SSG level for the Warrant Officer Corps as a 140E [Patriot System Technician](#).

(3) SSG.

(a) Institutional training. SSGs are required to complete ALC. Promotable SSGs are eligible to attend SLC.

(b) Operational assignments. During this career stage NCOs should focus on enhancing supervisory, training, and management skills while continuing to enhance technical and tactical MOS skills and mastering Skill Level 3 warrior tasks and drills. SSGs are also responsible for developing the technical and tactical skills of their individual sections and training their teams to proficiency. Assignments that support this development are Launcher Section Chief, Assistant Operations Sergeant, Master Gunner, and Command Center Sergeant.

(c) Self-development. By this stage, all NCOs should have initiated a SOCAD agreement, had their military experience evaluated for college credit, and be actively pursuing additional credits. Army correspondence courses through ACCP and distance learning, which can be converted into college credits through SOCAD, are valuable resources for gaining knowledge about various military-related skills and will prepare you for the next level of responsibility.

(d) Additional training. Patriot Master Gunner, Ground based Midcourse Defense, NBC Defense, Master Fitness Trainer, Small Group Instructor, and Equal Opportunity Representative, Combatives LVL 1 & 2.

(e) Special assignments. NCO Academy Instructor, Recruiter, Drill Sergeant, AIT Instructor, and Training Developer/Writer.

(4) *SFC.*

(a) *Institutional training.* SFCs are required to attend SLC

(b) *Operational assignments.* During this career stage NCOs should focus on developing organizational management skills, continuing to enhance technical and tactical MOS-related skills, and mastering Skill Level 4 warrior tasks and drills. SFCs are also responsible for developing the leadership skills of junior NCOs and training teams, sections, and platoons. Assignments that support this development are Operations Sergeant, Battalion Master Gunner, ADA Training Coordinator, Missile Sergeant, Platoon Sergeant, and Detachment Sergeant.

(c) *Self-development.* By this stage, all NCOs should have enrolled in Structured Self Development Level 3, initiated a SOCAD agreement, had their military experience evaluated for college credit, and be actively pursuing as a minimum an Associates Degree. Army correspondence courses through ACCP and distance learning, which can be converted into college credits through SOCAD, are valuable resources for gaining knowledge about various military-related skills and will prepare you for the next level of responsibility.

(d) *Additional training.* Additional Training. Patriot Master Gunner, *Ground based* Midcourse Defense, NBC Defense, Master Fitness Trainer, Combatives Level 1,2,& 3, Small Group Instructor and enrolled in Structured Self Development 3.

(e) *Special assignments.* NCO Academy Instructor, Recruiter, Senior Drill Sergeant, AIT Instructor, Assistant Inspector General, Training Developer/Writer, Career Manager, ROTC Military Science Instructor, West Point Military Science Instructor, West Point TAC NCO, ROTC Military Science Instructor, AC/RC RTD, Equal Opportunity Advisor, CTC Observer/Controller, Senior Career Advisor, and Project Warrior..

Note. MOS 14T is a feeder MOS, normally targeted at the SGT–SSG level for the Warrant Officer Corps as a 140E Patriot System Technician.

(5) *MSG/ISG.* See paragraph 6-20.

d. *Army Career Degrees.* See [SOCAD Army Degrees](#).

e. *GI to Jobs.* See [GI to Jobs COOL](#) Web site.

6-18. MOS 14T Professional Development Model

Access to the Career Maps on the Professional Development Model (PDM) System can be accessed from the Soldier's AKO Page, by selecting "My Training" from the "Self Service" dropdown. PDMs then can be selected from the "Professional Development" gadget on the MT2 Page. Alternately, users may go a PDM selection menu at the following web address:
<<https://ile.atsc.army.mil/pdmPublic/pdm.html>>

6-19. MOS 14T RC

MOS 14T is closed to the RC.

6-20. MOS 14Z - Air Defense Artillery Senior Sergeant

a. *Major Duties.* The ADA Senior Sergeant supervises, plans, coordinates, and directs the emplacement, operation, unit-level maintenance, and management of ADA weapons systems in support of ADA units at all levels. The critical assignment for an ADA Master Sergeant is First Sergeant. Additionally, BN/BDE HHB ISGs are hand selected by the BDE CSM and higher echelon CSMs, and are considered masters of ISG Duty based on previous rated performance above peers. ADA Senior Sergeants supervise and provide technical guidance to subordinate Soldiers in the accomplishment of their duties. They supervise training, evaluations, and certification of ADA crews in table training crew drills, monitor unit equipment readiness, and prepare monthly readiness reports. Their duties include performing inspections on maintenance records and demand supported/diagnostics repair parts stockage procedures. ADA Senior Sergeants also design and implement unit maintenance programs, coordinate with maintenance and logistical support activities, and perform organizational planning, operations, and training.

b. *Prerequisites.* See DA Pam 611–21, HRC [Smartbook](#). The waiver authority for MOS 14Z prerequisites is OCADA, [Personnel Proponent Division](#).

c. *Goals for Development.* See Chapter 2.

(1) *MSG/ISG.*

The 14Z MOS in the RC is managed the same as the AC. See paragraph 6-18.