



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 Office of the Chief of Chemical, ATTN: Chief of Proponency, U.S. Army Chemical School, Fort Leonard Wood, Missouri 65473-8924

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

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

FOR THE DEPUTY CHIEF OF STAFF, G-1:

Encl
as


GARY H. CHEEK
Major General, GS
Director, Military
Personnel Management

CF:
CDR, TRADOC (ATTG-TRI-GP)
CDR, AHRC (KNOX-HRC-EPZ)

Chapter 23

Chemical, Biological, Radiological, and Nuclear (CBRN) (CMF 74) Career Progression Plan

23-1 Duties

Major Duties: CBRN specialists plan, conduct, and evaluate individual and collective CBRN training and provide technical advice on the entire range of CBRN threats and hazards to commanders at all levels. CBRN specialists also plan, prepare, and execute CBRN operations in support of unified operations. CBRN specialist employ defense systems to include CBRN reconnaissance and surveillance systems, obscurant systems, flame weapons, thermobaric devices and munitions, CBRN decontamination systems, and other CBRN hazard detection, identification and warning systems. In addition, CBRN specialists support threat reduction cooperation and security cooperation, WMD interdiction operations, WMD offensive operations, CBRN active defense and conduct WMD elimination operations, CBRN passive defense and CBRN consequence management. The Chemical Corps provides the Army with a highly trained corps of CBRN experts.

23-2 Transformation

The United States Modular force incorporates organizational CBRN capabilities into company, battalion, brigade, division, corps, and Army level echelons. The United States Chemical Corps' operational concept is to conduct CBRN operations in support of unified operations to include combating Weapons of Mass Destruction (WMD) and the protection warfighting function by employing platoon-size CBRN forces and specialized technical elements or teams, task-organized to an appropriate CBRN or other Mission Command Headquarters. CBRN specialists are unique because they are experts in countering the full range of CBRN threats and hazards through WMD proliferation prevention, WMD counterforce, CBRN defense, and CBRN consequence management activities, in order to support the tactical, operational and strategic objectives of the Army, Joint Forces and the Nation. In light of recent events and in spite of international arms control efforts, many governmental and terrorist organizations view CBRN weapons as key instruments of power. Therefore, WMD and homeland security are national concerns and the CBRN specialist has stepped up to the high-profile role of CBRN force protection that extends beyond the tactical battlefield to include CBRN defense of key U.S. facilities at home and abroad. Additionally, CBRN specialists must be prepared to support contingencies from peacetime military engagements to major combat operations for their organizations. The complex nature of CBRN operations requires multiskilled technical CBRN Soldiers and leaders who are capable of executing an array of interrelated CBRN and warrior tasks. As the Army's organizational structure and mission sets evolve, so must the CBRN specialist. CBRN specialists must be physically, mentally, and morally prepared for the stresses generated by sustained, dynamic, high OPTEMPO operations that will characterize unit training and operational deployments in the twenty first century.

23-3. Recommend 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-SMCT, Soldier's Manual of Common Tasks Warriors Skills Level 1; FM 3-21.5, Drill and Ceremonies; ADP 3-0, Unified Operations, ADRP 3-0, Unified Operations, FM 3-25.26, Map Reading and Land Navigation; TC 3-22.20, Army Physical Readiness Training; FM 4-25.11, First Aid; FM 3-21.75, Warrior Ethos and Soldiers Combat Skills; AR 670-1, Wear and Appearance of Army Uniforms and Insignia; FM 3-11, Multiservice Doctrine for CBRN Operations; FM 3-11.3, MTTP for CBRN Contamination Avoidance; FM 3-11.4, MTTP for NBC Protection; 3-11.5, MTTP for CBRN Decontamination; FM 3-11.21, MTTP for CBRN Consequence Management Operations; MTTP 3-11.23, MTTP for WMD-E Operations, and MTTP 3-11.36, MTTP for CBRN Aspects of Command and Control; 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: Art of War by Sun Tzu; The Forgotten Soldier by Sajer, Guy; and The Killer Angels by Shaara, Michael. The CSA's reading list and the Chief of Chemical's reading list, Army Knowledge Online (AKO), and Reimer Digital Library contain additional reading material for self-development.

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

(5) 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.

(6) The Army Correspondence Course Program (ACCP) provides excellent educational advancements in continued education, leadership, and technical proficiency. Education opportunities can be found at the Army Continuing Education Service (ACES) Web site. The College-Level Examination Program[®] (CLEP) and the Defense Activity for Nontraditional Education Support (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 Chemical Soldiers 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.

(7) Soldiers may earn promotion points for technical certification; a list of certifications can be found on the Credentialing Opportunities Online (COOL) Web site. For information on these and other education programs, visit the Army Education Center (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) CBRN Sergeants should study and master the following military publications: STP 21-24 SMCT, Soldier's Manual of Common Tasks, Warrior Leader Skills Level 2, 3, and 4; FM 1, The Army; FM 3-0, Operations; FM 6-22, Army Leadership: Competent, Confident, and Agile; FM 7-0, Training Units and Developing Leaders for Full Spectrum Operations; FM 7-22.7 The Army Noncommissioned Officer Guide; FM 3-11.9, MTTTP for Nuclear, Biological, and Chemical Reconnaissance; 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: The Killer Angels by Michael Shaara; Small Unit Leadership by Mike Malone; and The Story of the Noncommissioned Officer Corps (USA Center of Military History, 70-38). In addition, begin reading literature on famous military leaders (e.g., Napoleon, Grant, Lee, Pershing, Patton, Bradley, Ridgeway, Westmoreland, Schwartzkopf, and Powell). The CSA's reading list and the Chief of Chemical's reading list, AKO, and Reimer Digital Library contain additional reading material for self-development.

(4) 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 a Soldier's ability to communicate verbally.

(5) The OPTEMPO of tactical assignments may limit the opportunity for civilian education; however, Soldiers willing to make the required sacrifices should seize the available opportunities. CLEP and DANTES are available for Soldiers unable to pursue formal civilian courses. These self-development options are based on a 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.

(6) The Army Correspondence Course Program (ACCP) provides excellent educational advancements in continued education, leadership, and technical proficiency. Education opportunities can

be found at the Army Continuing Education Service (ACES) Web site. The College-Level Examination Program[®] (CLEP) and the Defense Activity for Nontraditional Education Support (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 Chemical Soldiers 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.

(7) Soldiers may earn promotion points for technical certification; a list of certifications can be found on the Credentialing Opportunities Online (COOL) Web site. For information on these and other education programs, visit the Army Education Center (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.

(2) Staff Sergeants should study and master the following additional military publications: DA Pam 600-25, U.S. Army Noncommissioned Officer Professional Development Guide; FM 3-11.21, MTTP for CBRN Consequence Management Operations; FM 3-11.34, MTTP for CBRN Installation Defense; all -10 level maintenance manuals associated with their equipment; and battle drills associated with their current assignment.

(3) The following additional books are suggested reading for self-development: those publications referenced in skill levels 1 and 2, *We were Soldiers Once...And Young* by Harold Moore and Joseph Galloway; *Common Sense Training* by Arthur Collins; and *The Noncommissioned Officers' Family Guide* (Gross, Beau Lac Pub, 1985). Continue reading literature on famous military leaders. The CSA's reading list and the Chief of Chemical's reading list, AKO, and Reimer Digital Library contain additional reading material for self-development.

(4) 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 a Soldier's ability to communicate verbally.

(5) The OPTEMPO of tactical assignments may limit the opportunity for civilian education; however, Soldiers willing to make the required sacrifices should seize the available opportunities. CLEP and DANTES are available for Soldiers unable to pursue formal civilian courses. These self-development options are based on a 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.

(6) The Army Correspondence Course Program (ACCP) provides excellent educational advancements in continued education, leadership, and technical proficiency. Education opportunities can be found at the Army Continuing Education Service (ACES) Web site. The College-Level Examination Program[®] (CLEP) and the Defense Activity for Nontraditional Education Support (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 Chemical Soldiers 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.

(7) Soldiers may earn promotion points for technical certification; a list of certifications can be found on the Credentialing Opportunities Online (COOL) Web site. For information on these and other education programs, visit the Army Education Center (AEC) on your installation.

d. SFC.

(1) Professional reading or college courses help senior NCOs develop organizational leadership skills needed to coach, teach, and mentor Soldiers. Strive to complete a degree program or accumulate two years of college credit toward a degree. Ideally, SFCs should obtain an associate's degree by 12 years and continue studies toward a higher degree. Continue to remain competent in the CBRN field while focusing on broadening management and doctrinal knowledge. A college degree is not required for promotion, but it may be a deciding factor when it comes to being the best-qualified.

(2) SFCs should study and master the following additional military publications: AR 350-1, Army Training and Leader Development; AR 750-1, Army Materiel Maintenance Policy; AR 220-1, Army Unit Status Reporting and Force Registration – Consolidated Policies; 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: those publications referenced in skill levels 1, 2 and 3; *Once an Eagle* by Anton Myrer; *Combat Leader's Field Guide* by James Gallagher; and literature on famous military leaders. The CSA's reading list and the Chief of Chemical's reading list, AKO, and Reimer Digital Library contain additional reading material for self-development.

(4) The OPTEMPO of tactical assignments may limit the opportunity for civilian education; however, Soldiers willing to make the required sacrifices should seize the available opportunities. CLEP and DANES are available for Soldiers unable to pursue formal civilian courses. These self-development options are based on a 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 Army Correspondence Course Program (ACCP) provides excellent educational advancements in continued education, leadership, and technical proficiency. Education opportunities can be found at the Army Continuing Education Service (ACES) Web site. The College-Level Examination Program® (CLEP) and the Defense Activity for Nontraditional Education Support (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 Chemical Soldiers 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) Soldiers may earn promotion points for technical certification; a list of certifications can be found on the Credentialing Opportunities Online (COOL) Web site. For information on these and other education programs, visit the Army Education Center (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) CBRN Masters Sergeants/First Sergeants should study and master the following military publications: AR 601-280, Army Retention Program; AR 600-20, Army Command Policy; DA Pam 611-21, Military Occupational Classification and Structure (in the HRC Smartbook); AR 840-10, Flags, Guidons, Streamers, Tabards and Automobile and Aircraft Plates.

(3) CBRN 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 following books are suggested reading for self-development: *A Bridge too Far* by Cornelius Ryan; *George Washington and the American Military Tradition* by Don Higginbotham; and literature on famous military leaders. The CSA's reading list and the Chief of Chemical's reading list contain additional reading material for self-development.

(5) The OPTEMPO of tactical assignments may limit the opportunity for civilian education; however, Soldiers willing to make the required sacrifices should seize the available opportunities. CLEP and DANES are available for Soldiers unable to pursue formal civilian courses. These self-development options are based on a 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.

(6) The Army Correspondence Course Program (ACCP) provides excellent educational advancements in continued education, leadership, and technical proficiency. Education opportunities can be found at the Army Continuing Education Service (ACES) Web site. The College-Level Examination Program® (CLEP) and the Defense Activity for Nontraditional Education Support (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 Chemical Soldiers 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.

(7) Soldiers may earn promotion points for technical certification; a list of certifications can be found on the Credentialing Opportunities Online (COOL) Web site. For information on these and other education programs, visit the Army Education Center (AEC) on your installation.

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) Professional reading or college courses help Senior NCOs develop organizational leadership skills needed to coach, teach, and mentor Soldiers. Outstanding communications skills are required just by the nature and the number of Soldiers their communications reaches. Skills in community and public relations are also important since the SGM/CSM often represents the command or Army in civic functions.

(3) CBRN SGMs/CSMs should read publications on their chain of command's professional reading list and the CSA's reading list. They should continue to read about world politics and geopolitical issues and field manuals relating to Army operations and current battle doctrine to enhance their knowledge base.

(4) The OPTEMPO of tactical assignments may limit the opportunity for civilian education; however, Soldiers willing to make the required sacrifices should seize the available opportunities. CLEP and DANTES are available for Soldiers unable to pursue formal civilian courses. These self-development options are based on a 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 Army Correspondence Course Program (ACCP) provides excellent educational advancements in continued education, leadership, and technical proficiency. Education opportunities can be found at the Army Continuing Education Service (ACES) Web site. The College-Level Examination Program® (CLEP) and the Defense Activity for Nontraditional Education Support (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 Chemical Soldiers 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) Soldiers may earn promotion points for technical certification; a list of certifications can be found on the Credentialing Opportunities Online (COOL) Web site. For information on these and other education programs, visit the Army Education Center (AEC) on your installation.

23-4 MOS 74D CBRN Specialist

a. Purpose.

(1) The CBRN specialist professional-development model informs Soldiers and NCOs how their career path and professional development in the Chemical Corps should unfold. To develop CBRN specialists into professional NCOs, their assignments must focus on leadership positions at the company and battalion levels. Follow-on assignments at brigade and division staffs will then add to their overall professional knowledge. In a TOE unit, an NCO should spend about 65 percent of their assignments at the battalion level and below and 35 percent in other duty positions. Experiences on a contingency deployment

or other real-world operational missions are invaluable in preparing NCOs for increased levels of responsibility in an expeditionary Army.

(2) Key assignments for each grade are listed below. Some assignments by their very nature offer greater opportunity to gain knowledge and experience. These positions impact the Army and the CBRN mission over the long term and are especially challenging. NCOs should seek more than one of these assignments at each level of their career. NCOs should also seek the harder, more professionally rewarding, leadership positions of assistant team/squad leader, team leader, squad leader, platoon sergeant, and first sergeant. They should round out their careers with battalion through division operations experience.

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

c. Goals for development.

(1) *PVT-SPC/CPL.*

(a) *Institutional training.* Basic Combat Training (BCT), Advanced Individual Training (AIT), and Warrior Leader Course (WLC).

(b) *Operational Assignments.* The focus during the early years of a CBRN specialist's career should be on building a strong base of technical expertise in equipment, basic MOS skills, and common Soldier tasks. This can be acquired as a CBRN operations specialist or a decontamination specialist.

(c) *Self-development.* See paragraph 23-3 for further information.

(d) *Additional training.* Technical Escort (L3), Biological Integrated Detection Systems (L4) (USAR only), CBRN Reconnaissance (L5/L6), Ranger (V), Airborne (P), Air Assault (2B), CBRN Responder Course, Dismounted CBRN Recon Course, and Mass Casualty Decontamination Course.

(e) *Special assignments.* Technical Escort Team.

(2) *SGT.*

(a) *Institutional training.* WLC.

(b) *Operational Assignments.* The focus during this phase of a career should be in tactical assignments, developing Soldier leadership skills, honing technical expertise, and laying a foundation of tactical knowledge. Technical expertise can be acquired as a CBRN NCO in nonchemical units. Sergeants should seek positions in chemical companies as assistant squad/team leaders to develop their leadership skills. These positions will prepare junior NCOs for more demanding leadership positions. Specific assignments are listed below:

(1) Key Leadership: Assistant Squad Leader, Assistant Team Leader, Special Mission Unit.

(2) Operating Force: Company CBRN NCO, Assistant Squad Leader Assistant Team Leader, Special Mission Unit, Technical Escort Team, Chemical Recon Detachment (CRD) (SF).

(3) Generating Force: CBRN NCO.

(c) *Self-development.* See paragraph 23-3 for further information.

(d) *Additional training.* Technical Escort (L3), Biological Integrated Detection Systems (L4) (USAR only), CBRN Reconnaissance (L5/L6), CBRN Responder (R), Ranger (V), Airborne (P), Air Assault (2B), Recruiter (4), Drill Sergeant (X), and Instructor (8) CBRN Responder Course, Dismounted CBRN Recon Course, and Mass Casualty Decontamination Course.

(e) *Special assignments.* Recruiter, Drill Sergeant, Special Mission Unit (SMU), Ranger, Technical Escort Team, and CBRN Recon Detachment (SF).

(3) *SSG.*

(a) *Institutional training.* Advanced Leaders Course (ALC).

(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 include assistant team leader in a chemical reconnaissance detachment (CRD), team leader, squad leader, and CBRN NCO. Staff Sergeants should seek positions of leadership and maintain them 18-24 months. At this point in their career, SSGs should also avoid back-to-back TDA assignments and begin to diversify their skills in staff and leader environments. Specific assignments are listed below:

(1) Key Leadership: Squad Leader, Team Leader, Assistant Team Leader, Drill Sergeant, Small Group Leader, Special Mission Unit.

(2) Operating Force: Squad Leader, Team Leader, Assistant Team Leader, Special Mission Unit, Technical Escort Team, Chemical Recon Detachment (CRD) (SF) Battalion CBRN NCO.

(3) Generating Force: Drill Sergeant, Small Group Leader, Combat Trainer, Recruiter, Instructor/Writer, and Combat/Training Developer.

(c) *Self-development.* See paragraph 23-3 for further information.

(d) *Additional training.* Technical Escort (L3), Biological Integrated Detection Systems (L4) (USAR only), CBRN Reconnaissance (L5/L6), CBRN Responder (R), Drill Sergeant (X), Instructor (8), Training Developer (2), Recruiter (4), Ranger (V), Airborne (P), Air Assault (2B), Jumpmaster (5W), and Battle Staff Course (2S) CBRN Responder Course, Dismounted CBRN Recon Course, and Mass Casualty Decontamination Course, Force Management Course.

(e) *Special assignments.* Recruiter, Drill Sergeant, Small Group Leader (SGL), CBRN Combat Trainer, SMU, Ranger, Technical Escort Team, CRD (SF), and Defense Threat Reduction Agency (DTRA).

(4) *SFC.*

(a) *Institutional training.* Senior Leaders Course (SLC).

(b) *Operational Assignments.* The focus during this phase of a career should be in tactical and staff assignments as platoon sergeant, detachment sergeant, CBRN staff NCO, team leader (CRD), and operations sergeant. Sergeants First Class at this level should pursue leadership positions such as platoon sergeant and detachment sergeants in MTOE units. Those assigned to staff positions should seek to enhance their operational skills by attending the Battle Staff Course. They should maintain these positions or a combination of these positions 24-36 cumulative months. Specific assignments are listed below:

(1) Key Leadership: Platoon Sergeant, Drill Sergeant, AIT Platoon Sergeant, Small Group Leader, Detachment Sergeant, Team Leader, Special Mission Unit.

(2) Operating Force: Platoon Sergeant, CBRN Staff NCO, Technical Escort Team, Team Leader CRD (SF), Operations Sergeant, Special Mission Unit,

(3) Generating Force: Drill Sergeant, Small Group Leader, AIT Platoon Sergeant, Combat Trainer, Recruiter, Instructor/Writer, Combat/Training Developer, Asymmetric Warfare Group.

(c) *Self-development.* See paragraph 23-3 for further information.

(d) *Additional training.* Technical Escort (L3), Biological Integrated Detection Systems (USAR Only) (L4), CBRN Reconnaissance (L5/L6), CBRN Responder (R), Drill Sergeant (X), Instructor (8), Training Developer (2), Recruiter (4), Ranger (V), Airborne (P), Air Assault (2B), Jumpmaster (5W), Equal Opportunity Advisor (Q), and Battle Staff Course (2S) CBRN Responder Course, Dismounted CBRN Recon Course, and Mass Casualty Decontamination Course, and the Force Management Course.

(e) *Special assignments.* Drill Sergeant, SGL, Combat Trainer, Recruiter, Instructor/Writer, EOA, Chemical Advisor AA/RC, Pentagon Force Protection Agency, Enlisted Career Advisor, SMU, Asymmetric Warfare Group, and Ranger.

(5) *MSG/ISG.*

(a) *Institutional training.* None.

(b) *Operational Assignments.* It is beneficial to career development to serve as a ISG for at least 18-24 months (may consist of one or more assignments). Other assignments are detachment sergeant, team sergeant, CBRN operations NCO, and operations sergeant. Specific assignments are listed below:

(1) Key Leadership: First Sergeant, Detachment Sergeant, Team Sergeant, Special Mission Unit.

(2) Operating Force: First Sergeant, Team Sergeant Technical Escort Team, Detachment Sergeant CRD (SF), CBRN Staff NCO, CBRN Operations Sergeant, Operations Sergeant, Special Mission Unit,

(3) Generating Force: First Sergeant, Chief Instructor/Writer, CBRN Advisor (AC/RC), Senior Career Advisor, Senior Career Management NCO.

(c) *Self-development.* See paragraph 23-3 for further information.

(d) *Additional training.* Airborne (P), CBRN Responder (R), Technical Escort (L3), Air Assault (2B), Jumpmaster (5W), Ranger (V), and Battle Staff Course (2S), CBRN Staff Planners Course.

(e) *Special assignments.* Chief Instructor/Writer, Enlisted Career Advisor, Chemical Advisor AA/RC, SMU, and Ranger.

(6) *SGM/CSM.*

(a) *Institutional training.* U.S. Army Sergeants Major Academy (USASMA) (for conditional promotion to SGM/CSM, see AR 600-8-19).

(b) *Operational Assignments.* At this level, all tactical, technical, executive, and leadership skills are applied. SGMs are assigned to command and senior staff positions in a wide variety of branch and branch immaterial positions. Key CBRN SGM assignments include brigade through Army staff, Army Materiel Command, proponent SGM, battalion or brigade equivalent CSM, and Regimental CSM. Specific assignments are listed below:

(1) Key Leadership: Regimental CSM, Brigade/Battalion CSM, Branch Immaterial CSM, USAG CSM.

(2) Operating Force: Brigade/Battalion CSM, CBRN Senior Staff SGM (Division and Corps), CBRN Operations SGM.

(3) Generating Force: Regimental CSM, Brigade/Battalion CSM, Personnel Development SGM, CBRN Operations SGM, Pentagon Force Protection SGM.

(c) *Self-development.* See paragraph 23–3 for further information.

(d) *Additional training.* Airborne (P), Air Assault (2B), Battle Staff Course (2S), Pre Command Course, Joint Senior Leaders Course, CBRN Staff Planners Course, and Jumpmaster (5W).

(e) *Special assignments.* Pentagon Force Protection Agency and SMU.

23--5 Access to the Career Maps on the Professional Development Model (PDM)

The Professional Development Model for MOS 74D is located on the Army Training Online website at https://atiam.train.army.mil/login.fcc?TYPE=100663297&REALMOID=06-edb19270-e707-1078-a4fc-832f882ff3d&GUID=&SMAUTHREASON=0&METHOD=GET&SMAGENTNAME=-SM-HXkbhiQ6vz9CQyfuuJugk%2fv%2f0IrbMFqS0W7bMj9zrYUayf5FfktKxLnN7yBJQ%2bU&TARGET=-SM-HTTPS%3a%2f%2fatiam%2etrain%2earmy%2emil%2fsoldierPortal%2fappmanager%2fsoldier%2fstart%3bisessionid%3dLXXbLn5FpNXHnkzqTnwKnpJWvXQPb5hjd9V11QdnhPGGc3p7L5df!--748521725%3f_nfpb%3dtrue%26_pageLabel%3dcareermappage

23–6 MOS 74D Reserve Component

The RC CBRN specialist represents the largest portion of the Chemical Corps. The RC CBRN specialist must possess the same qualifications and responsibilities as the Active Army (AA). Duty assignments for career progression are parallel to those of the AA Soldier with the exception of OCONUS assignments. The physical location of units may limit the ability to vary assignments during a career, and Soldiers may be forced to travel further from their homes to find a career-enhancing position. NCOES is required at all levels for the RC Soldier and is available through The Army School System (TASS) for institutional-level training. The RC provides assistance to our Nation’s responders through its ability to be the first military response (each state’s National Guard assets) or as follow-on defense support to civil authorities (Army Reserve or National Guard assets). It is critical for RC CBRN specialists to obtain and maintain certain national certifications to ensure their usability in this mission area. The RC provides assistance in all peacekeeping and contingency operations. RC units are aligned to combatant commands for wartime missions and are mobilized in part or whole to augment or replace AA forces during wartime. The National Guard Weapons of Mass Destruction Civil Support Teams provide career-enhancing assignments and training that is only available in the National Guard.