



U.S. Army Human Resources Command Website



HRC Professional Development and Career Management

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U.S. ARMY HUMAN RESOURCES COMMAND
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Welcome to HRC My Record Portal

My Record is HRC's self-service portal for Active and Reserve Soldiers. To view and retrieve your records, you must log in. There are two ways to do this. You can use your Common Access Card (CAC), or you can manually type in your Army Knowledge Online (AKO) user name and password.

If you don't have an AKO account, go to [www.us.army.af](#) and sign up for one, then return to My Record Portal.

If you have problems logging in, directly contact the AKO Help Desk at 877-AKO-USER or [800-343-ARMY-01](#).

If you can successfully log into AKO, but have technical difficulties with My Record Portal follow the procedures below.



Army Leaders in the 21st Century

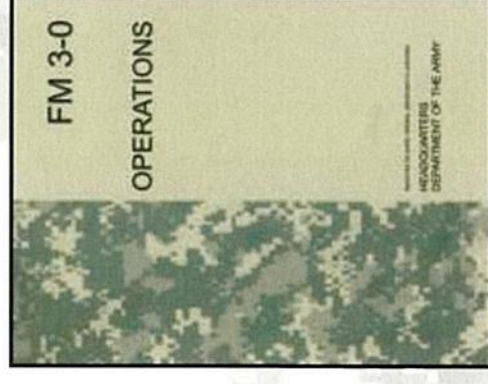


*“Leaders must be **Agile and Adaptive**”*

- ***Competent in their core proficiencies***
- ***Broad enough to operate across the spectrum of conflict***
- ***Able to operate in joint, interagency, intergovernmental, and multinational environments and leverage other capabilities in achieving their objective***
- ***Culturally astute and able to use this awareness and understanding to conduct operations innovatively***
- ***Courageous enough to see and exploit opportunities in the challenges and complexities of the operational environment***
- ***Grounded in Army values and warrior ethos***

...our Nation will continue to be engaged in an era of “persistent conflict” The operational environment in which this persistent conflict will be waged will be complex, multidimensional, and increasingly fought “among the people.”

Foreword





Topics of Discussion

ORB

5 Year Plan

Physically Fit

Balance

What are Key Assignments?

Promotions

Army Career Tracker (ACT)

Standards

Joint Assignments

Strategic Vision

Discipline

Enlisted Career Path

Broadening Assignments

Counseling and Mentoring

Assignment Cycles

Photo

Communications with Branch

HRC BRAC move

Is more KD time better?

MyBoard File

Time on Station

Career Timeline

Masters Degree

Risk



Professional Development



Change to DA PAM 600-3 (1FEB10)

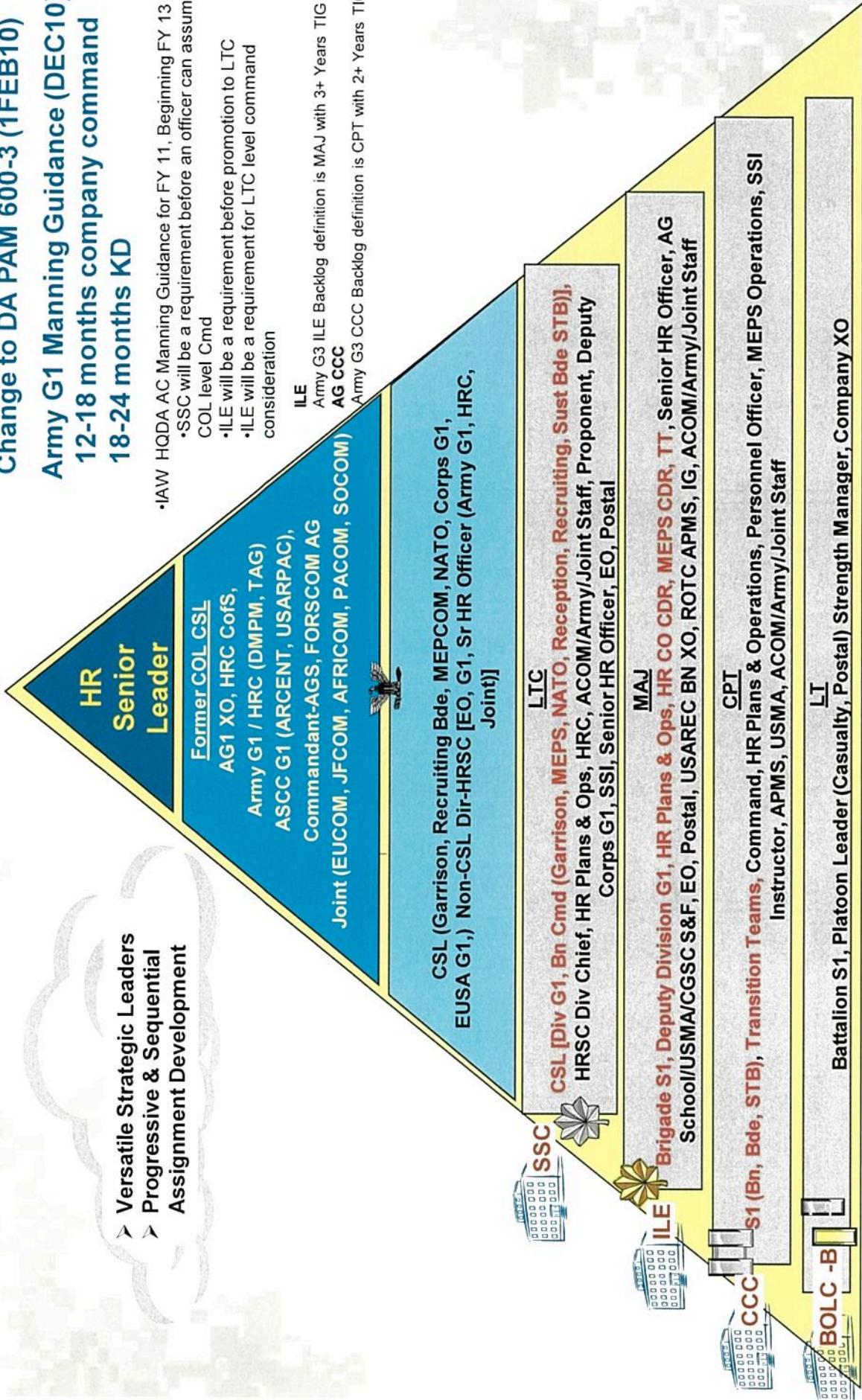
Army G1 Manning Guidance (DEC10):
12-18 months company command
18-24 months KD

- > Versatile Strategic Leaders
- > Progressive & Sequential Assignment Development

- IAW HQDA AC Manning Guidance for FY 11, Beginning FY 13
- SSC will be a requirement before an officer can assume COL level Cmd
- ILE will be a requirement before promotion to LTC
- ILE will be a requirement for LTC level command consideration

ILE

Army G3 ILE Backlog definition is MAJ with 3+ Years TIG
AG CCC
Army G3 CCC Backlog definition is CPT with 2+ Years TIG



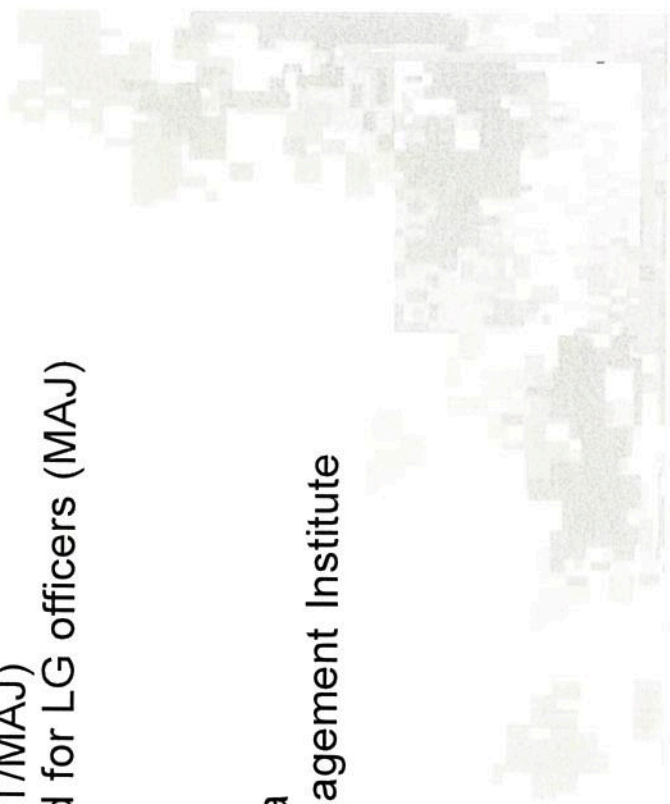


Fellowships/Opportunities



- Fellowships
 - Olmstead Scholarship
 - JCS Internship
 - White House Fellowship
- Advanced Degrees
 - PhD: currently one, looking to increase to two annually (MAJ)
 - Masters: NDSU. 10 positions annually – never filled (CPT/MAJ)
 - Masters: KU, new program associated with ILE (MAJ)
 - Masters: William & Mary MBA, new program (CPT/MAJ)
 - SAMS: Outstanding Program, highly encouraged for LG officers (MAJ)
 - TLOG: Fort Lee, great program (CPT)
- TWI
 - FedEx
 - Exxon Mobil
 - Labatt Food Service
- Robbins Gioia
- Logistics Management Institute
- LandStar

We want more officers to apply for these great programs!





Available Programs Primarily for CPTs / MAJs

○ Non-MEL Opportunities:

- **Advanced Civil Schooling (All ranks & branches – 500 selected)**
 - Go to school for 18-mo – ask your AO for the ACS SOP
- **Arroyo Center Fellow (MAJs - 6 selected)** MILPER # 11-193 (Amendment for AMEDD only) & 11-042 - Last day for RA applications is 1 August 2011.
 - 1-year fellowship in Santa Monica, CA with RAND Corps
- **DoD Information Assurance Scholarship (All ranks)**
 - Graduate degree in Info Assurance
- **Downing Scholarship (CPTs – 4 selected)** MILPER #11-043 - Last day for applications was 14 July 2011
 - Graduate degree in terrorism, counterinsurgency, or related field
- **Olmsted Scholarship (CPTs – 6 selected)** MILPER #11-194 (Amendment) & 11-058 - Last day for applications is 15 September 2011
 - 1-year DLI with 2 years at a foreign university
- **Training With Industry (All ranks & branches)**
 - Work for 1-year in private sector – ask your AO about where
- **Unites States Military Academy (All ranks & branches)**
 - Graduate degree enroute to teach for 2-3 years
- **White House Fellowship (All ranks & branches – 2 selected)**
 - Work with senior WH officials, cabinet secretaries, and deputies



Warrant Officers

FM 6-22 - Warrant officers possess a high degree of specialization in a particular field in contrast to the more general assignment pattern of other commissioned officers. Warrant officers command aircraft, maritime vessels, special units, and task organized operational elements. They operate, maintain, administer, and manage the Army's equipment, support activities, and technical systems.

Warrant Officer Assignments

AR 614-100 - Except as otherwise authorized by the career management authority, warrant officers will be assigned to a position in the warrant officer's grade, one grade lower or one grade higher, and classified with the officer's primary military occupational specialty (MOS). *Not:*

- Platoon Leader
- Support Operations Officer
- S4
- Plans Officer

Challenges

- Increasing requirements to fill Logistics Officers positions; BLST/LSE Chief, Instructor
- Joint Manning Document (JMD)/Worldwide Individual Augmentation System (WIAS) taskings
- Current manning guidance with respect to MOS Grade shortages
 - 882A (Mobility Tech); 24 CW4 & 3 CW5 positions w/CW3 highest rank
 - 890A (Ammunition WO); 35 CW4 positions w/21 projected
- Dwell / deployers vs. non-deployers / WO Professional Development / Officer and Family Considerations



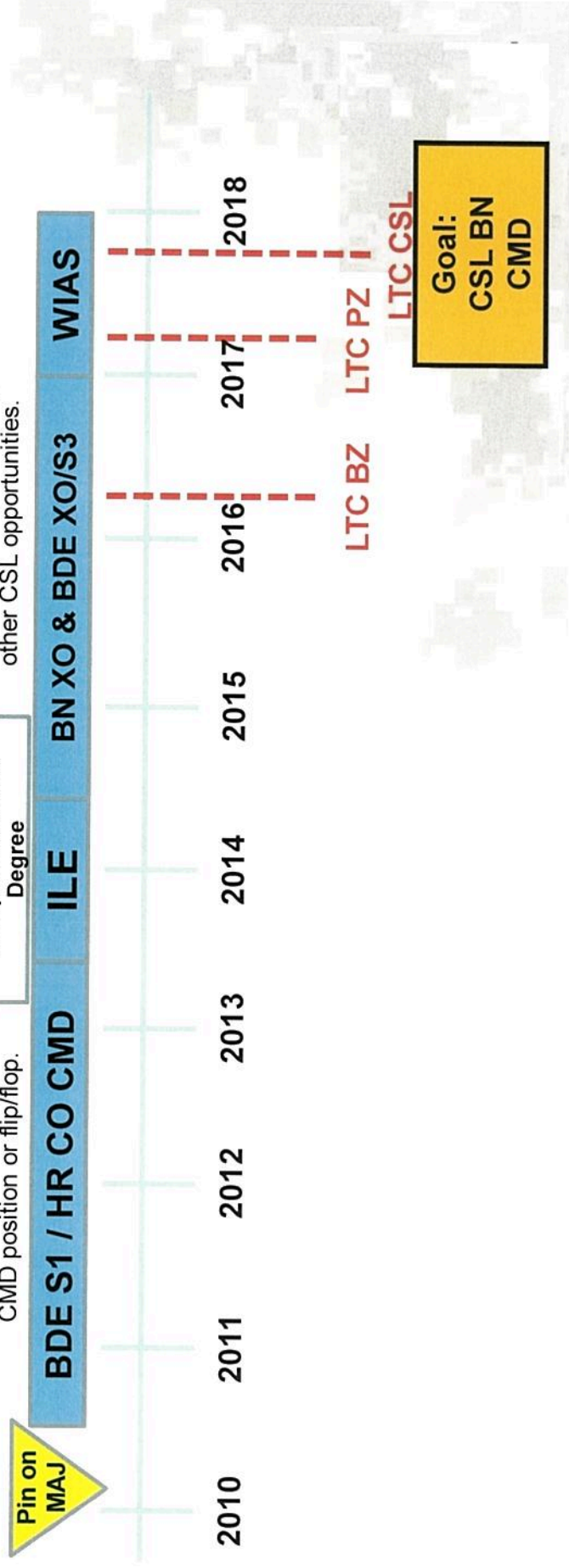
Managing Your Career

- 5- Year Timelines – Have a plan to meet your goals. Should include:
 - Key milestones (promotion boards, weddings, HS graduations)
 - Professional and personal goals / education
 - Focused on job vs location

PCS to a sustainment BDE as an S1/Plans & Ops for around 1-year then move to the HR CO CMD position or flip/flop.

Complete Masters Degree

NATO BN XO position would be my primary goal, but understand USAREC BN XO positions open other CSL opportunities.



Army Competitive Category Commissioned Officer Year Group (YG) Targeting LT-COL: (As of 17JAN12)

YG Targeting is the recommended method for commanders, mentors, raters, and individuals to track and route trace career progression over time. If an officer understands the key decision points in their career, then the officer and his/her chain of command can make informed decisions about career timeline with respect to KD positions, professional military education (PME), and Broadening Assignments (e.g. instructor, fellowship, training with industry, degree completion, joint billet, etc.). The Army Competitive Category includes all branches and functional areas other than the special branches, Chaplain and Staff Judge Advocate are in separate categories; and the Army Medical Department has a category for the Medical and Dental Corps and a category for all other Medical Department branches.

YG	PZ CPT BOARD <small>NOTE: BOARD RESULTS RELEASED IN MAR OF FOLLOWING YEAR</small>	FIRST WINDOW (WAS FD BOARD) PRIOR TO YG 04 <small>NOTE: VTP RESULTS RELEASED IN APR OF FOLLOWING YEAR FOR FD BOARD</small>	TARGET CCC START <small>(ALLOWS NO MORE THAN 1 YEAR AS CPT BEFORE MONTH BASED ON FD BOARD)</small>	TARGET CPT KD START <small>(ALLOWS 12 MONTH OER PRIOR TO ROOM FOR 12 MONTH SECOND POSITION OR STAFF POSITION & 3 YEAR BROADENING ASSIGNMENT)</small>	TARGET NLT CPT KD START <small>(ALLOWS 12 MONTH OER PRIOR TO MAJ PZ BOARD. NOTE: MONTH MARKED ON PZ MAJ BOARD)</small>	PZ MAJ BOARD <small>(9 YEARS OFFICER SERVICE) NOTE: 9 YEAR RULE DOES NOT APPLY FOR PROMOTIONS. IF BZ, ADJUST 9 YEAR MARK TO NEW YEAR</small>	TARGET ILE START <small>(ALLOWS 3 YEARS AVAILABLE TIME PRIOR TO BN CMD BOARD)</small>	NLT ILE START <small>(ALLOWS 3 YEARS AVAILABLE TIME PRIOR TO BN CMD BOARD)</small>	TARGET MAJ KD START <small>(ALLOWS 24 MONTHS KD PRIOR TO PZ LTC BOARD & 2 YEAR BROADENING ASSIGNMENT PRIOR TO CSL POSITION)</small>	NLT MAJ KD START <small>(ALLOWS 12 MONTHS KD PRIOR TO PZ LTC BOARD. 24 MONTHS KD PRIOR TO PZ CSL BOARD & 1 YEAR BROADENING ASSIGNMENT PRIOR TO CSL POSITION)</small>	LAST VTP WINDOW (NEW FOR YG 04) <small>NOTE: VTP RESULTS RELEASED IN OCT OF SAME YEAR</small>	PZ LTC BOARD <small>(16 YEARS OFFICER SERVICE) NOTE: 1-16 YEAR RULE DOES NOT APPLY FOR PROMOTIONS. IF BZ, ADJUST 16 YEAR MARK TO NEW YEAR</small>	PZ LTC BOARD <small>(CSL SELECT WILL TAKE COMMAND DURING THE NEXT FY (I.E. OCT 10 BOARD (FY11) SELECTEE WILL TAKE CMD DURING FY12 (OCT 11-SEP 12))</small>	PZ COL BOARD <small>(21 YEARS OFFICER SERVICE) NOTE: BOARD RESULTS RELEASED IN APR OF FOLLOWING YEAR</small>	PZ COL BOARD <small>(TAKE COMMAND DURING THE NEXT FY (I.E. OCT 10 BOARD (FY11) SELECTEE WILL TAKE CMD DURING FY12 (OCT 11-SEP 12))</small>
92	DEC 95	JUN 99	JUN 96	JUN 98	OCT 00	OCT 01	AUG 03	AUG 04	JUL 05	FEB 06	N/A	FEB 08	OCT 08	JUN 13	JAN 14
93	DEC 96	JUN 00	JUN 97	JUN 99	OCT 01	OCT 02	AUG 04	AUG 05	JUL 06	FEB 07	N/A	FEB 09	OCT 09	JUN 14	JAN 15
94	DEC 97	JUN 01	JUN 98	JUN 00	OCT 02	OCT 03	AUG 05	AUG 06	JUL 07	FEB 08	N/A	FEB 10	OCT 10	JUN 15	JAN 16
95	DEC 98	JUN 02	JUN 99	JUN 01	OCT 03	OCT 04	AUG 06	AUG 07	JUL 08	FEB 09	N/A	FEB 11	OCT 11	JUN 16	JAN 17
96	DEC 99	JUN 03	JUN 00	JUN 02	OCT 04	OCT 05	AUG 07	AUG 08	JUL 09	FEB 10	N/A	FEB 12	OCT 12	JUN 17	JUN 18
97	DEC 00	JUN 04	JUN 01	JUN 03	OCT 05	OCT 06	AUG 08	AUG 09	JUL 10	FEB 11	N/A	FEB 13	OCT 13	JUN 18	JUN 19
98	DEC 01	JUN 05	JUN 02	JUN 04	OCT 06	OCT 07	AUG 09	AUG 10	JUL 11	FEB 12	N/A	FEB 14	OCT 14	JUN 19	JUN 20
99	DEC 02	JUN 06	JUN 03	JUN 05	OCT 07	OCT 08	AUG 10	AUG 11	JUL 12	FEB 13	N/A	FEB 15	OCT 15	JUN 20	JUN 21
00	DEC 03	JUN 07	JUN 04	JUN 06	OCT 08	OCT 09	AUG 11	AUG 12	JUL 13	FEB 14	N/A	FEB 16	OCT 16	JUN 21	JUN 22
01	DEC 04	JUN 08	JUN 05	JUN 07	OCT 09	OCT 10	AUG 12	AUG 13	JUL 14	FEB 15	N/A	FEB 17	OCT 17	JUN 22	JUN 23
02	DEC 04	JUN 09	JUN 06	JUN 08	OCT 10	OCT 11	AUG 13	AUG 14	JUL 15	FEB 16	N/A	FEB 18	OCT 18	JUN 23	JUN 24
03	DEC 05	JUN 10	JUN 07	JUN 09	OCT 11	OCT 12	AUG 14	AUG 15	JUL 16	FEB 17	JUL 18	FEB 19	OCT 19	JUN 24	JUN 25
04	DEC 06	JUL 11	JUN 08	JUN 10	OCT 12	OCT 13	AUG 15	AUG 16	JUL 17	FEB 18	JUL 19	FEB 20	OCT 20	JUN 25	JUN 26
05	DEC 07	JUL 11	JUN 09	JUN 11	OCT 13	OCT 14	AUG 16	AUG 17	JUL 18	FEB 19	JUL 20	FEB 21	OCT 21	JUN 26	JUN 27
06	DEC 08	JUL 11	JUN 10	JUN 12	OCT 14	OCT 15	AUG 17	AUG 18	JUL 19	FEB 20	JUL 21	FEB 22	OCT 22	JUN 27	JUN 28
07	DEC 09	JUL 11	JUN 11	JUN 13	OCT 15	OCT 16	AUG 18	AUG 19	JUL 20	FEB 21	JUL 22	FEB 23	OCT 23	JUN 28	JUN 29
08	DEC 10	JUL 11	JUN 12	JUN 14	OCT 16	OCT 17	AUG 19	AUG 20	JUL 21	FEB 22	JUL 23	FEB 24	OCT 24	JUN 29	JUN 30
09	DEC 11	JUL 12	JUN 13	JUN 15	OCT 17	OCT 18	AUG 20	AUG 21	JUL 22	FEB 23	JUL 24	FEB 25	OCT 25	JUN 30	JUN 31
10	DEC 12	JUL 13	JUN 14	JUN 16	OCT 18	OCT 19	AUG 21	AUG 22	JUL 23	FEB 24	JUL 25	FEB 26	OCT 26	JUN 31	JUN 32
11	DEC 13	JUL 14	JUN 15	JUN 17	OCT 19	OCT 20	AUG 22	AUG 23	JUL 24	FEB 25	JUL 26	FEB 27	OCT 27	JUN 32	JUN 33
12	DEC 14	JUL 15	JUN 16	JUN 18	OCT 20	OCT 21	AUG 23	AUG 24	JUL 25	FEB 26	JUL 27	FEB 28	OCT 28	JUN 33	JUN 34

YRS 0 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29

P M E CPT MAJ LTC COL

FD CLC3 ILE SSC

Training with Industry (TWI)

Air Assault / Airborne/Ranger

Functional courses for Trans (88A/B/C/D), Explosive Ord Disp (89E), Materiel Maint & Muni Mgmt (91A), Supply & Materiel Mgmt (92A, Aerial Delivery (92D), Petrol and Water (92F), Mort Affairs (4V)

Support Operations Course (staff)

Joint Logistics Course (staff)

Company Command Bn/Bde Staff Transition Teams (TT)

Executive Officer Support Ops Officer BN/BDE S-2 / S-3 BDE Regt S-4

Staff positions: ACOM/ASCC/ DA/Joint Staff/CSS O/T SF positions: Brp Svc Spt Co Cdr, ALE TTs

Other JIIM opportunities

Other JIIM opportunities

Other JIIM opportunities

Other JIIM opportunities

Other JIIM opportunities

Other JIIM opportunities

Other JIIM opportunities

Other JIIM opportunities

Other JIIM opportunities

Other JIIM opportunities

Other JIIM opportunities

Key Developmental and Developmental /Broadening Assignments

Brigade Commander
Corps of higher staff
Joint Staff officer
Other JIIM opportunities

Battalion Commander
BDE of higher staff: DMC chief, ALE chief, DCO/XO DIV G-4
Joint Staff officer
Other JIIM opportunities

Multifunctional units: Forward Support CO (FSC), Ranger Support CO (RSC), Brigade Support BN (BSB), Combat Sustainment Support BN (CSSB), Aviation Support BN (ASB), Special Forces Group Support BN (GSB), Sustainment Brigade, Army Field Support Brigade, Sustainment Command (Expeditionary), Sustainment Command (Theater), Army Sustainment Command

Functional units: Functional CO (such as EOD, QM Repair Parts, Support Maintenance, Movement Control, Modular Transportation), Functional BN (such as DS/Maint, POL, Mvmt Control, Sfc Deployment and Distro, Ammunition, EOD), Functional BDE (such as 49th QM Group (POL), 71st OD Group (EOD), 52nd Group (EOD))

B.S. Degree

Graduate Degree

Post Graduate Degree








Theater Logistics (TLog) Studies Program, ALMC Demonstrated Logistician program, Intl Society of Logistics (SOLE) Certified Professional Logistician test, Advanced Civil Schooling in a logistics discipline.

Logistics Corps Officer Active Component Career Development Matrix

Logistics Branch Active Component Career Development Matrix

	LT	CPT	MAJ	LTC	COL
YEARS	0	Officer transitions to LG branch upon completion of CLC3			
P M E	BOLC	CLC3	ILE / Fellowship SAMS	PCC	SSC / Fellowship
T N G	Air Assault / Airborne / Ranger/ Pathfinder	Training With Industry (TWI)			
	Explosive Ordnance Disposal (89E), Aerial Delivery (R9), Petroleum (R8), Mortuary Affairs (4V)	Support Operations Course		Joint Course on Logistics	
T A S P S I C A N L M E N T S	Platoon Leader Company XO	Company Commander Bn/Bde Staff Military Training Team (MITT)	Key Developmental and Developmental/Broadening Assignments		
C E I D V	Bachelor's Degree	Bn/Bde Executive Officer Bn/Bde Spt Opns Officer Bn/Bde S3 or Operations Officer Brigade/Regimental S4 MAJ level Co Cdr BLST Chief Div/ESC/TSC/ASCC Logistics Planner (SAMS and TLOG utilization) ALE Team Chief Military Training Team (MITT) / Provisional Reconstruction Tm Div Transportation Officer	Battalion Commander (CSL) Key Billet (CSL) Brigade or higher staff: DMC chief, DCO or XO (LTC auth) SPO (LTC or above auth) Div G4 Joint Staff officer Other JIIM opportunities	Battalion Commander (CSL) Key Billet (CSL) Brigade or higher staff: DMC chief, DCO or XO (LTC auth) SPO (LTC or above auth) Div G4 Joint Staff officer Other JIIM opportunities	Brigade Commander (CSL) Key Billet (CSL) Corps or higher staff Corps G4 AMC Staff Officer G4 Staff Officer G3/5/7/G-8 Staff Officer ESC/TSC SPO or Chief of Staff DA IG Joint Staff officer Other JIIM opportunities
S D E E L V F	Theater Logistics (TLog), Planners Program, Operational Contract Support (OCS), ALU Demonstrated Logistician program, International Society of Logistics (SOLE) Certified Professional Logistician test, Advanced Civil Schooling (ACS) in a logistics discipline				

EXAMPLE 3-5 Year Plan

 Career Timeline for CPT XXXs (YG 2005)						
Rank						
Year	2012	2013	2014	2015	2016	2017
Projected Rank	BZ MAJ PZ MAJ					
Assignments	West-Point Military Academy / ROTC?					
Options: Plan A	Company Command	Complete Masters	ScOE, T-LOG, Lean-Six-Sigma	Teach English at West Point Military Academy/ Earn Doctorate in Psychology		
Options: Plan B	Ongoing Masters Degree	Complete Masters Degree	ScOE, T-LOG, Lean-Six-Sigma	Transition to D.A. Civilian position in either Acquisitions or Operations / Earn Doctorate in Psychology		
Family Status	2012	2013	2014	2015	2016	2017
XXXX Wife, 38	FRG/ACS	Associates Degree	Bachelors Degree	Bachelors Degree	Bachelors Degree	Masters Degree
XXXX S. Daughter, 16	Jr/Sr High School	Sr High School	Freshman College	Sophomore College	Junior College	Senior College
XXXX Son, 11	6th Grade	7th Grade	8th Grade	Freshman High School	Sophomore High School	Jr/Sr High School
XXXX Daughter, 10	5th Grade	6th Grade	7th Grade	8th Grade	Freshman High School	Sophomore High School
Goals	Company Command Masters Degree / Lean-Six-Sigma Certification /					

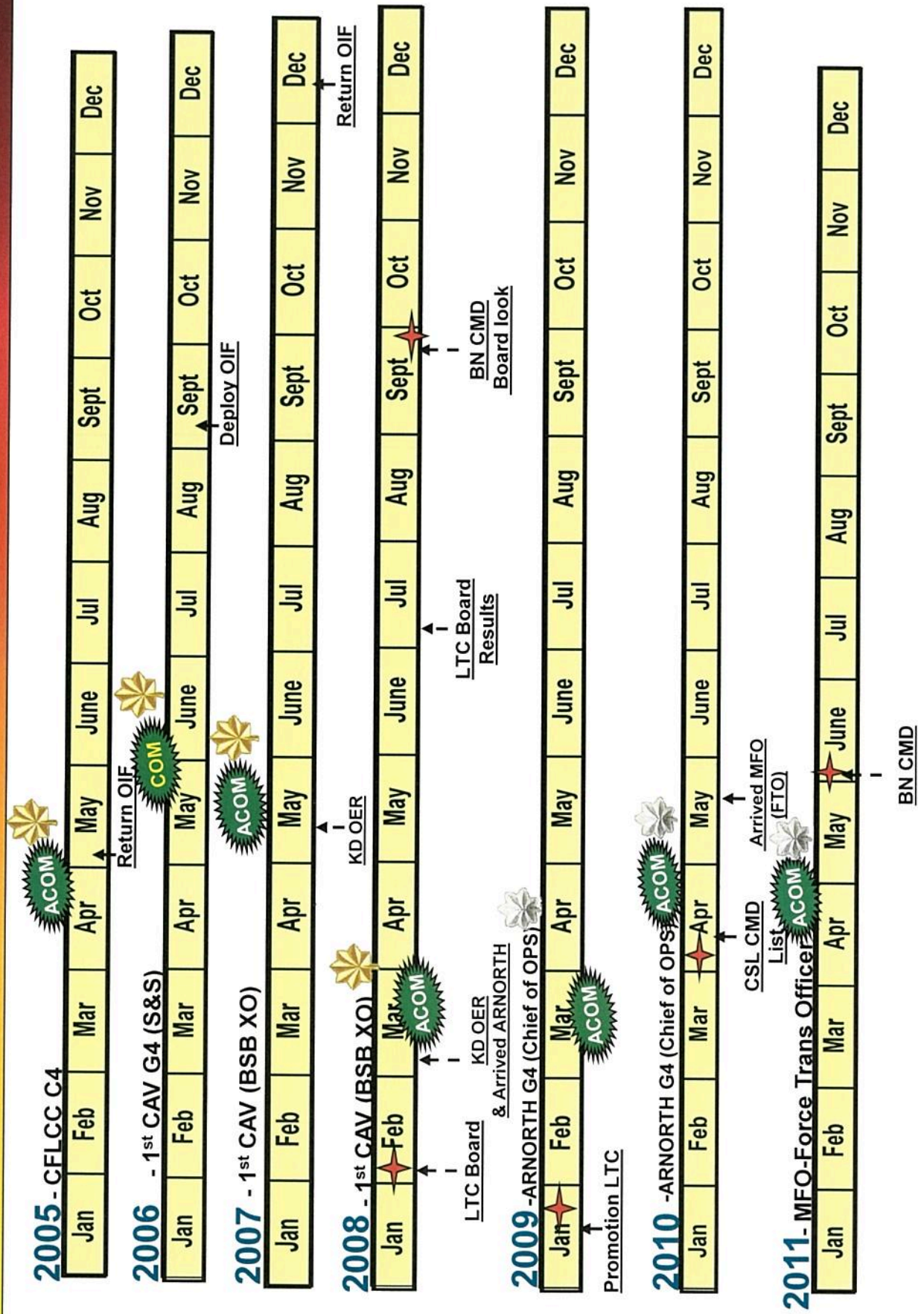
	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027	2028	2029	2030	
Active Duty																					
Years of Service	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	
% Percentage Retirement																					
Years of service to pay Purposes	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	
Timeline																					
RANK/PAY (11 PAY SCALE)																					
Job Timeline																					
PCS																					
Child's AGE	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	
Child's GRADE	5	6	7	8	9	10	11	12	College	College	College	College	College	College	College	College	College	College	College	College	
Child 2's AGE	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	
Child 2's GRADE																					
Child 3's AGE	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	
Child 3's GRADE																					
School SM																					
School Spouse																					
Career Change																					
Vacation Goal																					
New Car																					
Spouse's Van (36k)																					
SM	32	33	34	35	36	37	38	39	40	41	42	43	44	45	46	47	48	49	50	51	52
Spouse	33	34	35	36	37	38	39	40	41	42	43	44	45	46	47	48	49	50	51	52	53

	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027	2028
Years of Service	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28
My AGE	32	33	34	35	36	37	38	39	40	41	42	43	44	45	46	47	48	49	50
Spouse's AGE	33	34	35	36	37	38	39	40	41	42	43	44	45	46	47	48	49	50	51
Kid #1 Age	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22
Kid #2 Age	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22
My Parents Age	63	64	65	66	67	68	69	70	71	72	73	74	75	76	77	78	79	80	81
PERSONAL EVENTS		Complete Masters Degree	Kids start School	10 yr anniversary	Angela Work/School							Kids start High School	SSC	20 yr anniversary	Kids Graduate HS				
EDUCATION	ILE							PCC											
Deployments																			
Quarters	1 2 3 4	1 2 3 4	1 2 3 4	1 2 3 4	1 2 3 4	1 2 3 4	1 2 3 4	1 2 3 4	1 2 3 4	1 2 3 4	1 2 3 4	1 2 3 4	1 2 3 4	1 2 3 4	1 2 3 4	1 2 3 4	1 2 3 4	1 2 3 4	1 2 3 4
MILITARY Option 1	HRC Assignment Officer	Agency Assignmet	BN XO / SPO	BN XO / SPO	Joint Assignment NATO / DLA /	Joint Assignment	Staff time	Staff time	BSB BN CMD	G4	HRC / USAREC / ARSTAFF	BDE CMD	BDE CMD	BDE CMD					
MILITARY Option 2	HRC Assignment Officer	Agency Assignmet	DTO 1st CAV	BN XO	Joint Assignment	Joint Assignment	Staff time	Staff time	CSSB BN CMD	G4	HRC / USAREC / ARSTAFF	BDE CMD	BDE CMD	BDE CMD					
MILITARY Option 3	HRC Assignment Officer	Agency Assignmet	Joint Assignment	Joint Assignment	BN XO / SPO	BN XO / SPO	Staff time	Staff time	HRC / USAREC / ARSTAFF	BSB BN CMD	G4	BDE CMD	BDE CMD	BDE CMD					
Rank	PZ MAJ	PZ MAJ	MAJ	MAJ	MAJ	MAJ	PZ LTC	PZ LTC	LTC	LTC	LTC	LTC	LTC	LTC	LTC	LTC	LTC	LTC	LTC
Army Directed Timeline							BZ LTC	BZ LTC	BN CMD	BN CMD	BN CMD	BZ COL	PZ COL	1st BDE CMD	1st BDE CMD	1st BDE CMD	1st BDE CMD	1st BDE CMD	1st BDE CMD

Major events in personal life	★
My desired positions	
Staff Time	
Student Time	
Tentative	
PCS Windows	



CAREER PATH BY RANK AND POSITION

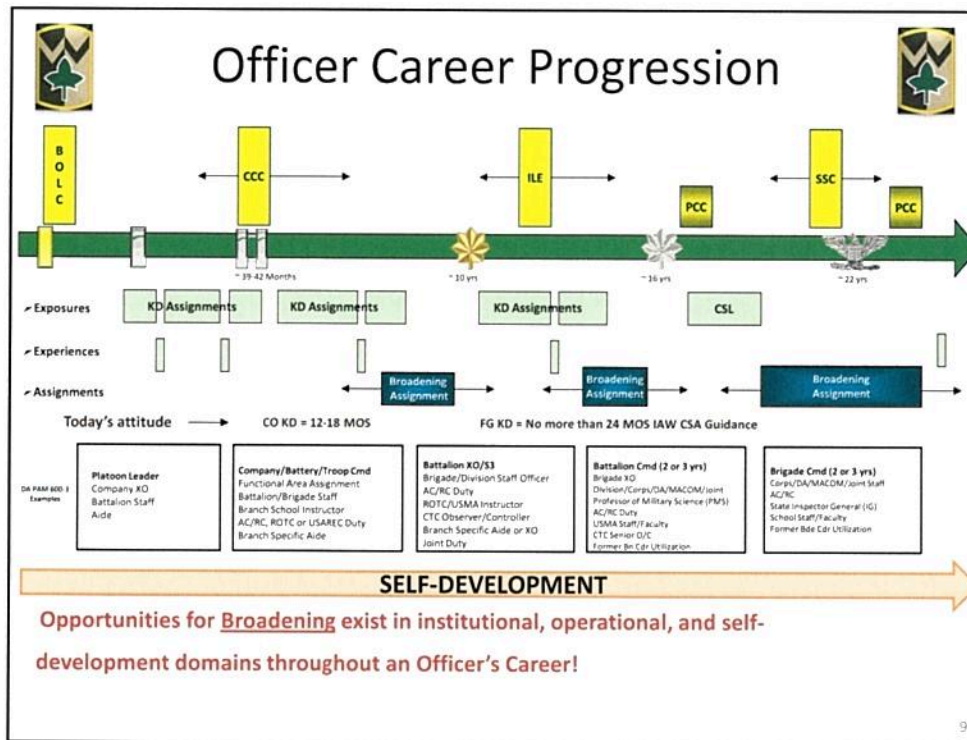




Key and Development Positions for Sustainment Officers



- In accordance with DA Pam 600-3, 1 Feb 2010, the following assignments are considered to be key developmental at the major level for Logistics Officers (90A):
 - Battalion Support Operations Officer
 - Battalion Executive Officer
 - Brigade/Regimental S4 (any type of TOE brigade)
 - Battalion/Brigade/Group S2/3 or Operations Officer (major authorized)
 - Major-level company command
 - Brigade Logistics Support Team (BLST) chief
 - Division Assistant Chief of Staff, Logistics/Corps Assistant Chief of Staff, Logistics/ESC/TSC/ASCC Logistics Planner (SAMS and TLOG utilization)
 - ALE Team Chief
 - Military Transition Team (MiTT)/Provisional Reconstruction Team (major authorized)
 - ((Division Transportation Officer))
- For Financial Management Officers (36A) • For Adjutant General Officers (42A)
 - FM Company Commander
 - STB Operations Officer
 - Financial Management Center Officer
 - Sustainment Brigade SPO Office (Opns / Plans) (SBDE, ESC, TSC)
 - Separate Brigade DCS, G-8
 - Transition Team Member
 - Deputy Division DCS, G-8





Broadening opportunities exist throughout an officers career. Typical windows are best for senior captains, senior majors, and beyond. Available windows are wider when KD time for CPTs and MAJs are limited to two reports.

Broadening is complementary to the ARFORGEN Model with flexibility the key in an officer's timeline. While today's OPTEMPO and board results have made broadening assignments seem less necessary, the Secretary of the Army and the CSA have both recently commented on the need for better educated officers (schooling) with a more diverse background (broadened).

Guidance to promotion and selection boards now include comments to look for officers who are not just tactically proficient, but those who have also served in a variety of assignments that make them more valuable in a fight that requires officers who have served in the Joint, Inter-agency, Inter-governmental and Multi-national (JIIM) community.

Capturing broadening for officers on an ORB, OER, and academic report allow selection and promotion boards to see an officer's broadening and developmental opportunities

OPMD...What They Do

(Officer Personnel Management Directorate)



- Man the Force: Meet Army Requirements as Prioritized by the DA G3: Manage and professionally develop approximately 125,000 Regular Army Commissioned and Warrant Officers across 40 branches. Additionally, *assist commanders in the professional development of their officers.*

- **Professional Development: Ensure we put the right officer in the right job at the right time in their career**

- Education: Ensure all professional and civilian educational requirements are met
- Promotion Board Preparation: Ensure officers have had the right career and education experiences in preparation for promotion to the next rank

PRIORITIES— Overseas Contingency Operations and other expeditionary requirements, Transformation

3

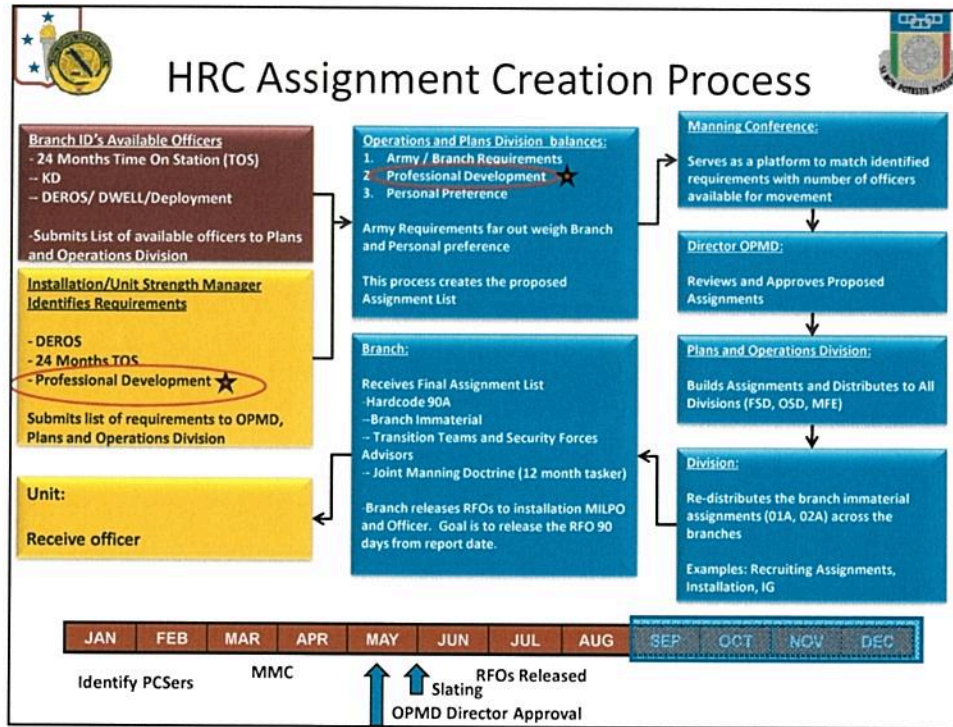
CSA's Manning Guidance

“We need an Army that is a versatile mix of tailorable and networked organizations, operating on a rotational cycle, to provide a sustained flow of trained and ready forces for Full Spectrum Operations and to hedge against unexpected contingencies-at a tempo that is predictable and sustainable for our all-volunteer force. To achieve this, we must continuously adapt our force and the institutions that support and generate it.”

“Enforce officer professional development timelines in accordance with DA PAM 600-3 with respect to company command time (12-18 months) and time in Key and Developmental (KD) positions (18-24 months).”

“Retaining Soldiers in KD assignments beyond established professional development goals impedes AHRC's ability to fill units in RESET with educated officers and maintain the health of our generating force, especially at Combat Training Centers (CTCs) and schoolhouses”

GEN Casey
17 December 2010




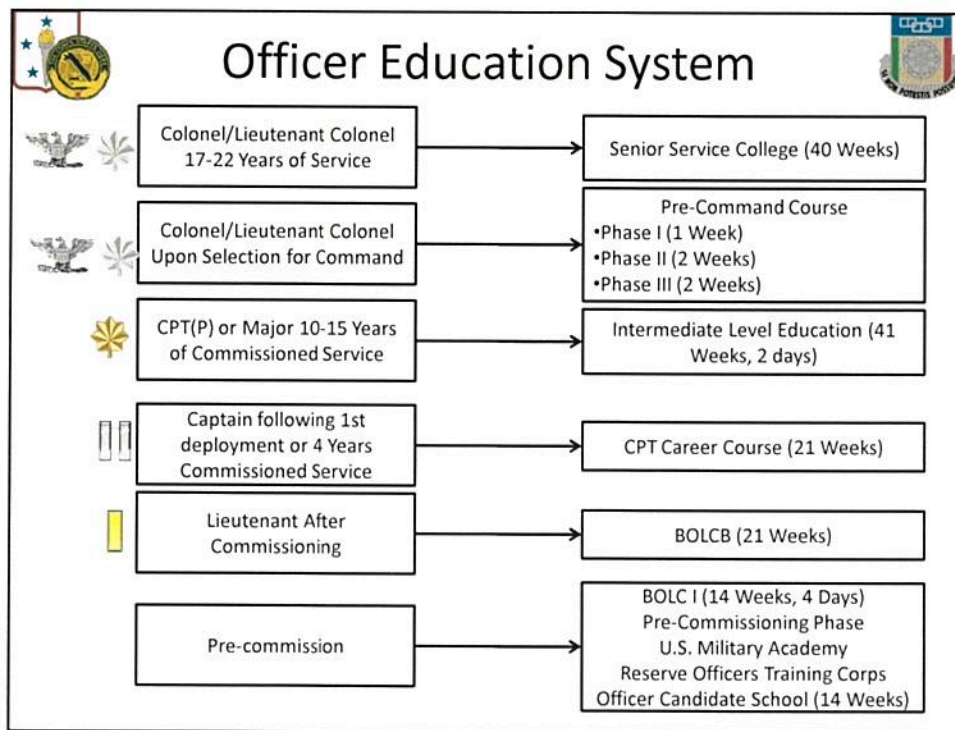
- ## Your Next Assignment
- Initiate contact with your Assignment Officer 9 months out
 - Ensure your Assignment Officer understands your preferences and has a copy of your 5 year plan
 - Ensure your assignment officer knows special considerations:
 - Exceptional Family Member Program
 - Married Army Couples Program
 - High School Stabilization (child's last year in HS)
 - Profiles
 - Other unique family situations
 - Inform your assignments officer of your desired assignment or intent to extend or curtail your assignment
 - Understand you may be eligible to move as early as 24 months time-on-station



DA PAM 600-3 Updates

- Clearly defines command, key billets, CSL, key positions
- Discusses every Branch
- Defines Broadening assignments
- Defines Key Developmental positions (MAJ)
 - All Brigade S3/S4s
 - BDE / BN S3s, SPOs, XO
 - Brigade Logistics Support Team Chiefs (BLAST)
 - MAJ Commands
 - Transition Teams
 - Corps/Division/TSC/ESC Planner
- Highlights importance of broadening
- Proponent chapters adjusted
 - Standard layout
 - Should conform to CSA guidance for time in KD positions
 - Should emphasize quality of assignment rather than time in assignment.
 - Includes reserve component and warrant officers
 - Identifies some positions as Key Developmental, e.g. DTO, etc

12 – 24 months in Key Assignments







What To Do When in the Zone for a Board

- Review Your board file through My Board File.
 - Ensure your ORB, OMPF and DA Photo Match
- Take a current photograph
 - Standard is 5 years
 - ASUs are better than Class A Uniform
 - Awards match ORB and OMPF
- Review and Update your Officer Record Brief
 - Check routinely...don't wait on board
 - Your Personnel Manager can make all changes required minus Civilian Education and Joint

BOARD PREPARATION

