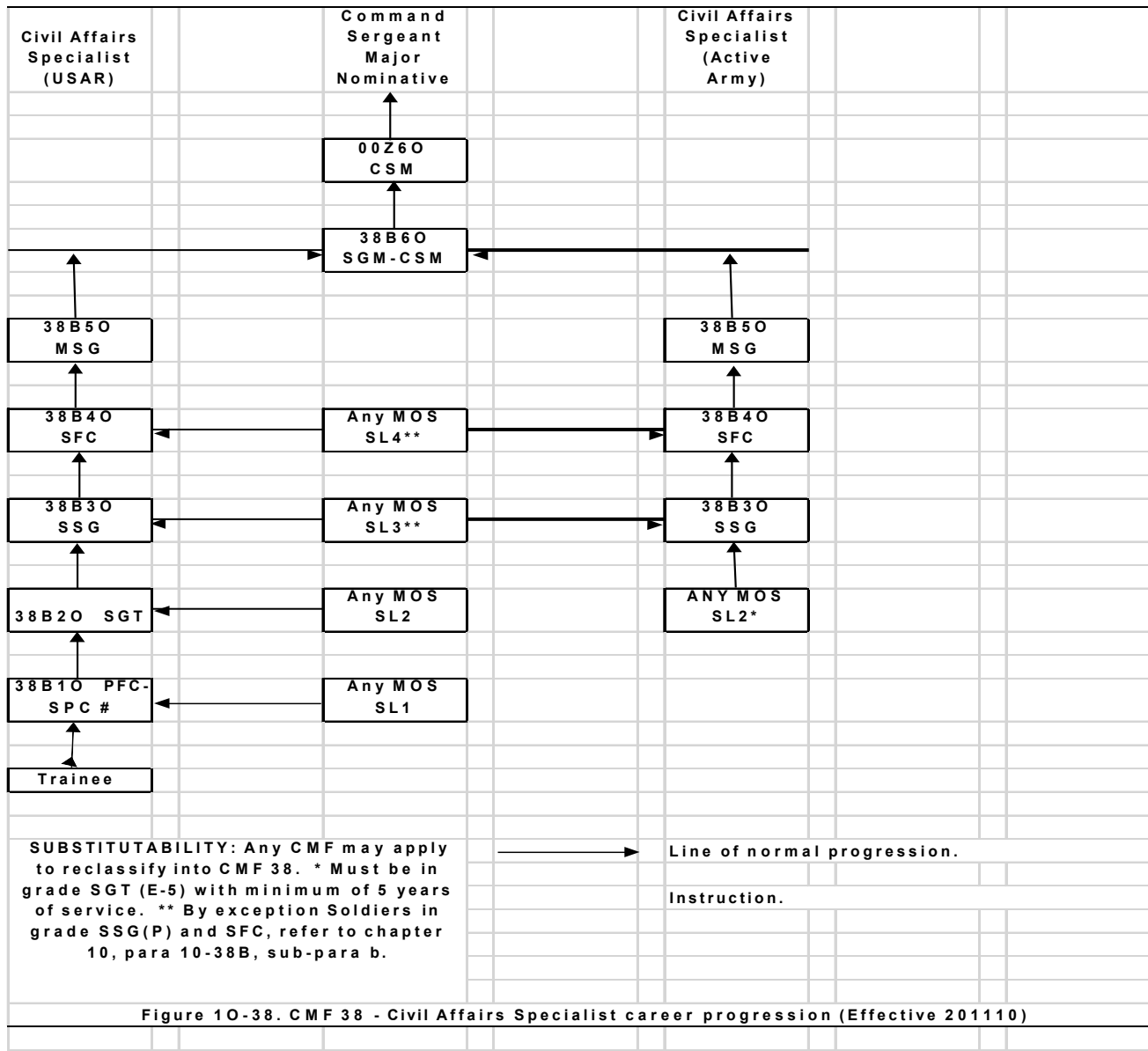




CMF 38 Active Component Progression Chart





38B Active Component



The Civil Affairs NCO is trained, and equipped specifically to plan and execute all Civil Affairs Operations across the range of military operations, engaging various civil entities (to include indigenous populations and institutions, unified action partners, and interagency) to support the Joint Forces Command's (JFC) civil-military operations concept.

LEADERSHIP POSITIONS

Most-qualified looks like:

SSG: Will have successfully served 24 months as a CA NCO or a CA Medical Sergeant on a CAT. Soldiers who have successfully performed at the next higher level prior to being promoted, as documented on their NCOERs, should be considered above their peers and promoted immediately.

SFC: Will have successfully served 24 months as a CA Team Sergeant on a CAT. Soldiers who have successfully performed at the next higher level prior to being promoted, as documented on their NCOERs, should be considered above their peers and promoted immediately.

MSG: Will have successfully served 24 months as a First Sergeant in a CA company. Soldiers who have successfully performed at the next higher level prior to being promoted, as documented on their NCOER, should be considered above their peers and promoted immediately.

CSM/SGM: Will have successfully served 12 cumulative months as an Operations SGM or an ASCC G9 SGM.

Highly qualified looks like:

SSG: Will have successfully served 24 months as a CA NCO or a CA Medical Sergeant on a CAT.

SFC: Will have successfully served 24 months as a Team Sergeant on a CAT.

MSG: Will have successfully served 24 months as a First Sergeant in a CA company.

CSM/SGM: Will have successfully served 12 cumulative months as an Operations SGM or an ASCC G9 SGM.



38B Active Component



PHYSICAL FITNESS

Most-qualified looks like:

SSG: Must consistently score 270 or higher on the APFT, with a minimum of 90 points in each event as documented on their NCOERs.

SFC: Must consistently score 270 or higher on the APFT, with a minimum of 90 points in each event as documented on their NCOERs.

MSG: Must consistently score 270 or higher on the APFT, with a minimum of 90 points in each event as documented on their NCOERs.

CSM/SGM: Must consistently score 270 or higher on the APFT, with a minimum of 90 points in each event as documented on their NCOERs.

Highly qualified looks like:

SSG: Must consistently score 240 or higher on the APFT, with a minimum of 80 points in each event as documented on their NCOERs.

SFC: Must consistently score 240 or higher on the APFT, with a minimum of 80 points in each event as documented on their NCOERs.

MSG: Must consistently score 240 or higher on the APFT, with a minimum of 80 points in each event as documented on their NCOERs.

CSM/SGM: Must consistently score 240 or higher on the APFT, with a minimum of 80 points in each event as documented on their NCOERs.

MILITARY/CIVILIAN EDUCATION

Most-qualified looks like:

SSG: Military – Distinguished Honor Graduate, Honor Graduate, and Commandant's List as documented on a DA Form 1059.

Civilian – Some college towards a degree.

SFC: Military – See SSG narrative.

Civilian – Associate's degree.

MSG: Military – See SSG narrative.

Civilian – Bachelor's degree.

CSM/SGM: Military – See SSG narrative.

Civilian – Working towards or have completed a master's degree.

Highly qualified looks like:

SSG: Military – Commandant's List as documented on a DA Form 1059.

Civilian – All CA Soldiers should plan their college program around a degree that relates to their MOS. Civil Affairs NCOs are encouraged to earn their associate's degree by their 12th year of service and a bachelor's degree by their 16th year of service. Absent the award of a degree, SSGs should strive to complete at least 30 hours of civilian education.

SFC: Military – See SSG narrative.

Civilian – Absent the award of a degree, SFCs should strive to complete at least 60 hours of civilian education.

MSG: Military – See SSG narrative.

Civilian – Absent the award of a degree, MSGs should strive to complete at least 90 hours of civilian education.

CSM/SGM: Military – See SSG narrative.

Civilian – Absent the award of a degree, CSM/SGMs should strive to complete at least 120 hours of civilian education.



38B Active Component



ASSIGNMENTS (Broadening and Key Developmental) **PROPONENT SPECIFIC CHALLENGING / HIGH RISK**

After successful completion of critical leadership time, CA NCOs/Medics should serve in a variety of both Special Operations and Conventional Force broadening assignments.

CANCOs/Medics that have been selected to fill the following Generating Force positions should be considered more favorably than their peers:

SSG: CA Platoon Sergeant or CA Squad Leader.

SFC: Civil Affairs Doctrine Developer/Writer, NCOA Civil Affairs Small Group Leader, CA NCO Pathway Instructor/Writer, CA NCO Pathway NCOIC/Platoon Sergeant, Civil Affairs Senior Leaders Course (SLC) Instructor/Writer, Civil Affairs Assessment & Selection (CAAS) Assessor, HRC CMF 38 Career Manager.

MSG: CA Proponent Senior Career Management NCO, HRC CMF38 Branch Manager, Civil Affairs Senior Leaders Course (SLC) Instructor/Writer, Civil Affairs Assessment & Selection Assessor, Civil Affairs Senior Doctrine Developer/Writer, CA NCO Pathway Chief Instructor/Writer, CA NCO Pathway Detachment NCOIC/Platoon Sergeant, Master Leader Course (MLC) Instructor.

CSM/SGM: Joint Special Operations Force Senior Enlisted Academy (PDPC 6K), Combined Arms Center Special Operations Cell (PDPC 6K), Civil Affairs Proponent SGM (PDPC 7K) and other senior level nominative key billets (PDPC 6K, 7K, 8A).



38B Active Component



TRAINING

The best qualified CA NCOs/Medics have completed one or more of the following advanced skills courses:

SSG: Survival, Evasion, Resistance and Escape (SERE) level C, Jumpmaster School, Federal Emergency Management Agency (FEMA) Independent Study courses.

SFC: Survival, Evasion, Resistance and Escape (SERE) level C, Jumpmaster School, Federal Emergency Management Agency (FEMA) Independent Study courses, **Pathfinder, Ranger, Air Assault, Joint Special Operations University (JSOU) Courses, and Battle Staff NCO course.**

MSG: Survival, Evasion, Resistance and Escape (SERE) level C, Jumpmaster School, Federal Emergency Management Agency (FEMA) Independent Study courses, Pathfinder, Ranger, Air Assault, Joint Special Operations University (JSOU) Courses, Battle Staff NCO course, **Joint Humanitarian Operations Course (JHOC), Special Warfare Operational Design Course (SWODC), Special Warfare Network Development Course (SWNDC), and Sapper course.**

SGM/CSM: Survival, Evasion, Resistance and Escape (SERE) level C, Jumpmaster School, Federal Emergency Management Agency (FEMA) Independent Study courses, Pathfinder, Ranger, Air Assault, Joint Special Operations University (JSOU) Courses, Battle Staff NCO course, Joint Humanitarian Operations Course (JHOC), Special Warfare Operational Design Course (SWODC), Special Warfare Network Development Course (SWNDC), and Sapper course.

OTHER INDICATORS

Most-qualified looks like:

SSG: The most competitive CA SSGs are those who maintain a 1+/1+ in their CLANG, as measured by an Oral Proficiency Interview (OPI) or a Defense Language Proficiency Test (DLPT), have been recognized by competing and winning Best Warrior Competitions, Soldier of the Month, Quarter and Year boards, and have been selected for membership in the Sergeant Morales or Sergeant Audie Murphy Clubs. Special consideration should be given to CA NCOs who have earned valorous awards.

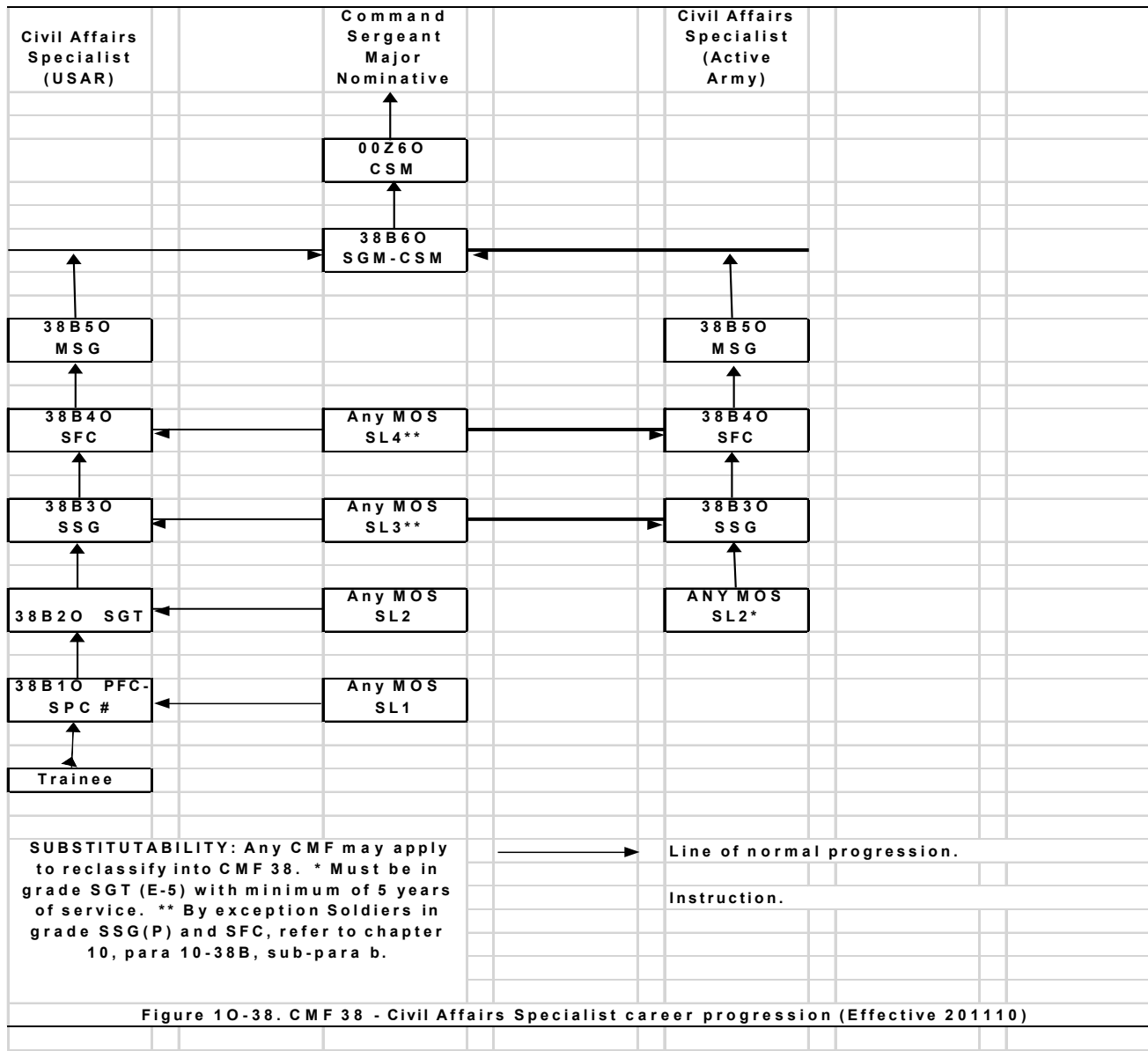
SFC: The most competitive SFCs are those who maintain a 1+/1+ in their CLANG. Special consideration should be given to who have earned valorous awards.

MSG: The most competitive MSGs are those who maintain a 1+/1+ in their CLANG. Special consideration should be given to who have earned valorous awards.

SGM/CSM: The most competitive SGM/CSM are those who maintain a 1+/1+ in their CLANG. Special consideration should be given to who have earned valorous awards.



CMF 38 Reserve Component Progression Chart





38B Reserve Component



The Civil Affairs NCO is trained, and equipped specifically to plan and execute all Civil Affairs Operations across the range of military operations, engaging various civil entities (to include indigenous populations and institutions, unified action partners, and interagency) to support the Joint Forces Command's (JFC) civil-military operations concept.

LEADERSHIP POSITIONS

Most-qualified looks like:

SSG: Will have successfully served 24 months as a CA NCO on a CAT. Soldiers who have successfully performed at the next higher level prior to being promoted, as documented on their NCOERs, should be considered above their peers and promoted immediately.

SFC: Will have successfully served 24 months as a CA Team Sergeant on a CAT. Soldiers who have successfully performed at the next higher level prior to being promoted, as documented on their NCOERs, should be considered above their peers and promoted immediately.

MSG: Will have successfully served 24 months as a First Sergeant in a CA company. Soldiers who have successfully performed at the next higher level prior to being promoted, as documented on their NCOER, should be considered above their peers and promoted immediately.

CSM/SGM: Will have successfully served 12 cumulative months as an Operations SGM or an ASCC G9 SGM.

Highly qualified looks like:

SSG: Will have successfully served 24 months as a CA NCO on a CAT.

SFC: Will have successfully served 24 months as a Team Sergeant on a CAT.

MSG: Will have successfully served 24 months as a First Sergeant in a CA company.

CSM/SGM: Will have successfully served 12 cumulative months as an Operations SGM.



38B Reserve Component



PHYSICAL FITNESS

Most-qualified looks like:

SSG: Must consistently score 270 or higher on the APFT, with a minimum of 90 points in each event as documented on their NCOERs.

SFC: Must consistently score 270 or higher on the APFT, with a minimum of 90 points in each event as documented on their NCOERs.

MSG: Must consistently score 270 or higher on the APFT, with a minimum of 90 points in each event as documented on their NCOERs.

CSM/SGM: Must consistently score 270 or higher on the APFT, with a minimum of 90 points in each event as documented on their NCOERs.

Highly qualified looks like:

SSG: Must consistently score 240 or higher on the APFT, with a minimum of 80 points in each event as documented on their NCOERs.

SFC: Must consistently score 240 or higher on the APFT, with a minimum of 80 points in each event as documented on their NCOERs.

MSG: Must consistently score 240 or higher on the APFT, with a minimum of 80 points in each event as documented on their NCOERs.

CSM/SGM: Must consistently score 240 or higher on the APFT, with a minimum of 80 points in each event as documented on their NCOERs.

MILITARY/CIVILIAN EDUCATION

Most-qualified looks like:

SSG: Military – Distinguished Honor Graduate, Honor Graduate, and Commandant's List as documented on a DA Form 1059.

Civilian – Some college towards a degree.

SFC: Military – See SSG narrative.

Civilian – Associate's degree.

MSG: Military – See SSG narrative.

Civilian – Bachelor's degree.

CSM/SGM: Military – See SSG narrative.

Civilian – Working towards or have completed a master's degree.

Highly qualified looks like:

SSG: Military – Commandant's List as documented on a DA Form 1059.

Civilian – All CA Soldiers should plan their college program around a degree that relates to their MOS. Civil Affairs NCOs are encouraged to earn their associate's degree by their 12th year of service and a bachelor's degree by their 16th year of service. Absent the award of a degree, SSGs should strive to complete at least 30 hours of civilian education.

SFC: Military – See SSG narrative.

Civilian – Absent the award of a degree, SFCs should strive to complete at least 60 hours of civilian education.

MSG: Military – See SSG narrative.

Civilian – Absent the award of a degree, MSGs should strive to complete at least 90 hours of civilian education.

CSM/SGM: Military – See SSG narrative.

Civilian – Absent the award of a degree, CSM/SGMs should strive to complete at least 120 hours of civilian education.



38B Reserve Component



ASSIGNMENTS (Broadening and Key Developmental) **PROPONENT SPECIFIC CHALLENGING / HIGH RISK**

After successful completion of critical leadership time, CA NCOs should serve in a variety of Operational and Generating Force broadening assignments.

CANCOs that have been selected to fill the following Generating Force positions should be considered more favorably than their peers:

SSG: Observer/Controller Trainer (OCT), Instructor/Writer, AIT Squad Leader.

SFC: Observer/Controller Trainer (OCT), Senior Instructor/Writer. AIT Platoon Sergeant.

MSG: Observer/Controller Trainer (OCT), Civil Affairs Proponent CMF38 Senior Career Management NCO, Chief Instructor/Writer, and Course Manager, AIT 1SG, AIT Course Manager.

CSM/SGM: Chief Instructor / Writer (PDPC 6S/K), U. S. Army John F. Kennedy Special Warfare Center and School Enlisted Advisor (RC).



38B Reserve Component

TRAINING

Most-qualified looks like:

The best qualified CA NCOs have completed one or more of the following advanced skills courses:

SSG: Battle Staff NCO course, Survival, Evasion, Resistance and Escape (SERE) level C, Air Assault, Jumpmaster School.

SFC: Battle Staff NCO course, Survival, Evasion, Resistance and Escape (SERE) level C, Jumpmaster School, **Federal Emergency Management Agency (FEMA) Independent Study courses, Pathfinder, Ranger, Marksmanship Master Trainer Course, Master Resilience Trainer Course, Red Teaming.**

MSG: Battle Staff NCO course, Survival, Evasion, Resistance and Escape (SERE) level C, Jumpmaster School, Federal Emergency Management Agency (FEMA) Independent Study courses, Pathfinder, Ranger, Marksmanship Master Trainer Course, Master Resilience Trainer Course, Red Teaming, **Joint Humanitarian Operations Course (JHOC), Stability, Security, and Development in Complex Operations (SSDCO), Defense Support to Civil Authorities Course (DSCA), and Pre-command course.**

SGM/CSM: Battle Staff NCO course, Survival, Evasion, Resistance and Escape (SERE) level C, Jumpmaster School, Federal Emergency Management Agency (FEMA) Independent Study courses, Pathfinder, Ranger, Marksmanship Master Trainer Course, Master Resilience Trainer Course, Red Teaming, Joint Humanitarian Operations Course (JHOC), Stability, Security, and Development in Complex Operations (SSDCO), Defense Support to Civil Authorities Course (DSCA), and Pre-command course.

OTHER INDICATORS

Most-qualified looks like:

SSG: The most competitive CA SSGs are those who maintain a 1+/1+ in their CLANG, as measured by an Oral Proficiency Interview (OPI) or a Defense Language Proficiency Test (DLPT), have been recognized by competing and winning Best Warrior Competitions, Soldier of the Month, Quarter and Year boards, and have been selected for membership in the Sergeant Morales or Sergeant Audie Murphy Clubs. Special consideration should be given to CA NCOs who have earned valorous awards.

SFC: The most competitive SFCs are those who maintain a 1+/1+ in their CLANG. Special consideration should be given to who have earned valorous awards.

MSG: The most competitive MSGs are those who maintain a 1+/1+ in their CLANG. Special consideration should be given to who have earned valorous awards.

SGM/CSM: The most competitive SGM/CSM are those who maintain a 1+/1+ in their CLANG. Special consideration should be given to who have earned valorous awards.