



The Army Reserve Careers Division (ARCD) Career Forum Brief



CMO

Email: @mail.mil

<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



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



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

Branch Chief

LTC Angela H. Gooch

(502) 626-1504 / BB (404) 721-8575

angela.h.gooch.mil@mail.mil

Deputy

MAJ Soto, Olivia

(502) 626-2702 / BB (678) 392-0566

olivia.a.soto.mil@mail.mil

OFFICER MANAGEMENT

WARRANT OFFICER

<p>CA, PO, SF <u>MAJ Lee, Seung</u> (502) 626-1556 seung.h.lee26.mil@mail.mil</p> <p><u>CPT Czajka, Evan</u> (502) 626-1548 BB (404) 721-8335 evan.i.czajka.mil@mail.mil</p>	<p>SC, CY <u>MAJ Montes, Herman</u> (502) 626-1592 BB (678) 749-2831 herman.m.montescarrillo.mil@mail.mil</p> <p><u>CPT Hutto, William</u> (502) 626-1651 william.t.hutto.mil@mail.mil</p>	<p>AG, FI <u>MAJ Soto, Olivia</u> (502) 626-2702 BB (678) 392-0566 olivia.a.soto.mil@mail.mil</p> <p><u>CPT Otis, Angela</u> (502) 626-2844 angela.c.otis.mil@mail.mil</p>	<p>AG, TC <u>CW4 Harshaw, William</u> (502) 626-1509 william.l.harshaw.mil@mail.mil</p> <p>AV, EW <u>CW4 Cochran, Thomas</u> (502) 626-2855 BB (404) 721-8469 thomas.s.cochran.mil@mail.mil</p>
<p>EN <u>CPT Candelariamos, Eli</u> (502) 626-1542 BB (678) 749-2787 eli.candelariamos.mil@mail.mil</p>	<p>MP <u>CPT Rushing, Jesse</u> (502) 626-2850 BB (404) 834-2299 jesse.i.rushing.mil@mail.mil</p>	<p>LG <u>CPT Dummitt, Stephen</u> (502) 626-1513 BB (404) 337-9977 stephen.m.dummitt.mil@mail.mil</p>	<p>OD, QM <u>CW4 Wright</u> (502) 626-1512 BB (404) 721-6731 deana.l.wright.mil@mail.mil</p>
<p>AD, FA, AR, IN <u>David A. Pace</u> (502) 626-1543 david.a.pace.mil@mail.mil</p>	<p><u>CPT Romero, Edwin</u> (502) 626-1516 edwin.romero1.mil@mail.mil</p>	<p><u>CPT Johnston, Amanda</u> (502) 626-1534 BB (770) 940-1081 amanda.n.johnston9.mil@mail.mil</p>	<p>EN, FA, AD, CM, SF, SC <u>CW3 Hines, Sandra</u> (502) 626-1531 sandra.p.hines.mil@mail.mil</p>
<p>CM, AV <u>CPT Sanders, Ronvel</u> (502) 626-1562 BB (910) 728-5153 ronvel.d.sanders.mil@mail.mil</p>	<p>MI <u>MAJ Turner, Lisa</u> (502) 626-1536 BB (404) 721-7322 lisa.m.turnerdummitt.mil@mail.mil</p>	<p><u>CPT Level, Walter</u> (502) 626-1537 walter.p.level.mil@mail.mil</p>	<p>MI, MP <u>CW3 Whitely, Ronald</u> (502) 626-1510 ronald.e.whitely6.mil@mail.mil</p>
	<p><u>CPT Allred, William</u> (502) 626-1702 william.c.allred.mil@mail.mil</p>		
	<p><u>CPT Peter Rodriguez</u> (502) 626-1595 peter.rodriguez73.mil@mail.mil</p>		





Contact Information



Prior to BOLC: Initial Military Training (IMT)				
DUTY BRANCH	RANK	NAME	Office	e-mail
IMT Branch Chief:	LTC	McFadden, Willie	910-570-8781	willie.l.mcfadden4.mil@mail.mil
AG, FI, OD, QM, TC, SC, GBR	MSG	Sandra Cook	910-570-8754	sandra.cook13.mil@mail.mil
AV, CM, EN, MI, MP, MS, IN, FA, AR	Ms.	Marshall, Kimberly	703-539-6289	kimberly.r.marshall6.ctr@mail.mil
Accessions & VHRs:	MSG	Kandewen, Laura	910-570-8823	laura.e.kandewen.mil@mail.mil
WOCS Manager	SFC	Rizelyn Clark	910-570-8816	rizelyn.a.clark.mil@mail.mil
IMT Team Chief	CW3	Orlando Freeman	910-570-9083	orlando.l.freeman.mil@mail.mil
MI & Incentives	Mr.	Colquitt, Vincent	703-539-6271	vincent.l.Colquitt.ctr@mail.mil

<http://stayarmyreserve.army.mil/cmo/cmo.html>
<https://www.us.army.mil/suite/page/660243>
<https://www.facebook.com/usarcmo>

IMA & IRR Soldiers: usarmy.knox.hrc.mbx.opmd-aro@mail.mil
AGR Accessions: usarmy.knox.hrc.mbx.opmd-opd-raa@mail.mil
COLs and CW5s: usarmy.knox.ocar.mbx.sldo-o6@mail.mil





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