



Chemical Corps

---CAC Approved---



CM Lieutenant KSB Storyboard



Proponent Vision: Chemical Lieutenants are well versed in CBRN unit capabilities and CBRN operations technical concepts. They are proficient in troop leading procedures at the platoon and team levels. They have a basic understanding of chemical, biological, nuclear, and radiological sciences and can apply this knowledge to inform combined arms operations' planning and execution. CM LTs have a fundamental understanding of CBRN aspects of Defense Support to Civil Authorities and homeland defense.

Developmental/ Experiential Learning
Positions: Platoon Leader, Battalion CBRN Officer, CRT Assistant Team Leader, Company Executive Officer
Broadening Experiences: Ranger/SF Group CBRN Officer, Aide-de-Camp
Experiences: Hold positions and responsibilities that refine leadership and branch-related coordination, logistics, and administrative skills; gain an in-depth knowledge of unified land operations and CBRN operations

Education:
College and University: Bachelor's Degree (R); no specific undergraduate degree required for the CM Corps
Credentials & Certifications (Continuing Education):
Military Schooling: Basic Officer Leader Course (R), Technical Escort (L3) (O), STRYKER NBCRV Recon System (L6) (O), CBRNE Dismounted Recon (O), Mass Casualty Decon (O), CBRN Responder (O), Radiation Safety (O), Airborne (O), Air Assault (O), Ranger (O)

Baseline Talents (ATAF - Tier 2):
Decision Making (I), General Cognitive Ability (I), Interests (I), Motives (I), Social Skills (I), Written Communication (I)

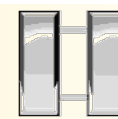
Assignment Developed Talents (ATAF – Tier 2):
Conscientiousness (I), Reasoning (I), Extraversion (I), Tactical/Technical Competence (I), General Communication (I), Teamwork (I), IT Programs and Systems (I), Decision Making (I), Math & Science (I), Oral Communication (I), Management (I)

Baseline KSBs (ATAF - Tier 3): Learning Orientation (I), Interest In Leadership (I), Mental Agility (I), Sound Judgement (I), General Cognitive Aptitude (I), Information Ordering (I), Perceptive (I), Social Perceptiveness (I), Reading Comprehension (I), Multi-tasking (I), Processes Information and Data (I)

Assignment Developed KSBs (ATAF - Tier 3): Proficiency with Mission Systems (I), Specialized Expertise (I), Cooperation/Teamwork (I), Detail-Focused & Precise (I), Assertiveness (I), Communicator (I), Basic Computer Skills (I), Oral Communication Skill (I), MOS/Branch-Specific Knowledge and skill (I), General Science (I), Assessing And Mitigating Harm (I), Decision Making (I), Task Planning & Management (I), Knowledge of Combined Arms Operations (I)



CM Captain KSB Storyboard



Proponent Vision: Chemical Captains meet challenging and demanding requirements through their mastery of CBRN doctrine, combined arms operations, and brigade-level decision making process. Their understanding of Army and CBRN capabilities along with company through brigade tactics ensures successful application of chemical units in support of large-scale combat operations. Chemical Captains are well versed in training management, sustainment, maintenance, and human resources ensuring they will be effective company commanders in both TDA and TOE organizations.

Developmental/ Experiential Learning
Positions: Company Commander, BDE CBRN Officer
Broadening Experiences: Detachment CDR (CDD/CRD), Ranger/SF Group CBRN Officer, DIV/CORPS CBRN Staff, Small Group Leader, CTC Combat Trainer, USMA Faculty and Staff, ACOM or DRU, Joint Staff officer, Fellowships/scholarships, Training with Industry
Experiences: Complete 12-18 months as a CO CDR, and 24 months in branch coded positions

Education:
College and University: Bachelor's Degree (R); no specific undergraduate degree required for the CM Corps
Credentials & Certifications (Continuing Education): Hazardous Material Technician (R)
Military Schooling: Basic Officer Leader Course (R), Technical Escort (L3) (O), STRYKER NBCRV Recon System (L6) (O), CBRNE Dismounted Recon (O), Mass Casualty Decon (O), CBRN Responder (O), Radiation Safety (O), Airborne (O), Air Assault (O), Ranger (O)

Baseline Talents (ATAF – Tier 2):
Reasoning (I), General Cognitive Ability (I), Interests (I), Motives (I), Attention Control (I), Problem Solving (I), Written Communication (I)

Assignment Developed Talents (ATAF – Tier 2):
Decision Making (II), Openness to Experience (I), Leadership (I), General Cognitive Ability (II), Social Skills (I), Management (I), Written Communication (I)

Baseline KSBs (ATAF - Tier 3): MOS/Branch-Specific Knowledge and skill (I), Learning Orientation (I), General Cognitive Aptitude (I), Problem Sensitivity (I), Decision Making (I), Detail-Focused & Precise (I), Assertiveness (I), Multi-Tasking (I), Assessing and Mitigating Harm (I), Perceptive (I), Problem Solver (I), Analytical Thinking (I), Information Ordering (I), Interest In Leadership (I)

Assignment Developed KSBs (ATAF - Tier 3): MOS/Branch-Specific Knowledge and skill (II), Specialized Expertise (II), Assessing and Mitigating Harm (II), Decision Making (II), Detail-Focused & Precise (II), Assertiveness (I), Multi-Tasking (II), Proficiency with Mission Systems (I), Processes Information and Data (I), Perceptive (II), Social Perceptiveness (II), Cooperation/Team work (I), Reading Comprehension (I), Motivating Others (I), Task Planning & Management (I), Written Communication (I), Oral Communication Skill (I), Innovative (I)



CM Major KSB Storyboard



Proponent Vision: Chemical Majors possess an extensive understanding of the CBRN enterprise within multi-domain operations. Their mastery of operational art and design along with their grasp of combined arms capabilities and operations provide effective collaboration in planning and leading organizations at the brigade and higher echelons. They also synthesize and apply their knowledge of countering weapons of mass destruction to build a coherent, overarching perspective for senior leaders.

Developmental/ Experiential Learning

Positions: Battalion Executive Officer, Battalion S3, Deputy Division CBRN Staff, Joint staff officer, BDE primary staff
Broadening Experiences: DIV/CORPS CBRN officer, ACOM/DRU/HQDA staff, SF Group CBRN Officer, USMA/CGSC Faculty and Staff, CTC O/C-T, TRADOC staff, MSCOE staff, USACBRNS staff, HRC, ROTC APMS
Experiences: Complete 24 months in a key developmental assignments; achieve mastery of CBRN support operations as part of joint and multinational operations.

Education:

College and University: Master’s Degree (D); no specific degree required for the CM Corps
Credentials & Certifications (Continuing Education): Hazardous Material Technician (R)
Military Schooling: ILE (R), CBRNE Senior Staff Planner’s Course (O), Army Force Management Course (O), School of Advanced Military Studies (O), Capabilities Developments (O), Airborne (O), Air Assault (O), Ranger (O)

Baseline Talents (ATAF - Tier 2):

Agreeableness (I), Conscientiousness (I), Emotional Stability (I), Extraversion (I), Leadership (I), Openness to Experience (I), Oral Communication (II), Social Skills (II), Tactical/Technical Competence (II), Teamwork (II), Written Communication (II)

Assignment Developed Talents (ATAF – Tier 2):

Conscientiousness (II), Decision Making (II), General Communication (II), Interests (I), Leadership (I), Management (II), Meta-Cognition (I), Problem Solving (II), Reasoning (II), Social Skills (I), Stress Tolerance (I), Systems Thinking (I), Tactical/Technical Competence (I), Teamwork (I)

Baseline KSBs (ATAF - Tier 3): Adaptability (I), Assertiveness (I), Cooperation (I), Cooperation/Team work (II), Emotional Control (I), MOS/Branch-Specific Knowledge and skill (II), Motivating Others (I), Oral Communication Skill (II), Prudent Risk-Taker (I), Reading Comprehension (II), Self-Control (I), Self-Management (I), Social Perceptiveness (II), Written Communication (II)

Assignment Developed KSBs (ATAF - Tier 3): Analytical Thinking (II), Communication Ability (II), Critical Thinking (I), Decision Making (II), Detail-Focused & Precise (II), Improves the Organization (I), Inspirational Leader (I), Interpersonal Relationship Building (I), Investigative Interests (I), Knowledge of Combined Arms Operations (I), Problem Solver (II), Project Manager (I), Prudent Risk-Taker (II), Reflective Thinking (I), Strategic Thinking (I), Stress Tolerance (I), Task Planning & Management (II), Team Building (I)



CM Lieutenant Colonel KSB Storyboard



Proponent Vision: Chemical Lieutenant Colonels meet the complex challenges of battalion command and EAB staff positions through mastery of countering weapons of mass destruction strategy, National Response Framework implementation, CBRN enterprise organizations and roles, and mission command. Their knowledge of CWMD operational planning enables collaborative integration with interagency, joint and multi-national partners and DOD leaders. Their ability to think at the strategic level while performing at the operational level enables effective mission accomplishment and informs key MACOM and Department processes as they provide essential experienced based analysis and contributions while serving in critical enterprise billets.

Developmental/ Experiential Learning
Positions: BN command, ACOM/ASCC/DRU HQDA OSD staff officer, Joint staff officer, DIV CBRN officer, BDE Deputy Commanding Officer
Broadening Experiences: Corps/ASCC CBRN staff officer, TRADOC staff officer, MSCOE staff officer, USACBRNS staff officer, ROTC PMS, Assignments Branch Chief HRC, CM/BIO arms control/verification, Inspector General, Division primary staff, CGSC/USMA faculty and staff
Experiences: Complete 24 months in key developmental positions, and 24 months in CM branch-coded positions

Education:
College and University: Master's Degree (D); no specific degree required for the CM Corps
Credentials & Certifications (Continuing Education): Hazardous Material Technician (R), Defense Strategy Course (D)
Military Schooling: ILE (R), CBRNE Senior Staff Planners Course (O), Pre-Command Course (O), Joint Senior Leaders Course (O), Army Force Management Course (O), Capabilities Developments (O), Joint and Combined Warfighting School Intermediate (O)

Baseline Talents (ATAF - Tier 2):
 Agreeableness (II), Conscientiousness (II), Decision Making (II), Emotional Stability (II), General Communication (II), Leadership (II), Management (II), Multi-Domain Collab. (I), Oral Communication (II), Reasoning (II), Social Skills (I), Systems Thinking (II), Tactical/Technical Competence (III), Teamwork (II), Written Communication (II)

Assignment Developed Talents (ATAF – Tier 2):
 Conscientiousness (II), Interests (II), Leadership (II), Multi-Domain Collaboration (II), Social Skills (II), Stress Tolerance (II), Tactical/Technical Competence (II), Teamwork (II)

Baseline KSBs (ATAF - Tier 3): Communication Ability (II), Consensus Building (I), Cooperation (I), Cooperation/Team work (II), Coordinating Multiple Groups (II), Emotional Control (II), JIIM Perspective (I), MOS/Branch- Specific Knowledge and skill (III), Motivating Others (II), Oral Communication Skill (II), Organizational Perspective (I), Perspective Taking (I), Self-Control (II), Self-Management (II), Shared Leadership (I), Social Perceptiveness (II), Written Communication (II)

Assignment Developed KSBs (ATAF - Tier 3): Consensus Building (II), Coordinating Multiple Groups (II), Improves the Organization (II), Inspirational Leader (II), Interpersonal Relationship Building (II), Investigative Interests (II), JIIM Perspective (II), Knowledge of Combined Arms Operations (II), Prudent Risk-Taker (II), Shared Leadership (II), Stress Tolerance (II), Team Building (II), Working In Multidisciplinary Contexts (I)



CM Colonel KSB Storyboard



Proponent Vision: Chemical Colonels have a full grasp of how the Army runs, how to leverage the elements of national power, and are versed in CWMD campaign planning. They understand the full scope of the enterprise and its application within the National Defense Strategy and National Response Framework. They are essential strategic leaders in ASCC/COCOM operations, providing key insight into multi-domain operations grounded in years of experience in diverse and challenging assignments across the force. Chemical Colonels understand the Force Management process to establish and field mission-ready Army organizations.

Developmental/ Experiential Learning
Positions: Colonel-level command, ACOM/DRU HQDA OSD, Joint staff officer, Corps/ASCC CBRN officer, Assistant Commandant USACBRNS, Combatant Command CBRN officer
Broadening Experiences: TRADOC staff officer, CM/biological arms control/verification, USMA faculty and staff, Corps/ASCC primary staff
Experiences: Serve in CM branch-coded O-6 level positions for at least 24 months

Education:
College and University: Master’s Degree (D); no specific degree required for the CM Corps
Credentials & Certifications (Continuing Education): Hazardous Material Technician (R)
Military Schooling: Senior Service College (R), CBRNE Senior Staff Planners Course (O); Pre-Command Course (O); Joint Senior Leaders Course (O)

Baseline Talents (ATAF - Tier 2):
Leadership (II), Multi-Domain Collaboration (II), Social Skills (II), Tactical/Technical Competence (II), Teamwork (II)

Assignment Developed Talents (ATAF – Tier 2):
Agreeableness (I), Conscientiousness (II), Decision Making (II), Emotional Stability (II), General Communication (II), Leadership (III), Management (II), Openness to Experience (II), Social Skills (III), Stress Tolerance (II), Tactical/Technical Competence (III), Teamwork (III)

Baseline KSBs (ATAF - Tier 3): Consensus Building (II), Cooperation/Team work (III), Improves the Organization (II), Inspirational Leader (III), JIIM Perspective (II), Knowledge of Combined Arms Operations (III), Organizational Perspective (III), Social Perceptiveness (III), Team Building (III), Working In Multidisciplinary Contexts (II)

Assignment Developed KSBs (ATAF - Tier 3): Adaptability (II), Communicator (II), Cooperation (I), Cooperation/Team work (III), Coordinating Multiple Groups (II), Decision Making (II), Emotional Control (II), Improves the Organization (III), Inspirational Leader (III), Interpersonal Relationship Building (II), Knowledge of Combined Arms Operations (III), Motivating Others (II), Organizational Perspective (III), Perspective Taking (II), Project Manager (II), Self-Control (II), Self-Management (II), Shared Leadership (II), Social Perceptiveness (III), Stress Tolerance (II)



CM WO1/CW2 KSB Storyboard



Proponent Vision: Chemical Branch Warrant Officers (WO) are expert technicians who serve as CBRN System Integrators, Standard and Certification Officers and experts in CBRN Information Preparation of the Battlefield (IBP); who possess a strong warrior ethos and leadership attributes; and who fully understand the key tasks that assure mission success. CBRN WOs are technically proficient in the operation, integration, and unique maintenance requirements of all mounted and dismounted CBRN systems, all program of record modeling systems, and must possess knowledge of Chemical branch requirements, combined arms operations, Large Scale Combat Operations (LSCO), CBRN technical force support, and coordination principles.

Developmental/ Experiential Learning
Positions: Area Support Tech, CBRNE Response Team Assistant Team Leader, Civil Support Team Survey Team Leader, CBRN Response Operation Tech, Hazard Response Company Tech
Broadening Experiences: Warrant Officer Career College TAC Officer, Small Group Leader, Training Developer
Experiences: Complete multiple CBRN WO assignments to further develop operational expertise on CBRN systems and processes.

Education:
College and University: Bachelor's Degree (D)
Credentials & Certifications (Continuing Education): Hazardous Material Technician (R)
Military Schooling: Warrant Officer Basic Course (R), Warrant Officer Advance Course (R), Technical Escort (L3) (O), STRYKER NBCRV Recon System (L6) (O), Airborne (O), Air Assault (O), Ranger (O)

Baseline Talents (ATAF - Tier 2):
Creativity (I), General Cognitive Ability (I), Problem Solving (I), Reasoning (I), General Communication (I), Conscientiousness (I), Emotional Stability (I), Openness to Experience (I), Leadership (I), Tactical/Technical Competence (I), General Fitness (I)

Assignment Developed Talents (ATAF – Tier 2):
General Cognitive Ability (I), Reasoning (I), General Communication (I), Multi-Domain Collaboration (I), Safety & Compliance (I), Tactical/Technical Expertise (I), Leadership (I)

Baseline KSBs (ATAF - Tier 3): Cognitive Flexibility (I), Process Information and Data (I), Structured Problem Solving (I), Active Learning (I), Communication Ability (I), Dependability (I), Detail Focused and Precise (I), Discipline (I), Persistence (I), Resilience (I), Adaptability (I), Knowledge of Processes and Procedures (I), MOS/Branch Specific Knowledge (I), Inspirational Leader (I), Leads by Example (I), Physically Fit (I)

Assignment Developed KSBs (ATAF - Tier 3): Process Information and Data (I), Active Learning (I), Communication Ability (I), JIIM Perspective (I), Quality Control Analysis (I), Knowledge of Processes and Procedures (I), MOS/Branch Specific Knowledge (I), Proficiency with Mission Systems (I), Specialized Expertise (I), Inspirational Leader (I)



CM CW3 KSB Storyboard



Proponent Vision: Chemical Branch Warrant Officers (WO) are expert technicians who serve as CBRN System Integrators, Standard and Certification Officers and experts in CBRN Information Preparation of the Battlefield (IBP); who possess a strong warrior ethos and leadership attributes; and who fully understand the key tasks that assure mission success. CBRN WOs are technically proficient in the operation, integration, and unique maintenance requirements of all mounted and dismounted CBRN systems, all program of record modeling systems, and must possess knowledge of Chemical branch requirements, combined arms operations, Large Scale Combat Operations (LSCO), CBRN technical force support, and coordination principles.

Developmental/ Experiential Learning

Positions: Battalion CBRN Operations Technician, CBRN Brigade Operations Technician, Division CBRN Technician, WMD Coordination Team (WCT) CBRN Technician

Broadening Experiences: WOBC/WOAC Small Group Leader (SGL), Proponent Combat Developer, Training with Industry, Deputy Assistant Commandant CBRN Technician (DAC-NG)

Experiences: Complete assignments with CBRN Battalion and Division Staff.

Education:

College and University: Bachelor's Degree (D)

Credentials & Certifications (Continuing Education): Hazardous Material Technician (R)

Military Schooling: Warrant Officer ILE (R), Civil Support Skills Course (O), CBRN Staff Planners Course (O), Technical Escort (L3) (O), STRYKER NBCRV Recon System (L6) (O), Airborne (O), Air Assault (O), Ranger (O)

Baseline Talents (ATAF - Tier 2):

General Cognitive Ability (II), Meta-Cognition (I), Problem Solving (II), Reasoning (II), Conscientiousness (II), Emotional Stability (I), Multi-Domain Collaboration (I), Safety & Compliance (II), Tactical/Technical Competence (II), Leadership (II), Training and Developing Others (II)

Assignment Developed Talents (ATAF – Tier 2):

General Cognitive Ability (II), Meta-Cognition (I), Emotional Stability (I), Multi-Domain Collaboration (I), Tactical/Technical Competence (II), Leadership (II) Training and Developing Others (II)

Baseline KSBs (ATAF - Tier 3): Multi-Tasking (II), Process Information and Data (II), Analyzes & Organizes Information to Create Knowledge (I), Structured Problem Solving (II), Active Learning (II), Dependability (II), Detail Focused and Precise (II), Discipline (II), Persistence (II), Resilience (II), JIIM Perspective (I), Quality Control Analysis (II), Knowledge of Processes and Procedures (II), MOS/Branch Specific Knowledge (II), Specialized Expertise (II), Inspirational Leader (II), Mentoring (II)

Assignment Developed KSBs (ATAF - Tier 3): Multi-Tasking (II), Processes Information and Data (II), Analyzes & Organizes Information to Create Knowledge (I), Resilience (II), JIIM Perspective (I), Knowledge of System Inter-Relations (II), MOS/Branch Specific Knowledge (II), Proficiency with Mission Systems (II), Specialized Expertise (II), Inspirational Leader (II), Mentoring (II)



CM CW4 KSB Storyboard



Proponent Vision: Chemical Branch Warrant Officers (WO) are expert technicians who serve as CBRN System Integrators, Standard and Certification Officers and experts in CBRN Information Preparation of the Battlefield (IBP); who possess a strong warrior ethos and leadership attributes; and who fully understand the key tasks that assure mission success. CBRN WOs are technically proficient in the operation, integration, and unique maintenance requirements of all mounted and dismounted CBRN systems, all program of record modeling systems, and must possess knowledge of Chemical branch requirements, combined arms operations, Large Scale Combat Operations (LSCO), CBRN technical force support, and coordination principles.

Developmental/ Experiential Learning

Positions: Brigade CBRN Technician, CWMD Plans/Ops Technician, Corps CBRN Technician, CBRNE Command Senior CBRN Technician

Broadening Experiences: Branch Manager, Course Writer/Developer

Experiences: Complete CBRN assignments at multiple echelons. Capable of developing, mentorship, advice, and counsel to NCOs, WOs, and Officers.

Education:

College and University: Master's Degree (D)

Credentials & Certifications (Continuing Education): Hazardous Material Technician (R)

Military Schooling: Warrant Officer ILE (R), Joint Senior Leaders Course (O), Army Force Management Course (O)

Baseline Talents (ATAF - Tier 2):

General Cognitive Ability (II), Problem Solving (II), Meta-Cognition (II), General Communication (III), Conscientiousness (II), Emotional Stability (II), Multi-Domain Collaboration (II), Tactical/Technical Competence (II), Training and Developing Others (II)

Assignment Developed Talents (ATAF – Tier 2):

General Communication (II), Emotional Stability (II), Multi-Domain Collaboration (II), Tactical/Technical Competence (III), Training and Developing Others (III)

Baseline KSBs (ATAF - Tier 3): Multi-Tasking (II), Perceptive (II), Process Information and Data (II), Structured Problem Solving (II), Reflective Thinking (II), Communicator (III), Self-Management (II), Resilience (II), JIIM Perspective (II), Knowledge of Processes and Procedures (II), MOS/Branch Specific Knowledge (II), Specialized Expertise (II), Mentoring (III)

Assignment Developed KSBs (ATAF - Tier 3): Communicator (III), Emotional Control (II), JIIM Perspective (II), Knowledge of Combined Arms Operations (II), Knowledge of System Inter-Relations (II), MOS/Branch Specific Knowledge (III), Proficiency with Mission Systems (II), Specialized Expertise (III), Mentoring (III)



CM CW5 KSB Storyboard



Proponent Vision: Chemical Branch Warrant Officers (WO) are expert technicians who serve as CBRN System Integrators, Standard and Certification Officers and experts in CBRN Information Preparation of the Battlefield (IBP); who possess a strong warrior ethos and leadership attributes; and who fully understand the key tasks that assure mission success. CBRN WOs are technically proficient in the operation, integration, and unique maintenance requirements of all mounted and dismounted CBRN systems, all program of record modeling systems, and must possess knowledge of Chemical branch requirements, combined arms operations, Large Scale Combat Operations (LSCO), CBRN technical force support, and coordination principles.

Developmental/ Experiential Learning

Positions: Regimental Chief Warrant Officer, Joint Forces Headquarters Senior CBRN Warrant Officer

Broadening Experiences: Army Staff Senior WO, Army G3/5/7 Warrant Officer, Forces Command CWO, Training and Doctrine Command CWO, Combined Arms Center CWO, Center for Army Leadership Warrant Officer Integrator, School for Advanced Leadership and Tactics WO, Deputy Commandant (WOCC), CO CDR (WOCC), Senior TAC Officer (WOCC)

Experiences: Sustain familiarity with Army organizational roles, functions, and missions, especially at the Army command and Army staff-level.

Education:

College and University: Master's Degree (D)

Credentials & Certifications (Continuing Education): Hazardous Material Technician (R)

Military Schooling: Warrant Officer ILE (R), Joint Senior Leaders Course (O), Army Force Management Course (O)

Baseline Talents (ATAF - Tier 2):

General Cognitive Ability (II), Meta-Cognition (II), Conscientiousness (II), Emotional Stability (II), Multi-Domain Collaboration (II), Tactical/Technical Competence (III), Training and Developing Others (III)

Assignment Developed Talents (ATAF – Tier 2):

General Cognitive Ability (II), Emotional Stability (II), Tactical/Technical Competence (II), Training and Developing Others (III)

Baseline KSBs (ATAF - Tier 3): Perceptive (II), Reflective Thinking (II), Self-Management (II), Resilience (II), Joint, Interagency, Intergovernmental & Multinational (JIIM) Perspective (II), Process Information and Data (II), Structured Problem Solving (II), Knowledge of Processes and Procedures (II), MOS/Branch Specific Knowledge (IV), Specialized Expertise (II), Mentoring (III)

Assignment Developed KSBs (ATAF - Tier 3): Perceptive (II), Processes Information and Data (II), Oral Communication Skill (II), Reading Comprehension (II), Emotional Control (II), Knowledge of Combined Arms Operations (II), Knowledge of System Inter-Relations (II), MOS/Branch Specific Knowledge (IV), Proficiency with Mission Systems (III), Specialized Expertise (III), Mentoring (III)