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

Career Tracks
1. Clinical
2. Operational
3. Executive Medicine
Medical Corps
Community Values

- **Clinical performance**
  - Excellence in clinical medicine
  - 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|SB
O5|SB
O6|SB
• **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

### Staff officer
- **O2**
  - DivO / DH
  - Staff officer
  - Small unit collateral duties (AO, TO)
  - Instructor
  - Service Schools (i.e. JPME, BMDOC, AMDOC)

- **O3-O4**
  - DivO / DH
  - Small unit leadership (AOIC, OIC)
  - Small unit collateral duties
  - Instructor
  - Service Schools

- **O5-O6**
  - HQ DH / Asst DFA / DFA
  - Surgical Company CO
  - HQ staff officer / collateral duties (TO, OPSO)
  - Specialty Leader
  - Instructor
  - Service Schools

### Assignments
- **Senior APPLY Board**
- Operational: EMF, MARFOR
- Command Staff: TYCOM, COCOM, Joint staff
- Support: OHSU, NMETC

### Career Tracks
- Health Care Administration
- Health Care Scientist
- Health Care Clinician
Medical Service Corps
Community Values

• Performance
  ➢ Demonstrate expertise in subspecialty and increasingly develop unit administration skills throughout career

• Specialty Career Path
  ➢ Develop operational specialty and general military skills for working in a contingency environment
  ➢ Seek to serve as instructor for training programs and specialty leader

• Leadership
  ➢ Develop and demonstrate reserve unit and operational leadership at all ranks
  ➢ Progressive leadership toward career milestone (DFA) and command billets

• Career diversity
  ➢ Seek assignments to operational, command staff and support billets
  ➢ Obtain additional qualifications and subspecialties to diversify
Judge Advocate General’s Corps
Career Progression

Career Path

<table>
<thead>
<tr>
<th>NAVET: RLSO / DSO / VLC, OJAG, Carrier / ESG, Appellate Govt or Defense, Other</th>
<th>Respoy Officer, Training Officer, Admin Officer, RLSO/DSO, Independent SJA</th>
<th>RCC DSJA / OJAG / RLSO / DSO / Independent SJA / Unit XO</th>
<th>OJAG / RLSO / DSO / Unit CO/ Major STAFF JAG / COCOM Unit JAG / Judiciary</th>
<th>RCC SJA, Ech 3/4 SJA, Sr. JAG, Joint Duty, Pillar Lead</th>
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</thead>
<tbody>
<tr>
<td>DCO/COD: DCOIC, BLC, RLSO/DSO</td>
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Change of Designator (COD) On-Ramp

Typical Billets

<table>
<thead>
<tr>
<th>First Tour Judge Advocate</th>
<th>APPLY Board</th>
</tr>
</thead>
<tbody>
<tr>
<td>BLC, TC/DC, LAA, SJA, OJAG Codes, Appellate Govt or Defense Counsel, Professional Development Officer, Victims’ Legal Counsel</td>
<td>Unit CO, RCC SJA, Pillar Lead, Major Staff JAG, COCOM Unit JAG, Trial or Appellate Judiciary, Senior RLSO or DSO JAG</td>
</tr>
<tr>
<td>Unit DH, Fleet and Operational Units, SJA, NJS Instructor, OJAG Codes, Senior TC/DC</td>
<td>RCC DSJA, Unit XO, Fleet and Operational Units, SJA, OJAG Codes</td>
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<td>First Tour Judge Advocate</td>
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Change of Designator (COD) On-Ramp

0 2 4 6 8 10 12 14 16 18 20 22 24 26 28
• Valued achievements at all paygrades
  - Sustained superior performance
  - Active participation as a SELRES

• Valued achievements prior to LIEUTENANT COMMANDER
  - NAVET: Increased responsibility and complexity in assignments
  - DCO/COD: Increased responsibility and legal skillset development

• Valued achievements prior to COMMANDER
  - Increased complexity of assignments: RLSO, DSO, OJAG, independent SJA
  - Increased unit administrative responsibilities and leadership
  - Naval Justice School, military schoolhouse courses, PME

• Valued achievements prior to CAPTAIN
  - XO, senior attorney tours
  - 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, appellate or trial
# Nurse Corps Career Progression

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

## Career Tracks
- **Clinical**
- **Administration**
- **Research**

## 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</td>
<td>Staff Nurse/Instructor/ Collateral/ unit specific jobs Pursuit of graduate degree/clinical specialization</td>
<td>Staff Nurse/Instructor/TO/OIC/ OIC/Detachment Nurse Leader/ HQ Staff Pursuit of graduate degree/clinical specialization OIC of major exercise</td>
</tr>
</tbody>
</table>

## Professional Development

## Operational Readiness/Jointness

## Transformational Leadership

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

J.O. BASIC TECHNICAL DEVELOPMENT & LEADERSHIP

ADVANCED TECHNICAL PROFICIENCY & LEADERSHIP

SENIOR OFFICER DEVELOPMENT & LEADERSHIP

DCO ACCESSION

NAVET ACCESSION

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

Valuable achievements

O4|SB O5|SB O6|SB

O5/O6 CMD Boards

O4|SB O5|SB O6|SB

Mobilization / Warfare Qualification (if in qualifying billet) / Master’s Degree

Principal Lines of Operation/Major Billet Areas

SUPPLY CHAIN MANAGEMENT
ACQUISITION/CONTRACTING
OPERATIONAL LOGISTICS

DAWIA I & II /JPME I
Staff / DH / CO / XO / OIC
JCWS-H /JPME II
Joint Qualified Officer for further career development

CO/XO (Large CMD)/ Major Staff
Supply Corps
Community Values

• Valued achievements at all paygrades
  ➢ Sustained superior performance
  ➢ Successfully fill AC requirement (if given the opportunity)

• Valued achievements prior to LIEUTENANT COMMANDER
  ➢ Warfare qualification (if filling qualifying billet)
  ➢ Successful Operational Tour or Mobilization (encouraged)
  ➢ Active unit participation
  ➢ Increased responsibility and skill set development
  ➢ Leadership experience (encouraged)

• Valued achievements prior to COMMANDER
  ➢ Master’s degree associated with a Supply Corps line of operation (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
  ➢ Experience in multiple lines of operation: SCM, ACQ, and/or OPLOG (encouraged)
  ➢ Admin/Oral board for O5/O6 Command (eligible when selected for CDR)
  ➢ Experience on major staff (encouraged)
Supply Corps (FTS)
Career Progression

### J.O. BASIC TECHNICAL DEVELOPMENT & LEADERSHIP

<table>
<thead>
<tr>
<th>1st Operational Tour</th>
<th>2nd Operational Tour</th>
</tr>
</thead>
<tbody>
<tr>
<td>2nd Operational Tour</td>
<td>Warfare Qualification</td>
</tr>
<tr>
<td>Shore Tour</td>
<td>Lateral Transfer / Redesignation / Supply BQC</td>
</tr>
</tbody>
</table>

### ADVANCED TECHNICAL PROFICIENCY & LEADERSHIP

- **Aviation:** CNAFR HQ, TYPE-WING (FLSW, MSW, ASD)
- **Expeditionary:** COMNAVELSG, NCHB, NMCB, ECRC, EWDC, NWG-11, ST-17/18
- **Reserve Mgmt:** BUPERS OCM, NAVSUP (HQ/GLS, FLC-OSO), DLA, NCHB XO, IDRESCOM, NSCS, OTC, COMUSNAVSOC/4th FLT

### SENIOR OFFICER DEVELOPMENT & LEADERSHIP

- **Aviation:** CNAFR HQ, FLC OIC
- **Expeditionary:** COMNAVELSG, NCHB, NAVELR, CRG-N4
- **Reserve Mgmt:** CNRFC, NAVSUP (HQ/GLS), CNFK, BUMED, DLA, FTS Detailer, RCC-N4, SELRES-CC, OPNAV, COMPACFLT

### 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)
- 92A Assigned to 2nd Op tour
- 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 Reserve Component specifically, the Supply Corps, and the management of its programs

• Valued achievements prior to LIEUTENANT COMMANDER
  ➢ Warfare qualification
  ➢ Afloat or Expeditionary DH tour (strongly encouraged)
  ➢ Two operational tours (at sea, expeditionary, or both; if accession timeline allows)
    • 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)
  ➢ JPME Level I – strongly encouraged (required for command)

• 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, Supply Chain Management, Expeditionary Logistics, and successful performance on a Major Staff
  ➢ 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

RELSUP 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

Intermediate Leadership Course (ILC)
Advanced Leadership Course (ALC)

Chaplain Appointment & Retention Eligibility Advisory Group (Accessions thru career transition points)

RC Milestone Billet Screening / RC Apply Board

O4|SB
O5|SB
O6|SB

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

Reserve (Indefinite/Definite) Recall

Individual Augmentation/OCO Support Assignment/ADOS/MOB
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

### Typical Billets

#### Expeditionary

- **PE or RA & Graduate School**
  - NMBC / ACB / CBMU
  - EXPEDITIONARY STAFF

- **WARFARE QUALIFICATION**
  - NMCB / ACB / CBMU
  - PWD / STAFF

- **FacEng, JPME I**
  - NMBC / ACB / PWD
  - EXPEDITIONARY / JOINT STAFF

- **OCO / IA Tour(s)**
  - NMBC / ACB
  - EXPEDITIONARY / JOINT STAFF

- **ExpEng, JPME I**
  - NMBC / ACB / CBMU
  - EXPEDITIONARY STAFF

- **Quals / Certs / Licensure**
  - NAVFAC CEU, FLEET
  - OIC/RECM/TCEM
  - OPNAV

Each individual’s CEC career path is based on past experience, timing, qualifications, and officer choice.
Civil Engineer Corps
Community Values

• **Valued achievements at all paygrades**
  - Sustained superior performance in leadership billets of increasing responsibility and complexity
  - Successful Mobilizations in support of Overseas Contingency Operations (OCO)
  - Combined/Joint experience in reserve assignments and/or deployments
  - Staff Contingency Engineering billet(s) (NRCEM, TCEM, NAVFAC, OICC)
  - NECC and/or Regiment assignments
  - Nationally recognized civilian professional credentials (CCM/PMP/CGC/FPE/LEED/EVMS/etc)
  - Short term VTU should not be viewed as a negative, ideally no more than 1 tour at each paygrade

• **Valued achievements prior to LIEUTENANT COMMANDER**
  - Seabee Combat Warfare is mandatory (other warfare qualifications do not replace SCW)
  - Experience in Expeditionary CEC assignments (i.e. NMCB, PHIBCB)
  - Registered as Professional Engineer (PE) / Registered Architect (RA) required for key billets
  - Graduate degree (particularly technical degrees) is desirable, but not required

• **Valued achievements prior to COMMANDER**
  - Additional experience of increased responsibility and complexity in primary CEC responsibility assignments
  - OCO deployments more valuable than credentials regarding promotion. With due consideration to peer group, promotion preference should be given to officers with successful OCO/IA deployment(s) first. Non-deployers should be heavily scrutinized before promotion against deployed peers.
  - Registered as Professional Engineer (PE) / Registered Architect (RA) required for key billets
  - FacEng certification desirable, but not required

• **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 I is desirable, but not required
Limited Duty Officer (Staff)
Career Progression

<table>
<thead>
<tr>
<th>DCOIC CEOOS</th>
<th>SCW Officer</th>
<th>PME</th>
<th>JPME 1</th>
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<tbody>
<tr>
<td>ENS</td>
<td>LTJG</td>
<td>LT</td>
<td>LCDR</td>
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<td>CDR</td>
<td>CAPT</td>
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<thead>
<tr>
<th>Expeditionary</th>
<th>Facilities &amp; Expeditionary Support</th>
<th>Staff &amp; Training</th>
</tr>
</thead>
<tbody>
<tr>
<td>ACB NMCB NCHB</td>
<td>NCR OPS NMCB CC CBMU OIC</td>
<td>NCG OPOS</td>
</tr>
<tr>
<td>ACB NMCB NCHB</td>
<td>NCR R43 NMCB AD6/S7</td>
<td>NCG OIC</td>
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<tr>
<td></td>
<td>NEF/CTF</td>
<td>NECC STAFF</td>
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<td>Staff Combatant Command/Unified Commands</td>
</tr>
</tbody>
</table>

Expeditionary Facilities & Expeditionary Support Staff & Training
Limited Duty Officer (Staff)
Community Values

• **Sustained superior performance**
  - Provide the CEC with officers who are technical-based leaders and managers in key positions throughout the expeditionary force
  - Seabee Combat Warfare Officer
  - Primary RC CEC LDO Jobs
    - Expeditionary (NMCB DET OIC, NMCB CC, NMCB AD6/S7, 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 Growth & Education (AS/BS/MS degrees valued)
  - Seabee Combat Warfare Officer plus additional relevant warfare quals
  - Joint Professional Military Education (JPME)/ Joint Qualified Officer (JQO)
  - Demonstrated growth in technical specialty areas of CONST/ENG/FAC MGMT

• **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