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) 79R 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 79R 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 reviewed by the Board reflected many quality Soldiers competing for promotion to MSG. Those Soldiers most competitive for promotion performed well in our most demanding 1SG positions, Station Commander Positions, as well as additional proponent demanding assignments. Performance, leadership and potential were best recognized by viewing NCOERs.

b. Utilization and assignments. The 79R SFC has the opportunity to serve in many proponent-demanding, career-enhancing, and non-traditional assignments; all viewed as highly favorable. Many 79R SFC have not led a Station supervising 5 or more. Once a SFC is successful as a Station Commander supervising 5 or more that Soldier should follow the 79R career progression model which includes multiple proponent-demanding or career-enhancing positions.

c. Training and education. In addition to NCOES, functional courses and MOS enhancing courses broaden the 79R's development. Station Commander Course is critical for those assuming the Station Commander position; timely participation and attendance prior to assuming a station is more beneficial. The restructuring of the 79R conversion process should alleviate this situation. Soldiers must ensure the Station Commander course is reflected on their ERB.

(1) Successful completion of DA/USAREC 1SG Course was favorably regarded by the board. Those 79Rs with advanced degrees were considered favorably and stood out among their peers. Civilian education was a favorable indicator toward a 79R's overall assessment.

d. Physical Fitness. Consistently maintained physical fitness excellence and consistent compliance with height/weight standards sends an important message to the Board.

e. Overall career management. CMF 79R has been effectively managed providing continued education to the 79Rs as well as providing numerous opportunities to serve in a variety of assignments. Emphasis has been placed on ensuring our 79Rs SFC is competitive by USAREC G1 and USAREC Leaders.

4. CMF structure and career progression assessment.

a. MOS compatibility within CMF. CMF 79R do not compete with other MOSs outside the 79R series for promotion to MSG. All 79Rs compete with each other for duty positions and assignments based on their competence and experience level.

b. Suitability of standards of grade and structure. CMF 79R Soldiers have many opportunities for promotion through the enlisted grades. Those Soldiers seeking promotion through the senior ranks need to focus on strong performance within a variety of career broadening and challenging assignments that demonstrate a history of proven performance.

c. Overall health of CMF. There appears to be many NCOs that have not followed the career progression model and have remained in assignments that are not conducive to career progression. There appears to be many SFC who have not led a Station (supervising 5 or more) and other Soldiers who have stayed in one position for an extended period of time. Identification of these Soldiers is critical for their career development and progression.

5. Recommendations.

a. Competence. Guidance from the proponent was clear; Station Commander minimum requirement of supervising 5 or more (24 months or more) was a requirement. It was difficult to determine the required station commander time given poor duty descriptions and outdated Enlisted Records Brief (ERB). The panel spent an inordinate amount of time locating qualifying Station Commander time, thus taking some focus away from the true leadership and technical competence of the NCOs up for promotion. Leaders at all levels need to ensure the NCOER duty description is IAW USAREC PAM 623-2, Para 2-4, table 2-3. Soldiers are responsible for validating their board file. Those Soldiers that took the time to ensure all data (including photo) was up to date sent a positive message to the Board.

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

6. CMF Proponent Packets.

a. Overall quality. CMF 79R proponent packet was excellent. The packet contained the most relevant information necessary to educate panel members on the CMF. This packet served as a foundation for establishing panel standards. Areas which were of great help to the board members were 79R demanding assignments, 79R special considerations and potential promotion indicators.

b. Recommended improvements. Education Slide – provide current statistical data on civilian education level of 79Rs. This will increase awareness of Soldiers' educational development as well as provide a reference in developing Panel Standards.

RICHARD J. NIEBERDING JR.
Colonel, AG
Panel Chief