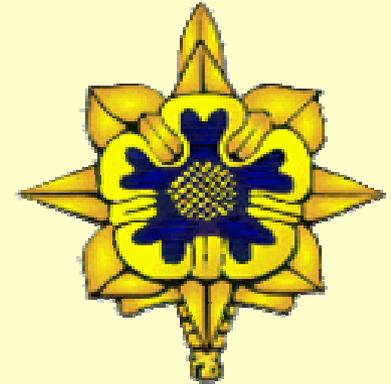




SGM SELECTION BOARD BRIEFING



**MI PROPONENT
INFORMATION
PACKET**



SGM SELECTION BOARD BRIEFING

ATZS-MI

10 September 2003

MEMORANDUM FOR 2003 Sergeant Major Selection Board

SUBJECT: MI Proponent Input

1. The Military Intelligence Corps provides the enclosed information to assist you in better understanding the Military Occupational Specialties (MOS) that make up the 33, 96, and 98 Career Management Fields (CMF). MI soldiers are at the leading edge of technology and provide critical support to war-fighters on a daily basis. Their job skills are diverse and include analysis, collection, processing, operation, and maintenance of a variety of intelligence systems.
2. MI Master Sergeants serve in a variety of leadership and operational positions. It is important for the board members to realize that many of the duty positions they will see reflected in soldiers NCOERs, fall under non-traditional duty titles, and even within the same duty titles there is considerable differences at times in scope and level of responsibility.

**We have included information on each MOS data sheet for traditional and non-traditional duty titles to identify the grade/rank to which they should apply as related to scope and level of responsibility. This will serve as starting point for your review, but it is imperative that duty descriptions on the NCOER are reviewed for specific information on numbers of soldiers, etc.
3. As a board member, you may also see short period NCOERs due to frequent deployments by many MI NCOs. This should not be construed as negative, but rather looked upon as a positive. These soldiers are doing what they were trained to do in the most challenging of environments.
4. It is my hope that this packet will provide you with the information you need to identify and select those MI NCOs most qualified and deserving of promotion. Thank you for your efforts.
5. Please view Enclosures 1 & 2 which cover the Great Skill program and Special Mission Units respectively. These programs apply to all MI Military Occupational Specialties.
6. "Always Out Front"

LAWRENCE J. HAUBRICH
CSM, USA

MI Corps Command Sergeant Major



CMF 33

Career Management Field (CMF) 33

Military Intelligence (MI) Systems Maintenance and Integration

Overall Mission of CMF 33:

The mission of MI Systems Maintainers/Integrators is to perform electronic maintenance at multiple echelons, from organizational through depot level. In many instances, the 33 CMF maintainers perform component level repair on one-of-a-kind systems.

CMF MOS Breakdown:

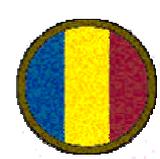
CMF 33 is composed of a single Military Occupational Specialty; 33W - MI Systems Maintainer/Integrator.

Career Progression Information:

CMF 33 Career Progression Model is located on page 2, and Career Progression Chart for the CMF 33 MOSs are located immediately after their respective MOS Data Sheets.

Impact of Force Structure Changes on CMF 33:

No major changes since 1997.



33 CMF CAREER PATTERN

00Z50
CSM

33W50
MSG/SGM

33W40
SFC

33W30
SSG

33W20
SGT

33W10
PFC/SPC

TRAINEE

Senior MI Systems
Maintainer
Integrator

MI Systems
Maintainer
Integrator

Chapter 10, DA PAM 611-21

LEADERSHIP/HIGH RISK JOBS OPPORTUNITIES



CHALLENGING/HIGH RISK ASSIGNMENTS:

- Recruiter (others: i.e. EO, IG, etc)
- Special Mission Units/Great Skills Program

LEADERSHIP OPPORTUNITIES:

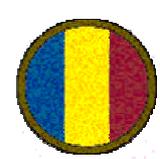
- Drill Sergeant
- PSG
- 1SG
- Instructor – NCO Academy/Army Service School

Promotion Potential Indicators



The following indicators should be considered when evaluating promotion potential for CMF NCOs to the grade of SGM:

- **Strong NCOERs reflecting outstanding duty performance and potential in a variety of assignments.**
- **Show strong trend towards excellence over long periods of time, regardless of position or assignment.**
- **Exceeded NCOES course standards (Honor Graduate, Commandant's List, Distinguished Leader Award).**
- **Maintains high physical fitness standards and consistent compliance with height and weight standards.**
- **Consistently seeks continuous learning opportunities through military courses and civilian educational opportunities.**
- **Demonstrates high standards of conduct and adherence to Army values.**



RECOGNITION OR AWARDS



- Recipient of Knowlton Award
- Member of Audie Murphy or SGT Morales Club



33W MOS DESCRIPTION

NCO DUTIES: Supervises and leads sections or squads of MI systems maintainers/integrators. Diagnoses and corrects complex computer-controlled MI systems. Administers, maintains and conducts Information Assurance on a Distributed Processing Network (DPN). Supervises calibration and shop safety programs. Analyzes recurring faults in MI systems and recommends modifications. Serves as the quality assurance/control inspector for MI systems maintenance. Prepares maintenance and integration annexes for unit Standard Operating Procedures (SOP). Maintains equipment repair and maintenance schedules for unit systems. Oversees repair parts stock levels. Performs as system integrators for various MI systems. Implement configuration management policies and procedures. Establishes inter-connectivity between MI dissemination systems.

KEY CONSIDERATIONS FOR SELECTION TO SGM:

a. Assignments. Ideally, 33W MSG candidates for SGM should have both operational field assignments, as well as garrison assignments. Those 33Ws with diversity in assignments will be better prepared to lead young soldiers in the Electronic Maintenance World. Assignments as noted below should be viewed in the most positive sense by board members:

Special Mission Units
Deployments

Instructor
Recruiter

Drill Sergeant

b. Duty Positions. Ideally, 33W MSG candidates for SGM should have served successfully as a First Sergeant as well as in at least one other position as noted below. Those soldiers serving in a SGM position as a MSG should be viewed in the highest possible sense:

MSG Equivalent Positions (norm)

ANCOC BR Chief
Ch Instructor/WTR
SR Career Manager
S3 NCOIC
Ch Maintainer/Integrator SGT
DET NCOIC

SGM Equivalent Positions (exceptional)

Sr Staff NCO (EW/I)
Troop SGM
Ch RDTE NCO
*Ch Instructor/WTR
EW/I SYS RPR SUPV

*MSG and SGM positions standard duty title is identical; review NCOER for MSG or SGM position.

** 33W MSG candidates for SGM who have served at some time in their career as a Drill Sergeant, Recruiter, or Instructor should be viewed in the highest positive sense due to the unique challenges of those positions.

c. Civilian Education. The MOS career development guide in enclosure 3 highlights educational goals for 33W soldiers throughout their careers. It is important to note that many MI assignments encompass job demands which can preclude civilian education, and therefore the board should carefully consider how it views this area.

d. Military Training. Post AIT military training other than NCOES for CMF 33 soldiers is very limited. Ideal candidates for promotion to SGM should have outstanding AERs for BNCOC and ANCOC.



33W EDUCATION

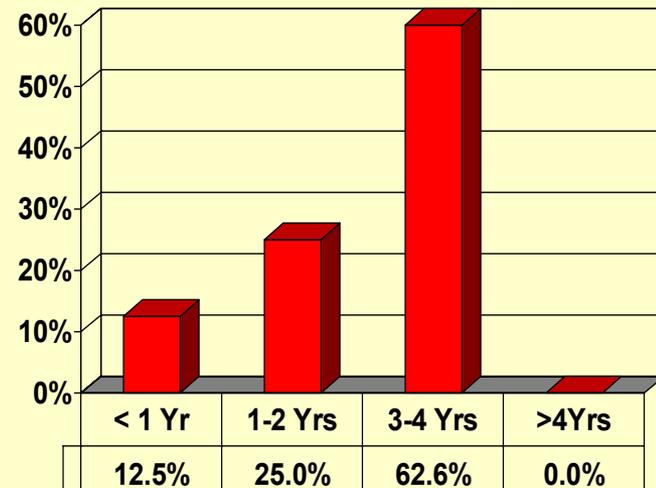


MILITARY EDUCATION:

- PLDC
- BNCOC
- ANCOC
- 1SG COURSE
- ASSOCIATE CERTIFIED ELECTRONICS TECHNICIAN (AST)
- NETWORK SYTEMS TECHNICIAN (CNST)
- JOINT MILITARY INTELLIGENCE COLLEGE (UGIP, BSI, PGIP)

CIVILIAN EDUCATION:

- ASSOCIATE CERTIFIED ELECTRONICS TECHNICIAN (AST)
- NETWORK SYTEMS TECHNICIAN (CNST)



Percentage is of all MSGs in this MOS considered for promotion during the CY 02 SGM Selection Board



UNIQUE MOS CHARACTERISTICS



TOE VS. TDA ASSIGNMENTS:

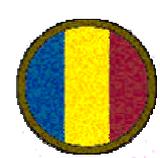
Example: Soldiers serving in MOS may have a significant amount of time in TDA units. At the rank of SSG, 78% of positions are in TDA units; 41% of SGT positions are in TDA units.

SPECIAL DUTY ASSIGNMENTS:

- **Duty assignment descriptions.**
- **Position availability (as seen below).**
- **Leadership opportunity in available positions**

	DRILL SGT AUTHS	RECRUITER AUTHS	INSTRUCTOR AUTHS
SSG	2 (4.4%)	5 (11.1%)	3 (6.7%)

(x.x%) = Percent of authorizations for that grade based on total authorizations



SPECIAL MOS CONSIDERATIONS



- Unusual career patterns, MOS trends and specific MOS considerations, deployments, rotations.
- Leadership Certification (if any)
- Professionally Developing Assignments



TYPICAL 33W CAREER

CAREER PROGRESSION CHART

SGM COURSE	20 YEARS	CSM / SGM	<ul style="list-style-type: none"> SL5 Sergeant Major First Sergeant Chief MI System Maintainer/Integrator (E-8) Reserve Component Advisor Sr Professional Development NCO Chief Instructor/Writer Sr Career Management NCO Sr Career Advisor
1SG COURSE	15 YEARS	1SG / MSG	<ul style="list-style-type: none"> SL4 Platoon Sergeant Sr Drill Sergeant Sr Instructor/Writer Professional Development NCO Sr Small Group Leader Sr MI Systems Maintainer/Integrator
BATTLE STAFF COURSE			
ANCOC	10 YEARS	SFC	<ul style="list-style-type: none"> SL3 Squad Leader Recruiter Drill Sergeant Military Intelligence System Maintainer/Integrator/SGT NCOES Small Group Leader Instructor/Writer
BNCOC		SSG	
PLDC	5 YEARS	SGT	<ul style="list-style-type: none"> SL2 Military Intelligence Systems Maintainer/Integrator Service School/NETT Instructor
IET	0 YEARS	SPC PFC PV2 PVT	<ul style="list-style-type: none"> SL1 Military Intelligence Systems Maintainer/Integrator



AS OF: Jan 03

33W Professional Development

Professional Development Model for MOS 33W Military Intelligence Systems Maintainer/Integrator

Block A: Rank	PVT-SPC Skill Level 10	SGT Skill Level 20	SSG Skill Level 30	SFC Skill Level 40	MSG Skill Level 50	SGM Skill Level 50
Block B: Developmental Duty Assignments (See note 1)	Systems Repairer (ECB/EAC)		Squad Leader Small Group Leader Tng Dev/Writer Drill Sergeant AC/RC Coordinator Recruiter	Sr Systems Repairer Detachment Sergeant Platoon Sergeant Career Advisor/ Professional Dev NCO Sr Small Group Leader Sr Instructor/Writer Sr Tng Dev/Writer Sr Drill Sergeant EO Advisor	Ch Systems Repairer First Sergeant Sr Career Mgt NCO Sr Career Advisor/ Professional Dev NCO Branch Chief Deputy Commandant Ch Instructor/Writer Ch Tng Dev/Writer	Repairer Supervisor Bn/Bde CSM Bde/Gp S3 SGM
Block C: Institutional Training	BCT/AIT	PLDC	BNCOC	ANCOC		Sergeants Major Academy
Block D: Recommended NCOES-Related Courses (See note 2) Recommended Functional Courses	Prior to PLDC Effective Writing English Grammar Basic Computer Skills		Prior to BNCOC Communications Skills Stress Management Briefing Techniques Technical Writing Research Techniques Public Speaking		Prior to ANCOC Principles of Management Organizational Behavior Problem Solving	
	Battle Staff Operations Course			First Sergeant Course		
Block E: Recommended MOS-Related Courses/ Training (See note 3)	Skill Level 10-20 1. Basic Electricity and Electronics 2. Digital Circuits 3. Precision Soldering 4. Computer Security 5. IEW Operations	6. Depot Maint Ops 7. R&D 8. SUN Maint 9. Spectrum RISC/Unix Maint	Skill Level 30 Unit Level Maint Mgt Army Doctrine	Skill Level 40 Depot and EAC Maint Mgt Information Operations	Skill Level 50 TRADOC Middle Mgr Crs	
Block F: ASI Producing Courses	1. Unmanned Aerial Vehicle Repair (U2) 2. Tactical Exploitation System (TES) Integrator/Maintainer (4T)					
Block G: Recommended MOS-Related Certification or Degree Program (See note 4)	AA/AS or equivalent by the 10th year; BA/BS by the 15th year of service in electronics technology, electronics engineering, or information technology. Department of Labor Apprenticeship Program by the 7th year of service. SUN Certified Solaris Administrator by the 12th year of service.					



CMF 96

Career Management Field (CMF) 96 Military Intelligence (MI)

Overall Mission of CMF 96:

The mission of the Military Intelligence soldier is to collect, process, analyze, and disseminate all types of intelligence at battalion through the national level using a wide variety of technical systems.

CMF MOS Breakdown:

CMF 96 is composed of seven Military Occupational Specialties;

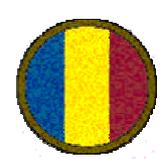
- 96B - Intelligence Analyst
- 96D - Imagery Analyst
- 96H - Common Ground System Operator
- 96R - Ground Surveillance System Operator
- 96U - Tactical Unmanned Aerial Vehicle Operator
- 97B - Counterintelligence Agent
- 97E - Human Intelligence Collector

Career Progression Information:

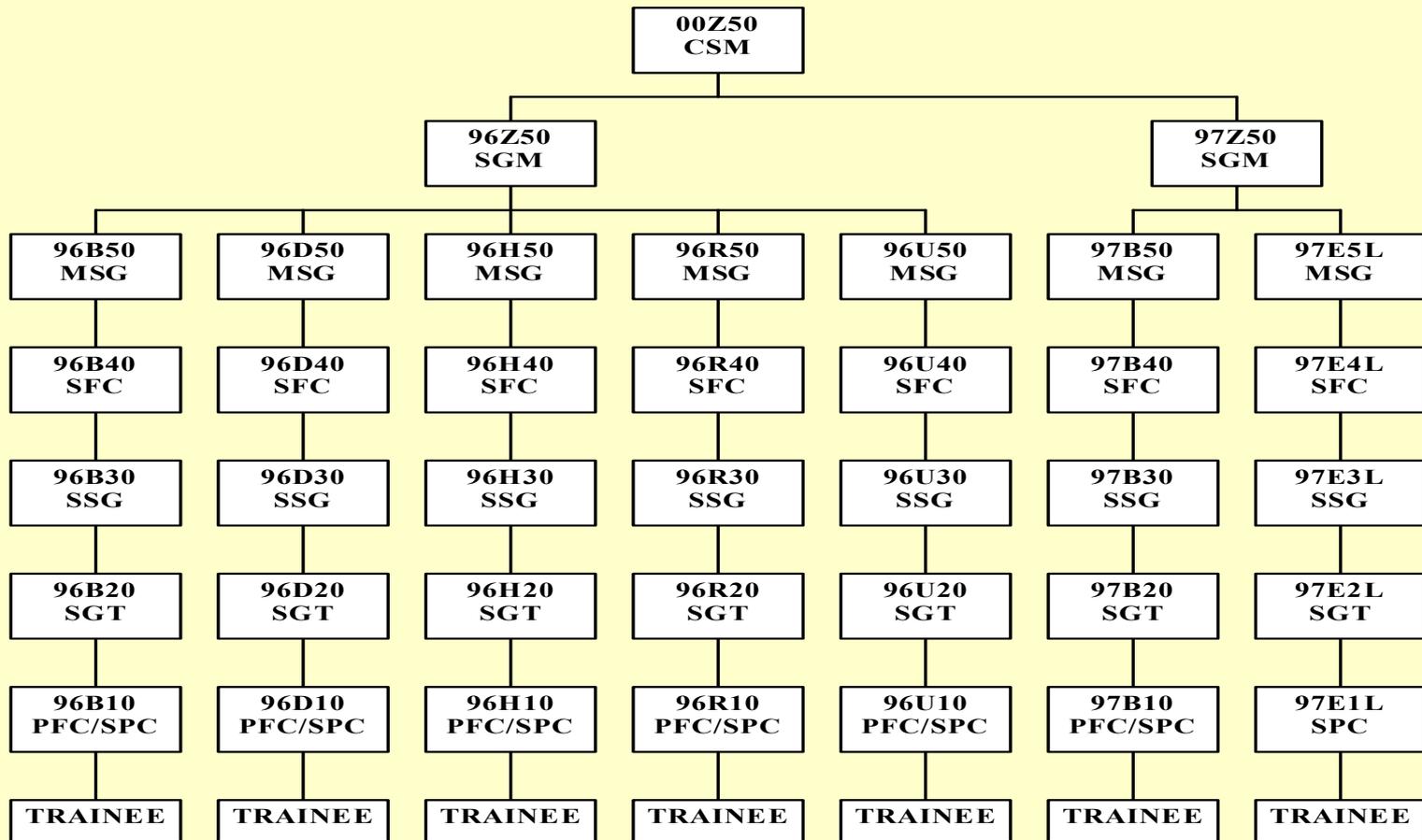
CMF 96 Career Progression Model is located on page 6, and CMF MOS Career progression Charts are located immediately after their respective MOS Data Sheets.

Impact of Force Structure Changes on CMF 96:

No major changes of note for Board Consideration.



96 CMF CAREER PATTERN



Chapter 10, DA PAM 611-21

LEADERSHIP/HIGH RISK JOBS OPPORTUNITIES



CHALLENGING/HIGH RISK ASSIGNMENTS:

- Recruiter (others: i.e. EO, IG, etc)
- Special Mission Units/Great Skills Program

LEADERSHIP OPPORTUNITIES:

- Drill Sergeant
- PSG
- 1SG
- Instructor – NCO Academy/Army Service School

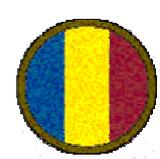


Promotion Potential Indicators



The following indicators should be considered when evaluating promotion potential for CMF NCOs to the grade of SGM:

- **Strong NCOERs reflecting outstanding duty performance and potential in a variety of assignments.**
- **Show strong trend towards excellence over long periods of time, regardless of position or assignment.**
- **Exceeded NCOES course standards (Honor Graduate, Commandant's List, Distinguished Leader Award).**
- **Maintains high physical fitness standards and consistent compliance with height and weight standards.**
- **Consistently seeks continuous learning opportunities through military courses and civilian educational opportunities.**
- **Demonstrates high standards of conduct and adherence to Army values.**



RECOGNITION OR AWARDS



- Recipient of Knowlton Award
- Member of Audie Murphy or SGT Morales Club



96B MOS DESCRIPTION

NCO DUTIES: Supervises and performs intelligence analysis and other duties associated with the All Source Analysis System (ASAS); coordinates and participates in collection management, processing, and dissemination of tactical and strategic intelligence. There are significant opportunities to perform in key leadership and staff positions at all echelons. The majority of positions are within organizations Echelons Corps and Below. In some instances, MOS 96B NCOs are the sole MI representatives within a unit.

KEY CONSIDERATIONS FOR SELECTION TO SGM:

a. Assignments. Ideally, 96B MSG candidates for SGM should have diversity in assignments. In addition to basic diversity among assignments, 96B soldiers who have been assigned as noted below should be viewed in the highest positive sense due to the unique challenges of these assignments.

Special Mission Units
Deployments
Drill Sergeant
Instructor
Recruiter

Observer Controller
Equal Opportunity Advisor
AC/RC Advisor
Career Advisor
Career Management NCO

b. Duty Positions. Ideally, 96B MSG candidates for SGM should have served successfully as a Squad Leader as well as at least one other position as noted below. Those soldiers serving in a SGM position as a MSG should be viewed in the highest positive sense:

MSG or MSG Equivalent Positions (norm) SGM or SGM Equivalent Positions (exceptional)

First Sergeant
ACE NCO/NCOIC
Chief Intelligence Sergeant
Chief Instructor/Writer
Chief Training Developer/Writer
Sr Career Advisor
Sr Observer Controller
Dupty Commandant
Sr Reserve Component Advisor
Sr. Career Manager

Intelligence SR Sergeant
Chief Intelligence NCO
Chief Operations SGM
Corps ACE NCOIC
G2 SGM
Operations SGM
Senior Enlisted Advisor
USASGMA SGL

** 96B MSG candidates for SGM who have served at some time in their career as a Drill Sergeant, Recruiter, or Instructor should be viewed in the highest positive sense due to the unique challenges of those positions.

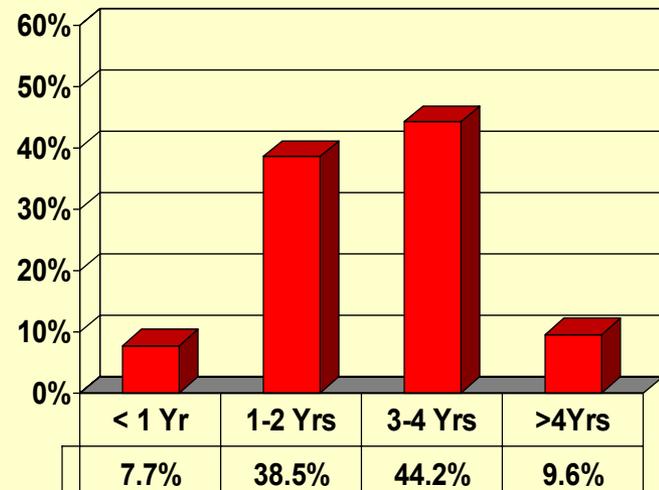
c. Civilian Education. The MOS career development guide in enclosure 3 highlights educational goals for 96B soldiers throughout their careers. It is important to note that many MI assignments encompass job demands which can preclude civilian education, and therefore the board should carefully consider how it views this area.

96B EDUCATION

MILITARY EDUCATION:

- PLDC
- BNCOC
- ANCOC
- 1SG COURSE
- ASAS MASTER ANALYST
- JOINT MILITARY INTELLIGENCE COLLEGE (UGIP, BSI, PGIP)

CIVILIAN EDUCATION:



Percentage is of all MSGs in this MOS considered for promotion during the CY 02 SGM Selection Board



TYPICAL 96B CAREER

CAREER PROGRESSION CHART

SGM COURSE	20 YEARS	CSM / SGM (96Z)	SL5 First Sergeant Chief Intelligence Sergeant Chief Training Developer/Writer Chief Instructor/Writer Sr Career Advisor Observer/Controller Bde/Bn S3 NCOIC Reserve Component Advisor ACE NCO/NCOIC
1SG COURSE			
BATTLE STAFF COURSE	15 YEARS	1SG / MSG	SL4 Platoon Sergeant Sr Intelligence Analyst Combat Brigade S2 Observer/Controller Sr Instructor/Writer Professional Development NCO Reserve Component Advisor Equal Opportunity Advisor
ANCOC			
	10 YEARS	SFC	
BNCOC		SSG	SL3 Squad Leader Recruiter Drill Sergeant Intelligence Analyst Sergeant ACT/Combat Battalion S2 Observer/Controller Instructor
PLDC	5 YEARS	SGT	SL2 Intelligence Analyst Team Leader
		SPC PFC PV2 PVT	
IET	0 YEARS		SL1 Intelligence Analyst



96B Professional Development

AS OF: Jan 03

Professional Development Model for MOS 96B Intelligence Analyst

Block A: Rank	PVT-SPC Skill Level 10	SGT Skill Level 20	SSG Skill Level 30	SFC Skill Level 40	MSG Skill Level 50	SGM Skill Level 50
Block B: Developmental Duty Assignments (See notes 1 & 2)	Intel Analyst Div/Corps/EAC ACE Cbt Bde/Bn		Intel Sergeant Squad Leader ASAS Master Analyst ACT/Cbt Bn S2 NCO Joint/Natl Intel Element Small Group Leader Instructor/Writer Tng Dev/Writer Drill Sergeant Observer/Controller AC/RC Coordinator Recruiter	Sr Intel Sergeant Detachment Sergeant Platoon Sergeant Career Advisor/ Professional Dev NCO Cbt Bde S2 NCOIC Sr Small Group Leader Sr Instructor/Writer Sr Tng Dev/Writer Sr Drill Sergeant EO Advisor	Chief Intel Sergeant First Sergeant Sr Career Mgt NCO Sr Career Advisor/ Professional Dev NCO Bn S3 Operations Deputy Commandant Branch Chief Ch Instructor/Writer Ch Tng Dev/Writer Sr Operations NCO	Intel Senior Sergeant Bn/Bde CSM Corps/EAC ACE SGM Div/Corps/Army G2 SGM Bde/Grp S3 Operations
Block C: Institutional Training	BCT/AIT	PLDC	BNCOC	ANCOG		Sergeants Major Academy
Block D: Recommended NCOES-Related Courses (See note 3)	Prior to PLDC Effective Writing English Grammar Basic Computer Skills Basic Briefing		Prior to BNCOC Communication Skills Stress Management Briefing Techniques Technical Writing Research Techniques Public Speaking	Prior to ANCOG Principles of Management Organizational Behavior Problem Solving Proof Reading/Editing		Prior to SMC Human Resource Management
Recommended Functional Courses			Battle Staff Operations Course	First Sergeant Course		
Block E: Recommended MOS-Related Courses/Training (See note 4)	Skill Level 10-20 1. Military Symbology 2. Intelligence Preparation of the Battlefield 3. ECB Collection Management 4. Database Management		Skill Level 30 1. Stability & Support Operations 2. Database Management 3. EAC Collection Management 4. Targeting 5. U.S. Army Doctrine	Skill Level 40 1. Joint Collection Management 2. Information Operations 3. Joint/National Intel Architecture		Skill Level 50 TRADOC Middle Mgr Course
Block F: ASI Producing Courses	1. ASAS Master Analyst Course (1F) 2. Battle Staff Operations (2S)					



96D MOS DESCRIPTION

NCO DUTIES: Supervises and participates in collection management and analysis of aerial and ground imagery developed by photographic and electronic means; plans and recommends the use of all ground and aerial sensor systems for surveillance and reconnaissance missions. Over ninety-five percent of the key NCO positions are within organizations at corps and above

KEY CONSIDERATIONS FOR SELECTION TO SGM:

- a. Assignments.** Ideally, 96D MSG candidates for SGM should have diversity in assignments. In addition to basic diversity among assignments, 96D soldiers who have been assigned as noted below should be viewed in the highest positive sense due to the unique challenges of these assignments.

Special Mission Units
Deployments
Drill Sergeant
Instructor
Recruiter

Observer Controller
Equal Opportunity Advisor
AC/RC Advisor
Career Advisor
Career Management NCO

- b. Duty Positions.** Ideally, 96D MSG candidates for SGM should have served successfully as a First Sergeant as well as at least one other position as noted below. Those soldiers serving in a SGM position as a MSG should be viewed in the highest positive sense:

MSG or MSG Equivalent Positions (norm)

First Sergeant
Chief Imagery Sergeant
Collection Management NCOIC
Senior Enlisted Advisor
Sr Professional Development NCO
Reserve Component Advisor
Sr Career Management NCO
EO Advisor
Leader Development NCO

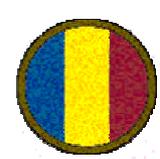
MSG or SGM Equivalent Positions (exceptional)

Chief Intelligence NCO
Chief Instructor/Writer
Deputy Commandant
Chief Training Development Writer
Operations SGM

** 96D MSG candidates for SGM who have served at some time in their career as a Drill Sergeant, Recruiter, or Instructor should be viewed in the highest positive sense due to the unique challenges of those positions.

- c. Civilian Education.** The MOS career development guide in enclosure 3 highlights educational goals for 96D soldiers throughout their careers. It is important to note that many MI assignments encompass job demands which can preclude civilian education, and therefore the board should carefully consider how it views this area.

- d. Military Training.** 96D MSG candidates for SGM who have successfully completed courses as noted below should be viewed in the highest positive sense. All MSG candidates for SGM should have outstanding NCOES AERs.



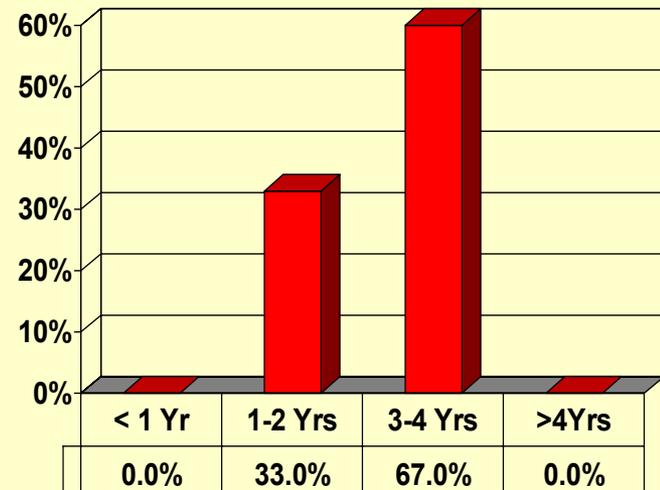
96D EDUCATION



MILITARY EDUCATION:

- PLDC
- BNCOC
- ANCOC
- 1SG COURSE
- JOINT MILITARY INTELLIGENCE COLLEGE (UGIP, BSI, PGIP)

CIVILIAN EDUCATION:



Percentage is of all MSGs in this MOS considered for promotion during the CY 02 SGM Selection Board



96D Professional Development

As of Jan 03

Professional Development Model for MOS 96D Imagery Analyst

Block A:	PVT-SPC Skill Level 10	SGT Skill Level 20	SSG Skill Level 30	SFC Skill Level 40	MSG Skill Level 50	SGM Skill Level 50
Block B: Developmental Duty Assignments (See note 1)	Imagery Analyst Division/Corps ACE IMINT Team CIAC Analyst EAC/Joint IMINT Team	Team Leader	Imagery SGT Squad Leader Joint/National Intel Element Sm Group Leader Instructor/Writer Tng Dev/Writer Drill Sergeant AC/RC Coordinator Observer/Controller Recruiter	Senior Imagery SGT Detachment Sergeant Professional Dev NCO/ Career Advisor Collection Mgt SGT ACE (Corps) Career Mgt NCO Sr Small Group Leader Sr Instructor/Writer Sr Tng Dev/Writer Sr Drill Sergeant EO Advisor	Ch Imagery SGT First Sergeant G2 Plans (Corps) Professional Dev NCO/ Career Advisor Collection Mgt NCOIC ACE (EACIC) Bn S3 Operations Branch Chief Deputy Commandant Ch Instructor/Writer Ch Tng Dev/Writer	Intel Senior SGT Bn/Bde CSM Div/Corps/Army G2 SGM Corps/EAC ACE SGM Bde/Grp S3 Operations
Block C: Institutional Training	BCT/AIT	PLDC	BNCOC	ANCOC		Sergeants Major Academy
Block D: Recommended NCOES- Related Courses (See note 2)	Prior to PLDC Effective Writing English Grammar Basic Computer Skills		Prior to BNCOC Communications Skills Stress Management Briefing Techniques Public Speaking Research Techniques Problem Solving Technical Writing		Prior to ANCOC Principles of Management	
Recommended Functional Courses	→ Battle Staff Operations Course			→ First Sergeant Course		
Block E: Recommended MOS-Related Courses/ Training (See note 3)	Skill Level 10-20 1. Requirements Management 2. TENCAP Data Anal Crs 3. TES Data Anal Crs		Skill Level 30 1. Stability & Support Operations 2. Database Management 3. U.S. Army Doctrine 4. Information Operation 5. (Web-based Access and Retrievable Prototype (WARP)		Skill Level 40 1. Collection Management 2. Targeting & BDA 3. RMS	
Block F: ASI Producing Courses	1. Battle Staff Operations (2S) 2. TENCAP Data Analyst (4D) 3. TES Data Analyst (T6)		3. CIAC Analyst (S5) 4. MASINT Collection Analyst (J4)		Skill Level 50 TRADOC Middle Mgr Course	

TYPICAL 96D CAREER



CAREER PROGRESSION CHART

SGM COURSE	20 YEARS	CSM / SGM (96)	SL5 First Sergeant Chief Imagery Analyst Reserve Component Advisor Sr Professional Development NCO Leader Development NCO EO Advisor
1SG COURSE BATTLE STAFF COURSE	15 YEARS	1SG / MSG	SL4 Platoon Sergeant Sr Drill Sergeant Sr Imagery Analyst Sr Instructor Professional Development NCO Career Management NCO Reserve Component Advisor Equal Opportunity Advisor Sr Training Developer/Writer
ANCOC	10 YEARS	SFC	SL3 Squad Leader Imagery Analyst Sergeant Recruiter Drill Sergeant Instructor Training Developer/Writer
BNCOC	5 YEARS	SSG	SL2 Imagery Analyst Team Leader
PLDC	0 YEARS	SGT	SL1 Imagery Analyst
IET		SPC PFC PV2 PVT	



96H MOS DESCRIPTION

NCO DUTIES: Supervises and performs detection, location, tracking, and correlation of ground targets, rotary wing and slow moving fixed wing aircraft; receives and provides Joint Surveillance Target Attack Radar System (JSTARS) near-real time radar imagery and other data used in situation development, battlefield management, and targeting information to the commander. MOS 96H was formerly associated with the Mohawk Aerial Intelligence Collection Platform and has transitioned to the JSTARS system. Soldiers in MOS 96H are assigned to diverse assignments to include aviation and Armored Cavalry Regiment units.

KEY CONSIDERATIONS FOR SELECTION TO SGM:

a. **Assignments.** Ideally, 96H MSG candidates for SGM should have diversity in assignments. In addition to basic diversity among assignments, 96H soldiers who have been assigned as noted below should be viewed in the highest positive sense due to the unique challenges of these assignments.

Special Mission Units
Deployments
Drill Sergeant
Instructor
Recruiter

Observer Controller
Equal Opportunity Advisor
AC/RC Advisor
Career Advisor
Career Management NCO

b. **Duty Positions.** Ideally, 96H MSG candidates for SGM should have served successfully as a First Sergeant as well as at least one other position as noted below. Those soldiers serving in a SGM position as a MSG should be viewed in the highest positive sense:

MSG Equivalent Positions (norm)

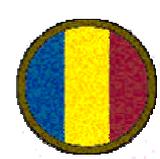
First Sergeant
Chief CGS Sergeant
Senior Enlisted Advisor
Sr Professional Development NCO
Reserve Component Advisor
Sr Career Management NCO
EO Advisor
Leader Development NCO

MSG or SGM Equivalent Positions (exceptional)

Chief Intelligence NCO
Chief Instructor/Writer
Committee Chief
Deputy Commandant
Chief Training Development writer
Operations SGM

** 96H MSG candidates for SGM who have served at some time in their career as a Drill Sergeant, Recruiter, or Instructor should be viewed in the highest positive sense due to the unique challenges of those positions.

c. **Civilian Education.** The MOS career development guide in enclosure 3 highlights educational goals for 96H soldiers throughout their careers. It is important to note that many MI assignments encompass job demands which can preclude civilian education, and therefore the board should carefully consider how it views this area.



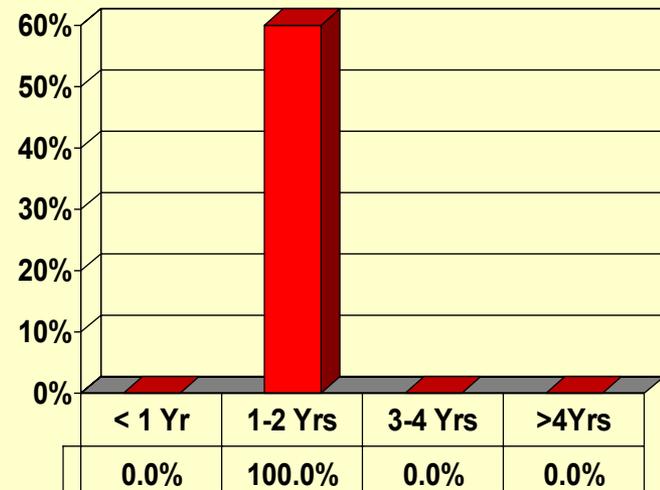
96H EDUCATION



MILITARY EDUCATION:

- PLDC
- BNCOC
- ANCOG
- 1SG COURSE
- JOINT MILITARY INTELLIGENCE COLLEGE (UGIP, BSI, PGIP)

CIVILIAN EDUCATION:



Percentage is of all MSGs in this MOS considered for promotion during the CY 02 SGM Selection Board



96H Professional Development

Professional Development Model for MOS 96H Common Ground Station Operator

As of Jan 03

Block A: Rank	PVT-SPC Skill Level 10	SGT Skill Level 20	SSG Skill Level 30	SFC Skill Level 40	MSG Skill Level 50	SGM Skill Level 50
Block B: Developmental Duty Assignments (See note 1)	CGS Operator Intel Processing Tm	JSTARS Aircrew member Instructor/Writer	CGS SGT Squad Leader Intel Process Tm NCOIC Sm Group Leader Instructor/Writer Tng Dev/Writer Drill Sergeant AC/RC Coordinator Observer/Controller Recruiter RC Advisor	Senior CGS SGT Platoon SGT/Det SGT Career Mgt NCO JSTARS Aircrew NCOIC Sr Small Group Leader Sr Instructor /Writer Sr Tng Dev/Writer Sr Drill Sergeant	Chief CGS SGT First Sergeant G2 Operations (Corps) Bn S3 Operations Branch Ch/Asst Cmdt Ch Instructor/Writer Ch Tng Dev/Writer Sr Operations NCO	Intel Senior SGT Bn/Bde CSM Div/Corps/Army G2 SGM Bde/Grp S3 Operations
Block C: Institutional Training	BCT/AIT	PLDC	BNCOC	ANCOC	Sergeants Major Academy	
Block D: Recommended NCOES-Related Courses (See note 2) Recommended Functional Courses	Prior to PLDC Effective Writing English Grammar Basic Computer Skills	Prior to BNCOC Communications Skills Stress Management Briefing Techniques Public Speaking Research Techniques Technical Writing	Battle Staff Operations Course	Prior to ANCOC Principles of Management Problem Solving	Prior to SMC Human Resource Management	First Sergeant Course
Block E: Recommended CMF-Related Courses/ Training (See note 3)	Skill Level 10-20 1. Database Management 2. Ground Order of Battle 3. Tactical Operations & Planning	Skill Level 30 1. Reconnaissance & Surveillance Operations 2. Targeting	Skill Level 40 1. Collection Management Operations 2. U.S. Army Doctrine	Skill Level 50		
Block F: ASI Producing Courses	1. JSTARS E8-A Systems Operator (1A) 2. Battle Staff Operations (2S)					



TYPICAL 96H CAREER

CAREER PROGRESSION CHART

SGM COURSE	20 YEARS	CSM / SGM (96Z)	<ul style="list-style-type: none"> SL5 First Sergeant Chief CGS Operator Reserve Component Advisor Sr Professional Development NCO Leader Development NCO EO Advisor
1SG COURSE	15 YEARS	1SG / MSG	<ul style="list-style-type: none"> SL4 Platoon Sergeant Sr Drill Sergeant Sr CGS Operator Sr Instructor Professional Development NCO Career Management NCO Reserve Component Advisor Equal Opportunity Advisor Sr Training Dev/Writer
BATTLE STAFF COURSE			
ANCOC	10 YEARS	SFC	<ul style="list-style-type: none"> SL3 Squad Leader CGS Sergeant Recruiter Drill Sergeant Instructor/Instructor Writer Training Dev/Writer
BNCOC	5 YEARS	SSG	
PLDC	0 YEARS	SGT	<ul style="list-style-type: none"> SL2 CGS Operator Service School/NETT Instructor
IET		SPC	<ul style="list-style-type: none"> SL1 CGS Operator
		PFC	
		PV2	
		PVT	



96R MOS DESCRIPTION

NCO DUTIES: Supervises and participates in collection of information using ground surveillance systems; plans, coordinates, and recommends the use of ground surveillance systems. Detects, locates, and reports target data by interpreting ground surveillance system information. Provides tactical and technical guidance in company area of operations. 96R NCOs assist in preparation and implementation of reconnaissance and surveillance operations plans. Plans, coordinates, supervises and participates in activities pertaining to training and combat operations.

KEY CONSIDERATIONS FOR SELECTION TO SGM:

a. Assignments. Over ninety-five percent of 96R positions are within Echelon Corps and Below organizations, so assignment diversity is limited. 96R soldiers who have been assigned as noted below should be viewed in the highest positive sense due to the unique challenges of these assignments.

Special Mission Units
Deployments
Drill Sergeant
Instructor
Recruiter

Observer Controller
Equal Opportunity Advisor
AC/RC Advisor
Career Advisor
Career Management NCO

b. Duty Positions. Ideally, 96R MSG candidates for SGM should have served successfully as a First Sergeant or Chief GSS Sergeant as well as at least one other position as noted below. Those soldiers serving in a SGM position as a MSG should be viewed in the highest possible sense:

MSG or MSG Equivalent Positions (norm)

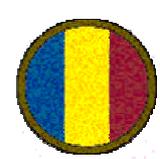
Chief GSS Sergeant
First Sergeant
Ch Instructor/Writer
Bn S3 Operations
Branch Chief
Deputy Commandant
Sr Career Advisor/Sr Professional
Development NCO
Sr Career Management NCO
Sr Operations Sergeant

SGM or SGM Equivalent Positions (exceptional)

Intel Senior Sergeant
Bn/Bde CSM
Div/Corps/Army G2 SGM
Bde/Grp S3 Operations

** 96R MSG candidates for SGM who have served at some time in their career as a Drill Sergeant, Recruiter, or Instructor should be viewed in the highest positive sense due to the unique challenges of those positions.

c. Civilian Education. The MOS career development guide in enclosure 3 highlights educational goals for 96R soldiers throughout their careers. It is important to note that many MI assignments encompass job demands which can preclude civilian education, and therefore the board should carefully consider how it views this area.



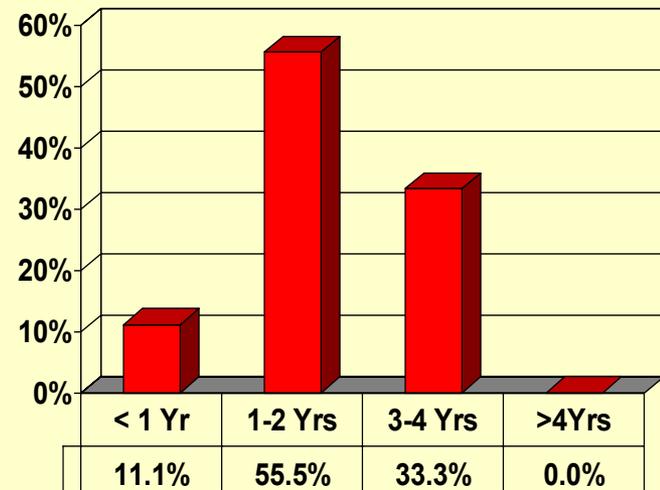
96R EDUCATION



MILITARY EDUCATION:

- PLDC
- BNCOC
- ANCOG
- 1SG COURSE
- JOINT MILITARY INTELLIGENCE COLLEGE (UGIP, BSI, PGIP)

CIVILIAN EDUCATION:



Percentage is of all MSGs in this MOS considered for promotion during the CY 02 SGM Selection Board



96R Professional Development

As of Jan 03

Professional Development Model for MOS 96R Ground Surveillance Systems Operator

Block A: Rank	PVT-SPC Skill Level 10	SGT Skill Level 20	SSG Skill Level 30	SFC Skill Level 40	MSG Skill Level 50	SGM Skill Level 50			
Block B: Developmental Duty Assignments (See note 1)	GSS Operator	→ GSS SGT	Squad Leader Instructor/Writer Drill Sergeant Sm Group Leader	Senior GSS SGT Platoon Sergeant Sr Instructor/Writer Sr Drill Sergeant Sr Sm Group Leader EO Advisor Career Advisor/ Professional Development NCO Career Mgt NCO	Chief GSS SGT First Sergeant Ch Instructor/Writer Bn S3 Operations Branch Ch Deputy Commandant Sr Career Advisor/ Sr Professional Development NCO Sr Career Mgt NCO	Intel Senior SGT Bn/Bde CSM Div/Corps/Army G2 SGM Bde/Grp S3 Operations			
Block C: Institutional Training	BCT/AIT		AIT		BNCOC		ANCOG		Sergeants Major Academy
Block D: Recommended NCOES-Related Courses (See note 2) Recommended Functional Courses	Prior to PLDC 1. Effective Writing 2. English Grammar 3. Basic Computer Skills		Prior to BNCOC 1. Communications Skills 2. Stress Management 3. Briefing Techniques 4. Technical Writing 5. Research Techniques		Prior to ANCOG 1. Principle of Management 2. Public Speaking 3. Problem Solving		Prior to SMC Human Resource Management		
	→ Battle Staff Operations Course			First Sergeant Course					
Block E: Recommended CMF-Related Courses/Training (See note 3)	Skill Level 10-20 Orienteering	Skill Level 30 1. Tactical Operations & Planning 2. Automated Data Processing 3. U.S. Army Doctrine		Skill Level 40 1. Reconnaissance & Surveillance 2. Operations Warfare Operations		Skill Level 50 TRADOC Middle Mgr Course			
Block F: ASI Producing Courses	NONE								
Block G: Recommended CMF-Related Certification or Degree Program (See note 4)	AA/AS or equivalent by the 10th year of service. BA/BS by the 15 year in Foreign/International Studies, Political Science, Information Management. Defense Intelligence College: Undergraduate/Post Graduate Intelligence Program								



TYPICAL 96R CAREER

CAREER PROGRESSION CHART

SGM COURSE	20 YEARS	CSM/ SGM (96Z)	SL5 First Sergeant Operations NCO Reserve Component Advisor Sr Professional Development NCO Leader Development NCO Equal Opportunity Advisor
1SG COURSE	15 YEARS	1SG/ MSG	SL4 Platoon Sergeant Sr Drill Sergeant Sr GSS Sergeant Sr Instructor/Writer Recruiter Professional Development NCO Career Management NCO Observer/Controller Reserve Component Advisor Equal Opportunity Advisor
BATTLE STAFF COURSE			
ANCOC	10 YEARS	SFC	SL3 Squad Leader GSS Sergeant Drill Sergeant NCOES Small Group Leader Observer/Controller Instructor
BNCOC	5 YEARS	SSG	
PLDC	0 YEARS	SGT	SL2 GSS Operator
		SPC	SL1 GSS Operator
IET		PFC	
		PV2	
		PVT	



96U MOS DESCRIPTION

NCO DUTIES: Supervises or operates the UAV to include mission planning, mission sensor/payload operations, launching, remotely piloting, and recovering the aerial vehicle. Performs target identification, plans, coordinates and recommends the use of the UAV systems for reconnaissance and surveillance missions. Participates in mission planning using maps, terrain studies, and intelligence reports. Supervises operator maintenance on UAV systems. Advises command and staff elements on UAV operations and coordinates operational requirements.

KEY CONSIDERATIONS FOR SELECTION TO SGM:

a. Assignments. 96U MSG candidates for SGM will be limited in operational assignments due to the newness of this MOS. 96U soldiers who have been assigned as noted below should be viewed in the highest positive sense due to the unique challenges of these assignments

Deployments
Drill Sergeant
Instructor
Recruiter

Equal Opportunity Advisor
AC/RC Advisor
Career Advisor
Career Management NCO

b. Duty Positions. Ideally, 96U MSG candidates for SGM should have served successfully as a First Sergeant or Chief UAV Sergeant and/or at least one other position as noted below. Those soldiers serving in a SGM position as a MSG should be viewed in the highest positive sense:

MSG or MSG Equivalent Positions (norm)

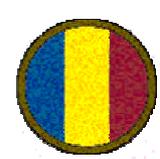
Chief UAV Sergeant
First Sergeant
Bde S-3 Operations
Ch Instructor/Writer
Ch Trng Dev/Writer
Branch Ch/Asst Cndt
Sr Operations Sergeant
Sr Career Advisor/Professional
Development NCO
Sr Career Mgmt NCO

SGM or SGM Equivalent Positions (exceptional)

Intel Senior Sergeant
Bn/Bde CSM
Div/Corps/Army
G2 SGM
Div/ Corps S3 Operations

** 96U MSG candidates for SGM who have served at some time in their career as a Drill Sergeant, Recruiter, or Instructor should be viewed in the highest positive sense due to the unique challenges of those positions.

c. Civilian Education. The MOS career development guide in enclosure 3 highlights educational goals for 96U soldiers throughout their careers. It is important to note that many MI



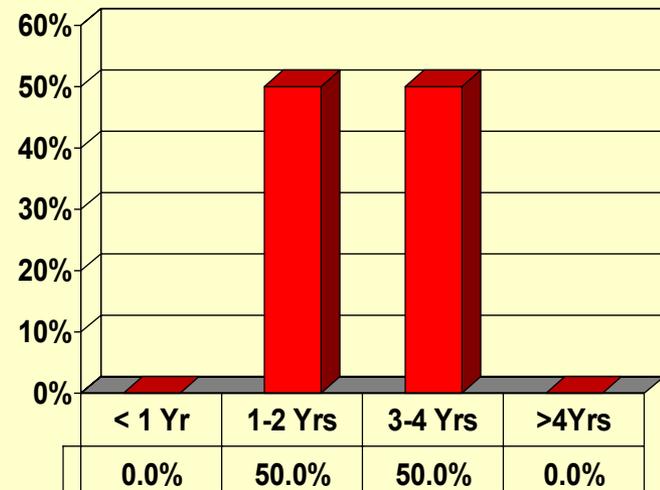
96U EDUCATION



MILITARY EDUCATION:

- PLDC
- BNCOC
- ANCOG
- 1SG COURSE
- JOINT MILITARY INTELLIGENCE COLLEGE (UGIP, BSI, PGIP)

CIVILIAN EDUCATION:



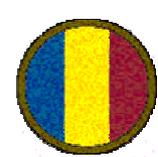
Percentage is of all MSGs in this MOS considered for promotion during the CY 02 SGM Selection Board



96U Professional Development

Professional Development Model for MOS 96U Tactical Unmanned Aerial Vehicle Operator As of Jan 03

Block A: Rank	PVT-SPC Skill Level 10	SGT Skill Level 20	SSG Skill Level 30	SFC Skill Level 40	MSG Skill Level 50	SGM Skill Level 50
Block B: Developmental Duty Assignments (See note 1)	UAV Operator Crew Chief EP UAV Operator		UAVSGT Squad Leader Mission Commander Instructor/Writer Trng Dev/Writer Sm Group Leader Drill Sergeant Recruiter Observer/Controller AC/RC Coordinator	Senior UAV SGT Platoon SGT Detachment SGT Bn S3 Operations Sr Instructor/Writer Sr Trng Dev/Writer Sr SM Group Leader Sr Drill Sergeant Career Advisor/Professional Development NCO Career Management NCO EO Advisor	Chief UAVSGT First Sergeant Bde S3 Operations Ch Instructor/Writer Ch Trng Dev/Writer Branch Ch/Asst Cmdt Sr Operations Sergeant Sr Career Advisor/Professional Development NCO Sr Career Mgt NCO	Intel Senior SGT Bn/Bde CSM Div/Corps/Army G2 SGM Div/Corp S3 Operations
Block C: Institutional Training	BCT/AIT	PLDC	BNCOC	ANCOC		Sergeants Major Academy
Block D: Recommended NCOES-Related Courses (See note 2) Recommended Functional Courses	Prior To PLDC Effective Writing English Grammar Basic Computer Skills	Prior To BNCOC Communications Skills Stress Management Briefing Techniques Research Techniques	Battle Staff Operations Course	Prior To ANCOC Principles of Management Technical Writing Public Speaking Problem Solving	First Sergeant Course	Prior To SMC Human Resource Management
Block E: Recommended CMF-Related Courses/Training (See note 3)	Skill Level 10-20 Equipment Identification	Skill Level 30 1. Tactical Operations & Planning 2. Ground Order of Battle 3. Battle Damage Assessment 4. U.S. Army Doctrine	Skill Level 40 1. Reconnaissance & Surveillance 2. Targeting 3. Information Operations 4. Collection Management	Skill Level 50 1. U.S. Army Doctrine 2. TRADOC Middle Managers Course		
Block F: ASI Producing Courses	External Pilot/UAV Operator (E1)					
Block G: Recommended CMF-Related Certification or Degree Program (See note 4)	AA/AS or equivalent by the 10th year of service; BA/BS by the 15 year in: Political Science Information Management Joint Military Intelligence College: Undergraduate/Post Graduate Intelligence Program					



TYPICAL 96U CAREER

CAREER PROGRESSION CHART

SGM COURSE	20 YEARS	CSM/ SGM (96Z)	<ul style="list-style-type: none"> SL5 First Sergeant Chief UAV Sergeant Reserve Component Advisor Sr Professional Development NCO Leader Development NCO Equal Opportunity Advisor
1SG COURSE	15 YEARS	1SG/ MSG	<ul style="list-style-type: none"> SL4 Platoon Sergeant Sr UAV Sergeant Recruiter Sr Drill Sergeant Sr Instructor/Writer Professional Development NCO Career Management NCO Observer Controller Reserve Component Advisor Equal Opportunity Advisor
BATTLE STAFF COURSE			
ANCOC	10 YEARS	SFC	<ul style="list-style-type: none"> SL3 Mission Commander Squad Leader UAV Sergeant Observer Controller Instructor Pilot Recruiter Drill Sergeant Instructor/Writer
BNCOC	5 YEARS	SSG	
PLDC	0 YEARS	SGT	<ul style="list-style-type: none"> SL2 UAV Operator
IET		SPC	<ul style="list-style-type: none"> SL1 UAV Operator
		PFC	
		PV2	
		PVT	



97B MOS DESCRIPTION

NCO DUTIES: Supervises and conducts, or assists in conducting, CI surveys and investigations of individuals, organizations, and installations, and activities affecting the protection of national infrastructure to detect, identify, assess, counter, exploit and neutralize threats to national security. Performs and supervises analysis of friendly vulnerabilities to human, signals, and imagery intelligence collection by Foreign Intelligence Services (FIS) and recommends countermeasures. Writes Threat Vulnerability Assessments and participates in Force Protection team missions. Utilizes CI/HUMINT reporting and communications equipment.

KEY CONSIDERATIONS FOR SELECTION TO SGM:

- a. Assignments.** Ideally, 97B MSG candidates for SGM should have diversity in assignments. In addition to basic diversity among assignments, 97B soldiers who have been assigned as noted below should be viewed in the highest positive sense due to the unique challenges of these assignments.

Special Mission Units
Deployments
Recruiter

Instructor
Drill Sergeant
Equal Opportunity Advisor

- b. Duty Positions.** Ideally 97B MSG candidates for SGM should have served successfully as a First Sergeant as well as at least one other position as noted below. Those soldiers serving in a SGM position as a MSG should be viewed in the highest positive sense:

MSG or MSG Equivalent Positions (norm)

Chief CI Sergeant
First Sergeant
Chief Training Development/Writer
Branch Chief/Assistant Commandant
Senior Operations NCO

SGM or SGM Equivalent Positions (exceptional)

CI/HUMINT Senior Sergeant
Battalion SGM
Brigade CSM
Chief Training Development/Writer
Brigade/Group S3 Operations Sergeant
Special Operations SGM

** 97B MSG candidates for SGM who have served at some time in their career as a Drill Sergeant, Recruiter, or Instructor should be viewed in the highest positive sense due to the unique challenges of those positions.

- c. Civilian Education.** The MOS career development guide in enclosure 3 highlights educational goals for 97B soldiers throughout their careers. It is important to note that many MI assignments encompass job demands which can preclude civilian education, and therefore the board should carefully consider how it views this area.

- d. Military Training.** 97B MSG candidates for SGM who have successfully completed courses as noted below should be viewed in the highest positive sense. All MSG candidates for SGM should have outstanding NCOES AERs.



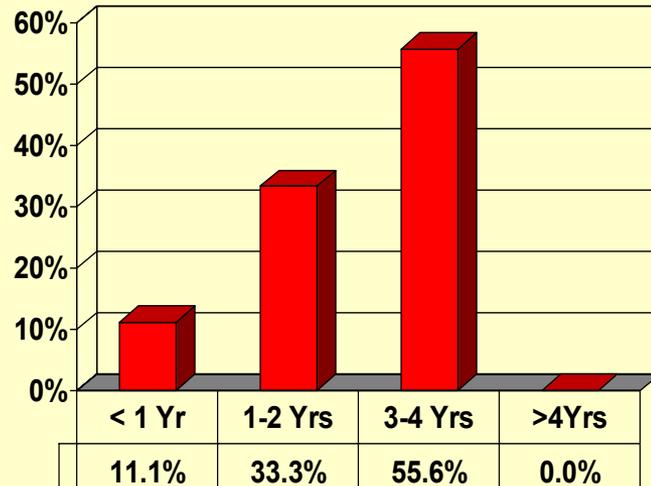
97B EDUCATION

MILITARY EDUCATION:

- PLDC
- BNCOC
- ANCOC
- 1SG COURSE
- JOINT MILITARY INTELLIGENCE COLLEGE (UGIP, BSI, PGIP)

CIVILIAN EDUCATION:

- PROFESSIONAL CERTIFIED INVESTIGATOR (PCI)



Percentage is of all MSGs in this MOS considered for promotion during the CY 02 SGM Selection Board



97B Professional Development

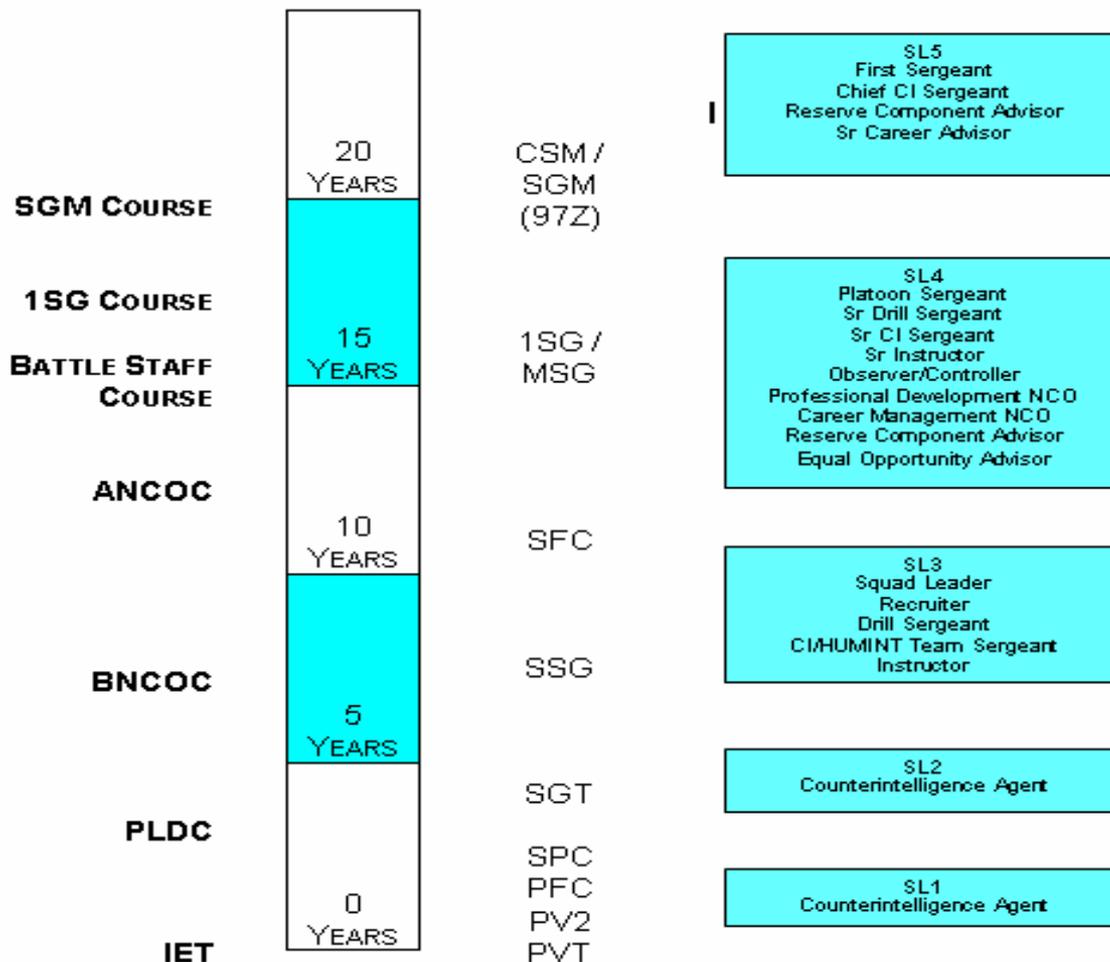
Professional Development Model for MOS 97B Counterintelligence Agent AS of JAN 03

Block A: Rank	PVT-SPC Skill Level 10	SGT Skill Level 20	SSG Skill Level 30	SFC Skill Level 40	MSG Skill Level 50	SGM Skill Level 50	
Block B: Developmental, Duty Assignments (See note 1) NCOIC refers to the senior position within a section and may not be titled as such.	CI Agent ECB	Asst. CI Tm Leader EAC TSCM SGT	CI SGT Squad Leader CI Tm Leader Tng Dev/Writer Small Group Leader Drill Sergeant AC/RC Coordinator Great Skills Program Observer/Controller CI/HUMINT Tm Recruiter	Sr CI SGT Det SGT Plt SGT Professional Dev NCO Career Mgt NCO Sr Tng Dev/Writer Sr Small Group Leader Sr Drill Sergeant CI/HUMINT Tm NCOIC Div/Corps/EAC ACE EO Advisor	Ch CI SGT First Sergeant Ch Tng Dev/Writer Branch Ch/Asst Cmdt Sr Operations NCO	CI/HUMINT Sr SGT Bn/Bde CSM Bde/Grp S3 Ops SGT Spec Ops SGM	
Recommended DLPT (See note 2)	2/2/1		2+2+2		3/3/3		
Block C: Institutional Training	BCT/AIT	PLDC		BNCOC	ANCOC	Sergeants Major Academy	
Block D: Recommended MOS- Related Courses/ Training (See note 3)	Prior to PLDC Effective Writing English Grammar Basic Computer Skills Technical Writing Communication Skills		Prior to BNCOC Briefing Techniques Stress Management Public Speaking Resource Techniques		Prior to ANCOC Principles of Management Problem Solving		Prior to SMC Human Resource Management
Recommended Functional Courses	Battle Staff Operations Course			First Sergeants Course			
Block E: Recommended CMF Related Courses (See note 4)	Skill Level 10-20 1. Intelligence Preparation of the Battle field 2. CI Analytic Methods	Skill Level 30 1. Multidiscipline CI Operations 2. Database Management CFSO 3. CFSO 4. Army Doctrine	Skill Level 40 1. Collection Management 2. Information Operations	Skill Level 50 1. Force Protection 2. TRADOC Mid Mgr Course			
Block F: ASI Producing Courses	1. Strategic Debriefing and Interrogation Course (N7) 2. Technical Surveillance Counter Measures (G9) 3. Foreign Counterintelligence (S7)						
Block G: Recommended CMF Related Certification or Degree Program (See note 5)	AA/AS in Foreign/International studies by the 12th year of service BA/BS in Foreign/International Studies Political Science by 16th year of service Joint Military Intelligence College: Undergraduate/Post Graduate Intelligence (UGIP/PGIP) and BSI/MSSI Programs						



TYPICAL 97B CAREER

CAREER PROGRESSION CHART





97E MOS DESCRIPTION

NCO DUTIES: Supervises and conducts tactical HUMINT collection operations that include, but are not limited to, debriefings, interrogations and elicitations in English and foreign languages for positive intelligence and force protection information; screens Human Intelligence (HUMINT) sources and documents to establish priorities for exploitation uses interpreters and manages interpreter/translator operations; conducts liaison and coordination in foreign language with host nation agencies; conducts analysis and performs briefings as required. Participates in Force Protection team missions.

KEY CONSIDERATIONS FOR SELECTION TO SGM:

a. Assignments. Ideally, 97E MSG candidates for SGM should have diversity in assignments at both the tactical and strategic levels. In addition to basic diversity among assignments levels, 97E soldiers who have been assigned as noted below should be viewed in the highest positive sense due to the unique challenges of these assignments.

Special Mission Units
Deployments
Drill Sergeant

Instructor
Language Advocates
Equal Opportunity Advisor

b. Duty Positions. Ideally, 97E MSG candidates for SGM should have served successfully as a First Sergeant as well as at least one other position as noted below. Those soldiers serving in a SGM position as a MSG should be viewed in the highest positive sense:

MSG or MSG Equivalent Positions (norm)

Chief HUMINT Collection Sergeant
First Sergeant
Battalion S3 Operations Sergeant
Chief Instructor /Writer
Branch Chief/Assistant Commandant
SF MI Detachment Sergeant
Senior Operations Sergeant

SGM or SGM Equivalent Positions (exceptional)

Chief HUMINT Collection SGM
Battalion CSM
Brigade CSM
Brigade /Group S3 Operations SGM

** 97E MSG candidates for SGM who have served at some time in their career as a Drill Sergeant, Recruiter, or Instructor should be viewed in the highest positive sense due to the unique challenges of those positions.

c. Civilian Education. The MOS career development guide in enclosure 3 highlights educational goals for 97E soldiers throughout their careers. It is important to note that many MI assignments encompass job demands which can preclude civilian education, and therefore the board should carefully consider how it views this area.

d. Military Training. 97E is a language dependant MOS. MSG candidates for SGM should have a minimum 2/2 language capability and those soldiers with a 3/3 or higher should be viewed in the highest positive sense. Additionally, MSG candidates for SGM

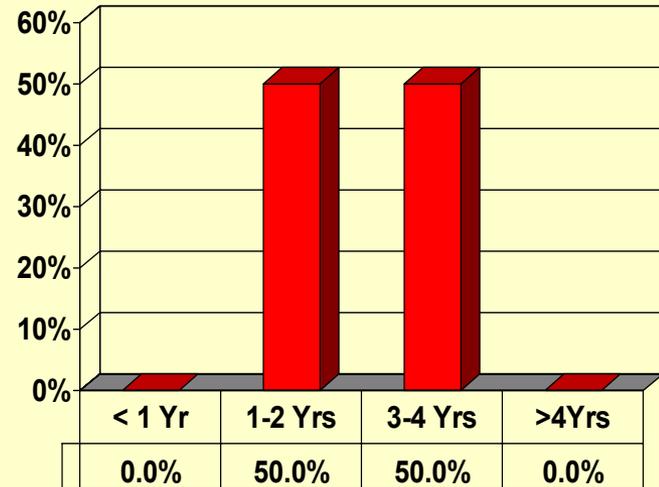
97E EDUCATION

MILITARY EDUCATION:

- PLDC
- BNCOC
- ANCOC
- 1SG COURSE
- JOINT MILITARY INTELLIGENCE COLLEGE (UGIP, BSI, PGIP)

CIVILIAN EDUCATION:

- CERTIFIED FORENSIC INTERVIEWER (CFI)



Percentage is of all MSGs in this MOS considered for promotion during the CY 02 SGM Selection Board

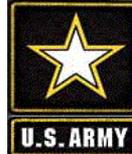


97E Professional Development

Professional Development Model for MOS 97E Human Intelligence Collector

AS of JAN 03

Block A: Rank	PVT-SPC Skill Level 10	SGT Skill Level 20	SSG Skill Level 30	SFC Skill Level 40	MSG Skill Level 50	SGM Skill Level 50
Block B: Developmental Duty Assignments (See note 1)	HUMINT Collector	Strat Debriefer	HUMINT Collection SGT Squad Leader Small Group Leader Instr/Wtr Tng Dev/Wtr Drill Sergeant NTC/JRTC Observer/Controller AC/RC Coordinator Language Advocate CLP Manager	Sr HUMINT COLL SGT Plt SGT Det SGT Professional Dev NCO Sr Small Group Leader Sr Instr/Wtr Sr Tng Dev/Wtr Sr Drill Sergeant Career Mgmt NCO EO Advisor	Ch HUMINT COLL SGT First Sergeant Bn S3 Opns SGT Ch Instr/Wtr Ch Tng Dev/Wtr Branch Ch/Asst Cmdt SF MI DET SGT Sr Operations NCO	Ch HUMINT COLL SGM Bn/Bde CSM Bde/Grp S3 Operations
Recommended DLPT (See note 2)	2+/2+/2	2+/3 /2+		2+/3 /3	3 /3 /3	
Block B: Institutional Training	BCT/IET	PLDC	BNCOC	ANCOC		Sergeants Major Academy
Block C: Recommended NCOES Related Courses (See note 3)	Prior to PLDC Effective Writing English Grammar Basic Computer Skills Communications Skills	Prior to BNCOC Briefing Techniques Problem Solving Research Techniques Technical Writing	Prior to ANCOC Principles of Management Stress Management	Prior to SMC Human Resource Management		
Recommended Functional Courses	Battle Staff Operations Course		First Sergeants Course			
Block D: Recommended CMF Related Courses/ Activities (See note 4)	Skill Level 10-20 1. Geography 2. Orienteering/Map Tracking 3. Translation/Interpretation Certification Course 4.	Skill Level 30 1. Screening Procedures 2. CFSSO 3. U.S. Army Doctrine 4. British Interrogation Course. 5. Intermediate-level Language Tng	Skill Level 40 1. Information Operations 2. Collection Management 3. Database Management 4. CI Operations 5. Advanced-level Language Tng	Skill Level 50 1. International Studies 2. Foreign Relations		
Block E: A SI Producing Course (See note 5)	Strategic Debriefing and Interrogation (N7)					



TYPICAL 97E CAREER

CAREER PROGRESSION CHART

	20 YEARS	CSM/ SGM (97Z)	<p>SL5 First Sergeant Chief HUMINT Collection SGT Sr Career Advisor Reserve Component Advisor</p>
SGM COURSE			
	15 YEARS	1SG / MSG	<p>SL4 Platoon Sergeant Sr HUMINT Collection SGT Battalion S3 NCO Sr Instructor Observer/Controller Professional Development NCO Career Management NCO Reserve Component Advisor Equal Opportunity Advisor</p>
1SG COURSE			
BATTLE STAFF COURSE			
	10 YEARS	SFC	
ANCOC			
	5 YEARS	SSG	<p>SL3 Squad Leader HUMINT Sergeant Language Recruiter Drill Sergeant Cmd Language Program Mgr Instructor</p>
BNCOC			
	0 YEARS	SGT	<p>SL2 HUMINT Collector</p>
PLDC			
		SPC PFC PV2 PVT	<p>SL1 HUMINT Collector</p>
IET			



CMF 98

Career Management Field (CMF) 98 Signals Intelligence/Electronic Warfare Operations

Overall Mission of CMF 98:

The mission of Signals Intelligence soldiers is to detect, acquire, locate, identify, analyze, exploit, and report information of intelligence value from foreign communications and non-communications to the warfighter and national level agencies.

CMF MOS Breakdown:

CMF 98 is composed of five Military Occupational Specialties:

- 98C - Signals Intelligence Analyst
- 98G - Cryptologic Linguist
- 98H - Communications/Non-communications Operator
- 98J - Electronic Intelligence Analyst
- 98K - Signals Collection/Identification Analyst

Career Progression Information:

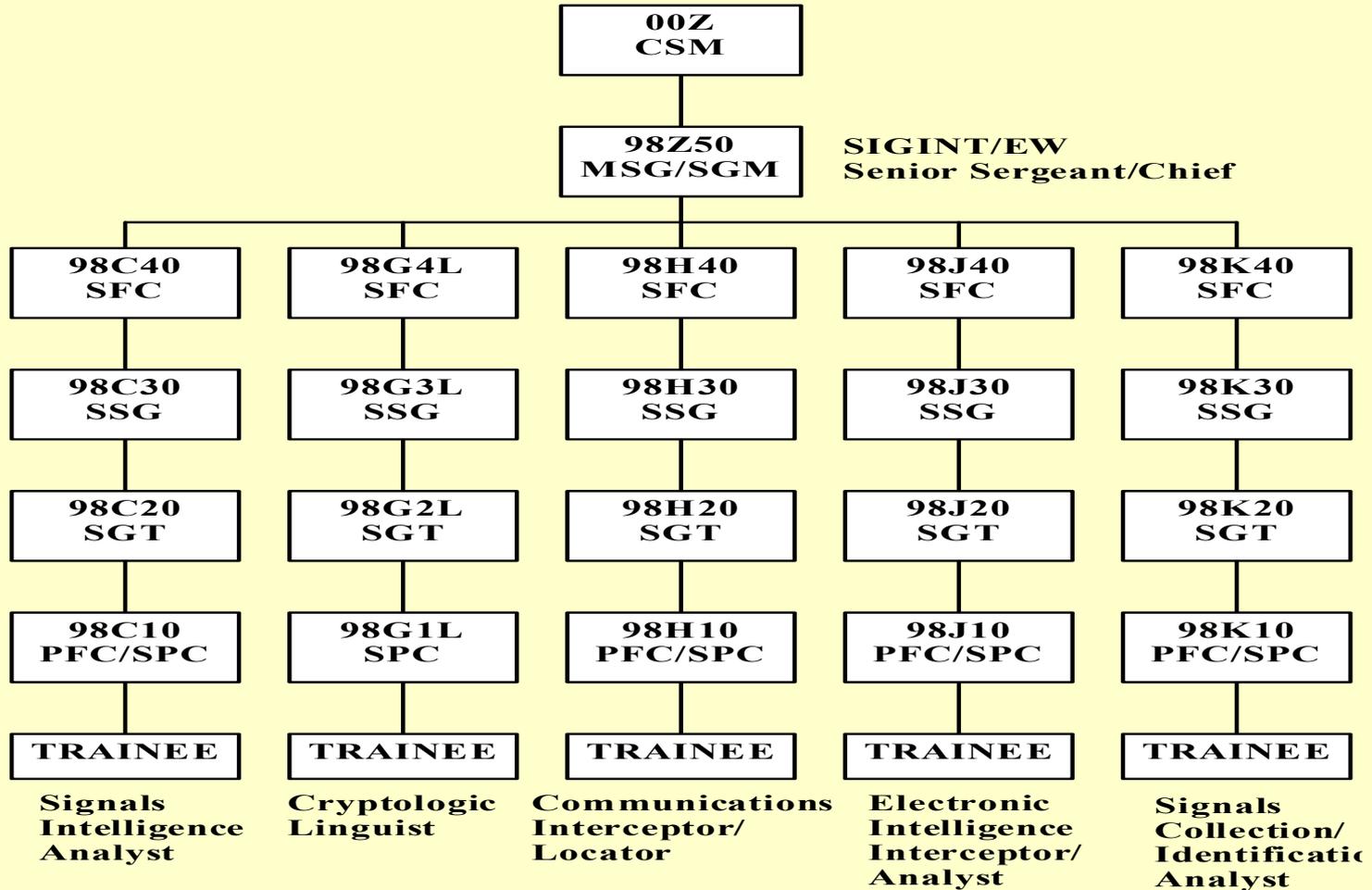
CMF 98 Career Progression Model is located on page 29, and CMF MOS Career progression Charts are located immediately after their respective MOS Data Sheets.

Impact of Force Structure Changes on CMF 96:

No major changes of note for Board consideration.



98 CMF CAREER PATTERN



LEADERSHIP/HIGH RISK JOBS OPPORTUNITIES

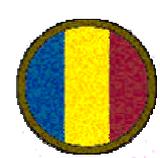


CHALLENGING/HIGH RISK ASSIGNMENTS:

- Recruiter (others: i.e. EO, IG, etc)
- Special Mission Units/Great Skills Program

LEADERSHIP OPPORTUNITIES:

- Drill Sergeant
- PSG
- 1SG
- Instructor – NCO Academy/Army Service School

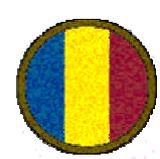


Promotion Potential Indicators



The following indicators should be considered when evaluating promotion potential for CMF NCOs to the grade of SGM:

- **Strong NCOERs reflecting outstanding duty performance and potential in a variety of assignments.**
- **Show strong trend towards excellence over long periods of time, regardless of position or assignment.**
- **Exceeded NCOES course standards (Honor Graduate, Commandant's List, Distinguished Leader Award).**
- **Maintains high physical fitness standards and consistent compliance with height and weight standards.**
- **Consistently seeks continuous learning opportunities through military courses and civilian educational opportunities.**
- **Demonstrates high standards of conduct and adherence to Army values.**



RECOGNITION OR AWARDS



- Recipient of Knowlton Award
- Member of Audie Murphy or SGT Morales Club



98C MOS DESCRIPTION

NCO DUTIES: *All 98 series MOS merge into 98Z at MSG/E8* Supervises and performs analysis and reporting of intercepted foreign communications; coordinates and participates in collection management activities. MOS 98C soldiers have an opportunity to perform in a variety of assignments in both Echelon Corps and Below and Echelon Above Corps. Provides guidance on the interpretation of Signals Intelligence data and products. Writes, edits, evaluates and publishes Signals Intelligence reports. Implements Signals Intelligence Emergency Action Plans.

KEY CONSIDERATIONS FOR SELECTION TO SGM:

a. Assignments. Ideally 98C MSG candidates for SGM should have diversity in assignments. In addition to basic diversity among assignments, 98C soldiers who have been assigned as noted below should be viewed in the highest positive sense due to the unique challenges of these assignments.

Special Mission Units
Deployments
Recruiter
Career Advisor

Drill Sergeant
Instructor
Equal Opportunity Advisor
Career Management NCO

b. Duty Positions. Ideally, 98C MSG candidates for SGM should have served successfully as a First Sergeant as well as at least one other position as noted below. Those soldiers serving in a SGM position as a MSG should be viewed in the highest possible sense:

MSG or MSG Equivalent Positions (norm)

Chief SIGINT Analyst
Career Management NCO
Senior Career Advisor
Professional Development NCO
Chief Instructor
Operations NCO

SGM or SGM Equivalent Positions (exceptional)

Chief Intelligence Advisor
Chief Training Developer/Writer

**** 98C MSG candidates for SGM who have served at some time in their career as a Drill Sergeant, Recruiter, or Instructor should be viewed in the highest positive sense due to the unique challenges of those positions.**

c. Civilian Education. The MOS career development guide in enclosure 3 highlights educational goals for 98C soldiers throughout their careers. It is important to note that many MI assignments encompass job demands which can preclude civilian education, and therefore the board should carefully consider how it views this area.



98C EDUCATION

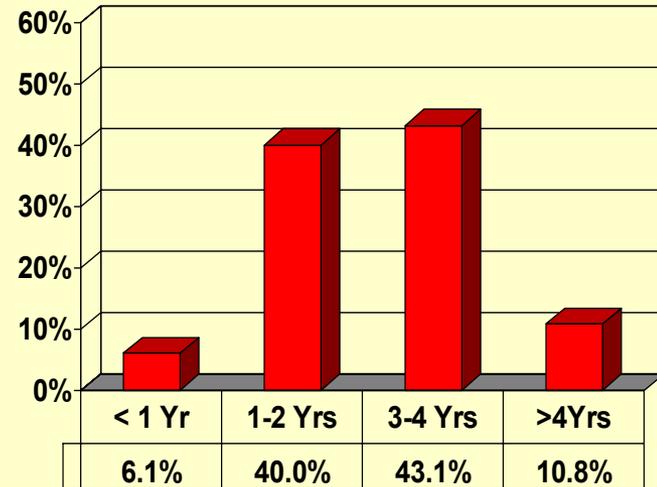


MILITARY EDUCATION:

- PLDC
- BNCOC
- ANCOC
- 1SG COURSE
- JOINT MILITARY INTELLIGENCE COLLEGE (UGIP, BSI, PGIP)

CIVILIAN EDUCATION:

- OPSEC CERTIFIED PROFESSIONAL (OCP)



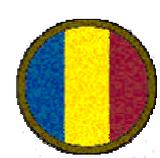
Percentage is of all MSGs in this MOS considered for promotion during the CY 02 SGM Selection Board



98C Professional Development

Professional Development Model for MOS 98C Signals Intelligence Analyst

Block A: Rank	PVT-SPC Skill Level 10	SGT Skill Level 20	SSG Skill Level 30	SFC Skill Level 40	MSG Skill Level 50	SGM Skill Level 50
Block B: Developmental Duty Assignments (See note 1)	SIGINT Analyst	Squad Leader Language Analyst (All Echelons)	SIGINT SGT Coll Mgt NCO Small Group Leader Instructor/Writer Tng Dev/Writer Drill Sergeant Observer/Controller AC/RC Coordinator Recruiter	Senior SIGINT SGT Detachment SGT Platoon SGT Watch NCO/Chief Mission Manager Career Advisor/ Professional Dev NCO Sr Small Group Leader Sr Instructor/Writer Sr Tng Dev/Writer Sr Drill Sergeant EO Advisor	98C MOS transitions to MOS 98Z at MSG	
Block B1: Recommended DLPT Scores (See note 2)	2/2/1+	2+/2+/2	3/3/2+	3/3/2+		
Block C: Institutional Training	BCT/AIT	PLDC	BNCOC	ANCOC		Sergeants Major Academy
Block D: Recommended NCOES Related Courses (See note 3)	Prior to PLDC Effective Writing English Grammar Basic Computer Skills		Prior to BNCOC Communications Skills Stress Management Research Techniques Briefing Techniques Technical Writing Public Speaking		Prior to ANCOC Principles of Management Problem Solving	
Recommended Functional Courses	Battle Staff Operations Course			First Sergeant Course		



TYPICAL 98C CAREER

CAREER PROGRESSION CHART

SGM COURSE	20 YEARS	CSM / SGM	<ul style="list-style-type: none"> SL5 First Sergeant Chief SIGINT Analyst Sr Professional Development NCO Sr Career Development NCO Reserve Component Advisor
1SG COURSE	15 YEARS	98Z 1SG / MSG	<ul style="list-style-type: none"> SL4 Platoon/ Detachment Sergeant Sr SIGINT Sergeant Sr Voice Analyst Professional Development NCO Career Management NCO Sr Instructor Observer/Controller ASAS Master Analyst Reserve Component Advisor Equal Opportunity Advisor
BATTLE STAFF COURSE		SFC	
ANCOC	10 YEARS	SSG	<ul style="list-style-type: none"> SL3 Squad Leader SIGINT Sergeant Recruiter Drill Sergeant Collection Manager Instructor
BNCOC	5 YEARS	SGT	
PLDC		SPC	<ul style="list-style-type: none"> SL2 SIGINT/Voice Analyst Cryptanalyst
IET	0 YEARS	PFC PV2 PVT	<ul style="list-style-type: none"> SL1 SIGINT/Voice Analyst



98G MOS DESCRIPTION

NCO DUTIES: Supervises and performs detection, acquisition, location, identification and exploitation of foreign communications; translates, transcribes, or gists into English/target language; coordinates or participates in collection management activities; performs inspector duties in support of treaty verification process; provides general linguistic support from the battalion through the national level. Limited authorizations for 98G soldiers also exist within Special Operations Teams within Special Forces.

KEY CONSIDERATIONS FOR SELECTION TO SGM:

- a. Assignments.** Ideally, 98G MSG candidates for SGM should have diversity in assignments at both the tactical and strategic levels. In addition to basic diversity among assignments levels, 98G soldiers who have been assigned as noted below should be viewed in the highest positive sense.

Special Mission Units	Instructor
Deployments	Drill Sergeant
Recruiter	Command Language Program Manager
Equal Opportunity Advisor	

- b. Duty Positions.** Ideally, 98G MSG candidates for SGM should have served successfully as a First Sergeant as well as in at least one other position as noted below. Those soldiers serving in a SGM position as a MSG should be viewed in the highest possible sense:

MSG or MSG Equivalent Positions (norm)

SIGINT/EW Chief
Chief SIGINT Analyst
Chief Cryptologic Linguist
Senior Career Advisor/
Professional Development NCO
Chief Instructor
Operations NCO
Branch Chief
Deputy Commandant
DTRA Chief Linguist

SGM or SGM Equivalent Positions (exceptional)

SIGINT Senior Sergeant
Chief Intelligence Advisor
Chief Training Developer/Writer
NSA Group Senior Enlisted Adviser

** 98G MSG candidates for SGM who have served at some time in their career as a Drill Sergeant, Recruiter, or Instructor should be viewed in the highest positive sense due to the unique challenges of those positions.

- c. Civilian Education.** The MOS career development guide in enclosure 3 highlights educational goals for 98G soldiers throughout their careers. It is important to note that many MI assignments encompass job demands which can preclude civilian education, and therefore the board should carefully consider how it views this area.



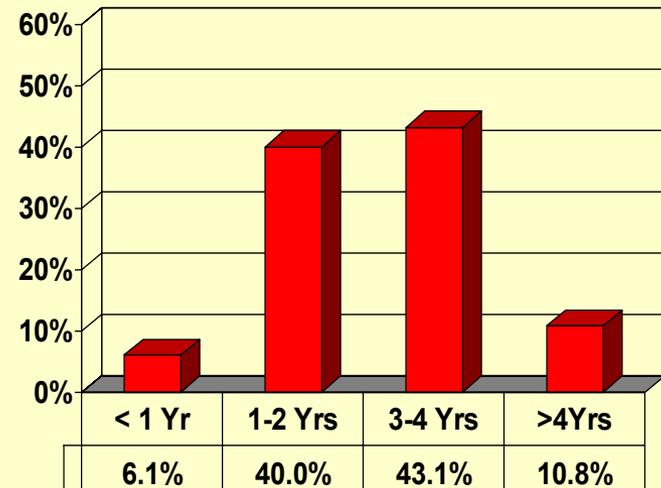
98G EDUCATION

MILITARY EDUCATION:

- PLDC
- BNCOC
- ANCOC
- 1SG COURSE
- JOINT MILITARY INTELLIGENCE COLLEGE (UGIP, BSI, PGIP)

CIVILIAN EDUCATION:

- NATIONALLY CERTIFIED JUDICIARY INTERPRETER AND TRANSLATOR (NCJIT)



Percentage is of all MSGs in this MOS considered for promotion during the CY 02 SGM Selection Board



TYPICAL 98G CAREER

CAREER PROGRESSION CHART

	0 YEARS	IET	PVT	SL1 Crypto Linguist
	5 YEARS	PLDC	PFC	SL2 Crypto Linguist Transcriber
	10 YEARS	ANCOC	SSG	SL3 Squad Leader Crypto Linguist Sergeant Language Advocate Drill Sergeant Observer/Controller Cmd Language Program Mgr Instructor
	15 YEARS	BATTLE STAFF COURSE	SFC	SL4 Platoon/ Detachment Sergeant Crypto Linguist Supervisor Collection Management NCO Sr Instructor Mission Manager Professional Development NCO Career Management NCO Observer/Controller Cmd Language Program Manager Reserve Component Advisor Deputy Branch Chief
	20 YEARS	SGM COURSE	CSM / SGM	SL5 First Sergeant Chief Crypto Linguist Reserve Component Advisor Sr Professional Development NCO Sr Career Development NCO Deputy Commandant Branch Chief
			1SG / MSG	98Z



98H MOS DESCRIPTION

NCO DUTIES: Performs and supervises detection, acquisition, location, identification, and exploitation of foreign communications using International Morse Code; performs preliminary analysis on target communications; participates in collection management activities. MOS 98H soldiers serve primarily in Echelon Above Corps units. Fewer than 20 percent of authorizations are in Echelon Corps and Below units, with the majority of those in Special Operations Teams within Special Forces.

KEY CONSIDERATIONS FOR SELECTION TO SGM:

a. Assignments. The bulk of 98H assignments are at Echelon Above Corps units, so diversity in assignments is a challenge for these soldiers. Those 98H soldiers who have been assigned as noted below should be viewed in the highest positive sense due to the unique challenges of these assignments.

Special Mission Units
Deployments
Recruiter
Career Advisor

Drill Sergeant
Instructor
Equal Opportunity Advisor
Career Management NCO

b. Duty Positions. Ideally, 98H MSG candidates for SGM should have served successfully as a First Sergeant as well as at least one other position as noted below. Those soldiers serving in a SGM position as a MSG should be viewed in the highest positive sense

MSG or MSG Equivalent Positions (norm)

Squad Leader
Comms/Non-Comms Collection Sergeant
Recruiter
Drill Sergeant
Collection Management NCO
Instructor

SGM or SGM Equivalent Positions (exceptional)

Platoon Detachment Sergeant
Sr Comms/Non-Comms Collection Sergeant
Reserve Component Advisor
Equal Opportunity Advisor
Collection Management NCO
Sr Instructor/Writer
Professional Development NCO
Career Management NCO

** 98H MSG candidates for SGM who have served at some time in their career as a Drill Sergeant, Recruiter, or Instructor should be viewed in the highest positive sense due to the unique challenges of those positions.

c. Civilian Education. The MOS career development guide in enclosure 3 highlights educational goals for 98H soldiers throughout their careers. It is important to note that many MI assignments encompass job demands which can preclude civilian education, and therefore the board should carefully consider how it views this area.



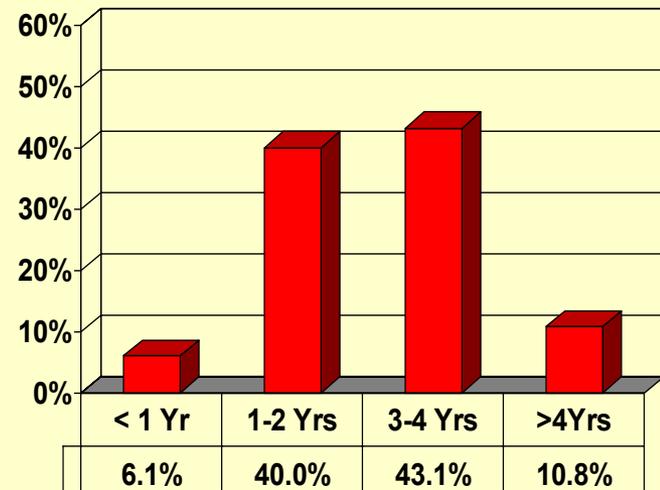
98H EDUCATION



MILITARY EDUCATION:

- PLDC
- BNCOC
- ANCOC
- 1SG COURSE
- JOINT MILITARY INTELLIGENCE COLLEGE (UGIP, BSI, PGIP)

CIVILIAN EDUCATION:



Percentage is of all MSGs in this MOS considered for promotion during the CY 02 SGM Selection Board



98H Professional Development

Professional Development Model for MOS 98H Communications/Non-Communications Collector

Block A: Rank	PVT-SPC Skill Level 10	SGT Skill Level 20	SSG Skill Level 30	SFC Skill Level 40	MSG Skill Level 50	SGM Skill Level 50
Block B: Developmental Duty Assignments (See notes 1&2)	Comm/Non-Comm Collector (All Echelons)	→	Comm/Non Comm Collection SGT Squad Leader Mission Mgr Sm Group Leader Instructor/Writer Tng Dev/Writer Drill Sergeant Observer/Controller AC/RC Coordinator Recruiter	SR Comm/Non-Comm Collection SGT Platoon SGT Watch/Ops NCO Career Advisor/ Professional Dev NCO Sr Sm Group Leader Sr Instructor/Writer Sr Tng Dev/Writer Sr Drill Sergeant EO Advisor	98H MOS transitions To 98Z at MSG	
Block C: Institutional Training	BCT/AIT	PLDC	BNCOC	ANCOC		Sergeants Major Academy
Block D: Recommended NCOES Related Courses (See note 3)	Prior to PLDC Effective Writing English Grammar Basic Computer Skills	Prior to BNCOC Communications Skills Stress Management Research Techniques Briefing Techniques Technical Writing Public Speaking	Prior to ANCOC Principles of Management Problem Solving	Prior to SMC Human Resource Management		
Recommended Functional Courses	→ Battle Staff Operations Course			First Sergeant Course		
Block E: Recommended MOS Related Courses/ Activities (See note 4)	Skill Level 10-20 1. CIM Course 2. Computer Security 3. Analysis Techniques 4. Signals Technology 5. Principles of Radio Wave Propagation 6. Geography 7. Database Management	Skill Level 30 1. Cryptologic Skills for NCOs (CK 155) 2. Techniques in Signal Identification 3. SIGINT Analysis 4. Intro to SIGINT Reporting 5. U.S. Army Doctrine 6. The Intel Community and Customer Support	Skill Level 40 1. Collection Management 2. Information Operations 3. Senior Enlisted Cryptologic Course (CY200)	Skill Level 50 1. International Studies 2. Foreign relations 3. TRADOC Middle Mgr Course		



TYPICAL 98H CAREER

CAREER PROGRESSION CHART

	0 YEARS	SPC PFC	SL1 Comms/Non-Comms Coll
PLDC	5 YEARS	SGT	SL2 Comms/Non-Comms Coll
BNCOC	10 YEARS	SSG	SL3 Squad Leader Comms/Non-Comms Coll Sergeant Recruiter Drill Sergeant Collection Management NCO Instructor
ANCOC	15 YEARS	SFC	SL4 Platoon/Detachment Sergeant Sr Comms Non-Comms Coll Collection Management NCO Sr Instructor/Writer Professional Development NCO Career Management NCO Reserve Component Advisor Equal Opportunity Advisor
BATTLE STAFF COURSE	20 YEARS	CSM / SGM 98Z 1SG / MSG	SL5 First Sergeant Chief Comms Non-Comms Coll Reserve Component Advisor Sr Professional Development NCO Sr Career Development NCO
SGM COURSE			



98J MOS DESCRIPTION

NCO DUTIES: * All 98 Series MOS merge into 98Z at MSG/E8* Performs and supervises detection, acquisition, location, identification, exploitation, analysis, and reporting of foreign non-communications; prepares and maintains enemy electronic order of battle information; coordinates and participates in collection management activities. Interprets and implements Electronic Intelligence collection taskings. Coordinates collection activities with other intelligence disciplines.

KEY CONSIDERATIONS FOR SELECTION TO SGM:

a. Assignments. Ideally 98J MSG candidates for SGM should have diversity in assignments. In addition to basic diversity among assignments, 98J soldiers who have been assigned as noted below should be viewed in the highest positive sense due to the unique challenges of these assignments.

Special Mission Units
Deployments
Recruiter
Career Advisor

Drill Sergeant
Instructor
Equal Opportunity Advisor
Career Management NCO

b. Duty Positions. Ideally 98J MSG candidates for SGM should have served successfully as a First Sergeant as well as at least one other position as noted below. Those soldiers serving in a SGM position as a MSG should be viewed in the highest possible sense:

MSG or MSG Equivalent Positions (norm)

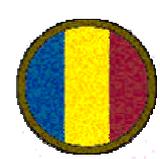
Chief SIGINT Analyst
Career Management NCO
Senior Career Advisor
Professional Development NCO
Chief Instructor
Operations NCO

SGM or SGM Equivalent Positions (exceptional)

Chief Intelligence Advisor
Chief Training Developer/Writer

** 98J MSG candidates for SGM who have served at some time in their career as a Drill Sergeant, Recruiter, or Instructor should be viewed in the highest positive sense due to the unique challenges of those positions.

c. Civilian Education. The MOS career development guide in enclosure 3 highlights educational goals for 98J soldiers throughout their careers. It is important to note that many MI assignments encompass job demands which can preclude civilian education, and therefore the board should carefully consider how it views this area.



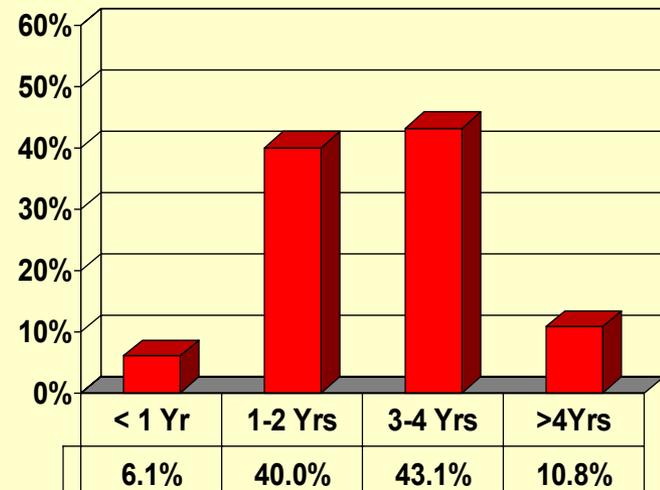
98J EDUCATION



MILITARY EDUCATION:

- PLDC
- BNCOC
- ANCOC
- 1SG COURSE
- JOINT MILITARY INTELLIGENCE COLLEGE (UGIP, BSI, PGIP)

CIVILIAN EDUCATION:



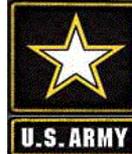
Percentage is of all MSGs in this MOS considered for promotion during the CY 02 SGM Selection Board



98J Professional Development

Professional Development Model MOS 98J Electronic Intelligence Interceptor Analyst

Block A: Rank	PVT-SPC Skill Level 10	SGT Skill Level 20	SSG Skill Level 30	SFC Skill Level 40	MSG Skill Level 50	SGM Skill Level 50	
Block B: Developmental, Duty Assignments (See notes 1&2)	ELINT Intcpt/Anl	→	ELINT Sergeant Squad Leader Mission Manager CD NCO Career Advisor/ Professional Dev NCO Sm Group Leader Instructor/Writer Tng Dev/Writer Drill Sergeant Observer/Controller AC/RC Coordinator Recruiter	SR ELINT Sergeant Platoon SGT Detachment SGT Watch NCO/Chief Sr Career Advisor/ Professional Dev NCO Sr Sm Group Leader Branch Chief Deputy Commandant Sr Instructor/Writer Sr Tng Dev/Writer Sr Drill Sergeant EO Advisor	98J transitions to MOS 98Z at MSG		
Block C: Institutional Training	BCT/AIT	PLDC	BNCOC	ANCOC		Sergeants Major Academy	
Block D: Recommended NCOES- Related Courses (See note 3)	Prior to PLDC Effective Writing English Grammar Basic Computer skills		Prior to BNCOC Communications Skills Stress Management Briefing Techniques Technical Writing Research Techniques Public Speaking		Prior to ANCOC Principles of Management Problem Solving		Prior to SMC Human Resource Management
Recommended Functional Courses	→ Battle Staff Operations Course			First Sergeant Course			



TYPICAL 98J CAREER

CAREER PROGRESSION CHART

	20 YEARS	CSM/ SGM	<ul style="list-style-type: none"> SL5 First Sergeant Chief ELINT Intcpr/Analyst Reserve Component Advisor Sr Professional Development NCO Sr Career Development NCO Leader Development NCO EO Advisor
SGM COURSE			
	15 YEARS	98Z 1SG/ MSG	<ul style="list-style-type: none"> SL4 Platoon/Detachment Sergeant Sr ELINT Intcpr/Analyst Collection Management NCO Sr Instructor Professional Development NCO Career Management NCO Reserve Component Advisor Equal Opportunity Advisor
1SG COURSE			
BATTLE STAFF COURSE			
	10 YEARS	SFC	
ANCOC			
	5 YEARS	SSG	<ul style="list-style-type: none"> SL3 Squad Leader ELINT Interceptor/Analyst Sergeant Recruiter Drill Sergeant Collection Management NCO Instructor
BNCOC			
	0 YEARS	SGT	
PLDC		SPC	<ul style="list-style-type: none"> SL2 ELINT Interceptor/Analyst
IET		PFC PV2 PVT	<ul style="list-style-type: none"> SL1 ELINT Interceptor/Analyst



98K MOS DESCRIPTION

NCO DUTIES: * All 98 Series MOS merge into 98Z at MSG/E8* Performs and supervises detection, acquisition, identification, exploitation, analysis and reporting of foreign radio-teletype, facsimile, and data communications; participates in collection management activities. Supervises and determines Signals Intelligence collection requirements and identification activities and interprets collection activities. Coordinates interaction with other data collection activities.

KEY CONSIDERATIONS FOR SELECTION TO SGM:

a. Assignments. 98K assignments are limited to Echelon Above Corps units, and as such assignment diversity may be difficult. Those 98K soldiers who have been assigned as noted below should be viewed in the highest positive sense due to the unique challenges of these assignments.

Special Mission Units
Deployments
Recruiter
Career Advisor

Drill Sergeant
Instructor
Equal Opportunity Advisor
Career Management NCO

b. Duty Positions. Ideally, 98K MSG candidates for SGM should have served successfully as a First Sergeant as well as at least one other position as noted below. Those soldiers serving in a SGM position as a MSG should be viewed in the highest possible sense:

MSG or MSG Equivalent Positions (norm)

Chief SIGINT Analyst
Career Management NCO
Senior Career Advisor
Professional Development NCO
Chief Instructor
Operations NCO

SGM or SGM Equivalent Positions (exceptional)

Chief Intelligence Advisor
Chief Training Developer/Writer

** 98K MSG candidates for SGM who have served at some time in their career as a Drill Sergeant, Recruiter, or Instructor should be viewed in the highest positive sense due to the unique challenges of those positions.

c. Civilian Education. The MOS career development guide in enclosure 3 highlights educational goals for 98K soldiers throughout their careers. It is important to note that many MI assignments encompass job demands which can preclude civilian education, and therefore the board should carefully consider how it views this area.



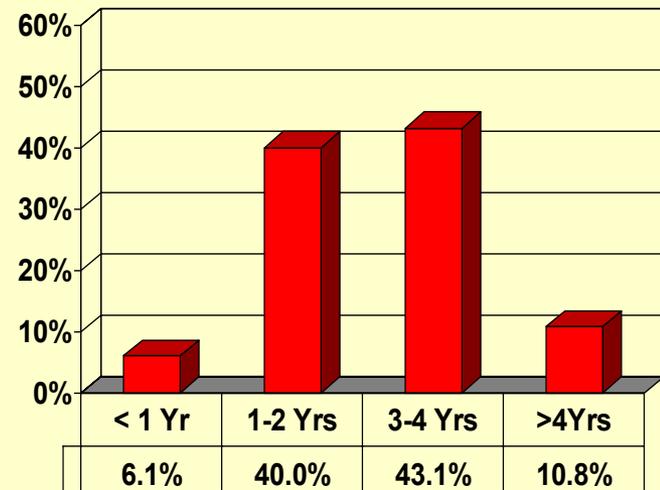
98K EDUCATION



MILITARY EDUCATION:

- PLDC
- BNCOC
- ANCOC
- 1SG COURSE
- JOINT MILITARY INTELLIGENCE COLLEGE (UGIP, BSI, PGIP)

CIVILIAN EDUCATION:



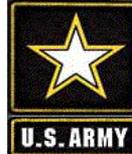
Percentage is of all MSGs in this MOS considered for promotion during the CY 02 SGM Selection Board



98K Professional Development

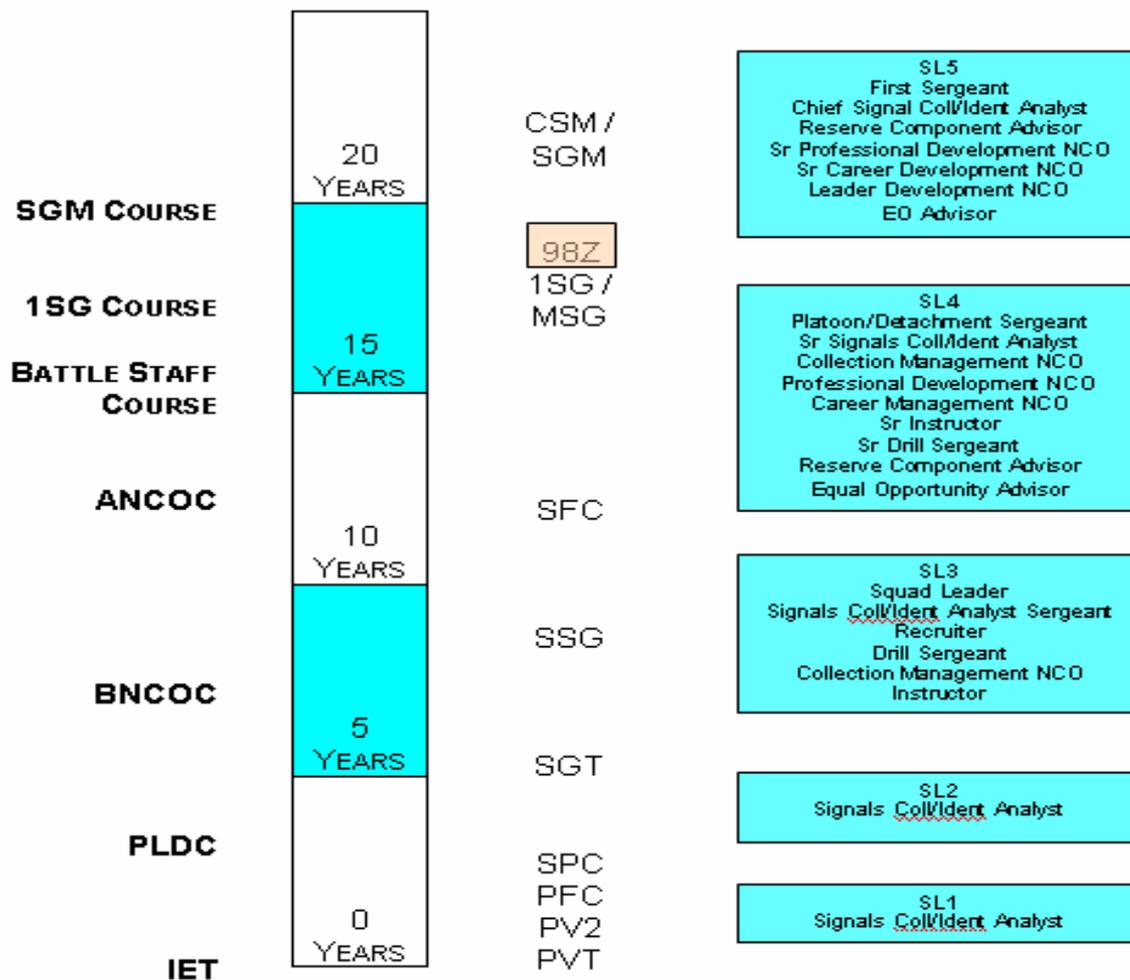
Professional Development Model for MOS 98K Signals Intelligence Collection/Identification Analyst

Block A: Rank	PVT-SPC Skill Level 10	SGT Skill Level 20	SSG Skill Level 30	SFC Skill Level 40	MSG Skill Level 50	SGM Skill Level 50	
Block B: Developmental Duty Assignments (See notes 1& 2)	SIG Coll/ID Analyst		SIG Coll/ID SGT Squad Leader Mission Manager Sm Group Leader Instructor/Writer Tng Dev/Writer Drill Sergeant Observer/Controller AC/RC Coordinator Recruiter	Sr SIGINT Coll /ID SGT Detachment SGT Platoon SGT Career Advisor/ Professional Dev NCO Sr Sm Group Leader Sr Instructor/Writer Sr Tng Dev/Writer Sr Drill Sergeant EO Advisor	98K transitions to MOS 98Z at MSG		
Block C: Institutional Training	BCT/AIT	PLDC	BNCOC	ANCOC		Sergeant Major Academy	
Block D: Recommended NCOES-Related Courses (See note 3)	Prior to PLDC Effective Writing English Grammar Basic Computer Skills		Prior to BNCOC Communications Skills Stress Management Briefing Techniques Public Speaking Research Techniques Problem Solving		Prior to ANCOC Principles of Management Technical Writing		Prior to SMC Human Resource Management Problem Solving
Recommended Functional Courses	Battle Staff Operations Course			First Sergeant Course			



TYPICAL 98K CAREER

CAREER PROGRESSION CHART





GREAT SKILLS PROGRAM

**Enclosure
1**



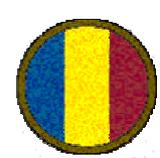
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LEADERSHIP

Some GSP NCOs have held traditional leadership positions such as Team Leader, Squad Leader, Platoon Sergeant, Service School Instructor, and occasionally First Sergeant, prior to their integration into the GSP. All NCOs are qualified in their current grade through Noncommissioned Officers Education System (NCOES), as well as physically and psychologically evaluated to ensure their capability to perform in specialized assignments. The following is a table of equitable duty titles in terms of responsibility or personnel supervised.

GSP DUTY TITLES

Primary Case Officer

Lead Investigator

Debriefing/Interrogator

Alternate Case Officer

Investigator

TAREX Global Desk Officer

Detachment NCOIC

Team Chief

GSP Recruiter

EQUIVALENT POSITIONS

BDE Operations SGT

BDE Operations SGT

BN or BDE Operations SGT

BN Operations SGT

BN Operations SGT

BN Operations SGT/1SG

First Sergeant

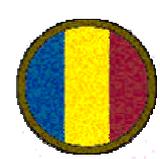
Platoon Sergeant

USAREC/In Service Recruiter



**SPECIAL UNITS/
SPECIAL PROGRAMS**

**Enclosure
2**



Special Mission Units:

A limited number of MI soldiers are assigned to Special Mission Units (highly demanding classified operational positions), which due to their nature limit the soldier's opportunities in other traditional promotion enhancing areas. MI soldiers assigned to Special Mission Units operate in support of national command authority, high risk intelligence and operational missions. These assignments, due to their specialized nature, require a long term commitment by the soldier to the Special Mission Unit. A soldier's assignment and successful performance in these units should be viewed in the highest positive sense.

Special Training Programs:

Middle Enlisted Cryptologic Career Advancement Program (MECCAP):

Is a three-year competitive program at NSA designed for intensive Cryptologic studies.

Military COMINT Signals Analysis Program (MCSAP):

Is a three-year competitive program at NSA designed for intensive COMINT Signals Analysis studies.

Military ELINT Signals Analysis Program (MESAP):

Is a three-year competitive program at NSA designed for intensive Electronic Intelligence Signals studies.

Military Intern SIGINT Analysis Program (MINSAP):

Is a three-year competitive program at NSA designed for intensive SIGINT studies.

Undergraduate Intelligence Program (UGIP):

Prepares intelligence professionals for national and joint-level assignments through study of a broad spectrum of intelligence topics.

Post Graduate Intelligence Program (PGIP):

Provides a graduate level diploma in Strategic Intelligence. The program is designed to enhance the understanding of intelligence and the relationship of intelligence to national security operations.