DEPARTMENT OF THE ARMY
SECRETARIAT FOR DEPARTMENT OF THE ARMY SELECTION BOARDS
STREE1600 SPEARHEAD DIVISION AVENUE
FORT KNOX, KENTUCKY 40121

REPLY TO
ATTENTION OF

AHRC-PDV-S 18 November 2010

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

FOR Commander, US Army Acquisition Support Center, 9900 Belvoir Road, Building 201, Suite 101, Fort Belvoir, VA 22060-5567

SUBJECT: Career Management Field (CMF) 51 Review and Analysis

1. Reference memorandum, HQDA, DAPE-MPE-PD, 9 September 2010, subject: Memorandum of Instruction for the FY11 Master Sergeant Promotion and Selection Board.

2. In accordance with the referenced memorandum, the selection board panel reviewing records for CMF 51 submits this Review and Analysis to assist you in executing your duties as proponent for MOS within this CMF.

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

a. Performance and potential: The Noncommissioned Officer Evaluation Report (NCOER) areas of performance and potential weighed the greatest for this board. Strong excellent bullets carried a lot of weight; especially in the areas of competence and leadership. There were a considerable amount of unjustified bullets for excellence ratings. Duty positions as NCOIC of Senior Contingency Contracting Team (SCCT), Battalion or Brigade Operations NCO or NCOIC were also given great consideration. Team entry level positions in a deployed environment carried a greater weight than those CONUS based.

(1) Raters/Senior Rater comments must reflect the true NCO. Ensure that the rater/senior rater comments do not send mixed messages to the board members. The potential rating from the senior rater with strong comments were favored very highly. Ratings such as "among the best" by the rater and 2 or 3 blocks, with bullet comment of "promote with peers", definitely send mixed messages to the board member and doesn't give a good representation of the NCO.

(2) Due to the fact that this is a new career field, the board found at least 20% of the personnel without an NCOER in the field. Recommend that NCOs receive a complete the record evaluation if eligible.

(3) The official DA photograph was also evaluated very highly for consideration to promotion. Majority of the 51 records had a photograph, but some were found with deficiencies. Infractions such as, reversed ribbons, uniform to big or small, improper

make-up or wearing of hair to name a few. A missing or poor DA Photo sends a message to the board members that the NCO may not care enough about his or her record to move to the next level.

b. Utilization and assignments: As 51's there are numerous demands placed on the Acquisition Field and the majority of the SFC's that have been serving for the past two to three years were generally well-rounded. The board did recognize the challenge of being deployed and responsibility increasing.

c. Training and education. As a 51 education is a requirement for this field, but few Bachelor degrees were found. The board found favorable action for Soldiers that had 60 credit hours or higher. If the requirement of a Bachelor degree was met you had a competitive edge over your peers. Additionally, the board looked favorably on NCOs that exceeded course standards or taken additional military training such as Battle Staff, Level 1 or Level 2 Accreditation/Certification or CON 353.

d. Physical Fitness: Overall the field appeared physically fit; however, the board did observe difference in height changes on the NCOER. Although, the record may read one thing, the photo may depict another and this leaves the board members with questionable thoughts. NCOs and Raters need to understand that the OMPF holds all documents for review. It is very important that the NCOER comments are in accordance with AR 600-9 and the DA Photo.

e. Overall career management: Based on the building of this field, the positions were well managed overall. The board just found slight difficulty in trying to evaluate a newly accessed SFC that didn't meet any of the standards set for 51C.

4. CMF structure and career progression assessment.

a. MOS compatibility within CMF: The lack of standardization of duty titles/descriptions made it difficult for the board to determine the significance of the job. Additionally, some of the positions may have been the same, but the title or descriptions were different.

b. Suitability of standards of grade and structure: It was understood that some positions may have been filler positions based on this being a new career field.

c. Assignment and promotion opportunity: A few Soldiers did not have leadership positions as the NCOIC of a Contingency Contracting Team which is a must at the E-7 level.

d. Overall health of CMF: Considering that this CMF is a growing force, the overall health of the 51 CMF is good.

5. Recommendations.

a. Competence: Rater/Senior Raters must ensure that they give an accurate picture of the NCO being rated. The Soldier must remember to be a valid asset in the development of his or her NCOER.

b. CMF structure and career progression: It is a must that the Soldier helps develop their career by being a front runner in the field. It is recommended that they search for leadership positions in their grade or higher. Ensure that they maintain their deployable readiness; for this is one of the key assets to this field. Also, to stay competitive they must achieve the degree requirements and the technical requirement of Level II Accreditation or Certification.

6. CMF Proponent Packets.

a. Overall quality: The overall quality of the proponent packet was adequate, but could enhance the duty titles/descriptions. Also, it did not provide guidance for the Contingency Contracting Officer on the battlefield. Continue to ensure that proponent packets are in line with guidance from Department of the Army Memorandum of Instruction.

b. Recommended improvements. Recommend future proponent packets give a better break down of the duty title/description on and off the battlefield. This will allow the board members to give all Soldiers a fair and balanced look at the job they are performing.

JOSE R. ENRIQUEZ
Colonel, LG, RA
Panel Chief