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

Career Path

| Internship | Initial Residency or GMO/FS/UMO | Battalion Surgeon OIC or AOIC DH | Battalion XO Regimental Surgeon HQ Staff Joint Staff Company Commander | Executive Medicine Track | CO/XO Battalion, CO Division/Wing /Group Surg | CATF Surg., Senior Staff, Post CMD Billet |

Career Tracks
1. Clinical
2. Operational
3. Executive Medicine
Medical Corps Community Values

• Clinical performance
  ➢ Excellence in clinical medicine
  ➢ Leadership in Navy Reserve positions
  ➢ Educator for postgraduate training programs
  ➢ Research participation

• Navy Officer Performance
  ➢ Deployments
  ➢ Professional Military Education, including JPME
  ➢ Warfare qualification
  ➢ Mentorship of junior personnel
  ➢ Balance of operational and clinical assignments
Dental Corps
Career Progression

**O3 / O4**
- **DCO**: Credentialed Dental Officer
- DET TO/OA Collateral Duties
- DET OIC DET AOIC AOPSO Exercise OIC
- DET OIC OIC OIC

**O5**
- Commanding Officer
- OPSO
- HQ Staff
- *Operational Exec Billets

**O6**
- Senior HQ Staff
- Senior Dental Executive
- CO/XO Major Command
- Post Command
- RAO / Specialty Leader

**Assignments**
- Operational: EMF, MARFOR
- Support: OHSU, NMETC
- Fleet Support: Force Dental, MARFORPAC
- Minor Commands: 4th Med / Dent Companies

**Community Values**
- Clinical Proficiency
- Executive Medicine
- Warfare Qualification
- JPME I and JPME II
- Assignment Diversity

**Operational Exec Billets**
- PACFLT Dental Officer
- NAVCENT Dental Officer
- NMETC Dental Officer
- MARFORPAC Dental Officer
- Numbered Fleets Surgeon
- NECC Force Surgeon
Dental Corps
Community Values

- **Clinical Proficiency**
  - Successfully demonstrate clinical excellence following Navy Standards of Care

- **Executive Medicine**
  - Progressive professional development and leadership toward career milestone billets

- **Assignment Diversity**
  - Performance in both operational and non-operational assignments and BSO

- **Professional Military Development**
  - JPME I / JPME II
  - Service Schools (BMDoc, AMDoc, NRUM, JMOC, SOLC, etc.)
  - Warfare Qualifications

**SUCCESSFUL CAREER DEVELOPMENT REQUIRES A SUSTAINED PERSONAL COMMITMENT TO PREPARATION THROUGH PROFESSIONAL LEARNING AND INCREASED RESPONSIBILITY**
# Medical Service Corps Career Progression

## Assignments
- **Operational:** EMF, MARFOR, Line staff
- **Command Staff:** TYCOM, COCOM, Joint, Component
- **Support:** OHSU, NR NMETC

## Career Tracks
- Health Care Administration
- Health Care Scientist
- Health Care Clinician

## Specialty and Administrative Skill Development

### O2
- **Staff officer**
  - DivO / DH
  - Staff officer
  - Small unit collateral duties (AO, TO)
  - Instructor
  - Service Schools (i.e. JPME, BMDOC)

### O3-O4
- **DivO / DH**
  - Small unit leadership (AOIC, OIC)
  - Small unit collateral duties
  - HQ staff (ATO, AOPSO)
  - Instructor
  - Service Schools (AMDOC)

### O5-O6
- **HQ DH / Asst DFA / DFA**
  - Surgical Company CO
  - HQ staff / collateral duties (TO, OPSO, Manpower)
  - Specialty Leader
  - Subject Matter Expert
  - Service Schools

- **HQ DFA / XO / CO**
  - Senior HQ staff officer / collateral duties
  - Specialty Leader
  - Post-Command
  - Subject Matter Expert

## Operational Readiness/Jointness

### Reserve Unit and Operational Leadership Development

## Junior Officer APPLY Board

## Senior APPLY Board
• **Alignment**
  - Drive policies to increase performance and efficiency within the organization
  - Adapt to new policies by streamlining processes within the organization

• **Performance**
  - Demonstrate expertise in subspecialty and increasingly develop unit administration skills throughout career

• **Specialty Career Path**
  - Develop operational specialty and general military skills for working in a contingency environment
  - Seek to serve as instructor for training programs and as a specialty leader

• **Leadership**
  - Develop and demonstrate reserve unit and operational leadership at all ranks
  - Progressive leadership toward career milestone (DFA) and command billets

• **Career diversity**
  - Seek assignments to operational, command staff and support billets
  - Obtain additional qualifications and subspecialties to diversify
Judge Advocate General’s Corps
Career Progression

Career Path

NAVET: RLSO / DSO / VLC, OJAG, Carrier / ESG, Appellate Govt or Defense, Other

Respay Officer, Training Officer, Admin Officer, RLSO / DSO, Independent SJA

RCC DSJA / OJAG / RLSO / DSO / Independent SJA / Unit XO

OJAG / RLSO / DSO / Unit CO / Major STAFF JAG / COCOM Unit JAG / Judiciary

RCC SJA, Ech 3/4 SJA, Sr. JAG, Joint Duty, Joint Duty, Pillar Lead

DCO/COD: DCOIC, BLC, RLSO/DSO

Change of Designator (COD) Direct Commission Officer (DCO) On-Ramp

Typical Billets

First Tour Judge Advocate

BLC, TC/DC, LAA, SJA, OJAG Codes, Appellate Govt or Defense Counsel, Professional Development Officer, Victims’ Legal Counsel

Unit DH, Fleet and Operational Units, SJA, NJS Instructor, OJAG Codes, Senior TC/DC

RCC DSJA, Unit XO, Fleet and Operational Units, SJA, OJAG Codes

Unit CO, RCC SJA, Pillar Lead, Major Staff JAG, COCOM Unit JAG, Trial or Appellate Judiciary, Senior RLSO or DSO JAG

APPLY Board

0 2 4 6 8 10 12 14 16 18 20 22 24 26 28
Judge Advocate General’s Corps

Community Values

• Valued achievements at all paygrades
  ➢ Sustained superior performance
  ➢ Participation as a SELRES

• Valued achievements prior to LIEUTENANT COMMANDER
  ➢ NAVETS: Increased responsibility and complexity in assignments
  ➢ Direct Commission Officer/Change Of Designator: Increased responsibility and legal skillset development

• Valued achievements prior to COMMANDER
  ➢ Increased complexity of assignments: RLSO, DSO, OJAG, RCC, independent SJA
  ➢ Increased unit administrative responsibilities and leadership
  ➢ Naval Justice School, military schoolhouse courses, PME

• Valued achievements prior to CAPTAIN
  ➢ XO, Department Head
  ➢ Demonstrated expertise in leadership, teamwork, and mentorship in challenging environments, executing diverse missions
  ➢ Fleet, Operational, RCC-DSJA, OPNAV, Joint duty tours, Collateral duty support to Program 36 (i.e. serving on a working group or supporting CNRFC Legal)
  ➢ Joint and Operational (including Cyber) Experience
  ➢ Military judge, appellate or trial
## Nurse Corps
### Career Progression

#### Professional Development

<table>
<thead>
<tr>
<th>O1-O2</th>
<th>O3-O4</th>
<th>O5-O6</th>
</tr>
</thead>
<tbody>
<tr>
<td>Trusted Leader</td>
<td>Motivational Leader</td>
<td>Inspirational Leader</td>
</tr>
<tr>
<td>Staff Nurse</td>
<td>Staff Nurse/Instructor/TO/AOIC/OIC/ Detachment Nurse Leader/ HQ Staff Board certifications in Nurse Specialty Pursuit of graduate degree/clinical specialization</td>
<td>HQ DH/OIC/Assistant Senior Nurse Executive (ASNE)/HQTO Specialty Leader for NC Team Leader BUMED Workgroup Complete Advanced Degree OIC of major exercise</td>
</tr>
</tbody>
</table>

#### Operational Readiness/Jointness

- Transformational Leadership

#### Typical Assignments

- Nurse Corps officers are expected to maintain clinical skills in nursing practice throughout the career continuum.

#### Career Tracks

- Clinical
- Administration
- Research

- Senior Health Care Executive
- Education
- Operational

#### Clinical Proficiency

- Nurse Corps officers are expected to maintain clinical skills in nursing practice throughout the career continuum.
Nurse Corps
Community Values

• Valued achievements prior to LIEUTENANT COMMANDER
  ➢ Sustained superior performance/maintains clinical competency and currency
  ➢ Assignment diversity
    • Assumes leadership positions commensurate with rank and responsibility
    • Operational Exercises/Mobilization
  ➢ Pursuing an advanced graduate degree and/or certification in area of clinical specialty
  ➢ Recommended Courses (C4, NRUM, BMDOC, AMDOC)

• Valued achievements prior to COMMANDER
  ➢ Sustained superior performance/maintains clinical competency and currency
  ➢ Assignment diversity
    • Successfully engaged in progressive Command leadership positions with enhanced job responsibilities and increased span of control
    • Operational Exercises/Mobilization
  ➢ Actively pursuing, with near completion of, an advanced graduate degree/clinical specialization
  ➢ Recommended Courses (AMDOC, JPME)

• Valued achievements prior to CAPTAIN
  ➢ Sustained superior performance/maintain clinical competency and currency
  ➢ Assignment diversity
    • Successful track record of leadership in positions with increased complexity and span of control
    • Operational Exercises/Mobilization
  ➢ Completion of an advanced degree/clinical specialization
  ➢ Recommended Courses (JPME, JMESP)
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>DCO / POCR ACCESSION</td>
<td>NAVET ACCESSION</td>
<td>Navy Reserve Augment Unit CO/OIC PQS</td>
</tr>
</tbody>
</table>

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

O4|SB  O5|SB  O6|SB

O5/O6 CMD Boards

DAWIA I, II, & III

Staff / DH / XO
APPLY Assigned JO CO/OIC

Commissioned Unit CO
CO/OIC Large CMD/Major Staff Unit

Mobilization / Warfare Qualification / Master's Degree

JPME I &II / JCWS-H
Joint Tour - JQO

Principal Lines of Operation/Major Billet Areas

SUPPLY CHAIN MANAGEMENT
ACQUISITION/CONTRACTING
OPERATIONAL LOGISTICS
Supply Corps
Community Values

- Valued achievements at all paygrades
  - Sustained superior performance
  - DAWIA qualifications (brought to the RC/Community or earned ACQs while in qualifying billet)
  - Warfare qualification (if assigned to a qualifying billet)
  - Successful mobilization (qualifying for an AQD)
  - Joint experience and education (if assigned to qualifying billet)
  - Successfully augment the Active Component

- Valued achievements prior to LIEUTENANT COMMANDER
  - Successful Operational Tour (identified by AQD 928/929)
  - Increased responsibility, skill set development, and leadership experience

- Valued achievements prior to COMMANDER
  - Master’s degree associated with a Supply Corps line of operation (strongly encouraged)
  - Completed Reserve Unit Leadership PQS & Oral Board (qualifying for 2D1 AQD)
  - JPME I (required for command/encouraged for all)
  - Leadership tours (XO, OPS, CSO, Company Commander, APPLY selected CO/OIC as a JO)
  - Experience in one line of operation: SCM, ACQ/Contracting, or OPLOG

- Valued achievements prior to CAPTAIN
  - Proven ability to lead people and organizations in highly visible, and challenging environments
  - Experience in multiple lines of operation: SCM, ACQ/Contracting, and/or OPLOG
  - Admin/Oral board for O5 Command
  - Successful Command tours
  - Experience on major staff
### Supply Corps (FTS) 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>1st Operational Tour</td>
<td>Aviation: CNAFR MSW, NAF, ASD</td>
<td>Aviation: CNAFR</td>
</tr>
<tr>
<td>2nd Operational Tour</td>
<td>Expeditionary: COMNAVELSG, NCHB, NMCB,</td>
<td>Expeditionary: COMNAVELSG, NCHB CO,</td>
</tr>
<tr>
<td>Warfare Qualification</td>
<td>ECRC, EWDC, NWG-11, ST-17/18</td>
<td>NELR, CRG-N4</td>
</tr>
<tr>
<td>Shore Tour</td>
<td>Reserve Mgmt: CNRFC, BUPERS OCM, NAVSUP,</td>
<td>Reserve Mgmt: CNRFC, NAVSUP, DLA, FTS</td>
</tr>
<tr>
<td>Lateral Transfer / Redesignation / Supply BQC</td>
<td>DLA, NCHB XO, NSCS</td>
<td>Detailer, RCC-N4, SELRES-CC</td>
</tr>
<tr>
<td></td>
<td>Fleet Support: IDRESCOM, FLC NAS SUPPO,</td>
<td>Fleet Support: CNFK, BUMED, OPNAV,</td>
</tr>
<tr>
<td></td>
<td>OTC, COMUSNAVSOD / 4th FLT, FLC OPS</td>
<td>PACFLT, FLC NAS SUPPO</td>
</tr>
</tbody>
</table>

#### 3107 Principal Lines of Operation with Subspecialty & AQD Alignment

<table>
<thead>
<tr>
<th>SUBSPECIALTIES</th>
</tr>
</thead>
<tbody>
<tr>
<td>1301 Supply Distribution Mgt</td>
</tr>
<tr>
<td>1302 Supply Chain Mgt</td>
</tr>
<tr>
<td>1306 Acq/Contracting Mgt</td>
</tr>
<tr>
<td>3111 Financial Mgt</td>
</tr>
<tr>
<td>3122 Log &amp; Trans Mgt</td>
</tr>
<tr>
<td>3130 Manpower Systems Mgt</td>
</tr>
<tr>
<td>3212 Joint Ops Log Mgt</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>IA/GSA/OCO AQD</th>
</tr>
</thead>
<tbody>
<tr>
<td>918 &gt;120 days (SC JNTTADTOPS)</td>
</tr>
<tr>
<td>919 &gt;240 days (SC JNTTADTOP)</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>OPERATIONAL AQD</th>
</tr>
</thead>
<tbody>
<tr>
<td>928 1 Op Tour Complete (COMP1 OPTOUR)</td>
</tr>
<tr>
<td>92A Assigned to 2nd Op tour</td>
</tr>
<tr>
<td>929 2 Op Tours Complete (COMP2 OPTOUR)</td>
</tr>
</tbody>
</table>
• **Valued achievements at all paygrades**
  - Sustained superior performance
  - Fleet Support – develop key skillsets to excel as a Supply Corps Officer at each grade while supporting the Fleet
  - Reserve Component Support – direct support to the Reserve Component and the management of its programs, including support to the Supply Corps Reserve

• **Valued achievements prior to LIEUTENANT COMMANDER**
  - Warfare qualification
  - Afloat or Expeditionary DH tour (strongly encouraged)
  - Two operational tours (at sea, expeditionary, or both; if accession timeline allows)
    - Identified by AQD 928 (COMP1 OPTOUR) – one operational tour complete
    - Identified by AQD 92A (ASGN2 OPTOUR) – assigned to second operational tour
    - Identified by AQD 929 (COMP2 OPTOUR) – two operational tours complete

• **Valued achievements prior to COMMANDER**
  - Master’s degree associated with Supply Corps lines of operation (strongly encouraged)
  - JPME Level I – strongly encouraged (required for command)
  - Reserve Management – Operational Support Officer or Supply Corps community management experience

• **Valued achievements prior to CAPTAIN**
  - Proven ability to lead and direct people and organizations in tough, highly visible, and challenging environments
  - Diverse experience to include Reserve Management, Supply Chain Management, Expeditionary Logistics, and successful performance on a Major Staff
  - Admin/Oral board screening for O5/O6 Command (*eligible when selected for CDR)
Chaplain Corps
Career Progression

**CDR Milestone Billets:**
- Deputy Fleet (SURFLANT/SURFPAC)
- Deputy Force (MARFORCOM/PAC/RES)
- Deputy HQ NECC; USNORTHCOM; JCS
- TOTAL: 8 billets

**CAPT Milestone Billets:**
- Deputy Fleet (USFF/PACFLT)
- Deputy HQ (USMC)
- Deputy HQ CNIC
- TOTAL: 4 Billets

**NAVET:**
- PNC-BLC Course if needed
- Initial Operational and Shore Tours

**DCO:**
- DCOIC/PNC-BLC Courses
- Initial Operational and Shore tours

**REL SUP OIC / USMC Regiment / NECC Group**
- Variety of Ministry Exp (USN/USMC/USCG)
- 2N1 AQD
- JPME I
- CPE / Board Certification (Civilian)
- Mobilization

**Milestone Tour**
- Advanced graduate education (Civilian or Military)
- JPME II
- CPE Supervisor Certification (Civilian)
- Mobilization

**RC Milestone Billet Screening / RC Apply Board**

**Chaplain Appointment & Retention Eligibility Advisory Group**
(Accessions thru career transition points)

**Intermediate Leadership Course (PNC-ILC) and/or IOLC**

**Advanced Leadership Course (PNC-ALC) and/or AOLC**

**Reserve (Indefinite/Definite) Recall**

**Individual Augmentation/OCO Support Assignment/ADOS/MOB**
Chaplain Corps
Community Values

- Valued achievements prior to LIEUTENANT COMMANDER
  - Mobilization and/or crisis response experience
- Valued achievements prior to COMMANDER
  - USMC REGIMENT / AOIC
  - Variety of ministry experience (USN/USMC/USCG)
  - 2N1 AQD
  - CPE Board Certification (Civilian)
  - Mobilization
- CDR Milestones: Deputy Fleet (SURFLANT/SURFPAC); Deputy Force (MARFORCOM/PAC/RES); Deputy HQ NECC; USNORTHCOM; JCS
- Valued achievements prior to CAPTAIN (one or more of the following)
  - Successful completion of CDR Milestone and/or OIC tour; assigned AQD
  - JPME II
  - Mobilization
  - Advanced graduate education (Civilian or Military)
  - CPE Supervisor (or CPE Educator) Certification (Civilian)
- CAPT Milestones: Deputy Fleet (USFF/PACFLT); Deputy HQ CNIC; Deputy HQ USMC
Civil Engineer Corps
Career Progression

Career Path

<table>
<thead>
<tr>
<th>PE or RA &amp; Graduate School</th>
<th>FacEng, JPME I</th>
</tr>
</thead>
<tbody>
<tr>
<td>WARFARE QUALIFICATION</td>
<td>National Recognized Civilian Professional Credentials: (CCM/PMP/CGC/FPE/LEED/EVMS/etc.)</td>
</tr>
<tr>
<td>EXPEDITIONARY</td>
<td>MAJOR JOINT MAJOR STAFF</td>
</tr>
<tr>
<td>DCOIC, CECOS, CB OPS I &amp; II</td>
<td>NMCB / ACB / CBMU PWD / STAFF EXPEDITIONARY STAFF</td>
</tr>
<tr>
<td>NMCB / ACB / PWD EXPEDITIONARY / JOINT STAFF</td>
<td>NMCB / ACB EXPEDITIONARY / JOINT STAFF</td>
</tr>
<tr>
<td>MAJOR JOINT STAFF</td>
<td>OCO / IA Tour(s)</td>
</tr>
</tbody>
</table>

OCO / IA Tour(s)

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 BILLETS EXPEDITIONARY

| NMCB / ACB / CBMU Plt Cdr, Det AOIC Asst CO Cdr | NMCB/ACB Co Cdr CBMU / EXWC OIC NCR/NCG/NECC |
| NMCB S3/S7/XO ACB Co Cdr/Det OIC NCR R Code NCR/NCG/NECC Staff | NMCB CO ACB S3 / XO NCR/NCG/NECC Staff |
| NCR CDRE ACB OIC NCR/NCG/NECC Staff |

TYPICAL BILLETS FACILITIES MANAGEMENT

NAVFAc PW/FE/HQ Staff

NAVFAc HQ OIC/Staff

TYPICAL BILLETS STAFF/CONTINGENCY ENGINEERING

NAVFAc CEU, FLEET Staff, COCOM/Joint Staff, OPNAV

OIC CEU/NRCEM/TCEM COCOM/Joint Staff CNIC/OPNAV

Each individual’s CEC career path is based on past experience, timing, qualifications, and officer choice.
Civil Engineer Corps
Community Values

• **Valued achievements at all paygrades**
  - Sustained superior performance in leadership billets of increasing responsibility and complexity
  - Successful Mobilizations in support of Overseas Contingency Operations (OCO)
  - Combined/Joint experience in reserve assignments and/or deployments
  - Staff Contingency Engineering billet(s) (NRCEM, TCEM, NAVFAC, OICC)
  - NECC and/or Regiment assignments
  - Nationally recognized civilian professional credentials (CCM/PMP/CGC/FPE/LEED/EVMS/etc)
  - Short term VTU should not be viewed as a negative, no more than 1 tour at each paygrade

• **Valued achievements prior to LIEUTENANT COMMANDER**
  - Seabee Combat Warfare (other warfare qualifications do not replace SCW)
  - Experience in Expeditionary CEC assignments (i.e., NMCB, PHIBCB)
  - Registered as Professional Engineer (PE) / Registered Architect (RA) required for key billets
  - Graduate degree (particularly technical degrees) are desirable, but not required

• **Valued achievements prior to COMMANDER**
  - Additional experience of increased responsibility and complexity in primary CEC responsibility assignments
  - OCO deployments more valuable than credentials regarding promotion. With due consideration to peer group, promotion preference should be given to officers with successful OCO/IA deployment(s) first. Non-deployers should be heavily scrutinized before promoting against deployed peers.
  - Registered as Professional Engineer (PE) / Registered Architect (RA) required for key billets
  - FacEng certification desirable, but not required

• **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 and/or Major NAVFAC/Expeditionary/Navy/Joint staff tours
  - JPME I is desirable, but not required
Limited Duty Officer (Staff) 
Career Progression

Career Path

Warfare Qualification

Expeditionary
DCOIC, CECOS, CB OPS I & II

NMCB / ACB / CBMU / NSW Expeditionary Staff

NMCB/ACB/NSW Expeditionary Joint Staff

Major Joint Major Staff

No O6 Billet

OCO / IA Tour(s)

Typical Billets Expeditionary

NMCB / ACB / CBMU / NSW Plt Cdr, Det AOIC Asst CO Cdr

NMCB / ACB Co Cdr CBMU / EXWC/ NSW OIC NCR / NCG / NECC

Major Joint Major Staff

No O6 Billet

Typical Billets Staff / Contingency Engineering

NAVFAC CEU, NRCEM/TCEM, COCOM/Joint Staff

Each individual’s CEC career path is based on past experience, timing, qualifications, and officer choice.
Limited Duty Officer (Staff)

Community Values

- **Valued achievements at all paygrades**
  - Extensive and relevant Naval Construction Force experience
  - Sustained superior performance in leadership billets of increasing responsibility and complexity
  - Technical specialty areas of CONST/ENG/FAC MGMT
  - Successful Mobilizations in support of Overseas Contingency Operations (OCO)
  - Combined/Joint experience in reserve assignments and/or deployments
  - Staff Contingency Engineering billet(s) (NRCEM, TCEM, NAVFAC, OICC)
  - NECC and/or Regiment assignments

- **Valued achievements prior to LIEUTENANT COMMANDER**
  - Seabee Combat Warfare (other warfare qualifications do not replace SCW)
  - Experience in Expeditionary CEC assignments (i.e. NMCB, PHIBCB)
  - Graduate degree (particularly technical degrees) are desirable, but not required

- **Valued achievements prior to COMMANDER**
  - Additional experience of increased responsibility and complexity in primary CEC responsibility assignments
  - OCO deployments more valuable than credentials regarding promotion. With due consideration to peer group, promotion preference should be given to officers with successful OCO/IA deployment(s) first
  - FacEng certification desirable, but not required
  - Joint Professional Military Education (JPME)

- **LDO/CWO Community participation, involvement and representation**
  - Familiar with all LDO/CWO designator career paths actively seeking out candidates for the program
  - Sustained and progressively greater contributions to the community
  - Actively mentors and trains personnel across all designators and paygrades promoting excellence and professional development of peers
  - A visible and positive representative of the community to the Fleet. Maintains communication with community leadership