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-19 STATUTORY SELECTION BOARDS.
Medical Corps
Career Progression

- Five career paths officers can intertwine during the course of their careers
  - Clinical, Operational, Academic, Research, and Executive Leadership

- Clinical sustainment and licensure required throughout career
  - Must be ‘Privileged and Practicing’ in order to be eligible for specialty pays

- Leadership opportunity varies with MTF size and required patient caseload

<table>
<thead>
<tr>
<th>CLINICAL PRACTICE</th>
<th>DIVO/DH ALL FACILITIES</th>
<th>DIVO/DH/Director LARGE/MEDIUM FACILITIES</th>
<th>XO/CO/MAJOR STAFF</th>
</tr>
</thead>
<tbody>
<tr>
<td>STAFF/ACADEMIC/OPERATIONAL</td>
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<tr>
<td>CONUS/SEA/OVERSEAS</td>
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</tbody>
</table>

Typical Billets

- **INTERN**
  - Resident
  - GMO / FS / UMO
  - Fellow
  - Junior Staff Physician

- **GMO – General Medical Officer**
- **FS – Flight Surgeon**
- **UMO – Undersea Medical Officer**
- **CMO – Chief Medical Officer**
- **MEC – Medical Executive Committee**
- **SMO – Senior Medical Officer (Ship’s Company)**
- **CATF – Combined Amphibious Task Force**

- **INTEGRITY**
  - Resident / Fellow
  - Staff Physician
  - Junior Fleet Medical Officer
  - Junior Hospital Leadership

- **Fellow / Resident / War College**
- **Hospital Leadership (Midsize MTF)** (Director, CMO, MEC, etc.)
- **Midgrade Fleet Medical Officer** (SMO, Regimental Surgeon, etc.)
- **Headquarters Assignment** (OPNAV/BUMED/PERS/OSD/DHA)
- **Program Director / Specialty Leader**

- **Executive Medicine**
- **Hospital Leadership (Large MTF)** (USU Professor, Director, CMO, MEC, etc.)
- **Senior Clinician**
- **Senior Fleet Medical Officer** (Division or CATF Surgeon, Carrier SMO etc.)
- **Headquarters Leadership**
- **Major Program Director / Specialty Leader**
Medical Corps
Community Values

• Clinical excellence
  ➢ Officers successfully demonstrated excellence in their clinical specialty

• Specialty career path
  ➢ Operational leadership positions (eg. 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>PGY1</th>
<th>PG</th>
<th>G</th>
<th>Y</th>
<th>1</th>
<th>2</th>
<th>4</th>
<th>6</th>
<th>8</th>
<th>10</th>
<th>12</th>
<th>14</th>
<th>16</th>
<th>18</th>
<th>20</th>
<th>22</th>
<th>24</th>
<th>26</th>
<th>28</th>
</tr>
</thead>
<tbody>
<tr>
<td>DENTAL OFFICER - ALL FACILITIES, OPERATIONAL, RESIDENCY</td>
<td>RESIDENCY TRAINING, UTILIZATION TOUR</td>
<td>DH OPERATIONAL PROGRAM DIRECTOR</td>
<td>POST GRAD JR STAFF, CLINIC OIC, DIRECTOR</td>
<td>ADVANCED CLINICIAN, JR EXEC STAFF, ASST DIR</td>
<td>POST GRAD DH, SPECIALTY LEADER, XO, CO, SR STAFF, SR EXEC MEDICINE STAFF, DIRECTOR LARGE MTF</td>
<td>SR CLINICIAN, SR EXEC MEDICINE, XO, CO, MAJOR STAFF</td>
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</tbody>
</table>

### Typical Billets

- **PGY 1**
  - UTILIZATION RESIDENT
  - PROGRAM DIRECTOR PGRAD JR STAFF BRANCH DIRECTOR
- **PGY 2**
  - ADV CLINICIAN JR/SR EXEC STAFF PGRAD SR STAFF ASST DIRECTORATE DIRECTORATE
- **PGY 3**
  - SPECIALTY LEADER SR EXECUTIVE MEDICINE SENIOR CLINICIAN

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
Medical Service Corps
Career Progression

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 Maturation</td>
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<tr>
<td>• Officer Development</td>
<td></td>
<td></td>
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<tr>
<td>• Leadership Training and Experience</td>
<td></td>
<td></td>
</tr>
<tr>
<td>• Demonstrated Specialty Proficiency</td>
<td></td>
<td></td>
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<tr>
<td>• Advanced Leadership and Professional Growth</td>
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<td></td>
</tr>
<tr>
<td>• Develop and Mentor Subordinates</td>
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<td></td>
</tr>
<tr>
<td>• Expanded Leadership Scope</td>
<td></td>
<td></td>
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<tr>
<td>• Demonstrated Professional Advancement</td>
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</tr>
<tr>
<td>• Develop and Mentor Subordinates</td>
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</tbody>
</table>

Typical Assignments

- Large CONUS MTF
  - Initial Fleet/USMC
  - General Staff Officer
  - Staff Clinician
  - DIVO/Asst DH
  - Entry Research Fellowship/DUIINS

- Mid-Size MTF/Clinic
  - OCONUS MTF
  - Fleet/USMC Staff Officer
  - Department Head (Small)
  - Fellowship/DUIINS Research Command

- Milestone
  - Mid-Size MTF
  - OCONUS MTF
  - Operational Staff
  - Headquarters Staff
  - Department Head (Large)
  - Associate Director
  - Research Command Asst Specialty Leader

- Milestone/XO
  - Senior MTF Leadership
  - OCONUS MTF
  - COCOM/TYCOM Staff
  - HQ (OPNAV/BUMED/PERS/OSD) Detailer, Community Manager
  - Specialty Leader
  - Research Program Leader

- CO/XO/Director
  - Chief of Staff
  - DHA
  - Operational Staff
  - HQ Senior Staff
  - Program Manger
Medical Service Corps
Community Values

- Lead with Integrity
  - Showcase impactful and ethical leadership, cross-organizational teamwork and program process improvement
  - Track record of ongoing success in community-unique leadership positions with increasing scope/responsibility/staff/budget
  - Leadership positions espouse the ability to demonstrate unique subject matter expertise
- Commitment to Excellence
  - Sustained outstanding performance in sub-specialty; “be the best version of yourself”
  - Demonstrate the pursuit of life-long learning and ongoing specialty-specific & professional education
  - Contributions as administrator, clinician or scientist that translates to quantifiable impact on the Navy’s primary mission of operational readiness
- Honor Our Heritage
  - Serve as educator/mentor within area of professional specialization
  - Develop future leaders by passing down the culture of recognizing the customs and traditions of our Navy and our Corps.
  - Career diversity; demonstrate the ability to excel across a variety of environments
# Judge Advocate General’s Corps

## Career Progression

### General Practitioner

<table>
<thead>
<tr>
<th>Role</th>
<th>Typical Billets</th>
</tr>
</thead>
<tbody>
<tr>
<td>IA: 7-12 months</td>
<td>ESG/GTMO/HOA/AFGHANISTAN/IRAQ/AFPAKHANDS</td>
</tr>
</tbody>
</table>

#### RLSO/DSO

<table>
<thead>
<tr>
<th>Position</th>
<th>Typical Billets</th>
</tr>
</thead>
<tbody>
<tr>
<td>LEP On Ramp / Career Status Board (CSB) at 3 years</td>
<td></td>
</tr>
<tr>
<td>Post-Graduate School: 1 year</td>
<td></td>
</tr>
<tr>
<td>NWC Senior Course</td>
<td></td>
</tr>
</tbody>
</table>

### Military Justice Litigation Career Track

<table>
<thead>
<tr>
<th>Role</th>
<th>Typical Billets</th>
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<td>IA: 7-12 months</td>
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<td></td>
</tr>
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<td></td>
</tr>
</tbody>
</table>

### Typical Billets

<table>
<thead>
<tr>
<th>Role</th>
<th>Typical Billets</th>
</tr>
</thead>
<tbody>
<tr>
<td>First Tour Judge Advocate</td>
<td>TC/DC, Staff Judge Advocate, OJAG Codes, Appellate Govt or Defense Counsel, Professional Development Officer, Victims’ Legal Counsel</td>
</tr>
<tr>
<td>NLSC DH/OIC, Staff Judge Advocate, NJS Instructor, OJAG Codes, NWC or PG School, Senior TC/DC, Professional Development Officer, O-4 Senior Victims’ Legal Counsel</td>
<td>XO/OIC, OJAG Codes, Staff Judge Advocate, NWC, Senior TC/DC, Military Judge, Appellate Judge</td>
</tr>
<tr>
<td>CO, OJAG Div Dir, OPNAV/Major Staff SJA, AJAG, Trial/Appellate Judge, Chief of Staff RLSO/DSO/Victims’ Legal Counsel</td>
<td></td>
</tr>
</tbody>
</table>

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*Note: This diagram outlines the career progression of the Judge Advocate General’s Corps, including roles and typical billets at different stages.*
Judge Advocate General’s Corps

Community Values

• Valued achievements at all paygrades
  ➢ Demonstrated competence as a judge advocate commensurate with rank and experience
  ➢ Demonstrated strength of character in performance; behavior consistent with Navy core values and attributes

• Valued achievements prior to LIEUTENANT COMMANDER
  ➢ Some geographic diversity; willingness to serve at sea, overseas, or outside fleet concentration areas
  ➢ Participation in newest JAG Community efforts: Victims’ Legal Counsel Program and Professional Development Officer (PDO)

• Valued achievements prior to COMMANDER
  ➢ While judge advocates are exempt from the statutory requirement, JPME I completion is strongly encouraged
  ➢ Leadership or management experience; examples include NLSC Dep’t Head, PDO, OIC, or similar position, or experience in personnel / community management
  ➢ Within operational or staff assignments, experience in cyber or intelligence operations

• Valued achievements prior to CAPTAIN
  ➢ Demonstrated expertise in leadership, teamwork, and mentorship of military and civilian personnel
  ➢ For non-MJLCT officers, diversity of experience supporting DON and DoD missions
  ➢ For MJLCT officers, technical proficiency and experience in senior criminal litigation positions
  ➢ Demonstrated involvement within the JAG Community, including but not limited to innovation, leadership or other engagements positively influencing the JAG Corps
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</td>
<td>Officer in Charge</td>
</tr>
<tr>
<td>Charge Nurse</td>
<td>(CNS/LIP)</td>
<td>Assistant Director</td>
</tr>
<tr>
<td>Team Leader</td>
<td>Clinic Manager</td>
<td>Director</td>
</tr>
<tr>
<td>Assistant DIVO</td>
<td>DIVO/Assistant DH/DH</td>
<td>Force Nurse</td>
</tr>
<tr>
<td>Instructor</td>
<td>Recruiter</td>
<td>OPNAV/BUPERS</td>
</tr>
<tr>
<td></td>
<td></td>
<td>BUMED</td>
</tr>
</tbody>
</table>

Typical Assignments

- CONUS/OCONUS MTF – Joint/Integrated
- Command (Inpatient/Outpatient)
- Individual Augmentee
- Operational Deployment
- Humanitarian Mission
- Selection Board Recorder
- Previous Assignments +
  - Ed & Training Command
  - DUINS
  - Regional Recruiting Command
  - Operation 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

Previous Roles +
- Advanced Practice Nurse (CNS/LIP)
- Clinic Manager
- DIVO/Assistant DH/DH
- Instructor
- Recruiter
- Staff Officer
- Nurse Researcher
- Specialty Leader
- Executive Assistant
- Detailer
- Faculty Member
- Officer in Charge
- Assistant Director
- Director
- Force Nurse
- OPNAV/BUPERS
- BUMED

Transformational Leadership

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 roles of increased responsibility in 3 domains of Professional Practice Model (PPM) (Professional Development, Operational Readiness, Transformational Leadership)
    - Diversity in duty station location, scope and mission (CONUS, OCONUS, Small-large MTF, HQ, Branch Clinic, Academia, deployment/operational experience)
    - Clinical Expert – attained certification/recognized SME, maintains and grows operational skill sets at all times. Applies Evidenced Based Practice Principles in clinical and managerial environments.

- Valued achievements prior to COMMANDER
  - Sustained Superior Performance
  - Assignments
    - Assume roles of increased responsibility in 3 domains of PPM commensurate with rank, active leader in clinical community of practice and measureable command contributions in and out of specialty/work area. Maintains operational skill sets at all times.
    - Diversity in duty station location, scope and mission (as above)
    - Advanced degree attained or enrolled and actively pursuing, maintains certifications and clinical competency. Uses, applies, and encourages juniors to utilize Evidenced Based Practice Principles in clinical and managerial environments.
    - Active mentor, develops others

- Valued achievements prior to CAPTAIN
  - Sustained Superior Performance
  - Assignments
    - Assume roles of increased responsibility/active leader in all aspects of Navy Medicine
    - Diversity in duty station scope and mission
    - Achieved advanced degree, and maintains clinical competency
    - Models PPM principles (Professional development, Operational Readiness, Transformational Leadership)
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)
  ➢ Tough visible tours that balance skillset development and operational experience, e.g.,
    HQ/OPNAV, Fleet Staff, TYCOM, SYSCOM, Weapon Systems Support, Fleet Logistics
    Center, the Joint or DLA equivalents, and Large Afloat

• 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

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

Advanced Education Programs Civilian or Military, (JPME is highly desired)

Communities of Interest

At CAPT and CDR selection: 3 Opportunities at CDR and CAPT

Milestone Board

LCDRLTLTJG

CDR Milestone Assignment

CAPT Milestone Assignment

CDR Assignment

CAPT Assignment

CARE

CCPO Supersede Direct Accession

Career Status Board

LTJG LT LCDR CDR CAPT FLAG

0 2 4 6 8 10 12 14 16 18 20 22 24 26 28
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

Community Values

Chaplain Corps
Civil Engineer Corps
Career Progression

Career Path

<table>
<thead>
<tr>
<th>Training</th>
<th>Division Officer</th>
<th>Dept Head</th>
<th>XO</th>
<th>CMD</th>
<th>PWO</th>
<th>CMD</th>
<th>Staff</th>
<th>Staff</th>
<th>Major CMD</th>
</tr>
</thead>
<tbody>
<tr>
<td>SCW</td>
<td>EIT/NCARB</td>
<td>CON LV1</td>
<td>PE/RA</td>
<td>CON LV 2</td>
<td>DAC</td>
<td>CON LV 3</td>
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<td></td>
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<tr>
<td>PG SCHOOL</td>
<td>JPME</td>
<td>NSLS</td>
<td>Education</td>
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</table>

Multiple career paths – Individual progression tailored to past experience, timing, education, and qualification
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, 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
  - Experience of increased responsibility and complexity in primary CEC responsibility assignments
  - Superior performance in Facility/Expeditionary/Staff tours
  - Professional certification commensurate with rank
    - Registered as Professional Engineer / Registered Architect
    - 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 Facility/Expeditionary/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, Naval Special Warfare, Joint, etc.)
Limited Duty Officer (Staff)

Career Progression

SuppO earn one:
SWSCO/NASO/SUB Quals

CEC Officer earn Warfare qual - SCW

WARFARE QUAL/OFF-DUTY EDUCATION

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
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