

Signal Enlisted MOS Convergence Explained

Personnel structure

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Starting on Oct. 1, 2021, the Signal Regiment began implementing the most significant change in its enlisted personnel structure since the mid-1990s.

The Army Strategy's focus on readiness, modernization, and reforming the Army into a multi-domain operational force – as well as the shift to the Unified Network and other emerging technologies – created the need to foundationally change the way we train, employ, and professionally develop Signaleers. The U.S. Army Signal School developed a Signal Enlisted Military Occupational Specialty (MOS) Convergence strategy to develop adaptive, multi-disciplined signal Soldiers who can be utilized more efficiently to excel in our current and future operational environment. The last of the three-phase implementation will take effect on Oct. 1, 2025.

The Purpose

The previous Enlisted Career Management Field (CMF) 25 was not fully postured to enable mission command in the expeditionary, multi-domain, full spectrum, and large scale combat operational environment of Army 2030 and beyond. The previous model consisted of 17 MOSs which primarily focused on tasks associated with equipment sets. The Office Chief of Signal (OCoS) sought to restructure its enlisted MOS structure based on communication functions. OCoS leveraged input from several subject matter expert panels which determined the most relevant and most forward-thinking MOS structure.

Signal Enlisted MOS Convergence sought senior signal leader guidance throughout development. The overarching goal was to streamline the talent management process. The new signal enlisted structure needed to significantly reduce task redundancy between MOSs. For example, the old Warfighter Information Network – Tactical (WIN-T) personnel structure required multiple MOSs to perform on the same system. This caused readiness challenges and limited command flexibility to fill critical personnel gaps. It also foretold future challenges with equipment scalability. We could not transfer those inefficiencies to signal operations on the Unified Network.

The new CMF 25 structure also needed to eliminate the multiple “capper” MOSs that merged two or more MOSs into new MOSs at the senior NCO level, which created professional development gaps at the strategic leadership level. This level of MOS restructuring re-

quired analysis of other areas important to the health of an MOS such as grade structure, physical demands, and impact on recruiting. Ultimately, the MOSs had to realign more efficiently to support future network needs.

The Process and Challenges

The process to develop the optimal MOS structure involved a set of interconnected decisions involving doctrine, organization, training, personnel policy, and cost. The Signal School understood that all the actions required to complete Signal Enlisted MOS Convergence could not be executed all at once; incremental change would lessen the turbulence. Therefore, OCoS developed a multi-phase approach for execution across multiple years.

It was important to minimize the need for Soldiers to physically attend transition training at Fort Eisenhower, Georgia. Merged MOSs which had complimentary tasks and functions on the same signal communication systems, or with largely similar MOS duties, responsibilities, and assignments did not require transition training. The Signal School created virtual transition courses for 25S (satellite communication systems operator-maintainer) and 25V (visual information specialist) to keep Soldiers at home station. Additionally, the Advanced Leader Course and the Senior Leader Course doubled as transition training courses.

Restructuring signal MOSs involved developing new individual critical task lists that encompass the scope of the changes either by eliminating tasks, adding tasks, merging tasks with another MOS, or creating a new MOS individual critical task list. Subject matter expert panels were conducted in 2015 and 2017 to review combined critical tasks and notionally determine: which tasks remain relevant, which tasks are redundant or no longer relevant, or what tasks should be added or updated based on doctrinal changes.

The first phase of Signal Enlisted MOS Convergence, effective Oct. 1, 2021, reduced the CMF 25 enlisted structure from 17 MOSs down to 13. MOS 25M merged with MOS 25V to form the revised MOS 25V, which established a visual information service provider. MOS 25C and MOS 25U merged to form a singular tactical communications service provider with the revised MOS 25U (signal operations support specialist). Phase 1 also combined MOS 25P, MOS 25S, and MOS 25T to provide a streamline satellite communications service provider with the revised MOS 25S (satellite communication systems operator-maintainer).

Effective Oct. 1, 2022, Phase 2 of Signal Enlisted MOS Convergence further reduced the enlisted CMF 25 structure from 13 MOSs to seven by combining MOS 25N, MOS 25Q, MOS 25W and the wide area network (WAN) cabling functions of MOS 25L to create the new MOS 25H (network communication systems specialist), which established a singular WAN service provider. This action also combined MOS 25B and the local area network cabling functions of the deleted MOS 25L to create an enhanced information technology service provider.

Skills and knowledges required to perform applicable communications cable and antenna systems maintainer (ASI J2) and installer (SQI I) duties were incorporated into Signal Foundation training (the Basic Communicator Module), MOS 25B, and MOS 25H training. In a separate Department of the Army directed action, visual information MOSs 25R, 25V, and 25Z transferred to the Army Public Affairs Center.

Phase 3 specifically focused on senior NCO development. Effective Oct. 1, 2025, MOSs 25B, 25H, 25S, and 25U will merge into the new MOS 25Z (senior signal sergeant) at master sergeant. This action enhances the

senior NCO's ability to lead signal multi-MOS teams at the organizational and strategic levels and to manage staff elements within a multi-domain operational environment. The merger of signal's four accessions MOSs at master sergeant will increase operational readiness, expand multifunctional capabilities, and add diversity in assignments and leader development opportunities.

Phase 3 will also change the CMF 25 name from communication and information systems operations to signal. MOS 25S will change from satellite communication systems operator-maintainer to satellite communication systems specialist to align its naming convention with signal's three other accessions MOSs.

MOS development is an ongoing process. The transition period for Signal Enlisted MOS Convergence will take several years. Feedback through critical task site selection boards, operational Soldier employment, and leader engagements will allow the Signal School to fine-tune how these new MOSs are accessed and trained. As the Signal Regiment continues to transform, its personnel structure will continue to change as well to ensure continued success.

