

# Signal Corps Branch

## 1. Introduction

*a. Purpose of the Signal Corps branch.* Branch 25 (Signal Corps) designs, builds, configures, secures, operates, maintains, and sustains the Army's portion of the Department of Defense Information Networks (DoDIN) consisting of communications and computer networks, information services, visual information support, and spectrum management operations (SMO) worldwide in support of the United States and multinational forces at all levels of command. Signal supports unified land operations by providing unique net-centric capabilities at every level from sustaining military bases to global strategic communication facilities, to forward deployed fighting forces. Signal provides seamless, secure, continuous and dynamic communications and information systems networks that enable mission command of Army, Joint, and Coalition forces in support of Joint, Interagency, and Intergovernmental and Multinational (JIIM) operations. Signal also provides support to defense support of civil authorities (DSCA) during homeland disaster relief and other events.

*b. Proponent information.* Chief of Signal and Commandant, U.S. Army Signal School Cyber Center of Excellence, Fort Gordon, GA. The Chief of Signal is also the proponent for Information Network Engineering, Functional Area (FA) 26 which is aligned with BR 25 and the Signal Regiment. Signal Corps (25) is an operational support branch. 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).

*c. Functions.* Signal officers and warrant officers command, lead, manage and train Signal Soldiers and units in combat that plan, integrate, synchronize, coordinate, and/or direct network operations and information services that ensure freedom of action in and through cyberspace. Branch 25 includes one officer area of concentration (AOC), 25A Signal Officer (2LT-COL), and three warrant officer military occupational specialties, 255A Information Services Technician (WO1-CW4), 255N Network Management Technician (WO1-CW4), 255S Information Protection Technician (CW3-CW4), and 255Z Senior Network Operations Technician (CW5). Together, Signal officers and warrant officers are responsible for Army networks 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, securing, protecting, 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, secure and defend voice and data communications networks that employ single and multichannel satellite (space-based), tropospheric scatter, terrestrial microwave, switching, messaging, video- teleconferencing, 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 DODIN and its interface with tactical signal elements at theater, corps, and below units.

(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.

## 2. Officer characteristics required

*a. The core competencies and essential capability of the Signal Corps support Army and unified action*

partner missions. The core competencies are—DODIN operations, network transport and information services, spectrum management operations, and visual information operations. COMSEC is an essential capability of signal support, but not considered a core competency. Together, the core competencies and essential capability facilitate mission command, and enable and integrate the other warfighting functions.

*b. 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 the 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. 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 Part One of DA PAM 600-3.

*c. Unique knowledge and skills of a Signal officer.*

(1) Signal officers lead Soldiers and organizations that provide dynamic communication network and information systems enabling mission command from the national command authority to the tactical edge. They are mentally tough and technologically adept problem solvers skilled at leveraging the latest technologies and business practices. They possess strong interpersonal skills and are able to multi-task in a rapidly changing, complex environment. Signal officers are able to build and lead effective teams as well as clearly articulate the highly-technical components of the signal and cyber community into operational terms providing the warfighter with a common operating picture. They should be lifelong learners able to pursue continuing education in leadership, management, information technology and other domain-specific disciplines. Collectively, these talents make Signal officers superb problem solvers and leaders.

(2) Signal officers orchestrate the functions of the warrant officers, enlisted Soldiers, and FA 26 officers to accomplish the core competencies of the Signal Regiment. Those core competencies are network operations (NETOPS), network transport, network engineering and information services, spectrum management operations, and visual information (VI) operations. Signal officers must also know and understand the DOD cyberspace operations construct to include DOD information networks (DoDIN), defensive cyberspace operations (DCO), and offensive cyberspace operations (OCO). Signal officers must also possess expert knowledge of Army, joint, combined, and coalition signal support and coordination principles. They should also possess 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, Signal officers should strive both on and off-duty to learn about technology management, telecommunications, automation, and the global information infrastructure. Signal officers are encouraged to obtain additional degrees in an IT related discipline.

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

*a. Signal officer development.* Signal Officers command, lead and manage signal units or personnel engaged in the installation, operation, administration, maintenance, and security of the Army's portion of the Department of Defense Information Network (DODIN). They provide information systems enabling mission command for tactical, operational, strategic, and sustaining base operations. They provide advice and technical direction to supported commanders, staffs and other communication networks and information services users, on the installation, operation and maintenance of voice and data communications, teleprocessing operations and spectrum management which support battlefield information systems. Plans, coordinates, and supervises the training, administration, operation, supply, maintenance, transportation, cybersecurity activities and allocation of resources for Signal units and facilities.

*b.* The Signal officer developmental model is focused on the quality and range of experience rather than

the specific gates or assignments required to progress. Signal officers must continue to successfully serve in key developmental assignments at each grade.

(1) Initial entry Signal lieutenants gain leadership skills, which is the main focus for newly commissioned officers, 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 may compete in the Voluntary Transfer Incentive Program (VTIP) once first lieutenant promotable 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.

#### *c. Lieutenant development.*

(1) *Education.* All lieutenants accessed directly into Signal must complete the Signal Basic Officer Leader-Branch Course (SBOLC) which provides leadership skills, tactical and technical signal training. SBOLC is 16 weeks.

(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) Commander, Special Forces Group Signal Detachment.
- (b) Platoon leader.
- (c) Direct Signal support team OIC.
- (d) Company XO/Operations officer.

(3) Lieutenants assigned as a captain level battalion S6 should attend the Battalion S6 Officer Course at Fort Gordon, Georgia prior to assuming their position.

(4) *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.

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

(6) The Signal Corps branch detail program is an important part of the Signal 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.

#### *d. Captain development.*

(1) Education for Signal captains is the Signal Captains Career Course (SCCC) generally attended between the 4th and 7th year of service. The SCCC is a Permanent Change of Station (PCS) course which is 20 weeks. Officers assigned to be a battalion S6 prior to attending the SCCC should attend the Battalion S6 Officers Course enroute to the 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) Battalion S6.
- (c) Military transition team (MTT)/security force assistant team Signal mentor/advisor.

(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) Service in a cross-component billet.
- (d) Battalion/brigade staff.
- (c) USMA faculty/staff.
- (d) ROTC instructor.
- (e) Service school SGL/instructor/TAC.
- (f) 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).
- (g) 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 compete for VTIP once LT (P). This process 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 26 (Information Network Engineer). Refer to the FA 26 Network System Engineer section for more specific information.

*e. 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 SAMS. 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/Theater Sustainment Command Network Operations/networking officer.
- (f) Company command (25A/01A).
- (g) Military transition team (MTT)/security force assistant team Signal mentor/advisor (25A/01A).
- (h) Chief, Cyber protection team.
- (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) Division/corps/ASCC/ACOM/Army Staff Signal staff officer division network planning officer.
- (b) Combat Training Center observer controller.
- (c) Service in a cross-component billet.
- (d) Signal school instructor.
- (e) DA IG.
- (f) United States Military Academy staff.
- (g) ROTC (PMS/Assistant Professor of Military Science).
- (h) ILE staff.
- (i) NATO, Joint, and Army general staff positions and support.
- (j) Corps/Medical Command/TTSB/TSSB/Regional Cyber Center Network Operations/networking officer.
- (k) 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. Joint qualification is important to the Army and is highly desirable for individual officers to compete for advancement into senior leadership positions (refer to the guidance on joint officer professional development in Part One of DA PAM 600-3). 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 may serve in branch/FA generalist assignments.

*f. 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 24 months serving as:

- (a) Signal battalion commander.
  - (b) Garrison commander.
  - (c) HHBN/Recruiting battalion/Warrior Transition battalion commander.
  - (d) Division/Joint Task Force G6/J6.
  - (e) Theater Sustainment Command G6.
- (3) Developmental and broadening assignments include but are not limited to:
- (a) Deputy/assistant corps G6.
  - (b) Deputy brigade commander.
  - (c) JIIM staff officer.
  - (d) NetOps officer within a Corps/ASCC.
  - (e) Theater Signal staff officer.
  - (f) Army staff.
  - (g) Service in a cross-component billet.
  - (h) ROTC battalion command.
  - (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. Joint qualification is important to the Army and is highly desirable for individual officers to compete for advancement into senior leadership positions (refer to the guidance on joint officer professional development in Part One of DA PAM 600-3). Lieutenant colonels should expect to alternate between command and ACOM/ASCC/DRU/Joint/DOD/multinational staff assignments.

*g. Colonel development.*

(1) *Education.* BR 25 officers selected for colonel should successfully complete Military Education Level (MEL) 1 (SSC equivalent). 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) Signal brigade commander.
- (b) DISA commander.
- (c) Recruiting/ROTC brigade commander.
- (d) Garrison commander.
- (e) 8<sup>th</sup> Army G6.
- (f) Corps G6.

(3) Developmental and broadening assignments for a Signal colonel include, but are not limited to—COCOM J6.

- (a) Army Component Command/Theater Army G6.
- (b) Chief of Staff, Theater Signal Command/NETCOM/Cyber Center of Excellence.
- (c) Director, Capabilities Development and Integration Division, Cyber Center of Excellence.
- (d) HQDA CIO/G6 Staff Officer.
- (e) Joint Staff J6 Staff Officer.
- (f) G3/J3, NETCOM/JFHQ-DODIN/Theater Signal Command.
- (g) COCOM Deputy J6.
- (h) White House Communications Agency (WHCA) commander.
- (i) TRADOC capabilities manager.

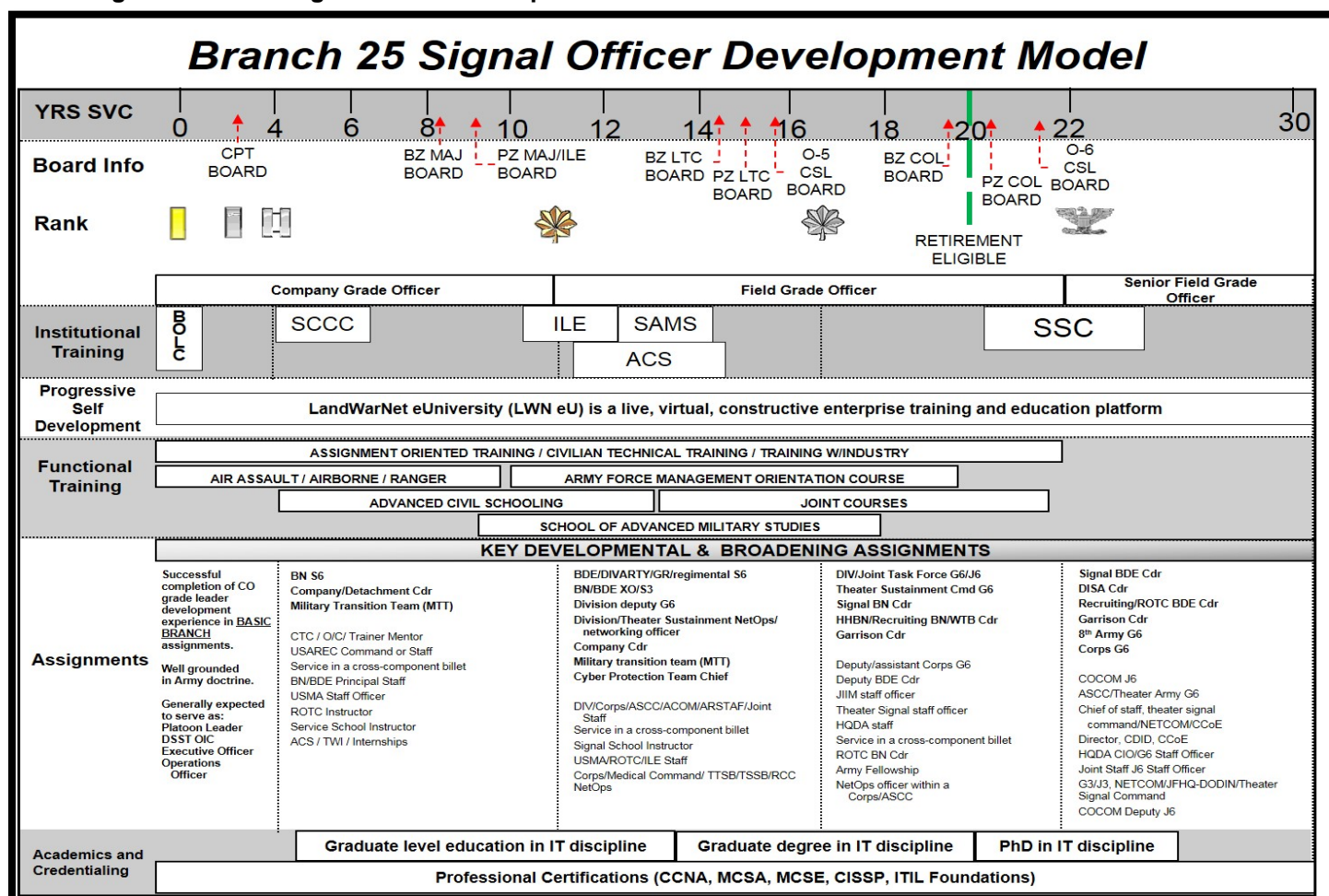
(4) Self-development for colonels include currency with industry trends and new technologies as they are often required as final decision makers in new equipment purchases. Self-development also includes strategic broadening through the Senior Leader Seminar, Seminar XXI, and post MEL 1 fellowships. 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.

*h. Joint assignments.* Signal captains through colonels can expect consideration for joint duty assignments world- wide. Joint qualification is important to the Army and is highly desirable for individual officers to compete for advancement into senior leadership positions (refer to the guidance on joint officer professional development in Part One of DA PAM 600-3).

*i. 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

Figure 1. AC/RC Signal officer developmental model



#### 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) functions to include fault management, configuration management, auditing and accountability measures, maintaining performance standards, and implementing security measures at all levels in support of combat information superiority and mission command. They supervise and manage the operation and internetworking of telecommunications networks, network systems equipment, network nodal transmission and transport systems, network management system platforms, networked information systems and associated personnel at both the local area and wide area network level. They plan, install, administer, manage, maintain, integrate, operate, service, secure, optimize and troubleshoot communications networks and networked-systems connectivity and capacity in order to transmit information as an element of combat power. They supervise and oversee network security planning and the implementation and use of electronic keys and frequency management to support communications networks and networked-systems. They manage the training of personnel on the planning, installation, administration, management, maintenance, integration, operation, servicing, securing, optimization and troubleshooting of communications networks and networked-systems. They develop policy recommendations and provide technical guidance and advice to commanders and staffs on the management and operation of Army, joint, intergovernmental, interagency and multinational communications networks and networked-systems.

(3) *255S, Information Protection Technician.* Information Protection Technicians are the Army's premier defenders of the Army's portion of the Cyberspace domain; they perform information assurance/computer network defense (IA/ CND) measures to include the protection, detection, and reaction functions at all levels in support of combat information superiority. They supervise and manage information assurance efforts, associated sub-elements (e.g., computer network defense), nonlethal electronic protection efforts and associated personnel within the standards, transport, services, and applications layers of the network in order to achieve confidentiality, integrity and availability of information, as well as the authentication and non-repudiation of users. They plan, install, administer, manage, maintain, integrate, operate, service, secure, optimize, and troubleshoot information protection efforts to include passive and active network defense measures. They supervise and/or oversee subordinate sections required to support information protection and network defense. They supervise and/or oversee cryptographic network (cryptonet) planning, electromagnetic spectrum operations to achieve electronic protect and the implementation and use of electronic keys required to support communications networks and networked-systems. They manage the training of personnel on the planning, installation, administration, management, maintenance, integration, operation, servicing, securing, optimization and troubleshooting of information protection to include passive and active network defense measures. They develop policy recommendations and provide technical guidance and advice to commanders and staffs on the management and operation of Army, joint, intergovernmental, interagency and multinational information protection to include passive and active network defense measures.

(4) *255Z, Senior Network Operations Technician.* Senior network operations technicians serve exclusively at the grade of CW5 as technical and tactical advisors for full spectrum network operations at any echelon of command or support activity of the U.S. Army or joint staff sections assigned to theater combatant commanders or allied armies. These officers provide leadership, guidance, technical input and direction to subordinate elements, staff agencies, and field commanders up to and including theater Army level. They administer personnel management matters pertaining to BR 25; integrate information management functions across ACOM/ASCC/DRU or DA levels; oversee the MOS life- cycle management for all personnel proponent functions for all Signal Regiment warrant officer MOSs; and serve as the personnel integrator at ACOM/ASCC/DRU or personnel proponent level. They coordinate contracting, procurement, and materiel acquisition programs, and manage the development of training packages to ensure Army personnel are prepared to operate and maintain new systems prior to fielding. 255Zs manage the assignment of Signal Regiment warrant officers worldwide. They provide coordination between military and industry during the development, testing and fielding of new communications, network, or IT and equipment. They develop policy and provide guidance for the management of theater

communications and information systems and networks.

*b. Military occupational specialty qualification and development.*

(1) Basic level MOS qualification. After completing the WOCS, WO1s attend their MOS WOBC. WO1 appointments are contingent upon successful graduation from WOBC.

(2) Advanced level MOS qualification. CW2s will attend their MOS WOAC. Warrant officers should attend their MOS WOAC not later than 1 year after promotion to CW3 and must be completed prior to promotion to CW4. CW2s assigned to CW3 positions will attend their MOS WOAC prior to assignment. CW2s through CW4 may be selected for fully funded advanced civilian schooling or Training With Industry in MOS related discipline.

(3) Senior-level MOS qualification. CW3s will attend WOILE and their MOS WOILE follow-on course. Warrant officers should attend WOILE and their MOS WOILE follow-on course no later than 1 year after promotion to CW4. WOILE and MOS WOILE follow-on course must be completed prior to promotion to CW5. CW3s assigned to CW4 positions will attend their WOILE and MOS follow-on course prior to assignment.

(4) Master-level MOS qualification. CW4s will attend WOSSE. Warrant officers should attend WOSSE course no later than 1 year after promotion to CW5.

*c. Professional development.* 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 and strategic information systems and networks 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, warfighters, and leaders of specialized teams of Soldiers. Throughout their career, Signal Corps warrant officers should continue their self-development, to include the pursuit of a specialty-related graduate degree and/or advanced industry certification programs. The following are the professional development goals for Signal warrant officers:

(1) Continuing education.

(a) Complete a minimum of 80 hours of MOS related continuing education credits a year. Continuing education credit means one contact hour of training.

(b) Complete an associate's degree in a MOS related degree program and/or a MOS related certification program to be competitive for promotion to CW3.

(c) Complete a baccalaureate degree in a MOS related degree program and/or an advanced certification program to be competitive for promotion to CW4.

(d) Complete a graduate degree in a MOS related degree program and/or a second advanced certification program to be competitive for promotion to CW5.

(2) MOS 255A WO1/CW2.

(a) WO1/CW2s are basic level, tactical, and technical experts who should expect to serve in brigade-level positions.

(b) The focus during this phase is on acquiring and refining technical and administrative skills, as well as the MOS- unique technical skills required to plan, engineer, install, administer, integrate, maintain, troubleshoot, and restore of information systems and services to include the supervision and training of associated personnel at the brigade level. In addition to MOS-unique tasks, information systems technicians should also become proficient in common core tasks.

(c) Typical assignments include:

(1) Information services technician.

(2) BDE/BCT staff.

(3) Multi-function Signal Battalion staff.

(4) Functional Brigade staff.

(5) Signal Company/Brigade staff.

(6) Ranger Regiment Battalion staff.

(3) MOS 255A CW3.

(a) CW3s are advanced level, tactical and technical experts who should expect to serve in division-level positions.

(b) The focus during this phase is on providing leader development, mentorship, advice, and counsel to NCOs, warrant officers, branch officers and advising commanders on Signal technical and

warrant officer issues. CW3s should continue to acquire and refine advanced technical and administrative skills, as well as MOS-unique technical skills required to plan, engineer, install, administer, maintain, integrate, service, secure, troubleshoot, and restore information systems and services and the supervision and training of associated personnel at the division level. In addition to MOS-unique tasks, information systems technicians should also become proficient in common core tasks and familiar with general Army organizational roles, functions, and missions.

(c) Typical assignments include:

- (1) Information services technician.
- (2) BCT Staff.
- (3) Division/joint/combined staff.
- (4) Instructor/writer.
- (5) Combat developer.
- (6) Special assignments.
- (7) Assignment manager
- (8) TAC officer
- (9) Training Center O/C

(4) MOS 255A CW4.

(a) CW4s are senior-level, tactical and technical experts who should expect to serve in corps/echelons above corps- level positions.

(b) The focus during this phase is providing leader development, mentorship, advice, and counsel to NCOs, warrant officers, and branch officers. CW4s have special mentorship responsibilities for other warrant officers and provide essential advice to commanders on Signal technical and warrant officer issues. CW4s should continue acquiring and refining advanced technical and administrative skills, as well as the MOS-unique technical skills required to plan, install, administer, manage, maintain, operate, integrate, service, secure, troubleshoot, and restore information systems and services and the supervision and training of associated personnel at the corps/echelons above corps level. In addition to MOS-unique tasks, information systems technicians should also become familiar with Army organizational roles, functions and missions at the ACOM staff levels to include the force management processes.

(c) Typical assignments include:

- (1) Senior information services technician.
- (2) TRADOC staff.
- (3) Division/corps/joint/combined/corps staff.
- (4) ACOM/ASCC/DRU staff.
- (5) Instructor/writer.
- (6) Combat developer.
- (7) Special assignments.
- (8) Senior Assignment manager
- (9) TAC officer
- (10) Training Center O/C

(5) MOS 255N WO1/CW2.

(a) WO1/CW2s are basic level, tactical and technical experts who should expect to serve in brigade-level positions.

(b) The focus during this phase is on acquiring and refining technical and administrative skills, as well as the MOS- unique technical skills required to plan, engineer, install, administer, maintain, integrate, secure, troubleshoot voice, video, data and communications networks and networked-systems connectivity and training of associated personnel at the brigade level. In addition to MOS-unique tasks, network systems technicians should also become proficient in common core tasks.

(c) Typical assignments include:

- (1) Network management technician.
- (2) BCT staff.
- (3) Multi-function signal battalion staff.
- (4) Functional brigade staff.
- (5) Signal company/brigade staff.
- (6) Cyber protection team.

(6) MOS 255N CW3.

(a) CW3s are advanced level tactical and technical experts who should expect to serve in division-level positions.

(b) The focus during this phase is on providing leader development, mentorship, advice, and counsel to NCOs, warrant officers, branch officers, and advising commanders on Signal technical and warrant officer issues. CW3s should continue to acquire and refine advanced technical and administrative skills, as well as MOS-unique technical skills required to plan, engineer, install, administer, maintain, integrate, secure, troubleshoot voice, video, data and communications network, networked-systems connectivity, and the supervision and training of associated personnel at the division level. In addition to MOS-unique tasks, network management technicians should also become proficient in common core tasks and familiar with general Army organizational roles, functions, and missions.

(c) Typical assignments include:

- (1) Network management technician.
- (2) SATCOM engineering technician/OIC.
- (3) BCT staff.
- (4) Division/joint/combined staff.
- (5) Instructor/writer.
- (6) Combat developer
- (7) Special assignments
- (7) Assignment manager
- (8) TAC officer
- (10) Training Center O/C

(7) MOS 255N CW4.

(a) CW4s are senior-level tactical and technical experts who should expect to serve in corps/echelons above corps- level positions.

(b) The focus during this phase is providing leader development, mentorship, advice, and counsel to NCOs, warrant officers, and branch officers. CW4s have special mentorship responsibilities for other warrant officers and providing essential advice to commanders on Signal technical and warrant officer issues. CW4s should continue acquiring and refining advanced technical and administrative skills, as well as the MOS-unique technical skills required to plan, engineer, install, administer, maintain, integrate, secure, troubleshoot voice, video, data and communications network, networked-systems connectivity, and the supervision and training of associated personnel at corps/echelons above corps level. In addition to MOS-unique tasks, network management technicians should also become familiar with Army organizational roles, functions, and missions at the ACOM staff levels to include the force management processes.

(c) Typical assignments include:

- (1) Senior network management technician.
- (2) Senior SATCOM engineering technician/OIC.
- (3) TRADOC staff.
- (4) Division/corps/joint/combined/corps staff.
- (5) ACOM/ASCC/DRU staff.
- (6) Instructor/writer.
- (7) Combat developer.
- (8) Special assignments.
- (9) Senior Assignment manager

(8) MOS 255S WO1/CW2. MOS 255S is not an accession level MOS; MOS 255N and 255A warrant officers will be evaluated for accession into MOS 255S just prior to attendance of the WOAC.

(9) MOS 255S CW3.

(a) CW3s are advanced level, tactical and technical experts who should expect to serve in brigade and division-level positions.

(b) The focus during this phase is on providing leader development, mentorship, advice, and counsel to NCOs, warrant officers, branch officers, and advising commanders on Signal technical and warrant officer issues. CW3s should continue to acquire and refine advanced technical and administrative skills, as well as MOS-unique technical skills required to plan, engineer, and synchronize cybersecurity activities, capabilities and operations in support of internal defensive measures and the supervision and training of associated personnel at the brigade and division level. In addition to MOS-unique tasks, cybersecurity integration technicians should also become proficient in common core tasks and familiar with general Army organizational roles, functions, and missions.

(c) Typical assignments include:

- (1) Information protection technician.

- (2) BCT staff.
- (3) Division/joint/combined staff.
- (4) Instructor/writer.
- (5) Combat developer
- (6) Cyber support teams.
- (7) Regional Cyber Center
- (8) Special assignments.
- (9) Assignment Manager
- (10) MOS 255S CW4.

(a) CW4s are senior-level tactical and technical experts who should expect to serve in corps/echelons above corps-level positions.

(b) The focus during this phase is providing leader development, mentorship, advice, and counsel to NCOs, warrant officers, and branch officers. CW4s have special mentorship responsibilities for other warrant officers and providing essential advice to commanders on Signal technical and warrant officer issues. CW4s should continue acquiring and refining advanced technical and administrative skills, as well as the MOS-unique technical skills required to plan, engineer, and synchronize cybersecurity activities, capabilities and operations in support of internal defensive measures and the supervision and training of associated personnel at the corps/echelons above corps-level. In addition to MOS-unique tasks, cybersecurity integration technicians should also become familiar with Army organizational roles, functions, and missions at the ACOM staff levels to include the force management processes.

(c) Typical assignments include:

- (1) Senior information protection technician.
- (2) TRADOC staff.
- (3) Division/corps/joint/combined/corps staff.
- (4) ACOM/ASCC/DRU staff.
- (5) Instructor/writer.
- (6) Combat developer.
- (7) Senior Assignment Manager.
- (8) Special assignments.

- (11) MOS 255Z CW5.

(a) CW5s are master-level, tactical and technical experts who should expect to serve primarily in ACOMs, joint combatant commands, and Army staff level positions.

(b) The focus during this phase is providing leader development, mentorship, advice, and counsel to warrant officers and branch officers. CW5s have special mentorship responsibilities for other warrant officers and providing essential advice to commanders on Signal technical and warrant officer issues. CW5s should continue acquiring and refining advanced technical and administrative skills, as well as the MOS-unique technical skills required to develop policy for communication networks and information systems requirements, operation, administration, maintenance, security and the supervision and training of associated personnel at the ACOMs, joint combatant commands, and Army staff level positions. In addition to MOS-unique tasks, senior information network integration technicians should also become familiar coordinate contracting, procurement, materiel acquisition programs, and manage the development of training packages to ensure Army Signal and other personnel are prepared to operate and maintain new systems prior to fielding to include the MOS life cycle management for all personnel proponent functions and force management processes.

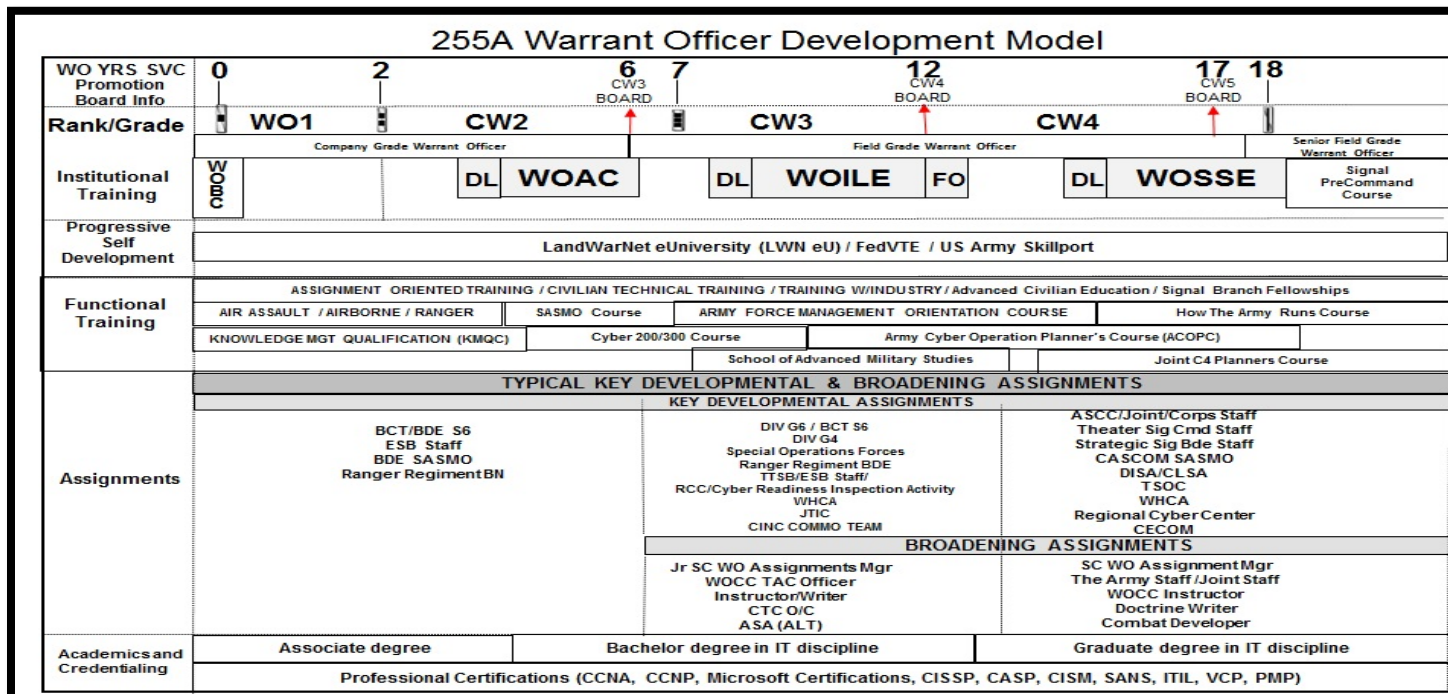
(c) MOS 255Z assignment include:

- (1) Senior network operations technician.
- (2) Career program manager.
- (3) Technical director.
- (4) Senior technical advisors.
- (5) Chief technology officer.
- (6) CCWO.
- (7) Regimental chief warrant officer.

(d) 255Z, self-development. CW5s should become familiar with the constitutional, statutory, and regulatory basis for the force projection Army and the capabilities that are sustained through management of doctrinal, organizational, and materiel change. They should become familiar with Army organizational roles, functions and missions, especially at the ACOM/ASCC/DRU and Army secretariat/staff levels; and with the force management processes, from the determination of force requirements through the

(e) 255Z, desired experience. A minimum of 14 years of experience in Signal from the brigade and division level to ACOM level.

**Figure 2. AA 255A warrant officer developmental model**



**Figure 3. AA 255N warrant officer developmental model**

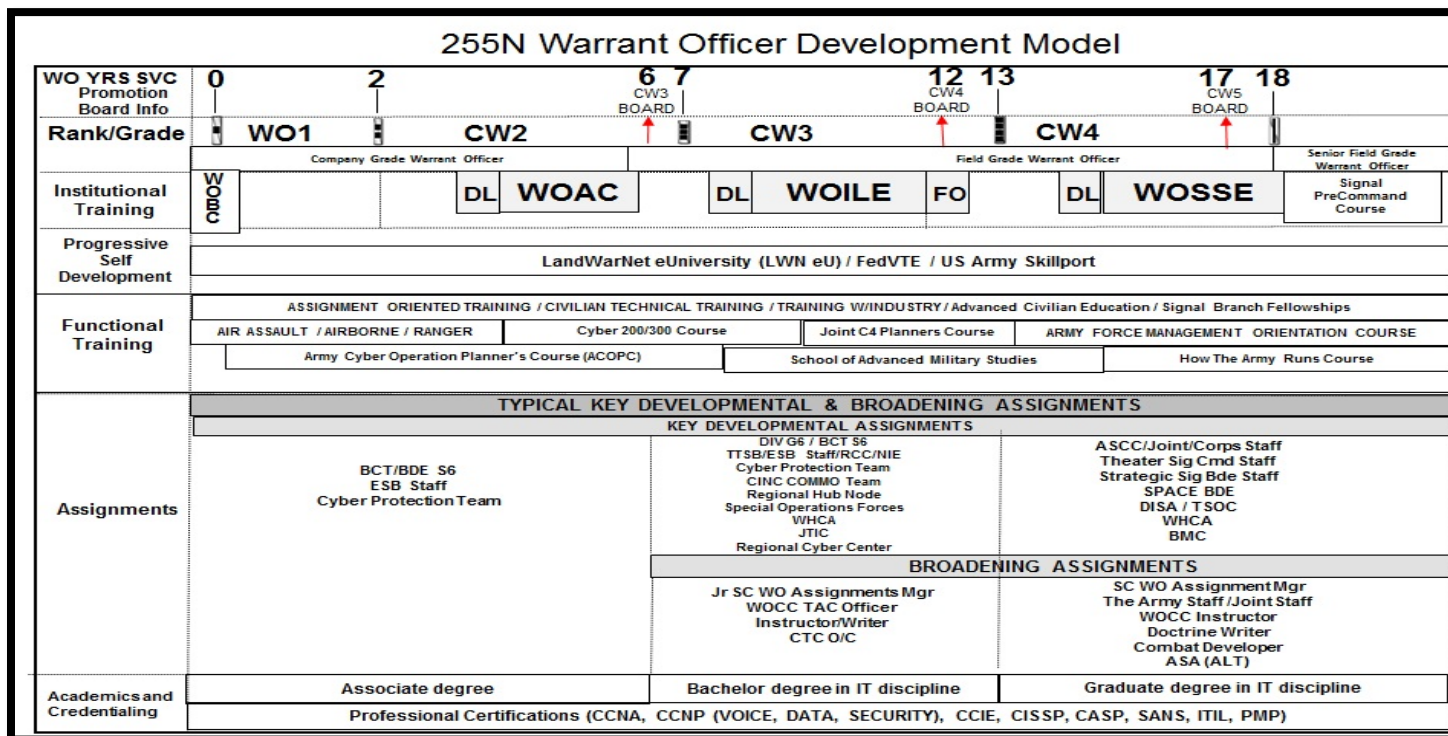


Figure 4. AA 255S warrant officer developmental model

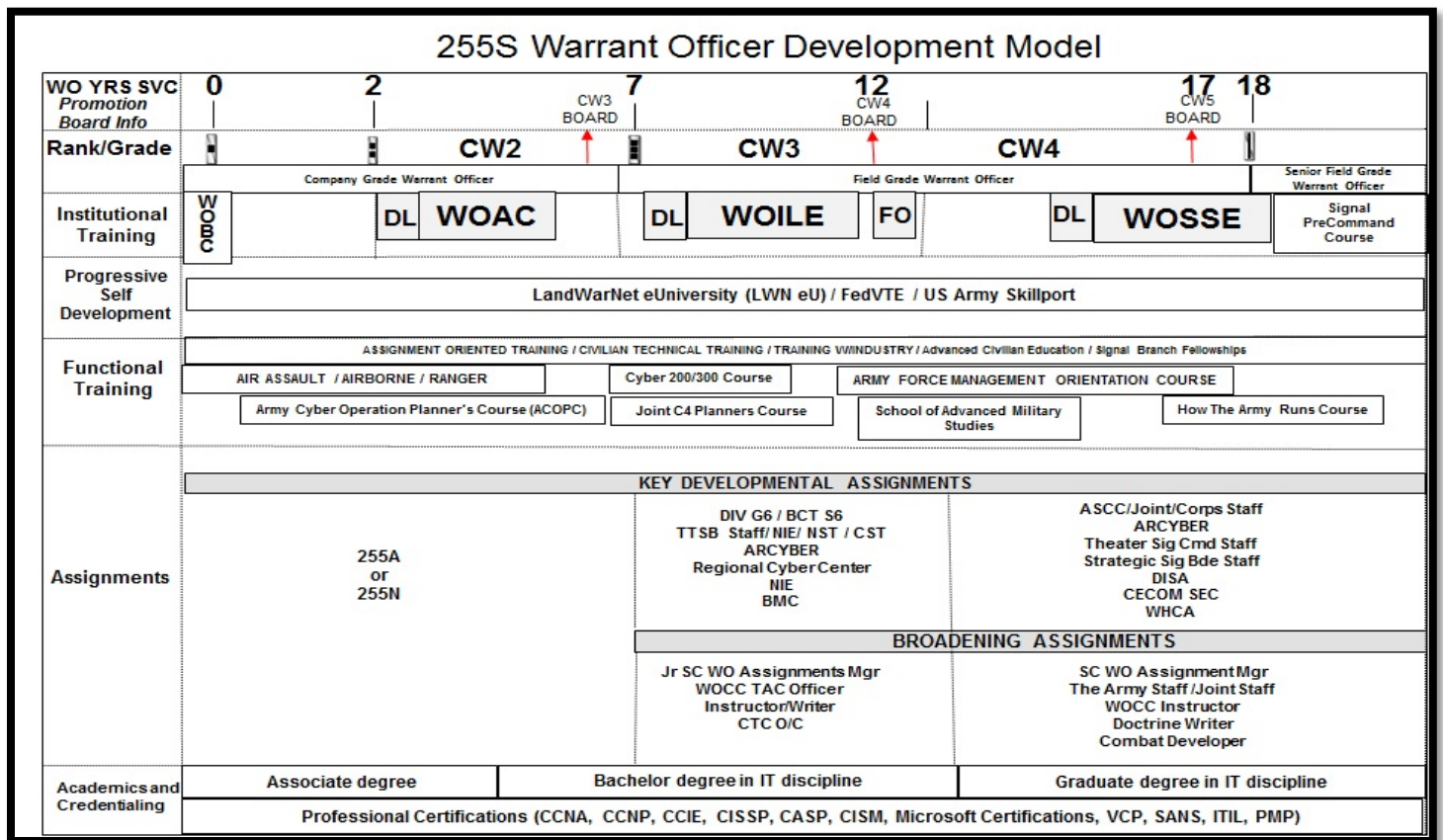
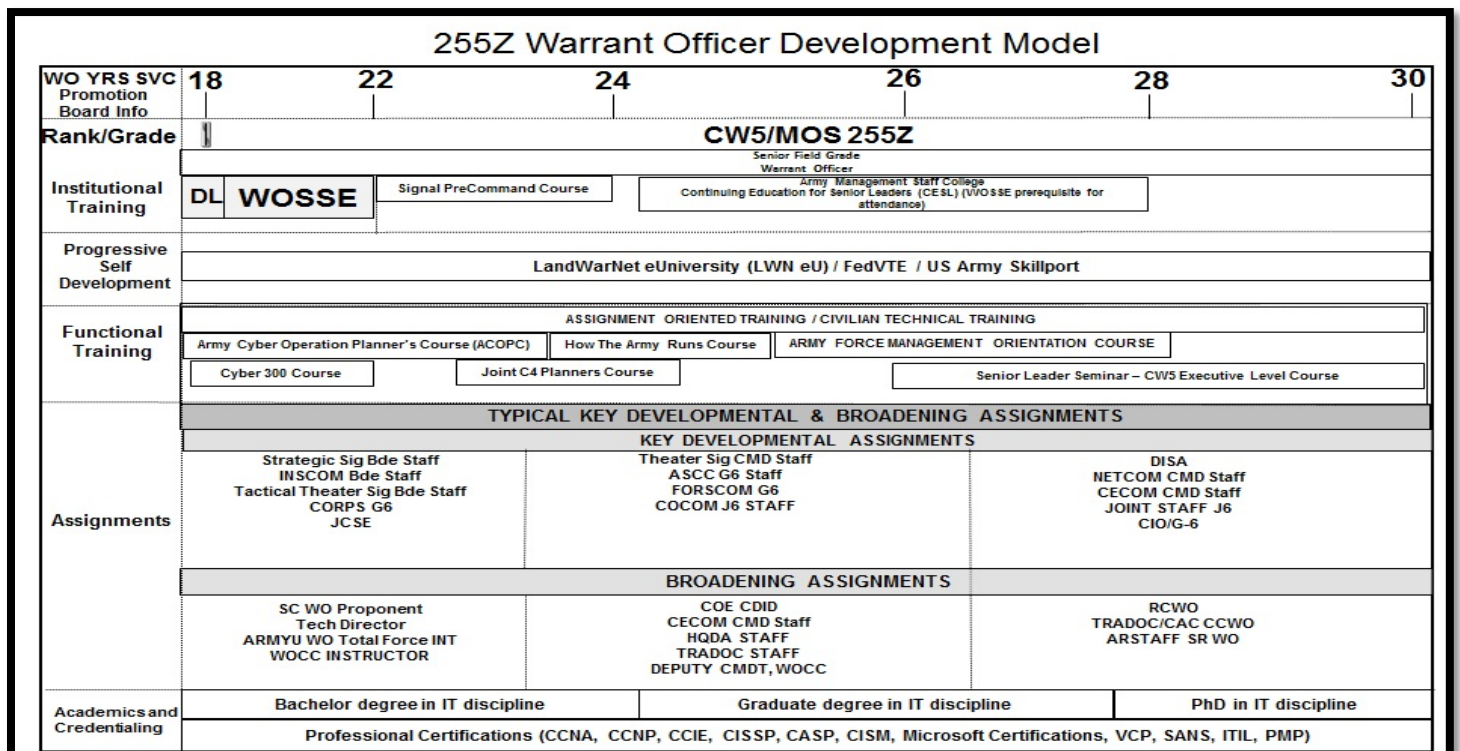


Figure 5. AA 255Z warrant officer developmental model



## 5. Signal Corps Reserve Component (RC) 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 26, see appropriate sections 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 Part One of DA PAM 600-3. 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 Signal Basic Officer Leader-Branch Course (SBOLC) for technical training in the Army's communication field prior to promotion to first lieutenant. The course length consist of 16 weeks.

(2) *Captain.* For consideration for promotion to major, a Signal captain must successfully complete all four phases of the Signal Captains Career Course-Reserve Component (SCCC-RC). Officers must complete SCCC-RC for competitive career progression (see chap 7). Active Guard Reserve Soldiers may attend the 16 week SCCC. 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 Part One of DA PAM 600-3. 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 any time 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.

## **6. Signal Corps Reserve Component (RC) warrant officers**

a. General career development. The ARNG and USAR Signal Corps warrant 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. To meet professional development objectives, RC Signal warrant officers must possess a willingness to rotate between assignments.

(2) Both TOE and TDA organizations host RC Signal warrant 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 warrant officers should seek the advice of the Signal Army Reserve proponent advisor for more information on current authorizations, schooling, and career development. ARNG warrant officers are advised to contact their respective state senior signal warrant officer, state Command Chief Warrant Officer (CCWO) and personnel management office. Another source of information is the Reserve Component Affairs Office (RCOA) Senior Warrant Officer Advisors for the USAR and ARNG located at Fort Gordon.

b. Warrant Officer development. For basic guidance on RC warrant officer development see Part One of DA PAM 600-3. Unique Signal warrant officer information is detailed below. All Signal warrant 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) Warrant Officer One (WO1). Newly accessed warrant officers must attend the WOBC for technical training in the Army's communication field. A WO1 must have WOBC completed within 2 years of initial appointment to WO1.

(2) Chief Warrant Officer Two (CW2). For promotion consideration to CW2, successful completion of the WOBC is required. Warrant officers are encouraged to pursue an MOS-related undergraduate degree or industry certification programs. A CW2 must enroll in the WOAC any time after 2 years as a CW2.

(3) Chief Warrant Officer Three (CW3). For promotion consideration to CW3, successful completion of the WOAC is required. The primary professional development objective of a Signal Corps CW3 in the RC is to continue to strengthen IT skills. During this phase, warrant officers must enroll in the WOILE course any time after 3 years as a CW3. After completing the WOILE course, a CW3 must enroll in the SWOILE course. Warrant officers are highly encouraged to complete an MOS-related undergraduate degree or related industry certifications during these years.

(4) Chief Warrant Officer Four (CW4). For promotion consideration to CW4, successful completion of the SWOILE is required. Warrant officers are highly encouraged to complete an MOS-related graduate degree or related industry certifications during these years. During this phase, warrant officers must enroll in WOSSE any time after 4 years as a CW4.

(5) Chief Warrant Officer Five (CW5). For promotion consideration to CW5, successful completion of the WOSSE is required. 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.

*c. Branch transfer.* Army Warrant officers may request to branch transfer into the Signal Corps at any time during their career based on the needs of the Army and if the required prerequisites are met. For more information, contact the Office, Chief of Signal (OCOS).

d. MOS reclassification. Signal Warrant officers may request to reclassify into another Signal MOS at any time during their career based on the needs of the Army and if the required prerequisites are met. For more information, contact the Office, Chief of Signal (OCOS).

Figure 6. RC 255A warrant officer developmental model

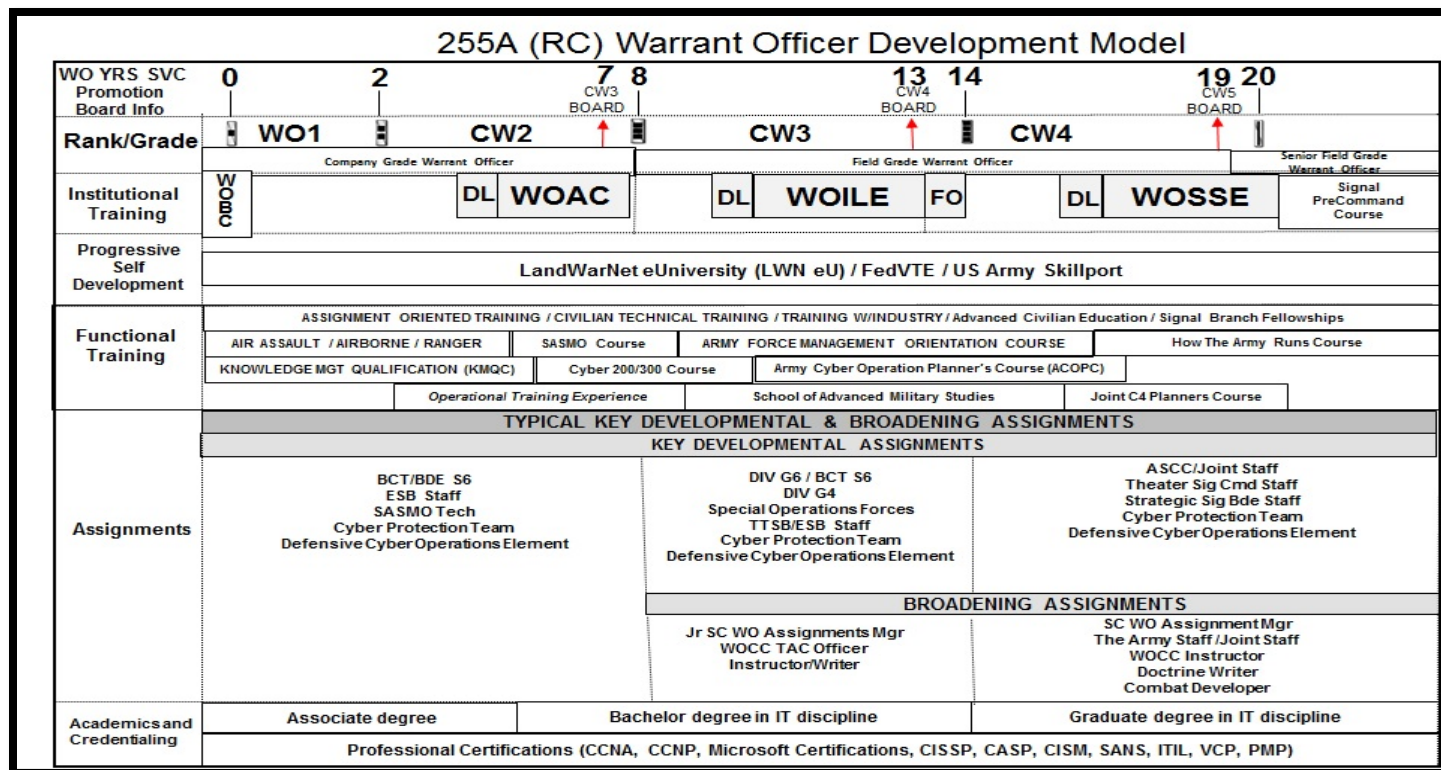


Figure 7. RC 255N warrant officer developmental model

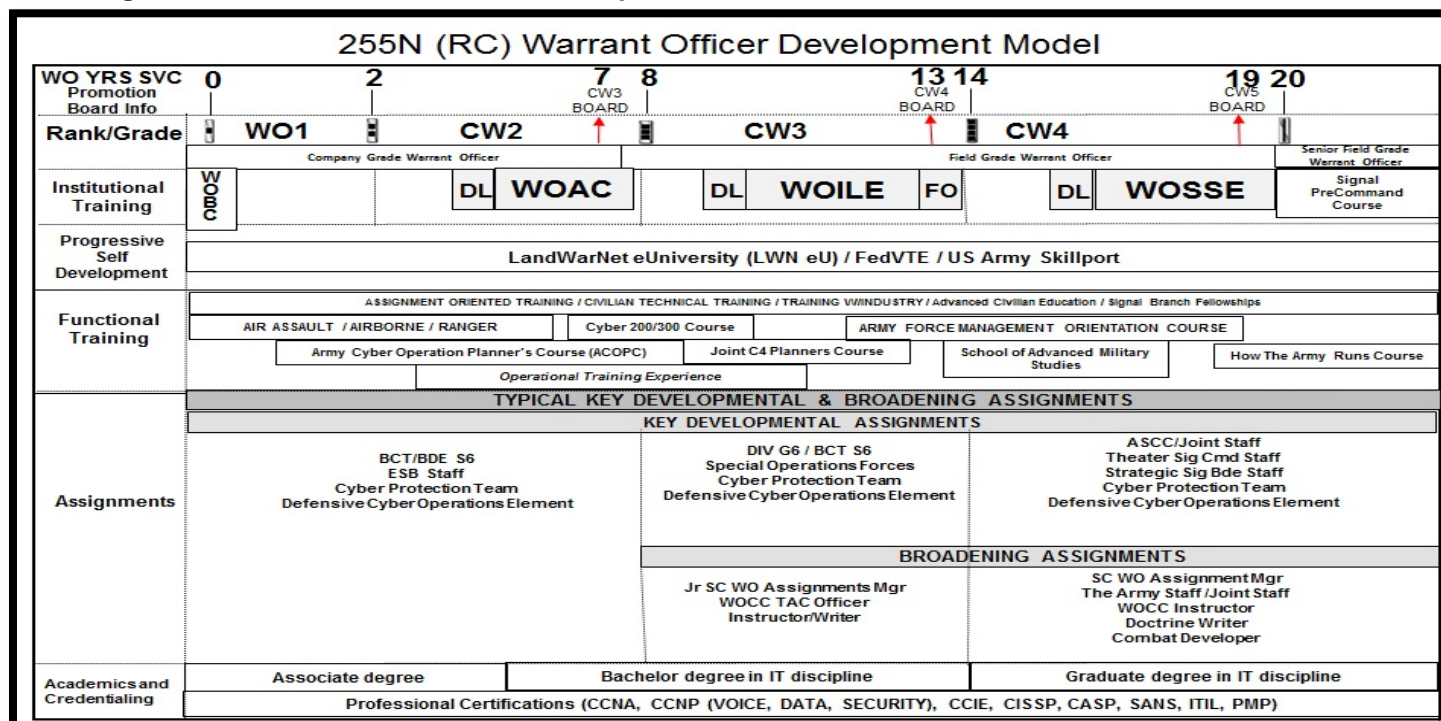


Figure 8. RC 255S warrant officer developmental model

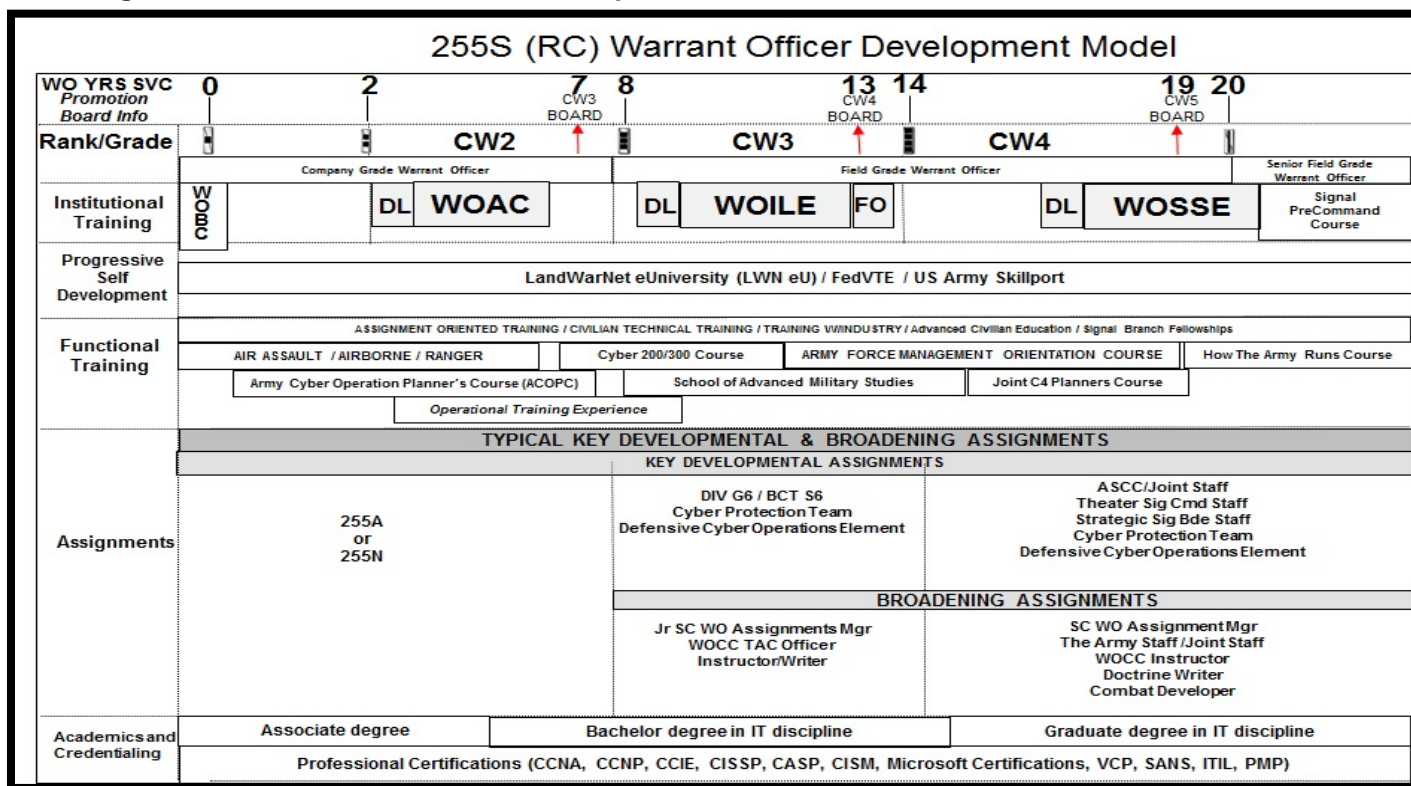


Figure 9. RC 255Z warrant officer developmental model

