



FY-20 Active-Duty Staff Corps Community Brief Disclaimer



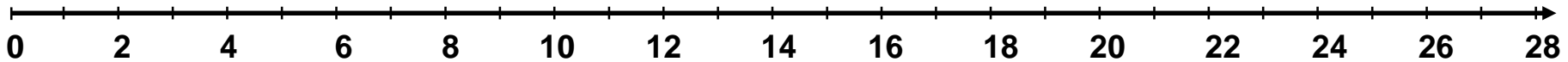
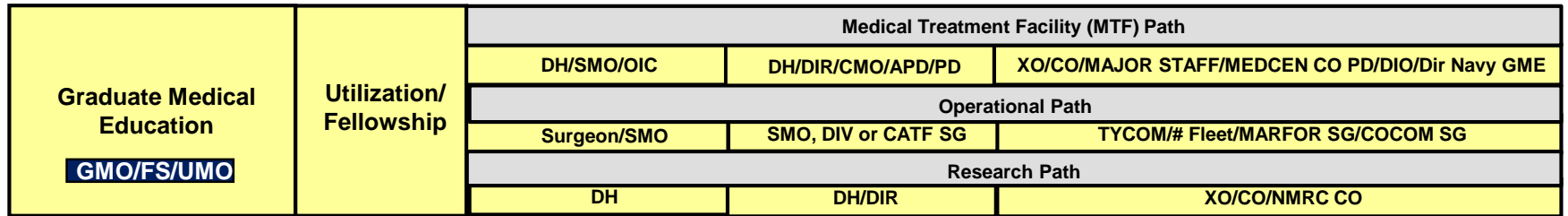
This community brief has been generated by the community leaders, including detailers and community managers. It has been vetted by Navy Personnel Command and OJAG for statutory compliance and approved by SECNAV.

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.

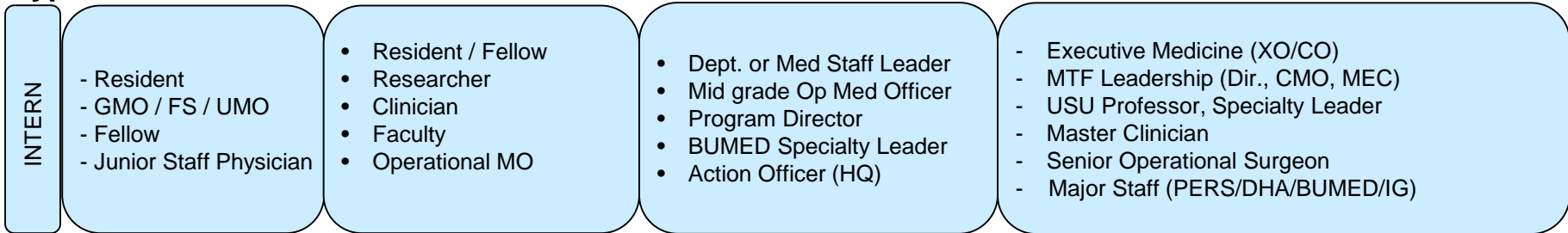
ONLY MATERIAL APPROVED BY THE SECRETARY OF THE NAVY WILL BE PRESENTED TO STATUTORY SELECTION BOARDS. THIS BRIEF HAS BEEN APPROVED BY SECNAV FOR USE BY THE FY-20 STATUTORY SELECTION BOARDS.

Medical Corps Career Progression

- Three career paths that can intertwine during the course of a career: **MTF Based (Academic & Clinical), Operational, and Research**
- **MTFs provide skills sustainment, teaching and leadership opportunities**
- **Clinical sustainment and licensure required throughout career**
- **Leadership opportunities**



Typical Billets



CMO – Chief Medical Officer

MEC – Medical Executive Committee

CATF – Combined Amphibious Task Force

GME – Graduate Medical Education

APD – Associate Program Director (GME)

PD – Program Director (GME)

DIO – Designated Institutional Official (GME)


GMO – General Medical Officer

FS – Flight Surgeon

UMO – Undersea Medical Officer

Medical Corps

Community Values

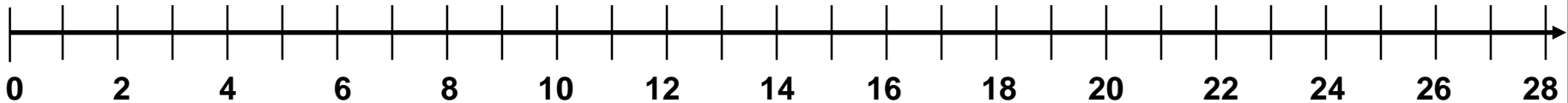
- 
- Commitment to Excellence – lifelong learner, educator
 - Maintain current clinical competence in their specialty (a function of being a ready medical force)
 - Operational surgeons provide subject matter expertise for senior line leaders
 - Clinical leaders provide unique specialty expertise
 - Faculty for graduate medical education programs (essential for force generation)
 - Leadership
 - All levels are expected to serve as mentors to junior personnel
 - Professional growth expected – increased responsibility, scope and complexity of jobs.
 - Career diversity
 - Medical Officers should have a balance of skills sustainment (i.e. MTF) and operational assignments. OCONUS MTFs may not allow full scope of practice.
 - Diversity in assignments valued, and cognizant to subspecialist who may have less choice in assignments
 - Joint experience, education outside GME (JPME, MHA, MPH, MBA) valued

Dental Corps Career Progression

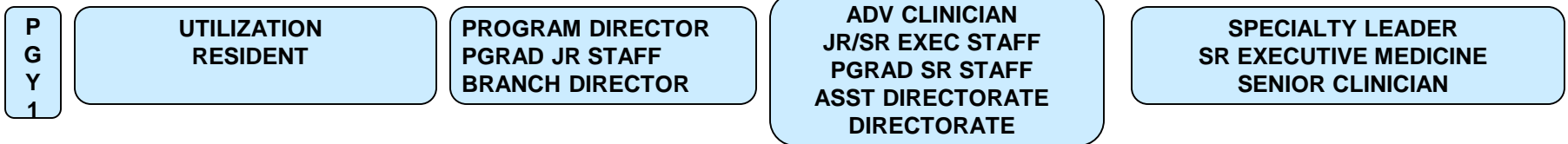


Career Path

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




Typical Billets



PGY1 – Post-Graduate Year -1

Dental Corps

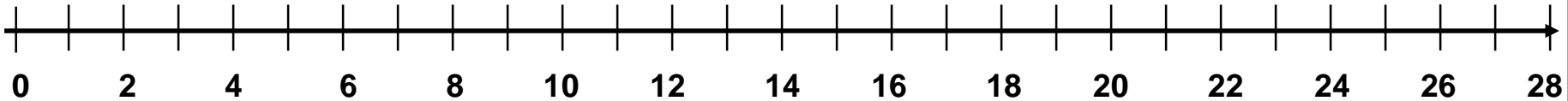
Community Values

- 
- 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

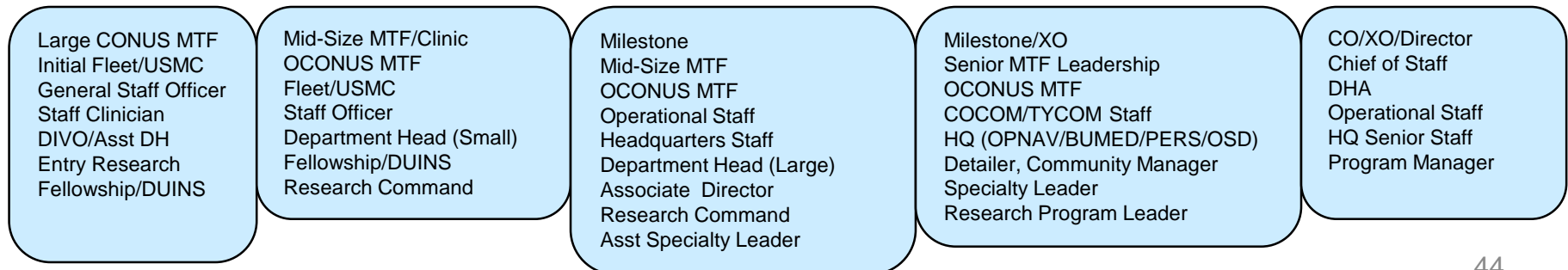
Medical Service Corps Career Progression

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.


Junior Officer (O1-O3)	Mid-Grade Officer (O4-O5)	Senior Officer (O5-O6)
<ul style="list-style-type: none"> Specialty Proficiency Maturation Officer Development Leadership Training and Experience Develop and Mentor Subordinates 	<ul style="list-style-type: none"> Demonstrated Specialty Proficiency Advanced Leadership and Professional Growth Develop and Mentor Subordinates 	<ul style="list-style-type: none"> Expanded Leadership Scope Demonstrated Professional Advancement Develop and Mentor Subordinates



Typical Assignments



Medical Service Corps Community Values

- 
- Lead with Integrity
 - Demonstrated impactful and ethical leadership, cross-organizational teamwork and program process improvement
 - Established track record of ongoing success in community-unique leadership positions with increasing scope/responsibility/staff/budget
 - Successfully held positions that espouse the ability to demonstrate unique subject matter expertise
 - Commitment to Excellence
 - Sustained outstanding performance in sub-specialty; “be the best version of yourself”
 - Pursuit of life-long learning and ongoing specialty-specific & professional education
 - Focused 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 of competence and character; enrich community culture by incorporating customs and traditions of our Navy and our Corps.
 - Exhibit career diversity through the ability to excel across a variety of assignments

Judge Advocate General's Corps Career Progression



General Practitioner

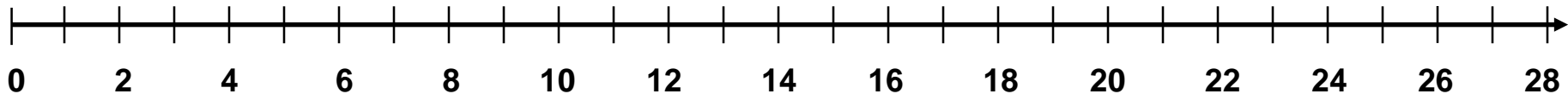
IA: 7-12 months ESG/GTMO/HOA/AFGHANISTAN/IRAQ/AFFPAKHANDS

RLSO/ DSO	RLSO/DSO/VLC, OJAG, CVN/ESG, OMC, Other	RLSO/DSO/VLC, OJAG, CVN/CSG, OMC, OLA, NJS, NPC, Other	RLSO/DSO/VLC, NJS, OJAG, Fleet, Joint, GCMCA, OLA, NPC, Other	RLSO/DSO/VLC, NJS, OJAG, OPNAV/Major Staff/COCOM
	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 GTMO/HOA/AFGHANISTAN/IRAQ/AFFPAKHANDS

RLSO/ DSO	RLSO/DSO/VLC, CVN, OJAG Code 20/45/46, OMC	RLSO/DSO/VLC, CVN, TCAP/DCAP, NJS, OMC, OJAG Code 20/45/46	RLSO/DSO, TCAP/DCAP NMCTJ, NMCCA, OJAG Code 20/45/46	RLSO/DSO, NMCTJ, NMCCA, OJAG Code 20/45
	LEP On Ramp/ 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/OIC, Staff Judge Advocate, NJS 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/Victims' Legal Counsel
---------------------------------	---	---	--	---

Judge Advocate General's Corps

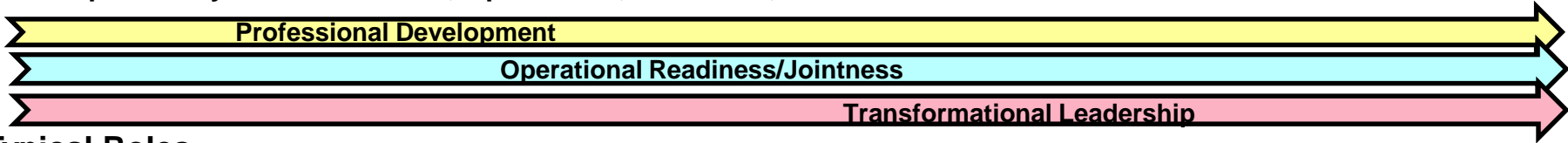
Community Values

- 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
 - Cyber or intelligence operations experience during operational or staff assignments
- 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

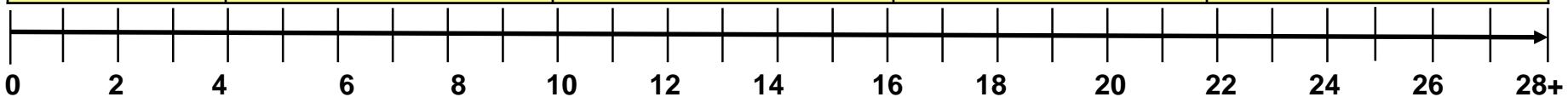


Career paths may include: Clinical, Operational, Education, Research and/or Administrative

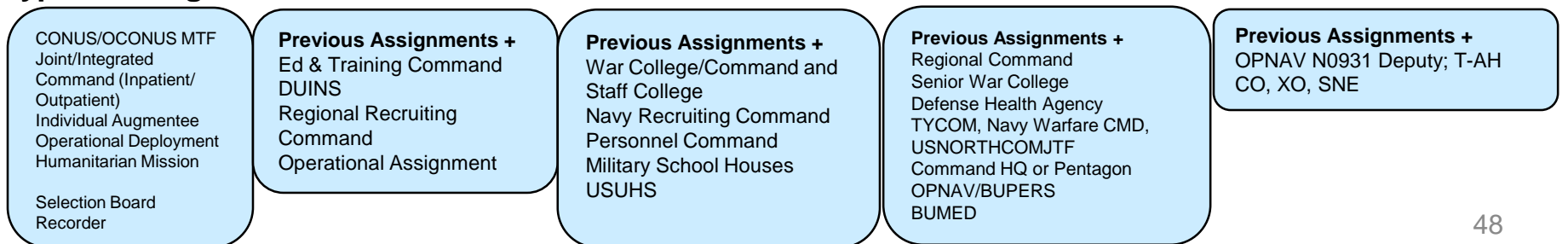


Typical Roles


01-02 Trusted Leader	03-04 Motivational Leader		05-06 Inspirational Leader	
Nurse Resident Staff Nurse Charge Nurse Team Leader Assistant DIVO	Previous Roles + Advanced Practice Nurse (CNS/LIP) Clinic Manager DIVO/Assistant DH/DH Instructor Recruiter	Previous Roles + Staff Officer Nurse Researcher Specialty Leader Executive Assistant Detailer Faculty Member	Previous Roles + Officer in Charge Assistant Director Director TYCOM Force Nurse OPNAV/BUPERS BUMED	Previous Roles + Director XO/CO Post-Command Assistant Deputy Chief Deputy Chief Chief of Staff Fleet Surgeon/Force Surgeon



Typical Assignments

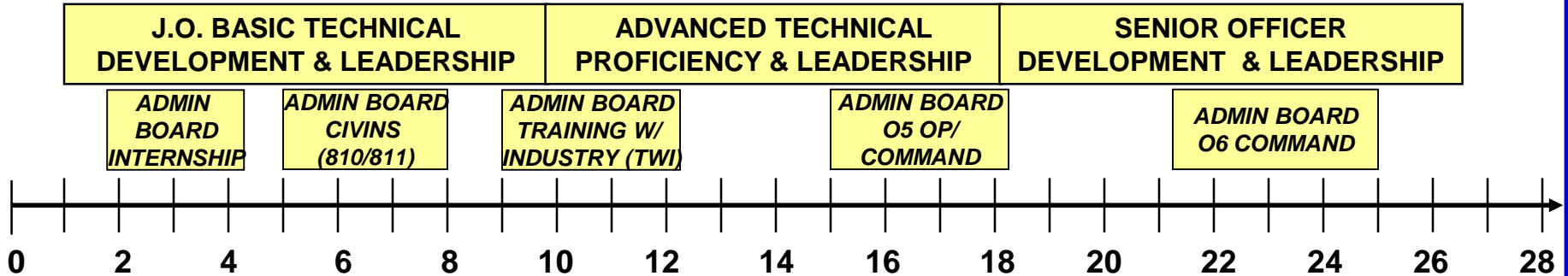


Nurse Corps Community Values

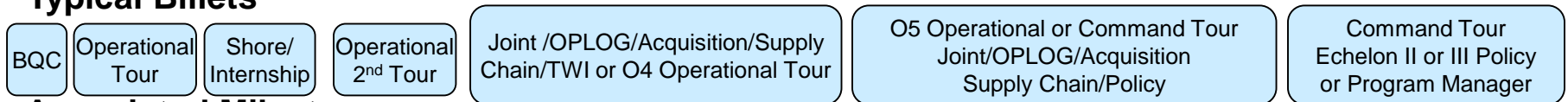
- 
- Valued achievements prior to LIEUTENANT COMMANDER
 - Sustained Superior Performance
 - Assignments
 - Assume roles of increased responsibility in 3 domains of Professional Practice Model (PPM) (Professional Development, Operational Readiness, Transformational Leadership)
 - Diversity in duty station location, scope, complexity, 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 Evidence-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, complexity, 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, promotes recruitment and retention of qualified officers.
 - 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 location, scope, complexity, and mission
 - Achieved advanced degree, and maintains clinical competency
 - Models PPM principles (Professional development, Operational Readiness, Transformational Leadership) 49

Supply Corps Career Progression

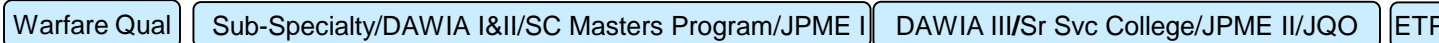
Career Path



Typical Billets



Associated Milestones



3100 Principal Lines of Operation with Subspecialty & AQD Alignment

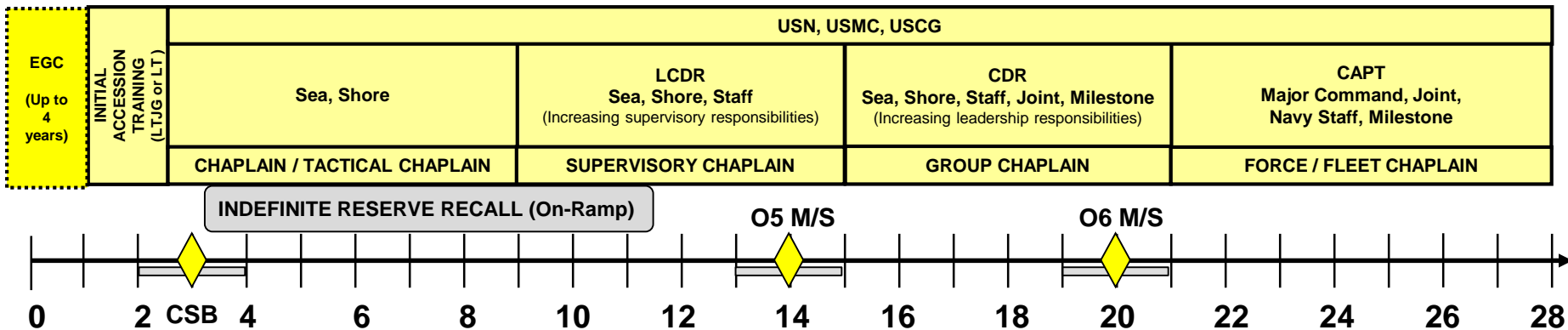
SUPPLY CHAIN MANAGEMENT		ACQUISITION MANAGEMENT		OPERATIONAL LOGISTICS		OPERATIONAL AQD	
1301	Supply Distribution Mgt	1306	Acq/Contract Mgt	9L1/9L2	OPLOG Tour1/Tour2	928	1 Op Tour Complete (COMP1 OPTOUR)
1302	Supply Chain Mgt	3110/11/12	Financial Mgt/Comptroller	3212/11/13	Ops Rsrch Logistics Analysis	92A	On 2nd Op Tour (ASGN2 OPTOUR)
1307	Petroleum Mgt	3100	Def Fin Mgt EMBA (NPS)	JP1/2/3/M	Op Planning (OPERATIONAL P)	929	2 Op Tours Complete (COMP2 OPTOUR)
1309	Logistics IT	APM	Acq Corps (ACQ FULL QUAL)	9X1	C&S Log Off (SC LRCMOC DIR)	IA/GSA AQD	
				920	Trans Mgt (SC TRNMGT)		
EDUCATION CODES				EXPERIENCE CODES			
P	Navy Funded Graduate Degree			S	18 Month Experience Tour		
G	Non-Navy/Meets minimum of 7 ESRs			Q	(P) Degree followed by 18 Mo. Tour		
				R	Two Separate 18 Mo. Tours		
				F	(G) Degree followed by 18 Mo. Tour		
						918	>120 days (SC JNTTADTOPS)
						919	>240 days (SC 2JNTTADTOP)

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)
- 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 (sub-specialty 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, and the Joint or DLA equivalents, and Large Afloat
- Valued achievements prior to CAPTAIN
 - Proven ability to lead and direct people (military and civilians) and organizations in tough, highly visible and challenging environments
 - Expertise in one (i.e., fully developed sub-specialty) & experience in another line of operation/competency (strongly encouraged)
 - O5 Operational or Command Ashore tour, e.g., DCMA, DLA, PMO (encouraged)
 - Joint Qualified Officer (JQO) or Acquisition Corps membership (strongly encouraged)

Chaplain Corps Officer Career Progression

Career Path



Typical Billets / Qualifications

SEA/OPS: CVW, CVN, CG, OMC, DES/LCSTRON, LOG, ESG, LHD, LPD, LSD, AS, SUB, WING, NIOC, NMCB, SPECWAR FMF: BN, REGT, SQD SHORE: Installation, Base, District, Region, Training, Hospital, CREDO, Recruiting, BRIG, PEP	Deputy Fleet / Force / MEF / HQ / COCOM, TYCOM, CVN, Afloat FDNF, CREDO, OMC, JO Detailer, Deputy Major Staff, MSC, OPNAV, XO	SECNAV, CNO, CMC, CNP, CFFC, CPF, CO, SR Detailer, Major Command, JCS, OSD, #FLT, MEF, Region, COCOM, TYCOM
FMF AQD: 55F / BUMED AQD: 531	CDR M/S AQDs: 541, 548	CAPT M/S AQDs: 542/543/544/545/546

Professional Development / Community Involvement

Communities of Interest / Working Groups / Professional Development Training / Area Wide Training


CHAPLAIN MASTER'S REQUIREMENT	ODS / PNC-BLC	AEP: CIVINS, MILINS, CPE	PNC-ILC	JPME I	PNC-ALC	JPME II
-------------------------------	---------------	--------------------------	---------	--------	---------	---------

AEP – Advance Education Program (Post Grad)
 ALC – Advance Leadership Course
 BLC – Basic Leadership Course

CSB – Career Status Board
 EGC – Entry Grade Credit for service and/or experience
 FMF – Fleet Marine Force

ILC – Intermediate Leadership Course
 M/S – Milestone Board
 PNC – Professional Naval Chaplaincy

Chaplain Corps Officer Community Values

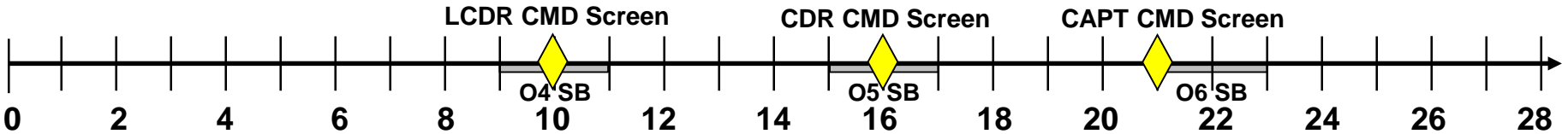
- 
- Demonstrated strength of professional performance; character and conduct consistent with Navy core values and attributes.
 - Valued achievements prior to LIEUTENANT COMMANDER
 - Diversity in duty station location, scope and mission; successful service at sea, operational, overseas, or isolated duty with increased responsibilities
 - At least one successful operational tour (at sea, expeditionary, or both)
 - Personal Professional Development is valued
 - Valued achievements prior to COMMANDER
 - Strong sea/operational performance; assume roles of increased responsibility, having served at least (2) operational tours (at sea and expeditionary) commensurate with rank (O2 – O4)
 - Challenging tours as O4 that develop staff skills (HQ/OPNAV, Major Staff, NETC, MED, CNIC)
 - Service Sponsored Professional Development is valued (JPME I , AEP, PNC-ILC)
 - Valued achievements prior to CAPTAIN
 - Superior performance in O5 Milestone and assigned AQD (541 or 548)
 - Proven ability to plan, lead, and direct people and organizations in tough, and challenging environments
 - Demonstrated involvement within the CHC Community, including but not limited to mentoring, leadership or other engagements positively influencing the CHC Corps. (COIs, Working Groups, PDTWs, Area Wide Training)
 - Professional Development is valued (JPME II, BUMED AQD, PNC-ALC)

Civil Engineer Corps Career Progression



Career Path

Training	Division Officer			Dept Head	XO CMD	PWO CMD Staff	Staff Major CMD
		PG SCHOOL		JPME			NSLS ← Education
CECOS	SCW EIT/NCARB CON LV1			PE/RA CON LV 2 DAC		CON LV 3	← Quals Certs Licensure



TYPICAL FACILITIES MANAGEMENT, ACQUISITION, AND STAFF BILLETS

Project Engineer Construction Manager Assistant PWO	Production FEAD Director Asst OPS APWO Staff	PWO ARE FEC Staff Camp David CO Staff PPBE	FEC/EXWC/OICC/CSFE/CBC CO DC Staff LANT/PAC/FEC Staff Comb Cmd/FLT/USMC/HQ Staff
---	---	---	---


TYPICAL EXPEDITIONARY BILLETS

Platoon Commander Detail OIC Company Commander	CBMU/UCT CO NMCB S7/S3/XO ACB B6/S7 Exped Staff	NMCB/NCTC CO ACB S3/XO NCG/NCR Staff NECC/CTF Staff	NCG/NCR/ACB CO NECC Staff
--	--	--	------------------------------

Multiple career paths – Individual progression tailored to past experience, timing, education, and qualification

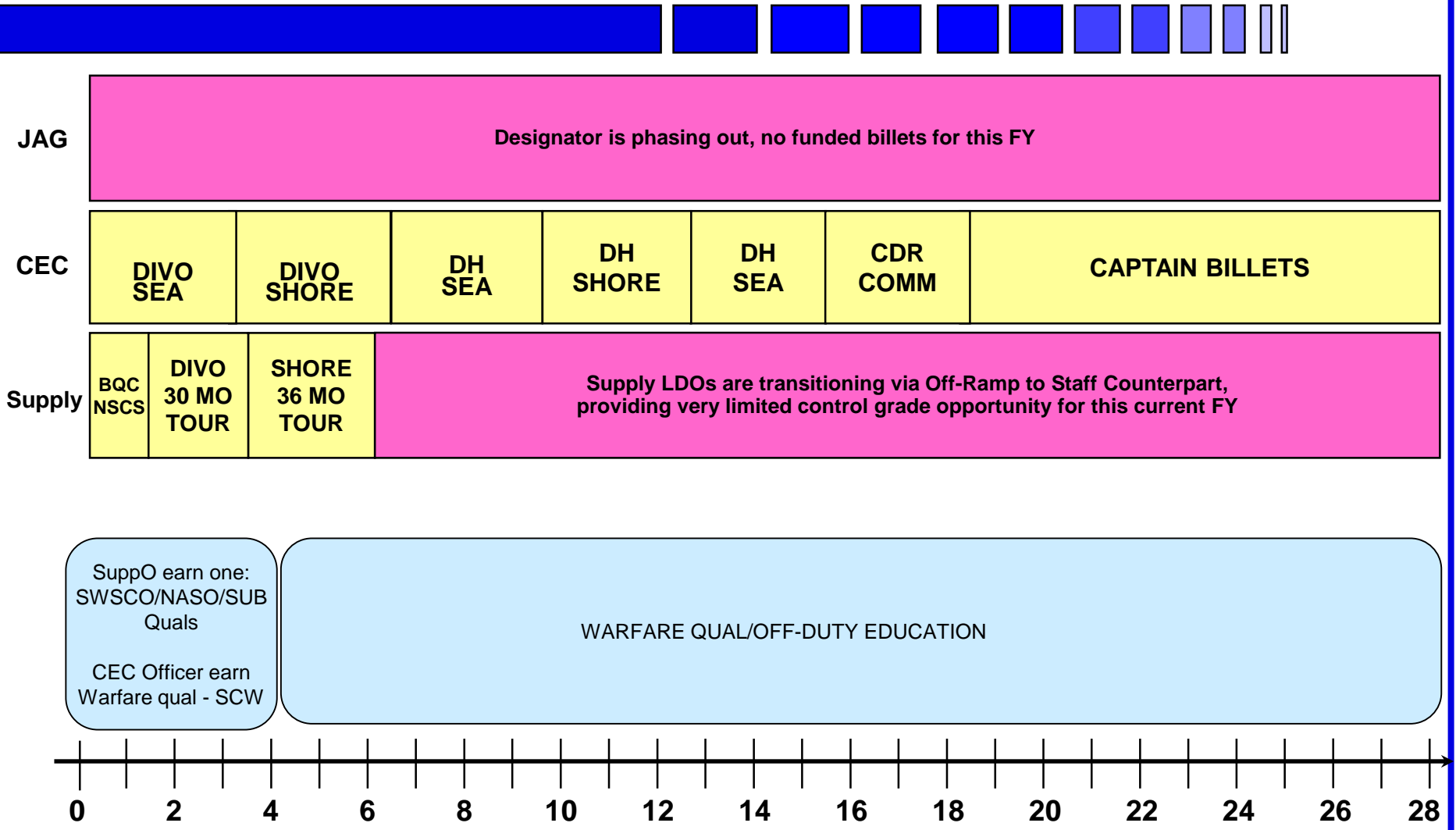
Civil Engineer Corps

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 O5 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



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