



The Army Reserve Careers Division (ARCD) Career Forum Brief



<http://stayarmyreserve.army.mil/cmo/cmo.html>



Agenda



- Army Reserve Careers Division Mission.
- Career Management Office (CMO) Purpose and Key Tasks.
- Officer Professional Military Education Requirements.
- Key Development Positions.
- Points of Contact.



CMO Purpose



Purpose of the Career Management Office (CMO):

To assist in the development of Army Reserve officers with the correct skill sets to meet operational and functional requirements; simultaneously developing their leadership, technical competence, and professional skills through progressively more challenging duty assignments, training, and education.

Officers who are not educationally qualified, decrease their chances of being promoted!

Target Population: WO1 – CW4 & 2LT – LTC



CMO Key Tasks



- Manage officers only **after** completion of BOLC.
- Assist** officers with military education enrollment process.
- Contact, counsel and track officers who are not Educationally Qualified.
- Provide guidance for preparing promotion board files.
- Assist officers in locating KD positions.
- Provide one-on-one service and self-help resources to officers.



Officer Career Path Key Topics



- Promotion Requirements: O1 to O2 (after commissioning and completion of BOLC).**

- Documents needed
 - Letter of Appointment** (Commissioning Source)
 - DA 71** (Oath of Office)
 - DA 1059 BOLC**

- Promotion holds
 - DEROG** files
 - APFT** and **HT/WT failure**

- Promotion timeline from **O1 to O2 is 18 months** from commissioning, or graduation from BOLC, whichever date is later.

- Report to unit, ensure all three documents are in your iPERMS with your Human Resource Assistant, Unit Administrator, or Reserve Personnel Action Center representative or S1.



Educational Requirements



- ❑ **To 1LT:**
 - Any Basic Officer Leader Course (BOLC) or Officer Basic Course (OBC) (DA1059 in iPERMS).

- ❑ **To CPT:**
 - Baccalaureate Degree (official college transcripts in iPERMS).

- ❑ **To MAJ:**
 - Any Captains Career Course (DA1059 in iPERMS).

- ❑ **To LTC:**
 - Resident ILE or ILE-CC PH1-3 Complete (DA1059 and/or diploma in iPERMS).

**** PME requirements can be found in AR 350-1 Army Training and Leader Development and AR 135-155 Promotion of Commissioned Officers, Warrant Officers and Other Than General Officers.*



Key Developmental Positions



- Company Level:
 - Platoon / Team Leader
 - Company XO
 - Company Commander

- Battalion / Brigade Level:
 - Primary Staff Officer
 - S3, XO or SPO
 - Commander

- Career Broadening Assignments:
 - Equal Opportunity & Inspector General
 - Safety & Physical Security Officer

Check DA Pam 600-3 since each branch's KD assignments are different; each branch has a chapter in 600-3.

DA Pam 600-3



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Active Duty and Reserve Career Models are slightly different (branch dependent)

DA PAM 600-3 Commissioned Officer Professional Development and Career Management



TPU/IMA Officer Leader Development Guide

Signal Corps (25) TPU



RANK	2LT	1LT	CPT	MAJ	LTC	COL			
Authorized Positions	25A	0	34	158	130	29	6		
Positions Available	TDA		C-E Officer Radio Engineer Telecom Officer	Telecom Analyst Commo Officer Commo Liason Signal Officer Info Mgmt Officer Info Sys Officer C4 NETOPS Planner Systems Ops Officer Systems Auto Officer Team Chief	Chief C4 Spt/Desk Manager Commo Officer Joint Commo Tng Officer Joint Freq Manager Space Operations Officer Theater CINC SATCOM XO Commander C-E Officer	Asst DOIM Automation Mgt Off C3 NETOPS Planner Info Mgt Officer Info Sys Officer Joint Ops Officer SC Team Chief	ADP Systems Officer Asst ADCSIM Assit G-6 Auto/C-E Officer Chief JOA Joint Plans Officer Training Officer Ch Auto & Tele Div Ch Joint Coms tng Ch SC	Dep Ch Jt Interop Dir, Info Mgt Info Assur Off	Dep Tng Off
	MTOE		Operations Officer C-E Officer Platoon Leader Radio Officer Telecom Officer S6 Maintenance Officer	Company Commander Automation Mgmt Officer Network Officer Operations Officer Assist Opns Officer Assist Staff O/C C-E Officer Maintenance Officer Plans Officer Platoon Leader OC/T Radio Officer S-1 S-4 S-6 Signal Officer System Control Officer System Integration Officer Telecom Officer	Executive Officer Commander Material Mgmt Officer Radio Officer C-E Officer Staff OC/T S-2/S-3 S-3 S-6 Signal Officer Staff O/C System Control Officer Sys Integration Officer Plans Officer Operations Officer O/C Team Chief Tac Comm Plans Off	Elec Maint Officer	Commander ACofS G-6 C-E Officer Chief Cmd Commo Officer G-6 Operations Officer S3 S6	Deputy Commander ATSO Chief of Staff Deputy C-E Officer ACOFSG6	
NOTE	- LT and CPT assignments focus on branch specific assignments; Field Grade Officers are single tracked to the extent possible. - For additional information on career development & management, refer to DA Pam 600-3 (Commissioned Officer Development and Career Management).								
OES	OBC (BOLC)	CCC (Residence) / OAC			ILE (CGSC)	Senior Service College			
Civilian Education Goals	Bachelors Degree			Pursuing Masters Degree	Masters Degree				
Promotion Time in Grade	Min	2 Years	2 Years	4 Years	4 Years	3 Years	1 Year		
	Max	42 Months	5 Years	7 Years	7 Years	5 Years (Subject to needs of the Army)	N/A		
MRD (Years Commissioned Service or age 60)	Two time non-select will be administratively separated unless board selected for continuation				28 Yrs commissioned service	30 Yrs commissioned service			



Best Practices



- You are responsible for managing your career. We are here to help you.
- Review your records (i.e. RLAS, iPERMS, and make corrections now versus before a board).**
- Get your Professional Military Education (PME) taken care of sooner rather than later.**
- Get a DA Photo. AR 640-30 states every 5 years. We recommend updating after any changes to awards or appearance.**
- Set yourself apart from your peers in a good way. Make yourself an ORB and keep it handy, take a great photo (smile), check your emails and stay connected to apply for all the opportunities that the USAR offers.



Contact Information



AFTER BOLC POC's

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Summary



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