



ACT Career Map - 35M - Human Intelligence Collector

		SKILL LEVEL	1	2	3	4	5	6
		TIS	0-4	4-8	8-12	12-18	18-22	22+
	DA PAM 600-25	GRADE / RANK RCP	 PVT(E1)-SPC (E4) PVT-PFC 5 YEARS CPL/SPC 8 YEARS CPL/SPC(P) 8 YEARS	 SGT (E5) SGT 14 YEARS SGT(P) 14 YEARS	 SSG(E6) SSG 20 YEARS SSG(P) 20 YEARS	 SFC (E7) SFC 24 YEARS SFC(P) 24 YEARS	 MSG/1SG (E8) MSG 26 YEARS MSG(P) 30 YEARS	 SGM/CSM (E9) 30 YEARS
	More Info...	RCP Info...						

Organizational	HUMAN DIMENSION	Operating	<ul style="list-style-type: none"> • HUMINT Collector - • Interrogator - • Strategic Debriefing - • Operational Management Team Member - • NCOIC (CPL) - • Ranger Regiment Support - • Security Forces Assistance Brigades (SFAB) - • Special Forces Support - • Special Missions Unit (SMU) - 	<ul style="list-style-type: none"> • Team Leader - • NCOIC - • HUMINT Collector - • Interrogator - • Strategic Debriefing - • Operational Management Team Member - • Special Forces Support - • Ranger Regiment Support - • Defense HUMINT Services - • Security Forces Assistance Brigades (SFAB) - • Special Missions Unit (SMU) - 	<ul style="list-style-type: none"> • Squad Leader (HUMINT Collection Team Leader) - • NCOIC - • HUMINT Collection Sergeant - • Interrogator - • Strategic Debriefing Sergeant - • Special Forces Support - • Security Forces Assistance Brigades (SFAB) - • Special Missions Unit (SMU) - • Ranger Regiment Support - 	<ul style="list-style-type: none"> • Platoon Sergeant - • Senior HUMINT Collection SGT - • Defense HUMINT Service - • Defense Threat Reduction Agency (DTRA) - • Detachment Sergeant - • NCOIC - • Ranger Regiment Support - • Security Forces Assistance Brigades (SFAB) - • Special Forces Support - • Special Missions Unit (SMU) - • Senior Enlisted Advisor (SEA) / Senior Enlisted Leader (SEL) - 		
		Generating	<ul style="list-style-type: none"> • Small Group Leader (SGL) - • Military Language Instructor - • Command Language Program Manager - • Drill Sergeant - • Instructor - • Recruiter - 	<ul style="list-style-type: none"> • Drill Sergeant - • Small Group Leader (SGL) - • Instructor - • Military Language Instructor - • Recruiter - 	<ul style="list-style-type: none"> • Senior Drill Sergeant - • Senior Small Group Leader (SSGL) - • Senior Instructor - • Senior Military Language Instructor (MLI) - • Recruiter - 			
		Broadening	<ul style="list-style-type: none"> • Defense Attache - • White House Communications Agency NCO - • Joint Special Operations Command (JSOC) - • 160th Special Operations Aviations Regiment (SOAR) - 	<ul style="list-style-type: none"> • Observer Coach, Trainer (OC/T) - • Defense Attache - • Research Development Test & Evaluation (RDT&E) NCO - • Victim Advocate - • Joint Special Operations Command (JSOC) - • 160th Special Operations Aviations Regiment (SOAR) - 	<ul style="list-style-type: none"> • Career Management NCO - • Equal Opportunity Advisor - • Inspector General NCO - • Combat Advisor - • Senior Research, Development, Test and Evaluation NCO - • White House Communications Agency NCO - 			



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SOLDIER FOR LIFE	DA PAM 600-25	GRADE / RANK RCP	 PVT(E1)-SPC (E4)	 SGT (E5)	 SSG(E6)	 SFC (E7)	 MSG/1SG (E8)	 SGM/CSM (E9)
More Info...	More Info...	RCP Info...	PVT-PFC 5 YEARS CPL/SPC 8 YEARS CPL/SPC(P) 8 YEARS	SGT 14 YEARS SGT(P) 14 YEARS	SSG 20 YEARS SSG(P) 20 YEARS	SFC 24 YEARS SFC(P) 24 YEARS	MSG 26 YEARS MSG(P) 30 YEARS	30 YEARS

Organizational	HUMAN DIMENSION			<ul style="list-style-type: none"> Operations / Staff NCO - Training Developer - 	<ul style="list-style-type: none"> HRC Talent Manager (Branch) - Joint Special Operations Command (JSOC) - Sexual Assault Response Coordinator (SARC)/Victim's Advocate (VA) - 160th Special Operations Aviations Regiment (SOAR) - Operations / Staff NCO - Senior Observer Coach, Trainer (OC/T) - Senior Training Developer - Defense Attache - 		
Institutional		PME		<ul style="list-style-type: none"> Basic Leader Course (BLC) - 	<ul style="list-style-type: none"> Advanced Leader Course (ALC) - 	<ul style="list-style-type: none"> Military Intelligence (MI) Senior Leader Course (SLC) - 	
		JPME		<ul style="list-style-type: none"> Enlisted Joint Professional Military Education I (EJPME I) - 	<ul style="list-style-type: none"> Enlisted Joint Professional Military Education I (EJPME I) - 	<ul style="list-style-type: none"> Enlisted Joint Professional Military Education II (EJPME II) - 	
		Functional Training	<ul style="list-style-type: none"> Ranger (G) - Airborne (P) - Air Assault (2B) - Defense Strategic Debriefing Course (DSDC) (N7) - Unit Armorer Course - Foundry Intelligence Training - Defense Language Institute Foreign Language Center (DLIFLC) - Culture and Language Training - Joint Asset Risk Management System Course (JARMS) - 	<ul style="list-style-type: none"> Ranger (G) - Airborne (P) - Jumpmaster (5W) - Air Assault (2B) - Joint Interrogation Management Course (JIMC) - Joint CI & HUMINT Analysis and Targeting Course (JCHATC) - Defense Language Institute Foreign Language Center - Intermediate / Advanced DLI Language Courses - Culture and Language Training - 	<ul style="list-style-type: none"> Ranger (G) - Airborne (P) - Jumpmaster (5W) - Air Assault (2B) - Battle Staff NCO (2S) - Defense Strategic Debriefing Course (DSDC) (N7) - Culture and Language Training - Defense Language Institute Foreign Language Center - Joint Interrogation Management Course (JIMC) - Information Collection Planners Course (ICPC) (Q7) - Capabilities Development (7Y) - Digital Intelligence Systems Master Gunner Course (DISMG-C) (Q7) - 		



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		More Info...	More Info...	RCP Info...				
Institutional	HUMAN DIMENSION		<ul style="list-style-type: none"> • Joint CI & HUMINT Analysis and Targeting Course (JCHATC) - • Basic OSINT Course - 	<ul style="list-style-type: none"> • Foundry Intelligence Training - • Defense Strategic Debriefing Course (DSDC) (N7) - • Information Collection Planners Course (ICPC) (Q7) - • Digital Intelligence Systems Master Gunner Course (DISMG-C) - • Equal Opportunity Leader (EOL) - • Master Fitness Trainer (MFT) (P5) - • High Threat Tradecraft Course (HTTC) - • HUMINT Collection Management Course (HCMC) - • Joint Asset Risk Management System Course (JARMS) - • Joint Senior Interrogator Course (JSIC) - • Defense HUMINT Operations Qualifications Course (DHOQC) - • Unit Prevention Leader (UPL) Course - • Advanced Operations Course - HUMINT - 	<ul style="list-style-type: none"> • Digital Intelligence Systems Master Gunner Course (DISMG-C) - • Equal Opportunity Leader (EOL) - • Foundry Intelligence Training - • Common Faculty Development-Instructor Course (8) - • Master Fitness Trainer (MFT) (P5) - • Master Resiliency Trainer (MRT) (8J/8K/8L/8R) - • Mission Command Digital Master Gunner (5C) - • SHARP Foundations (1B/1H) - • Special Technical Operations NCO (V8/V9) - • High Threat Tradecraft Course (HTTC) - • HUMINT Collection Management Course (HCMC) - • Joint Asset Risk Management System Course (JARMS) - • Joint CI & HUMINT Analysis and Targeting Course (JCHATC) - • Joint Senior Interrogator Course (JSIC) - • Defense HUMINT Operations Qualifications Course (DHOQC) - • Advanced Operations Course - HUMINT - 	<ul style="list-style-type: none"> • Equal Opportunity Advisor (EOA) (Q) - • Equal Opportunity Leader (EOL) - • Foundry Intelligence Training - • Inspector General NCO (B) - • Common Faculty Development-Instructor Course (8) - • Master Fitness Trainer (MFT) (P5) - • Master Resiliency Trainer (MRT) (8J/8K/8L/8R) - • Mission Command Digital Master Gunner (5C) - • SHARP Foundations (1B/1H) - • Joint Senior Interrogator Course (JSIC) - • High Threat Tradecraft Course (HTTC) - • HUMINT Collection Management Course (HCMC) - • Joint Asset Risk Management System Course (JARMS) - • Joint CI & HUMINT Analysis and Targeting Course (JCHATC) - • Defense HUMINT Operations Qualifications Course (DHOQC) - • Advanced Operations Course - HUMINT - 		
		Lifelong		Civilian		<ul style="list-style-type: none"> • NIU Academic Programs 	<ul style="list-style-type: none"> • NIU Academic Programs 	



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More Info...	More Info...	RCP Info...						

		Education	1	2	3	4	5	6
Learning	HUMAN DIMENSION	Education	<ul style="list-style-type: none"> • Army Continuing Education System (ACES) - • Army Correspondence Course Program - • Cochise College AAS-Intelligence Operations - • Army eLearning - • DLI- Associate in Arts - Language - • College of the American Soldier - Career NCO Degrees Program - • College of the American Soldier - Enlisted Education Program (EEP) - • Defense Activity for Non-Traditional Education Support (DANTES) - • Army IgnitED - • Joint Service Transcript (JST) - 	<ul style="list-style-type: none"> - • Army Continuing Education System (ACES) - • Army Correspondence Course Program - • Cochise College- AAS- Intelligence Operations - • Army eLearning - • DLI- Associate in Arts - Language - • College of the American Soldier - Career NCO Degrees Program - • College of the American Soldier - Enlisted Education Program (EEP) - • Defense Activity for Non-Traditional Education Support (DANTES) - • Army IgnitED - • Joint Service Transcript (JST) - 	<ul style="list-style-type: none"> - • Army Continuing Education System (ACES) - • Army Correspondence Course Program - • Cochise College AAS-Intelligence Operations - • Army eLearning - • DLI- Associate in Arts - Language - • College of the American Soldier - Career NCO Degrees Program - • College of the American Soldier - Enlisted Education Program (EEP) - • Defense Activity for Non-Traditional Education Support (DANTES) - • Army IgnitED - • Joint Service Transcript (JST) - • Associate in Arts - DLI FLC - • Bachelor of Arts - DLIFLC - 	<ul style="list-style-type: none"> • NIU Academic Programs - • Army Continuing Education System (ACES) - • Army Correspondence Course Program - • Army eLearning - • College of the American Soldier - Career NCO Degrees Program - • College of the American Soldier - Enlisted Education Program (EEP) - • Defense Activity for Non-Traditional Education Support (DANTES) - • Army IgnitED - • Joint Service Transcript (JST) - • Associate in Arts - DLI FLC - • Bachelor of Arts - DLIFLC - 		
Self Development		Competitive Boards	<ul style="list-style-type: none"> • Soldier of the Month/Quarter/Year; Best Warrior Competition - • Promotion Boards - 	<ul style="list-style-type: none"> • NCO of the Month/Quarter/Year; Best Warrior Competition - 	<ul style="list-style-type: none"> • NCO of the Month/Quarter/Year; Best Warrior Competition - • Sergeant Audie Murphy Club - • Sergeant Morales Club - 	<ul style="list-style-type: none"> • NCO of the Month/Quarter/Year; Best Warrior Competition - • Sergeant Audie Murphy Club - • Sergeant Morales Club - 		
		Stewardship of the Profession	<ul style="list-style-type: none"> • American Council on the Teaching of Foreign Languages (ACTFL) - • Expert Soldier Badge (ESB) - 	<ul style="list-style-type: none"> • American Council on the Teaching of Foreign Languages - • Expert Soldier Badge (ESB) - 	<ul style="list-style-type: none"> • Knowlton Award - • American Council on the Teaching of Foreign Languages - 	<ul style="list-style-type: none"> • Knowlton Award - • American Council on the Teaching of Foreign Languages - 		









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	More Info...	RCP Info...						

Self Development		Guided	<ul style="list-style-type: none"> • Army Credentialing Opportunities On-Line (COOL) - • DA PAM 600-25, CMF 35 - 	<ul style="list-style-type: none"> • Army Credentialing Opportunities On-Line (COOL) - • DA PAM 600-25, CMF 35 - 	<ul style="list-style-type: none"> • Expert Soldier Badge (ESB) - • Expert Soldier Badge (ESB) - 	<ul style="list-style-type: none"> • Army Credentialing Opportunities On-Line (COOL) - • DA PAM 600-25, CMF 35 - 	<ul style="list-style-type: none"> • Army Credentialing Opportunities On-Line (COOL) - • DA PAM 600-25, CMF 35 -
Credentials / Certifications	HUMAN DIMENSION	Proponent Recommended	<ul style="list-style-type: none"> • GIAC Information Security Fundamentals (GISF) - • Certified Forensic Interviewer (CFI) - • CompTIA A+ - • Microsoft Office Specialist - 	<ul style="list-style-type: none"> • CompTIA Security+ ce - • CompTIA Certified Technical Trainer (CTT+) - • Professional Certified Investigator (PCI) - • Certified Healthcare Interpreter - • Core Certification Healthcare Interpreter - • Certified Counter Terrorism Specialist (CCTS) - • Certified Homeland Security Manager (CHSM) - • Certified Critical Infrastructure Protection Specialist - • Certified Emergency Management Specialist (CEMS) - • GIAC Information Security Professional (GISP) - • Certified Information Systems Security Professional (CISSP) - • Systems Security Certified Practitioner (SSCP) - • Certified Protection Professional (CPP) - 	<ul style="list-style-type: none"> • Certified Manager (CM) - • Certified Confidentiality Officer - • Certified Emergency Operation Center (EOC) Manager - • Certified Counterintelligence Threat Analyst (CCTA) Specialist - 	<ul style="list-style-type: none"> • Expert Soldier Badge (ESB) - • Expert Soldier Badge (ESB) - 	<ul style="list-style-type: none"> • Army Credentialing Opportunities On-Line (COOL) - • DA PAM 600-25, CMF 35 -



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SOLDIER FOR LIFE	DA PAM 600-25	RCP Info...	<ul style="list-style-type: none"> Certified Counterintelligence Threat Analyst (CCTA) - CompTIA Network+ - Microsoft Office Specialist - 						
More Info...	More Info...								
	HUMAN DIMENSION								





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SOLDIER FOR LIFE More Info...		DA PAM 600-25	 PVT(E1)-SPC (E4) PVT-PFC 5 YEARS CPL/SPC 8 YEARS CPL/SPC(P) 8 YEARS		 SGT (E5) SGT 14 YEARS SGT(P) 14 YEARS		 SSG(E6) SSG 20 YEARS SSG(P) 20 YEARS		 SFC (E7) SFC 24 YEARS SFC(P) 24 YEARS		 MSG/1SG (E8) MSG 26 YEARS MSG(P) 30 YEARS		 SGM/CSM (E9) 30 YEARS	
		More Info...		RCP Info...	Career Readiness Standards (CRS) During Soldier Life Cycle (SLC) IDP>ITP Budget eBenefits Gap Analysis Self Assessment Resume Credentials									
Touch Points Deployment/Mobilization Promotions Transition														
Transition More Info...		Career Readiness Standards (CRS) During Transition Personnel Actions AC to RC Counseling RSO / Presep Counseling Employment Workshops Career Skills VA Benefits I / II Physical Transition GPS Career Tracks Capstone												
		Soldier Life Cycle (SLC) AR 600-81		<u>Initial Phase</u> 0 - 1 Years										
• MOS Credentialing • Financial Readiness / eBenefits / Budget • Self Assessment • IDP in ACT • First Duty Station / Home Station Drill Touch Point • First Year Touch Point														
Service Phase 1+ Years		• Annual IDP Update • Annual Budget Update			• Annual IDP Update • Annual Budget Update • Reenlistment Touch Point • MOS Crosswalk • GAP Analysis • Self Assessment			• Annual IDP Update • Annual Budget Update • Reenlistment Touch Point • MOS Crosswalk • GAP Analysis • Self Assessment • Develop a Resume and Reference List			• Annual IDP Update • Annual Budget Update • Develop a Resume and Reference List			

