



FY-21 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.

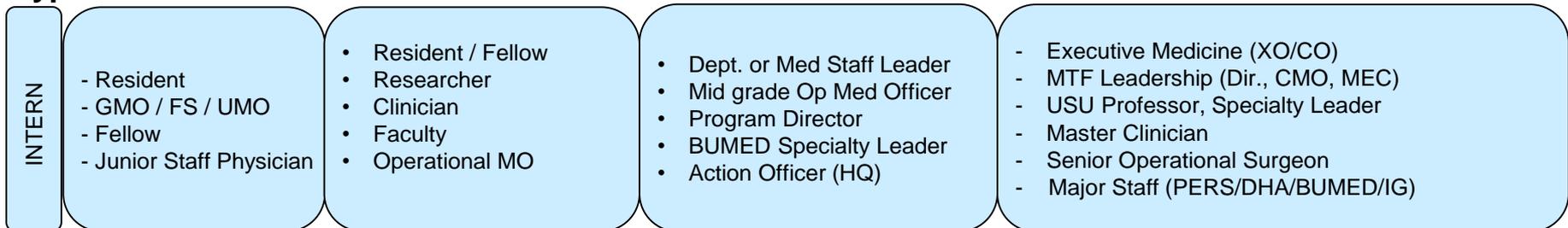
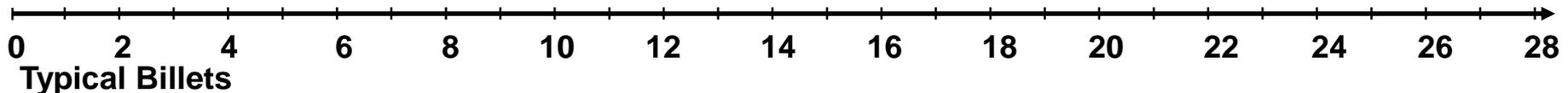
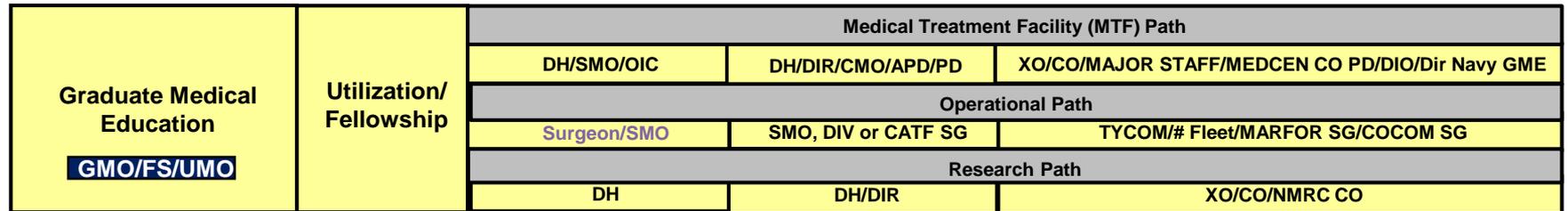
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Medical Corps

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



CMO – Chief Medical Officer

MEC – Medical Executive Committee

CATF – Combined Amphibious Task Force

GME – Graduate Medical Education

APD – Associate Program Director (GME)

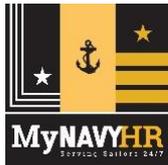
PD – Program Director (GME)

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 of GME (JPME, HHA, MPH, MBA) valued

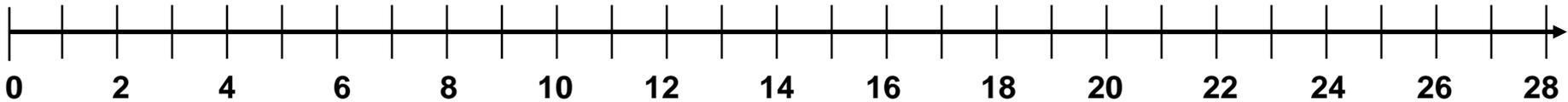


Dental Corps

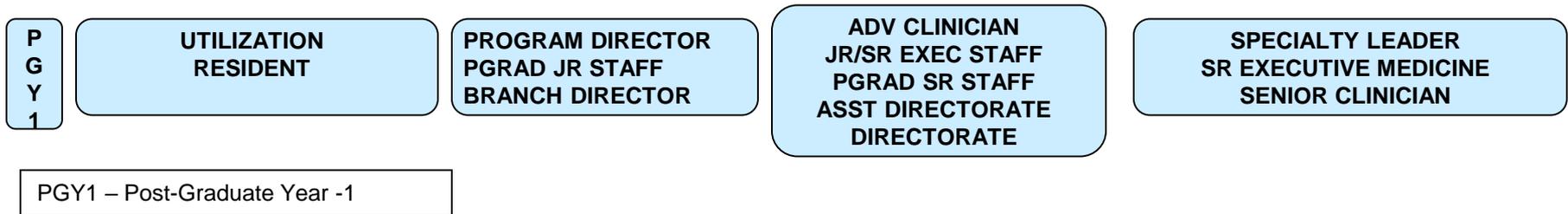
Career Progression

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





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

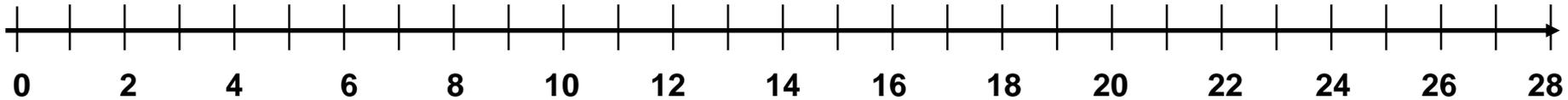


Medical Service Corps

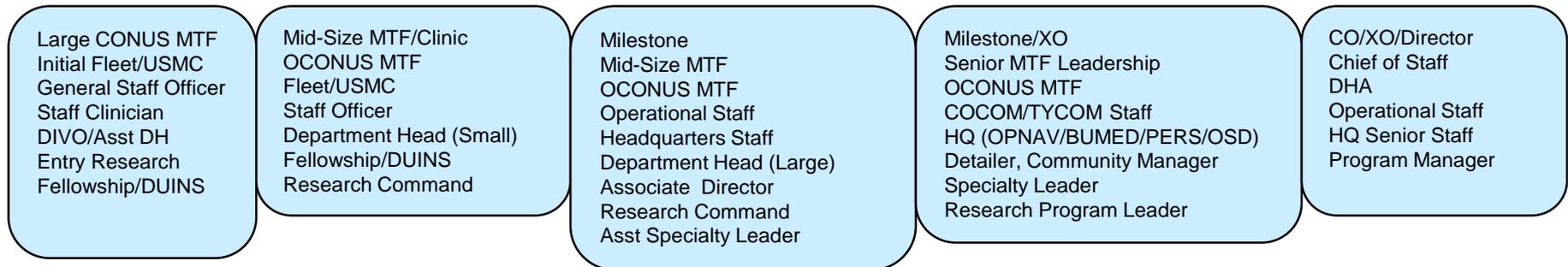
Career Progression

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**

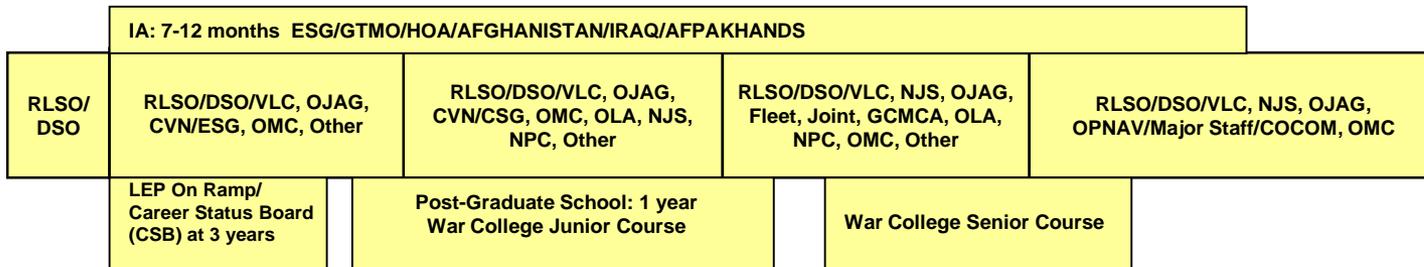
- Serve as educator/mentor within area of professional specialization
- Develop future leaders of competence and character; enrich community culture by incorporating customs and traditions of our Navy and our Corps.
- Exhibit career diversity through the ability to excel across a variety of assignments



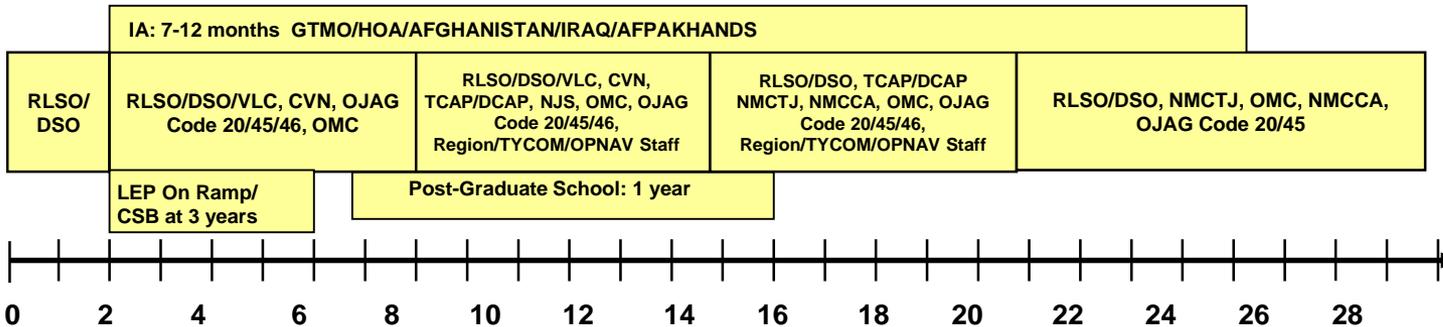
Judge Advocate General's Corps

Career Progression

General Practitioner

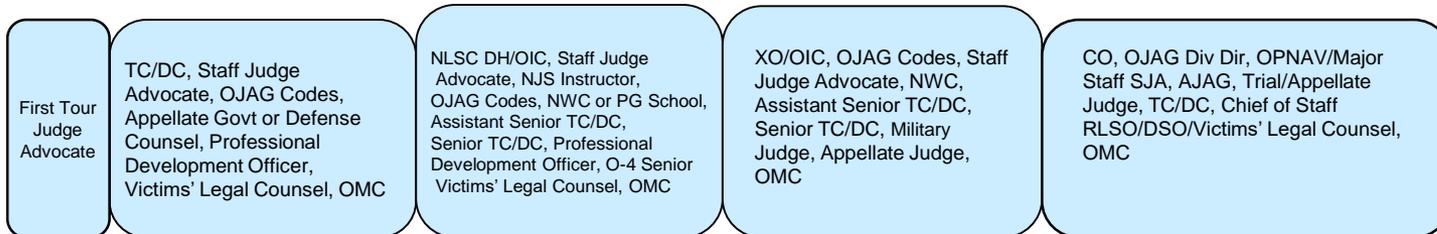


Military Justice Litigation Career Track



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.

Typical Billets





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



Nurse Corps

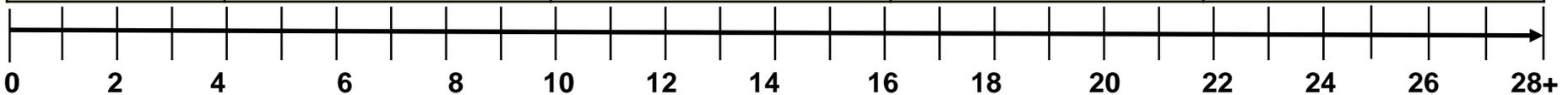
Career Progression

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

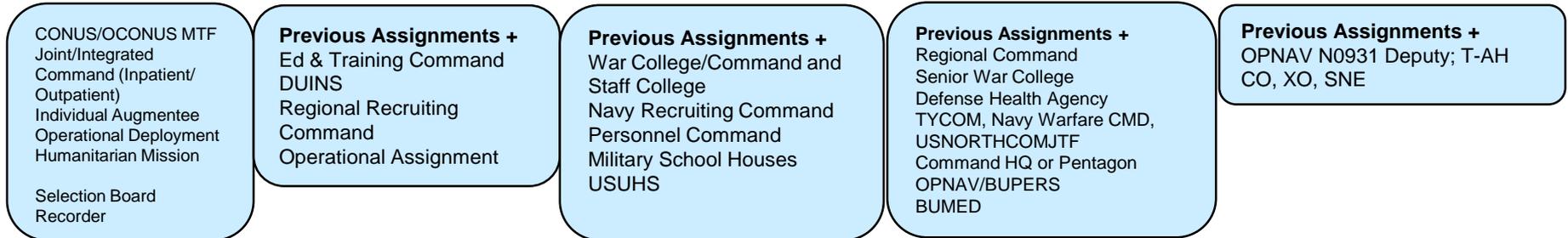


Typical Roles

O1-O2 Trusted Leader	O3-O4 Motivational Leader		O5-O6 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

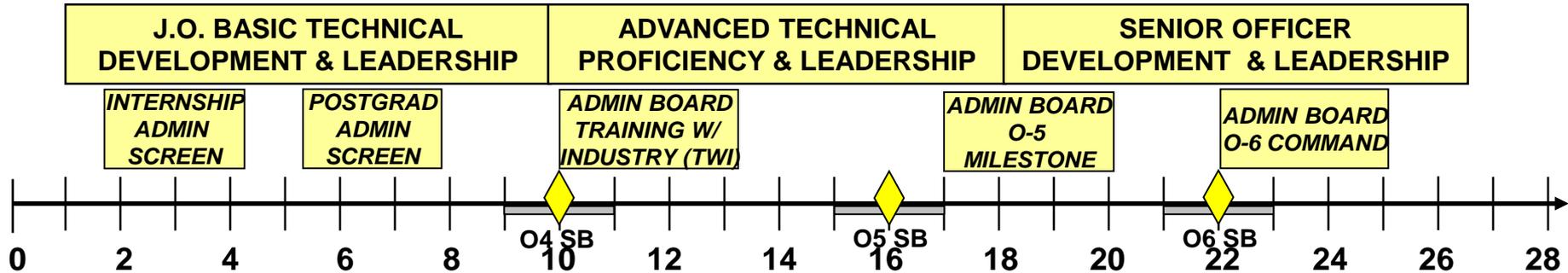
- Sustained superior performance
- Assignments
 - Assume roles of increased responsibility/active leader in all aspects of Navy Medicine
 - Diversity in duty station location, scope, complexity, and mission
 - Achieved advanced degree, and maintains clinical competency
 - Models PPM principles (Professional development, Operational Readiness, Transformational Leadership)



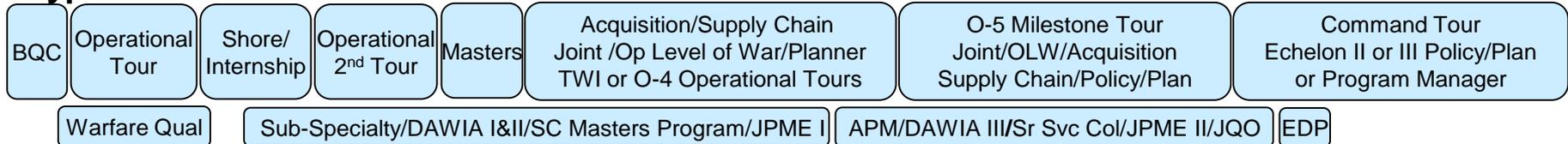
Supply Corps

Career Progression

Career Path



Typical Billets & Associated Milestones



3100 Principal Competencies

OPERATIONAL				SUPPLY CHAIN			
JP1/2/3/M	OP Planner	1307	Petroleum Mgmt	1301	Supply Distribution Mgmt	AA1/2/3	Program Mgmt
9L1/2	OLW Tour 1/2	3110/1	Financial Management/Compt	1302	Supply Chain Mgmt	AC1/2/3	Contracting
920	Transportation Mgmt	3100	FM Exec MBA	1306	Acq/Contract Mgmt	AK1/2/3	Business Fin Mgmt
9X1	C&S Log Off (MOC)	3211/2/3	Ops Research	1309	Logistics IT	AL1/2/3	Life Cycle Log
		6511	OPNAV Requirements Mgmt				

Acquisition Corps (APM)

JOINT/IA/GSA		OP TOURS		EDUCATION CODES		EXPERIENCE CODES	
JS2	Full Joint Tour	928	1st Op Tour Compl	P	Navy Funded Graduate Degree	Q	(P) Degree followed by 18 Mo Tour
JS7	JPME Phase I	92A	2nd Op Tour Assgn	G	Non-Navy/Meets min of 7 ESRs	F	(G) Degree followed by 18 Mo Tour
JS8	JPME Phase II	929	2nd Op Tour Compl			S	18 Month (min) Experience Tour
918	IA/GSA > 120 Days					R	Two Separate 18 Mo (min) Tours
919	IA/GSA > 240 Days						



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

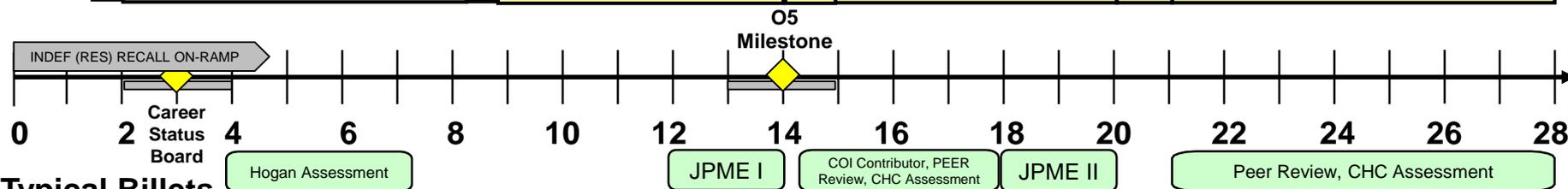
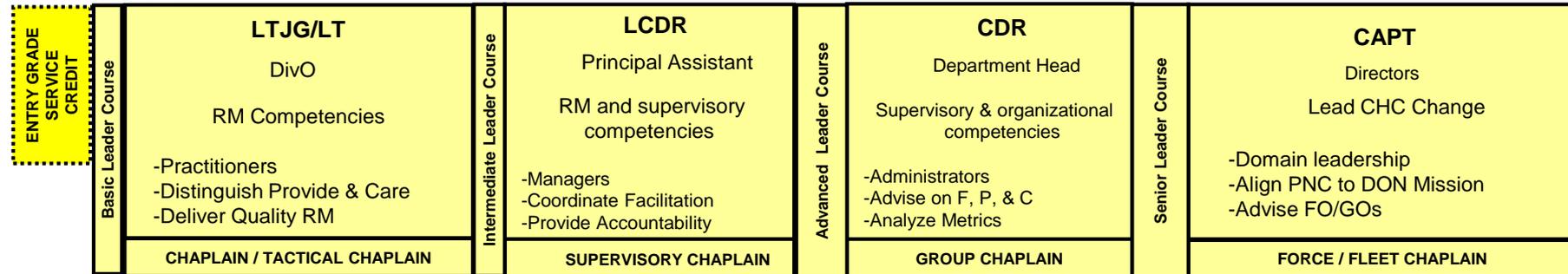
- **Valued achievements prior to CAPTAIN**
 - Proven ability to lead and direct people (military and civilians) and organizations in tough, highly visible and challenging environments
 - Expertise in one (i.e., fully developed sub-specialty) & experience in another competency (strongly encouraged)
 - O-5 Milestone tour, e.g., Commander Command/Afloat (strongly encouraged)
 - Joint Qualified Officer (JQO) or Acquisition Corps membership (strongly encouraged)



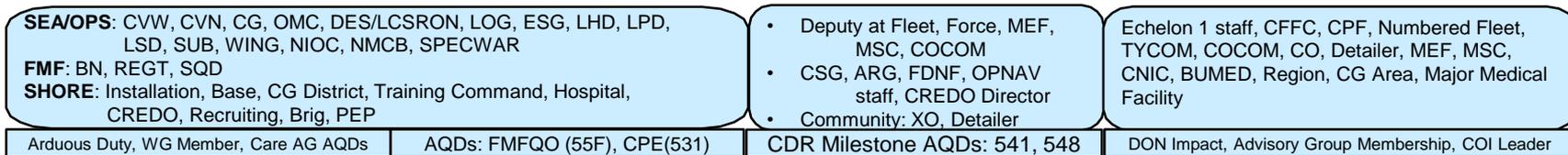
Chaplain Corps

Career Progression

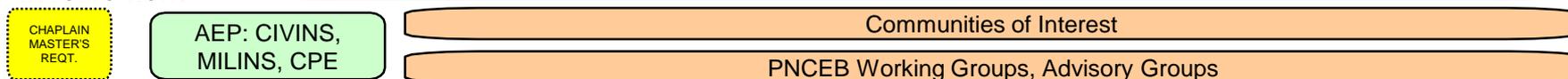
Career Path



Typical Billets



Community Involvement



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
 BN: Battalion
 REGT: Regiment

MSC: Major Subordinate Command
 MEF: Marine Expeditionary Force
 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

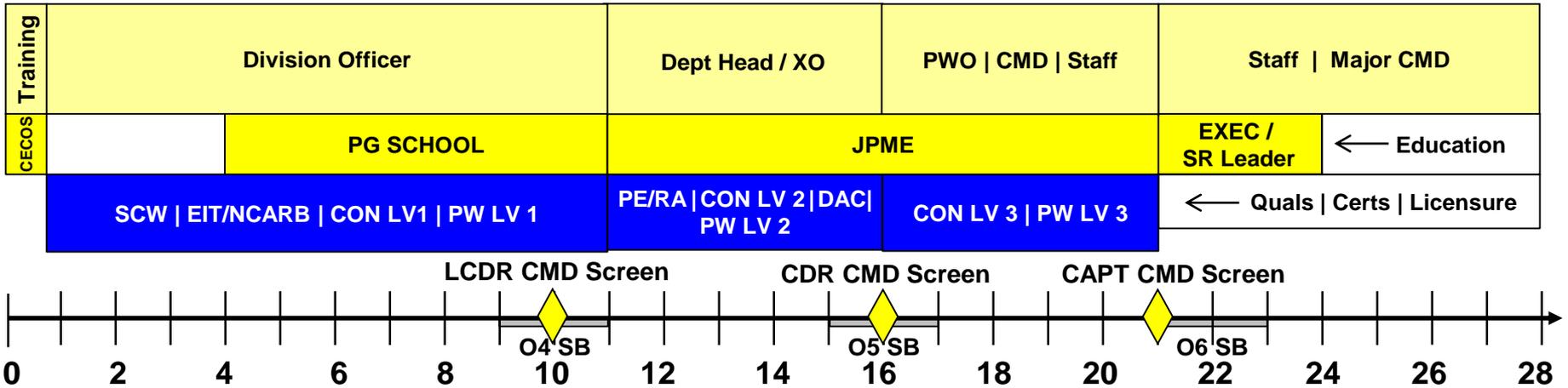
- **Valued achievements prior to CAPTAIN**
 - Understands the “big picture” and vision of the institution and Corps
 - Generates trust and credibility; displays honesty, integrity, and ethical behavior
 - Makes ethical decisions grounded in personal integrity
 - Uses interpersonal skills to build cooperative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



Civil Engineer Corps

Career Progression

Career Path



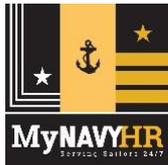
TYPICAL FACILITIES MANAGEMENT, ACQUISITION, AND STAFF BILLETS

Project Engineer Construction Manager Assistant PWO	Production FEAD Director Asst OPS APWO Staff	PWO ARE 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
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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
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No Golden Path: CEC Career requires balanced experience



Civil Engineer Corps

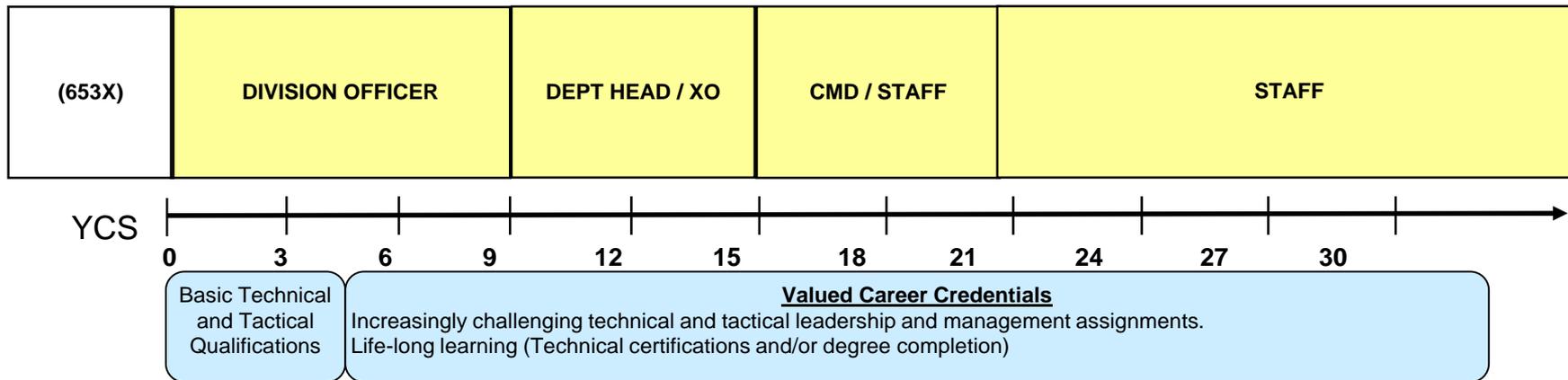
Community Values

- **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

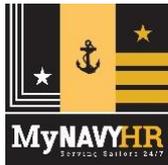


Milestone Assignments

- 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

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