



2026 - National Guard Senior Enlisted Leadership Bench Program

Overview Brief for E9 Leaders



Agenda

- National Guard Senior Enlisted Leadership Bench Program Overview
- National Guard Senior Enlisted Leadership Positions
- Executive-Level Education
- Senior Enlisted Development Portfolio
- Bench Timeline
- Command Senior Enlisted Leadership Advisory Board (CSELAB)
- Points of Contacts



Program Overview

- Managed by NGB Senior Leader Management Office (NGB-SL)
 - CMSgt Christian Skierski
 - MSG Chad O. Anderson
- Targets ARNG and ANG E9s for Title 10 assignments and executive education
- Supports the National Defense Strategy by aligning top enlisted talent



Program Overview

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:

Bench Assignments:

- Identify and Place the right leaders in National Guard Joint Staff, Combatant Command (CCMD), ARNG and ANG Staff and other Department of Defense positions.
- Placing the right leaders at the highest level of leadership to best serve and represent the National Guard.

Executive Level Education:

- Education opportunities to enhance their professional development
- Service specific Courses; 3 ARNG and 10 ANG
- Educate, Empower, Execute to develop exceptional leaders



Program Overview

Who:

- National Guard E9s who are interested in being considered for inclusion on the *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 CY26 Request for Nominations will release in **July 2025**.
- All packets must be in accordance with the application process and be received no later than **30 September 2025**.

Why:

- Provides approx. 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.



Eligibility Requirements

- Must be an E9 (CMSgt/CCM/CSM/SGM)
- Hold a current Secret clearance or higher
- Worldwide deployable and physically qualified
- Willing to serve up to 3/4 years in a Title 10 assignment



Senior Enlisted Leadership Positions

Types of Positions (Pillars 1-4)

- **Pillar 1:** High-impact positions at Joint Staff, ARNG, and ANG (reporting to GO/SES)
- **Pillar 2:** Topmost enlisted leadership (e.g., SEA to CNGB, ANG Command Chief) *Direct Managed Application Process*
- **Pillar 3:** Critical sub-GO positions (e.g. Legislative Liaison) *Direct Application Managed Process*
- **Pillar 4:** Joint Nominative Billets (e.g. SEAC, COCOMs)



Senior Enlisted Leadership Positions

Pillar One:

- Positions that are filled from Senior Enlisted Bench
- 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; Tour lengths are three (3) years

Pillar Two:

- Direct Application Managed Positions
- Top senior enlisted Service members by position in the National Guard
- Positions will be managed through the Direct Managed Application Process
- 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; Tour lengths are four (4) years



Senior Enlisted Bench – Pillar one

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

	COMMAND LEVEL	BRANCH	DUTY TITLE/AGENCY	MOS/AFSC	LOCATION	SERVICE
JOINT STAFF						
	1	JOINT	NATIONAL GUARD BUREAU SENIOR ENLISTED LEADER/GUARD ADVISOR-USSOCOM	18Z/BATTLEFIELD AIRMEN	MACDILL AFB, FLORIDA	SGM
	1	JOINT	NATIONAL GUARD BUREAU SENIOR ENLISTED LEADER/GUARD ADVISOR-USSOUTHCOM	ANY	DORAL, FLORIDA	CSM
	2	JOINT	NATIONAL GUARD BUREAU SENIOR ENLISTED LEADER/GUARD ADVISOR-EUCOM	ANY/9V000	STUTT GART, GERMANY	ANG
	1	JOINT	CHIEF PARALEGAL AND SENIOR ENLISTED ADVISOR	27D60	PENTAGON, WASHINGTON DC	ARNG
	SES	JOINT	INSPECTOR GENERAL SERGEANT MAJOR	27D60/510X1	ARLINGTON, VIRGINIA	ARNG
	2	JOINT	J1 SENIOR ENLISTED LEADER	ANY	ARLINGTON, VIRGINIA	ARNG
	2	JOINT	J3/4/7 SENIOR ENLISTED LEADER	ANY	ARLINGTON, VIRGINIA	
	2	JOINT	J5 SENIOR ENLISTED LEADER	ANY	ARLINGTON, VIRGINIA	
ARMY NATIONAL GUARD						
	2	ARMY	SENIOR ENLISTED LEADER - 1st ARMY	ANY	ROCK ISLAND, ILLINOIS	ARNG
	2	ARMY	SENIOR ENLISTED LEADER - UNITED STATES ARMY MATERIAL COMMAND	ANY	RED STONE ARSENAL, ALABAMA	ARNG
	SES	ARMY	SENIOR FINANCIAL MANAGEMENT ADVISOR	36B60	ARLINGTON, VIRGINIA	ARNG
	2	ARMY	SENIOR ENLISTED LEADER - UNITED STATES ARMY FORCES COMMAND	ANY	FORT LIBERTY, NORTH CAROLINA	ARNG
	1	ARMY	AVIATION SERGEANT MAJOR	15Z60	ARLINGTON, VIRGINIA	ARNG
	2	ARMY	SENIOR ENLISTED LEADER - UNITED STATES ARMY PACIFIC	ANY	FORT SHAFER, HAWAII	ARNG
	1	ARMY	G-3 SERGEANT MAJOR	ANY	ARLINGTON, VIRGINIA	ARNG
	2	ARMY	SENIOR ENLISTED LEADER - UNITED STATES ARMY TRAINING AND DOCTRINE COMMAND	ANY	FORT EUSTIS, VIRGINIA	ARNG
	1	ARMY	SENIOR ENLISTED LEADER - US ARMY COMBINED ARMS CENTER	ANY	FORT LEAVENWORTH, KANSAS	ARNG
	1	ARMY	G-1 SERGEANT MAJOR	ANY	ARLINGTON, VIRGINIA	ARNG
	1	ARMY	G-4 SERGEANT MAJOR	ANY	ARLINGTON, VIRGINIA	ARNG
AIR NATIONAL GUARD						
	1	AIR	A2/6 GROUP SENIOR ENLISTED LEADER	9G100	JOINT BASE ANDREWS, MARYLAND	ANG
	1	AIR	A1 GROUP SENIOR ENLISTED LEADER	9G100	JOINT BASE ANDREWS, MARYLAND	ANG
	1	AIR	A4 GROUP SENIOR ENLISTED LEADER	9G100	JOINT BASE ANDREWS, MARYLAND	ANG
	1	AIR	A3/10 GROUP SENIOR ENLISTED LEADER	9G100	JOINT BASE ANDREWS, MARYLAND	ANG
	2	AIR	COMMAND CHIEF, AIR NATIONAL GUARD READINESS CENTER	9E000	JOINT BASE ANDREWS, MARYLAND	ANG

Senior Enlisted Bench – Pillar Two



Direct Application Managed Positions

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



Senior Enlisted Leadership Positions

Pillar Three:

- Direct Application Managed Positions
- Position that report to designated as critical by CNGB
- Four Positions; Tour Length is three (3) years

Pillar Four:

- Positions are filled from Senior Enlisted Bench
- Joint Nominative Billets
 - Senior Enlisted Advisor positions within the Combatant Commands and other Department of Defense agencies
- Competitive fill across all Service nominations
- National Guard will nominate one Army or Air Guard E9
- Approximately 20+ positions; Tour lengths are generally three (3) years, but no longer than four (4) years



Senior Enlisted Bench – Pillar Three

Direct Application Managed Positions

CALENDAR YEAR AVAILABLE	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

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)	STUTTGART, 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)	STUTTGART, 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 BOLING
3	JOINT	NATIONAL GEOSPATIAL-INTELLIGENCE AGENCY (NGA)	SPRINGFIELD, VIRGINIA



Senior ENLISTED Bench

2026 Tentative Position Vacancies

PROTOCOL OPERATIONS CHIEF (OP)	Joint	O-6	PENTAGON, WASHINGTON DC	March 2026
NATIONAL GUARD BUREAU SENIOR ENLISTED LEADER/GUARD ADVISOR-USSOCOM	Joint	1	MACDILL AFB, FLORIDA	August 2026
NATIONAL GUARD BUREAU SENIOR ENLISTED LEADER/GUARD ADVISOR-USSOUTHCOM	Joint	1	DORAL, FLORIDA	May 2026
INSPECTOR GENERAL (OIG) SERGEANT MAJOR	Joint	SES	ARLINGTON, VIRGINIA	November 2025
J1 SENIOR ENLISTED LEADER	Joint	2	ARLINGTON, VIRGINIA	April 2026
J7 SENIOR ENLISTED LEADER	Joint	2	ARLINGTON, VIRGINIA	September 2025
SENIOR FINANCIAL MANAGEMENT ADVISOR (G-8)	Army	SES	ARLINGTON, VIRGINIA	August 2026
SENIOR ENLISTED LEADER - UNITED STATES ARMY FORCES COMMAND (G3)	Army	2	FORT BRAGG, NORTH CAROLINA	July 2025
AVIATION SERGEANT MAJOR	Army	1	ARLINGTON, VIRGINIA	September 2025
SENIOR ENLISTED LEADER - UNITED STATES ARMY PACIFIC (G3)	Army	2	FORT SHAFER, HAWAII	July 2025
SENIOR ENLISTED LEADER - UNITED STATES ARMY TRAINING AND DOCTRINE COMMAND (G3)	Army	2	FORT EUSTIS, VIRGINIA	August 2026
G-1 SERGEANT MAJOR (G1)	Army	1	ARLINGTON, VIRGINIA	August 2026
G-4 SERGEANT MAJOR (G4)	Army	1	ARLINGTON, VIRGINIA	August 2026
SOUTHERN COMMAND (SOUTHCOM)	Joint	4	MIAMI, FLORIDA	August 2026
CYBER COMMAND/NATIONAL SECURITY AGENCY (NSA)	Joint	4	FORT MEADE, MARYLAND	August 2026
AFRICA COMMAND (AFRICOM)	Joint	4	STUTT GART, GERMANY	March 2026
STRATEGIC COMMAND (STRATCOM)	Joint	4	OFFUTT AFB, NEBRASKA	February 2026
SPECIAL OPERATIONS COMMAND (SOCOM)	Joint	4	MACDILL AFB, FLORIDA	September 2025
DEFENSE HEALTH AGENCY (DHA)	Joint	3	FALLS CHURCH, VIRGINIA	March 2026

Executive Level Education



Army National Guard:

- ~~Harvard: General & Flag Officer Homeland Security Executive Seminar(Canceled)~~
- ~~Harvard: Leadership in Homeland Security Executive Seminar(Canceled)~~
- Keystone
- Leading Data & Artificial Intelligence Enabled Organization

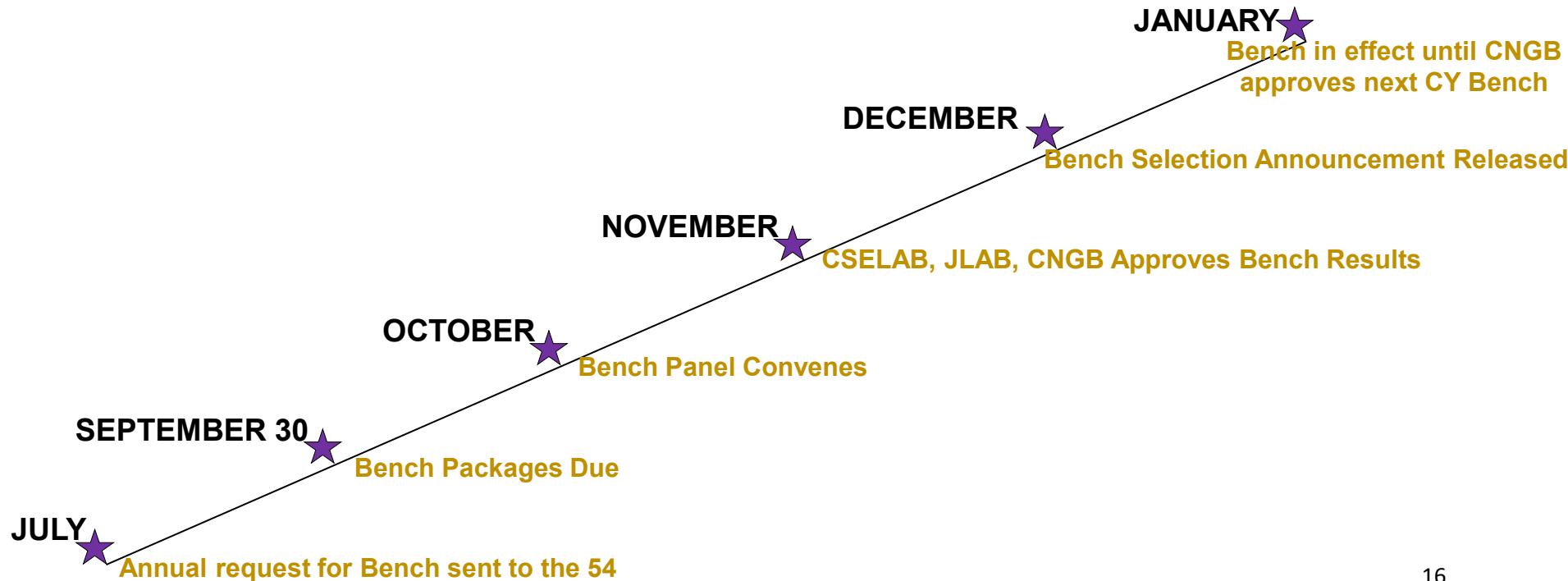
Air National Guard:

- ~~Harvard: General & Flag Officer Homeland Security Exec Seminar(Canceled)~~
- ~~Harvard: Leadership in Homeland Security Executive Seminar(Canceled)~~
- Keystone
- Artificial Intelligence for National Security Leaders
- Enterprise Leadership Seminar
- Executive Coaching
- Leading Strategically
- Strategic Leader Course
- USAF Wing Command Team Course
- Leading Data & Artificial Intelligence Enabled Organization



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 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).





Senior Enlisted Development Portfolio

National Guard Senior Enlisted Leadership Development Program Portfolio

- Assignment Positions and Executive Level Education listings
- <https://www.nationalguard.mil/Leadership/Joint-Staff/Special-Staff/Senior-Leader-Management-Office/>





Required Documents

1. Application Worksheet
2. TAG/CG/DD Endorsement Memo
3. Letter of Intent
4. Resume (2 pages max)
5. ERB or vMPF Record Review (within 60 days)
6. Fitness Report (DA 705 / MyFitness)
7. NCOERs or EPRs (Last 3)
8. Military Biography (No photo)

**Examples can be found on the SharePoint*

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



How Selections Work

- Packages reviewed by Senior Enlisted Bench Review Panel (SEBRP)
- Order-of-Merit List created, and approved by CNGB
- Final decisions made by the Command Senior Enlisted Leader Advisory Board (CSELAB)



Command Senior Enlisted Leadership Advisory Board

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 John T. Raines**
 - Senior Enlisted Advisor to the Chief of the National Guard Bureau
- **Command Sergeant Major James B. Kendrick**
 - Command Sergeant Major of the Army National Guard
- **Command Chief Master Sergeant Joshua D. Moore**
 - Command Chief Master Sergeant of the Air National Guard
- **Chief Master Sergeant Kelly B. Reich**
 - Joint Senior Enlisted Leader to the National Guard Bureau Joint Staff
- **Command Sergeant Major James D. Jones**
 - West Virginia National Guard Command Senior Enlisted Leader



Points of Contact

- Chief, Senior Enlisted Management – CMSgt Christian Skierski
 - christian.skierski.mil@army.mil (609) 254-2752
- Senior Enlisted Management NCO – MSG Chad O. Anderson
 - chad.o.anderson.mil@army.mil, (860) 329-3434



Senior Enlisted Leadership Bench
Program 101 Brief - Feedback
Survey