c. Assignment and promotion opportunity: Again, our current structure, limits leadership positions for SSGs in CMF 51. Those that find themselves in a Contingency Contracting Team NCOIC positions are more than likely there due to shortages at the of SFC level on their respective teams.

d. Overall health of CMF: As we continue to grow the force, the overall health of the CMF 51 is good.

5. Recommendations.

a. Competence: An honest and accurate assessment of the NCO being rated is key. The Rater/Senior rater has a responsibility to the NCO, the unit and the Army to give an accurate picture of the NCO. Also, the NCO has a responsibility to take an active role in the development and submission of his or her NCOER.

b. CMF structure and career progression: It is critical that the Soldier utilizes the CMF career map to develop their career. Although leadership positions are limited in the field, NCOs must continue to seek out leadership positions in the next higher grade. The completion of civilian education and technical requirement for Contracting Certification Level I go hand in hand. These are required to ensure Soldiers set themselves apart from their peers and stay competitive within the CMF.

6. CMF Proponent Packets.

a. Overall quality: The overall quality of the proponent packet was excellent. The packet did a good job at providing a breakdown the duty titles/descriptions at the SSG level. Also, the packet provided a detailed description of duties of the 51s in contingency operations, special mission unit and other non-traditional roles. Continue to ensure the proponent packets are in line with guidance from Department of the Army Memorandum of instruction.

b. Recommended improvements: Recommend future proponent packets provide a breakdown on the requirements for receipt of Contracting Accreditation – Level I and II and/or the Defense Acquisition Workforce Improvement Act (DAWIA) Contracting Certification- Level I and II. This will allow the board members to understand the technical complexity of the CMF and the level of responsibility given to these Soldiers.

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