



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 Field Artillery, ATTN: ATZR-P, McNair Hall, Room 224, 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


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Major General, GS
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CF:
CDR, TRADOC (ATTG-TRI-GP)
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Chapter 5

Artillery (CMF 13) Career Progression Plan

5-1. Duties

The mission of the Field Artillery is to provide responsive lethal and nonlethal fires and to integrate and synchronize the effects of fires to achieve the supported commander's intent. Fire Support is the collective and coordinated use of land and sea based indirect fires, target acquisition (TA), armed aircraft, and other lethal and nonlethal systems against ground targets in support of the force commander's concept of operations. Lethal Fire Support consists of indirect fire weapons and armed aircraft to include FA, mortars, naval surface fires, and air-delivered munitions from fixed-wing and rotary-wing aircraft. Nonlethal means include electronic warfare (EW), psychological operations (PYSOP), offensive information operations (IO), and munitions such as illumination, smoke, and riot control agents. The Field Artillery is a broad and multi faceted branch that has multiple MOS's that encompasses many specialties. The advancement in our field is based on Key and Developmental Assignment (Operational assignments) positions to serve as building blocks to better our NCO's as they progress in rank and responsibilities. We leverage Broadening assignments (Special assignments) to create a well rounded NCO that will ensure our branch and the Army is well informed and provide a teach and mentor environment to all our Soldiers. The Field Artillery Proponent Office contact information: official mail can be sent to; FAPO 1210 NW Schimmelpfenning Road, Suite 278, Fort Sill, OK 73503. Telephone contact information is DSN 639-3901 or commercial (580) 442-3901.

5-2. Transformation

Field Artillery NCOs have always been key to the success of maneuver forces, and will continue to be so in the future. The future Field Artillery NCO will define the modern pent athlete as it applies to mastering and applying new and critical skill sets. Field Artillery NCOs will continue to be leaders, trainers, and maintainers, however, they will also be guided by the five tenants of the pent athlete. To this end the Field Artillery NCO is embodied by five core principles: be a critical and creative thinker, be a warrior leader, be a leader developer, be an ambassador, and be a resource manager. Whether Artillery NCOs are assigned to heavy or light units, institutional or operational organizations comprised of light, mechanized, airborne, ranger, air assault, and Stryker formations within heavy/light/Stryker Brigade Combat Teams, they are linked through the core competencies to one common mission to provide the maneuver force with fires facilitating destruction of the enemy through ground combat. The Field Artillery branch requires NCOs who are, first and foremost, leaders of Soldiers. Noncommissioned officers must be tactically and technically proficient in combat operations at battalion, company, and platoon levels, while at the same time, possess the ability to integrate greater conceptual and interpersonal skills than ever before within the history of the NCO Corps. They should be mentally and physically disciplined and well versed in maneuver and combined arms tactics, techniques and procedures. Noncommissioned officers must ensure that Soldiers can perform their individual MOS tasks, place the welfare of their Soldiers ahead of their own, and adhere to Army values. Artillery NCOs embody the Warrior Ethos. Their example will inspire others to achieve the same level of commitment and professionalism enabling them to continue growing as leaders and to train Soldiers and small units. A Military Transition Team, MiTT is a U.S. Army or Marine elite team that embeds and trains with the Iraqi Army, the Iraqi Police, the Afghan National Army and other allies in Overseas Contingency Operations, these noncommissioned officers have the tremendous responsibility to train our allies on tactic, technique and standards.

5-3. 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 MOS and 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. The CSA Reading List, AKO, General Army Links, and 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, Army Leadership contains 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 (for example , 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, Army Leadership contains 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 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.

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 contains 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 an SFC.

(5) The ACCP also provides excellent educational advancements in continued education, leadership and technical proficiency. Educational 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.

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.

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, Army Leadership. Continued reading about world politics, geo-political 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.

5–4. Reserve Component

The integrated use of the ARNGUS is essential to the successful accomplishment of military operations. The ARNGUS represents substantive elements of the Field Artillery's structure and capabilities. The contributions of the ARNGUS cover the entire spectrum of types of forces from combat, CS, or CSS to general supporting forces. The ARNGUS NCOs must possess the same qualifications and capabilities as their AA counterparts. The quality and quantity of training that the ARNGUS Field Artillery NCO receives will be the same as the AA NCO with duty assignments for career progression that parallel those of the AA. Although geographical limitations will determine the types of units in which ARNGUS Soldiers may serve, the ARNGUS professional development NCOES satisfies professional development and functional area requirements. The primary peacetime mission of the ARNGUS Field Artillery NCO is to sustain training. While perfecting their combat skills and developing their subordinates into a lethal Field Artillery unit, ARNGUS NCOs must maintain a state of readiness in preparation for deployment and combat. The ARNGUS Soldier also has a second peacetime role—that of Citizen Soldier. Under the authorization of the State governors, the ARNGUS Soldier may be activated by the State at anytime to support the community during a disaster, natural or manmade, or to support Homeland Security Missions. The 13B MOS in the Reserve Component is managed the same as the AA. See paragraph 5–3.

5–5. MOS 13B Cannon Crewmember

a. Major duties. To develop Cannon Crewmembers into professional NCOs, Soldiers' assignments must focus on leadership positions at the battery and battalion level.

b. Prerequisites. See DA Pam 611–21 in the HRC Smartbook for details.

c. Goals for development. To ensure Field Artillerymen become technically and tactically proficient. To seek leadership positions and strive to excel while attending NCOES or functional courses. To strive for the highest possible score on the Army Physical Fitness Test (APFT) and weapons qualifications. To compete for SGT Morales Club and SGT Audie Murphy Club induction. Soldiers should earn a college degree, license, or professional certificate in a discipline related to their MOS as recommended by the career management field. In operational units, NCOs should spend approximately 75 percent of their assignments at the battalion level and below. After successful tactical unit assignments, Soldiers may serve in non tactical tours as a Drill Sergeant, Recruiter, Instructor, AC/RC Assignment, EOA, IG, or Observer-Controller. Additionally, NCOs should seek

leadership positions such as Section Chief, Gunnery Sergeant, Master Gunner, Platoon Sergeant, Assistant Operations Sergeant, and 1SG.

(1) *PVT-SPC/CPL.*

(a) *Institutional training.* WLC.

(b) *Operational assignments.* The focus during the early years of a Cannon Crewmember's career should be on building a strong base of technical expertise in equipment, basic MOS skills, and common Soldier tasks. Technical and tactical expertise will be acquired during training at a CTC or during tactical exercises serving as Driver, Cannoneer, Assistant Gunner, and Ammo Specialist.

(c) *Self-development.* See Field Artillery reading list. For additional information on self-development, refer to paragraph 5-3.

(d) *Additional training.* Airborne, Air Assault and ASI U6 (Field Artillery Weapons Maintenance).

(e) *Special assignments.* Recruiter.

(2) *SGT.*

(a) *Institutional training.* WLC and BNOCC.

(b) *Operational assignments.* The focus during this phase of a career should be on operational assignments that develop leadership skills, MOS skills, and common Soldier tasks. Technical and tactical expertise will be acquired during training at a CTC or during tactical exercises. At every opportunity, NCOs should seek the positions that allow them to gain leadership experience such as Gunner or Ammo Sergeant.

(c) *Self-development.* See Field Artillery reading list. For additional information on self-development, refer to paragraph 5-3.

(d) *Additional training.* Airborne, Air Assault, Ranger, Paladin Commanders Course, and Field Artillery Weapons Maintenance (U6).

(e) *Special assignments.* Drill sergeant and recruiter.

(3) *SSG.*

(a) *Institutional training.* BNCOC, ANCOG, and Battle Staff NCO Course.

(b) *Operational assignments.* The focus during this phase of a career must be on continued development and refinement of leadership skills and tactical and technical expertise. Duty assignments in tactical units that will increase the experience and develop the leadership level of NCOs are Howitzer Section Chief and Ammo Section Chief. Howitzer/Ammo Section Chiefs should maintain this position a minimum duration of 24 months prior to moving to other positions that are non tactical (for example, drill sergeant, recruiter, and instructor). Back-to-back non-tactical or TDA/Special assignments are common for certain MOS's due to the limited tactical positions and therefore should not be construed as a negative impact towards the Soldier.

(c) *Self-development.* See Field Artillery reading list. For additional information on self-development, refer to paragraph 5-3.

(d) *Additional training.* Airborne, air assault, ranger, Paladin Commanders Course, and Field Artillery Weapons Maintenance (U6).

(e) *Special assignments.* Drill sergeant, recruiter, and instructor. Back-to-back non-tactical or TDA/Special assignments are common for certain MOS's due to the limited tactical positions and therefore should not be construed as a negative impact towards the Soldier.

(4) *SFC.*

(a) *Institutional training.* ANCOG, Battle Staff Course, Master Gunner, and the FSC. First time 1SGs are encouraged to attend the FSC prior to holding a 1SG position.

(b) *Operational assignments.* The focus during this phase should be on tactical assignments as a Master Gunner/ Operations Sergeant, Platoon Sergeant, or Gunnery Sergeant for a minimum of 24 months. The Platoon Sergeant's job, as the senior trainer in the platoon, is essential in the development of junior leaders. To be competitive for promotion to MSG/1SG, SFC should seek assignment to and be successful in a Platoon Sergeant, Master Gunner and Operations Sergeant position. Back-to-back non-tactical or TDA/Special assignments are common for certain MOS's due to the limited tactical positions and therefore should not be construed as a negative impact towards the Soldier. (c) *Self-development.* See Field Artillery reading list. For additional information on self-development, refer to

paragraph 5-3.

(d) *Additional training.* Airborne, air assault, ranger, and Paladin Commanders Course.

(e) *Special assignments.* Drill sergeant, recruiter, Military Science Instructor, instructor, observer/controller, AC/RC, Career manager, EOA, Personal Proponent NCO and AIT Platoon Sergeant. The focus during this phase should be on a successful Special assignment as a Observer/Controller, Military Science Instructor and Service School Instructor, Small Group Leader and OC/T, these positions are key and broadening opportunities for the CMF. The training, mentoring and guiding our future Soldiers/ Officers and is the upmost important to the Field Artillery. The most experienced and best leaders must become the trainers and mentors of our next generation of Soldiers and Officers. Back-to-back non-tactical or TDA/Special assignments are common for certain MOS's due to the limited tactical positions and therefore should not be construed as a negative impact towards the Soldier.

d. *Army career degrees.* See SOCAD Army Career Degree Program.

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

5-6. MOS 13B 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>

5–7. MOS 13B Reserve Component

The 13B MOS in the Reserve Component is managed the same as the Active Army. See paragraph 5–5.

5–8. MOS 13D Field Artillery Automated Tactical Data Systems Specialist

a. Major duties. The Field Artillery Automated Tactical Data Systems Specialist (FATDS) leads, supervises, or serves as a member of an activity operating Advanced Field Artillery Tactical Data System (AFATDS) equipment in a Field Artillery cannon platoon/battery/battalion or higher unit. To develop FATDS Soldiers into professional NCOs, their assignments must focus on leadership positions at the battery and battalion level. Follow-on assignments at the higher headquarters will then add to their overall professional knowledge. In a TOE unit, NCOs should spend roughly 75 percent of their assignments at the battalion level. Although back-to-back table of distribution and allowances TDA assignments (for example, Drill Sergeant to Recruiter) should be avoided, they may occur due to needs of the Army. NCOs should seek leadership positions such as section chief, platoon sergeant, chief fire control sergeant, senior fire control sergeant, and 1SG.

b. Prerequisites. See DA Pam 611–21 in the HRC Smartbook for details.

c. Goals for development. Become technically and tactically proficient. Seek leadership positions and strive to excel while attending NCOES or functional courses (for example, FSC and Battle Staff NCO course). Strive for the highest possible score on the APFT and weapons qualifications. Compete for SGT Morales Club and SGT Audie Murphy Club induction. NCOs could serve as a drill sergeant, recruiter, instructor, AC/RC Assignment, EOA, IG, or OC. Soldiers should earn a college degree, license, or professional certificate in a MOS-related discipline as recommended by the career management field.

(1) *PVT–SPC/CPL.*

(a) Institutional training. One Station Unit Training (OSUT) and WLC.

(b) Operational assignments. The focus during the early years of a career should be on building a strong base of technical expertise in equipment, basic MOS skills, and common Soldier tasks. Technical and tactical expertise will be acquired during training at a CTC or during tactical exercises serving for example, as a Computer Operator, Radiotelephone Operator, FATDS, Liaison Specialist. Soldiers should seek responsibility and take advantage of opportunities to display their leadership skills, initiative, and motivation.

(c) Self-development. See Field Artillery reading list. For additional information on self-development, refer to paragraph 5–3.

(d) Additional training. Airborne and air assault.

(e) Special assignments Corporal recruiter.

(2) *SGT.*

(a) Institutional training. WLC and BNCOC.

(b) Operational assignments. The focus during this phase of a career should be on tactical assignments that develop a Soldier's leadership skills, MOS skills, and common Soldier tasks. Technical and tactical expertise will be acquired during training at a CTC or during tactical exercises. At every opportunity, NCOs should seek the positions that allow them to gain leadership experience such as Fire Control Sergeants that will increase the experience and develop the leadership level needed to serve in more senior positions. At every opportunity, NCOs should seek the positions that allow them to gain valuable leadership experience.

(c) Self-development. See Field Artillery Reading list. For additional information on self-development, refer to paragraph 5–3.

(d) Additional training. Airborne, air assault, and ranger.

(e) Special assignments. Recruiter and drill sergeant.

(3) *SSG.*

(a) Institutional training. BNCOC, ANCO, and Battle Staff NCO course.

(b) Operational assignments. The focus during this phase of a career must be on continued development and refinement of leadership skills, tactical, and technical expertise. Technical and tactical expertise will be acquired during training at a CTC or during tactical exercises. Assignments that will increase the experience and develop the leadership skills of the SSG are Chief/Fire Control Sergeant/Liaison Sergeant. The SSG should maintain his position in a tactical unit assignment for a minimum of 24 months prior to moving to non tactical position; (for example, drill sergeant, recruiter, and instructor Back-to-back non-tactical or TDA/Special assignments are common for certain MOS's due to the limited tactical positions and therefore should not be construed as a negative impact towards the Soldier.

(c) Self-development. See Field Artillery reading list. For additional information on self-development, refer to paragraph 5–3.

(d) Additional training. Airborne, air assault, and ranger.

(e) Special assignments. Drill sergeant, recruiter, and instructor. Back-to-back non-tactical or TDA/Special assignments are common for certain MOS's due to the limited tactical positions and therefore should not be construed as a negative impact towards the Soldier.

(4) *SFC.*

(a) Institutional training. ANCO, Battle Staff Course, and the FSC. First time 1SGs should attend the FSC prior to holding a 1SG position.

(b) Operational assignments. The focus during this phase of a career should be a Senior/Chief Fire Control Sergeant, Operator s Sergeant/Platoon Sergeant

for a minimum of 24 months in a Battalion Fire Direction Center, BDE fire control element, or higher headquarters G3 plans prior to reassignment to other non tactical positions such as Instructor, AC/RC Assignment, EOA, or IG, Career Manager. As the senior trainer, the Senior/Chief Fire Control SGT is essential in the development of junior leaders. Successful service as a Senior/Chief Fire Control Sergeant is necessary to be competitive for promotion to MSG/1SG. Back-to-back non-tactical or TDA/Special assignments are common for certain MOS's due to the limited tactical positions and therefore should not be construed as a negative impact towards the Soldier.

(c) *Self-development.* See Field Artillery reading list. For additional information on self-development, refer to paragraph 5-3.

(d) *Additional training.* Airborne and air assault.

(e) *Special assignments.* Drill sergeant, recruiter, instructor, Observer Controller, AC/RC Assignment, EOA, and IG, Career Manager, Personnel Proponent NCO. The focus during this phase should be on a successful Special assignment as a Observer/Controller, Military Science Instructor and Service School Instructor, Small Group Leader and OC/T, these positions are key and broadening opportunities for the CMF. The training, mentoring and guiding our future Soldiers/ Officers and is the utmost important to the Field Artillery. The most experienced and best leaders must become the trainers and mentors of our next generation of Soldiers and Officers. Back-to-back non-tactical or TDA/Special assignments are common for certain MOS's due to the limited tactical positions and therefore should not be construed as a negative impact towards the Soldier.

d. *Army career degrees.* See SOCAD Army Career Degree Program.

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

5-9. MOS 13D 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>"

5-10. MOS 13D Reserve Component

The 13D MOS in the Reserve Component is managed the same as the Active Army. See paragraph 5-10.

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5-11. MOS 13F Fire Support Specialist

a. *Major duties.* To develop fire support specialists into professional NCOs, their assignments must focus on leadership positions at the battery and battalion level. Follow-on assignments at the higher headquarters will add to their overall professional knowledge. In a TOE unit, NCOs should spend roughly 75 percent of their assignments at the battalion level. Back-to-back TDA assignments (for example, Drill Sergeant to Recruiter) should be avoided. This may occur due to the needs of the Army. NCOs should seek leadership positions as a Colt Chief, Section Chief, Targeting NCO, Effects NCO, Battalion Fire Support Sergeant, Brigade Fire Support Sergeant, and 1SG.

b. *Prerequisites.* See DA Pam 611-21 in the HRC Smartbook for details.

c. *Goals for development.* Become technically and tactically proficient. Seek leadership positions and strive to excel while attending NCOES or functional courses; that is, FSC and Battle Staff NCO Course. Strive for the highest possible score on the APFT and weapons qualifications. Compete for SGT Morales Club and SGT Audie Murphy Club induction. NCOs could serve as a drill sergeant, recruiter, instructor, AC/RC Assignment, EOA, IG, or OC. Soldiers should earn a college degree, license, or professional certificate in a discipline related to their MOS as recommended by the career management field.

(1) *PVT-SPC/CPL.*

(a) *Institutional training.* OSUT and WLC.

(b) *Operational assignments.* The focus during the early years of a career should be on building a strong base of technical expertise in equipment, basic MOS skills, and common Soldier tasks. Technical and tactical expertise will be acquired during training at a CTC or during tactical exercises serving as computer operators, radiotelephone operators, vehicle operators, forward observer, and target processing specialists. Soldiers should seek responsibility and take advantage of opportunities to display their leadership skills, initiative, and motivation through attendance at Soldier of the month boards. (c) *Self-development.* See Field Artillery reading list. For additional information on self-development, refer to paragraph 5-3.

(d) *Additional training.* Airborne, air assault, ranger, ASI F9 (Advanced Field Artillery Tactical Data System Operator), and ASI D3 (Bradley FS Vehicle Operators course), ASI L7 (Joint Fires Observer).

(e) *Special assignments.* Corporal recruiter.

(2) *SGT.*

(a) *Institutional training.* WLC and BNCOC.

(b) *Operational assignments.* The focus during this phase of a career should be on tactical assignments that develop the Soldier's leadership skills, MOS skills, and common Soldier tasks. Technical and tactical expertise will be acquired during training at a CTC or during tactical exercises. At every opportunity, NCOs should seek the positions that allow them to gain leadership experience such as forward observer, COLT Chief, fire support sergeant, Striker Chief, or Targeting NCO.

(c) *Self-development.* See Field Artillery reading list. For additional information on self-development, refer to paragraph 5-3.

(d) *Additional training.* Airborne, air assault, ranger, ASI F9 (Advanced Field Artillery Tactical Data System Operator), and ASI D3 (Bradley FS Vehicle Operators course), ASI L7 (Joint Fires Observer).

(e) *Special assignments.* Recruiter and drill sergeant.

(3) *SSG.*

(a) *Institutional training.* BNCOC, ANCO, and the Battle Staff course.

(b) *Operational assignments.* The focus during this phase of a career must be on continued development and refinement of leadership skills, tactical, and technical expertise. Technical and tactical expertise will be acquired during training at a CTC, various assignments between heavy and light units, or during tactical exercises. Assignments that will increase the experience and develop the leadership skills of the NCO are Company Fire Support Sergeant (HBCT, IBCT, and SBCT), Targeting NCO, and Effects NCO. The SSG should maintain his position in a tactical unit assignment for a minimum of 24 months prior to moving to non tactical position; (for example, drill sergeant, recruiter, or instructor Back-to-back non-tactical or TDA/Special assignments are common for certain MOS's due to the limited tactical positions and therefore should not be construed as a negative impact towards the Soldier.

(c) *Self-development.* See Field Artillery reading List. For additional information on self-development, refer to paragraph 5-3.

(d) *Additional training.* Airborne, air assault, ranger, ASI 5A/5U, (Tactical Air Operations), ASI F9 (Advanced Field Artillery Tactical Data System Operator), and ASI D3 (Bradley FS Vehicle Operators course).

(e) *Special assignments.* Drill sergeant, recruiter, and instructor. Back-to-back non-tactical or TDA/Special assignments are common for certain MOS's due to the limited tactical positions and therefore should not be construed as a negative impact towards the Soldier.

(4) *SFC.*

(a) *Institutional training.* ANCO, Battle Staff Course, and the FSC. Personnel selected as 1SGs should attend the FSC prior to holding a 1SG position.

(b) *Operational assignments.* The focus during this phase of a career should be as a Battalion Fire Support Sergeant/Targeting NCO, Effects NCO, Operations SGT, and Aerial Fire Support NCO, Platoon Sergeant for a minimum of 24 months. Technical and tactical expertise will be acquired during training at a CTC or during tactical exercises. As the senior trainer, the Fire Support Sergeant is essential in the development of junior leaders. Successful service as a Battalion Fire Support Sergeant/Targeting NCO, Effects NCO, Operations SGT, or Aerial Fire Support NCO is necessary to be competitive for promotion to MSG/1SG. Back-to-back non-tactical or TDA/Special assignments are common for certain MOS's due to the limited tactical positions and therefore should not be construed as a negative impact towards the Soldier. (c) *Self-development.* See Field Artillery reading list. For additional information on self-development, refer to paragraph 5-3.

(d) *Additional training.* Airborne, air assault, ranger, PDI D7, and ASI 5A/5U (Tactical Air Operations).

(e) *Special assignments.* Drill sergeant, recruiter, instructor, Observer Controller AC/RC Assignment, EOA, and IG, Career Manager, Personnel Proponent NCO. The focus during this phase should be on a successful Special assignment as a Observer/Controller, Military Science Instructor and Service School Instructor, Small Group Leader and OC/T, these positions are key and broadening opportunities for the CMF. The training, mentoring and guiding our future Soldiers/ Officers and is the utmost important to the Field Artillery. The most experienced and best leaders must become the trainers and mentors of our next generation of Soldiers and Officers. Back-to-back non-tactical or TDA/Special assignments are common for certain MOS's due to the limited tactical positions and therefore should not be construed as a negative impact towards the Soldier.

d. *Army career degrees.* See SOCAD Army Career Degree Program.

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

5-12. MOS 13F 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>"

5-13. MOS 13F Reserve Component

The 13F MOS in the Reserve Component is managed the same as the Active Army. See paragraph 5-15.

5-14. MOS 13M Multiple Launch Rocket System crewmember

a. *Major duties.* To develop Multiple Launch Rocket System (MLRS) crewmembers into professional NCOs, their assignments must focus on leadership positions at the battery and battalion level. Assignments at higher levels will add to their overall professional knowledge. In a TOE unit, the NCO should spend roughly 75 percent of their assignments at the battalion level and below. Although back-to-back TDA assignments (for example, Drill Sergeant to Recruiter) should be avoided, they may occur due to needs of the Army. NCOs should seek leadership positions: section chief, platoon sergeant, master gunner, operations sergeant, and 1SG.

b. *Prerequisites.* See DA Pam 611-21 in the HRC Smartbook for details.

c. *Goals for development.* Become technically and tactically proficient. Seek leadership positions and strive to excel while attending NCOES or functional courses; that is FSC, Master Gunner, and Battle Staff NCO Course. Strive for the highest possible score on the APFT and weapons qualifications. Compete for SGT Morales Club and SGT Audie Murphy Club induction. NCOs could serve as a Drill Sergeant, Recruiter, Instructor, AC/RC Assignment, EOA, IG, or OC. Soldiers should earn a college degree, license, or professional certificate in a discipline related to their MOS as recommended by the career management field.

(1) *PVT-SPC/CPL.*

(a) *Institutional training.* BT, AIT, and WLC.

(b) *Operational assignments.* The focus during the early years of a career should be on building a strong base of technical expertise in equipment, basic MOS skills, and common Soldier tasks. Technical and tactical expertise will be acquired during training at a CTC or during tactical exercises serving as a heavy expanded mobility tactical truck (HEMTT) driver, self-propelled launcher loader (SPLL) driver, and ammunition specialist.

(c) *Self-development.* See Field Artillery reading list. For additional information on self-development, refer to paragraph 5-3.

(d) *Additional training.* Airborne, air assault, ranger, ASI A1 (M270A1 Multiple Launch Rocket System MLRS/Mi42 High Mobility Artillery Rocket System HIMARS).

(e) *Special assignments.* Corporal recruiter.

(2) *SGT.*

(a) *Institutional training.* WLC and BNCOC.

(b) *Operational assignments.* The focus during this phase of a career should be on tactical assignments that develop a SGT's leadership skills, MOS skills, and common Soldier tasks. Technical and tactical expertise will be acquired during training at a CTC or during tactical exercises. At every opportunity, SGTs should seek the positions that allow them to gain leadership experience such as gunner, Assistant Ammo Chief, and Recon Sergeant.

(c) *Self-development.* See Field Artillery reading list. For additional information on self-development, refer to paragraph 5-3.

(d) *Additional training.* Airborne, air assault, ranger, ASI A1 (M270A1 Multiple Launch Rocket System MLRS/M142 High Mobility Artillery Rocket System HIMARS).

(e) *Special assignments.* Recruiter or drill sergeant.

(3) *SSG.*

(a) *Institutional training.* BNCOC, ANCOG, and the Battle Staff Course.

(b) *Operational assignments.* The focus during this phase of a career must be on continued development and refinement of leadership skills, tactical and technical expertise. Technical and tactical expertise will be acquired during training at a CTC or during tactical exercises. Assignments that will increase the experience and develop the leadership skills of the NCO are MLRS Section Chief and Ammunition Section Chief. The MLRS Section Chief should maintain his position in a tactical unit assignment for a minimum of 24 months prior to moving to non tactical position; (for example, Drill Sergeant, Recruiter, or Instructor Back-to-back non-tactical or TDA/Special assignments are common for certain MOS's due to the limited tactical positions and therefore should not be construed as a negative impact towards the Soldier.

(c) *Self-development.* See the Field Artillery reading list. For additional information on self-development, refer to paragraph 5-3.

(d) *Additional training.* Airborne, air assault, ASI A1 (M270A1 Multiple Launch Rocket System MLRS/Mi42 High Mobility Artillery Rocket System HIMARS).

(e) *Special assignments.* Drill sergeant, recruiter, and instructor. Back-to-back non-tactical or TDA/Special assignments are common for certain MOS's due to the limited tactical positions and therefore should not be construed as a negative impact towards the Soldier.

(4) *SFC.*

(a) *Institutional training.* ANCOG, Battle Staff Course, Master Gunner, and the FSC. First time 1SGs are encouraged to attend the FSC prior to holding a 1SG position.

(b) *Operational assignments.* The focus during this phase of a career should be as an Operations Sergeant, Master Gunner or Platoon Sergeant, for a minimum of 24 months. Successful service as an Operations Sergeant, Master Gunner or Platoon Sergeant is necessary to be competitive for promotion to MSG/1SG Back-to-back non-tactical or TDA/Special assignments are common for certain MOS's due to the limited tactical positions and therefore should not be construed as a negative impact towards the Soldier.

(c) *Self-development.* See Field Artillery reading list. For additional information on self-development, refer to paragraph 5-3.

(d) *Additional training.* Airborne, air assault, and ranger, ASI A1 (M270A1 Multiple Launch Rocket System MLRS/Mi42 High Mobility Artillery Rocket System HIMARS).

(e) *Special assignments.* Drill sergeant, Recruiter, Instructor, Tech Inspector, Observer Controller, AC/RC, EOA, and IG Career Manager, AIT Platoon Sergeant, Personnel Proponent NCO The focus during this phase should be on a successful Special assignment as a Observer/Controller, Military Science Instructor and Service School Instructor, Small Group Leader and OC/T, these positions are key and broadening opportunities for the CMF. The training, mentoring and guiding our future Soldiers/ Officers and is the upmost important to the Field Artillery. The most experienced and best leaders must become the trainers and mentors of our next generation of Soldiers and Officers. Back-to-back non-tactical or TDA/Special assignments are common for certain MOS's due to the limited tactical positions and therefore should not be construed as a negative impact towards the Soldier.

d. *Army career degrees.* See SOCAD Army Career Degree Program.

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

5-15. MOS 13M 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>"

5-16. MOS 13M Reserve Component

The MOS 13M in the Reserve Component is managed the same as the Active Army. See paragraph 5-18.

5-17. MOS 13P Multiple Launch Rocket System Automated Tactical Data Systems Specialist

a. Major duties. The Multiple Launch Rocket System (MLRS) Automated Tactical Data System (ATDS) specialist leads, supervises, or serves as a member of a MLRS fire direction center, a liaison section, a firing platoon headquarters operating the Fire Direction System (FDS) and/or AFATDS equipment, or a higher headquarters G3 plans. To develop MLRSATDS specialists into professional NCOs, their assignments must focus on leadership positions at the battery and battalion level. In a TOE unit, the NCO should spend roughly 75 percent of their assignments at the battalion level and below. Although back-to-back TDA assignments (for example, Drill Sergeant to Recruiter) should be avoided, they may occur due to needs of the Army. NCOs should seek leadership positions such as: Chief Fire Direction, Battery Operations Sergeant/Master Gunner, Platoon Sergeant, and 1SG.

b. Prerequisites. See DA Pam 611-21 in the HRC Smartbook for details.

c. Goals for development. Become technically and tactically proficient. Seek leadership positions and strive to excel while attending NCOES or functional courses (for example, FSC, Master Gunner and Battle Staff NCO course). Strive for the highest possible score on the APFT and weapons qualifications. Compete for SGT Morales Club and SGT Audie Murphy Club induction. NCOs could serve as a Drill Sergeant, Recruiter, Instructor, AC/RC Assignment, EOA, IG, or OC. Soldiers should earn a college degree, license, or professional certificate in a discipline related to their MOS as recommended by the career management field.

(1) *PVT-SPC/CPL.*

(a) Institutional training. BT, AIT, and WLC.

(b) Operational assignments. The focus during the early years of a career should be on building a strong base of technical expertise in equipment, basic MOS skills, and common Soldier tasks. Technical and tactical expertise will be acquired during training at a CTC or during tactical exercises serving as computer operator, radiotelephone operator, fire direction specialist, and liaison specialist. Soldiers should seek responsibility and take advantage of opportunities to display their leadership skills, initiative, and motivation.

(c) Self-development. See Field Artillery reading list. For additional information on self-development, refer to paragraph 5-3.

(d) Additional training. Airborne, air assault, and ranger.

(e) Special assignments. Corporal recruiter.

(2) *SGT.*

(a) Institutional training. WLC and BNCOC.

(b) Operational assignments. The focus during this phase of a career should be on tactical assignments that develop a SGT's leadership skills, MOS skills, and common Soldier tasks. Technical and tactical expertise will be acquired during training at a CTC or during tactical exercises. At every opportunity, SGTs should seek the positions such as Battery Display Operator that allow them to gain and develop the leadership experience needed to serve in more senior positions

(c) Self-development. See Field Artillery reading list. For additional information on self-development, refer to paragraph 5-3.

(d) Additional training. Airborne, air assault, and ranger.

(e) Special assignments. Recruiter or drill sergeant.

(3) *SSG.*

(a) Institutional training. BNCOC, ANCOC and the Battle Staff course.

(b) Operational assignments. The focus during this phase of a career must be on continued development and refinement of leadership skills, tactical and technical expertise. Technical and tactical expertise will be acquired during training at a CTC or during tactical exercises. Assignments that will increase the experience and develop the leadership skills of the SSG are as a Fire Direction Computer Sergeant or Liaison Sergeant. A SSG should maintain his position in a tactical unit assignment for a minimum of 24 months prior to moving to non tactical position; (for example, drill sergeant, recruiter, and instructor). Back-to-back non-tactical or TDA/Special assignments are common for certain MOS's due to the limited tactical positions and therefore should not be construed as a negative impact towards the Soldier.

(c) Self-development. See Field Artillery reading list. For additional information on self-development, refer to paragraph 5-3.

(d) Additional training. Airborne, air assault, and ranger.

(e) Special assignments. Drill sergeant, recruiter, and instructor. Back-to-back non-tactical or TDA/Special assignments are common for certain MOS's due to the limited tactical positions and therefore should not be construed as a negative impact towards the Soldier.

(4) *SFC.*

(a) Institutional training. ANCOC, Battle Staff Course, Master Gunner Course, and the FSC. First time 1SGs should attend the FSC prior to holding a 1SG position.

(b) Operational assignments. The focus during this phase of a career should be serving as a Chief Fire Direction Computer and Battery Operation SGT/Platoon Sergeant for a minimum of 24 months. This service can be done at Battery Operation Center, Battalion Fire Direction Center, or in a higher headquarters G3 plans prior to reassignment to non tactical positions (for example, Recruiter, Instructor, AC/RC Assignment, EOA, or IG, Career Manager). As the senior trainer, the Chief Fire Direction and Battery Operation SGT is essential in the development of junior leaders. Successful service as a Chief Fire Direction Computer and

Battery Operation SGT/Platoon Sergeant is necessary to be competitive for promotion to MSG/ISG. Back-to-back non-tactical or TDA/Special assignments are common for certain MOS's due to the limited tactical positions and therefore should not be construed as a negative impact towards the Soldier. *(c) Self-development.* See Field Artillery reading list. For additional information on self-development, refer to paragraph 5-3.

(d) Additional training. Airborne and air assault.

(e) Special assignments. Drill sergeant, Recruiter, Instructor, Observer Controller, AC/RC Assignment, EOA, and IG, Career Manager, AIT Platoon Sergeant, Personnel Proponent NCO The focus during this phase should be on a successful Special assignment as a Observer/Controller, Military Science Instructor and Service School Instructor, Small Group Leader and OC/T, these positions are key and broadening opportunities for the CMF. The training, mentoring and guiding our future Soldiers/ Officers and is the upmost important to the Field Artillery. The most experienced and best leaders must become the trainers and mentors of our next generation of Soldiers and Officers. Back-to-back non-tactical or TDA/Special assignments are common for certain MOS's due to the limited tactical positions and therefore should not be construed as a negative impact towards the Soldier.

d. Army career degrees. See SOCAD Army Career Degree Program.

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

5-18. MOS 13P 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>"

5-19. MOS 13P Reserve Component

The MOS 13P in the Reserve Component is managed the same as the Active Army. See paragraph 5-21.

5-20. MOS 13R Field Artillery Radar Operator

a. Major duties. To develop Field Artillery Radar Operators into professional NCOs, their assignments must focus on leadership positions at the battery and battalion level. Assignments at higher headquarters will add to their overall professional knowledge. In a TOE unit, the NCO should spend roughly 75 percent of their assignments at the battalion level and below. Although back-to-back TDA assignments (for example, Drill Sergeant to Recruiter) should be avoided, they may occur due to needs of the Army. NCOs should seek leadership positions such as section chief, platoon sergeant, Senior Field Artillery Targeting NCO, and ISG.

b. Prerequisites. See DA Pam 611-21 in the HRC Smartbook for details.

c. Goals for development. Become technically and tactically proficient. Seek leadership positions and strive to excel while attending NCOES or functional courses; that is, FSC and Battle Staff NCO course. Strive for the highest possible score on the APFT and weapons qualifications. Compete for SGT Morales Club and SGT Audie Murphy Club induction. NCOs could serve as a drill sergeant, recruiter, instructor, AC/RC Assignment, EOA, IG, Career Manager or OC. Soldiers should earn a college degree, license, or professional certificate in a discipline related to their MOS as recommended by the career management field.

(1) *PVT-SPC/CPL.*

(a) Institutional training. BT/AIT, and WLC.

(b) Operational assignments. The focus during the early years of a career should be on building a strong base of technical expertise in equipment, basic MOS skills, and common Soldier tasks. Technical and tactical expertise will be acquired during training at a CTC or during tactical exercises serving as a Field Artillery Radar Operator. A Field Artillery Radar Operator establishes and maintains radio and wire communications; prepares for operation and operates and maintains Fire Finder radars (AN/TPQ-36 or AN/TPQ-37) and associated equipment; constructs fortifications, bunkers, and crew served weapons emplacements; and operates and performs operator maintenance on prime movers, radar systems, and associated equipment. Soldiers should seek responsibility and take advantage of opportunities to display their leadership skills, initiative, and motivation.

(c) Self-development. See Field Artillery reading list. For additional information on self-development, refer to paragraph 5-3.

(d) Additional training. Airborne, air assault, and ranger.

(e) Special assignments. Corporal recruiter.

(2) *SGT.*

(a) Institutional training. WLC and BNCOC.

(b) Operational assignments. The focus during this phase of a career should be on tactical assignments that develop the SGT's leadership skills, MOS skills, and common Soldier tasks. Technical and tactical expertise will be acquired during training at a CTC or during tactical exercises. At every opportunity, SGTs should seek the positions that allow them to gain leadership experience such as Senior Fire Finder Radar Operator. The Senior Fire Finder Radar Operator leads and supervises the preparation for operation, operates, and maintains Fire Finder radars; assists section chief in managing Soldiers and equipment; and provides technical guidance to lower grade Soldiers. The Senior Fire Finder Radar Operator takes part in radar site selection and emplacement; supervises and schedules operational maintenance on radar and its associated equipment; and, in the absence of the section chief, assumes the duties of the section chief.

(c) Self-development. See Field Artillery reading list. For additional information on self-development, refer to paragraph 5-3.

(d) Additional training. Airborne, air assault, and ranger.

(e) *Special assignments.* Recruiter and drill sergeant.

(3) *SSG.*

(a) *Institutional training.* BNCOC, ANCOC, and the Battle Staff course.

(b) *Operational assignments.* The focus during this phase of a career must be on continued development and refinement of leadership skills, tactical and technical expertise. Technical and tactical expertise will be acquired during training at a CTC or during tactical exercises. The assignment that will increase the experience and develop the leadership skills of the NCO is Senior Field Artillery Radar Operator. The Field Artillery Radar Operator leads and supervises the combat operation of Fire Finder mortar locating radars. He leads, trains, and supervises Soldiers in operation and maintenance of radar and associated equipment; provides leadership and training for integrated target acquisition operations; instructs Soldiers in radar operation, techniques, and procedures; leads and supervises unit maintenance on Fire Finder radar and ancillary equipment and vehicles; evaluates, processes, and reports target

information to higher headquarters; recommends positioning of direct support target acquisition radar assets, sectors of search, and radar zone positioning; and recommends curing guidance to a higher headquarters Counter-Fire Officer for weapon locating radars. A SSG should serve as the section chief and supervisor of radar assets for a minimum of 24 months prior to moving to non tactical position; (for example, Drill Sergeant, Recruiter, or Instructor). Back-to-back non-tactical or TDA/Special assignments are common for certain MOS's due to the limited tactical positions and therefore should not be construed as a negative impact towards the Soldier.

(c) *Self-development.* See Field Artillery reading list. For additional information on self-development, refer to paragraph 5-3.

(d) *Additional training.* Airborne, air assault, and ranger.

(e) *Special assignments.* Drill sergeant, recruiter, Career Manager and instructor. Back-to-back non-tactical or TDA/Special assignments are common for certain MOS's due to the limited tactical positions and therefore should not be construed as a negative impact towards the Soldier.

(4) *SFC.*

(a) *Institutional training.* ANCOC, Battle Staff course, and the FSC. First time ISGs should attend the FSC prior to holding a ISG position.

(b) *Operational assignments.* The focus during this phase of a career should be assignment as a Platoon Sergeant and Operations Sergeant/Senior Field Artillery Targeting NCO. The Field Artillery Radar Platoon Sergeant and Senior Field Artillery Targeting NCO lead and supervise the combat operations of radar platoons. He leads Soldiers performing duties of Field Artillery Fire Finder Radar Operator; conducts map and ground reconnaissance of general position areas for relocation of weapons locating radars; coordinates survey data; ensures radar visibility diagrams are constructed correctly for posting on battery capabilities chart; conducts, coordinates, and evaluates platoon training; trains the targeting element in a Tactical Operations Center in conjunction with the Fire Support Element (FSE); collects and disseminates intelligence information and applies these products to the tactical employment of TA assets and Counter-Fire Operations; assists in monitoring target acquisition assets operations, status, and current and proposed locations; recommends TA coverage to include command and control relationships of organic and attached TA assets; provides input to a higher headquarters S-2 for consolidation into the Target Acquisition Tab; recommends the positioning of General Support TA assets, sector of search, and radar zone positioning; prepares the radar deployment orders (RDO) as required; assists in maintaining the Artillery OB Data Base and target file; recommends cueing guidance to the S-2 for all higher headquarters TA assets; assists in preparing the Target Acquisition Tab of the Field Artillery Support Plan; coordinates logistics requirements; and prepares reports summarizing data obtained from radar sections on troop strengths, logistics, surveillance techniques, and tactical operations.

Successful service as a Field Artillery Radar Platoon Sergeant and Senior Field Artillery Targeting NCO is necessary to be competitive for promotion to MSG/ISG. Back-to-back non-tactical or TDA/Special assignments are common for certain MOS's due to the limited tactical positions and therefore should not be construed as a negative impact towards the Soldier. (c) *Self-development.* See Field Artillery reading list. For additional information on self-development, refer to paragraph 5-3.

(d) *Additional training.* Airborne, air assault, ranger, and ASI F9 (Advanced Field Artillery Tactical System).

(e) *Special assignments.* Drill Sergeant, Recruiter, Instructor, Observer Controller, AA /RC Trainer, EOA, and IG, Career Manager, AIT Platoon Sergeant, Personnel Proponent NCO. The focus during this phase should be on a successful Special assignment as a Observer/Controller, Military Science Instructor and Service School Instructor, Small Group Leader and OC/T, these positions are key and broadening opportunities for the CMF. The training, mentoring and guiding our future Soldiers/ Officers and is the utmost important to the Field Artillery. The most experienced and best leaders must become the trainers and mentors of our next generation of Soldiers and Officers. Back-to-back non-tactical or TDA/Special assignments are common for certain MOS's due to the limited tactical positions and therefore should not be construed as a negative impact towards the Soldier. d. *Army career degrees.* See SOCAD Army Career Degree Program.

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

5-21. MOS 13R 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>"

5-22. MOS 13R Reserve Component

The MOS 13R in the Reserve Component is managed the same as the Active Army. See paragraph 5-24.

5-23. . MOS 13T Field Artillery Metro/Surveyor Crewmember

a. Major duties. To develop Field Artillery Metro/Survey Crewmembers into professional NCOs, their assignments must focus on leadership positions at the battery and battalion level. Follow-on assignments at higher headquarters will add to their overall professional knowledge. In a TOE unit, the NCO should spend roughly 75 percent of their assignments at the battalion level and below. Although back-to-back TDA assignments (for example, drill sergeant to recruiter) should be avoided, they may occur due to needs of the Army. NCOs should seek leadership positions: section chief, platoon sergeant, Chief Surveyor, and ISG.

b. Prerequisites. See DA Pam 611-21 in the HRC Smart-book for details.

c. Goals for development. Become technically and tactically proficient. Seek leadership positions and strive to excel while attending NCOES or functional courses; for example, FSC and Battle Staff NCO course. Strive for the highest possible score on the APFT and weapons qualifications. Compete for SGT Morales Club and SGT Audie Murphy Club induction. NCOs could serve as a drill sergeant, recruiter, instructor, AC/RC Assignment, EOA, IG, or OC. Soldiers should earn a college degree, license, or professional certificate in a discipline related to their MOS as recommended by the career management field.

(1) *PVT-SPC/CPL.*

(a) Institutional training. BT, AIT, and WLC.

(b) Operational assignments. The focus during the early years of a career should be on building a strong base of technical expertise in equipment, basic MOS skills, and common Soldier tasks. Technical and tactical expertise will be acquired during training at a CTC or during tactical exercises serving as a Field Artillery Surveyor. The Field Artillery Surveyor records field data, and marks survey station; performs astronomic observation; measures azimuths and angles; determines deviations for target, connection, and position area surveys with angular measuring equipment; assists Improved Positioning and Azimuth Determining System (IPADS) operator with the IPADS transfer, strap down, and preparation for operations; and operates and performs preventive maintenance checks and services (PMCS) on vehicles, radios, weapons, and all survey equipment. Field Artillery Meteorological Crewmember and Meteorological (MET) Equipment Repairer. The MET Crewmember operates all MET and inflation equipment; assembles and operates computer and peripheral equipment; removes and reprograms system software and firmware; performs operator maintenance on all electronic and manual meteorology equipment; computes total and free balloon lift for helium and hydrogen; emplaces meteorology and inflation equipment; performs inflation, preflight, and post flight duties; uses basic meteorology knowledge to conduct and report limited observations of surface atmospheric conditions; inputs upper air information into computer assisted artillery meteorology models to develop meteorology data; prepares all data and MET messages for dissemination; prepares and releases the balloon train; monitors balloon flight progress and system status during flight; uses voice and digital electronic communications systems; operates power generation equipment; and drives vehicles. Soldiers should seek responsibility and take advantage of opportunities to display their leadership skills, initiative, and motivation.

(c) Self-development. See Field Artillery reading list. For additional information on self-development, refer to paragraph 5-3.

(d) Additional training. Airborne, air assault, and ranger.

(e) Special assignments. Corporal recruiter.

(2) *SGT.*

(a) Institutional training. WLC and BNCOC.

(b) Operational assignments. The focus during this phase of a career should be on tactical assignments that develop the Soldier's leadership skills, MOS skills, and common Soldier tasks. Technical and tactical expertise will be acquired during training at a CTC or during tactical exercises. At every opportunity, NCOs should seek the positions that allow them to gain leadership experience such as Field Artillery Surveyor. The Field Artillery Surveyor supervises and coordinates IPADS vehicle operations; computes survey data; plots geographic/UTM grid coordinates; performs azimuth transfer with IPADS; operates IPADS system. performs calibrations, zero velocity updates, and PMCS on IPADS system; assists in collection, evaluation, and dissemination of survey information; provides leadership and technical guidance to lower grade personnel; and serves as an IPADS/PADS Operator or as Team Chief. Field Artillery MET Equipment Repairer. The MET Equipment Repairer supervises the operations of the second shift during 24-hour operations; verifies all data or MET messages before dissemination; supervises and performs all unit level maintenance on electronic and manual meteorology equipment; analyzes and repairs computer and peripheral equipment malfunctions; serves as technical liaison to Direct Support and Depot equipment repair; provides technical guidance to subordinate operators and maintenance personnel; verifies calibration of electronic and manual meteorology equipment; supervises inflation system emplacement and initialization; selects appropriate wind-finding mode and determines status and strength; analyzes operator fault diagnostics; and establishes digital and voice communications.

(c) Self-development. See Field Artillery reading list. For additional information on self-development, refer to paragraph 5-3.

(d) Additional training. Airborne, air assault, and ranger.

(e) Special assignments. Recruiter or drill sergeant.

(3) *SSG.*

(a) Institutional training. BNCOC, ANCO, and the Battle Staff course.

(b) Operational assignments. The focus during this phase of a career must be on continued development and refinement of leadership skills, tactical and technical expertise. Technical and tactical expertise will be acquired during training at a CTC or during tactical exercises. The SSG should seek assignments that will increase his/her experience and develop his/her leadership skills. A Chief Surveyor selects and determines survey starting data and reviews data for errors; supervises the proper maintenance on all assigned section equipment; prepares technical, personnel, and administrative reports covering training objectives and survey operations; orients, instructs, and leads surveyors in survey procedures and techniques to include PADS operations;

provides leadership and technical guidance to lower grade personnel; A Chief Surveyor should maintain his/her position in a tactical unit assignment for a minimum of 24 months prior to moving to non-tactical position; for example, Drill Sergeant, Recruiter, or Instructor. The Field Artillery MET Section Chief serves as the primary team chief during routine operations with additional duties as Assistant Section Leader during periods of extended operations. He performs detailed analysis of raw weather data to determine validity of computer output; analyzes nonstandard atmospheric conditions and initiates appropriate actions; verifies emplacement orientation data before the first flight of the day; supervises electrical grounding of all equipment; inspects and tests electrical grounding before the first flight of the day; prepares technical and administrative reports covering MET station and station activities; analyzes and approves appropriate wind-finding chains or satellites; examines samples of data for quality control; and supervises handling of chemical and explosive materials. Back-to-back non-tactical or TDA/Special assignments are common for certain MOS's due to the limited tactical positions and therefore should not be construed as a negative impact towards the Soldier.

(c) *Self-development.* See Field Artillery reading list. For additional information on self-development, refer to paragraph 5-3.

(d) *Additional training.* Airborne, air assault, and ranger.

(e) *Special assignments.* Drill sergeant, recruiter, and instructor.

(4) *SFC.*

(a) *Institutional training.* ANCOC, Battle Staff Course, and the FSC. First time 1SGs should attend the FSC prior to holding a 1SG position.

(b) *Operational assignments.* The focus during this phase of a career should be to serve as a Platoon Sergeant/Operation Sergeant and Chief of Survey/ MET Station Leader for a minimum of 24 months. The Field Artillery Chief of Survey determines methods of survey to obtain required accuracy; participates, prepares, organizes, and schedules the survey parties; provides leadership and expertise to subordinate NCOs; inspects section equipment and vehicles to ensure the proper application of PMCS; develops training plans to accomplish training objectives; directs collection, evaluation, and dissemination of Field Artillery survey information; coordinates survey operations with other units; and maintains survey maps/overlays. A MET Station Leader supervises MET section operations. The MET Station Leader develops a meteorology plan to support local and staff weather office requirements; analyzes weather data for significant changes that affect the meteorology observations and soundings; coordinates meteorology support during periods when multiple MET sections are operating; obtains location info for input into weather forecast models; analyzes the technical and tactical competency demonstrated by shift supervisors; and develops schedules for obtaining and disseminating MET data. They advise the S3 on the employment and operation of the MET assets; coordinates expendable and repair logistical support; coordinates with the signal staff officer to prioritize means of communication and data dissemination; performs site reconnaissance; directs the security, operation, emplacement, and displacement of the MET section; maintains quality control of MET data and maintains a flight log. The MET Station Leader also reviews and consolidates technical, personnel, and administrative reports covering MET section and station activities; organizes and supervises the MET section training program; reviews all operator maintenance of meteorology, communications, and vehicular equipment; supervises preparation and distribution of all MET messages; ensures adherence to all safety procedures; manages MET section logistics for repair parts and expendable items; assigns personnel to MET teams; and assesses individual and collective tactical meteorology competence. As the Senior Trainer, the Platoon Sergeant/Metro Station Leader is essential in the development of junior leaders. Successful service as a Platoon Sergeant and Chief of Survey/ Metro Station Leader is necessary to be competitive for promotion to MSG/1SG. The duty position of Observer Controller and AIT Platoon Sergeant carry the same weight within the CMF as a MTOE position Platoon Sergeant. Back-to-back non-tactical or TDA assignments are common at this rank due to the limited tactical positions and therefore should not be construed as a negative impact towards the Soldier.

(c) *Self-development.* See Field Artillery reading list. For additional information on self-development, refer to paragraph 5-3

(d) *Additional training.* Airborne, air assault, and ranger.

(e) *Special assignments.* Drill sergeant, Recruiter, Instructor, Observer Controller, AC/RC Assignment, EOA, and IG, Career Manager, Personnel Proponent NCO, AIT Platoon Sergeant. The focus during this phase should be on a successful Special assignment as a Observer/Controller, Military Science Instructor and Service School Instructor, Small Group Leader and OC/T, these positions are key and broadening opportunities for the CMF. The training, mentoring and guiding our future Soldiers/ Officers and is the utmost important to the Field Artillery. The most experienced and best leaders must become the trainers and mentors of our next generation of Soldiers and Officers. Back-to-back non-tactical or TDA/Special assignments are common for certain MOS's due to the limited tactical positions and therefore should not be construed as a negative impact towards the Soldier. For example 13T SFC has 71 Percent of their positions are in TDA and only 7 MTOE positions; this example shows that a NCO that has had back to back TDA is not a negative impact on the MOS or the CMF and the Soldier.

d. *Army career degrees.* See SOCAD Army Career Degree Program.

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

5-24. MOS 13T 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>"

5-25. MOS 13T Reserve Component

The MOS 13T in the Reserve Component is managed the same as the Active Army. See paragraph 5-27.

526. 13Z Field Artillery Senior Sergeant/00Z Command Sergeant Major

a. Major duties. The Field Artillery Senior Sergeant normally serves as principal NCO in a Field Artillery Battalion's operations or intelligence section in light, mechanized, airborne, ranger, air assault and Stryker formations within Heavy/Light Infantry/Stryker Brigade Combat Teams. He provides tactical and technical guidance and professional support to subordinates and makes recommendations to superiors in the accomplishment of their duties. Senior NCOs serve as principal NCOs in a Field Artillery Battalion or higher and supervise the processing of operations and intelligence information in a Field Artillery Brigade or higher-level unit. The Field Artillery Senior Sergeant provides tactical and technical guidance to subordinates and professional support to both subordinates and superiors in the accomplishment of their duties. The senior sergeant plans, coordinates, and supervises activities pertaining to organization, training, and combat operations. Field Artillery Senior Sergeants and Command Sergeants Major edit and prepare tactical plans, training materials, and coordinate implementation of operations, training programs, and communications activities.

b. Prerequisites. See DA Pam 611-21 in the HRC Smartbook for details.

c. Goals for development.

(1) *MSG/1SG (13Z).*

(a) Institutional training FSC (newly promoted 1SGs are required to attend the FSC prior to holding a 1SG position), Battle Staff Course, and Sergeants Major Course.

(b) Operational assignments. The critical assignment for MSGs is 1SG. This position qualifies MSGs to perform duties as the senior NCO of a tactical unit and enhances their leadership skills for combat. Without an assignment as a 1SG, the opportunity for promotion to SGM is limited. Developmentally, MSGs should serve as 1SGs for at least 24 months, which may consist of one or more assignments. Operations Sergeant, Intelligence Sergeant, AA/RC Advisor, NCOES Branch Chief, and Senior Military Science Instructor are recommended assignments following a 1SG assignment. Back-to-back non-tactical or TDA/Special assignments are common for certain MOS's due to the limited tactical positions and therefore should not be construed as a negative impact towards the Soldier. *(c) Self-development.* For additional information on self-development, refer to paragraph 5-3.

(d) Additional training.

(e) Special assignments. Inspector General NCO, EOA, and AA/RC Advisor, Career Manager Back-to-back non-tactical or TDA/Special assignments are common for certain MOS's due to the limited tactical positions and therefore should not be construed as a negative impact towards the Soldier. (2) *SGM (13Z)/CSM (00Z).*

(a) Institutional training. SGM Academy and CSM Course.

(b) Operational assignments. Experience and leadership skills are gained through a variety of challenging and key developmental duty assignments that are paramount for a CSM/SGM. The goal of Field Artillery NCOs is typically to be selected as an SGM, and subsequently be appointed and serve as a CSM. The principal assignment for a SGM is Operational SGM at battalion level or higher staff assignments. To ensure senior enlisted leaders obtain key developmental skills, assignment and educational objectives require the following procedures be followed:

1. A MSG selected for SGM or CSM, will begin their service in either a TO&E or TDA battalion. CSMs and SGMs have several choices at the end of their three-year tour. None will serve more than 3 years in a battalion or brigade; however, TDA positions can rotate after 24 months.

2. CSMs assigned to BCT units as their first assignment will, on completion of their individual BCT lifecycle, have the following assignment options:

- a. Field Artillery Brigade CSM.
- b. TDA Battalion/Brigade CSM.
- c. Resignation from CSM program and assignment as SGM.
- d. Retirement.

3. CSMs assigned to TDA units as their first assignment will, on completion of a minimum of 24 months, have the following assignment options:

- a. Field Artillery Battalion CSM.
- b. TDA Brigade CSM.
- c. Field Artillery Brigade CSM.
- d. Resignation from CSM program and assignment as SGM.
- e. Retirement.

4. SGMs assigned to BCT units as their first assignment who are not selected for CSM will, on completion of their individual BCT lifecycle, have the following assignment options:

- a. Field Artillery Brigade Operations SGM.
- b. UEx Operations Sergeant Major.
- c. TDA Brigade Operations SGM.
- d. Other TDA SGM positions.
- e. Retirement.

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5. Sergeants Major assigned to TDA units as their first assignment who are not selected for CSM will, on completion of a minimum of 24 months, have the following assignment options:

- a. Field Artillery Battalion Operations SGM.
- b. Field Artillery Brigade Operations SGM.
- c. UEx Operations SGM.

d. Other TDA SGM positions.

e. Retirement.

6. The Chief of Field Artillery (through the Field Artillery CSM) will nominate CSMs for assignment to BCT Battalions. The HRC (SGM Branch) will utilize the nominations for assignment of BCT BN CSMs. The Chief of Field Artillery (through the Field Artillery CSM) will nominate CSMs for Brigade Level BCT CSMs. The HRC (SGM Branch) will utilize the nominations for assignment of BCT CSMs. The Chief of Field Artillery will coordinate these nominations with the BCT Commander. The HRC will manage the assignments of SGMs. The policy will require CSMs to move in echelon (up or down) or move from the Operational Force (for example, BCT, UEx) to the Special assignments (TDA Assignments) at the end of each assignment period. Sergeants Major will not serve in similar back to-back assignments without the concurrence of the Chief of Field Artillery. Adoption of these assignment rules by HRC is paramount to developing a system that ensures equitable consideration for higher echelon assignments for SGMs and CSMs, while allowing Field Artillery SGMs and CSMs to develop with the requisite experience to serve in any capacity required by the Army.

(c) *Self-development.* For additional information on self-development, refer to paragraph 5-3.

(d) *Additional assignments.*

(e) *Special assignments.* Senior Military Science Instructor, OC at a CTC, AA/RC Advisors, Instructor at the SGM Academy, IG SGM, and Nominative positions (00Z only). Back-to-back non-tactical or TDA/Special assignments are common for certain MOS's due to the limited tactical positions and therefore should not be construed as a negative impact towards the Soldier.

d. *Army career degrees.* See SOCAD Army Career Degree Program.

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

5-27. MOS 13Z 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>"