This community brief has been generated by the community leaders, including detailers and community managers. It has been vetted by the Navy Personnel Command and OJAG for statutory compliance and approved by SECNAV.

Community leaders have provided these slides to community members for career planning purposes; however, strict adherence to the career progressions depicted in the slides is not a prerequisite for promotion.

ONLY MATERIAL APPROVED BY THE SECRETARY OF THE NAVY WILL BE PRESENTED TO STATUTORY SELECTION BOARDS. THIS BRIEF HAS BEEN APPROVED BY SECNAV FOR USE BY THE FY-17 STATUTORY SELECTION BOARDS.
Medical Corps
Career Progression

- Five career paths officers can intertwine during the course of their careers
  - Clinical
  - Operational
  - Academic
  - Research
  - Administrative

- Clinical sustainment and licensure required throughout career

Typical Billets

<table>
<thead>
<tr>
<th>Intern</th>
<th>Resident</th>
<th>Resident</th>
<th>Executive Medicine</th>
</tr>
</thead>
<tbody>
<tr>
<td>GMO</td>
<td>Fellow</td>
<td>Fellow</td>
<td>Senior Clinician</td>
</tr>
<tr>
<td>FS</td>
<td>Staff</td>
<td>Staff</td>
<td>USUHS Professor</td>
</tr>
<tr>
<td>UMO</td>
<td>Physician</td>
<td>Physician</td>
<td>Senior Operational</td>
</tr>
</tbody>
</table>

GMO – General Medical Officer
FS – Flight Surgeon
UMO – Undersea Medical Officer

RESIDENT
GMO – General Medical Officer
FS – Flight Surgeon
UMO – Undersea Medical Officer

RESIDENT FELLOW
STAFF PHYSICIAN
CATF SURGEON
RAM
PROGRAM DIRECTOR

EXECUTIVE MEDICINE
SENIOR CLINICIAN
USUHS PROFESSOR
SENIOR OPERATIONAL

RAM – Residency in Aerospace Medicine
CATF – Commander Amphibious Task Force

USUHS – Uniformed Services
University of Health Services
Medical Corps
Community Values

- Clinical excellence
  - Officers successfully demonstrated excellence in their clinical specialty
- Specialty career path
  - Operational leadership positions (e.g., Wing Surgeon, Carrier SMO, CATF Surgeon, etc.) provide subject matter expertise for senior line leaders
  - Officers serving in senior clinical leadership positions provide unique subject area expertise
  - Serve as educators for postgraduate training programs
- Leadership
  - All levels are expected to serve as mentors to junior personnel
  - Selected individuals participate in leadership of Navy Medicine
- Career diversity
  - Officers should have a balance of operational environments and MTF assignments
  - Diversity in duty station scope and mission valued
  - Joint experience highly valued – Tri-Service (Army/Navy/Air Force)
Dental Corps
Community Values

- Clinical performance
  ➢ Officers successfully demonstrated excellence in their clinical specialty
- Specialty career path
  ➢ Officers serving in senior clinical leadership positions provide seasoned subject area expertise
  ➢ Serve as educators for postgraduate training programs
- Leadership
  ➢ All levels are expected to serve as mentors to junior personnel
  ➢ Selected individuals participate in leadership of Navy Medicine
- Career diversity
  ➢ Officers should have a balance of operational and MTF assignments
Medical Service Corps
Career Progression

Three distinct Specialty areas within the Medical Service Corps: Health Care Administration (HCA); Health Care Scientists (HCS); and Clinical Care Specialties (CCS). Career paths within these areas may include: Clinical, Operational, Academic, Research, and/or Administrative.

<table>
<thead>
<tr>
<th>Junior Officer (01-03)</th>
<th>Mid-Grade Officer (04-05)</th>
<th>Senior Officer (05-06)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Specialty Proficiency, Officer Development, Leadership</td>
<td>Demonstrated Specialty Proficiency, Leadership and Professional Growth</td>
<td>Advanced Leadership Development, Demonstrated Professional Advancement</td>
</tr>
<tr>
<td>Training and Experience</td>
<td></td>
<td></td>
</tr>
<tr>
<td>DIVO</td>
<td>DIVO/DH</td>
<td>Milestone DIA/OIC/Director</td>
</tr>
<tr>
<td>Staff Officer</td>
<td>DUINS/AR College</td>
<td>Program Manager</td>
</tr>
<tr>
<td>DUINS (Master's)</td>
<td>Joint/Operational Staff</td>
<td>Senior Staff</td>
</tr>
<tr>
<td>Jr. Clinician</td>
<td>Clinical Leader</td>
<td>Joint/Operational Staff</td>
</tr>
<tr>
<td>Researcher</td>
<td>Principal Investigator</td>
<td>Major Command Staff</td>
</tr>
</tbody>
</table>

Typical Billets

- Large CONUS
  - MTF (mentoring)
  - Fleet/USMC
  - Staff Officer
  - Research
  - Command

- Mid-Size MTF/Clinic
  - OCONUS MTF
  - Fleet/USMC
  - Staff Officer
  - Fellowship
  - Research Command

- Mid-Size MTF/Clinic OIC
  - OCONUS MTF
  - Operational Staff
  - Headquarters Staff
  - Research Command
  - Asst Specialty Leader

- Large MTF/Milestone/Clinic OIC
  - OCONUS MTF
  - COM/TCOM Staff
  - HQ (OPNAV/BUMED/PERS/OSD)
  - Specialty Leader
  - Research Program Leader
  - Detailer, Community Manager

- CO/XO/Clirector
  - DHA
  - Chief of Staff
  - COM/TCOM Staff
  - Headquarters Staff
Medical Service Corps
Community Values

- Performance
  - Demonstrated excellence in subspecialty – outstanding performance in competitive positions
  - Demonstrated pursuit of life-long learning and ongoing specialty-specific & professional education
  - Contributions as administrator, clinician or scientist translates to a quantifiable impact on Navy mission

- Specialty career path
  - Leadership positions showcase ability to produce unique subject matter expertise
  - Serve as educator/mentor within area of professional specialization
  - Successfully align & synchronize specialized skills with Navy Medicine strategic goals, and demonstrate ability to excel in joint operating environments

- Leadership
  - Showcase impactful leadership, cross-organizational teamwork and program process improvement
  - Track record of ongoing success in community-unique leadership positions (scope/responsibility/staff/budget)

- Career diversity
  - Officers should have a diversity of outstanding contributions (MTF, operational and staff assignments)
  - Must be an outstanding specialist "and" an outstanding contributor to the Navy mission
Judge Advocate General's Corps
Career Progression

Generalist Career Path
- IA: 7-12 months ESG/GTMO/HOA/AFGHANISTAN/OMC/IRAQ/AFPKHANDS
- RLSO/DSO
- RLSO/DSO/VLC, OJAG, Carrier/ESG, Other
- RLSO/DSO/VLC, OJAG, Carrier/CSG, OLA, NJS, NPC, Other
- RLSO/DSO/VLC, NJS, OJAG, Fleet, Joint, GCMCA, OLA, NPC, Other

LEP On Ramp/Career Status Board (CSB) at 3 years
- Post-Graduate School: 1 year
- NWC Senior Course

Military Justice Litigation Career Track
- IA: 7-12 months ESG/GTMO/HOA/AFGHANISTAN/OMC/IRAQ/AFPKHANDS
- RLSO/DSO
- RLSO/DSO/VLC, OJAG, Carrier/ESG, Appellate Govt/Defense
- RLSO/DSO/VLC, OJAG, Carrier/CSG, NJS
- RLSO/DSO, Trial Judiciary, Appellate Judiciary, OJAG
- RLSO/DSO, Trial Judiciary, Appellate Judiciary, OJAG

CSB at 3 years
- Post-Graduate School: 1 year

Typical Billets
- First Tour Judge Advocate
  - TC/DC, Staff Judge Advocate, OJAG Codes, Appellate Govt or Defense Counsel, Professional Development Officer, Victims' Legal Counsel
- NLSC DH, Staff Judge Advocate, NJS Instructor, OJAG Codes, OLA, Detailer, PG School Student, Senior TC/DC, Professional Development Officer, O4 Senior Victims' Legal Counsel
- XO, OJAG Codes, Staff Judge Advocate, Detailer, OLA, NWC or PG School Student, Senior TC/DC, Military Judge, Appellate Judge
- CO, OJAG Div Dir, OPNAV/Major Staff/COCOM SJA, AJAG, Trial/Appellate Judge, Chief of Staff RLSO/DSO/Victims' Legal Counsel
Judge Advocate General's Corps
Community Values

- Increasing complexity of assignments as LCDR, CDR, and CAPT
- Sustained Superior Performance Ashore and at Sea
- Joint and Operational (including Cyber) Experience
- Diverse and Advancing Career Path
  - Ashore and Afloat SJA tours
  - Advanced Education, PG School
  - OJAG Headquarters assignments
  - Victims’ Legal Counsel assignments
  - NLSC PDO, DH, XO, CO tours
  - Fleet, OPNAV, Joint tours
- Military Justice Litigation experts
- Environmental Law expertise
- Increasing scope of responsibilities and demonstrated expertise in leadership, teamwork, and mentorship in diverse environments, executing diverse missions.
# Nurse Corps

## Career Progression

21 Specialties; Career paths may include: Clinical, Operational, Education, Research and/or Administrative

### Professional Development

#### O1-O2
- Trusted Leader
  - Staff
  - Nurse/Charge Team Leader
  - Assistant DIVO

#### O3-O4
- Motivational Leader
  - Advance Practice Nurse (CNS/LIP)
  - Clinic Manager
  - DIVO/Assistant DH/DH
  - Instructor/Recruiter
  - Staff Officer

### Operational Readiness/Jointness

#### O5-06
- Inspirational Leader
  - Advance Practice Nurse (CNS/LIP)
  - Nurse Researcher
  - DH/Assistant Director/Director
  - Officer in Charge
  - Staff Officer
  - Specialty Leader

### Transformational Leadership

#### Typical Assignments

<table>
<thead>
<tr>
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</tr>
</thead>
<tbody>
<tr>
<td>Recruiting Command</td>
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<td>Recruiting Command</td>
<td>Recruiting Command</td>
</tr>
<tr>
<td>Operational Assignment</td>
<td>Operational Assignment</td>
<td>Operational Assignment</td>
<td>Operational Assignment</td>
<td>Operational Assignment</td>
</tr>
</tbody>
</table>

Executive Medicine - Post-Command/CO/XO/Director
- Staff Officer
- Assistant Deputy Chief
- Deputy Chief/Chief of Staff
- Fleet Surgeon/Force Surgeon
Nurse Corps
Community Values

- Valued achievements prior to LIEUTENANT COMMANDER
  - Sustained Superior Performance
  - Assignments
    - Assume positions of increased responsibility
    - Diversity in duty station location, scope and mission (CONUS, OCONUS, Small-large MTF, HQ, Branch Clinic, Academia)
    - Clinical Expert – attained certification/recognized SME

- Valued achievements prior to COMMANDER
  - Sustained Superior Performance
  - Assignments
    - Assume positions of increased responsibility/active leader in clinical community of practice and the command
    - Diversity in duty station location, scope and mission (CONUS, OCONUS, Small-large MTF, HQ, Branch Clinic, Academia)
    - Advanced degree attained or enrolled and actively pursuing

- Valued achievements prior to CAPTAIN
  - Sustained Superior Performance
  - Assignments
    - Assume positions of increased responsibility/active leader in clinical community of practice and the command
    - Diversity in duty station scope and mission valued
    - Achieved advanced degree
Supply Corps
Career Progression

Career Path

J.O. BASIC TECHNICAL DEVELOPMENT & LEADERSHIP
ADMIN BOARD INTERNSHIP

ADMIN BOARD CIVINS (810/811)
ADMIN BOARD TRAINING W/ INDUSTRY (TWI)
ADMIN BOARD O5 OP/ COMMAND
ADMIN BOARD O6 COMMAND

ADVANCED TECHNICAL PROFICIENCY & LEADERSHIP

O5 Operational or Command Tour
Joint/OPLOG/Acquisition/Supply Chain/TWI or O4 Operational Tour

Senior Officer Development & Leadership

Command Tour Echelon II or III Policy or Program Manager

Typical Billets
OCS BQC Operational Tour
Shore/Internship Operational 2nd Tour
Joint/OPLOG/Acquisition/Supply Chain/TWI or O4 Operational Tour
O5 Operational or Command Tour Joint/OPLOG/Acquisition Supply Chain/Policy
Command Tour Echelon II or III Policy or Program Manager

Warfare Qualification
DAWIA I & II/SC Master's Program/JPME I
DAWIA II/Sr Svc College/JPME II/JGQ

3100 Principal Lines of Operation with Subspecialty & AQD Alignment

OPERATIONAL LOGISTICS
1304 Trans Logistics Mgt
1307 Petroleum Mgt
3211 Ops Research Analysis
3212 Ops Research Logistics
JP1/2/3 Op Planning (OPERATIONAL P)
QK1 Spec War (NSW NON-SEA)
920 Trans Mgt (SC TRNMGT)

SUPPLY CHAIN MANAGEMENT
1301 Supply Distribution Mgt
1302 Supply Chain Mgt
1309 Logistics IT
6201 Info Systems & Tech

ACQUISITION MANAGEMENT
1306 Acq/Contract Mgt
3110 Financial Mgt
APM Acq Corps (ACQ FULL. QUAL.)

I/A/GSA/OCO AQD
918 >120 days (SC JNITTADTOPS)
919 >240 days (SC 2JNITTADTOP)

SUBSPEC SUFFIXES
P/G Master's Degree
O/F Master's & experience
S 18-month experience
R Multiple experience
T Master's incomplete
Supply Corps
Community Values

- Valued achievements prior to LIEUTENANT COMMANDER
  - Warfare qualification
  - Afloat or Expeditionary DH tour (encouraged)
  - Two sea tours; or
  - Combination of sea tour & non-traditional operational tours
    - Identified by AQD 928 (ASGN NCONV) – one non-traditional expeditionary tour
    - Identified by AQD 929 (COMP2 NCONV) – two non-traditional expeditionary tours
- Valued achievements prior to COMMANDER
  - Master's degree associated with Supply Corps lines of operation (strongly encouraged)
  - Proven performer in at least one line of operation
  - Challenging shore tour, e.g., HQ/OPNAV, Fleet Staff, TYCOM, SYSCOM, Weapon Systems Support, Fleet Logistics Center, and the Joint or DLA equivalents
- Valued achievements prior to CAPTAIN
  - Proven ability to lead and direct people and organizations in tough, highly visible, and challenging environments
  - Experience in multiple lines of operation (strongly encouraged)
  - O5 Operational tour or Command Ashore tour, e.g., DCMA, DLA (strongly encouraged)
  - Joint Qualified Officer (JQO) or Acquisition Corps membership (strongly encouraged)
Chaplain Corps
Career Progression

Career Status Board
(At 3-yr mark)

Chaplain Appointment & Retention Eligibility Advisory Group
(From accessions through career transition points)

Widest possible experience through a variety of tours:
USN, USMC, USCG
Sea, Shore, Training, Installation, Hospitals

Milestone Billet Screening
(At selection to CDR; 1 yr TIG CAPT)

CDR Milestone Assignment

CAPT Milestone Assignment

CCPO Supersedes to AC/RC
Direct Accession

Accessions Training: Basic Leadership Course

*Intermediate Leadership Course

*Advanced Leadership Course

*Advanced Education Programs/
Civilian or Military
(Competitive selection)

*JPME I

*JPME II

*Not required for promotion
Chaplain Corps
Community Values

- Valued achievements prior to LIEUTENANT COMMANDER
  - One operational tour
  - Tours in diverse operational and shore environments

- Valued achievements prior to COMMANDER & CDR Milestone Screening
  - Two operational tours: (1) USN and (1) USMC
  - Challenging shore tour
    - Installation, MPTE, hospital, OPNAV/HQMC
    - Overseas tour

- Valued achievements prior to CAPTAIN & CAPT Milestone Screening
  **one or more of the following**
  - Joint Task Force or leadership in Joint ministry arena
  - O5 USN/USMC supervisory operational or fleet staff tour
  - Echelon One staff
  - Surface Force Ministry Center
  - MPTE management billet
  - Advanced professional certification/education such as Master’s program or JPME
  - Successful completion of CDR Milestone and assigned AQD
  - CDR Milestones: COCOM/CJCS; OPNAV (N0971A); COMFLTFORCOM; COMPACFLT; COMFIFTHFLT; CNIC HQ; BUPERS CHC Officer Community Manager; MARFORCOM; MARFORPAC; MEF (II/III); COMNAVSURFLANT Ministry Center Norfolk; Naval Chaplaincy School and Center, XO; USCG District SEVEN; NSA Naples; CFA Yokosuka; CVNs
# Civil Engineer Corps

## Career Progression

### Career Path

<table>
<thead>
<tr>
<th>Career Stage</th>
<th>PG SCHOOL</th>
<th>JPME / Technical Certs.</th>
<th>ETF</th>
<th>Education</th>
</tr>
</thead>
<tbody>
<tr>
<td>CECOS</td>
<td>NMCB / ACB</td>
<td>NMCB / UCT EXPEDITIONARY STAFF</td>
<td>AC2 / ACQ CORPS PE OR RA</td>
<td>CO, XO, EXPEDITIONARY FRC STAFF/NAVY JOINT STAFF</td>
</tr>
<tr>
<td></td>
<td>PWD/ROICC BUMED/USMC/PW STAFF</td>
<td>FEC/PWD/ROICC INSTRUCTOR/STAFF</td>
<td>AC3</td>
<td>MAJOR JOINT/MAJOR STAFF</td>
</tr>
</tbody>
</table>

### TYPICAL BILLETs EXPEDITIONARY

<table>
<thead>
<tr>
<th>NMCCB/ACB Co Cdr</th>
<th>NMCCB/ACB Co Cdr</th>
</tr>
</thead>
<tbody>
<tr>
<td>CBMU/UCT XO</td>
<td>CBMU/UCT XO</td>
</tr>
<tr>
<td>PEP/MEF/EOD</td>
<td>NCR/NCG CSO</td>
</tr>
<tr>
<td>NSW/GSA</td>
<td>ACB S3/XO</td>
</tr>
<tr>
<td>NCR/NCG/NECC</td>
<td>NSW/GSA</td>
</tr>
<tr>
<td>Staff</td>
<td>NCR/NCG/NECC</td>
</tr>
<tr>
<td>ACB S7</td>
<td>Staff</td>
</tr>
</tbody>
</table>

### TYPICAL BILLETs FACILITIES MANAGEMENT & ACQUISITION

<table>
<thead>
<tr>
<th>Project Eng, Const Mgr, APWO</th>
<th>Production, FEAD, APWO, PWO</th>
<th>AOPS, ARE, FEAD, PWO</th>
<th>FEC OPS, XO, CO</th>
</tr>
</thead>
</table>

### TYPICAL BILLETs STAFF/INDEPENDENT DUTY

| Staff Fac Mgr | CECOS/USNA Instructor, Accessions, Flag Aide, Detailer, WHMO, Camp David, USMC PW, BUMED, Stf Fac Mgr | Joint Staff, CNIC, OPNAV, ASN Stf Fac Mgr | Major Joint Major Staff |

Each individual's CEC career path is tailored on past experience, timing, education, and qualifications.
Civil Engineer Corps
Community Values

- Sustained superior performance in leadership billets of increasing responsibility and complexity with diverse environmental and workforce experience
- Successful Command of Seabees, Facilities Engineering Command (FEC), or shore commands are pinnacle tours
- Valued achievements prior to LIEUTENANT COMMANDER
  - Seabee Combat Warfare or other Warfare qualification
  - Experience in all primary CEC assignments (i.e. facilities management, acquisition, and expeditionary)
  - Professional certification commensurate with rank
    - Acquisition Level I
    - EIT or NCARB record
- Valued achievements prior to COMMANDER
  - Additional experience of increased responsibility and complexity in primary CEC responsibility assignments
  - Professional certification commensurate with rank
    - Registered as Professional Engineer (PE) / Registered Architect (RA)
    - Continuing education to include post-graduate / master’s degree relevant to CEC career path
    - Acquisition Level II and Acquisition Corps Membership
    - JPME and other technical certifications (LEED, CEM, etc.)
- Valued achievements prior to CAPTAIN
  - Proven ability to lead and direct people and organizations in tough, highly visible and challenging environments
  - Superior performance in O-5 Command, Public Works Officer, and/or Major FEC/Expeditionary/Navy/Joint staff tours
  - Acquisition Level III
  - JPME and other technical certifications (LEED, CEM, etc.)
- Tours outside normal career path
  - Superior performance in specialty-area billets (i.e.: Ocean Facilities Program (OFP), Naval Special Warfare (NSW), Combatant Command (COCOM), etc.)
Limited Duty Officer (Staff)
Career Progression

JAG
- DIVO SEA
- DIVO SHORE
- SHORE
- CDR COMM
- CAPTAIN BILLETS

CEC
- DIVO SEA
- DIVO SHORE
- DH SEA
- DH SHORE
- DH SEA
- CDR COMM
- CAPTAIN BILLETS

Supply
- BQC
- NSCS
- DIVO 30 MO TOUR
- SHORE 36 MO TOUR

Supply LDOs are transitioning via Off-Ramp to Staff Counterpart, providing very limited control grade opportunity for this current FY.

SuppO earn one:
SWSCO/NASO/SUB Quals
CEC Officer earn Warfare qual - SCW

WARFARE QUAL./OFF-DUTY EDUCATION
Limited Duty Officer (Staff)

Community Values

- Sustained superior performance
  - Documented in FITREP
- Meaningful assignments
  - Leadership tours with technical knowledge requirements
- Actively mentors junior LDOs and enlisted Sailors
- Complexity and scope of responsibility
  - Upward progression in scope of management and leadership
  - Diversity of experience and increased technical knowledge
  - Continues higher education or life-long learning
  - World-wide assignable