



DEPARTMENT OF THE ARMY
HEADQUARTERS UNITED STATES ARMY ARMOR SCHOOL
1 KARKER STREET
FORT BENNING, GEORGIA 31905-5000

MEMORANDUM FOR RECORD

15 OCT 2011

SUBJECT: Standard Procedures for Project Warrior

1. Purpose. The purpose of this Standard Operating Procedure (SOP) is to provide Commanders and Command Sergeants Major general guidance to support Project Warrior personnel decisions; to outline required supporting documentation to support nominations; and to provide an overview of the process. This SOP represents current policies and procedures for the implementation of Project Warrior for Noncommissioned Officers in the Career Management Field (CMF 19). The intent of this SOP is to support the development of Cavalry and Armor Leaders throughout the Armored Force. While this SOP provides the Armor Branch framework, there is no one template that will cover every potential situation.

2. Applicability. This SOP applies to all enlisted members of the CMF 19.

3. Project Warrior Program Description.

(a) Project Warrior is a program designed to spread the expertise developed by the Scout/Armor Platoon Sergeant/Observer Controllers to the Armor force. The culmination of Project Warrior is accomplished when the NCO serves as a small group instructor in A-BOLC or M-SLC.

(b) The Project Warrior program will be comprised of six Armor NCO positions: five at the NTC, one at the JRTC.

(c) The OCOA SGM is the designated POC within the Office of the Chief of Armor.

(d) NCOs will be assigned for 18-24 months at a CTC. Upon fulfillment of the O/C commitment, NCOs will be reassigned to either A-BOLC or M-SLC to fill existing positions.

4. Project Warrior execution:

(1) HRC will screen records for NCOs who fall within the career progression timeline for suitability to participate in Project Warrior.

(a) Nominate candidates to OCOA.

(b) OCOA reviews and provides recommendations to USAARMS CSM.

(c) Final nominations sent to HRC for validation of NCO by BN CDR/CSM. NCO's Selection as among the best at his position and duty performance is validated by chain of command.

(d) NCO is placed in Project Warrior and PDSI code awarded.

(e) The nominations are due 01 June for January assignments and 01 December for June assignments.

(2) Upon successful completion of 18-24 months as a Platoon Sergeant in an authorized MTOE slot (Scout Platoon, MGS Platoon or Tank Platoon), the NCO will PCS to a CTC. (NCO must be a SFC.)

(3) SFC serves 18-24 months at a Combat Training Center as an Observer/Controller.

(4) SFC is next assigned to Fort Benning where he serves as an A-BOLC or M-SLC 18-24 months to train Cavalry and Armor leaders.

(5) Upon completion of his duties, the NCO is released from the program.

5. NCO qualification requirements:

(1) Rank of Staff Sergeant (P) serving in a Platoon Sergeant position through Master Sergeant. (However, the CTCs will only accept SFCs into the position of Platoon Observer Controller. SFC is therefore the start point for entry into the Project Warrior program).

(2) Selection validated by chain of command as among the best at his position and duty performance.

(3) Senior Leaders Course graduate or selectee; NCOES must be completed prior to or as part of TDY-en route to first assignment.

(4) The Soldier is not flagged or barred.

6. Responsibilities.

a. The Chief of Armor, USAARMS is responsible for Armor Branch Proponency, ensuring that the Armor Force is the most highly trained, lethal, and agile force in the United States Army. He is responsible for establishing standards governing the implementation and execution of Project Warrior.

b. Office Chief of Armor (OCA) is the executive agent and approval authority for implementing this SOP for the Chief of Armor, USAARMS.

c. HRC is responsible for the initial records screening. The nomination packet will include the last two NCOERs of the nominated NCO to establish performance qualifications and a copy of the nominee's ERB (with photo). Packet(s) are sent to OCA.

d. The Soldier's unit is responsible to ensure that all requested records and documentation are posted to the NCO's personnel records.

e. OCOA will review packets and forward recommendations to the Chief of Armor who will make the final decision.

7. Special considerations. There are multiple factors that could affect an NCO's ability to participate in Project Warrior.

(1) Exceptional Family Member Program (EFMP). Soldiers with enrolled in EFMP may be removed from the program if services are not available at the follow-on assignment.

(2) High School Senior Stabilization (HSSS). NCOs cannot request HSSS unless those requests align with the Program and do not extend the NCO past two-and-a-half years at their assignment.

(3) Military Army Couples Program (MACP). MACP will be difficult to Maintain due to authorizations/strengths and the number of moves associated with Project Warrior. Exceptions to policy will be required for each step and if disapproved, the NCO must request a break from MACP. Other branches may be reluctant to PCS a Soldier if the affected Soldier has not met time on station requirements.

(4) Medical Readiness. NCO must be medically qualified to deploy upon completion of Project Warrior.

8. Implementation.

a. This SOP is guidance upon receipt and implementation on order of the Commander, USAARMS.

b. A copy of this SOP can be obtained from the Armor Branch website at www.armor.army.mil/ocoa.

c. Any comments or recommended changes to this SOP will be submitted to the Office Chief of Armor, ATTN: ATZK-AR, Fort Benning, GA, 31905.

////Original Signed////

George DeSario

Director

Office of the Chief of Armor

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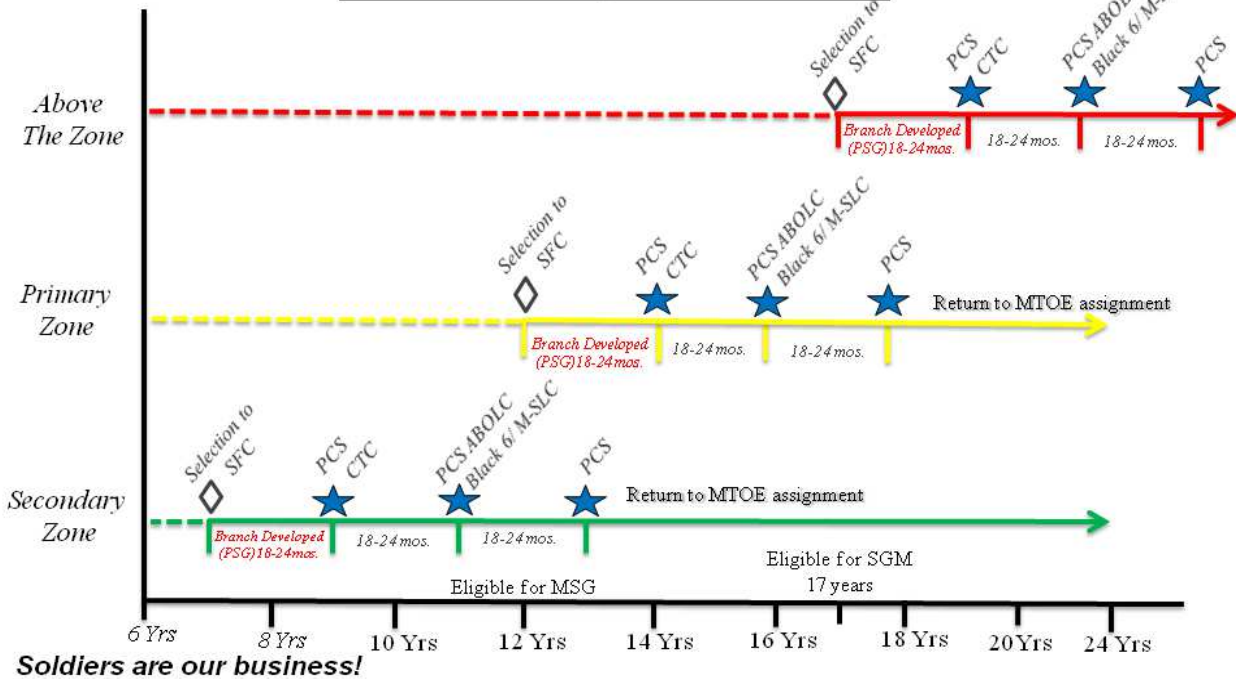


Office of the Chief of Armor



Fort Benning, Home of the MCoE

NCO Career path/ Timeline



Annex B (Welcome Letter)



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XX OCT 2011

SUBJECT: Welcome letter

MSG Smith,

Congratulations on your assignment to Fort Benning, Georgia, home of the Maneuver Center of Excellence. As a member of Project Warrior, you will be assigned to the Armor Basic Officer Leaders Course (A-BOLC)/Maneuver Senior Leaders Course to pass the knowledge you have accrued throughout your career. You have been selected because you epitomize the knowledge and skills that we demand of all our Armor Leaders. Specifically you are tasked to train our young Officers/Noncommissioned Officers to maintain the most agile and lethal Armor and Cavalry force in the world. You can expect to mentor these young leaders for the next 18 months.

Forge the Thunderbolt!

Thomas S. James
Brigadier General
Chief of Armor

Miles S. Wilson
Command Sergeant Major