



# TPU/IMA Officer Leader Development Guide

## Signal Corps (25)



RANK	2LT/1LT	CPT	MAJ	LTC	COL		
Authorized Positions SMS POSN Map	131	554	237	78	27		
Key Developmental Assignments DA PAM 600-3	Platoon Leader CO XO BN Staff Officer	CO/DET CDR Mentor/Advisor CMD Manager BN S-6	CDR (O-4 Level) BN/BDE XO BN/BDE S-3 BDE/Group/Reg S6 TT Mentor/Advisor DIV NETOPS OIC Chief, Cyber Protection Team	DIV CIO/G6 BN Commander BTB/ STB CDR Other BN CMD	Corps G-6 Signal BDE / Garrison CMD CDR, CMD and Control Support Agency, Army DCS, G3/5/7 CIO/CTO JIIM		
Broadening Assignments DA PAM 600-3		CTC/O/C/Trainer Mentor USAREC CMD Staff RC Duty BN/BDE Principle Staff USMA Staff Officer ROTC Instructor Service School Instructor ACS / TWI / Internships Transition Teram (TT)	Chief C4 Spt Desk Manager commo Officer Joint Commo Tng Officer Space Operations Officer Automation Mgt Officer C-E Officer Planner Info Mgt Officer Info Sys Officer Joint OPS Officer SC Team	ACoS G-6 C-E Plans Officer C-E Staff Officer Chief CMD Commo Officer G-6 S3 OPS & Plans BR Deputy Trng Officer ADP Systems Officer Asst ADCSIM Asst G-6 Auto/C-E Officer Chief JOA Joint Plans Officer Training Officer Ch Auto & Tele DIV Ch Joint Coms Tng Ch SC	TRADOC Capabilities Mgr (TCM) DCOS of Info Mgmt (DCSIM) Dir/Dep/Chief at Army, JIIM Staff Level Commandant, LCIT, SIG CEN Dir, Army/Joint Staff or org staff in all JIIM environments		
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 <a href="#">DA Pam 600-3</a> (Commissioned Officer Development and Career Management).						
OES	OBC (BOLC)	CCC	ILE (CGSC)	Senior Service College			
Civilian Education Goals	Bachelors Degree		Pursuing Masters Degree	Masters Degree			
Promotion Time in Grade AR 135-155	Min	18 Months	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		

#### 19–4. Warrant officer development

FA 30 has no authorized/assigned warrant officers.

#### 19–5. Reserve Component information operations officers

*a. General career development.* RC FA 30 officer development objectives and qualifications parallel those planned for their AC counterparts. Officers must develop a strong foundation through assignments in their basic branches before specializing in FA 30 assignments.

*b. FA qualification and development opportunities.* RC officers should strive for FA 30 assignments that yield the same development opportunities as their AC counterparts. RC officers retain their basic branch with a SI for FA 30, since they do not FA designate into FA 30 through an HRC FA designation board.

(1) The qualification standards at each rank, PME and length of service in FA 30 assignments are the same as for AC officers.

(2) RC officers with FA 30 SIs can expect to serve in a theater Information Operations group, TPU, as an IMA, or in an IRR assignment. These varying assignments bolster Total Army FA 30 capabilities, develop officer leadership skills, and increase the individual's knowledge of the RC roles and mission.

(3) RC officers with civilian-acquired skills in communications, marketing, organizational behavior, or other related fields are a valuable Army resource. Officers with skills in these areas through employment or civilian education will be competitive for promotion.

(4) The nonresident FA 30 QC is the credentialing course for RC officers designated to serve as FA 30 officers.

### Part Three Operations Support

#### Chapter 20 Signal Corps Branch

##### 20–1. Introduction

*a. Purpose of the Signal Corps branch.* Signal Corps (BR 25) is a branch within the operational support functional category. Signal officers command and lead units that provide, operate, and defend the Army's portion of the cyberspace domain (the LandWarNet) consisting of telecommunications and computer networks, information services (to include visual information), and the electromagnetic spectrum (EMS) at all levels, from sustaining military bases to global strategic communication facilities to forward deployed fighting forces in support of unified land operations. Signal officers conduct or support operations that plan, integrate, synchronize, coordinate, and/or direct activities that ensure freedom of action in and through cyberspace and EMS. Signal warrant officers provide in-depth technical expertise and leadership to operations in cyberspace that ensure network and information system availability, information protection, and information delivery.

*b. Proponent information.* CG, U.S. Army Signal Center of Excellence, Fort Gordon, GA. Further information can be obtained through <http://www.gordon.army.mil> and by emailing [usarmy.gordon.sigcoe.mbx.sigcoocosod@mailbox.mil](mailto:usarmy.gordon.sigcoe.mbx.sigcoocosod@mailbox.mil). The U.S. Army Signal Center of Excellence is also the proponent for FA 24 Telecommunications Systems Engineer and FA 53 Information System Management which are aligned with BR 25 and the Signal Regiment.

*c. Functions.* Signal branch and warrant officers are responsible for the Army's communication and information systems and serve as Joint command, control, communications, and computers systems integrators. It is the Signal Corps' responsibility to—

(1) Provide and manage the communications and information systems support that connect the force across a multitude of battlefield platforms and mission areas.

(2) Encompass all aspects of planning, designing, installing, operating, maintaining, managing and securing and defending information networks to include communications links, computers, and other components of local and wide area networks.

(3) Integrate user owned and operated systems into the networks.

(4) Plan, install, operate, maintain, and secure and defend voice and data communications networks that employ single and multichannel satellite (space-based), tropospheric scatter, terrestrial microwave, switching, messaging, video-conferencing, visual information, and other related systems.

(5) Integrate tactical, strategic and sustaining base communications, information processing and management systems into a seamless global information grid that provides mission command systems integration for Army, joint and coalition operations.

(6) Provide a myriad of state-of-the-art, real-time voice, and data tactical information systems to provide information services to all elements on the battlefield and reach-back to the sustaining military base.

(7) Be responsible for the Army's portion of the Defense Information System Network and its interface with tactical signal elements at theater and corps.

(8) Together with its Air Force and Navy counterparts, the Signal Corps manages and directs the Joint operation of the global information grid serving the DOD and the National Command Authority. At all levels, the Signal Corps provides communications and information systems and networks to support the nation's forces across the entire operational spectrum.

## **20-2. Officer characteristics required**

*a. Characteristics required of all officers.* All officers are expected to possess the base characteristics that will enable them to develop into agile and adaptive leaders for 21st century. Our leaders must be grounded in Army Values and the Warrior Ethos, competent in their core proficiencies, and broadly experienced to operate across the spectrum of conflict. They must be able to operate in JIIM environments and leverage capabilities beyond the Army in achieving their objectives. Our officers must be culturally astute and able to use their awareness and understanding to conduct operations innovatively and courageously to exploit opportunities in the challenges and complexities of the operational environment. Further explanation of these characteristics can be referenced in FM 3-0 and in chapter 3 of this publication.

*b. Unique knowledge and skills of a Signal officer.* The BR 25 Signal officer orchestrates the operations of the warrant officers, enlisted Soldiers, and FA officers to accomplish the core competencies of the Signal Regiment. Those core competencies are network operations (NetOps), network transport and information services, spectrum management operations, and visual information (VI) operations. These competencies support the Chief Information Officer/G-6 (CIO/G-6) focus areas of knowledge management, cyberspace operations and enable mission command. BR 25 officers must also know and understand the DOD cyberspace operations construct to include DOD information networks, defensive cyberspace operations, and offensive cyberspace operations (OCO) BR 25 officers must also possess expert knowledge of Army, joint, combined, and coalition signal support and coordination principles. This knowledge includes practical experience in tactics, combined arms operations, and the employment of direct and indirect fire weapon systems. Signal officers require technical proficiency with branch and mission-unique equipment, tools and systems. Proper balance between these technical skills and the ability to understand and apply the appropriate tactical skills to include military decision-making skills, troop to task assignments and TACSOP development is critical for mission success. Signal officers are grounded in troop-leading skills as well as managerial and technical skills. Signal officers must aggressively pursue knowledge about existing and future information systems and technology. Additionally, all Signal officers should strive both on and off-duty to learn as much as possible about technology management, telecommunications, automation, and the global information infrastructure. Signal officers are encouraged to obtain additional degrees in an IT related discipline.

## **20-3. Signal Branch officer development**

*a. Officer development model.* The officer developmental model is focused more on the quality and range of experience, rather than the specific gates or assignments required to progress.

(1) Initial entry officers gain branch technical and tactical skills to develop a Warrior Ethos and gain important leadership experience in company grade assignments.

(2) Throughout an officer's career, the model highlights the need to gain JIIM experience and exposure.

(3) Officers can compete in the VTIP once first lieutenant (P) or captain and may be selected for designation in a FA. Non-Signal officers may apply for transfer to Signal through the VTIP as well.

(4) Senior captain and field grade officers should strive for training and assignments that will broaden and develop the skills necessary to lead the Army of the future. Broadening opportunities are often outside normal branch or FA assignments, and are often JIIM in nature.

(5) Lifelong learning, supported by both civilian and military education, provides critical opportunities to develop both joint and expeditionary competencies. Expeditionary competencies are those needed by officers in an expeditionary force—regional knowledge, cultural awareness, foreign language, diplomacy, statesmanship, and so forth.

(6) Flexible timelines enable officers to serve longer in developmental assignments ensuring officers have adequate time to gain skills and experience and also support unit readiness and cohesion.

### *b. Lieutenant development.*

(1) Education. All Signal lieutenants must complete the BOLC B which provides the tactical and technical signal training.

(2) Assignments for lieutenants are normally at company level to gain troop-leading experience and to enhance technical and tactical competence. Signal Corps lieutenants are considered fully developed after serving a minimum of 12 months in Signal lieutenant authorizations including:

*(a) Platoon leader.*

*(b) Direct Signal support team OIC.*

(c) Company executive officer.

(d) Battalion staff officer.

(3) Self-development. Lieutenants should focus on acquiring and refining troop-leading procedures, coordination, logistics, technical and administrative skills, as well as Signal unique technical skills required to plan, install, operate, and maintain signal equipment and systems. In addition to branch-unique tasks, Signal lieutenants should also become proficient in common core tasks.

(4) Desired experience. Before promotion to captain, officers should possess in-depth knowledge of Signal operations and its integration into unified land operations.

(5) The Signal Corps branch detail program is an important part of the officer accession process. This critical program initially assigns newly commissioned Signal officers to branches with large lieutenant requirements. In accordance with AR 614–100, the branch detail period is 36 months including time spent in initial entry training. Upon return to the Signal Corps, branch detailed officers must attend the Signal Captain Career Course (SCCC) and then develop in the same manner as their non-detailed counterparts.

**c. Captain development.**

(1) Education for Signal captains is the SCCC generally attended between the 4<sup>th</sup> and 7<sup>th</sup> year of service. The SCCC is a PCS course. Officers assigned to be a battalion S6 prior to attending the SCCC should attend the Battalion S6 Staff Officers Course enroute to duty assignment.

(2) Key developmental assignments. Captains should serve 24 months in one or a combination of the following KD assignments:

(a) Company/detachment command.

(b) Non-Signal battalion S6.

(c) Military transition team (MTT)/security force assistant team Signal mentor/advisor.

(d) Computer network defense manager (24A/53A).

(3) Signal Branch, HRC will make the final determination as to when an officer is determined to be a senior captain based on experience, timing and acquired competencies.

(4) Developmental and broadening assignments. Upon completion of KD assignments as a captain, officers can be assigned in other developmental assignments that are typically competitively selected consistent with current Army requirements. These assignments include:

(a) CTC observer/controller or trainer/mentor (T/M).

(b) USAREC command or staff.

(c) AA/RC duty.

(d) Signal battalion/brigade principal staff.

(e) USMA staff.

(f) ROTC instructor.

(g) Service school instructor.

(h) Education opportunity (advanced civilian schooling, Training With Industry, Army Cyber Scholarship, Information Assurance Scholarship Program, Air Force Institute of Technology Program, Joint Chiefs of Staff internship, and so forth).

(i) Other generalist positions.

(5) Self-development. Captains should begin working on a graduate-level education in an IT-related discipline and obtain industry certifications related to networking, computing environment, information assurance and other pertinent disciplines as the opportunity presents itself.

(6) Desired experience. Captains should continue to gain an in-depth understanding of unified land operations and become proficient in both Signal operations and common core competencies. These competencies provide the foundation of knowledge required to serve in the branch with tactical and technical proficiency, in addition to being a leader of Soldiers. Captains gain a working knowledge of command principles, battalion-level staff operations, combined arms operations and signal operations at the battalion level and above.

(7) Officers can conduct VTIP once LT(P). See chapter 8 for more information on this process which is managed by HRC. The VTIP is a branch-transfer request and is approved based upon the needs of the Army, officer skills and experience, and preference. The chief of Signal is the proponent manager for FA 24 (Telecommunications System Engineer) and FA 53 (Information Systems Management). Refer to chapters 23 and 24 for more specific information.

**d. Major development.**

(1) Education. Majors must complete ILE that is considered MEL 4 in accordance with AR 350–1 to remain competitive for lieutenant colonel. ILE consists of the Common Core and the Advanced Operations Course. Completion of ILE Common Core and Advanced Operations Course is a prerequisite to apply for the SSC. SC majors may request to attend a sister Service school for ILE credit. SC majors may also apply to attend the SAMS. The SAMS prepares officers to plan and conduct future operations across the wide range of military operations. Officers that complete this course will be granted a Master of Military Arts and Sciences Degree. All SAMS graduates will be

required to complete an internship as a division or corps staff officer. Signal officers assigned to brigade S6 positions should attend the Brigade S6 Signal Officer Course at Fort Gordon enroute to duty assignment.

(2) *Special qualifications.* All Field Grade Signal officers should qualify for and maintain a top secret clearance with special compartmented information access as soon as possible. Officers should initiate procedures to obtain the proper level of clearance immediately upon notification of promotion to major and assignment to positions requiring top secret/special compartmented information clearance.

(3) Key developmental assignments. Officers should strive to complete an aggregate of 24 months in KD assignments before they will be considered for more senior majors' assignments. The following assignments are KD assignments for Signal Corps majors:

- (a) Brigade/DIVARTY/group/regimental S6.
- (b) Battalion/brigade XO (25A/01A).
- (c) Battalion/brigade/S3 (25A/01A).
- (d) Division deputy G6/(J6 when division deploys).
- (e) Division/corps /ASCC/Theater Network Operations Security Center network operations/networking officer (OIC).
- (f) Company command (25A/01A).
- (g) Military transition team (MTT)/security force assistant team Signal mentor/advisor (25A/01A).
- (h) Chief, Cyber protection team (53A).
- (i) SAMS graduates serving 12 months as a division network operations officer or division plans officer.
- (j) Air Force Institute of Technology MS degree in Network Warfare graduate, serving 12 months as a division network operations officer or division plans officer.

(4) Developmental and broadening assignments. The following assignments are typically competitively selected developmental positions for Signal majors:

- (a) Deputy CIO/G-6/J6.
- (b) Division/corps/ASCC/ACOM/Army Staff Signal staff officer division network planning officer.
- (c) CTC observer controller.
- (d) Personnel developer.
- (e) AA/RC support.
- (f) Signal school instructor.
- (g) DA IG.
- (h) USMA staff.
- (i) ROTC (PMS/Assistant Professor of Military Science).
- (j) ILE staff.
- (k) NATO, Joint, and Army general staff positions and support.
- (l) Education opportunity (advanced civilian schooling, Training With Industry, Army Cyber Scholarship, Information Assurance Scholarship Program, Air Force Institute of Technology Program, and so forth).

(5) Signal Branch, HRC will make the final determination as to when an officer is determined to be KD-qualified based on experience, timing and acquired competencies.

(6) Self-development for majors should be to complete a graduate-level education program in an IT-related discipline and obtain industry certifications related to networking, information assurance and other pertinent disciplines as the opportunity presents itself.

(7) Desired experience for Signal majors is to seek jobs, experiences, and educational opportunities that will help them become multi-skilled, agile, and adaptive leaders. Some officers will also be given additional opportunities within the JIIM arena in an effort to further broaden their experiences and skills. Preferably, a Signal major should strive to serve in joint assignments such as the joint staff, unified command staff, Defense Information Systems Agency and Defense Intelligence Agency. Selected majors are required to serve in a joint position or branch/FA generalist assignment.

*e. Lieutenant colonel development.*

(1) Education. While there is not a mandated educational requirement, officers should strive to attend the SSC or the Advanced Operational Arts Studies Fellowship at the SAMS.

(2) KD assignments for lieutenant colonel are a minimum of 12 months serving as:

- (a) Division/Joint Task Force CIO/G-6.
- (b) TSC CIO/G-6.
- (c) Signal battalion commander.
- (d) Brigade special troops battalion/division headquarters headquarters battalion commander.
- (e) Other battalion commands.

(3) Developmental and broadening assignments include but are not limited to:

- (a) Deputy/assistant corps CIO/G-6.

(b) Deputy brigade commander.

(c) JIIM staff officer.

(d) Theater Signal staff officer.

(e) Army staff.

(f) RC support.

(g) ROTC battalion command.

(h) Installation commander.

(i) Fellowships.

(4) Self-development should include completion of a master's degree in the IT field; industry certifications should also be pursued. Officers also need to stay current on industry trends through trade associations and journals.

(5) Desired experience. Lieutenant colonels should continue to broaden their experiences and seek assignments that provide growth opportunities. The objective is to allow officers to contribute throughout the Army and JIIM organizations. Lieutenant colonels should expect to alternate between command and ACOM/ASCC/DRU/Joint/DOD/multinational staff assignments.

*f. Colonel development.*

(1) Education. BR 25 officers selected for colonel should successfully complete MEL SSC. As senior practitioners in their field, they will primarily serve as BR 25 officers on ACOM/ASCC/DRU or HQDA staffs, or may be assigned to branch/FA generalist positions.

(2) Key developmental assignments. Colonels contribute to the branch by serving in critical assignments in the following:

(a) Corps/Joint Task Force CIO/G-6.

(b) Brigade command.

(3) Developmental and broadening assignments for a Signal colonel include, but are not limited to—

(a) TRADOC capabilities manager.

(b) Garrison command.

(c) Chief of staff/deputy commander, theater signal command/installation.

(d) Joint/multinational/DOD/Army staff.

(e) DCS for information management, O&M AA (G6).

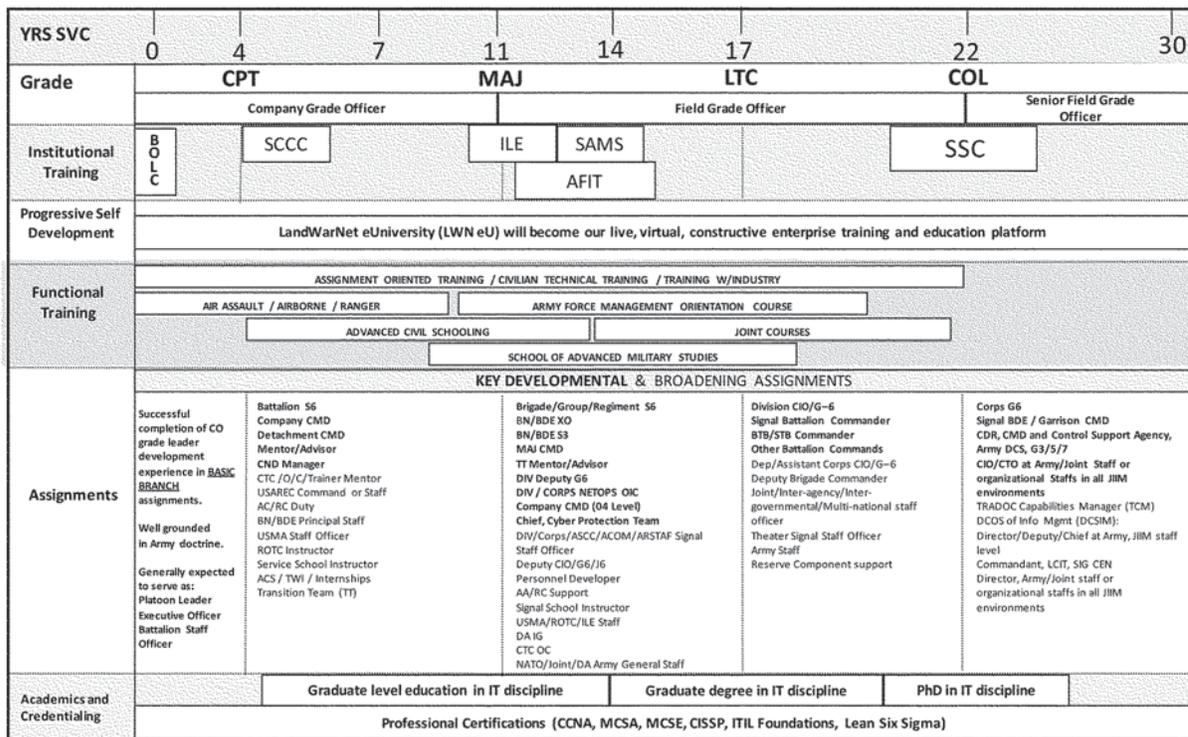
(4) Self-development for colonels include currency with industry trends and new technologies as they are often required as final decision makers in new equipment purchases. Some officers may choose to pursue a PhD in the IT field.

(5) Desired experience. Colonels should continue to broaden their experiences in a JIIM environment.

*g. Joint assignments.* Signal captains through colonels can expect consideration for joint duty assignments worldwide. Joint experience is important to the Army and is essential to individual officers for their advancement into senior leadership positions.

*h. Other assignments.* Signal officers are also assigned to organizations and duties beyond those indicated above. These assignments may include White House Fellows, duty with the National Security Council, the United Nations, as well as Signal branch representatives at allied service Signal schools. The spectrum of possible assignments is large and these assignments are characterized as highly responsible and important, and requiring mature, skilled officers.

## 25A Signal Officer Developmental Model



**Figure 20–1. AC/RC Signal officer developmental model**

### 20–4. Signal warrant officer military occupational specialty qualification, professional development, and assignments

*a. Unique knowledge and skills of a Signal warrant officer.* Signal Corps warrant officers are adaptive technical experts, leaders, trainers, and advisors. Through progressive levels of expertise in assignments, training, and education, they plan, administer, manage, maintain, operate, integrate and secure a myriad of voice and data tactical information systems to provide secure information services to all echelons in support of the full range of Army, joint, combined, and coalition operations. Signal Corps warrant officers are integrators of emerging technologies, dynamic teachers, war fighters, and leaders of specialized teams of Soldiers.

(1) *255A, Information Services Technician.* Information Services Technicians are the Army’s premier information systems and services technicians establishing and maintaining the ability to collect, process, store, secure, search for and discover, retrieve and disseminate information utilizing the application layer environment of the Army’s portion of the Cyberspace domain; they enable information dissemination management/content staging in order to perform the required information management/knowledge management functions supporting combat information superiority and decision dominance. They supervise and manage the systems, services and personnel in operation centers that ensure efficient and effective caching, compiling, cataloging, retrieval and distribution of information as an element of combat power. Information services technicians plan, install, administer, manage, maintain, operate, integrate, service, secure and troubleshoot information systems and services to include the family of Army battle command systems and various automation information systems enabling voice, video, data and imagery processing. They manage the training of personnel on the planning, installation, administration, management, maintenance, operation, integration, servicing, securing and troubleshooting of information systems and services. They develop policy recommendations and provide technical guidance and advice to commanders and staffs on the management and operation of Army, joint, inter-governmental, interagency and multinational information systems and services.

(2) *255N, Network Management Technician.* Network management technicians are the Army’s premier network transport technicians for voice, video and data networks establishing and maintaining the transport layer environment of Army’s portion of the Cyberspace domain through network management/enterprise systems management (NM/ESM)

## 255S Warrant Officer Developmental Model

WO YRS SVC	0	2	5	7	12	17	30					
Rank	WO1		CW2		CW3		CW4		CW5			
	Company Grade Warrant Officer				Field Grade Warrant Officer				Senior Field Grade Warrant Officer			
Institutional Training	W O B C		WOAC		WOSC		FO	WOSSC		FO		
Self-Development (SD)	Action Officer Development Course			ITIL Expert/Master								
	LandWarNet eUniversity (LWN eU): live, virtual, constructive enterprise training and education platform											
Functional Training	ASSIGNMENT ORIENTED TRAINING / CIVILIAN TECHNICAL TRAINING / TRAINING W/INDUSTRY											
	AIR ASSAULT / AIRBORNE / RANGER				ARMY FORCE MANAGEMENT ORIENTATION COURSE				Army Management Staff College Continuing Education for Senior Leaders (CESL) (WOSSC prerequisite for attendance)			
	KNOWLEDGE MGT QUALIFICATION (KMQC)				ARMY FORCE MANAGEMENT COURSE							
Assignments	KEY DEVELOPMENTAL & BROADENING ASSIGNMENTS											
	OPERATIONAL				STRATEGIC				EXECUTIVE			
	255A Or 255N		Information Protection Tech: DIV G6 / BCT 56 ARCYBER Cyber Protect/Mission Team Regional Cyber Center				Information Protection Tech: ASCC/Joint/Corps Staff ARCYBER Cyber Protect/Mission Team Theater Sig Cmd Staff Strategic Sig Bde Staff WHCA				SR NETOPS Tech: ACOM Staff Joint/Combined Staff Corps Staff Theater Sig Cmd Staff	
	BROADENING/NOMINATIVE CATEGORY ASSIGNMENTS											
					Jr SC WO Assignments Mgr WOCC TAC Officer Instructor/Writer				SC WO Assignment Mgr The Army Staff /Joint Staff WOCC Instructor Doctrine Writer Combat Developer		RCWO SC WO Proponent Tech Director Cyber College	
Academics and Credentialing	ASSOCIATE DEGREE			BACCALAUREATE DEGREE				GRADUATE DEGREE				
	Professional Certifications (CCNA, CCNP, CCIE, Microsoft Certifications, SANS, ITIL Foundations, PMP, Lean Six Sigma)											

Figure 20-4. AA 255S warrant officer developmental model

### 20-5. Signal Corps Reserve Component officers

a. *General career development.* The ARNG and USAR Signal Corps officers serve the same role and mission as their AA counterparts. The unique nature of the RC Soldier's role as a "citizen Soldier" poses a significant challenge for professional development. To fulfill its wartime mission of planning, installing, administering, managing, maintaining, operating, integrating and securing the Army's strategic, operational and tactical communications infrastructure and voice and data information systems, services and resources, the Signal Corps is dependent upon extensive interaction between the AC and the RC, maintaining skills through civilian education, industry organizations and certifications, and online collaboration tools.

(1) Geographic dispersion of units may constrain RC career progression within a specific MOS or branch. To meet professional development objectives, RC Signal officers must possess a willingness to rotate between assignments with TPUs, ARNG organizations, the IRR, and IMA positions. Often there are insufficient numbers of positions in a geographic area to continue in Signal assignments. If geographic constraints are such that the assignment to a BR 25 Signal officer position is not possible, officers should seek temporary assignment to branch immaterial position or pursue assignments in a FA related to Signal such as FA 53 and FA 24, see appropriate chapters for more information.

(2) Both TOE and TDA organizations host RC Signal officer assignments. Their duties and responsibilities are fundamentally the same as their AC counterparts except for those personnel management, administrative and operational requirements unique to the ARNG and USAR. All RC Signal assignments are open to male and female officers.

(3) USAR officers should seek the advice of the Signal Army Reserve proponent advisor for more information on current authorizations, schooling, and career development. ARNG officers are advised to contact their respective state senior signal officer (J-6) and personnel management office. Another source of information is the Reserve Component Affairs Office (RCAO) Deputy Assistance Commandants for USAR and ARNG affairs located at Fort Gordon.

b. *Officer development.* For basic guidance on RC officer development see chapter 7. Unique Signal officer information is detailed below. All Signal officers are encouraged to actively participate in professional communication organizations, online sustainment training, collaboration with peers, civilian education and to continue with lifelong learning to stay relevant in the communications field.

(1) *Lieutenant*. Newly accessed officers must attend the BOLC B for technical training in the Army's communication field prior to promotion to first lieutenant.

(2) *Captain*. For consideration for promotion to major, a Signal captain must successfully complete all four phases of the SCCC-RC. Officers must complete SCCC-RC for competitive career progression (see chap 7). Officers are encouraged to pursue a branch-related graduate degree or industry certification programs. Captains should serve 24 months in a Signal KD position.

(3) *Major*. The primary professional development objective of a Signal Corps major in the RC is to continue to strengthen IT skills. During this phase, officers must enroll in ILE. Officers must complete ILE Common Core for consideration for promotion to lieutenant colonel. Officers are highly encouraged to complete a branch-related graduate degree or related industry certifications during these years. Majors should serve a minimum of 24 months in a KD position.

(4) *Lieutenant colonel*. Lieutenant colonels can expect assignments to senior staff positions in a variety of both branch-related and branch/FA generalist positions in units, training centers and headquarters elements. Officers should seek PME at the SSC level. Lieutenant colonels are eligible for selection to the rank of colonel upon completion of the requisite service requirements listed in chapter 7 of this pamphlet. Officers remain eligible for promotion as long as they continue to serve in an active status and meet selection criteria. Lieutenant colonels should strive to complete an aggregate of 24 months in a KD position.

(5) *Colonel*. The primary objective for officers during this phase is maximum use of the officer's technical and tactical capabilities, managerial skills, and executive skills in positions of higher responsibility. Colonels should strive to complete an aggregate of 24 months in a signal operations or operational support position.

c. *Branch transfer*. Officers may join the Signal Corps at anytime during their career prior to colonel. For captains through lieutenant colonel who have completed another CCC they only need to complete phases 1 and 2 of the SCCC-RC and serve 12-24 months in a KD assignment. All others should contact the BR 25 proponent manager in the Office, Chief of Signal for more information.

### RC WO MOS 255A WO Career Development Model

WO YRS SVC	0	2	5	7	12	17	30				
<b>Rank</b>	<b>WO1</b>		<b>CW2</b>		<b>CW3</b>		<b>CW4</b>		<b>CW5</b>		
	Company Grade Warrant Officer				Field Grade Warrant Officer				Senior Field Grade Warrant Officer		
<b>Institutional Training</b>	WOBC	WOAC			WOSC	FO	WOSSC	FO			
<b>Self-Development (SD)</b>	Action Officer Development Course				ITIL Expert/Master						
	LandWarNet eUniversity (LWN eU): live, virtual, constructive enterprise training and education platform										
<b>Functional Training</b>	ASSIGNMENT ORIENTED TRAINING / CIVILIAN TECHNICAL TRAINING										
	AIR ASSAULT / AIRBORNE / RANGER				ARMY FORCE MANAGEMENT ORIENTATION COURSE				Army Management Staff College Continuing Education for Senior Leaders (CESL) (WOSSC prerequisite for attendance)		
	KNOWLEDGE MGT QUALIFICATION (KMQC)				ARMY FORCE MANAGEMENT COURSE						
<b>Assignments</b>	<b>KEY DEVELOPMENTAL ASSIGNMENTS</b>										
	<b>OPERATIONAL</b>				<b>STRATEGIC</b>			<b>EXECUTIVE</b>			
	Information Services Tech: BCT / BDE 56 ESB Staff SASMO Tech				Information Services Tech: DIV G6 / BCT 56 DIV G4 TTSB / ESB Staff Cyber Protection Team Special Operations Forces			Information Services Tech: ASCC/Joint Staff Theater Sig Cmd Staff			
								SR NETOPS Tech: ACOM Staff Joint/Combined Staff Theater Sig Cmd Staff TTSB			
	<b>BROADENING/NOMINATIVE CATEGORY ASSIGNMENTS</b>										
					Instructor/Writer			The Army Staff /Joint Staff Doctrine Writer Combat Developer			
								State Command Chief WO			
<b>Academics and Credentialing</b>	ASSOCIATE DEGREE			BACCALAUREATE DEGREE			GRADUATE DEGREE				
	Professional Certifications (CCNA, CCNP, MCSA, MCSE, CISSP, ITIL Foundations, PMP, Lean Six Sigma)										

Figure 20-5. RC 255A warrant officer developmental model