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

Career Path

O4
- Initial Residency or GMO/FS/UMO
- Battalion Surgeon OIC or AOIC
- DH Training Officer Admin Officer

O5
- Battalion XO Regimental Surgeon
- HQ Staff Joint Staff Company Commander
- Executive Medicine Track

O6
- CO/XO Battalion, CO Division/Wing/Group Surg
- CATF Surg., Senior Staff, Post CMD Billet

Career Tracks
1. Clinical
2. Operational
3. Executive Medicine
Clinical performance
- Excellence in a clinical specialty (measurable in a variety of ways)
- Leadership in Navy Reserve positions
- Educator for postgraduate training programs
- Research participation

Navy Officer Performance
- Deployments
- Professional Military Education, including JPME
- Warfare qualification
- Mentorship of junior personnel
- Balance of operational and clinical assignments
Dental Corps
Career Progression

Career Path

PGY1  General Dentistry  Residency Training  TO/AO  DH AOIC  OIC  OIC/SDE/COMPANY COMMANDER  XO/CO  CO  Exec Med

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

APPLY Board

O4 O5 O6

0 2 4 6 8 10 12 14 16 18 20 22 24 26 28
Dental Corps
Community Values

- Clinical performance
  - Officers successfully demonstrate clinical excellence, continued clinical activity expected until precluded by senior responsibilities
- Career Path
  - Officers serving in senior leadership positions (SDE) provide unique subject area expertise and ensure junior officer indoctrination
  - Serve as a resource for administrative matters, training opportunities and provision of clinical support
- Leadership
  - All ranks are expected to mentor junior personnel
  - Officers are encouraged to seek leadership of Navy Medicine units
- Career diversity
  - Performance in both operational and non-operational assignments, concurrent with increased positional responsibility is encouraged as higher rank is attained
Medical Service Corps
Career Progression

HCA Subspecialty Proficiency

Assistant DIVO/Staff Officer
DH/DIVO/War College/Joint/Operational Staff
DH/DIVO/AOIC/OIC/Joint/Operational Staff/HQ Staff/JPME 1
OIC/Senior Staff Officer/Joint/Operational Staff
Specialty Leader/DFA/Post Command/CO/XO/Senior Staff Officer/Joint/Operational Staff/MARFORS

HCS/HCC Subspecialty Proficiency

Assistant DIVO/Staff Officer
DH/DIVO/PhD
DH/AOIC/OIC/Operational Staff/JPME 1
Senior Staff Clinician/Joint/Operational Staff DH/OIC
Specialty Leader/Senior Staff Officer/Joint/Operational Staff/MARFORS/Specialty Leader/CO/XO

Specialty Tours may be only tours for certain specialists

APPLY Board
Medical Service Corps
Community Values

- Performance
  - Demonstrate excellence in subspecialty
- Specialty Career Path
  - Leadership positions provide unique subject area expertise
  - Serve as educators/mentors for formal/informal training programs
- Leadership
  - All levels are expected to serve as mentors to junior personnel
  - Selected individuals participate in leadership of Navy Medicine
- Career diversity
  - The majority of officers should have a mix of MTF, operational, and staff assignments. However, some science/clinical specialty officers may spend their entire career in less diverse assignments.
Judge Advocate General’s Corps
Career Progression

Career Path

| NAVET: RLSO / DSO / VLC, OJAG, Carrier / ESG, Appellate Govt, Defense, Other |
| Respay Officer, Unit Training Officer, Unit Admin Officer, RLSO/DSO, |
| RCC DSJA/ OJAG/RLSO/DSO/Unit XO/ |
| OJAG/RLSO/DSO/Unit CO/Major STAFF JAG/Joint Duty in COCOM Unit |
| RCC SJA, Ech 3/4 SJA, Sr. JAG, Joint Duty, Pillar Lead |

Change of Designator (COD) On-Ramp

Typical Billets

First Tour Judge Advocate
BLC, TC/DC, Staff Judge Advocate, OJAG Codes, Appellate Govt or Defense Counsel, Professional Development Officer, Victims’ Legal Counsel

Second Tour Judge Advocate
RLSO, DSO, VLC, ESG, Appellate Govt, NAVET: DCOIC, BLC, RLSO/DSO

ECP/COD: DCOIC, BLC, RLSO/DSO

Respay Officer, Unit Training Officer, Unit Admin Officer, RLSO/DSO,
RCC DSJA/OJAG/RLSO/DSO/Unit XO/
OJAG/RLSO/DSO/Unit CO/Major STAFF JAG/Joint Duty in COCOM Unit
RCC SJA, Ech 3/4 SJA, Sr. JAG, Joint Duty, Pillar Lead

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

04 SB
05 SB
06 SB

BLC, 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

RCC DSJA, XO, OJAG Codes, Staff Judge Advocate, OLA, NWC/PG School, Military Judge, Appellate Judge

Unit CO, OJAG Div Dir, CNRFC / Major Staff / COCOM SJA, AJAG, Trial/Appellate Judge, Chief of Staff, RLSO/DSO/Victims’ Legal Counsel

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• Valued achievements at all paygrades
  - Sustained superior performance
• Valued achievements prior to LIEUTENANT COMMANDER
  - NAVET: Active participation as a SELRES
  - ECP/COD: Increased responsibility and legal skillset development
• Valued achievements prior to COMMANDER
  - Increased complexity of assignments: RLSO, DSO, OJAG, independent duty
  - DH, XO, CO, senior attorney tours
  - Naval Justice School and other military schoolhouse courses
• Valued achievements prior to CAPTAIN
  - Demonstrated expertise in leadership, teamwork, and mentorship in challenging environments, executing diverse missions
  - Fleet, Operational, RCC-DSJA, OPNAV, Joint duty tours, Collateral duty support to Program 36 (i.e. serving on a working group or supporting CNRFC legal)
  - Joint and Operational (including Cyber) Experience
  - Military judge, both appellate and trial, Pillar Lead
Nurse Corps
Career Progression

Career Tracks
- Clinical
- Administration
- Research

Clinical Proficiency
- Nurse Corps officers are expected to maintain clinical skills in nursing practice throughout the career continuum.

Typical Assignments

<table>
<thead>
<tr>
<th>O1-O2 Trusted Leader</th>
<th>O3-O4 Motivational Leader</th>
<th>O5-O6 Inspirational Leader</th>
</tr>
</thead>
<tbody>
<tr>
<td>Staff Nurse/Instructor/Staff Nurse/Instructor/Training Officer (TO)/AOIC/OIC/ Detachment Nurse Leader/ HQ Staff</td>
<td></td>
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<tr>
<td>Complete Advanced Degree</td>
<td></td>
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</tr>
<tr>
<td>Executive Medicine/Senior Nurse Executive/CO and XO/HQ Staff/Major Command/Post Command</td>
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</tr>
</tbody>
</table>

Professional Development

Operational Readiness/Jointness

Transformational Leadership
Nurse Corps
Community Values

- Valued achievements prior to LIEUTENANT COMMANDER
  - Sustained superior performance/maintains clinical competency and currency
  - Assignment diversity
    - Assumes leadership positions commensurate with rank and responsibility
    - Operational Exercises/Mobilization
  - Pursuing an advanced graduate degree and/or certification in area of clinical specialty

- Valued achievements prior to COMMANDER
  - Sustained superior performance/maintains clinical competency and currency
  - Assignment diversity
    - Successfully engaged in progressive Command leadership positions with enhanced job responsibilities and increased span of control
    - Operational Exercises/Mobilization
  - Actively pursuing, with near completion of, an advanced graduate degree/clinical specialization.

- Valued achievements prior to CAPTAIN
  - Sustained superior performance/maintain clinical competency and currency
  - Assignment diversity
    - Successful track record of leadership in positions with increased complexity and span of control.
    - Operational Exercises/Mobilization
  - Completion of an advanced degree/clinical specialization
Supply Corps
Career Progression

**Career Path**

<table>
<thead>
<tr>
<th>J.O. BASIC TECHNICAL DEVELOPMENT &amp; LEADERSHIP</th>
<th>ADVANCED TECHNICAL PROFICIENCY &amp; LEADERSHIP</th>
<th>SENIOR OFFICER DEVELOPMENT &amp; LEADERSHIP</th>
</tr>
</thead>
<tbody>
<tr>
<td>NAVET: Initial Sea Tour / Shore Tour / Internship / 2nd Operational Tour</td>
<td>Increased Responsibility Staff / DH / OIC / XO DAWIA I &amp; II Master’s Degree JPME I Warfare Qualification</td>
<td>CO/XO (Large CMD) / Major Staff DAWIA III / AJPME or JPME II Joint Qualified Officer (JQO)</td>
</tr>
<tr>
<td>DCO: BQC-NR / Skillset and Reserve unit development / Mobilization / Warfare Qualification</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Valuable achievements**
- Increased Responsibility
- Master’s Degree
- Warfare Qualification
- DAWIA I & II
- JPME I
- CO/XO (Large CMD) / Major Staff
- DAWIA III / AJPME or JPME II
- Joint Qualified Officer (JQO)

**Career Path/Major Billet Areas**

- **SUPPLY CHAIN MANAGEMENT**
- **ACQUISITION/CONTRACTING**
- **OPERATIONAL LOGISTICS**
Supply Corps
Community Values

• Valued achievements at all paygrades
  ➢ Sustained superior performance
• Valued achievements prior to LIEUTENANT COMMANDER
  ➢ Warfare qualification (if filling qualifying billet)
  ➢ NAVET – Active participation as SELRES
  ➢ DCO – Increased responsibility and skill set development
• Valued achievements prior to COMMANDER
  ➢ Master’s degree associated with a Supply Corps career path (strongly encouraged)
  ➢ JPME I – strongly encouraged (required for command)
  ➢ Challenging tours
• Valued achievements prior to CAPTAIN
  ➢ Proven ability to lead and direct people and organizations in tough, highly visible, and challenging environments
  ➢ Credible career path…supply chain, acquisition, and/or operational logistics
  ➢ Admin/Oral board for O5 Command (eligible when selected for CDR)
Supply Corps (FTS)  
Career Progression

### Career Path

<table>
<thead>
<tr>
<th>J.O. BASIC TECHNICAL DEVELOPMENT &amp; LEADERSHIP</th>
<th>ADVANCED TECHNICAL PROFICIENCY &amp; LEADERSHIP</th>
<th>SENIOR OFFICER DEVELOPMENT &amp; LEADERSHIP</th>
</tr>
</thead>
</table>
| Initial Operational Tour / Shore Tour / 2nd Operational Tour / Warfare Qualification | Aviation: CNAFR HQ, TYPE-WING (FLSW, TSW, MSW, NAF)  
Expeditionary: COMNAVELESG, NCHB-1, NCHB-XO, NMCB-S4, NECC, ECRC, NEFCPAC, EWDC, ST-17/18  
Reserve Mgmt: MILLCOMMGT, NAVSUP (HQ / GLS / FLC-OIC), DLA, IDRESCOM, NSCS, OTC, NOSC-CO, COMUSNAVSO/4th FLT. | Aviation: CNAFR HQ, FLC OIC  
Expeditionary: COMNAVELESG, NEMSCOM, NCHB-1, NAVERL, CRG-N4, Reserve Mgmt: CNRFC, CNFK, NAVSUP (HQ / GLS), DLA, FTS Detailer, SELRES-CC, RCC-N4, OPNAV, COMPACFLT |
| Lateral Transfer / Redesignation / Supply BQC |                                             |                                          |

### 3107 Principal Lines of Operation with Subspecialty & AQD Alignment

**VALUED SUBSPECIALTIES**

- 1301 Supply Distribution Mgt
- 1302 Supply Chain Mgt
- 1306 Acq/Contracting Mgt
- 3111 Financial Mgt
- 3122 Log & Trans Mgt
- 3130 Manpower Systems Mgt
- 3212 Joint Ops Log Mgt

**IA/GSA/OCO AQD**

- 918 >120 days (SC JNNTADTOPS)
- 919 >240 days (SC 2JNNTADTOP)

**OPERATIONAL AQD**

- 928 1 Op Tour Complete (COMP1 OPTOUR)
- 929 2 Op Tours Complete (COMP2 OPTOUR)
Supply Corps (FTS)
Community Values

• Valued achievements at all paygrades
  ➢ Sustained superior performance
  ➢ Reserve management – direct support to the Supply Corps Reserve Component and the management of its programs

• Valued achievements prior to LIEUTENANT COMMANDER
  ➢ Attainment of Warfare qualification(s)
  ➢ Two operational tours (if accession timeline allows) defined by afloat and/or non-traditional (AQD 928/929 where officer performed workups and deployed with unit providing logistical support – i.e., NMCB, NCHB 1, NELR, CRG)

• Valued achievements prior to COMMANDER
  ➢ Master’s degree associated with Supply Corps lines of operation (strongly encouraged)
  ➢ JPME Level I – strongly encouraged (required for command)
  ➢ Reserve Management Experience

• Valued achievements prior to CAPTAIN
  ➢ Proven ability to lead and direct people and organizations in tough, highly visible, and challenging environments
  ➢ Diverse experience to include Reserve management and Supply Chain Management/Expeditionary Logistics
  ➢ Admin/Oral board screening for O-5/O-6 Command (*eligible when selected for CDR)
### Chaplain Corps Career Progression

| NAVET: Accession Training, Basic Leadership Course, Initial Operational and Shore Tours. | MEFREL OIC / USMC Regiment Multi-Chaplain Staff Position Variety of Ministry Exp (USN/USMC/USCG) Graduate Ed. / Pastoral Care Residency (CPE) JPME I | CDR Milestone Tour Certified clinical pastoral education supervisor Advanced graduate education (Civilian or Military) JPME II |
| DCO: BLC Course, Intermediate Course | |

#### CDR Milestone Billets:
- Deputy Fleet (SURFLANT/SURFPAC)
- Deputy Force (MARFORCOM/PAC/RES)
- Deputy HQ USCG; USNORTHCOM; JCS

#### CAPT Milestone Billets:
- Deputy Fleet (USFF/PACFLT)
- Deputy HQ (USMC)
- Deputy HQ CNIC

#### Other Milestone Billets:
- Chaplain Appointment & Retention Eligibility Advisory Group (Accessions thru career transition points)
- RC Milestone Billet Screening / RC Apply Board
- Intermediate Leadership Course (ILC)
- Advanced Leadership Course (ALC)
- Reserve (Indefinite/Definite) Recall
- Individual Augmentation/OCO Support Assignment/ADOS/MOB

<table>
<thead>
<tr>
<th>Time (Years)</th>
<th>Rank</th>
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<tbody>
<tr>
<td>0-2</td>
<td>O4SB</td>
</tr>
<tr>
<td>2-4</td>
<td>O5SB</td>
</tr>
<tr>
<td>4-6</td>
<td>O6SB</td>
</tr>
<tr>
<td>6-24</td>
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</tr>
</tbody>
</table>
Chaplain Corps
Community Values

- Valued achievements prior to LIEUTENANT COMMANDER
  - Mobilization and/or crisis response experience
- Valued achievements prior to COMMANDER
  - MEFREL OIC or USMC REG’T
  - Multi-Chaplain staff position
  - Variety of ministry experience (USN/USMC/USCG)
  - Graduate education/pastoral care residency (CPE)
  - JPME I
- CDR Milestones: Deputy Fleet (SURFLANT/SURFPAC); Deputy Force (MARFORCOM/PAC/RES); Deputy HQ USCG; USNORTHCOM; JCS
- Valued achievements prior to CAPTAIN (one or more of the following)
  - CDR Milestone tour
  - Certified clinical pastoral education supervisor
  - Advanced graduate education (Civilian or Military)
- CAPT Milestones: Deputy Fleet (USFF/PACFLT); Deputy HQ CNIC; Deputy HQ USMC
Civil Engineer Corps
Career Progression

Tour Sequence Varies

KEY BILLET:
LCDR: NMCB S3/XO/S7, EXWC OIC
CDR: NCR R3, NMCB CO
CAPT: NCR CDRE, OIC billets on NAVFAC/Joint/Fleet STAFFS

Ensigns:
• Direct Commission Officer (DCO) attends Direct Commission Officer Indoctrination Course (DCOIC) (2 wks) followed by CECOS Basic (2 wks)
• Ensigns go to NMCB/ACB billets

Experience/Certifications/Licensure

Professional Engineering (PE)/Registered Architect (RA) License

Graduate School

Education/Qualifications

SEABEE COMBAT WARFARE
• Valued achievements at all paygrades
  ➢ Sustained superior performance in leadership billets of increasing responsibility and complexity
  ➢ Successful Mobilizations in support of Overseas Contingency Operations
• Valued achievements prior to LIEUTENANT COMMANDER
  ➢ Seabee Combat Warfare or other Warfare qualification
  ➢ Experience in Expeditionary CEC assignments (i.e. NMCB, CBMU, PHIBCB)
  ➢ Professional certification commensurate with rank
    • EIT or NCARB record
    • Acquisition Level I (NAVETs)
• 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)
    • Acquisition Level II and Acquisition Corps Membership (NAVETs)
    • 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 and/or Major NAVFAC/Expeditionary/Navy/Joint staff tours
  ➢ JPME and other technical certifications (LEED, CEM, etc.)
Limited Duty Officer (Staff)
Career Progression

<table>
<thead>
<tr>
<th>0</th>
<th>2</th>
<th>9</th>
<th>14</th>
<th>19</th>
<th>24</th>
</tr>
</thead>
<tbody>
<tr>
<td>ENS</td>
<td>LTJG</td>
<td>LT</td>
<td>LCDR</td>
<td>CDR</td>
<td>CAPT</td>
</tr>
</tbody>
</table>

- **DCOIC**
- **CEOOS**
- **SCW Officer**

**Expeditionary**
- ACB NMCB
- ACB NMCB
- NCR OPS NMCB CC CBMU OIC
- NCR R43 NMCB AD6/S7
- NCR R7

**Facilities & Expeditionary Support**
- NEF/CTF
- NEF/CTF

**Staff & Training**
- NCG OPOS
- NCG OIC
- NECC STAFF
- Staff Combatant Command/Unified Commands

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Limited Duty Officer (Staff)

Community Values

- Sustained superior performance
  - Provide the Corps with officers who are technical-based leaders and managers in key positions throughout the expeditionary force
  - Primary RC CEC LDO Jobs
    - Expeditionary (NMCB DET OIC, NMCB CC, NMCB AD7/SY, NCR OPS, CBMU OIC, NCR R43)
    - Facilities Expeditionary Support (NSW)
    - Staff & Training (NCG OPS, NCG OIC, NECC Staff)
  - Mobilizations in support of Overseas Contingency Operations
- Command
  - CMBU OIC
- Career Progression – Professional Qualifications
  - Seabee Combat Warfare or other warfare qualification
  - Joint Professional Military Education (JPME)/ Joint Qualified Officer (JQO)
- Associate’s/Bachelor’s Degrees
- Actively mentors
  - Documented mentoring of junior personnel based on the demographics of particular job (officers, enlisted, etc.)
  - Contributes to the LDO/CWO Community through active participation in projects and initiatives