



TPU/IMA Officer Leader Development Guide

Engineer (12)



RANK	2LT/1LT	CPT	MAJ	LTC	COL		
Authorized Positions SMS POSN Map	206	373	308	164	35		
Key Developmental Assignments DA PAM 600-3	Platoon Leader	CO CDR	BN/BDE XO BN/BDE S3	BN CDR BDE DCO/XO/S3	BDE CDR Garrison CDR		
Developmental and Broadening Assignments DA PAM 600-3	CO XO BN/BDE Staff TF Engineer Aide-de-Camp Asst. OPS USACE Project Eng	BaN/ BDE Staff CTC OCT Small Group Leader Transition Team Provincial Recons Team Instructor (USAES/ USMA/ROTC) Doctrine Training Devel USACE Project Officer Exchange Officer Aide-de-Camp OC-Trainer (USAR)	FEST/A/B CTC OCT DIV EN Planner/TAC JIIM Staff Officer Doctrine/Training Developer Training/Ops/Plans Instructor (USAES/ ROTC) Training w/Industry Joint/ASCC/HQDA/ MACOM Staff Aide- de-Camp Real Estate Officer Exchange Officer RSC DPW Staff Officer (USAR)	DIV Staff (EN/Protection/ Plans) USACE Staff Officer USACE DDC Senior OCT at CTC JIIM Staff Officer ROTC PMS AC/RC TS Bn Cdr USAES Director Joint/ ASCC/HQDA/MACOM Staff TT/PRT Chief (USAR) Deputy Installation Cdr (USAR)	MEB Commander Deputy BDE Cdr / Chief of Staff Dep DIV Cdr COCOM Staff Joint/ ASCC/HQDA/ MACOM Staff Installation Commander (USAR) Design Engineer (USAR) Dir ARIMD (USAR) RSC Regional Engineer (USAR) TEC Primary Staff Officer (USAR)		
NOTE	<ul style="list-style-type: none"> - LT and CPT assignments focus on branch specific assignments, CAS3 has transformed to CAX (Combined Arms Exercise); - 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 AR 135-155	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	