General Warrant Officer Administrative Requirements

- US Citizenship.
- General Technical (GT) score of 110 or higher.
- High school graduate or have a GED.
- FINAL Secret or Top Secret Security Clearance.
- Pass the standard 3-event APFT and meet height/weight standards.
- Pass the commissioning physical.
- All Applicants must have 12 months remaining on their enlistment contract.
- Age Requirements: Technicians < 46 years old.

Warrant Officer Duty Description and Prerequisites

Duties: Construction Engineering Technicians (120A) serve in a multifunctional capacity across the broad and diverse spectrum of engineer operations in both operational and non-operational units. Construction Engineering Technicians provide subject matter expertise throughout their careers to the commanders and staff as they relate to the WO grade, position and duty title. The 120A provides guidance and technical assistance in all matters relative to the following functions:

- Supervise and coordinate construction of base camps and internment facilities in support of engineer construction operations.
- Supervise the construction, repair, and maintenance of vertical infrastructure in engineer construction operations.
- Supervise the construction, repair and maintenance of horizontal roadway / foundation networks in engineer construction operations.
- Provide advice and technical assistance on all aspects of electrical power and distribution in support of military operations. Supervise and manage separate teams performing theater prime power missions.
- Provide engineering support and expertise to Deployable Medical System (DEPMEDS) hospitals, utilizing organic equipment such as power generation systems, environmental control units, water, waste, fuel and electrical distribution systems. Coordinate and supervise the installation and repair of water supply systems, plumbing, sewage, and heating and air conditioning systems.
- Plan, conduct, prepare and provide planning studies and tests for identified engineer work projects. Addresses facilities citing environmental concerns, and estimated project costs as part of a Survey & Design Detachment
- Command Survey and Design and Firefighting Headquarters Detachments
- Serve as members of the Engineer Staff in MEBs, Division and Corps Units
- Develop training strategies, reviews and writes doctrine, presents formal engineering instruction to officers, warrant officers and NCOs
Minimum Prerequisites for Feeder MOSs:

(Any minimum prerequisites not met will require a written request for a waiver from the applicant to the proponent)

- Must be a SGT (E5) or above
- Must have a minimum of FOUR years (THREE for ARNG and USAR) of documented experience in MOS 12H, 12K, 12N, 12P, 12Q, 12R, 12T, or 12W, AIR FORCE 3E0xx - Interior Electrician, Utilities, Structural, or Engineering Apprentices; MARINES-1169 Utilities Chief, 1361 Engineering Assistant, 1141 Electrician; NAVY - Builder (BU), Construction Electrician (CE), Utilitiesman (UT), Engineering Aid (EA). For MOS12P only three years of MOS experience is required due to the duration of the 12P course of study
- Must be an Advanced Leader Course (ALC) graduate from a feeder MOS or equivalent advanced course for Air Force, Marine and Navy applicants. ALC for ARNG and USAR applicants may request waiver based on documented leadership and technical performance in a feeder MOS in OEF/OIF/OND. MOS 12T does not currently offer Phase 2 ALC-Phase 2 waived
- Must possess a minimum TWO years of leadership experience (documented on NCOERs) in one of the following TOE/MTOE positions:
  - Construction Operations Sergeant, Construction Section Leader, or Construction Squad Leader
  - Senior Horizontal Construction Sergeant, Horizontal Construction Supervisor, or Horizontal Construction Sergeant
  - Senior Technical Engineer NCO, Technical Engineer NCO, or Reconnaissance Sergeant
  - Senior Power Station Mechanic, Electrician, or Instrumentation
  - Assistant Team Chief
  - Facility or Construction Project Manager
- Must possess a sustained and demonstrated level of exceptional technical and leadership competency as supported by rater and senior rater comments on a minimum of THREE consecutive NCOERs
- Letter of recommendation from a senior 120A (CW3-CW5). The letter must address your technical and tactical competence to perform in MOS 120A. For locations without senior 120A Warrant Officers, the proponent will accept letters of recommendation from Senior Warrant Officers (CW3-CW5), regardless of branch. However, in conjunction with the Senior Warrant Officer letter, the applicant must obtain a letter of recommendation from a junior 120A Warrant Officer. The junior 120A Warrant Officer letter will attest to the applicant’s technical and tactical competency. The Senior Warrant Officer Letter will attest to the applicant’s potential for successful warrant officer service.

Minimum Prerequisites for Non-Feeder MOSs:

- Must have a minimum FOUR years of documented military or civilian experience related to 12H, 12K, 12N, 12P, 12Q, 12R, 12T, or 12W, AIR FORCE 3E0xx - Interior Electrician, Utilities, Structural, or Engineering Apprentices; MARINES-1169 Utilities Chief, 1361 Engineering Assistant, 1141 Electrician; NAVY - Builder (BU), Construction Electrician (CE), Utilitiesman (UT), Engineering Aid (EA).
- Must possess a sustained level of exceptional technical and leadership competency as supported by Civilian Annual Job Performance Appraisals and / or military evaluations on a minimum of FOUR consecutive reports. Of the four evaluations, a minimum of TWO must show a sustained level of leadership proficiency as a construction project manager. The Annual Job Performance Appraisal is the primary method used to validate civilian work experience. Civilian applicants who work in the construction industry must submit annual performance appraisals as part of the application process in order to be considered for feeder MOS prerequisite waiver. Construction Project Portfolios will be accepted in lieu of annual performance appraisals on a case by case basis ONLY.
Letter of recommendation from a senior 120A (CW3-CW5). The letter must address your technical and tactical competence to perform in MOS 120A. For locations without senior 120A Warrant Officers, the proponent will accept letters of recommendation from Senior Warrant Officers (CW3-CW5), regardless of branch. However, in conjunction with the Senior Warrant Officer letter, the applicant must obtain a letter of recommendation from a junior 120A Warrant Officer. The junior 120A Warrant Officer letter will attest to the applicant’s technical and tactical competence. The Senior Warrant Officer letter will attest to the applicant’s potential for successful warrant officer service.

* Exceptional sustained proficiency as a construction project manager is a key component in 120A technical qualification and should be well documented on evaluation reports. Civilian engineering degrees and certifications related to MOS 120A will be evaluated on a case by case basis. These may be used to enhance eligibility based on the level of successful leadership and practical job experience the applicant possesses. All waivers will be considered and approved / disapproved based on the applicant’s leadership skills, technical abilities and degree of sustained proficiency as supported by the overall packet submission and the TOTAL SOLDIER concept. Recruiting, Drill Sergeant and other non-technical duties are not considered field experience towards the 4-year technical qualification requirement. However, those periods of service will be evaluated for sustained leadership proficiency.

*As of 1 Oct 2014, 120A applicants will be required to have three semester hours of College Algebra and three semester hours of College Level English (Professional Writing)

If you meet the above prerequisites, please contact CW3 Paul Kalagian at (334) 470-9512 or paul.l.kalagian.mil@mail.mil.