

# Lead the Way

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As the regiment makes adjustments based on lessons learned during the last 10 years, the backbone of our Army is rapidly adjusting to support these improvements. This requires engaged NCOs at all levels. Junior NCOs should continue to provide the lessons learned to leaders and develop their training with the latest doctrinal tools. Senior NCOs must stay engaged in the multiple forums available to collect, disseminate, and process information in order to give our commandant relevant and timely input as he makes decisions for the Engineer Regiment.

## New MOS 12A

Recently, the Engineer Regiment determined that general engineering supervisors (military occupational specialty [MOS] 12X) and combat engineering senior sergeants (MOS 12Z) in pay grade E-9 should be able to compete for command sergeant major billets across all engineer battalions and brigades. As a result of this analysis, the Department of the Army is establishing the enlisted MOS 12A—engineer senior sergeant—in the pay grade of E-9. All MOS 12X and 12Z positions and personnel in that pay grade will be reclassified to MOS 12A. Command sergeants major and staff sergeants major will be identified by additional skill identifiers on all modified tables of organization and equipment.

## Promotion Board Guidance

Beginning with fiscal year 2012, enlisted centralized selection board members will use the updated Department of the Army Pamphlet 600-25, *U.S. Army Non-commissioned Officer Professional Development Guide*,<sup>1</sup> and a formal memorandum of instruction for professional development guidance for the engineer career field. Now, NCOs assigned as instructors/writers will have the same consideration as NCOs assigned as drill sergeants and recruiters. This will attract the best and brightest NCOs from operational units to serve as instructors/writers for a minimum of 24 months. An additional change is key leadership time for staff sergeant and sergeant first class positions. NCOs who have acquired 18 months of successful key leadership time, coupled with one of the noted special assignments within their MOSs, will be considered exceptionally qualified for promotion.

## Critical-Task/Site Selection Boards

The Army's peacetime mission is to prepare for war. This requires Army leaders to attain and sustain high standards of combat readiness through tough, combined



arms training. It also requires that training to be task-based, performance-oriented, horizontally and vertically aligned, and as realistic as possible. One way to achieve this is through an effective critical-task/site selection board. The Army can't achieve proficiency on every task; therefore, those tasks that are essential to accomplishing the organization's wartime mission must be identified and trained. Any Soldier may be called on to serve as a critical-task selection board (CTSB) member for a particular MOS. CTSB membership is an opportunity to ensure that tasks identified as critical are actually critical for a particular MOS.

Evaluation and change impact and drive critical-task analysis throughout the

life of training. External and internal evaluations ensure that training complies with regulations; and evaluations measure the ability of Soldiers, leaders, and units to perform against Army training standards. Soldiers have to live with the results of a CTSB, so it's imperative that they develop an accurate task inventory for their MOS. The CTSB process begins with job analysis by subject matter experts who recommend individual tasks to be approved as "critical." Convening a board is the culmination of the job analysis phase of training development. Job analysis is complete when critical tasks are identified and approved by the training proponent commandant, agency commander, or agency commander's designated representative.

## Sapper Leader Additional Skill Identifier

In the 1980s, combat engineers—especially those associated with light forces—were referred to as *sappers*. Although the term was not reflected on tables of organization and equipment, it was consistently applied to combat engineers who performed the roles historically associated with sappers. The development of the Sapper Leader Course strengthened the use of the name. The Chief of Engineers, the commandant of the U.S. Army Engineer School, and the engineer regimental command sergeant major, in conjunction with U.S. Army Forces Command, recognized a need to track individuals who receive this valuable leadership training. Therefore, key positions such as platoon sergeants and platoon leaders in route clearance and mobility augmentation companies are being coded with a skill identifier for Sapper Leader Course attendance. Additional positions are squad leaders, platoon sergeants, and platoon leaders within the infantry, Stryker, and heavy brigade combat teams. Other positions that require the skill are those such as observer/controller and sapper leader instructor.

## Command Sergeant Major- Objective Rally Point

**T**he Engineer Regiment is vast and diverse, with thousands of engineer leaders who have years of experience conducting combat, combat support, sustainment, and nation-building operations across the globe. Social networking allows us to pool knowledge resources as a regiment. The CSM-ORP at <https://www.milsuite.mil/book/groups/csms-orp> is filled with active duty and retired NCOs who mentor, share experiences, voice opinions, and stay current on changes that affect the Engineer Regiment and the Army. The CSM-ORP is a valuable asset for the engineer leader who seeks to network, provide feedback, or get an answer to

a question. When challenged with a daunting task, check the CSM-ORP. Perhaps fellow engineers have encountered a similar situation and can point out resources or information that can help. I value your input and will often solicit opinions from the field. This is our Engineer Regiment, and together we can accomplish any task. Do not stay silent. I invite you to sign in and join the CSM-ORP.

Lead to Serve! Essayons!

### Endnote:

<sup>1</sup>Department of the Army Pamphlet 600-25, *U.S. Army Noncommissioned Officer Professional Development Guide*, 28 July 2008.