

**Proponent Vision:** Aviation LTs must be able to understand, process, and translate vast amounts of data into understandable concepts. They must master concepts across multiple disciplines (e.g., air and ground combat operations) while integrating them into an operational perspective in order to support their maneuver partners. Aviation LTs must also be capable of rapid visualization, possess an acute sensitivity to visual details and spatial relationships, and be able to orient multiple dimensions with ease. Aviation LTs must think creatively, in an innovative and novel fashion, devising solutions and responses to unforeseen challenges in the most effective, yet prudent fashion. As a result, Aviation LTs quickly and effectively analyze situations, rapidly process and prioritize requirements and actions, communicate effectively, and make independent and integrity-based decisions. Aviation LTs shall demonstrate branch proficiency through accomplishment of all tasks in their field.

**Developmental/ Experiential Learning**  
**Positions:** Section Leader, Company Executive Officer, Platoon Leader, Company XO, Battalion Staff Assistant.  
**Broadening Experiences:** Broadening experiences are not applicable at this point in an AV Officer's career.  
**Experiences:** Section, platoon, and company leadership responsibilities require independent operations with minimal oversight and a focus on communication, and problem solving while executing under a stressful timeline. Aviation LTs should possess a high degree of knowledge in relation to the branch and positions held, prior to promotion to the rank of Captain.

**Education**  
**College and University:** Bachelors Degree (R). Recommend initiating or attaining a Master's degree as early as possible (O).  
**Credentials & Certifications:** Readiness Level I (R), Pilot-in-Command (D), and Air Mission Commander (D).  
**Military Schooling:** AV Basic Officer Leader Course (AVBOLC) Phase 1 and 2 (R), Survival, Evasion, Resistance and Escape (SERE) (R), Flight School Phase I (Initial Entry Rotary Wing Training) (R), Phase II (Go-To-War Aircraft) (R), and Aviation Leaders Exercise (ALE) (R).

<p><b>Baseline Talents (ATAF - Tier 2):</b></p> <ul style="list-style-type: none"> <li>Openness to Experience (I),</li> <li>Conscientiousness (II)</li> <li>Extraversion (I)</li> <li>Decision Making (I)</li> <li>Reasoning (I)</li> <li>Agreeableness (I)</li> <li>Motives (I)</li> <li>Problem Solving (I)</li> <li>General Fitness (II)</li> <li>Stress Tolerance (I)</li> </ul>	<ul style="list-style-type: none"> <li>Social Skills (I)</li> <li>Multi-Domain Collaboration (I)</li> <li>Spatial Ability (II)</li> <li>General Cognitive Ability (II)</li> <li>Attention Control (II)</li> <li>Perceptual Speed and Accuracy (II)</li> <li>Leadership (II)</li> <li>Performance Management (II)</li> <li>Mechanical &amp; Electrical (II)</li> <li>Tactical/ Technical Competence (I)</li> <li>Military Specific (II)</li> <li>Psychomotor Ability (II)</li> </ul>	<p><b>Assignment Developed Talents (ATAF – Tier 2):</b></p> <ul style="list-style-type: none"> <li>Openness to Experience (I),</li> <li>Conscientiousness (II)</li> <li>Extraversion (I)</li> <li>Decision Making (II)</li> <li>Reasoning (II)</li> <li>Agreeableness (I)</li> <li>Motives (I)</li> <li>Problem Solving (II)</li> <li>General Fitness (III)</li> <li>Stress Tolerance (I)</li> </ul>	<ul style="list-style-type: none"> <li>Social Skills (II)</li> <li>Multi-Domain Collaboration (II)</li> <li>Spatial Ability (II)</li> <li>General Cognitive Ability (II)</li> <li>Attention Control (II)</li> <li>Perceptual Speed and Accuracy (II)</li> <li>Leadership (II)</li> <li>Performance Management (II)</li> <li>Mechanical &amp; Electrical (II)</li> <li>Tactical/ Technical Competence (II)</li> <li>Military Specific (II)</li> <li>Psychomotor Ability (III)</li> </ul>
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**Tier 3 ATAF KSBs (Baseline):** Innovative (I), Prudent Risk-Taker (II), Detail-Focused & Precise (II), Discipline(II), Initiative (I), Mental Agility (I), Critical Thinking (I), Cooperation (I), Autonomy (I), Problem Solver (I), Stress Tolerance (I), Interpersonal Relationship Building (I), Tactful (II), Interdisciplinary (I), Spatially Intelligent (II), Multi-Tasking (II), Attentiveness (II), Focus (II), Problem Sensitivity (II), Pattern Recognition (II), Perceptual Speed & Accuracy (II), Response Orientation (II), Peer Leadership (II), Shared Leadership (II), Monitoring (II), Providing Feedback (I), Improves Unit Performance (I), Mechanically Savvy (II), Knowledge of Combined Arms Operations (I), Branch-Specific Knowledge and Skill (I), Physically Fit (II), Army Values (II), Balance (II), Bodily-Kinesthetic (II), Control Precision (II), Physical Coordination (II), Reaction Time (II)

**Tier 3 ATAF KSBs (Assignment Developed):** Innovative (I), Prudent Risk-Taker (II), Detail-Focused & Precise (II), Discipline(II), Initiative (I), Mental Agility (II), Critical Thinking (II), Cooperation (I), Autonomy (I), Problem Solver (II), Stress Tolerance (I), Interpersonal Relationship Building (II), Tactful (II), Interdisciplinary (II), Spatially Intelligent (II), Multi-Tasking (II), Attentiveness (II), Focus (II), Problem Sensitivity (II), Pattern Recognition (II), Perceptual Speed & Accuracy (II), Response Orientation (II), Peer Leadership (II), Shared Leadership (II), Monitoring (II), Providing Feedback (I), Improves Unit Performance (II) Mechanically Savvy (II) Knowledge of Combined Arms Operations (II), Branch-Specific Knowledge and Skill (II), Physically Fit (III), Army Values (II), Balance (III), Bodily-Kinesthetic (III), Control Precision (III), Physical Coordination (III), Reaction Time (III)



# Aviation Captain (CPT) 15A/B Storyboard



**Proponent Vision:** Aviation CPTs must be adept at problem solving, managing and influencing, and be technically and tactically proficient. Aviation CPTs must be detailed when planning and make logical decisions when leading aviation missions. Aviation CPTs must be able to understand, process, and translate vast amounts of data into understandable concepts. As such, they must master concepts across multiple disciplines (e.g., air and ground combat operations) while integrating them into an operational perspective in order to support their maneuver partners. Aviation CPTs must also be capable of rapid visualization, possess an acute sensitivity to visual details and spatial relationships, and be able to orient multiple dimensions with ease. Aviation CPTs must think creatively, in an innovative and novel fashion, devising solutions and responses to unforeseen challenges in the most effective, yet prudent fashion. As a result, Aviation CPTs quickly and effectively analyze situations, rapidly process and prioritize requirements and actions, communicate effectively, and make independent and integrity-based decisions. Aviation CPTs must also develop, train, coach, counsel, and mentor junior leaders. Aviation CPTs shall demonstrate warfighting function proficiency and expertise in the branch through demonstrated accomplishment of all tasks in their field.

## Developmental/ Experiential Learning

**Positions:** The most vital position for an Aviation CPT is a successful company command tour. A requisite for company command is attaining and maintaining Pilot-In-Command.

**Broadening Experiences:** 160th SOAR, Broadening Opportunity Programs, Aide de Camp, APMS, USMA Instructor, BOLC/CCC Instructor, Joint HQ Staff, SF BAE, SMU, CTC O/C, HRC Assignment Officer, Special Mission Wing

**Experiences:** Recommended experiences include Key Developmental (KD) opportunities as a Commander, on a Battalion Staff, and/or Brigade Staff Assistant. Aviation CPTs should possess a high degree of knowledge or comprehensive knowledge in relation to positions held and the branch, and must be familiar with planning and execution within the combined arms maneuver framework prior to promotion to the rank of Major.

## Education

**College and University:** Bachelor's degree (R). Recommend initiating or attaining a Master's degree as early as possible (O).

**Credentials & Certifications:** Pilot-In-Command (R), Air Mission Commander (D).

**Military Schooling:** Successful completion of the Captain's Career Course (R), Air Calvary Leader's Course (ACLC) (D), Aviation Maintenance Officer Course (AMOC) (O), Maintenance Test Pilot Course (MTPC) (O), Instructor Pilot Course (O), Joint Fire Power Course (O)

## Baseline Talents (ATAF - Tier 2):

Tactical/ Technical Competence (I)	Social Skills (II)
Technology Fluency (I)	Multi-Domain Collaboration (II)
Openness to Experience (I)	Spatial Ability (II)
Conscientiousness (II)	General Cognitive Ability (II)
Extraversion (I)	Oral Communication (I)
Decision Making (II)	Attention Control (II)
Reasoning (II)	Perceptual Speed and Accuracy (II)
Motives (I)	Leadership (II)
Problem Solving (II)	Performance Management (II)
General Fitness (III)	Mechanical & Electrical (II)
Stress Tolerance (I)	Military Specific (II)

## Assignment Developed Talents (ATAF – Tier 2):

Tactical/ Technical Competence (I)	Social Skills (II)
Technology Fluency (I)	Multi-Domain Collaboration (II)
Openness to Experience (I)	Spatial Ability (II)
Conscientiousness (II)	General Cognitive Ability (II)
Extraversion (I)	Oral Communication (I)
Decision Making (II)	Attention Control (II)
Reasoning (II)	Perceptual Speed and Accuracy (II)
Motives (I)	Leadership (II)
Problem Solving (II)	Performance Management (II)
General Fitness (III)	Mechanical & Electrical (II)
Stress Tolerance (I)	Military Specific (III)

**Tier 3 ATAF KSBs (Baseline):** Technologically Adept (I), Knowledge of Combined Arms Operations (I), Analytical Thinking (II), Oral Communication Skill (I), Innovative (I), Prudent Risk-Taker (II), Detail-Focused & Precise (II), Discipline(II), Initiative (I), Mental Agility (II), Critical Thinking (II), Autonomy (II), Problem Solver (II), Stress Tolerance (I), Interpersonal Relationship Building (I), Interdisciplinary (I), Spatially Intelligent (II), Multi-Tasking (II), Attentiveness (II), Focus (II), Problem Sensitivity (II), Pattern Recognition (II), Perceptual Speed & Accuracy (II), Response Orientation (II), Physically Fit (III), Peer Leadership (II), Shared Leadership (II), Monitoring (II), Providing Feedback (II), Improves Unit Performance (II) Mechanically Savvy (II), Army Values (II)

**Tier 3 ATAF KSBs (Assignment Developed):** Technologically Adept (II), Knowledge of Combined Arms Operations (II), Analytical Thinking (II), Oral Communication Skill (II), Innovative (II), Prudent Risk-Taker (II), Detail-Focused & Precise (III), Discipline(II), Initiative (II), Mental Agility (III), Critical Thinking (III), Autonomy (II), Problem Solver (II), Stress Tolerance (II), Interpersonal Relationship Building (II), Interdisciplinary (II), Spatially Intelligent (II), Multi-Tasking (II), Attentiveness (III), Focus (III), Problem Sensitivity (III), Pattern Recognition (II), Perceptual Speed & Accuracy (II), Response Orientation (II), Physically Fit (III), Peer Leadership (III), Shared Leadership (III), Monitoring (III), Providing Feedback (III), Improves Unit Performance (III) Mechanically Savvy (II), Army Values (III)



# Aviation Major (MAJ) 15B Storyboard



**Proponent Vision:** Aviation MAJs must be adept at planning and executing within the combined arms maneuver framework. Aviation MAJs assess command and leadership and apply leadership from the battalion to the company. Aviation MAJs must oversee programs, activities, and projects using analytical problem solving and reason. Social intelligence is key as many planning efforts involve interdisciplinary teams. As planners, Aviation MAJs must be able to organize efforts through the operations structure; operations process, operational framework, and warfighting functions. Aviation MAJs must clearly distinguish between descriptive and prescriptive information and apply descriptive doctrine with judgment, making adjustments based on the operational environment. They are expected to understand the similarities and differences between operations and the warfighting functions. Aviation MAJs must demonstrate proficiency in combined arms operations, expert-level skill competency when integrating various combinations of the warfighting functions, and demonstrate mastery of their branch.

**Developmental/ Experiential Learning**

**Positions:** The most vital experience for Aviation MAJs are successful Key Developmental (KD) opportunities as a Battalion / CAB XO or S3, a Commander, or as a Brigade Aviation Element (BAE) Officer.

**Broadening Experiences:** Broadening Opportunity Programs, Aide de Camp, Joint HQ Staff, SF BAE, SMU, CTC O/C

**Experiences:** Recommended experiences include Joint, USAACE, and Army Staff. Aviation MAJs should possess comprehensive knowledge in relation to positions held and the branch, prior to promotion to the rank of Lieutenant Colonel.

**Education**

**College and University:** Master's Degree (D).

**Credentials & Certifications:** Pilot-In-Command (D), Air Mission Commander (D), Lean Six Sigma (O), PMP (O).

**Military Schooling:** Required training involves graduating from a Command & General Staff Officer Course (R). Resident ILE (D), Sister or Foreign Service ILE (O), Non-Resident ILE (O). School of Advanced Military Studies (O), Air Cav Leaders Course (D), Aviation Maintenance Officer Course (O), Joint Fire Power Course (O)

<p><b>Baseline Talents (ATAF - Tier 2):</b></p> <ul style="list-style-type: none"> <li>Tactical/ Technical Competence (III)</li> <li>Systems Thinking (II)</li> <li>Decision Making (II)</li> <li>Attention Control (III)</li> <li>Creativity (II)</li> <li>General Cognitive Ability (II)</li> <li>Meta-Cognition (II)</li> <li>Problem Solving (III)</li> <li>Reasoning (III)</li> <li>Situational Awareness (II)</li> <li>Spatial Ability (II)</li> </ul>	<ul style="list-style-type: none"> <li>Oral Communication (II)</li> <li>Written Communication (II)</li> <li>Conscientiousness (III)</li> <li>Emotional Stability (II)</li> <li>Extraversion (III)</li> <li>Military Specific (III)</li> <li>Stress Tolerance (II)</li> <li>Safety &amp; Compliance (III)</li> <li>Social Skills (III)</li> <li>Teamwork (III)</li> <li>Leadership (III)</li> <li>Management (II)</li> <li>General Fitness (III)</li> </ul>	<p><b>Assignment Developed Talents (ATAF - Tier 2):</b></p> <ul style="list-style-type: none"> <li>Tactical/ Technical Competence (III)</li> <li>Systems Thinking (III)</li> <li>Decision Making (III)</li> <li>Attention Control (III)</li> <li>Creativity (III)</li> <li>General Cognitive Ability (III)</li> <li>Meta-Cognition (III)</li> <li>Problem Solving (III)</li> <li>Reasoning (III)</li> <li>Situational Awareness (III)</li> <li>Spatial Ability (III)</li> </ul>	<ul style="list-style-type: none"> <li>Oral Communication (III)</li> <li>Written Communication (III)</li> <li>Conscientiousness (III)</li> <li>Emotional Stability (III)</li> <li>Extraversion (III)</li> <li>Military Specific (III)</li> <li>Stress Tolerance (III)</li> <li>Safety &amp; Compliance (III)</li> <li>Social Skills (III)</li> <li>Teamwork (III)</li> <li>Leadership (III)</li> <li>Management (III)</li> <li>General Fitness (III)</li> </ul>
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**Tier 3 ATAF KSBs (Baseline):** Knowledge of Combined Arms Operations (III), Strategic Thinking (II), Decision Making (II), Attentiveness (III), Focus (III), Problem Sensitivity (III), Cognitive Flexibility (II), Creative Problem Solving & Innovation (II), General Cognitive Aptitude (III), Multi-Tasking (II), Analyzes and Organizes Information to Create Knowledge (II), Perceptual Speed & Accuracy (II), Problem Solver (III), Analytical Thinking (III), Analyze Data or Information (III), Critical Thinking (III), Situational Awareness (II), Spatially Intelligent (II), Oral Communication Skill (II), Written Communication (II), Discipline(III), Prudent Risk-Taker (III), Detail-Focused & Precise (III), Resilience (II), Emotional Control (II), Assertiveness (III), Initiative (III), Army Values (III), Stress Tolerance (II), Process-Disciplined (III), Interpersonal Relationship Building (III), Conflict Management (III), Coordinating Multiple Groups (III), Peer Leadership (III), Shared Leadership (III), Delegating (II), Resource Management (II), Physically Fit (III),

**Tier 3 ATAF KSBs (Assignment Developed):** Knowledge of Combined Arms Operations (III), Strategic Thinking (II), Decision Making (III), Attentiveness (III), Focus (III), Problem Sensitivity (III), Cognitive Flexibility (III), Creative Problem Solving & Innovation (III), General Cognitive Aptitude (III), Multi-Tasking (III), Analyzes and Organizes Information to Create Knowledge (III), Perceptual Speed & Accuracy (III), Problem Solver (III), Analytical Thinking (III), Analyze Data or Information (III), Critical Thinking (III), Situational Awareness (III), Spatially Intelligent (III), Oral Communication Skill (III), Written Communication (III), Discipline(III), Prudent Risk-Taker (III), Detail-Focused & Precise (III), Resilience (III), Emotional Control (III), Assertiveness (III), Initiative (III), Army Values (III), Stress Tolerance (III), Process-Disciplined (III), Interpersonal Relationship Building (III), Conflict Management (III), Coordinating Multiple Groups (III), Peer Leadership (III), Shared Leadership (III), Delegating (III), Resource Management (III), Physically Fit (III),



# Aviation Lieutenant Colonel (LTC) 15B Storyboard



**Proponent Vision:** Aviation LTCs must be adept at synthesizing facts, using reason, setting goals, and improving. They need to have the ability to clearly articulate verbally, in writing, listen skillfully, and are responsible for developing company grade officers. An Aviation LTC provides guidance and direction to units to find, fix, and destroy the enemy through fire and maneuver; and to provide combat, combat support and combat service support in coordinated operations as an integral member of the combined arms team in static, contested operational environments, and multi-dimensional operations. Aviation LTCs must demonstrate mastery-level skill competency of the movement and maneuver warfighting function and it's association with force projection to gain advantage over the enemy and when integrating various combinations of the warfighting functions to accomplish missions and training objectives.

**Developmental/ Experiential Learning**

**Positions:** The most vital experience for an Aviation LTC is completing a successful Battalion command tour and Joint Qualification  
**Broadening Experiences:** Positions on a Brigade, Echelons Above Brigade Staff, or joint assignments.  
**Experiences:** Aviation LTCs should have comprehensive and authoritative knowledge with holistic recognition, and be able to intuitively accomplish all tasks in positions held and within the branch, prior to promotion to the rank of Colonel.

**Education**

**College and University:** Master's Degree (D).  
**Credentials & Certifications (Continuing Education):** Pilot-In-Command (D), Air Mission Commander (D). Other opportunities include branch immaterial positions.  
**Military Schooling:** Required training involves pursuing or securing an appointment to a Senior Service College (SSC) or completion of SSC.

<b>Baseline Talents (ATAF - Tier 2):</b>	Extraversion (III) Sustain Climate and Morale (III) Training and Developing Others (III) Cultural Awareness (III) Safety & Compliance (III) Emotional Stability (III) Multi-Domain Collaboration (III) General Fitness (III) Openness to Experience (III) Teamwork (III) Meta-Cognition (III) Situational Awareness (III) Military Specific (III)	<b>Assignment Developed Talents (ATAF – Tier 2):</b>	Extraversion (IV) Sustain Climate and Morale (IV) Training and Developing Others (IV) Cultural Awareness (III) Safety & Compliance (IV) Emotional Stability (IV) Multi-Domain Collaboration (III) General Fitness (III) Openness to Experience (IV) Teamwork (IV) Meta-Cognition (III) Situational Awareness (III) Military Specific (III)
Leadership (III)		Leadership (IV)	
Management (III)		Management (IV)	
Tactical/ Technical Competence (III)		Tactical/ Technical Competence (IV)	
Systems Thinking (III)		Systems Thinking (III)	
Problem Solving (III)		Problem Solving (IV)	
Decision Making (III)		Decision Making (IV)	
Reasoning (III)		Reasoning (III)	
Oral Communication (III)		Oral Communication (IV)	
Written Communication (III)		Written Communication (III)	
General Communication (III)		General Communication (III)	
Conscientiousness (III)		Conscientiousness (III)	
Empathy (III)		Empathy (IV)	

**Tier 3 ATAF KSBs (Baseline):** Encourages Subordinates to Exercise Initiative (III), Accept Responsibility and Take Ownership (III), Improves the Organization (III), Inspirational Leader, Leads By Example (III), Time Management (III), Delegating (III), Knowledge of Processes and Procedures (III), Proficiency with Mission Systems (III), Knowledge of Combined Arms Operations (III), Strategic Thinking (III), Problem Solver (III), Decision Making (III), Mental Agility (III), Critical Thinking (III), Verbal Reasoning (III), Oral and Non Verbal Comprehension (III), Oral Communication Skills (III), Written Communication (III), Encourages Discourse (III), Prudent Risk-Taker (III), Empathy (III), Initiative (III), Interdisciplinary (III), Balances Mission and Welfare of Others (III), Sustains Climate of Trust (III), Creates a learning environment (III), Mentoring (III), Cultural Awareness (III), Quality Control Analysis (III), Resilience (III), JIIM Perspective (III), Physical Endurance (III), Adaptability (III), Fosters Teamwork (III), Cohesion (III), Loyalty (III), Spirit of the Corps (III), Aware of Cognitive Biases (III), Reflective Thinking (III), SA (III), Army Values (III)

**Tier 3 ATAF KSBs (Assignment Developed):** Encourages Subordinates to Exercise Initiative (IV), Accept Responsibility and Take Ownership (IV), Improves the Organization (IV), Inspirational Leader (IV), Leads By Example (IV), Time Management (IV), Delegating (IV), Knowledge of Processes and Procedures (IV), Proficiency with Mission Systems (IV), Knowledge of Combined Arms Operations (IV), Strategic Thinking (III), Problem Solver (IV), Decision Making (IV), Mental Agility (III), Critical Thinking (III), Verbal Reasoning (III), Oral and Non Verbal Comprehension (IV), Oral Communication Skills (IV), Written Communication (III), Encourages Discourse (III), Prudent Risk-Taker (III), Empathy (IV), Initiative (IV), Interdisciplinary (IV), Balances Mission and Welfare of Others (IV), Sustains Climate of Trust (IV), Creates a learning environment (IV), Mentoring (IV), Cultural Awareness (III), Quality Control Analysis (IV), Resilience (IV), JIIM Perspective (III), Physical Endurance (III), Adaptability (IV), Fosters Teamwork (IV), Cohesion (IV), Loyalty (IV), Spirit of the Corps (IV), Aware of Cognitive Biases (III), Reflective Thinking (III), SA (III), Army Values (III)



# Aviation Colonel (COL) 15B Storyboard



**Proponent Vision:** Aviation COLs must be adept at interpreting data and analyzing finances. They must possess the ability to persuade, advise effectively, be cross-culturally fluent, and communicate with tact. Aviation COLs are responsible for integrating stewardship of the Profession into Army Culture. Aviation COLs must demonstrate mastery-level competency of all U.S. Army warfighting functions and the convergence of joint force capabilities to create a unified process to generate synergistic effects against an enemy to accomplish a mission. Aviation COLs must be able to perform and accomplish all tasks at an excellence level under adverse conditions, demonstrate mastery of required skills in their position or field, and continue to develop expertise in others.

## Developmental/ Experiential Learning

**Positions:** The most vital experience for an Aviation COL is completing a successful Brigade command tour.

**Broadening Experiences:** Position on Echelons Above Brigade Staff, USAACE Directors, joint AV assignments, or Army Capability Manager, MCTP AV Lead.

**Experiences:** Aviation COLs should achieve mastery by demonstrating comprehensive and authoritative knowledge with holistic recognition and be able to intuitively accomplish all tasks in their field to an excellence level under adverse conditions, prior to General Officer selection.

## Education

**College and University:** Master's Degree (D).

**Credentials & Certifications:** Pilot-In-Command (D), Air Mission Commander (D). Other opportunities include branch immaterial positions.

**Military Schooling:** Required training involves graduating from the Senior Service College (R) and completion of Joint Professional Military Education Phase II (JPME II).

## Baseline Talents (ATAF - Tier 2):

Leadership (IV)  
 Management (IV)  
 Tactical/ Technical Competence (IV)  
 Systems Thinking (III)  
 Problem Solving (IV)  
 Decision Making (IV)  
 Reasoning (III)  
 Oral Communication (IV)  
 Written Communication (III)  
 General Communication (III)  
 Conscientiousness (III)  
 Empathy (IV)

Extraversion (IV)  
 Sustain Climate and Morale (IV)  
 Training and Developing Others (IV)  
 Cultural Awareness (III)  
 Safety & Compliance (IV)  
 Emotional Stability (IV)  
 Multi-Domain Collaboration (III)  
 General Fitness (III)  
 Openness to Experience (IV)  
 Teamwork (IV)  
 Meta-Cognition (III)  
 Situational Awareness (III)  
 Military Specific (III)

## Assignment Developed Talents (ATAF - Tier 2):

Leadership (IV)  
 Management (IV)  
 Tactical/ Technical Competence (IV)  
 Systems Thinking (IV)  
 Problem Solving (IV)  
 Decision Making (IV)  
 Reasoning (IV)  
 Oral Communication (IV)  
 Written Communication (IV)  
 General Communication (IV)  
 Conscientiousness (IV)  
 Empathy (IV)

Extraversion (IV)  
 Sustain Climate and Morale (IV)  
 Training and Developing Others (IV)  
 Cultural Awareness (IV)  
 Safety & Compliance (IV)  
 Emotional Stability (IV)  
 Multi-Domain Collaboration (IV)  
 General Fitness (IV)  
 Openness to Experience (IV)  
 Teamwork (IV)  
 Meta-Cognition (IV)  
 Situational Awareness (IV)  
 Military Specific (IV)

**Tier 3 ATAF KSBs (Baseline):** Organizational Perspective (III), Encourages Subordinates to Exercise Initiative (III), Accept Responsibility and Take Ownership (III), Improves the Organization (III), Inspirational Leader, Leads By Example (III), Time Management (III), Delegating (III), Knowledge of Processes and Procedures (III), Proficiency with Mission Systems (III), Knowledge of Combined Arms Operations (III), Strategic Thinking (III), Problem Solver (III), Decision Making (III), Mental Agility (III), Critical Thinking (III), Verbal Reasoning (III), Oral and Non Verbal Comprehension (III), Oral Communication Skills (III), Written Communication (III), Encourages Discourse (III), Prudent Risk-Taker (III), Empathy (III), Initiative (III), Interdisciplinary (III), Balances Mission and Welfare of Others (III), Sustains Climate of Trust (III), Creates a learning environment (III), Mentoring (III), Maintains Relevant Geopolitical Awareness (III), Quality Control Analysis (III), Resilience (III), JIIM Perspective (III), Working with the Public (III), Physical Endurance (III), Adaptability (III), Fosters Teamwork (III), Cohesion (III), Loyalty (III), Aware of Cognitive Biases (III), Spirit of the Corps (III), Reflective Thinking (III), SA (III), Army Values (III)

**Tier 3 ATAF KSBs (Assignment Developed):** Organizational Perspective (IV), Encourages Subordinates to Exercise Initiative (IV), Accept Responsibility and Take Ownership (IV), Improves the Organization (IV), Inspirational Leader (IV), Leads By Example (IV), Time Management (IV), Delegating (IV), Knowledge of Processes and Procedures (IV), Proficiency with Mission Systems (IV), Knowledge of Combined Arms Operations (IV), Strategic Thinking (IV), Problem Solver (IV), Decision Making (IV), Mental Agility (IV), Critical Thinking (IV), Verbal Reasoning (IV), Oral and Non Verbal Comprehension (IV), Oral Communication Skills (IV), Written Communication (IV), Encourages Discourse (IV), Prudent Risk-Taker (IV), Empathy (IV), Initiative (IV), Interdisciplinary (IV), Balances Mission and Welfare of Others (IV), Sustains Climate of Trust (IV), Creates a learning environment (IV), Mentoring (IV), Maintains Relevant Geopolitical Awareness (IV), Quality Control Analysis (IV), Resilience (IV), JIIM Perspective (IV), Working with the Public (IV), Physical Endurance (IV), Adaptability (IV), Fosters Teamwork (IV), Cohesion (IV), Loyalty (IV), Aware of Cognitive Biases (IV), Spirit of the Corps (IV), Reflective Thinking (IV), SA (IV), Army Values (IV)



# Air Space Management Technician (150A) Storyboard



**Proponent Vision:** WO1s possess intermediate-to-advanced knowledge of Air Traffic System (ATS) operations, ATS management, Terminal Instrument Procedure Development, and oversight of ATS Soldier training and employment. WO1s must possess the skills to supervise air traffic and airfield tasks, Soldiers, and ATS maintenance. CW2 knowledge, skill, and ability progresses to advanced/expert. They demonstrate expert knowledge of ATS standardization, safety, rules, and regulations. CW2 150As are the primary Company thru Brigade airspace advisor, planner, and integrator.

## Developmental/ Experiential Learning

**Positions:** Airfield Operations Detachment, AT/ASM Tech, ATS Platoon Leader, ATS Headquarters, Aviation Operations Battalion or GSAB ATS Company, Platoon Leader, ASC Tech Supply Officer.

**Broadening Experiences:** Broadening experiences are not applicable at this point in an AV Warrant Officer's career

**Experiences:** Progressive Basic-thru-Advanced level, tactical and technical ATS leaders, advisors, and managers. They serve as Platoon Leaders in tactical ATS companies, progressing to advanced expertise as advisors and staff planning managers for Airfield Operations Battalions. Additional roles may include CAB Operations or BCT Air Defense and Airspace Management (ADAM) section airspace managers.

## Education

**College and University:** Associate Degree (O)

**Credentials & Certifications (Continuing Education):** FAA Certificates: CTO, ATCT, RATC (D)

**Military Schooling:** (15Q NCO prerequisite), WOCS (R), Air Traffic and Airspace Management WOBC (R), Aviation Safety Officer Course (O), Airborne (O)

<b>Baseline Talents (ATAF - Tier 2):</b>		<b>Assignment Developed Talents</b>	<b>(ATAF – Tier 2):</b>
Leadership & Management (II)	Attention Control (II)	Leadership & Management (II)	Decision Making (II)
Performance Management (II)	Decision Making (II)	Sustains Climate & Morale (II)	Reasoning (II)
Training & Developing Others (II)	Problem Solving (II)	Teamwork (II)	Situational Awareness (II)
Teamwork (II)	Situational Awareness (II)	Technology Fluency (II)	Systems Thinking (I)
Technology Fluency (II)	Agreeableness (II)	Safety & Compliance (II)	Decision Making (II)
Safety & Compliance (II)	Conscientiousness (II)	Tactical/Technical Competence (II)	Agreeableness (II)
Tactical/Technical Competence (II)	Emotional Stability (II)	Social Skills (II)	Conscientiousness (II)
General Communication (II)	Extraversion (II)	Active Listening (II)	Extraversion (II)
Written & Oral Communication (II)	Military Specific (II)	Written & Oral Communication (II)	Openness to Experience (II)
General Fitness (II)	Openness to Experience (II)	Creativity (II)	Stress Tolerance (II)
	Stress Tolerance (II)		

**Tier 3 ATAF KSBs (Baseline):** Improves the Organization (II), Organizational Perspective (II), Task Planning & Management (II), Mentoring (II), Training & Developing Others (II), Tactful (III), Fosters Teamwork, Cohesion, Cooperation, Loyalty, and Esprit de Corps (II), Team Planning (II), Inspecting Equipment, Objects, Structures, or Materials (III), Process-Disciplined (II), Safety Compliance (III), Knowledge of Processes & Procedures (II), Functional Area/MOS Knowledge & Skill (III), Communication Ability (II), Oral Communication Skill (II), Written Communication (II), Physically Fit (III), Problem Sensitivity (II), Creative Problem Solving & Innovation (II), Sound Judgement (II), Process Information & Data (II), Structured Problem Solver (II), Analytical Thinking (II), Situational Awareness (II), Cooperation (II), Dependability (II), Orderliness (II), Self-Management (II), Stress Tolerance (II), Adjustment (II), Emotional Control (II), Resilience (II), Self-Control (II), Army Self-Efficacy (II), Army values (II), Learning Orientation (II)

**Tier 3 ATAF KSBs (Assignment Developed):** Encourages Subordinates to exercise initiative, accept responsibility, and take ownership (II); Improves the Organization (II), Organizational Perspective (II), Delegating (II), Monitoring (I), Interpersonal Relationship Building (II), Team Building (II), Inspecting Equipment, Objects, Structures, or Materials (II), Process-Disciplined (II), Safety Compliance (II), Knowledge of Processes & Procedures (III), Tactical/Technical Competence (III), Problem Sensitivity (III), Creative Problem Solving & Innovation (III), Reflective Thinking (II), Self-Management (II), Army Self-Efficacy (II), Learning Orientation (II).



# Air Space Management Technician (150A) Storyboard



**Proponent Vision:** CW3s possess advanced knowledge of Army airspace operations, procedures and regulations, Air-Traffic Services (ATS) and system integration; ATS maintenance, sustainment, and reporting; Quality Assurance, and tactical/contingency airfield operations. They seamlessly integrate and synchronize joint airspace and tactical/contingency operations. CW3 150As are the primary airspace advisor and integrator at Brigade and above.

**Developmental/ Experiential Learning**

**Positions:** CAB HQ ADAM Cell, AT/ASM Tech, Airfield OPS DET, AOB/GSAB ATS Co, PLT LDR, TAOG ATSS, USA IMA Airfields, AOB, ASSE, DIV thru CORPS G-3 AVN, TAOG ATSSSE, BCD

**Broadening Experiences:** Warrant Officer Recruiter, WOCC TAC Officer, AV Safety Officer

**Experiences:** Airfield Operations Battalion Safety and Standardization Staff, Division G3 Aviation Main Command Post Staff, Corps C3 Aviation Command Post Staff, Theater Airfield Operations Group ATS Standardization Element, and Battlefield Coordination Detachment (BCD) Airspace Management Staff.

**Education**

**College and University:** Associate Degree (D), Bachelor Degree (D)

**Credentials & Certifications (Continuing Education):** AMSO (O), COR (O), Aviation Safety (D), Joint Air Operations (R), C2/TERPS (D), TAIS (R)

**Military Schooling:** AWOAC (R), Aviation Safety Officer Course (D), ADAM/BAE (Air Defense Airspace Management/Brigade Aviation Element) Cell Air-Ground Integration Course ASI-C8 (D), and the Air Operation Center Initial Qualification Training "AOC IQT" ASI-5A (D), Airborne (O).

<b>Baseline Talents (ATAF - Tier 2):</b>		<b>Assignment Developed Talents</b>	<b>(ATAF – Tier 2):</b>
Leadership & Management (III)	Attention Control (IV)	Leadership & Management (IV)	Decision Making (III)
Performance Management (III)	Decision Making (III)	Sustains Climate & Morale (III)	Reasoning (III)
Training & Developing Others (III)	Problem Solving (III)	Teamwork (III)	Situational Awareness (IV)
Teamwork (III)	Situational Awareness (IV)	Technology Fluency (III)	Systems Thinking (II)
Technology Fluency (III)	Agreeableness (III)	Safety & Compliance (IV)	Decision Making (III)
Safety & Compliance (III)	Conscientiousness (III)	Tactical/Technical Competence (III)	Agreeableness (III)
Tactical/Technical Competence (III)	Emotional Stability (III)	Social Skills (III)	Conscientiousness (III)
General Communication (III)	Extraversion (III)	Active Listening (III)	Extraversion (III)
Written & Oral Communication (III)	Military Specific (III)	Written & Oral Communication (III)	Openness to Experience (III)
General Fitness (III)	Openness to Experience (III)	Creativity (III)	Stress Tolerance (III)
	Stress Tolerance (III)		

**Tier 3 ATAF KSBs (Baseline):** Improves the Organization (III), Organizational Perspective (III), Task Planning & Management (II), Mentoring (III), Training & Developing Others (III), Tactful (III), Fosters Teamwork, Cohesion, Cooperation, Loyalty, and Esprit de Corps (III), Team Planning (III), Inspecting Equipment, Objects, Structures, or Materials (II), Process-Disciplined (II), Safety Compliance (II), Knowledge of Processes & Procedures (IV), Functional Area/MOS Knowledge & Skill (III), Communication Ability (III), Oral Communication Skill (III), Written Communication (III), Physically Fit (III), Problem Sensitivity (IV), Creative Problem Solving & Innovation (III), Sound Judgement (III), Process Information & Data (III), Structured Problem Solver (III), Analytical Thinking (III), Situational Awareness (III), Cooperation (III), Dependability (III), Orderliness (III), Self-Management (III), Stress Tolerance (III), Adjustment (III), Emotional Control (III), Resilience (III), Self-Control (III), Army Self-Efficacy (III), Army values (IV), Learning Orientation (III)

**Tier 3 ATAF KSBs (Assignment Developed):** Encourages Subordinates to exercise initiative, accept responsibility, and take ownership (III); Improves the Organization (III), Organizational Perspective (III), Delegating (III), Monitoring (III), Interpersonal Relationship Building (III), Team Building (III), Inspecting Equipment, Objects, Structures, or Materials (III), Process-Disciplined (III), Safety Compliance (IV), Knowledge of Processes & Procedures (IV), Tactical/Technical Competence (IV), Problem Sensitivity (III), Creative Problem Solving & Innovation (III), Reflective Thinking (III), Self-Management (IV), Army Self-Efficacy (III), Learning Orientation (III).



# Air Space Management Technician (150A) Storyboard



**Proponent Vision:** CW4s possess senior knowledge expertise in Army airspace operations, procedures, regulations, Air-Traffic Services (ATS) and system integration; ATS maintenance, sustainment, and reporting; Quality Assurance, and tactical/contingency airfield operations. They continue to seamlessly integrate and synchronize joint airspace and tactical/contingency operations. CW4 150As are the primary airspace advisor and integrator at Corps and above.

## Developmental/ Experiential Learning

**Positions:** AC/RC, AT/ASM Tech, AV System Readiness Division, Joint/Combined Staff, Training Officer, DIV/CORPS TAC AC2

**Broadening Experiences:** WO Branch MGR, WO Proponency, ATSM Course Chief, DOTD

**Experiences:** Serve as the division or corps deputy airspace command and control officer in the tactical command post.

## Education

**College and University:** Bachelor Degree (D)

**Credentials & Certifications (Continuing Education):** AMSO, COR, Aviation Safety, Joint Air Ops, C2/TERPS, TAIS

**Military Schooling:** WOILE (R), AvWOILE Phase-3 (R), Aviation Safety Officer Course (D), ADAM/BAE Air-Ground Integration Course ASI-C8 (D), and the Air Operation Center Initial Qualification Training "AOC IQT" ASI-5A (D), Airborne (O).

<u>Baseline Talents (ATAF - Tier 2):</u>		<u>Assignment Developed Talents</u>	<u>(ATAF – Tier 2):</u>
Leadership & Management (IV)	General Fitness (III)	Leadership & Management (IV)	Decision Making (III)
Performance Management (IV)	Attention Control (IV)	Sustains Climate & Morale (III)	Reasoning (IV)
Training & Developing Others (IV)	Decision Making (III)	Teamwork (III)	Situational Awareness (III)
Teamwork (IV)	Problem Solving (IV)	Cultural Awareness (II)	Systems Thinking (IV)
Cultural Awareness (II)	Situational Awareness (IV)	Technology Fluency (IV)	Decision Making (IV)
Technology Fluency (IV)	Agreeableness (IV)	Safety & Compliance (IV)	Agreeableness (IV)
Multi-Domain Collaboration (II)	Conscientiousness (IV)	Tactical/Technical Competence (IV)	Conscientiousness (III)
Safety & Compliance (IV)	Emotional Stability (IV)	Social Skills (IV)	Empathy (III)
Tactical/Technical Competence (IV)	Empathy (III)	Active Listening (III)	Extraversion (III)
General Communication (IV)	Extraversion (IV)	Written & Oral Communication (III)	Openness to Experience (IV)
Written & Oral Communication (IV)	Openness to Experience (IV)	Creativity (III)	Stress Tolerance (IV)
	Stress Tolerance (IV)		

**Tier 3 ATAF KSBs (Baseline):** Improves the Organization (IV), Organizational Perspective (IV), Task Planning & Management (III), Training & Developing Others (IV), Cultural Awareness (III), Maintains Relevant Geopolitical Awareness (III), Tactful (IV), Fosters Teamwork, Cohesion, Cooperation, Loyalty, and Esprit de Corps (II), Team Planning (IV), Inspecting Equipment, Objects, Structures, or Materials (IV), Process-Disciplined (IV), Safety Compliance (IV), Knowledge of Processes & Procedures (IV), Functional Area/MOS Knowledge & Skill (IV), Communication Ability (IV), Oral Communication Skill (IV), Written Communication (IV), Physically Fit (III), Problem Sensitivity (IV), Creative Problem Solving & Innovation (IV), Sound Judgement (IV), Process Information & Data (IV), Structured Problem Solver (IV), Analytical Thinking (III), Situational Awareness (IV), Cooperation (IV), Dependability (IV), Orderliness (III), Self-Management (IV), Stress Tolerance (IV), Adjustment (III), Emotional Control (IV), Resilience (IV), Self-Control (IV), Army Self-Efficacy (IV), Army values (IV), Learning Orientation (IV), Intellectual Efficiency (III).

**Tier 3 ATAF KSBs (Assignment Developed):** Improves the Organization (IV), Motivating Others (III), Organizational Perspective (III), Task Planning & Management (III), Monitoring (III), Improves Unit Performance (III), Mentoring (II), Cultural Awareness (III), Maintains Relevant Geopolitical Awareness (III), Interpersonal Relationship Building (III), Knowledge Management (III), Interdisciplinary (III), JIIM (II), Process-Disciplined (IV), Safety Compliance (IV), Knowledge of Processes & Procedures (IV), Communicator (II), Encourage Discourse (II), Cognitive Flexibility (III), Mental Agility (III), Perceptive (III), Analytical Thinking (III), Affiliation (III), Introspective (III), Orderliness (III), Empathy (IV), Interest in Leadership (III)



# Air Space Management Technician (150A) Storyboard



**Proponent Vision:** CW5s are master-level experts, advisors, and integrators of Army and joint air traffic/airspace operations. They are the primary organization and force structure integrator in Joint, NAS, ICAO, and NATO air traffic and airspace operations. CW5s possess skill to advise Operational Commands on the integration, and management of airspace at Corps and Theater levels.

## Developmental/ Experiential Learning

**Positions:** AT/ASM Tech, DIV G-3 Staff, DIV HQ, CORPS HQ, TAOG HQ, ACOM/MACOM HQ

**Broadening Experiences:** DAMO-AV G-3/5/7, Aviation Enterprise Directorates, WO Proponency

**Experiences:** Serve as an ACOM/MACOM airspace C2 management officer or as a member of the theater airfield operations group command staff.

## Education

**College and University:** Bachelor Degree (D), Graduate Studies (O)

**Credentials & Certifications (Continuing Education):** See W4 and below.

**Military Schooling:** WOSSE (R), ADAM/BAE Air-Ground Integration Course ASI-C8 (R), the Air Operation Center Initial Qualification Training (AOC IQT) Course ASI-5A (R), Aviation Safety Officer Course (D), Airborne (O)

<u>Baseline Talents (ATAF - Tier 2):</u>		<u>Assignment Developed Talents</u>	<u>(ATAF – Tier 2):</u>
Leadership & Management (IV)	General Fitness (III)	Leadership & Management (IV)	Decision Making (III)
Performance Management (IV)	Attention Control (IV)	Sustains Climate & Morale (III)	Reasoning (IV)
Training & Developing Others (IV)	Decision Making (III)	Teamwork (III)	Situational Awareness (III)
Teamwork (IV)	Problem Solving (IV)	Cultural Awareness (II)	Systems Thinking (IV)
Cultural Awareness (II)	Situational Awareness (IV)	Technology Fluency (IV)	Decision Making (IV)
Technology Fluency (IV)	Agreeableness (IV)	Safety & Compliance (IV)	Agreeableness (IV)
Multi-Domain Collaboration (II)	Conscientiousness (IV)	Tactical/Technical Competence (IV)	Conscientiousness (III)
Safety & Compliance (IV)	Emotional Stability (IV)	Social Skills (IV)	Empathy (III)
Tactical/Technical Competence (IV)	Empathy (III)	Active Listening (III)	Extraversion (III)
General Communication (IV)	Extraversion (IV)	Written & Oral Communication (III)	Openness to Experience (IV)
Written & Oral Communication (IV)	Openness to Experience (IV)	Creativity (III)	Stress Tolerance (IV)
	Stress Tolerance (IV)		

**Tier 3 ATAF KSBs (Baseline):** Improves the Organization (IV), Motivating Others (IV), Organizational Perspective (IV), Task Planning & Management (IV), Monitoring (IV), Improves Unit Performance (IV), Mentoring (IV), Cultural Awareness (III), Maintains Relevant Geopolitical Awareness (IV), Team Planning (IV), Interpersonal Relationship Building (III), Knowledge Management (III), Interdisciplinary (III), JIIM (II), Process-Disciplined (IV), Safety Compliance (IV), Knowledge of Processes & Procedures (IV), Communicator (IV), Encourage Discourse (IV), Physically Fit (III), Problem Sensitivity (IV), Creative Problem Solving & Innovation (IV), Sound Judgement (IV), Process Information & Data (IV), Structured Problem Solver (IV), Analytical Thinking (IV), Situational Awareness (IV), Cooperation (IV), Dependability (IV), Orderliness (IV), Self-Management (IV), Stress Tolerance (IV), Adjustment (IV), Emotional Control (IV), Resilience (IV), Self-Control (IV), Army Self-Efficacy (IV), Army values (IV), Learning Orientation (IV), Intellectual Efficiency (IV), ADAPTABILITY (IV).

**Tier 3 ATAF KSBs (Assignment Developed):** Improves the Organization (IV), Motivating Others (IV), Organizational Perspective (III), Task Planning & Management (IV), Monitoring (IV), Improves Unit Performance (IV), Mentoring (IV), Cultural Awareness (III), Maintains Relevant Geopolitical Awareness (IV), Interpersonal Relationship Building (III), Knowledge Management (IV), Interdisciplinary (IV), JIIM (III), Process-Disciplined (IV), Safety Compliance (IV), Knowledge of Processes & Procedures (IV), Communicator (IV), Encourage Discourse (IV), Cognitive Flexibility (IV), Mental Agility (IV), Perceptive (IV), Analytical Thinking (IV), Affiliation (III), Introspective (III), Orderliness (III), Empathy (IV), Interest in Leadership (III)



# Tactical Unmanned Aerial Systems Technician (150U) Storyboard



**Proponent Vision:** WO1/CW2 Tactical Unmanned Aircraft Systems (TUAS) Warrant Officers serve at Platoon and below as the intermediate expert in mission planning, integration, maintenance, and employment of TUAS in Joint All Domain Operations (JADO). They serve as Platoon Leaders and advisors to Squadron/Battalion Staff. They possess a thorough understanding of system capabilities, limitations and vulnerabilities; spectrum management and de-confliction; the processing, exploitation, and dissemination of UAS data/information. They manage UAS integration in National Airspace (NAS). Operationally, they enable Intelligence Preparation of the Battlefield (IPB). At CW2, they understand attack, reconnaissance, and security operations. They implement unit safety/standardization programs in addition to supervising the Commander's Aircrew Training Program.

## Developmental/ Experiential Learning

**Positions:** UAS Technician, Platoon Leader

**Broadening Experiences:** Broadening experiences are not applicable at this point in an AV Warrant Officer's career

**Experiences:** Supervises UAS operations, to include mission planning, mission payload operation, and launch and recovery of unmanned aircraft systems. CW2s serve as intermediate level systems integrators who perform the primary duties of leader, trainer, manager, sustainer, and advisor.

## Education

**College and University:** Associate Degree (O)

**Credentials & Certifications (Continuing Education):**

**Military Schooling:** (15C/15E/15M/15W NCO Prerequisite) WOCS (R), TUAS-WOBC (R), Airborne (O)

<b>Baseline Talents (ATAF - Tier 2):</b>		<b>Assignment Developed Talents</b>	<b>(ATAF – Tier 2):</b>
Leadership & Management (II)	Attention Control (II)	Leadership & Management (II)	Decision Making (II)
Performance Management (II)	Decision Making (II)	Sustains Climate & Morale (II)	Reasoning (II)
Training & Developing Others (II)	Problem Solving (II)	Teamwork (II)	Situational Awareness (II)
Teamwork (II)	Situational Awareness (II)	Technology Fluency (II)	Systems Thinking (I)
Technology Fluency (II)	Agreeableness (II)	Safety & Compliance (II)	Decision Making (II)
Safety & Compliance (II)	Conscientiousness (II)	Tactical/Technical Competence (II)	Agreeableness (II)
Tactical/Technical Competence (II)	Emotional Stability (II)	Social Skills (II)	Conscientiousness (II)
General Communication (II)	Extraversion (II)	Active Listening (II)	Extraversion (II)
Written & Oral Communication (II)	Military Specific (II)	Written & Oral Communication (II)	Openness to Experience (II)
General Fitness (II)	Openness to Experience (II)	Creativity (II)	Stress Tolerance (II)
	Stress Tolerance (II)		

**Tier 3 ATAF KSBs (Baseline):** Improves the Organization (II), Organizational Perspective (II), Task Planning & Management (II), Mentoring (II), Training & Developing Others (II), Tactful (III), Fosters Teamwork, Cohesion, Cooperation, Loyalty, and Esprit de Corps (II), Team Planning (II), Technologically Adept (II), Inspecting Equipment, Objects, Structures, or Materials (III), Process-Disciplined (II), Safety Compliance (III), Functional Area/MOS Knowledge & Skill (III), Proficiency w/ Mission Systems (II), Communication Ability (II), Oral Communication Skill (II), Written Communication (II), Physically Fit (III), Problem Sensitivity (II), Creative Problem Solving & Innovation (II), Sound Judgement (II), Process Information & Data (II), Structured Problem Solver (II), Spatial Visualization (II), Cooperation (II), Dependability (II), Orderliness (II), Self-Management (II), Stress Tolerance (II), Adjustment (II), Emotional Control (II), Self-Control (II), Army Self-Efficacy (II), Army values (II), Learning Orientation (II)

**Tier 3 ATAF KSBs (Assignment Developed):** Encourages Subordinates to exercise initiative, accept responsibility, and take ownership (II); Improves the Organization (II), Organizational Perspective (II), Delegating (II), Monitoring (I), Interpersonal Relationship Building (II), Team Building (II), Technologically Adept (II), Inspecting Equipment, Objects, Structures, or Materials (II), Process-Disciplined (II), Safety Compliance (II), Knowledge of Processes & Procedures (III), Tactical/Technical Competence (III), Problem Sensitivity (III), Creative Problem Solving & Innovation (III), Reflective Thinking (II), Spatial Visualization (II), Self-Management (II), Army Self-Efficacy (II), Learning Orientation (II).



# Tactical Unmanned Aerial Systems Technician (150U) Storyboard



**Proponent Vision:** CW3 TUAS Warrant Officers build upon previous roles and are subject matter experts in UAS mission planning, integration, and tactical employment. They seamlessly integrate TUAS systems, operations, and material into collective maneuver; while managing system and personnel readiness through training, maintenance, sustainment, and reporting. They are the primary integrator of TUAS operations at Battalion/Squadron and below. Senior CW3s become staff planning and operational advisors to Brigade S3/Operations Staff. They understand and enable MDMP, can synchronize targeting meetings, in addition to mentor/develop junior TUAS Technicians and UAS Soldiers.

**Developmental/ Experiential Learning**

**Positions:** Platoon Leader, TUAS Safety Officer, Special Operations, Squadron/Battalion UAS Officer, CAB S3 Staff Planner and Advisor, CTC-OCT.

**Broadening Experiences:** TAC Officer, WO Recruiter, Combat Developer, Doctrine Writer

**Experiences:** Coordinate with higher and subordinate units for employment of UAS missions. They serve as advanced level systems integrators, and perform the primary duties of leader, trainer, manager, sustainer, and advisor.

**Education**

**College and University:** Bachelor Degree (D)

**Credentials & Certifications (Continuing Education):** Safety Officer Course, COR, GFR, Maintenance Managers Course

**Military Schooling:** AWOAC (R), Avn. Safety Officer Course (D), Joint Firepower Course (D), Joint Air Tasking Ops Course (D), Airborne (O), Air Assault (O),

<b>Baseline Talents (ATAF - Tier 2):</b>		<b>Assignment Developed Talents</b>	<b>(ATAF – Tier 2):</b>
Leadership & Management (II)	Attention Control (III)	Leadership & Management (III)	Decision Making (III)
Performance Management (II)	Decision Making (III)	Sustains Climate & Morale (III)	Reasoning (III)
Training & Developing Others (III)	Problem Solving (III)	Teamwork (III)	Situational Awareness (III)
Teamwork (III)	Situational Awareness (II)	Social Skills (III)	Systems Thinking (II)
Technology Fluency (III)	Agreeableness (III)	Technology Fluency (III)	Decision Making (III)
Safety & Compliance (III)	Conscientiousness (III)	Safety & Compliance (III)	Agreeableness (III)
Tactical/Technical Competence (III)	Emotional Stability (II)	Tactical/Technical Competence (III)	Conscientiousness (III)
General Communication (II)	Extraversion (II)	Active Listening (II)	Extraversion (II)
Written & Oral Communication (II)	Military Specific (III)	Written & Oral Communication (III)	Openness to Experience (III)
General Fitness (II)	Openness to Experience (III)	Creativity (II)	Stress Tolerance (II)
	Stress Tolerance (II)		

**Tier 3 ATAF KSBs (Baseline):** Improves the Organization (III), Organizational Perspective (III), Task Planning & Management (III), Mentoring (III), Training & Developing Others (III), Tacful (III), Fosters Teamwork, Cohesion, Cooperation, Loyalty, and Esprit de Corps (III), Team Planning (III), Technologically Adept (III), Inspecting Equipment, Objects, Structures, or Materials (III), Process-Disciplined (III), Safety Compliance (III), Functional Area/MOS Knowledge & Skill (III), Proficiency w/ Mission Systems (III), Communication Ability (III), Oral Communication Skill (II), Written Communication (III), Physically Fit (III), Problem Sensitivity (II), Creative Problem Solving & Innovation (III), Sound Judgement (II), Process Info. & Data (III), Structured Problem Solver (III), Spatial Visualization (III), Cooperation (III), Dependability (III), Orderliness (III), Self-Management (III), Stress Tolerance (III), Adjustment (II), Emotional Control (III), Self-Control (III), Army Self-Efficacy (III), Army values (III), Learning Orientation (II)

**Tier 3 ATAF KSBs (Assignment Developed):** Encourages Subordinates to exercise initiative, accept responsibility, and take ownership (III); Improves the Organization (III), Organizational Perspective (III), Delegating (III), Monitoring (II), Interpersonal Relationship Building (III), Team Building (III), Technologically Adept (III), Inspecting Equipment, Objects, Structures, or Materials (III), Process-Disciplined (III), Safety Compliance (III), Knowledge of Processes & Procedures (III), Tactical/Technical Competence (III), Problem Sensitivity (III), Creative Problem Solving & Innovation (III), Reflective Thinking (III), Spatial Visualization (III), Self-Management (III), Army Self-Efficacy (III), Learning Orientation (III).



# Tactical Unmanned Aerial Systems Technician (150U) Storyboard



**Proponent Vision:** CW4s possess senior-level expertise in Tactical/Strategic UAS planning, integration, synchronization, sustainment, and employment supporting JADO. They are experts in the JCIDS process, and synchronize Division and below UAS training. CW4s coordinate UAS/RAS assets, manage UAS logistics/sustainment, and enable subordinate unit readiness. They serve as the primary subject matter expert in ADAM/BAE Cells, Branch/Enterprise Directorates, the FORSCOM Aviation Resource Management Survey (ARMS) Team, and Army Aviation's Directorate of Evaluation and Standardization.

## Developmental/ Experiential Learning

**Positions:** ACOM/ASCC/DRU, ADAM/BAE, Detachment Commander, Special Operations, Special Assignments, and CTC-OCT.

**Broadening Experiences:** FORSCOM ARMS, DES, DOTD, ACM, Joint Staff, HRC/OPMD WO Branch Manager, Avn. Proponent, and Nominative Positions.

**Experiences:** Serves as a senior-level systems integrator, support battalion, brigade, division, corps, and echelons above corps operations

## Education

**College and University:** Bachelor Degree (D)

**Credentials & Certifications (Continuing Education):**, COR, GFR

**Military Schooling:** WOILE (R), AvWOILE Phase-3 (R), Safety Officer Course (R), Maintenance Managers Course (D), Airborne (O)

<u>Baseline Talents (ATAF - Tier 2):</u>		<u>Assignment Developed Talents</u>	<u>(ATAF – Tier 2):</u>
Leadership & Management (III)	Mental Agility (III)	Leadership & Management (IV)	Reasoning (III)
Performance Management (III)	Problem Solving (III)	Cultural Awareness (III)	Situational Awareness (IV)
Training & Developing Others (IV)	Reasoning (III)	Social Skills (III)	Systems Thinking (III)
Cultural Awareness (III)	Analytical Thinking (III)	Teamwork (IV)	Decision Making (IV)
Social Skills (III)	Systems Thinking (III)	Technology Fluency (IV)	Analytical Thinking (IV)
Knowledge-Combined Arms Ops (II)	Agreeableness (III)	Multi-Domain Collaboration (III)	Agreeableness (III)
Knowledge-Sys. Inter-Relations (II)	Conscientiousness (III)	Tactical/Technical Competence (IV)	Conscientiousness (IV)
Tactical/Technical Competence (III)	Emotional Stability (IV)	Active Listening (III)	Extraversion (IV)
Written & Oral Communication (III)	Extraversion (III)	Written & Oral Communication (III)	Stress Tolerance (IV)
Decision Making (IV)	Openness to Experience (IV)	Creativity (IV)	
	Stress Tolerance (III)		

**Tier 3 ATAF KSBs (Baseline):** Improves the Organization (III), Organizational Perspective (III), Task Planning & Management (III), Mentoring (III), Training & Developing Others (III), Organizational Perspective (III), Maintains Relevant Geopolitical Awareness (III), Social Perceptiveness (III), Tactful (III), Fosters Teamwork, Cohesion, Cooperation, Loyalty, and Esprit de Corps (III), Team Planning (III), Interdisciplinary (II), JIIM (III), Technologically Adept (III), Inspecting Equipment, Objects, Structures, or Materials (III), Process-Disciplined (III), Safety Compliance (III), Functional Area/MOS Knowledge & Skill (III), Proficiency w/ Mission Systems (III), Communication Ability (III), Oral Communication Skill (II), Written Communication (III), Physically Fit (III), Problem Sensitivity (II), Creative Problem Solving & Innovation (III), Sound Judgement (II), Process Info. & Data (III), Structured Problem Solver (III), Spatial Visualization (III), Cooperation (III), Dependability (III), Orderliness (III), Self-Management (III), Stress Tolerance (III), Adjustment (II), Emotional Control (III), Self-Control (III), Army Self-Efficacy (III), Army values (III), Learning Orientation (II)

**Tier 3 ATAF KSBs (Assignment Developed):** Providing Feedback (IV), Encourages Subordinates to Exercise Initiative, Accept Responsibility, and Take Ownership (III); Improves the Organization (III), Organizational Perspective (III), Delegating (III), Monitoring (II), Maintains Relevant Geopolitical Awareness (III), Social Perceptiveness (III), Interpersonal Relationship Building (III), Team Building (III), Interdisciplinary (II), JIIM (III), Technologically Adept (III), Inspecting Equipment, Objects, Structures, or Materials (III), Process-Disciplined (III), Safety Compliance (III), Knowledge of Processes & Procedures (III), Tactical/Technical Competence (III), Cognitive Flexibility (III), Mental Agility (IV), Problem Sensitivity (III), Creative Problem Solving & Innovation (III), Reflective Thinking (III), Spatial Visualization (III), Affiliation (III), Self-Management (IV), Introspective (IV) Army Self-Efficacy (IV), Learning Orientation (IV).



# Tactical Unmanned Aerial Systems Technician (150U) Storyboard



**Proponent Vision:** CW5s are a master of UAS system employment and program management functions (maintenance, airspace, and procurement procedures), and integration into joint warfighting and maneuver functions. They possess master-level knowledge and expertise and are the primary advisors to Army senior leaders at service and Aviation Enterprise levels. CW5s TUAS Techs are the TUAS/RAS Branch technical experts, capable of leading major AV Branch initiatives. They seamlessly integrate as an Army or Joint level advisor.

**Developmental/ Experiential Learning**  
**Positions:** ACOM/ASCC, DIV G-3 Staff, COCOM Staff, MF Logistician, Joint/Combined Staff  
**Broadening Experiences:** PEO Aviation, Nominative Positions,  
**Experiences:** Serves as master-level systems integrators who are expected to perform their primary duties in the brigade level and above, coordinate with higher echelons for the employment of UAS throughout the continuum of operations at the operational and strategic levels

**Education**  
**College and University:** Bachelor Degree (D), Graduate Studies (O)  
**Credentials & Certifications (Continuing Education):**  
**Military Schooling:** WOSSE (R), HTAR (D)

<b>Baseline Talents (ATAF - Tier 2):</b>	Mental Agility (IV) Problem Solving (IV) Reasoning (IV) Analytical Thinking (IV) Systems Thinking (IV) Agreeableness (IV) Conscientiousness (IV) Emotional Stability (IV) Extraversion (IV) Openness to Experience (IV) Stress Tolerance (IV)	<b>Assignment Developed Talents</b>	<b>(ATAF – Tier 2):</b>
Leadership & Management (IV)		Leadership & Management (IV)	Reasoning (IV)
Performance Management (IV)		Cultural Awareness (IV)	Situational Awareness (IV)
Training & Developing Others (IV)		Social Skills (IV)	Systems Thinking (IV)
Cultural Awareness (IV)		Teamwork (IV)	Decision Making (IV)
Social Skills (IV)		Technology Fluency (IV)	Analytical Thinking (IV)
Knowledge-Combined Arms Ops (IV)		Multi-Domain Collaboration (IV)	Agreeableness (IV)
Knowledge-Sys. Inter-Relations (IV)		Tactical/Technical Competence (IV)	Conscientiousness (IV)
Tactical/Technical Competence (IV)		Active Listening (IV)	Extraversion (IV)
Written & Oral Communication (IV)		Written & Oral Communication (IV)	Stress Tolerance (IV)
Decision Making (IV)		Creativity (IV)	

**Tier 3 ATAF KSBs (Baseline):** Improves the Organization (IV), Organizational Perspective (IV), Task Planning & Management (IV), Mentoring (IV), Training & Developing Others (IV), Organizational Perspective (IV), Maintains Relevant Geopolitical Awareness (III), Social Perceptiveness (III), Tactful (IV), Fosters Teamwork, Cohesion, Cooperation, Loyalty, and Esprit de Corps (IV), Team Planning (IV), Interdisciplinary (III), JIIM (IV), Technologically Adept (IV), Inspecting Equipment, Objects, Structures, or Materials (IV), Process-Disciplined (IV), Safety Compliance (IV), Functional Area/MOS Knowledge & Skill (IV), Proficiency w/ Mission Systems (IV), Communication Ability (IV), Oral Communication Skill (III), Written Communication (IV), Physically Fit (III), Problem Sensitivity (III), Creative Problem Solving & Innovation (IV), Sound Judgement (III), Process Info. & Data (IV), Structured Problem Solver (IV), Spatial Visualization (IV), Cooperation (IV), Dependability (IV), Orderliness (IV), Self-Management (IV), Stress Tolerance (IV), Adjustment (III), Emotional Control (IV), Self-Control (IV), Army Self-Efficacy (IV), Army values (IV), Learning Orientation (IV)

**Tier 3 ATAF KSBs (Assignment Developed):** Providing Feedback (IV), Encourages Subordinates to Exercise Initiative, Accept Responsibility, and Take Ownership (IV); Improves the Organization (IV, Organizational Perspective (IV), Delegating (IV), Monitoring (III), Maintains Relevant Geopolitical Awareness (IV), Social Perceptiveness (III), Interpersonal Relationship Building (IV), Team Building (IV), Interdisciplinary (III), JIIM (IV), Technologically Adept (III), Process-Disciplined (IV), Knowledge of Processes & Procedures (IV), Tactical/Technical Competence (IV), Cognitive Flexibility (IV), Mental Agility (IV), Problem Sensitivity (IV), Creative Problem Solving & Innovation (IV), Reflective Thinking (IV), Spatial Visualization (IV), Affiliation (IV), Self-Management (IV), Introspective (IV), Army Self-Efficacy (IV), Learning Orientation (IV).



# Aviation Maintenance Technician (151A) Storyboard



**Proponent Vision:** WO1s are basic tactical level aviation maintenance managers and leaders with skill to plan, participate, supervise aviation Soldiers, maintenance and/or logistics. They are the Company Commander's primary aviation maintenance advisor with talent to improve maintenance processes and systems. CW2s possess intermediate to advanced knowledge of tactical maintenance, safety and logistics; including rotary and UAS weapon systems. CW2s possess the skills to plan, manage, and lead maintenance programs, meetings, and make decisions affecting Company level production planning. They coordinate tactical class III/V supply operations, technical supply management, provide accurate reporting, and conduct system management while advising the Commander up to Battalion level.

**Developmental/ Experiential Learning**  
**Positions:** Armament Platoon Leader, Aviation Support Platoon, PC/QC  
**Broadening Experiences:** TAC Officer  
**Experiences:** Serve in platoon, company, or battalion-level positions

**Education**  
**College and University:** Associate Degree (O)  
**Credentials & Certifications (Continuing Education):**  
**Military Schooling:** (Prerequisite NCO within 15B/D/F/G/H/K/N/R/T/U/Y), WOCS (R), Avn. Maintenance Tech WOBC (R), Airborne (O)

<b>Baseline Talents (ATAF - Tier 2):</b>		<b>Assignment Developed Talents</b>	<b>(ATAF – Tier 2):</b>
Leadership & Management (II)	General Cognitive Ability (II)	Leadership & Management (II)	Decision Making (II)
Performance Management (II)	Decision Making (II)	Performance Management (II)	General Cognitive Ability (II)
Training & Developing Others (II)	Problem Solving (II)	Sustains Climate & Morale (II)	Reasoning (II)
Teamwork (II)	Conscientiousness (II)	Teamwork (II)	Systems Thinking (I)
Technology Fluency (II)	Emotional Stability (II)	Technology Fluency (III)	Decision Making (II)
Mechanical & Electrical (II)	Extraversion (II)	Mechanical & Electrical (III)	Conscientiousness (II)
Tactical/Technical Competence (II)	Interest (II)	Tactical/Technical Competence (III)	Extraversion (II)
General Communication (II)	Motives (II)	General Communication (II)	Openness to Experience (II)
General Fitness (II)	Openness to Experience (II)	Creativity (II)	Stress Tolerance (II)
	Stress Tolerance (II)		

**Tier 3 ATAF KSBs (Baseline):** Encourages Subordinates to exercise initiative, accept responsibility, and take ownership (II), Organizational Perspective (II), Resource Management (II), Task Planning & Management (II), Time Management (II), Improves Unit Performance (III), Training & Developing Others (II), Fosters Teamwork, Cohesion, Cooperation, Loyalty, and Esprit de Corps (II), Team Planning (II), Technologically Adept (II), "Aviation" & Shop Information (II), Basic Electronics Knowledge (II), Inspecting Equipment, Objects, Structures, or Materials (III), Machine/Equipment Installation (II), Mechanically & Tech Savvy (III), Process-Disciplined (II), Quality Control Analysis (II), Safety Compliance (III), Functional Area/MOS Knowledge & Skill (II), Proficiency w/ Mission Systems (II), Communication Ability (II), Physically Fit (III), Problem Sensitivity (II), Creative Problem Solving & Innovation (II), Sound Judgement (II), Process Information & Data (II), Structured Problem Solver (II), Cooperation (II), Dependability (II), Orderliness (II), Self-Management (II), Stress Tolerance (II), Adjustment (II), Conventional Interest (II), Realistic Interests (II), Social Interest (II), Army Self-Efficacy (II), Army values (II), Learning Orientation (II)

**Tier 3 ATAF KSBs (Assignment Developed):** Encourages Subordinates to exercise initiative, accept responsibility, and take ownership (II); Improves the Organization (II), Organizational Perspective (II), Delegating (II), Monitoring (I), Interpersonal Relationship Building (II), Team Building (II), Technologically Adept (II), Inspecting Equipment, Objects, Structures, or Materials (II), Process-Disciplined (II), Safety Compliance (II), Knowledge of Processes & Procedures (III), Tactical/Technical Competence (III), Written Communication (II), Problem Sensitivity (III), Creative Problem Solving & Innovation (III), Reflective Thinking (II), Spatial Visualization (II), Self-Management (II), Army Self-Efficacy (II), Learning Orientation (II).



# Aviation Maintenance Technician (151A) Storyboard



**Proponent Vision:** CW3s are the subject matter experts in aviation maintenance and sustainment, including UAS and tactical level aviation weapon systems. They possess the skill to coordinate, synchronize, and produce/sustain aviation readiness at Battalion/Brigade level. They're experts at planning class III/V operations. They assume Battalion Production/Quality Control and Platoon Leader roles while remaining the Commander's primary aviation maintenance/sustainment operations advisor at Brigade and Below. .

**Developmental/ Experiential Learning**  
**Positions:** Aircraft & Component Repair, Aviation Safety Officer, PC/QC Officer, Armament Officer, Platoon Leader, Special Operations  
**Broadening Experiences:** Doctrine Writer, Instructor/Writer, Combat Developer, TAC Officer, WO Recruiter, TWI Assignments  
**Experiences:** Primary duties at Aviation support battalion or higher level

**Education**  
**College and University:** Associate Degree (D), Bachelor Degree (O)  
**Credentials & Certifications (Continuing Education):** Logistics Assistance Representative, COR  
**Military Schooling:** WOAC-151A (R), Maintenance Managers Course (R), COR (D).

<b>Baseline Talents (ATAF - Tier 2):</b>		<b>Assignment Developed Talents</b>	<b>(ATAF – Tier 2):</b>
Leadership & Management (II)	General Cognitive Ability (II)	Leadership & Management (II)	Decision Making (II)
Performance Management (III)	Decision Making (II)	Performance Management (III)	General Cognitive Ability (III)
Training & Developing Others (III)	Problem Solving (III)	Sustains Climate & Morale (III)	Reasoning (II)
Teamwork (III)	Conscientiousness (II)	Teamwork (III)	Systems Thinking (II)
Technology Fluency (III)	Emotional Stability (II)	Technology Fluency (III)	Decision Making (II)
Mechanical & Electrical (III)	Extraversion (II)	Mechanical & Electrical (IV)	Conscientiousness (II)
Tactical/Technical Competence (III)	Interest (II)	Tactical/Technical Competence (IV)	Extraversion (II)
General Communication (II)	Motives (III)	General Communication (II)	Openness to Experience (III)
General Fitness (II)	Openness to Experience (III)	Creativity (II)	Stress Tolerance (III)
	Stress Tolerance (III)		

**Tier 3 ATAF KSBs (Baseline):** Encourages Subordinates to exercise initiative, accept responsibility, and take ownership (III), Organizational Perspective (II), Resource Management (III), Task Planning & Management (III), Time Management (III), Improves Unit Performance (III), Training & Developing Others (II), Fosters Teamwork, Cohesion, Cooperation, Loyalty, and Esprit de Corps (II), Team Planning (III), Technologically Adept (III), "Aviation" & Shop Information (III), Basic Electronics Knowledge (III), Inspecting Equipment, Objects, Structures, or Materials (IV), Machine/Equipment Installation (II), Mechanically & Tech Savvy (III), Process-Disciplined (II), Quality Control Analysis (II), Safety Compliance (IV), Functional Area/MOS Knowledge & Skill (IV), Proficiency w/ Mission Systems (III), Communication Ability (II), Physically Fit (III), Problem Sensitivity (III), Creative Problem Solving & Innovation (III), Sound Judgement (II), Process Information & Data (II), Structured Problem Solver (II, Cooperation (II), Dependability (II), Orderliness (II), Self-Management (II), Stress Tolerance (II), Adjustment (II), Conventional Interest (II), Realistic Interests (II), Social Interest (II), Army Self-Efficacy (II), Army values (II), Learning Orientation (III)

**Tier 3 ATAF KSBs (Assignment Developed):** Encourages Subordinates to exercise initiative, accept responsibility, and take ownership (III); Improves the Organization (III), Organizational Perspective (III), Delegating (II), Monitoring (I), Interpersonal Relationship Building (II), Team Building (II), Technologically Adept (III), Inspecting Equipment, Objects, Structures, or Materials (IV), Process-Disciplined (II), Safety Compliance (IV), Knowledge of Processes & Procedures (III), Tactical/Technical Competence (III), Written Communication (II), Problem Sensitivity (III), Creative Problem Solving & Innovation (III), Reflective Thinking (II), Spatial Visualization (II), Self-Management (II), Army Self-Efficacy (II), Learning Orientation (III).



# Aviation Maintenance Technician (151A) Storyboard



**Proponent Vision:** CW4s possess senior-level expertise in strategic utilization of aviation programs at all echelons/domains, including Joint and combined operations sustainment planning. They possess the skills to coordinate deployment of aviation assets. They provide logistics & sustainment subject matter expertise ISO of the aviation enterprise at Division, Corps, MACOM, and theater level. CW4s support and enable subordinate force generation capability. CW4s must also generate and write Aviation branch future requirements.

**Developmental/ Experiential Learning**  
**Positions:** Division G4 (Air), FORSCOM ARMS Team, Detachment Commander, Joint/Combined Staff, Multifunctional Logistician, Special Operations  
**Broadening Experiences:** HRC-OPMD WO Assignment Officer, Doctrine Writer, WO Proponency  
**Experiences:** Serve as senior-level technical and tactical experts and advisors performing their primary duties in the sustainment base or generating force (TRADOC, AMC, Defense Logistics Agency).

**Education**  
**College and University:** Bachelor Degree (D), Graduate Studies (O)  
**Credentials & Certifications (Continuing Education):**  
**Military Schooling:** WOILE (R), AvWOILE Phase-3 (R), COR (D).

<b>Baseline Talents (ATAF - Tier 2):</b>	Tactical/Technical Competence (IV)	<b>Assignment Developed Talents</b>	<b>(ATAF – Tier 2):</b>
Leadership & Management (III)	General Communication (III)	Leadership & Management (III)	Decision Making (III)
Performance Management (IV)	Written & Oral Communication (III)	Performance Management (IV)	General Cognitive Ability (IV)
Training & Developing Others (III)	General Cognitive Ability (III)	Sustains Climate & Morale (III)	Reasoning (III)
Cultural Awareness (III)	Decision Making (IV)	Teamwork (IV)	Systems Thinking (III)
Social Skills (III)	Problem Solving (IV)	Technology Fluency (IV)	Decision Making (III)
Teamwork (IV)	Conscientiousness (III)	Mechanical & Electrical (IV)	Conscientiousness (III)
Technology Fluency (IV)	Interest (III)	Tactical/Technical Competence (IV)	Openness to Experience (IV)
Mechanical & Electrical (IV)	Openness to Experience (IV)	General Communication (III)	Stress Tolerance (IV)
Multi-Domain Collaboration (II)	Stress Tolerance (IV)	Creativity (II)	

**Tier 3 ATAF KSBs (Baseline):** Inspirational Leader (III), Motivating Others (III), Organizational Perspective (III), Resource Management (III), Task Planning & Management (IV), Improves Unit Performance (IV), Training & Developing Others (III), Culture Awareness (III), Perspective Taking (III), Social Perceptiveness (III), Fosters Teamwork, Cohesion, Cooperation, Loyalty, and Esprit de Corps (III), Coordinating Multiple Groups (III), Knowledge Management (III), Technologically Adept (III), Interdisciplinary (III), JIIM (III), Working with Public Evaluating Compliance (III), Process-Disciplined (III), Quality Control Analysis (III), Functional Area/MOS Knowledge & Skill (IV), Proficiency w/ Mission Systems (IV), Active Listening (III), Communication Ability (II), Reading Comprehension (III), Written Communication (III), Physically Fit (III), Problem Sensitivity (III), Cognitive Flexibility (III), Creative Problem Solving & Innovation (III), Mental Agility (III), Perceptive (III), Analytical Thinking (III), Critical Thinking (III), Process Information & Data (II), Affiliation (III), Cooperation (III), Dependability (III), Orderliness (IV), Self-Management (IV), Stress Tolerance (III), Optimism (III), Empathy (III), Conventional Interest (III), Realistic Interests (III), Social Interest (II), Learning Orientation (III), Intellectual Efficiency (III)

**Tier 3 ATAF KSBs (Assignment Developed):** Organizational Perspective (III), Resource Management (III), Training & Developing Others (III), Culture Awareness (III), Perspective Taking (III), Social Perceptiveness (III), Coordinating Multiple Groups (III), Knowledge Management (III), Interdisciplinary (III), JIIM (III), Working with Public Evaluating Compliance (III), Active Listening (III), Written Communication (III), Creative Problem Solving & Innovation (III), Critical Thinking (III), Affiliation (III), Stress Tolerance (III), Optimism (III), Empathy (III), Conventional Interest (III), Realistic Interests (III), Social Interest (II), Learning Orientation (III), Intellectual Efficiency (III)



# Aviation Maintenance Technician (151A) Storyboard



**Proponent Vision:** CW5s possess a deep understanding of aviation program management, aviation functions, sustainment; and the integration into strategic, combined-arms and/or joint warfighting. They are multifunctional logisticians with master-level knowledge and skill. They are the senior technical experts in advising or leading major Aviation Branch initiative. They are the primary advisors within the Aviation Enterprise, and to Army/DOD Senior Leaders.

**Developmental/ Experiential Learning**  
**Positions:** AMCOM (AMC), Joint/Combined Staff, DAMO AV G-3/5/7 MF Logistician, Special Operations, Aviation Maintenance CCWO, PEO Aviation  
**Broadening Experiences:** Nominative Assignments  
**Experiences:** Serves as master-level technical and tactical experts who are expected to perform their primary duties in the sustainment base and above

**Education**  
**College and University:** Bachelor Degree (D), Graduate Studies (O)  
**Credentials & Certifications (Continuing Education):**  
**Military Schooling:** WOSSE (R), HTAR (D)

<b>Baseline Talents (ATAF - Tier 2):</b>	Tactical/Technical Competence (IV) Leadership & Management (IV) Performance Management (IV) Training & Developing Others (III) Cultural Awareness (III) Social Skills (IV) Teamwork (IV) Technology Fluency (IV) Mechanical & Electrical (IV) Multi-Domain Collaboration (III)	General Communication (IV) Written & Oral Communication (IV) General Cognitive Ability (IV) Decision Making (IV) Problem Solving (IV) Conscientiousness (IV) Interest (IV) Openness to Experience (IV) Stress Tolerance (IV)	<b>Assignment Developed Talents</b>	<b>(ATAF – Tier 2):</b>
			Leadership & Management (IV) Performance Management (IV) Sustains Climate & Morale (IV) Teamwork (IV) Technology Fluency (IV) Mechanical & Electrical (IV) Tactical/Technical Competence (IV) General Communication (IV) Creativity (III)	Decision Making (IV) General Cognitive Ability (IV) Reasoning (IV) Systems Thinking (IV) Decision Making (IV) Conscientiousness (IV) Openness to Experience (IV) Stress Tolerance (IV)

**Tier 3 ATAF KSBs (Baseline):** Inspirational Leader (IV), Motivating Others (IV), Organizational Perspective (IV), Resource Management (IV), Task Planning & Management (IV), Improves Unit Performance (IV), Training & Developing Others (IV), Culture Awareness (III), Perspective Taking (IV), Social Perceptiveness (IV), Fosters Teamwork, Cohesion, Cooperation, Loyalty, and Esprit de Corps (IV), Coordinating Multiple Groups (IV), Knowledge Management (IV), Technologically Adept (III), Interdisciplinary (III), JIIM (III), Working with Public Evaluating Compliance (IV), Process-Disciplined (IV), Quality Control Analysis (IV), Functional Area/MOS Knowledge & Skill (IV), Proficiency w/ Mission Systems (IV), Active Listening (IV), Communication Ability (IV), Reading Comprehension (III), Written Communication (III), Physically Fit (III), Problem Sensitivity (IV), Cognitive Flexibility (IV), Creative Problem Solving & Innovation (IV), Mental Agility (IV), Perceptive (IV), Analytical Thinking (IV), Critical Thinking (IV), Process Information & Data (III), Affiliation (IV), Cooperation (IV), Dependability (IV), Orderliness (IV), Self-Management (IV), Stress Tolerance (IV), Optimism (IV), Empathy (IV), Conventional Interest (IV), Realistic Interests (IV), Social Interest (III), Learning Orientation (IV), Intellectual Efficiency (IV)

**Tier 3 ATAF KSBs (Assignment Developed):** Organizational Perspective (IV), Resource Management (IV), Training & Developing Others (IV), Culture Awareness (IV), Perspective Taking (IV), Social Perceptiveness (IV), Coordinating Multiple Groups (IV), Knowledge Management (IV), Interdisciplinary (III), JIIM (III), Working with Public Evaluating Compliance (IV), Active Listening (IV), Written Communication (IV), Creative Problem Solving & Innovation (IV), Critical Thinking (IV), Affiliation (IV), Stress Tolerance (IV), Optimism (IV), Empathy (IV), Conventional Interest (IV), Realistic Interests (IV), Social Interest (IV), Learning Orientation (IV), Intellectual Efficiency (IV)



# Aviator (152 – 155 Series MOS) Storyboard



**Proponent Vision:** WO1s are basic aviation operators (pilot/aviators) with apprentice knowledge in aviation doctrine, operations, and employment. They remain professional students with progressive experience and ability. CW2s are fully-mission-qualified with intermediate-to-advanced knowledge in aviation mission planning, integration, maneuver, and survivability. They achieve Pilot-in-Command and seamlessly integrate into collective operations.

## Developmental/ Experiential Learning

**Positions:** Pilot, Aviation Life-Support Equipment Officer, Pilot in Command, Instructor Pilot, Maintenance Pilot

**Broadening Experiences:** Broadening experiences are not applicable at this point in an AV Warrant Officer's career

**Experiences:** Basic and intermediate level, technically and tactically focused who perform the primary duties of leader and operator, manager, sustainer, and advisor. Concentrate on attaining pilot-in- command status, complete career track training courses for aviation safety officer, instructor pilot, aviation maintenance officer, or AMSO, or ARSOA assessment

## Education

**College and University:** Associate Degree (O)

**Credentials & Certifications (Continuing Education):** FAA Certifications (O)

**Military Schooling:** WOCS (R), Aviation WOBC (R), SERE (R), IERW or IEFW (R), Advanced Aircraft Qualification (R), ALSE (O)

<u>Baseline Talents (ATAF - Tier 2):</u>	<u>Assignment Developed Talents (ATAF – Tier 2):</u>
Performance Management (II)	Meta-cognition (III)
Teamwork (II)	Problem Solving (II)
Technology Fluency (II)	Reasoning (II)
Math & Science (II)	Situational Awareness (III)
Safety & Compliance (II)	Spatial Ability (III)
Tactical/Technical Competence (II)	Systems Thinking (I)
General Communication (II)	Decision Making (II)
General Fitness (II)	Conscientiousness (II)
Psychomotor Ability (IV)	Extraversion (II)
Attention Control (II)	Military Specific (II)
Creativity (II)	Motives (II)
Decision Making (II)	Openness to Experience (II)
	Stress Tolerance (II)

**Tier 3 ATAF KSBs (Baseline):** Improves the Organization (II), Organizational Perspective (II), Task Planning & Management (I), Mentoring (II), Training & Developing Others (II), Tactful (II), Fosters Teamwork, Cohesion, Cooperation, Loyalty, and Espirit de Corps (II), Team Planning (II), Inspecting Equipment, Objects, Structures, or Materials (II), Process-Disciplined (II), Safety Compliance (II), Knowledge of Processes & Procedures (III), Functional Area/MOS Knowledge & Skill (II), Communication Ability (II), Oral Communication Skill (II), Written Communication (II), Physically Fit (III), Problem Sensitivity (III), Creative Problem Solving & Innovation (III), Sound Judgement (III), Process Information & Data (III), Structured Problem Solver (II), Analytical Thinking (III), Situational Awareness (III), Cooperation (II), Dependability (II), Orderliness (II), Self-Management (II), Stress Tolerance (II), Adjustment (II), Emotional Control (II), Resilience (II), Self-Control (II), Army Self-Efficacy (II), Army values (III), Learning Orientation (II)

**Tier 3 ATAF KSBs (Assignment Developed):** Encourages Subordinates to exercise initiative, accept responsibility, and take ownership (II); Improves the Organization (II), Organizational Perspective (II), Delegating (II), Monitoring (I), Interpersonal Relationship Building (II), Team Building (II), Inspecting Equipment, Objects, Structures, or Materials (II), Process-Disciplined (II), Safety Compliance (II), Knowledge of Processes & Procedures (III), Tactical/Technical Competence (III), Problem Sensitivity (III), Creative Problem Solving & Innovation (III), Reflective Thinking (II), Self-Management (II), Army Self-Efficacy (II), Learning Orientation (II).



# Aviator (152 – 155 Series MOS) Storyboard



**Proponent Vision:** CW3s are fully mission qualified with advanced understanding of company level operations and track specific aviation functions/management. CW3s must be a Pilot in Command and Air Mission Commander. CW3s must manage company level aviation programs (maintenance, standardization, safety, tactics), training, and developing junior pilots.

## Developmental/ Experiential Learning

**Positions:** Instructor Pilot, AV Safety Officer, MTP, AMSO, AMC, Flight Lead, Special Operations

**Broadening Experiences:** TAC Officer, DOTD, WO Recruiter,

**Experiences:** Serve as advanced level technical and tactical experts, and perform the primary duties of leader, trainer, operator, manager, sustainer, and advisor. Support levels of operations from troop/company through battalion

## Education

**College and University:** Associate Degree (D), Bachelor Degree (O)

**Credentials & Certifications (Continuing Education):**

**Military Schooling:** WOILE, AWOILE-FO, AV Safety Officer, Instructor Pilot, Maintenance Test Pilot, AMSO

<b><u>Baseline Talents (ATAF - Tier 2):</u></b>	General Cognitive Ability (III) Perceptual Speed & Accuracy (III) Problem Solving (II) Reasoning (II) Situational Awareness (III) Spatial Ability (III) Systems Thinking (II) Decision Making (II) Conscientiousness (II) Emotional Stability (II) Extraversion (II) Motives (II) Stress Tolerance (III)	<b><u>Assignment Developed Talents (ATAF – Tier 2):</u></b>	Meta-cognition (III) Problem Solving (II) Reasoning (II) Situational Awareness (III) Spatial Ability (III) Systems Thinking (I) Decision Making (III) Conscientiousness (II) Extraversion (II) Military Specific (II) Motives (II) Openness to Experience (II) Stress Tolerance (III)
Performance Management (II)		Leadership & Management (II)	
Teamwork (II)		Performance Management (II)	
Technology Fluency (II)		Social Skills (II)	
Math & Science (II)		Technology Fluency (II)	
Safety & Compliance (II)		Tactical/Technical Competence (III)	
Tactical/Technical Competence (II)		Social Skills (II)	
General Communication (II)		Active Listening (II)	
General Fitness (II)		Psychomotor Ability (IV)	
Psychomotor Ability (IV)		Attention Control (III)	
Attention Control (III)		Creativity (II)	
Creativity (II)		Decision Making (III)	
Decision Making (III)			

**Tier 3 ATAF KSBs (Baseline):** Improves the Organization (III), Organizational Perspective (II), Task Planning & Management (II), Mentoring (II), Training & Developing Others (III), Tacful (III), Fosters Teamwork, Cohesion, Cooperation, Loyalty, and Espirit de Corps (II), Team Planning (II), Inspecting Equipment, Objects, Structures, or Materials (II), Process-Disciplined (II), Safety Compliance (II), Knowledge of Processes & Procedures (III), Functional Area/MOS Knowledge & Skill (II), Communication Ability (II), Oral Communication Skill (II), Written Communication (II), Physically Fit (III), Problem Sensitivity (III), Creative Problem Solving & Innovation (III), Sound Judgement (III), Process Information & Data (III), Structured Problem Solver (II), Analytical Thinking (III), Situational Awareness (III), Cooperation (II), Dependability (II), Orderliness (II), Self-Management (II), Stress Tolerance (II), Adjustment (II), Emotional Control (II), Resilience (III), Self-Control (II), Army Self-Efficacy (II), Army values (III), Learning Orientation (II)

**Tier 3 ATAF KSBs (Assignment Developed):** Encourages Subordinates to exercise initiative, accept responsibility, and take ownership (III); Improves the Organization (III), Organizational Perspective (III), Delegating (II), Monitoring (II), Interpersonal Relationship Building (II), Team Building (II), Inspecting Equipment, Objects, Structures, or Materials (II), Process-Disciplined (II), Safety Compliance (II), Knowledge of Processes & Procedures (III), Tactical/Technical Competence (III), Problem Sensitivity (III), Creative Problem Solving & Innovation (III), Reflective Thinking (II), Self-Management (II), Army Self-Efficacy (II), Learning Orientation (II).



# Aviator (152 – 155 Series MOS) Storyboard



**Proponent Vision:** CW4s are senior-level experts and in aviation capabilities, mission-integration, operations, and employment. They are subject matter experts in Battalion METs in addition to their special staff (Track) functional skill (Aviation Safety, Standardization, Mission Survivability, and/or Maintenance). They seamlessly integrate into collective operations supporting joint operations and are the primary aviation operations advisors at Battalion and below.

**Developmental/ Experiential Learning**

**Positions:** Squadron/battalion-level Aviation Safety Officer, Standardization Instructor Pilot (SP), Maintenance Test Flight Examiner, AMSO, Master Gunner, Special Operations, nonoperational staff officer positions

**Broadening Experiences:** WO Assignment Manager, WO Proponency, Doctrine Instructor/Writers

**Experiences:** Serve as senior-level technical and tactical experts, and perform the primary duties of technical leader, manager, maintainer, sustainer, integrator, and advisor. Support levels of operation at battalion, brigade, division, corps, and echelons above corps operations

**Education**

**College and University:** Bachelor Degree (D), Graduate Studies (O)

**Credentials & Certifications (Continuing Education):**

**Military Schooling:** WOILE, MTP Examiner

<b>Baseline Talents (ATAF - Tier 2):</b>	General Cognitive Ability (III) Performance Management (II) Teamwork (II) Technology Fluency (II) Math & Science (II) Safety & Compliance (II) Tactical/Technical Competence (II) General Communication (II) General Fitness (II) Psychomotor Ability (IV) Attention Control (III) Creativity (II) Decision Making (II)	Perceptual Speed & Accuracy (III) Problem Solving (II) Reasoning (II) Situational Awareness (III) Spatial Ability (III) Systems Thinking (I) Decision Making (II) Conscientiousness (II) Emotional Stability (II) Extraversion (II) Motives (II) Stress Tolerance (II)	<b>Assignment Developed Talents (ATAF – Tier 2):</b>	Meta-cognition (III) Problem Solving (II) Reasoning (III) Situational Awareness (III) Spatial Ability (III) Systems Thinking (III) Decision Making (III) Conscientiousness (III) Extraversion (III) Military Specific (III) Motives (II) Openness to Experience (III) Stress Tolerance (III)
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**Tier 3 ATAF KSBs (Baseline):** Improves the Organization (III), Organizational Perspective (III), Task Planning & Management (III), Mentoring (III), Training & Developing Others (III), Tacful (III), Fosters Teamwork, Cohesion, Cooperation, Loyalty, and Espirit de Corps (III), Team Planning (III), Inspecting Equipment, Objects, Structures, or Materials (III), Process-Disciplined (II), Safety Compliance (III), Knowledge of Processes & Procedures (III), Functional Area/MOS Knowledge & Skill (III), Communication Ability (III), Oral Communication Skill (II), Written Communication (III), Physically Fit (III), Problem Sensitivity (III), Creative Problem Solving & Innovation (III), Sound Judgement (III), Process Information & Data (III), Structured Problem Solver (III), Analytical Thinking (III), Situational Awareness (III), Cooperation (III), Dependability (III), Orderliness (III), Self-Management (III), Stress Tolerance (III), Adjustment (III), Emotional Control (III), Resilience (III), Self-Control (III), Army Self-Efficacy (III), Army values (III)

**Tier 3 ATAF KSBs (Assignment Developed):** Encourages Subordinates to exercise initiative, accept responsibility, and take ownership (III); Improves the Organization (III), Organizational Perspective (III), Delegating (III), Monitoring (III), Interpersonal Relationship Building (III), Team Building (III), Inspecting Equipment, Objects, Structures, or Materials (III), Process-Disciplined (III), Safety Compliance (III), Knowledge of Processes & Procedures (III), Tactical/Technical Competence (IV), Problem Sensitivity (III), Creative Problem Solving & Innovation (III), Reflective Thinking (III), Self-Management (III), Army Self-Efficacy (III), Learning Orientation (III).



# Aviator (152 – 155 Series MOS) Storyboard



**Proponent Vision:** CW5s are master-level experts in aviation integration, operations, and employment. They possess a deep understanding of each aviation mission set and how it supports combined arms maneuver in a joint environment. They recognize and provide solutions to risk, while managing Brigade and above aviation programs (standardization, survivability, safety, maintenance, etc.). CW5s are the primary aviation advisors to senior leaders at Brigade thru DA.

## Developmental/ Experiential Learning

**Positions:** Brigade and above including MACOM - Special Staff (Aviation Safety, Aviation Standardization, Aviation Mission Survivability, Aviation Material, and Aviation Maintenance), Senior Special Operations Aviator, Force Development, Aviation Directorate & Senior Leader Advisors, CCWO, and CWOB.

**Broadening Experiences:** Brigade thru DA-level staff, Chief Engineering Test Pilot, Command, CCWO, Nominative positions, and CWOB-Av.

**Experiences:** Master-level technical and tactical experts who perform the primary duties of leader, manager, integrator, advisor, or any other particular duty prescribed by branch. Senior Aviation officers serve as staff officers, commanders, and within Special Operations Aviation

## Education

**College and University:** Bachelor Degree (D), Graduate Studies (O)

**Credentials & Certifications (Continuing Education):** See W4 and below.

**Military Schooling:** WOSSE (R), HTAR (O); as CCWO = PCC Phase-1 (R) and Phase-3 (R).

<u>Baseline Talents (ATAF - Tier 2):</u>		<u>Assignment Developed Talents (ATAF – Tier 2):</u>	
Performance Management (III)	General Cognitive Ability (III)	Leadership & Management (III)	Meta-cognition (III)
Teamwork (IV)	Perceptual Speed & Accuracy (III)	Performance Management (III)	Problem Solving (IV)
Technology Fluency (III)	Problem Solving (IV)	Social Skills (IV)	Reasoning (IV)
Math & Science (III)	Reasoning (III)	Technology Fluency (III)	Situational Awareness (IV)
Safety & Compliance (III)	Situational Awareness (III)	Tactical/Technical Competence (IV)	Spatial Ability (III)
Tactical/Technical Competence (III)	Spatial Ability (III)	Social Skills (III)	Systems Thinking (I)
General Communication (IV)	Systems Thinking (III)	Active Listening (IV)	Decision Making (IV)
General Fitness (III)	Decision Making (IV)	Psychomotor Ability (IV)	Conscientiousness (IV)
Psychomotor Ability (IV)	Conscientiousness (III)	Attention Control (III)	Extraversion (III)
Attention Control (IV)	Emotional Stability (III)	Creativity (III)	Military Specific (IV)
Creativity (III)	Extraversion (III)	Decision Making (IV)	Motives (IV)
Decision Making (IV)	Motives (III)		Openness to Experience (IV)
	Stress Tolerance (III)		Stress Tolerance (IV)

**Tier 3 ATAF KSBs (Baseline):** Improves the Organization (IV), Organizational Perspective (III), Task Planning & Management (IV), Mentoring (IV), Training & Developing Others (III), Tacful (IV), Fosters Teamwork, Cohesion, Cooperation, Loyalty, and Espirit de Corps (IV), Team Planning (IV), Inspecting Equipment, Objects, Structures, or Materials (III), Process-Disciplined (III), Safety Compliance (IV), Knowledge of Processes & Procedures (IIV), Functional Area/MOS Knowledge & Skill (III), Communication Ability (IV), Oral Communication Skill (IV), Written Communication (IV), Physically Fit (III), Problem Sensitivity (III), Creative Problem Solving & Innovation (III), Sound Judgement (III), Process Information & Data (III), Structured Problem Solver (III), Analytical Thinking (IV), Situational Awareness (IV), Cooperation (IV), Dependability (IV), Orderliness (III), Self-Management (IV), Stress Tolerance (III), Adjustment (III), Emotional Control (III), Resilience (III), Self-Control (IV), Army Self-Efficacy (III), Army values (IV)

**Tier 3 ATAF KSBs (Assignment Developed):** Encourages Subordinates to exercise initiative, accept responsibility, and take ownership (IV); Improves the Organization (IV), Organizational Perspective (III), Delegating (IV), Monitoring (IV), Interpersonal Relationship Building (IV), Team Building (IV), Inspecting Equipment, Objects, Structures, or Materials (III), Process-Disciplined (IV), Safety Compliance (IV), Knowledge of Processes & Procedures (IV), Tactical/Technical Competence (IV), Problem Sensitivity (III), Creative Problem Solving & Innovation (IV), Reflective Thinking (IV), Self-Management (IV), Army Self-Efficacy (IV), Learning Orientation (IV).