DEPARTMENT OF THE ARMY
U.S. ARMY HUMAN RESOURCES COMMAND
SECRETARIAT FOR DEPARTMENT OF THE ARMY SELECTION BOARDS
1600 SPEARHEAD DIVISION AVENUE
FORT KNOX, KY 40122

AHRC-PDV-S

28 February 2011

MEMORANDUM THRU Headquarters, United States Army Training and Doctrine Command, Attention: ATTG-P, 3 Fenwick Road, Building 11, Fort Monroe, VA 23651-1049

FOR Commandant, US Army Air Defense Artillery Center, Fort Sill, OK 73503

SUBJECT: Career Management Field (CMF) 14 Review and Analysis

1. Reference memorandum, HQDA, DAPE-MPE-PD, 7 January 2011, Subject: Memorandum of Instruction for the FY11 Sergeant First Class Promotion and Selection Board.

2. In accordance with the referenced memorandum, the selection board panel reviewing records for CMF 14 submits this Review and Analysis to assist you in executing your duties as proponent for MOSs within this CMF.

3. Competence Assessment of Promotion Zone (strengths and weaknesses).

a. Performance and Potential.

(1) Demonstrated performance and demanding leadership positions as Platoon Sergeant, Operations Sergeant, and authorized Sergeant First Class positions influenced the panel's determination of best qualified for selection.

(2) Senior Rater and Rater "box check" with quantitative comments that differentiate the best from the fully qualified candidates strengthened the individual's file from an extremely competitive population.

b. Utilization and assignments (particularly in PMOS).

(1) Excellent performance as Platoon Sergeant, Operations Sergeant or similar demanding positions for 12 to 24 cumulative months or more was indicative of the strongest files in the Air Defense Artillery Branch. Raters must clearly articulate the span of influence and the number of Soldiers supervised by the rated NCO. The panel also recognizes SSGs successfully serving in higher grades as an additional indicator of potential success at the rank of SFC.

(2) Exceptional performance in special duty assignments such as Drill Sergeants, Recruiters, JTAGS, Master Gunner, SMDC, AIT PSG, ADAM/BAE Cell NCOIC and others were indicators of NCOs that were best qualified and clearly enhanced the panel's assessment of the NCO's overall potential for promotion.

c. Training and Education. Exceeding course standards upon completion of ALC and SLC, and earning a cumulative of 30 semester hours or more towards higher education from an accredited institution were considered exceptional. Additionally, completion of courses such as battle staff and master gunner were favorably considered.

d. Physical Fitness. The panel considered compliance with Army Physical Fitness Standards as success and exceeding the standard of 90 in each event was considered excellence. The panel granted favorably consideration to those NCOs that earned the Army Physical Fitness Badge and had substantiated excellent ratings in their own achievement on the Physical Fitness Test.

e. Overall Career Management. Leadership positions and positions of potential progression were important to the panel in assessing the NCO's potential for promotion. In addition, special duty demonstrated broadened experience, balance, versatility, and adaptability.

4. CMF Structure and Career Progression Assessment.

a. MOS Compatibility within the CMF. All MOSs within the CMF had an equal opportunity for promotion with no prejudicial consideration given to any specific MOS. Those Soldiers that were positioned in a highly demanding position for 12 months or more clearly stood out. The large number of non-standard assignments in support of current operations did not detract from the panel's opinion or view of the total Soldier. Soldiers that served outside their CMF were considered without prejudice during the selection process.

b. Suitability of Standards for Grade and Structure. The Air Defense Artillery Branch standards for grade and structure continue to ensure that NCOs are provided the right assignments at the right time. Soldiers were consistently slotted in proper MTOE positions at the current grade and potential advancement grade.

c. Assignment and Promotion Opportunity. Opportunities to serve in leadership positions and gain the requisite experience for promotion are adequate. There is no shortage of demanding leadership positions within the branch. The panel clearly understood the Soldier has very little control in their assignment, as the needs of the Army will always take priority. A good example of this would be consecutive TDA assignments, e.g., Recruiter, Drill Sergeant, or AIT instructor directed by Human Resources Command. These are very demanding assignments on both the Soldier and the Family. Soldiers, however, should refrain from voluntary consecutive TDA assignments.

d. Overall Health of the CMF. The CMF is healthy and extremely competitive. There is no shortage of qualified NCOs to shape the future of the branch.

5. Recommendations. The Soldier is the single best manager of their career. Soldiers must be personally involved in their career and records management. NCOs should actively seek tough and demanding duty assignments at every opportunity.

6. CMF Proponent Packets. The proponent packet provided by the Air Defense Artillery CSM was extremely valuable in establishing effective and reasonable standards for the panel. The Air Defense Artillery Proponency Packet, along with the Board MOI, should be distributed to the field as well as included in instruction at the NCO Academy and presented as a career guide for our NCO Corps.

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Panel Chief