



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 Electronic Warfare Proponent Office, 950 Bluntville Ave, Fort Leavenworth, Kansas 66027

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


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Chapter BB

Electronic Warfare (CMF 29) Career Progression Plan

BB-1. Duties

The Electronic Warfare (EW) NCO serves as an echelon staff subject matter expert (SME). In this capacity, the 29E NCO advises and assists the commander or command EWO, regarding use of the integration of Electronic Warfare (EW) capabilities in order to control the electromagnetic spectrum (EMS) and defeat the enemy. Additionally, the EW NCO is responsible to ensure a successful EW program and battlefield survivability through:

- a. Oversight of command EW training and training programs.
- b. Preparation, enforcement, and currency of EW SOPs, TTPs, and battle drills.
- c. Participation in full operational assessments.
- d. Fielding of EW systems.
- e. Development and execution of an effective EW quality control program.
- f. Active, on-going, battlefield circulation.

BB-2. Transformation

Trends in the operational environment, particularly the rapid evolution of wireless communications technology, make control of the EMS an increasingly important factor in successful full spectrum operations (FSO). Achieving this control will require the commander to utilize EW capabilities to help shape the EMS to their advantage. The Army created CMF 29 to provide commanders with a professional enlisted force, capable of assisting commanders in integrating and optimizing the wide range of EW resources in support of unit objectives. An essential part of this effort is the creation and maintenance of a professional EW NCO Corps capable of maintaining Army EW as an enduring capability. This professionalism requires not only competence and proficiency within the EW capability, but must also be accompanied by a solid foundation of the operational characteristics of the other branches of the Army with particular emphasis on the Army's maneuver force and SOF elements. Numerous considerations have contributed to the development of the EW NCO, including:

- a. Joint and Army doctrinal development.
- b. Determination of force-wide manning needs and echelon requirements.
- c. Institutional training courses and curricula.
- d. Current and future EW systems development, assessment, and fielding.
- e. Tactical EW considerations of employment.
- f. Electronic suite interoperability.
- g. Counter Radio-Controlled Improvised Explosive Device EW System (CREW) Electronic Counter Measure (ECM) Force Protection (FP) system programming and operations.

BB-3. Recommended career management self-development by rank

All Soldiers bear individual responsibility for the success of their career by ensuring completion of Army requirements through individual effort and active participation with their leadership in the decisions that will shape their professional education and assignments. Although a college education is preferred, operational assignments may limit the availability of civilian education at certain points in a Soldier's career. The College Level Examination Program (CLEP), Defense Activity for Non-traditional Education Support (DANTES), and eArmyU are available for those Soldiers unable to pursue formal civilian courses. Most institutions operating on U.S. installations are part of the Service Members' Opportunity Colleges Army Degree (SOCAD), which guarantees Soldiers' transfer of credits and acceptance of nontraditional credits such as military experience and CLEP tests. Ample opportunities also exist for Soldiers to enroll in various correspondence courses to accomplish individual educational objectives. Soldiers with GT scores below 110 should seek to improve their scores through Functional Academic Skills Training (FAST). The Army Correspondence Course Program (ACCP) also provides excellent educational advancements in continued education, leadership, and technical proficiency. Additional educational opportunities can be found at the Army Continuing Education System (ACES) Web site. Soldiers may enroll in GOARMYED, an Army program that gives Soldiers the opportunity to pursue a degree program completely online, and may also earn promotion points for Technical Certification. A list of certifications can be found on the Credentialing Opportunities On-line (COOL) website. For information on these and other education programs, visit the Army Education Center (AEC) and Army Career Tracker (ACT).

- a. *PVT-SPC/CPL*. CMF 29 does not have skill level 1 Soldiers. All CMF 29 Soldiers are trained, qualified, and assigned at skill level 2 or higher.

b. SGT.

- (1) Study the following military publications with a goal of proficiency: AR 525-22, DA PAM 600-25, FM 3-0, FM 3-36, FM 5-0, FM 6-0, FM 7-22.7, JP 3-13.1, STP 21-24, TRADOC PAM 525-7-6, all -10 level maintenance manuals associated with their equipment, and battle drills associated with their current assignment.
- (2) Complete the readings for their rank as specified on the Professional Development Reading List for NCOs, and the following additional books for self-development: *From GSM to LTE*, by Martin Sauter; *802.11 Wireless Networks*, by Matthew Gast; *Radio Antennas and Propagation*, by W. Gosling; *Sparks Over Vietnam*, by Gilles Van Nederveen. Army Knowledge Online (AKO), Army Professional Forums, Center for Army Lessons Learned (CALL), and the Reimer Digital Library (RDL) also provide self-development resources.
- (3) Participate in Soldier boards such as the NCO of the Quarter/Year as well as Sergeant Audie Murphy / Sergeant Morales Clubs to broaden the knowledge base, instill discipline, and improve the ability to communicate verbally.

c. SSG.

- (1) Master the military publications noted for skill levels 1 and 2 and expand their proficiency across the spectrum of Army and Joint administrative, doctrinal, operational, and technical publications as necessary or required.
- (2) Complete the readings as specified on the Professional Development Reading List for NCOs at this grade and the following additional books for self-development: all books mentioned in Skill Level 2; *The ARRL Handbook for Radio Communications*, readings on military history, accomplished military leaders, and campaigns, and general military readings from available on-line resources noted above.
- (3) Begin taking college level courses and pursue completion of an associate's degree.

d. SFC.

- (1) As NCOs become more senior in rank, self-development becomes more important. Professional reading and advanced civilian education help develop the knowledge base and organization leadership skills needed to coach, teach, train, and mentor Soldiers. Doctrinal, management, and operational topics should begin to assume a greater portion of materials read by the SFC. College education assumes a greater level of importance as a discriminator in a competitive field; development of writing and speaking skills should be a matter of particular emphasis. Although not specified requirement for promotion, a college degree will be a deciding factor when it comes to identifying the best qualified for advancement.
- (2) SFCs should master the military publications noted for skill levels 1 through 3 above and expand their proficiency across the spectrum of Army and Joint administrative, doctrinal, operational, and technical publications as necessary or required.
- (3) All books recommended on the Professional Development Reading List for NCOs at this grade and the following books for additional self-development: *The Puzzle Palace*, by James Bamford; *802.11 Security*, by Bruce Potter, *Stormjammers*, by Robert Stanek. General professional reading should supplement the foregoing. SFCs should begin to expand their professional reading beyond mandatory requirements and also add non-military reading.
- (4) SFCs should complete an associate degree and begin study for a bachelor's degree.

e. MSG.

- (1) Reading should progress far beyond professional and college course requirements. Civilian education should move into the post-graduate arena. Limited promotion opportunities and highly competitive service records will make civilian education a significant factor in consideration for selection to 29E SGM.
- (2) Master the military publications noted for skill levels 1-4 and expand their proficiency across the spectrum of Army and Joint administrative, doctrinal, operational, and technical publications as necessary or required. Familiarity with *How the Army Runs: A Senior Leader Reference Book*, is highly recommended.
- (3) Read all books recommended on the Professional Development Reading List for NCOs at this grade as well as regular reading of professional military and current events publications and journals to expand the knowledge base and organizational leadership skills needed to coach, teach, train, and mentor Soldiers.
- (4) MSGs should complete a bachelor's degree and begin study for a master's degree in their chosen discipline.

f. SGM.

- (1) SGMs will maintain mastery of all applicable military publications. Civilian education should be at the graduate level.

(2) SGMs read a wide-ranging selection of professional publications on a regular basis as well as current publications on world politics, economics, and current events to enhance their knowledge base as a senior Army leader.

(3) Professional writing for publication in Army and public professional journals, public speaking opportunities, community involvement, and representing the Army in civic functions should be sought out to enhance leadership and hone existing skill sets.

(4) A 29E SGM should possess a bachelor's degree and be actively engaged in working towards, and completing, a Master's Degree in their chosen discipline.

BB—4. MOS 29E Electronic Warfare Specialist

a. Major duties. 29E: Electronic Warfare Specialist. Serves as the principal enlisted EW advisor to the command EWO or commander, as applicable, and/or as a staff NCO for commands at battalion and higher, as applicable. EW NCOs establish and direct echelon EW training, provide technical advice to commanders, and develop and execute EW policies, procedures, and reporting guidelines for supported organizations. They also coordinate external EW support mission requirements and integrate EW operations into the MDMP.

b. Prerequisites. For initial award of the 29E MOS, see DA Pam 611–21 in the HRC Smartbook for details.

c. Goals for development.

(1) *SGT.*

(a) Institutional training. WLC (required for MOS 29E), ALC and the ASI 1K CREW Master Gunner course.

(b) Operational assignments. All assignments should be at the tactical level. Sergeants are assigned to battalion level positions to serve as the primary EW advisor to the battalion commander and are responsible for all administrative, training, and operational EW matters. Battalion EWOs plan and execute EW operations involving EW ground platforms and coordinate with higher for Airborne Electronic Attack (AEA) support of unit operations. They also assist or supervise company CREW Specialists as necessary or required to ensure an effective CREW ECM-FP program including CREW system accountability and maintenance, and oversight of installation and update of CREW related firmware and threat loads. Additionally, they establish SOPs, TTPs, and establish, oversee, and monitor battalion level training. Assignments and deployment with maneuver force/SOF units is higher preferred.

(c) Self-development. See paragraph 30–3 for further information.

(d) Additional training. Theater EWO and CREW Specialist Training; resident and non-resident Military Intelligence, Signal Corp, and Information Operations courses; Army correspondence courses (with emphasis on technical specialties); Airborne; Air Assault; Ranger.

(e) Special assignments. N/A: while NCOs at this level may be eligible to apply for selected special assignments, it is highly recommended that the Soldier concentrate on successful completion of a succession of tactical level assignments.

(3) *SSG.*

(a) Institutional training. ALC and Battle Staff NCO Course.

(b) Operational assignments. Primary assignment focus should remain at the tactical level. Staff Sergeants are assigned to battalion and brigade level positions to serve as the primary EW advisor to the battalion commander or as member of the EW cell at brigade. Staff Sergeants resolve CREW operational, technical, interoperability, maintenance, and sustainment support issues within the echelon, including subordinate commands. They establish SOPs and TTPs to disseminate guidance to subordinate echelons that integrates battalion-specific EW guidance with direction from higher echelons. EW assignments and deployment with maneuver force/SOF units is highly desired; EW deployment is preferred to be competitive for promotion to SFC.

(c) Self-development. See paragraph 30–3 for further information.

(d) Additional training. Theater EWO and CREW Specialist Training; Instructor Qualification Course; Unit Movement Officer and Load Planner Courses; resident and non-resident Military Intelligence, Signal Corp, and Information Operations courses; Army correspondence course studies (with emphasis on technical specialties); Airborne; Air Assault; Ranger.

(e) Special assignments. Drill Sergeant; Recruiter; Institutional School Instructor; however, the Soldier should continue to place heavy emphasis on tactical unit level assignments and deployment as a 29E.

(4) *SFC.*

(a) *Institutional training.* SLC, Battle Staff NCO Course.

(b) *Operational assignments.* SFCs are assigned to brigade, and higher level positions to serve as EW staff NCOs or NCOICs, as applicable. These assignments provide extensive exposure to EW execution during full spectrum operations; extremely heavy emphasis on battalion level EW support including AEA, EW ground systems, and CREW ECM-FP; training and training support; SOP and TTP development; EW Quality Control and Battlefield Circulation; preparation of staff estimates, MDMP, and OPORD development; extensive report preparation and writing requirements. Multiple EW deployments look favorable for promotion to MSG.

(c) *Self-development.* See paragraph 30-3 for further information.

(d) *Additional training.* Theater EWO and CREW Specialist training; Instructor Qualification Course; Electronic Warfare Coordination Course (EWCC), Joint Task Force Spectrum Management Course (JTFSMC); Joint Military Deception Planners Course (JMDPC); Airborne; Air Assault; Ranger.

(e) *Special assignments.* Drill Sergeant; Recruiter; AC/RC Advisor; Career Counselor; Institutional School Instructor; NCO Academy Instructor; Inspector General NCO.

(5) MSG

(a) *Institutional training.* Battle Staff NCO Course

(b) *Operational assignments.* Master Sergeants are assigned to SOF and division level positions to serve as the primary EW advisor to the echelon EWO or Commander, as applicable. These assignments have significant joint emphasis; develop prioritization of EW air and ground assets; building practical EW policy guidance for SOF, maneuver, and support forces from guidance provided from higher; work with and allocation of equipment and resources; significant emphasis on brigade EW support; conduits EW information to/from higher/lower command echelons; report preparation and writing requirements increase. They ensure all EW training requirements are satisfied and guidance is disseminated to subordinate brigades to integrate SOF or division-specific EW guidance. Civilian bachelor's degree completion, leadership record, tactical and strategic assignment experience, and multiple EW deployments are encouraged to be competitive for promotion to SGM.

(c) *Self-development.* See paragraph 30-3 for further information.

(d) *Additional training.* Electronic Warfare Coordination Course (EWCC); Joint Task Force Spectrum Management Course (JTFSMC); Joint Military Deception Planners Course (JMDPC); Joint Information Operations Planning (JIOPC); Joint EW Tactical Operations Course (JEWTOC).

(e) *Special assignments.* Senior AC/RC Advisor; Chief O/C-T; Inspector General NCO; NCO Academy First Sergeant; Institutional School Chief Instructor.

(6) SGM.

(a) *Institutional training.* USASMA (or sister-service equivalent).

(b) *Operational assignments.* 29E SGMs are assigned at the Corps, ASCC, or higher echelons as the senior enlisted EW advisor to the echelon EWO and Commander. These assignments have heavy joint emphasis, with theater, ASCC, and inter-service level operations and decisional aspects; prioritization, allocation, and coordination of ground, air, sea, and space EW assets and operations; development and pass-down of strategic concepts and operations; direct involvement with HQDA, FORSCOM, TRADOC, and Army AOR Commands.

(c) *Self-development.* See paragraph 30-3 for further information.

(d) *Additional training.* Electronic Warfare Coordination Course (EWCC); Joint Task Force Spectrum Management Course (JTFSMC); Joint Military Deception Planners Course (JMDPC); Joint Information Operations Planning (JIOPC); Joint EW Tactical Operations Course (JEWTOC).

(e) *Special assignments.* Senior AC/RC Advisor; Chief O/C-T; Inspector General NCO; NCO Academy Commandant; Institutional School Chief Instructor, Nominative positions (00Z only).

BB-5. MOS 29E 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 MTT Page. Alternately, users may go a PDM selection menu at the following web address: <https://ile.atsc.army.mil/pdmPublic/pdm.html>

BB-6. MOS 29E Reserve Component (RC)

All Soldiers, regardless of component, are essential to the successful accomplishment of military operations. The RC provides a substantial percentage of the structure and capability of the Army's operational force. RC 29E NCOs must possess the same qualifications and capabilities as AC personnel and the quality and quantity of training of

29E RC Soldiers will be the same as their AC counterparts. Duty assignments and professional development steps for career progression parallel those of the AC. Geographic limitations and varying MTOE authorizations, respectively will restrict the types of units and availability of 29E assignments.