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 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 Adjutant General's School, Fort Jackson, SC 29207-7045

SUBJECT: Career Management Field (CMF) 79S 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 79S 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 (NCO) records that were reviewed for promotion displayed a high level of competency and potential. Many NCOs in each zone possessed outstanding records with a considerable amount being in the secondary zone. Most of the NCOs reflected strong leadership traits and a wide range of diversity of assignments which is key in molding an agile and adaptive leader. Leadership opportunities within the 79S career field were evident by the NCOERs reviewed. Those leaders serving in proponent demanding positions were succeeding or performing extremely well. Superior performance was best captured by viewing NCOERs with specific attention on duty assignments/positions/ rater and senior rater bullet comments and the numerical markings evaluating performance and potential.

b. Utilization and assignments. Most of the Career Counselors appeared to be in valid positions; however there were many NCOs whose duty positions/titles conflicted with evaluations and/or Enlisted Records Brief (ERB).

c. Training and education. All CMF 79S records reflected the required MOS proficiency training; however only a few possessed an Associate's Degree or higher.

d. Physical Fitness. Career Counselors serve as special staff advisors to the Commanders and Command Sergeants Major on all matters relating to retention, career development, separations, and attrition management. A professional, physically fit appearance is important and reflects highly among CMF 79S. The Career Counselors'

evaluations reflected that they were in compliance with Army height/weight standards. Some NCOs exceeded the Army Physical Fitness Standards by earning the Army Physical Fitness Badge. Additionally, most of the NCOs presented a positive image and physically fit appearance on their Official DA photographs.

e. Overall career management. HRC provides opportunities for Career Counselors to have a variety of assignments based on Army needs, availability of assignments and Soldiers' desires. It is critical that HRC continues to assign Career Counselors to diverse assignments within the Institutional and Operational Army. This undoubtedly will broaden Senior NCO's experience, enhance their technical skills, and enable them to operate across full spectrum operations.

4. CMF structure and career progression assessment. The career pattern is well structured based on the records reviewed; Career Counselors have a strong sense of understanding what is required to excel in tough jobs under austere conditions.

a. MOS compatibility within CMF. All Army Career Counselors compete with each other for duty positions and assignments based on their competence level and the performance evaluation of their tactical and technical proficiency. Each NCO should be afforded the opportunity for diverse assignments.

b. Recent Critical Task Site Selection Board (CTSSB) refinement was apparent and beneficial when considering NCOs for promotion.

c. Assignment and promotion opportunity. CMF 79S opportunities clearly exist for assignment and promotions; however 79S must continue to seek proponent demanding positions and diversity of assignments in order to make them more competitive.

d. Overall health of CMF. CMF 79S remains healthy with an overwhelming amount of talented and capable Career Counselors. These sound professionals are unquestionably needed inside our operational and institutional organizations.

5. Recommendations.

a. Competence. Ensure that all CMF 79S understand the standards of grades and that their duty titles/positions are IAW DA PAM 611-21. In addition, 79S who are serving in new duty positions (especially proponent demanding) should request a "Complete the Record" NCOER IAW AR 623-3. This sends a strong message to the Board.

b. CMF structure and career progression. Stress the importance of having updated ERBs prior to validating their records. It is critical that NCOs' duty positions on their ERB mirror what is displayed on the evaluation.

c. NCOs should have updated official photographs displaying current rank, awards and decorations.

6. CMF Proponent Packets.

a. Overall quality. CMF 79S proponent packet was clear and highly effective in the selection process.

b. Recommended improvements. Within the proponent packet for CMF 79S, the duty position of Rear Detachment Career Counselors should be added along with its responsibilities placing emphasis on the importance of this key position. The diversity of assignments should be stressed. Self-development: Civilian education (completion of an Associates or Bachelors degree) should be encouraged since promotion to MSG is very competitive and education level could make the difference between two otherwise equal NCOs.

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