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

Graduate Medical Education

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

Utilization/Fellowship

- Resident / Fellow
- Researcher
- Clinician
- Faculty
- Operational MO

Medical Treatment Facility (MTF) Path

DH/SMO/OIC
DH/DIR/CMO/APD/PD
XO/CO/MAJOR STAFF/MEDCEN CO PD/DIO/Dir Navy GME

Operational Path

Surgeon/SMO
SMO, DIV or CATF SG
TYCOM/# Fleet/MARFOR SG/COCOM SG

Research Path

DH
DH/DIR
XO/CO/NMRC CO

Executive Medicine (XO/CO)
MTF Leadership (Dir., CMO, MEC)
USU Professor, Specialty Leader
Master Clinician
Senior Operational Surgeon
Major Staff (PERS/DHA/BUMED/IG)

Intern

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

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
• 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

<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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<tr>
<td>STAFF/ACADEMIC/OPERATIONAL</td>
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<td>CONUS/SEA/OVERSEAS</td>
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Typical Billets

PGY1

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

PGY1 – Post-Graduate Year -1
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 Maturation</td>
<td>• Demonstrated Specialty Proficiency</td>
<td>• Expanded Leadership Scope</td>
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<tr>
<td>• Officer Development</td>
<td>• Advanced Leadership and Professional Growth</td>
<td>• Demonstrated Professional Advancement</td>
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<tr>
<td>• Leadership Training and Experience</td>
<td>• Develop and Mentor Subordinates</td>
<td>• Develop and Mentor Subordinates</td>
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<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/DUINS

- **Mid-Size MTF/Clinic**
  - OCONUS MTF
  - Fleet/USMC Staff Officer
  - Department Head (Small)
  - Fellowship/DUINS 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 Manager
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
### General Practitioner

<table>
<thead>
<tr>
<th>Role</th>
<th>IA: 7-12 months</th>
<th>GTMO/HOA/AFGHANISTAN/IRAQ/AFPAKHANDS</th>
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</thead>
<tbody>
<tr>
<td>RLSO/DSO</td>
<td>RLSO/DSO/VLC, OJAG, CVN/ESG, OMC, Other</td>
<td>RLSO/DSO/VLC, OJAG, CVN/CSG, OMC, OLA, NJS, NPC, Other</td>
</tr>
<tr>
<td>Military Justice Litigation Career Track</td>
<td>Post-Graduate School: 1 year</td>
<td></td>
</tr>
</tbody>
</table>
| Typical Billets
| 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 |
| First Tour Judge Advocate | Post-Graduate School: 1 year | 
| IA: 7-12 months | GTMO/HOA/AFGHANISTAN/IRAQ/AFPAKHANDS |
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

Professional Development
Operational Readiness/Jointness
Transformational Leadership

Typical Roles

<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>Nurse Resident</td>
<td>Previous Roles +</td>
<td>Previous Roles +</td>
</tr>
<tr>
<td>Staff Nurse</td>
<td>Advanced 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>XO/CO</td>
</tr>
</tbody>
</table>

Typical Assignments

- **CONUS/OCONUS 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
  - TYCOM, Navy Warfare CMD, USNORTHCOMJTF
  - Command HQ or Pentagon
  - OPNAV/BUPERS
  - BUMED
- **Previous Assignments**
  - OPNAV N0931 Deputy; T-AH
  - CO, XO, SNE

O1-O2 Trusted Leader
- Nurse Resident
- Staff Nurse
- Charge Nurse
- Team Leader
- Assistant DIVO

O3-O4 Motivational Leader
- Previous Roles +
  - Staff Officer
  - Nurse Researcher
  - Specialty Leader
  - Executive Assistant
  - Detailer
  - Faculty Member

O5-O6 Inspirational Leader
- Previous Roles +
  - Officer in Charge
  - Assistant Director
  - Director
  - TYCOM Force Nurse
  - OPNAV/BUPERS
  - BUMED
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)
Supply Corps
Career Progression

Career Path

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

**ADVANCED TECHNICAL PROFICIENCY & LEADERSHIP**

**SENIOR OFFICER DEVELOPMENT & LEADERSHIP**

Typical Billets

- BQC
- Operational Tour
- Shore/Internship
- Operational 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

Associated Milestones

- Warfare Qual
- Sub-Specialty/DAWIA I/II/SC Masters Program/JPME I
- DAWIA III/Sr Svc College/JPME II/JQO
- ETP

**3100 Principal Lines of Operation with Subspecialty & AQD Alignment**

<table>
<thead>
<tr>
<th>SUPPLY CHAIN MANAGEMENT</th>
<th>ACQUISITION MANAGEMENT</th>
<th>OPERATIONAL LOGISTICS</th>
<th>OPERATIONAL AQD</th>
<th>OPERATIONAL AQD</th>
</tr>
</thead>
<tbody>
<tr>
<td>1301 Supply Distribution Mgt</td>
<td>1306 Acq/Contract Mgt</td>
<td>9L1/9L2 OPLOG Tour1/Tour2</td>
<td>928 1 Op Tour Complete (COMP1 OPTOUR)</td>
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<tr>
<td>1302 Supply Chain Mgt</td>
<td>3110/11/12 Financial Mgt/Comptroller</td>
<td>3212/11/13 Ops Rsrch Logistics Analysis</td>
<td>92A On 2nd Op Tour (ASGN2 OPTOUR)</td>
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<tr>
<td>1307 Petroleum Mgt</td>
<td>3100 Def Fin Mgt EMBA (NPS)</td>
<td>JP1/2/3/M Op Planning (OPERATIONAL P)</td>
<td>929 2 Op Tours Complete (COMP2 OPTOUR)</td>
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<tr>
<td>1309 Logistics IT</td>
<td>APM Acq Corps (ACQ FULL QUAL)</td>
<td>9X1 C&amp;S Log Off (SC LRCMOC DIR)</td>
<td>IA/GSA AQD</td>
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</table>

**EDUCATION CODES**

- P Navy Funded Graduate Degree
- G Non-Navy/Meets minimum of 7 ESRs

**EXPERIENCE CODES**

- S 18 Month Experience Tour
- Q (P) Degree followed by 18 Mo. Tour
- R Two Separate 18 Mo. Tours
- F (G) Degree followed by 18 Mo. Tour
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

<table>
<thead>
<tr>
<th>EGC (Up to 4 years)</th>
<th>INITIAL ACCESSION TRAINING (LT/OG or LT)</th>
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<tbody>
<tr>
<td>CHAPLAIN / TACTICAL CHAPLAIN</td>
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<table>
<thead>
<tr>
<th>Sea, Shore</th>
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<tbody>
<tr>
<td>Sea, Shore, Staff</td>
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<tr>
<td>(Increasing supervisory responsibilities)</td>
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<tr>
<td>LCDR</td>
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<table>
<thead>
<tr>
<th>Sea, Shore, Staff, Joint, Milestone</th>
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<tr>
<td>(Increasing leadership responsibilities)</td>
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<td>CDR</td>
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| CAPT |
| Major Command, Joint, Navy Staff, Milestone |

| O5 M/S |
| SUPERVISORY CHAPLAIN |

| O6 M/S |
| GROUP CHAPLAIN |

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<thead>
<tr>
<th>FORCE / FLEET CHAPLAIN</th>
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| INDEFINITE RESERVE RECALL (On-Ramp) |

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<thead>
<tr>
<th>0</th>
<th>2</th>
<th>CSB</th>
<th>4</th>
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<tbody>
<tr>
<td>AEP – Advance Education Program (Post Grad)</td>
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<td>ALP – Advance Leadership Course</td>
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<td>BLC – Basic Leadership Course</td>
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<td>CSB – Career Status Board</td>
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<td>EGC – Entry Grade Credit for service and/or experience</td>
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<td>FMF – Fleet Marine Force</td>
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<td>ILC – Intermediate Leadership Course</td>
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<td>M/S – Milestone Board</td>
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<td>PNC – Professional Naval Chaplaincy</td>
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</table>

### Typical Billets / Qualifications

<table>
<thead>
<tr>
<th>SEA/OPS: CVN, CVN, CG, OMC, DES/LCSON, LOG, ESG, LHD, LPD, LSD, AS, SUB, WING, NIOP, NMCB, SPECWAR</th>
</tr>
</thead>
<tbody>
<tr>
<td>FMF: BN, REGT, SQD</td>
</tr>
<tr>
<td>SHORE: Installation, Base, District, Region, Training, Hospital, CREDO, Recruiting, BRIG, PEP</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>FMF AQD: 55F / BUMED AQD: 531</th>
</tr>
</thead>
<tbody>
<tr>
<td>CDR M/S AQD: 541, 548</td>
</tr>
<tr>
<td>CAPT M/S AQD: 542/543/544/545/546</td>
</tr>
</tbody>
</table>

### Professional Development / Community Involvement

<table>
<thead>
<tr>
<th>Communities of Interest / Working Groups / Professional Development Training / Area Wide Training</th>
</tr>
</thead>
<tbody>
<tr>
<td>ODS / PNC-BLC</td>
</tr>
<tr>
<td>AEP: CIVINS, MILINS, CPE</td>
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<tr>
<td>PNC-ILC</td>
</tr>
<tr>
<td>JPME I</td>
</tr>
<tr>
<td>PNC-ALC</td>
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<tr>
<td>JPME II</td>
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</tbody>
</table>

SECNAV, CNO, CMC, CNP, CFFC, CPF, CO, SR Detailer, Major Command, JCS, OSD, #FLT, MEF, Region, COCOM, TYCOM
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

<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>CECS</td>
<td>PG SCHOOL</td>
<td>JPME</td>
<td>NSLS</td>
<td>Education</td>
<td></td>
<td></td>
<td></td>
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<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>
<td>Quals</td>
<td>Certs</td>
<td>Licensure</td>
</tr>
</tbody>
</table>

LCDR CMD Screen

CDR CMD Screen

CAPT CMD Screen

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

TYPICAL FACILITIES MANAGEMENT, ACQUISITION, AND STAFF BILLETS

- Project Engineer
- Construction Manager
- Assistant PWO

Production
FEAD Director
Asst OPS | APWO Staff

PWO | CMD | Staff

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

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