



## From the Desk of the Field Artillery CSM

Field Artillery NCOs are valued as leaders and trainers. These competencies are developed and perfected through realistic training, strict adherence to standards, professional military and civilian education, and service in the most demanding positions in the FA and across the Army. We must develop NCOs who are uniquely qualified to support Army and Joint Forces commanders. FA NCOs serve in every combined arms formation in the United States Army -Infantry, Armor, Aviation, and Special Operations units – they must be adequately educated, trained and experienced to achieve effects.

We've been working on a concerted effort to provide the most concise guidance to assist Soldiers and their leaders in identifying the right path so each Soldier, from Private to Command Sergeant Major, has a clear understanding of their respective Career Progression Plan and understands what opportunities lie at each level to facilitate their career advancement. This effort includes analysis and adjustment of the Professional Development Proficiency Codes (PDPC) for Command Sergeants Major and Sergeants Major, succinct Centralized Selection List board guidance, revision of our portion of the *U.S. Army Noncommissioned Officers Professional Development Guide (DA PAM 600-25)* and interrelated adjustment to the Professional Development Models (PDM) for each MOS. The end result is that Private Redleg will not have to ask his or her leaders what they did to get promoted, or assume he or she is on the right path, but will know exactly what is needed to make it from the far left of the formation to the highest levels of the Field Artillery.

There are numerous career opportunities that exist for qualified FA Soldiers to enrich their careers. Soldiers should always be interested in seeing the FA professional career map for their particular MOS; the PDM will assist in guiding leaders and their Soldiers to the inventory of assignments and/or positions within CMF 13. This PDM can be used as a guide to assist in the development for progression within their particular MOS. A number of Soldiers aren't aware of this valuable resource which is easily accessible on the Army Career Tracker site at <https://actnow.army.mil/wps/myportal/act/plan/pdm>.

Any effort we make to provide the most concise guidance to assist Soldiers and their leaders won't help

if the products aren't used. Frankly, too many of our Soldiers and leaders I encounter have no knowledge *DA PAM 600-25* exists, yet there is a chapter (Artillery Career Progression Plan) that lays it out for each MOS by skill level; duties, goals for development, institutional training, operational assignments, self-development, additional training and special assignments. It provides what leaders should be professionally counseling their subordinates to achieve and what opportunities those leaders should be providing, and their Soldiers should be pursuing, to build the next generation. The PDM, used in conjunction with *DA PAM 600-25*, will clearly establish all opportunities and requirements to provide Soldiers with the best chance to be highly competitive for promotion.

It is not a question of how many schools can you get, but do you have the right schools; nor is it a question of what assignment/duty position do you want, but what assignment/duty position do you need at the appropriate time to remain competitive for promotion. If you desire to advance your career and your Soldiers' career, you need to make informed decisions based on the current Field Artillery guidance that directs the future of our force; *DA PAM 600-25* provides exactly that in black and white.

There is no secret to promotion. It is the sum of having achieved the requisite level of knowledge and experience in all developmental domains at each level and maintaining the character of a professional Soldier. Start by developing our Soldiers into confident, competent NCOs using the appropriate guidance. Those NCOs of high character, who are technical and tactical experts, with exceptional leadership skills meeting the institutional training requirements, key developmental required assignments, self-development requirements, attended necessary functional training courses, and have performed exceeding well in broadening assignments are most qualified and are competitive for promotion – review your respective PDM, get your hands on the DA PAM and get into the Artillery Career Progression Plan and lay out your path and execute your way to higher levels.



**King of Battle!  
Fires Strong!**

*CSM Berk Parsons*