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-21 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

Graduate Medical Education

<table>
<thead>
<tr>
<th>Typical Billets</th>
</tr>
</thead>
<tbody>
<tr>
<td>INTERN</td>
</tr>
<tr>
<td>CMO – Chief Medical Officer</td>
</tr>
<tr>
<td>MEC – Medical Executive Committee</td>
</tr>
<tr>
<td>CATF – Combined Amphibious Task Force</td>
</tr>
<tr>
<td>GME – Graduate Medical Education</td>
</tr>
<tr>
<td>- Resident</td>
</tr>
<tr>
<td>- GMO / FS / UMO</td>
</tr>
<tr>
<td>- Fellow</td>
</tr>
<tr>
<td>- Junior Staff Physician</td>
</tr>
</tbody>
</table>

Utilization/Fellowship

<table>
<thead>
<tr>
<th>Medical Treatment Facility (MTF) Path</th>
</tr>
</thead>
<tbody>
<tr>
<td>DH/SMO/OIC</td>
</tr>
<tr>
<td>Surgeon/SMO</td>
</tr>
<tr>
<td>DH</td>
</tr>
</tbody>
</table>

Medical Education

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

- Dept. or Med Staff Leader
- Mid grade Op Med Officer
- Program Director
- BUMED Specialty Leader
- Action Officer (HQ)

- Executive Medicine (XO/CO)
- MTF Leadership (Dir., CMO, MEC)
- USU Professor, Specialty Leader
- Master Clinician
- Senior Operational Surgeon
- Major Staff (PERS/DHA/BUMED/IG)
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 of GME (JPME, HHA, MPH, MBA) valued
# Dental Corps Career Progression

## Career Path

<table>
<thead>
<tr>
<th>PGY1</th>
<th>UTILIZATION RESIDENT</th>
</tr>
</thead>
<tbody>
<tr>
<td>2</td>
<td>PROGRAM DIRECTOR PGRAD JR STAFF BRANCH DIRECTOR</td>
</tr>
<tr>
<td>4</td>
<td>ADV CLINICIAN JR/SR EXEC STAFF PGRAD SR STAFF ASST DIRECTORATE DIRECTORATE</td>
</tr>
<tr>
<td>6</td>
<td>SPECIALTY LEADER SR EXECUTIVE MEDICINE SENIOR CLINICIAN</td>
</tr>
</tbody>
</table>

**Typical Billets**

- **PGY1 – Post-Graduate Year -1**

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**Dental Corps - Career Progression**

<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>
</tr>
</thead>
<tbody>
<tr>
<td>STAFF/ACADEMIC/OPERATIONAL</td>
<td>CONUS/SEA/OVERSEAS</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
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
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>
</tr>
<tr>
<td>• Officer Development</td>
<td>• Advanced Leadership and Professional Growth</td>
<td>• Demonstrated Professional Advancement</td>
</tr>
<tr>
<td>• Leadership Training and Experience</td>
<td>• Develop and Mentor Subordinates</td>
<td>• Develop and Mentor Subordinates</td>
</tr>
<tr>
<td>• Develop and Mentor Subordinates</td>
<td></td>
<td></td>
</tr>
</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 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

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

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, OMC, Other

RLSO/DSO/VLC, NJS, OJAG, OPNAV/Major Staff/COCOM, OMC

LEP On Ramp/ Career Status Board (CSB) at 3 years

Post-Graduate School: 1 year War College Junior Course

War College Senior Course

Military Justice Litigation Career Track

IA: 7-12 months  GTMO/HOA/AFGHANISTAN/IRAQ/AFPAKHANDS

RLSO/DSO

RLSO/DSO/VLC, CVN, OJAG Code 20/45/46, OMC

RLSO/DSO/VLC, CVN, TCP/DCAP, OMC, OJAG Code 20/45/46, Region/TYCOM/OPNAV Staff

RLSO/DSO, TCP/DCAP NMCTJ, NMCCA, OMC, OJAG Code 20/45/46, Region/TYCOM/OPNAV Staff

RLSO/DSO, NMCTJ, OMC, 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, OMC

NLSC DH/OIC, Staff Judge Advocate, OJAG Codes, NWC or PG School, Assistant Senior TC/DC, Senior TC/DC, Professional Development Officer, 0-4 Senior Victims’ Legal Counsel, OMC

XO/OIC, OJAG Codes, Staff Judge Advocate, NWC, Assistant Senior TC/DC, Senior TC/DC, Military Judge, Appellate Judge, OMC

CO, OJAG Div Dir, OPNAV/Major Staff SJA, AJAG, Trial/Appellate Judge, TC/DC, Chief of Staff RLSO/DSO/Victims’ Legal Counsel, OMC

The timeline represents years of service for a typical judge advocate. Exact timing may vary to accommodate community needs, especially during periods of community growth, and/or personal needs of the officer.
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
  - Some geographic diversity; willingness to serve at sea, overseas, or outside fleet concentration areas

- **Valued achievements prior to LIEUTENANT COMMANDER**
  - Participation in JAG Community efforts: Victims’ Legal Counsel Program, Professional Development Officer (PDO), and the Military Commissions

- **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
**Career Paths**

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

### 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>Nurse Resident</td>
<td>Advanced Practice Nurse</td>
<td>Officer in Charge</td>
</tr>
<tr>
<td>Advanced Practice Nurse</td>
<td>(CNS/LIP)</td>
<td>Assistant Director</td>
</tr>
<tr>
<td>Staff Nurse</td>
<td>Clinic Manager</td>
<td>Director</td>
</tr>
<tr>
<td>Charge Nurse</td>
<td>DIVO/Assistant DH/DH</td>
<td>TYCOM Force Nurse</td>
</tr>
<tr>
<td>Team Leader</td>
<td>Instructor</td>
<td>OPNAV/BUPERS</td>
</tr>
<tr>
<td>Assistant DIVO</td>
<td>Recruiter</td>
<td>BUMED</td>
</tr>
</tbody>
</table>

### Typical Assignments

**0-2**

- CONUS/OCONUS MTF
- Joint/Integrated Command (Inpatient/Outpatient)
- Individual Augmentee
- Operational Deployment
- Humanitarian Mission
- Selection Board
- Recorder

**Previous Assignments +**

- Joint/Integrated Command
- Command
- Operational Assignment

**Previous Assignments +**

- Ed & Training Command
- DUINS
- Regional Recruiting Command
- Operational Assignment

**Previous Assignments +**

- War College/Command
- Senior War College
- Defense Health Agency
- TYCOM, Navy Warfare CMD, USNORTHCOM/JTF
- Command HQ or Pentagon
- OPNAV/BUPERS
- BUMED

---

**Professional Development**

**Operational Readiness/Jointness**

**Transformational Leadership**
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

<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>Internship Admin Screen</td>
<td>Admin Board Training W/ Industry (TWI)</td>
<td>Admin Board O-5 Milestone</td>
</tr>
<tr>
<td>Postgrad Admin Screen</td>
<td></td>
<td>Admin Board O-6 Command</td>
</tr>
</tbody>
</table>

Typical Billets & Associated Milestones

- BQC: Operational Tour
- Shore/Internship: Operational 2nd Tour
- Masters: Joint/Op Level of War/Planner TWI or O-4 Operational Tours
- Acquisition/Supply Chain: TWI or O-4 Operational Tours
- O-5 Milestone Tour JOINT/OLW/Acquisition Supply Chain/Policy/Plan
- Command Tour: Echelon II or III Policy/Plan or Program Manager

3100 Principal Competencies

- Petroleum Mgmt: 1307
- Financial Management/Compt: 3110/1
- FM Exec MBA: 3100
- Ops Research: 3211/2/3
- OPNAV Requirements Mgmt: 6511
- Supply Distribution Mgmt: 1301
- Supply Chain Mgmt: 1302
- Acq/Contract Mgmt: 1306
- Logistics IT: 1309
- Program Mgmt: AA1/2/3
- Contracting: AC1/2/3
- Business Fin Mgmt: AK1/2/3
- Life Cycle Log: AL1/2/3

Experience Codes

- P: Navy Funded Graduate Degree
- F: (G) Degree followed by 18 Mo Tour
- G: Non-Navy/Meets min of 7 ESRs
- Q: (P) Degree followed by 18 Mo Tour
- S: 18 Month (min) Experience Tour
- R: Two Separate 18 Mo (min) Tours

Operational Tours

- OP Planner: JP1/2/3/M
- OLW Tour 1/2: 9L1/2
- Transportation Mgmt: 920
- C&S Log Off: 9X1
- Full Joint Tour: JS2
- JPME Phase I: JS7
- JPME Phase II: JS8
- IA/GSA > 120 Days: 918
- IA/GSA > 240 Days: 919
- 1st Op Tour Compl: 928
- 2nd Op Tour Assgn: 92A
- 2nd Op Tour Compl: 929

Education Codes

- (G): Degree followed by 18 Mo Tour
- (P): Degree followed by 18 Mo Tour
- Non-Navy/Meets min of 7 ESRs
- 18 Month (min) Experience Tour
- Two Separate 18 Mo (min) Tours

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Supply Corps
Community Values

- **Valued achievements prior to LIEUTENANT COMMANDER**
  - Warfare qualification
  - Two operational tours at sea, expeditionary, or both (DH tour strongly encouraged)

- **Valued achievements prior to COMMANDER**
  - Master’s degree associated with Supply Corps competency (strongly encouraged)
  - Experience in one and progress towards another Supply Corps competency (sub-specialty strongly encouraged)
  - Tough visible tours that balance skillset development and operational experience, e.g., Large Afloat, HQ/OPNAV, Fleet Staff, TYCOM, SYSCOM, Weapon Systems Support, Fleet Logistics Center, and the Joint or DLA equivalents

- **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 competency (strongly encouraged)
  - O-5 Milestone tour, e.g., Commander Command/Afloat (strongly encouraged)
  - Joint Qualified Officer (JQO) or Acquisition Corps membership (strongly encouraged)
**Career Path**

<table>
<thead>
<tr>
<th>ENTRY GRADE</th>
<th>SERVICE CREDIT</th>
<th>Basic Leader Course</th>
<th>Intermediate Leader Course</th>
<th>Advanced Leader Course</th>
<th>Senior Leader Course</th>
<th>Career Status Board</th>
</tr>
</thead>
<tbody>
<tr>
<td>LTJG/LT</td>
<td>DivO</td>
<td>RM Competencies</td>
<td>-Practitioners</td>
<td>-Managers</td>
<td>-Administrators</td>
<td>-Domain leadership</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>-Distinguish Provide &amp; Care</td>
<td>-Coordinate Facilitation</td>
<td>-Advise on F, P, &amp; C</td>
<td>-Align PNC to DON</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>-Deliver Quality RM</td>
<td>-Provide Accountability</td>
<td>-Analyze Metrics</td>
<td>-Advise FO/GOs</td>
</tr>
</tbody>
</table>

**Typical Billets**

- **SEA/OPS:** CVW, CVN, CG, OMC, DES/LCSRON, LOG, ESG, LHD, LPD, LSD, SUB, WING, NIOC, NMCB, SPECWAR
- **FMF:** BN, REGT, SQD
- **SHORE:** Installation, Base, CG District, Training Command, Hospital, CREDO, Recruiting, Brig, PEP

**Community Involvement**

- **AEP:** CIVINS, MILINS, CPE
- **CPE:** Clinical Pastoral Education
- **CIV/MILINS:** Civilian/Military Institution
- **FMF:** Fleet Marine Force
- **AEP:** Advanced Education Program (Post Grad)
- **PNC:** Professional Naval Chaplaincy
- **PNCEB:** Professional Naval Chaplaincy Executive Board
- **CG:** Coast Guard
- **MSC:** Major Subordinate Command
- **BN:** Battalion
- **MEF:** Marine Expeditionary Force
- **REGT:** Regiment
- **RM:** Religious Ministry

**LEADERSHIP ROLES** in Professional Development Training Workshops/Courses & Professional Naval Chaplaincy Regional Training, Course Grades

- **PONCEB Working Groups, Advisory Groups**

**Milestone**

- **05**
- **Hogan Assessment**
- **JPME I**
- **JPME II**
- **Peer Review, CHC Assessment**

**Career Progression**

- **ENTRY GRADE**
- **SERVICE CREDIT**
- **Basic Leader Course**
- **Intermediate Leader Course**
- **Advanced Leader Course**
- **Senior Leader Course**
- **Career Status Board**

- **LEADERSHIP ROLES** in Professional Development Training Workshops/Courses & Professional Naval Chaplaincy Regional Training, Course Grades

- **AEP:** CIVINS, MILINS, CPE
- **CPE:** Clinical Pastoral Education
- **CIV/MILINS:** Civilian/Military Institution
- **FMF:** Fleet Marine Force

- **AEP:** Advanced Education Program (Post Grad)
- **PNC:** Professional Naval Chaplaincy
- **PNCEB:** Professional Naval Chaplaincy Executive Board
- **CG:** Coast Guard
- **MSC:** Major Subordinate Command
- **BN:** Battalion
- **MEF:** Marine Expeditionary Force
- **REGT:** Regiment
- **RM:** Religious Ministry
Chaplain Corps
Community Values

- Valued achievements prior to LIEUTENANT COMMANDER
  - Recognizes and leverages talent in others
  - Cooperates and collaborates
  - Assumes shared accountability for improving service delivery
  - Demonstrates creative and innovative thinking to find best solutions

- Valued achievements prior to COMMANDER
  - Adept at program management
  - Exercises accountability in managing USN/USMC/USCG resources
  - Strives for efficient, effective, high quality performance
  - Shows respect for religious and personal diversity

- Valued achievements prior to CAPTAIN
  - Understands the “big picture” and vision of the institution and Corps
  - Generates trust and credibility; displays honesty, integrity, and ethical behavior
  - Makes ethical decisions grounded in personal integrity
  - Uses interpersonal skills to build cooperative relationships
Civil Engineer Corps
Career Progression

Career Path

<table>
<thead>
<tr>
<th>Training</th>
<th>Division Officer</th>
<th>Dept Head / XO</th>
<th>PWO</th>
<th>CMD</th>
<th>Staff</th>
<th>Staff</th>
<th>Major CMD</th>
</tr>
</thead>
<tbody>
<tr>
<td>CECECS</td>
<td>PG SCHOOL</td>
<td>JPME</td>
<td>EXEC</td>
<td>SR Leader</td>
<td>Education</td>
<td></td>
<td></td>
</tr>
<tr>
<td>SCW</td>
<td>EIT/NCARB</td>
<td>CON LV1</td>
<td>PW LV 1</td>
<td>PE/RA</td>
<td>CON LV 2</td>
<td>DAC</td>
<td>PW LV 2</td>
</tr>
</tbody>
</table>

LCDR CMD Screen
| CDR CMD Screen | CAPT CMD Screen |

TYPICAL FACILITIES MANAGEMENT, ACQUISITION, AND STAFF BILLETS

- Project Engineer
- Construction Manager
- Assistant PWO

Production
- FEAD Director
- Asst OPS | APWO

Field Engineering Command
- (FEC) OPS / XO
- Camp David XO 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
- Navy / USMC / Expeditionary Staff

No Golden Path: CEC Career requires balanced experience
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
    - Completion of at least one Architecture Registration Exam or the Architecture Experience Program (for officers pursuing Registered Architect licensure)
    - Registration as Engineer in Training (for officers pursuing Professional Engineer licensure)
    - Public Works Level I
    - JPME Phase I
- 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
    - Public Works Level II
    - Acquisition Corps Membership
    - JPME Phase I and other technical certifications (e.g., LEED, CEM, PMP, or other similar and relevant)
    - Joint Tour
- 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
  - Public Works level III
  - JPME and other technical certifications (e.g., LEED, CEM, PMP, or other similar and relevant)
  - Joint Qualified Officer
- 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

Milestone Assignments

O-1: Company Commander or equivalent

O-2: Company Commander or equivalent

O-3: OPS / XO / OIC
   NCG/NCR Staff
   Expeditionary Department Head / Staff
   Overseas Expeditionary Assignments / Staff
   CTF Staff
   EODMU

O-4: CO / XO
    Expeditionary Staff

O-5: CSO / CO
    Expeditionary Staff

Basic Technical and Tactical Qualifications

Increasingly challenging technical and tactical leadership and management assignments.
Life-long learning (Technical certifications and/or degree completion)

Administrative Screenings

Lieutenant Commander Command: LCDRs (2 opportunities)
Executive Officer: LT (2 opportunities)
   LCDR (2 opportunities)
Commander Command: CDRs (2 opportunities)
CAPT Command: (2 opportunities)
Limited Duty Officer (Staff)

Community Values

- **Valued achievements at all paygrades**
  - Extensive and relevant expeditionary experience
  - Sustained superior performance in leadership billets of increasing responsibility and complexity

- **Technical specialty areas of NMCB/ACB/NCG/NCR/Operational Training and/or TOA management**
  - Combined/Joint experience in deployments
  - NECC assignments

- **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, UCT)
  - Higher education degree desirable

- **Valued achievements prior to COMMANDER:**
  - Additional experience of increased responsibility and complexity in primary CEC LDO assignments
  - Higher education degree to include JPME I

- **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
  - JPME I and other relevant certifications