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-18 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

<table>
<thead>
<tr>
<th>CLINICAL PRACTICE</th>
<th>DIVO ALL FACILITIES</th>
<th>DIVO/DH LARGE/MEDIUM FACILITIES</th>
<th>XO/CO/MAJOR STAFF</th>
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</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>STAFF/ACADEMIC/OPERATIONAL</td>
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<td></td>
<td></td>
<td>CONUS/SEA/OVERSEAS</td>
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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>FS</td>
<td>UMO</td>
<td>GMO - General Medical Officer</td>
</tr>
<tr>
<td></td>
<td>STAFF</td>
<td>STAFF</td>
<td>FS - Flight Surgeon</td>
</tr>
<tr>
<td></td>
<td>PHYSICIAN</td>
<td>Physician</td>
<td>UMO - Undersea Medical Officer</td>
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<table>
<thead>
<tr>
<th>RESIDENT</th>
<th>EXECUTIVE MEDICINE</th>
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<tbody>
<tr>
<td>FELLOW</td>
<td>SENIOR CLINICIAN</td>
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<tr>
<td>STAFF</td>
<td>USUHS PROFESSOR</td>
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<tr>
<td>PHYSICIAN</td>
<td>SENIOR OPERATIONAL</td>
</tr>
<tr>
<td>CATF</td>
<td>RAM</td>
</tr>
<tr>
<td>SURGEON</td>
<td>PROGRAM DIRECTOR</td>
</tr>
<tr>
<td>RAM</td>
<td>Residency in Aerospace Medicine</td>
</tr>
<tr>
<td>RAM</td>
<td>Commander Amphibious Task Force</td>
</tr>
</tbody>
</table>

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
Career Progression

Career Path

<table>
<thead>
<tr>
<th>DENTAL OFFICER - ALL FACILITIES, OPERATIONAL, RESIDENCY</th>
<th>RESIDENCY TRAINING, UTILIZATION TOUR</th>
<th>DH OPERATIONAL PROGRAM DIRECTOR</th>
<th>POST GRAD JR STAFF, CLINIC OIC, DIRECTOR</th>
<th>ADVANCED CLINICIAN, JR EXEC STAFF, ASST DIR</th>
<th>POST GRAD DH, SPECIALTY LEADER, XO, CO, SR STAFF, SR EXEC MEDICINE STAFF, DIRECTOR LARGE MTF</th>
<th>SR CLINICIAN, SR EXEC MEDICINE, XO, CO, MAJOR STAFF</th>
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</thead>
<tbody>
<tr>
<td>STAFF/ACADEMIC/OPERATIONAL</td>
<td>CONUS/SEA/OVERSEAS</td>
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</tbody>
</table>

Typical Billets

PGY1 - Post-Graduate Year -1
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
Three distinct Specialty areas within the Medical Service Corps: Health Care Administration (HCA); Health Care Scientists (HCS); and Health Care Clinicians (HCC). Career paths within these areas may include: Clinical, Operational, Academic, Research, and/or Administrative.

<table>
<thead>
<tr>
<th>Junior Officer (O1-O3)</th>
<th>Mid-Grade Officer (O4-O5)</th>
<th>Senior Officer (O5-O6)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Specialty Proficiency, Officer Development, Leadership Training and Experience</td>
<td>Demonstrated Specialty Proficiency, Leadership and Professional Growth</td>
<td>Advanced Leadership Development, Demonstrated Professional Advancement</td>
</tr>
<tr>
<td>DIVO/DUINS (Master's and/or Fellowship) Jr. Clinician Researcher</td>
<td>DH/OIC/Director Joint/Operational/HQ Staff War College Director/eMSM Project Manager</td>
<td>Milestone DFA/OIC/Director Program Manager Senior Staff Joint/Operational Staff Major Command Staff</td>
</tr>
</tbody>
</table>

**Typical Billets**

- Large CONUS MTF (mentoring) Fleet/USMC General 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 COCOM/TCOM Staff HQ (OPNAV/BUMED/PERS/OSD) Specialty Leader Research Program Leader Detailer, Community Manager
- CO/XO/Director DHA Chief of Staff COCOM/TCOM Staff Headquarters Staff
Medical Service Corps
Community Values

• Lead with integrity
  ➢ Showcase impactful leadership, cross-organizational teamwork and program process improvement
  ➢ Track record of ongoing success in community-unique leadership positions with increasing scope/responsibility/staff/budget

• Performance
  ➢ Commitment to excellence in subspecialty with sustained superior performance
  ➢ Demonstrate the pursuit of life-long learning and ongoing specialty-specific & professional education
  ➢ Contributions as administrator, clinician or scientist that translate to quantifiable impact on Navy mission

• Specialty career path
  ➢ Leadership positions showcase ability to demonstrate unique subject matter expertise
  ➢ Serve as educator/mentor within area of professional specialization
  ➢ Successfully align & synchronize specialized skills with Navy strategic imperatives and the military health system

• Career diversity
  ➢ Demonstrate the ability to excel across a variety of environments
  ➢ 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/IRAQ/AFPAKHANDS

Military Justice Litigation Career Track

- IA: 7-12 months GTMO/HOA/AFGHANISTAN/IRAQ/AFPAKHANDS

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/OIC, Staff Judge Advocate, NJIS Instructor, OJAG Codes, NWC or PG School, Senior TC/DC, Professional Development Officer, O-4 Senior Victims’ Legal Counsel

XO/OIC, OJAG Codes, Staff Judge Advocate, NWC, Senior TC/DC, Military Judge, Appellate Judge

CO, OJAG Div Dir, OPNAV/Major Staff SJA, AJAG, Trial/Appellate Judge, Chief of Staff RLSo/DSO/VLC/Victims’ Legal Counsel
Judge Advocate General’s Corps
Community Values

- Valued achievements at all paygrades
  - Sustained superior performance
- Valued achievements prior to LIEUTENANT COMMANDER
  - OJAG headquarters assignments
  - Victims’ legal counsel assignments
  - Afloat SJA tours
  - NLSC competitive tour
- Valued achievements prior to COMMANDER
  - Increased complexity of assignments: RLSO, DSO, OJAG, independent duty
  - DH, PDO
  - Advanced Education, PG school
  - Afloat SJA
  - Officer community management experience and understanding
- Valued achievements prior to CAPTAIN
  - Demonstrated expertise in leadership, teamwork, and mentorship in challenging environments, executing diverse missions
  - XO or OIC tour
  - Fleet, OPNAV, Joint Assignment and Operational experience
  - Military judge (appellate/trial), senior trial/senior defense counsel
  - Detailer, Office of Legislative Affairs, Combatant Commands
Nurse Corps
Career Progression

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

Professional Development
Operational Readiness/Jointness
Transformational Leadership

Typical Roles

<table>
<thead>
<tr>
<th>O1-02</th>
<th>O3-04</th>
<th>O5-06</th>
</tr>
</thead>
<tbody>
<tr>
<td>Trusted Leader</td>
<td>Motivational Leader</td>
<td>Inspirational Leader</td>
</tr>
<tr>
<td>Nurse Resident</td>
<td>Previous Roles +</td>
<td>Previous Roles +</td>
</tr>
<tr>
<td>Staff Nurse</td>
<td>Advance Practice Nurse (CNS/LIP)</td>
<td>Staff Officer</td>
</tr>
<tr>
<td>Charge Nurse</td>
<td>Clinic Manager</td>
<td>Nurse Researcher</td>
</tr>
<tr>
<td>Team Leader</td>
<td>DIVO/Assistant DH/DH</td>
<td>Specialty Leader</td>
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<tr>
<td>Assistant DIVO</td>
<td>Instructor</td>
<td>Executive Assistant</td>
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<tr>
<td></td>
<td>Recruiter</td>
<td>Detailer</td>
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<tr>
<td></td>
<td></td>
<td>Faculty Member</td>
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Typical Assignments

- CONUS/CONUS MTF - Joint/Integrated Command (Inpatient/Outpatient)
- Individual Augmentee
- Operational Deployment
- Humanitarian Mission

- Previous Assignments + Ed & Training Command
- DUINS
- Regional Recruiting Command
- Operational Assignment

- Previous Assignments + War College/Command and Staff College
- Navy Recruiting Command
- Personnel Command
- Military School Houses
- USUHS

- Previous Assignments + Regional Command
- Senior War College
- Defense Health Agency
- Operational or Type Command
- HQ or Pentagon
- OPNAV/BUPERS
- BUMED

- Previous Assignments + Joint Combatant Command HQ

| 0 | 2 | 4 | 6 | 8 | 10 | 12 | 14 | 16 | 18 | 20 | 22 | 24 | 26 | 28+ |
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
ADVANCED TECHNICAL PROFICIENCY & LEADERSHIP
SENIOR OFFICER 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

Typical Billets

BQC Operational Tour
Operation 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 III/Sr Svc College/JPME II/JQO

3100 Principal Lines of Operation with Subspecialty & AQD Alignment

SUPPLY CHAIN MANAGEMENT
1301 Supply Distribution Mgt
1302 Supply Chain Mgt
1307 Petroleum Mgt
1309 Logistics IT
6201 Info Sys & Tech

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

OPERATIONAL LOGISTICS
3211 Ops Rsrch Analysis
3212 Ops Rsrch Analysis - Logistics
3213 Ops Rsrch Analysis - Energy
JP1/2/3/M Op Planning (OPERATIONAL P)
9X1 C&S Log Off (SC LRCMOC DIR)
920 Trans Mgt (SC TRNMGT)
QK1 Spec War (NSW NON-SEA)

OPERATIONAL AQD
928 1 Op Tour Complete (COM1 OPTOUR)
92A On 2nd Op Tour (ASGN2 OPTOUR)
929 2 Op Tours Complete (COMP2 OPTOUR)

IA/GSA AQD
918 >120 days (SC 1JNTTADTOPS)
919 >240 days (SC 2JNTTADTOPS)
Supply Corps
Community Values

- Valued achievements prior to LIEUTENANT COMMANDER
  - Warfare qualification
  - Afloat or Expeditionary DH tour (strongly encouraged)
  - Two operational tours (at sea, expeditionary, or both)
    - Identified by AQD 928 (COMP1 OPTOUR) – one operational tour complete
    - Identified by AQD 92A (ASGN2 OPTOUR) – assigned to second operational tour
    - Identified by AQD 929 (COMP2 OPTOUR) – two operational tours complete
- 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 (strongly encouraged)
  - 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
  - Expertise in one & experience in another line of operation/competency (encouraged)
  - O-5 Operational or Command Ashore tour, e.g., DCMA, DLA (strongly encouraged)
  - Joint Qualified Officer (JQO) or Acquisition Corps membership (strongly encouraged)
Chaplain Corps
Career Progression

CCPO Supersedes Direct Accession
Career Status Board
At CDR selection; 1 year TIG CAPT
3 Opportunities at CDR and CAPT
Milestone Board

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

Basic Leadership Course
Intermediate Leadership Course
Advanced Leadership Course
JPME I
JPME II
Advanced Education Programs
Civilian or Military
Communities of Interest

CDR Assignment
CDR Milestone Assignment
CAPT Assignment
CAPT Milestone Assignment
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
    - Cumulative (O2-O4)
  - 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
Civil Engineer Corps
Career Progression

## Career Path

<table>
<thead>
<tr>
<th>PG SCHOOL</th>
<th>JPME / Technical Certs.</th>
<th>ETP</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>WARFARE QUALIFICATION / AC1 EIT OR NCARB FILE</td>
<td>AC2 / ACQ CORPS PE OR RA</td>
</tr>
<tr>
<td>CECOS</td>
<td>NMCB / ACB PWD / ROICC BUMED / USMC / PW STAFF</td>
<td>NMCB / ACB / UCT EXPEDITIONARY STAFF FEC / PWD / ROICC INSTRUCTOR / STAFF</td>
</tr>
</tbody>
</table>

### 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

Designator is phasing out, no funded billets for this FY

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