



FY-21 Active-Duty Staff Merit Reorder Considerations Brief Disclaimer

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Medical Corps

Merit Reorder Considerations

▪ Valued achievements prior to LIEUTENANT COMMANDER

- Commitment to Excellence
 - Associate Master Clinician (AMC)
 - Peer-reviewed publications
- Leadership
 - Chief Resident
 - Department Head (DH)
 - Associate Program Director (APD)
 - REG SG, MEU SG, MLG/Wing/Div SG, other operational leadership role
 - Medical/Specialty State or National Organization leadership role
 - Top recognized performer in leadership role
- Career Diversity
 - Prior service (e.g. Line)
 - Operational tour(s)
 - Deployments

▪ Valued achievements prior to COMMANDER

- In addition to those for Lieutenant Commander
- Commitment to Excellence
 - AMC or Master Clinician
 - Multiple peer-reviewed publications, invited presentations
- Leadership
 - Top recognized performer in leadership roles such as: MTF/MEDCEN Director, DH, CMO, OIC role, CVN/LHD SMO, MAW SG, MAG SG, SR REG FS, TYCOM SG, MEF SG, CATF SG, MEU SG, MLG/Wing/Div SG
 - MEC Chair/Vice Chair or Program Director/Associate Program Director
 - Career Diversity
 - Joint Tour, Headquarters Tour, War College and/or operational leadership tour
 - Assistant Specialty Leader or Specialty Leader

▪ Valued achievements prior to CAPTAIN

- In addition to those for Commander
- Master Clinician
- Program Director
- Specialty Leader



Dental Corps

Merit Reorder Considerations

▪ **Valued achievements prior to LIEUTENANT COMMANDER**

- Recognized as top performer in a residency program, if applicable
- Successfully served and top performer as Department Head Afloat, operational leadership, or completed deployment (MEU)
- Board certification, if applicable, in specialty
- Recognized top performer in leadership positions
- No PRT failure in last five years
- Served as educator/mentor within area of professional specialization
- Exhibited career diversity through the ability to excel across a variety of assignments

▪ **Valued achievements prior to COMMANDER**

- Top Performer in operational leadership (Clinic Director, Dental Battalion) or deployments
- Recognized top performer and successful leader in the clinical arena
- Recognized top performer in an academic setting (PGY-1 program director or residency program staff; publication in peer-reviewed journal)
- Board certification, if applicable, in specialty and recognized successful leader in community (Assistant Specialty Leader or leader in national organization)
- No PRT failure in last five years
- Exhibited career diversity through the ability to excel across a variety of assignments

▪ **Valued achievements prior to CAPTAIN**

- Successfully served, and recognized top performer, in a leadership position within Navy Medicine (Director, OIC, XO of Dental Battalion)
- Top Performer in the clinical arena (Master Clinician)
- Top Performer in an academic setting (residency program director; multiple peer-reviewed publications)
- Board certification, if applicable, in specialty and leader in community (Specialty Leader)
- Fulfilled a wide variety of assignments (CONUS, OCONUS, FMF, Sea Duty, War College)



Medical Service Corps

Merit Reorder Considerations

▪ Valued achievements prior to LIEUTENANT COMMANDER

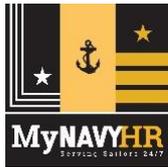
- Lead with Integrity
 - Established track record of ongoing success with increasing responsibility
 - Top recognized performer in operational leadership tour/deployment; Department Head tour; HQ tour (BUMED, DHA, PERS, OPNAV, etc)
- Commitment to Excellence
 - Sustained outstanding performance in sub-specialty
 - Contributed to Operational Readiness
 - Deployment if applicable; Fleet support
 - No PRT failures in at least five years
 - Pursued life-long learning and ongoing specialty-specific & professional education
 - Board Certification, if applicable; advanced degree and additional training: AQD, PhD., etc.
- Honor Our Heritage
 - Served as educator/mentor within area of professional specialization
 - Exhibited career diversity through the ability to excel across a variety of assignments

▪ Valued achievements prior to COMMANDER

- Lead with Integrity
 - Established track record of ongoing success with increasing scope/responsibility/staff/budget
 - Top recognized performer in MTF Director tour, Operational leadership tour/deployment, Officer in Charge, HQ tour (BUMED, DHA, PERS, OPNAV, etc)
- Commitment to Excellence
 - Contribution to Command, Navy Medicine and the operational forces
 - No PRT failures in at least five years
 - Pursued life-long learning and ongoing specialty-specific & professional education
 - Board Certification, if applicable; advanced degree and additional training - AQD, PhD., JPME, etc.
- Honor Our Heritage
 - Served as educator/mentor within area of professional specialization
 - Exhibited career diversity through the ability to excel across a variety of assignments

▪ Valued achievements prior to CAPTAIN

- In addition to those for Commander
- Top recognized performer in MTF Director tour, Operational leadership tour/deployment, Officer in Charge, HQ tour (BUMED, DHA, PERS, OPNAV, etc)



Judge Advocate General's Corps

Merit Reorder Considerations

▪ Valued achievements at all paygrades

- Regardless of assigned duties, particularly impactful performance based upon the precept, convening order, and these principles:
 - Contribution to readiness and/or lethality of U.S. military forces. These are Secretary of Defense priorities.
 - Positive impact in shaping people, capabilities, and/or processes. These are Secretary of the Navy priorities.
 - Contribution to strengthening naval power, both kinetic and non-kinetic; to achieving high-velocity outcomes marked by vigorous assessments, best practices, and insights; to strengthening the Navy team for the future, by enhancing professionalism and support for Sailors & families; and/or by expanding and strengthening our network of partners, reflected by work with other services, foreign allies & partners, and academia. These are Chief of Naval Operations Lines of Effort.



Nurse Corps

Merit Reorder Considerations

▪ Valued achievements prior to LIEUTENANT COMMANDER

- Rank-appropriate demonstration of superior performance across all domains of the Professional Practice Model
- Operational Readiness/Jointness
 - Completed Combat Casualty Care Course
 - Deployment if applicable, or provided direct support to the warfighter
 - Possible AQDs: BX2, LA7, 6FA, 6OB, 6OC, 6OE, 6OU, 6OW, 6AJ, 68M
- Professional Development of self and others
 - Sustained outstanding performance in sub-specialty
 - Advanced education; certification
 - Variety of duty stations, including non-traditional (e.g., CONUS, OCONUS, HQ, Operational, Academia)
- Transformational Leadership
 - Led teams, people or programs to achieve measurable outcomes; provided mentorship; acted as a change agent and promoted innovation
 - Possible AQDs: HB3, HG2, 67G, 68H, 68I, 68I, 68L, 69K, 69O, 69P

▪ Valued achievements prior to COMMANDER

- In addition to those for Lieutenant Commander
- Operational Readiness/Jointness
 - Successfully completed EP tour in the following capacity: Department Head, Operational assignment, deployment
 - Completed Joint Professional Military Education (JPME I) via “in residence” or distance learning; AQD JS8
- Professional Development of self and others
 - Achieved advanced degree and maintains clinical competency
 - Publication in peer-reviewed journal relevant to specialty
 - Board/chapter member of professional nursing organization (i.e. ANA, AACN, AAACN, ENA)
 - Presentation at professional nursing conference
- Transformational Leadership
 - Successful performance in leadership role such as Nurse researcher, specialty leader, executive assistant, detailer, faculty member, associate director

▪ Valued achievements prior to CAPTAIN

- In addition to those for Commander
- Models all domains of the Professional Practice Model with increased scope of responsibility reflected in assignments
- Completed Advanced Medical Department Officers Course; Earned AQD: 67A
- Top performer in any of the following: Executive Leadership position, senior operational assignment, deployment leadership, officer in charge, HQ tour



Supply Corps

Merit Reorder Considerations

▪ **Valued achievements prior to LIEUTENANT COMMANDER**

- Top recognized performer in two operational tours to include a DH tour
- Top recognized performer in tough visible tours that balance skillset development and operational experience in multiple Areas of Responsibility
- Earned warfare qualification in each qualifying tour

▪ **Valued achievements prior to COMMANDER**

- Top recognized performer in tough visible tours which balance operational experience and skillset development
 - Must include superior performance in O-4 operational tour
- Top recognized performer in at least one Supply Corps competency
 - Documented accomplishments in leadership and expertise commensurate of a Commander highly valued
- A subspecialty in at least one Supply Corps competency
- Completed JPME Phase I
- Progress toward Acquisition Corps membership highly valued

▪ **Valued achievements prior to CAPTAIN**

- Top recognized performer in O-5 Milestone tour
- Must be top recognized performer with expertise in one (i.e., fully developed sub-specialty) with experience in another Supply Corps competency
 - Diversity of assignments and documented accomplishments in leadership and subject matter expertise commensurate of a Captain highly valued
- Must be an Acquisition Corps member
- Joint Qualified Officer (JQO) highly valued



Chaplain Corps

Merit Reorder Considerations

- **Merit considerations for all paygrades: documented strong positive influence on peers, subordinates, and leadership; official recognition; demonstrated exceptional strength of performance; character and conduct that inspire Navy core values and attributes in others.**

- **Valued achievements prior to LIEUTENANT COMMANDER**
 - Consistently practices talent management to develop and leverage diverse gifts of others
 - Fosters cooperation and collaboration in others through trust-building and relationships
 - Evaluates member satisfaction and uses the data to improve service delivery
 - Models creative and innovative thinking to find best solutions

- **Valued achievements prior to COMMANDER**
 - Able to lead new program development through identified DON processes
 - Models accountability in managing USN/USMC/USCG resources in an open, effective manner
 - Takes initiative and evaluates trends to improve efficiency and effectiveness resulting in high quality performance in self and in the institution
 - Understands the point of view and emotions of others, in the context of their various backgrounds, holding as honored the beliefs held sacred by others

- **Valued achievements prior to CAPTAIN**
 - Champions institutional and Corps visions
 - Exemplifies integrity and expects honest, ethical behavior from others
 - Makes principle-based decisions with moral courage and personal integrity
 - Models interpersonal communication that invites participation and future dialogue and modifies style to suit interpersonal situation



Civil Engineer Corps

Merit Reorder Considerations

- **Valued achievements for all paygrades:**
 - Successfully and continuously served in assignments normally filled by the next higher paygrade, or “Acting” in a similar billet, for more than six months
 - Top recognized performer in all assignments
 - Successful performance in multiple overseas, arduous, or operational/Individual Augment assignments
 - ACQ/PW qualification or certification in advance of requirement by grade
 - Other technical qualifications or certifications (e.g., PMP, CEM, LEED, etc)

- **Valued achievements prior to LIEUTENANT COMMANDER:**
 - Achieved professional qualification (PE or RA). Architects who have completed the Intern Architect Development Program shall have their RA.
 - Completion of JPME Phase I

- **Additional valued achievements prior to COMMANDER:**
 - Successful leadership of military and civilian personnel in challenging assignments
 - Selected for command by the Command Screening Board
 - Completion of JPME Phase I

- **Additional valued achievements prior to CAPTAIN:**
 - Additional relevant education in business, engineering, or military science fields beyond a single graduate degree
 - Selected for command by the Command Screening Board at current paygrade



Limited Duty Officer (Staff)

Merit Reorder Considerations

- **Valued achievements prior to LIEUTENANT COMMANDER**
 - Meritorious consideration should be given to those officers who demonstrate superior TECHNICAL performance and leadership within the 6530 designator
 - OPS / XO / OIC, NCG/NCR Staff, Expeditionary Department Head / Staff, Overseas Expeditionary Assignments / Staff, CTF Staff, EODMU

- **Valued achievements prior to COMMANDER**
 - Meritorious consideration should be given to those officers who demonstrate superior leadership based on opportunities within the 6530 designator
 - CO / XO, Expeditionary Staff

- **Valued achievements prior to CAPTAIN**
 - Meritorious consideration should be given to those officers who demonstrate superior performance and leadership in O5 Command and O5 Milestone tour in regards to the opportunities of the 6530 designator
 - Superior performance in positions of influence and leadership at operational and strategic staffs should also be considered.
 - CSO / CO, Expeditionary Staff