



TPU/IMA Warrant Officer Leader Development Guide

Branch 42 (Adjutant General): MOS 420A/420C



Years of WO Service	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23-30
RANK	WO1		CW2					CW3					CW4					CW5					
MOS	420A		420A (116)					420A (9)					420A (140)					420A (15)					
(Authorized Positions)	420C		420C (17)															420C (1)					
Positions Available (DA Pam 600-3)	420A (Human Resource Technician)																						
						STB HR Technician Division Staff/TSC G1 HR Technician Instructor/Writer, AG School Theater Level HR Tech (MMT/HRSC) Combined Arms Center JIIM TAC Officer WO Recruiter, USAREC SOF Assignment TWI					Branch Chief HR Staff Officer/Theater Pers Cmd Chief, Officer Management Division Force Integration Readiness Officer USARC Sr. HR Tech DCS, G1 Policy Integrator Personnel Staff Officer (OCAR)					Branch Chief HR Staff Officer/Theater Pers Cmd Chief, Officer Management Division CCWO, JFHQ/Regional USARC Cmds USARC Sr. HR Tech DCS, G1 Policy Integrator Personnel Staff Officer (OCAR)							
	420C (Bandmaster/Commander)																						
	Commander										Commander					Commander							
Additional Skills & Special Qualifications (DA Pam 611-21)	ASI: Master Fitness Trainer / Mobilization and Demobilization Operations, Military Auditor, Force Management, Jump Master, Air Assault, Training Developer SQI: Parachutist / Research, Development, Test, and Evaluation (RDTE) Technician / Instructor																						
WOES (AR 135-155) (DA Pam 600-11)	WOBC (1)		1-250-AODC (2) / WOAC (3)					WOILE (4)					WOSSE (5)										
	(1) Completion required for promotion to CW2 (2) Prerequisite course (Action Officer Course) to be completed prior to WOAC (3) Completion required for selection to CW4 (4) Optional; will be required in future for CW4 (5) Attend upon selection to CW5, must be completed before promotion																						
Self-Development Goals (DA Pam 600-11)	<div style="display: flex; justify-content: space-between; align-items: center;"> <div style="width: 40%; text-align: center;">Associate Studies</div> <div style="width: 40%; text-align: center;">Baccalaureate Studies</div> <div style="width: 20%;"></div> </div> <div style="display: flex; justify-content: space-between; align-items: center; margin-top: 10px;"> <div style="width: 60%;"></div> <div style="width: 35%; text-align: center;">Graduate Studies</div> </div> <div style="text-align: center; margin-top: 10px; background-color: #000080; color: white; padding: 5px;">MOS Related Certification and Licensing</div>																						
Promotion (AR 135-155)	WO1 to CW2	(2 Years TIG / Fully Qualified)																					
	CW2 to CW3	(6 Years TIG / Fully Qualified)																					
	CW3 to CW4	(6 Years TIG / Fully Qualified)																					
	CW4 to CW5	(Announced Annually / Best Qualified)																					
Retention Control Point (AR 600-8-24 / AR 140-10)	Warrant Officer MRD (Age 60)																						