



National Guard Senior Enlisted Leadership Bench Program





Command Senior Enlisted Leadership Advisory Board

- **Mission of the Command Senior Enlisted Leadership Advisory Board (CSELAB)**
 - The mission of the CSELAB is to identify Army National Guard and Air National Guard E9s capable of serving at the highest level of enlisted leadership in the National Guard for assignment opportunities and to prepare senior enlisted leaders to effectively lead in today's highly complex and dynamic strategic environment through executive-level education opportunities.
- **Members of the CSELAB**
 - **Senior Enlisted Advisor Tony L. Whitehead**
 - Senior Enlisted Advisor to the Chief of the National Guard Bureau
 - Chair of the Command Senior Enlisted Leadership Panel
 - **Command Sergeant Major John T. Raines**
 - 13th Command Sergeant Major of the Army National Guard
 - **Chief Master Sergeant Lisa E. Perry**
 - Acting Command Chief Master Sergeant of the Air National Guard
 - **Chief Master Sergeant Kelly S. Hoffses**
 - Joint Senior Enlisted Leader to the National Guard Bureau Joint Staff
 - **Command Sergeant Major Spencer D. Nielsen**
 - Utah National Guard Command Senior Enlisted Leader



National Guard Senior Enlisted Leadership Bench Program

Senior Enlisted Bench – Purpose

- Senior Enlisted Bench - Positions
- Senior Enlisted Bench – Executive-Level Education

Senior Enlisted Bench – How to Apply

- Senior Enlisted Bench - 4W's
- Senior Enlisted Bench - Eligibility and Requirements
- Senior Enlisted Bench – Timeline

Senior Enlisted Bench – Closing

- Command Senior Enlisted Leadership Advisory Board
- Senior Enlisted Leader Development Point of Contact



Senior Enlisted Bench - Purpose

Purpose

- **Identify and Place Leaders in Bench Assignments**
 - Placing the right leaders at the highest level of leadership is the most important decision an organization can make.
- **Executive Level Education**
 - *The National Guard Senior Enlisted Leadership Bench Program (Senior Enlisted Bench)* provides Army National Guard (ARNG) and Air National Guard (ANG) E9s the opportunity to apply for education opportunities to enhance their professional development.
 - Educate, Empower, Execute
 - Develop Exceptional Leaders



National Guard Senior Enlisted Leadership Bench Program

Senior Enlisted Bench Position Listing

(Review the CY24-25 Senior Enlisted Bench – Position Listing)

<https://www.nationalguard.mil/Leadership/Joint-Staff/Special-Staff/Senior-Leader-Management-Office/>





Senior Enlisted Bench – Pillar One

Joint Staff, Army National Guard, and Air National Guard Senior Enlisted Bench Positions

- Bench Filled Positions
 - Positions that are filled from Senior Enlisted Bench.
 - The National Guard Senior Enlisted Leadership Program (Senior Enlisted Bench) owns all Title 10 Joint Staff, ARNG and Air National Guard ANG E9 positions that are direct report billets to a general officer or senior executive service personnel within the Joint Staff, ARNG and ANG staffs, and 1st Air Force.
 - Approximately 20 Positions
 - All tour lengths are three (3) years



Senior Enlisted Bench – Pillar One

Joint Staff, Army National Guard, and Air National Guard Senior Enlisted Bench Positions

CALENDAR YEAR AVAILABLE	COMMAND LEVEL	BRANCH	DUTY TITLE / AGENCY	MCS / AFS C	LOCATION	SERVICE
JOINT STAFF						
CY26	1	JOINT	NATIONAL GUARD BUREAU SENIOR ENLISTED LEADER/GUARD ADVISOR-US SOCOM	18Z/BATTLEFIELD AIRMEN	MACDILL AFB, FLORIDA	SGM
CY25	1	JOINT	NATIONAL GUARD BUREAU SENIOR ENLISTED LEADER/GUARD ADVISOR-US SOUTHCOM	ANY	DORAL, FLORIDA	CSM
CY24	2	JOINT	NATIONAL GUARD BUREAU SENIOR ENLISTED LEADER/GUARD ADVISOR-EU COM	ANY/9V000	STUTTGART, GERMANY	ANG
CY24	1	JOINT	CHIEF PARALEGAL AND SENIOR ENLISTED ADVISOR	27D60	PENTAGON, WASHINGTON DC	ARNG
CY24	SES	JOINT	INSPECTOR GENERAL SERGEANT MAJOR	27D60/SIOX1	ARLINGTON, VIRGINIA	ARNG
CY25	2	JOINT	J1 SENIOR ENLISTED LEADER	ANY	ARLINGTON, VIRGINIA	ARNG
CY24	2	JOINT	J3/J75 SENIOR ENLISTED LEADER	ANY	ARLINGTON, VIRGINIA	
CY24	2	JOINT	J5 SENIOR ENLISTED LEADER	ANY	ARLINGTON, VIRGINIA	
ARMY NATIONAL GUARD						
CY24	2	ARMY	SENIOR ENLISTED LEADER - 1st ARMY	ANY	ROCK ISLAND, ILLINOIS	ARNG
CY24	2	ARMY	SENIOR ENLISTED LEADER - UNITED STATES ARMY MATERIAL COMMAND	ANY	RED STONE ARSENAL, ALABAMA	ARNG
CY26	SES	ARMY	SENIOR FINANCIAL MANAGEMENT ADVISOR	36B60	ARLINGTON, VIRGINIA	ARNG
CY25	2	ARMY	SENIOR ENLISTED LEADER - UNITED STATES ARMY FORCES COMMAND	ANY	FORT LIBERTY, NORTH CAROLINA	ARNG
CY25	1	ARMY	AVIATION SERGEANT MAJOR	15Z60	ARLINGTON, VIRGINIA	ARNG
CY25	2	ARMY	SENIOR ENLISTED LEADER - UNITED STATES ARMY PACIFIC	ANY	FORT SHAFER, HAWAII	ARNG
CY24	1	ARMY	G-3 SERGEANT MAJOR	ANY	ARLINGTON, VIRGINIA	ARNG
CY26	2	ARMY	SENIOR ENLISTED LEADER - UNITED STATES ARMY TRAINING AND DOCTRINE COMMAND	ANY	FORT EUSTIS, VIRGINIA	ARNG
CY24	1	ARMY	SENIOR ENLISTED LEADER - US ARMY COMBINE DARDS CENTER	ANY	FORT LEAVENWORTH, KANSAS	ARNG
CY26	1	ARMY	G-1 SERGEANT MAJOR	ANY	ARLINGTON, VIRGINIA	ARNG
CY24	1	ARMY	G-4 SERGEANT MAJOR	ANY	ARLINGTON, VIRGINIA	ARNG
AIR NATIONAL GUARD						
CY25	1	AIR	A2/6 GROUP SENIOR ENLISTED LEADER	9G100	JOINT BASE ANDREWS, MARYLAND	ANG
CY25	1	AIR	A1 GROUP SENIOR ENLISTED LEADER	9G100	JOINT BASE ANDREWS, MARYLAND	ANG
CY25	1	AIR	A4 GROUP SENIOR ENLISTED LEADER	9G100	JOINT BASE ANDREWS, MARYLAND	ANG
CY24	1	AIR	A3/10 GROUP SENIOR ENLISTED LEADER	9G100	JOINT BASE ANDREWS, MARYLAND	ANG
CY24	2	AIR	COMMAND CHIEF, AIR NATIONAL GUARD READINESS CENTER	9E000	JOINT BASE ANDREWS, MARYLAND	ANG



Senior Enlisted Bench – Pillar Two

Direct Application Managed Positions

- Bench Managed Positions
 - Top senior enlisted Service members by position in the National Guard.
 - Positions will be managed through the Direct Managed Application Process.
 - You do not need to be on the Senior Enlisted Bench to be considered for positions that are Direct Application Managed. The National Guard Bureau Senior Leader Management (NGB-SL) manages the positions through an announcement that goes out to all E9s eligible to apply.
 - Five Positions
 - All tour lengths are four (4) years



Senior Enlisted Bench – Pillar Two

Direct Application Managed Positions

CALENDAR YEAR AVAILABE	COMMAND LEVEL	BRANCH	DUTY TITLE/AGENCY	MOS/AFSC	LOCATION	SERVICE
JOINT STAFF						
CY24	4	JOINT	SENIOR ENLISTED ADVISOR TO THE CHIEF OF THE NATIONAL GUARD BUREAU	ANY/9E000	PENTAGON, WASHINGTON DC	ANG
CY25	2	JOINT	JOINT SENIOR ENLISTED LEADER TO THE DIRECTOR	ANY/9E000	PENTAGON, WASHINGTON DC	ANG
ARMY NATIONAL GUARD						
CY25	3	ARMY	COMMAND SERGEANT MAJOR, ARMY NATIONAL GUARD	ANY	PENTAGON, WASHINGTON DC	ARNG
AIR NATIONAL GUARD						
CY24	3	AIR	COMMAND CHIEF, AIR NATIONAL GUARD	9E000	PENTAGON, WASHINGTON DC	ANG
CY25	3	AIR	COMMAND CHIEF, FIRST AIR FORCE	9E000	PANAMA CITY, FLORIDA	ANG



Senior Enlisted Bench – Pillar Three

Direct Application Managed Positions

- Bench Managed Positions
 - These positions report below the rank of a general officer or senior executive service and have been designated as critical by CNGB.
 - These positions will be managed through the Direct Application Managed Process.
 - Four Positions
 - Bench assignments are three (3) years



Senior Enlisted Bench – Pillar Three

Direct Application Managed Positions

CALENDAR YEAR AVAILABE	COMMAND LEVEL	BRANCH	DUTY TITLE/AGENCY	MOS/AFSC	LOCATION
JOINT STAFF					
CY25	COL	JOINT	PROTOCOL OPERATIONS CHIEF	ANY/9D200	ARLINGTON, VIRGINIA
CY25	COL	JOINT	SENIOR ENLISTED LEADER - SENIOR LEADER MANAGEMENT	ANY/9D200	ARLINGTON, VIRGINIA
ARMY NATIONAL GUARD					
CY26	COL	ARMY	ENLISTED LEGISLATIVE LIAISON - ARMY	ANY/9D200	PENTAGON, WASHINGTON DC
AIR NATIONAL GUARD					
CY25	COL	AIR	ENLISTED LEGISLATIVE LIAISON - AIR	9D200	PENTAGON, WASHINGTON DC



Senior Enlisted Bench – Pillar Four

Joint Nominative Billets

- Bench Filled Positions
 - Positions are filled from Senior Enlisted Bench.
 - Joint Nominative Billets are Senior Enlisted Advisor to the Chairman positions that are Joint Service nominated. These military positions are within the Combatant Commands and Department of Defense, serving as the most senior enlisted Service member by the position in the United States Armed Forces. The National Guard will nominate one Army or Air Guard.
 - Approximately 20+ positions
 - Tour lengths are generally three (3) years, but no longer than four (4) years.



Senior Enlisted Bench – Pillar Four

Joint Nominative Billets

COMMAND LEVEL	BRANCH	DUTY TITLE/AGENCY	LOCATION
COMBATANT COMMANDS			
4	JOINT	SOUTHERN COMMAND (SOUTHCOM)	MIAMI, FLORIDA
4	JOINT	CYBER COMMAND/NATIONAL SECURITY AGENCY (NSA)	FORT MEADE, MARYLAND
4	JOINT	US SPACE COMMAND (USSPACECOM)	PETERSON SFB, COLORADO
4	JOINT	AFRICA COMMAND (AFRICOM)	STUTT GART, GERMANY
4	JOINT	TRANSPORTATION COMMAND (TRANSCOM)	SCOTT AFB, ILLINOIS
4	JOINT	SEAC, SENIOR ENLISTED ADVISOR TO THE CJCS	PENTAGON, WASHINGTON DC
4	JOINT	NORTHERN COMMAND (NORTHCOM)	PETERSON SFB, COLORADO
4	JOINT	STRATEGIC COMMAND (STRATCOM)	OFFUTT AFB, NEBRASKA
4	JOINT	INDO-PACIFIC COMMAND (INDOPACOM)	CAMP SMITH, HAWAII
4	JOINT	EUROPEAN COMMAND (EUCOM)	STUTT GART, GERMANY
4	JOINT	SPECIAL OPERATIONS COMMAND (SOCOM)	MACDILL AFB, FLORIDA
4	JOINT	CENTRAL COMMAND (CENTCOM)	MACDILL AFB, FLORIDA
DEPARTMENT OF DEFENSE - 4th ESTATE			
3	JOINT	DEFENSE THREAT REDUCTION AGENCY (DTRA)	FORT BELVOIR, VIRGINIA
3	JOINT	DEFENSE HEALTH AGENCY (DHA)	FALLS CHURCH, VIRGINIA
3	JOINT	DEFENSE LOGISTICS AGENCY (DLA)	FORT BELVOIR, VIRGINIA
3	JOINT	DEFENSE COMMISSARY AGENCY (DECA)	FT LEE, VIRGINIA
3	JOINT	DEFENSE SECURITY COOPERATION AGENCY (DSCA)	ARLINGTON, VIRGINIA
3	JOINT	DEFENSE INFORMATION SYSTEMS AGENCY (DISA)	FORT MEADE, MARYLAND
3	JOINT	DEFENSE INTELLIGENCE AGENCY (DIA)	JOINT BASE ANACOSTIA BOLLING
3	JOINT	NATIONAL GEOSPATIAL-INTELLIGENCE AGENCY (NGA)	SPRINGFIELD, VIRGINIA



Senior Enlisted Bench – Executive-Level Education

National Guard Senior Enlisted Leader Development Program Portfolio

(Review the CY24-25 Senior Enlisted Bench – Executive-Level Education Portfolio)

<https://www.nationalguard.mil/Leadership/Joint-Staff/Special-Staff/Senior-Leader-Management-Office/>





Executive-Level Education - Courses

COMMAND SERGEANT MAJOR

SERGEANT MAJOR

- Harvard: General & Flag Officer Homeland Security Executive Seminar
- Harvard: Leadership in Homeland Security Executive Seminar
- Keystone



COMMAND CHIEF MASTER SERGEANT

CHIEF MASTER SERGEANT

- Artificial Intelligence for National Security Leaders
- Enterprise Leadership Seminar
- Executive Coaching
- Executive Leadership in Managing for Inclusion
- Harvard: General & Flag Officer Homeland Security Exec Sem
- Harvard: Leadership in Homeland Security Executive Seminar
- Keystone
- Leading Strategically
- Strategic Leader Course
- USAF Wing Command Team Course



NGB-SL is currently working on cultivating and broadening a Joint Portfolio to better serve tomorrow's leaders!



Senior Enlisted Bench - 4Ws

Who

- National Guard E9s who are interested in being considered for inclusion in the Calendar Year 2024–2025 (CY24-25) *National Guard Senior Enlisted Leadership Bench*.

What

- The Chief of the National Guard Bureau Instruction 0160.00, *National Guard Senior Enlisted Leadership Career Management Bench Program* instruction establishes a process for identification and selection of E9s to compete for select National level Title 10 E9 positions, as well as professional development courses.

When

- The *Request for CY24-25 National Guard Senior Enlisted Leadership Management* will release in **July 2024**.
- All packets must be in accordance with the application process and be received no later than **30 September 2024**.

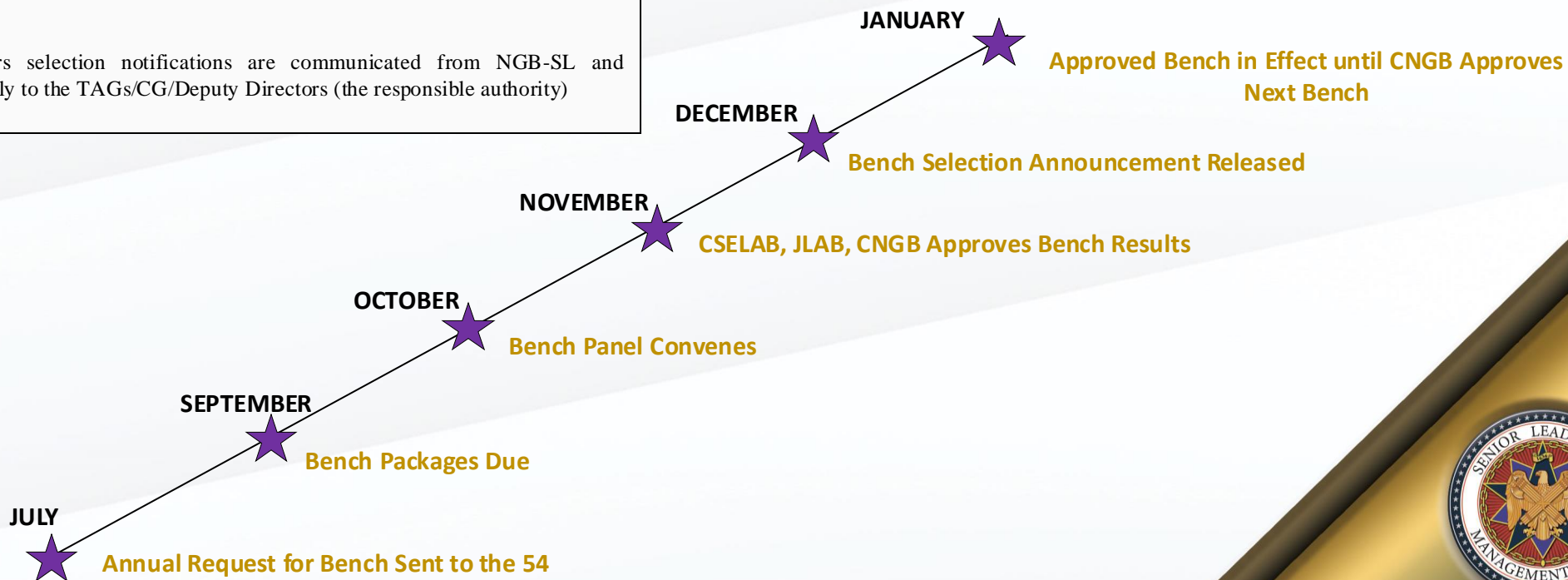
Why

- Provides approximately 5,000 ARNG & ANG E9s the opportunity to apply for nominative assignments and executive level education opportunities to enhance professional development, as well as prepare selected senior enlisted leaders capable of serving at the highest level of leadership in the National Guard.



Bench Timeline

- Annual Bench “Year” starts when CNGB approves Bench results and ends when CNGB approves the following year’s results
- Panel convenes to review Bench packets and establishes OML to present to CNGB (October – November)
- The Command Senior Enlisted Leader Advisory Board (CSELAB) will nominate Senior Enlisted Bench candidates for assignment and education opportunities, as required
- Bench members selection notifications are communicated from NGB-SL and CSELAB directly to the TAGs/CG/Deputy Directors (the responsible authority)





Comments / Questions



Senior Master Sergeant Martina J. Crouse

E-mail: martina.crouse.1@us.af.mil

Master Sergeant Chad O. Anderson

Email: chad.o.anderson.mil@army.mil

