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

Career Path

<table>
<thead>
<tr>
<th>Internship</th>
<th>O4</th>
<th>O5</th>
<th>O6</th>
</tr>
</thead>
<tbody>
<tr>
<td>Initial Residency or GMO/FS/UMO</td>
<td>Battalion Surgeon OIC or AOIC DH Training Officer Admin Officer</td>
<td>Battalion XO Regimental Surgeon HQ Staff Joint Staff Company Commander</td>
<td>Executive Medicine Track</td>
</tr>
</tbody>
</table>

Career Tracks
1. Clinical
2. Operational
3. Executive Medicine

JO APPLY
CO/XO Screening
APPLY Board
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

**Clinical Dentistry**

**Executive Medicine**

<table>
<thead>
<tr>
<th>O3 / O4</th>
<th>O5</th>
<th>O6</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>D C O</strong></td>
<td><strong>DET TO/AO Collateral Duties</strong></td>
<td><strong>DET OIC. OIC</strong></td>
</tr>
<tr>
<td><strong>Dentist</strong></td>
<td><strong>DETOIC</strong></td>
<td><strong>OIC</strong></td>
</tr>
<tr>
<td><strong>Collateral Duties</strong></td>
<td><strong>OIC</strong></td>
<td><strong>Commanding Officer</strong></td>
</tr>
<tr>
<td><strong>Dentist</strong></td>
<td><strong>DETOIC</strong></td>
<td><strong>Commanding Officer</strong></td>
</tr>
<tr>
<td><strong>Det OIC</strong></td>
<td><strong>DETOIC</strong></td>
<td><strong>OPSO XO</strong></td>
</tr>
<tr>
<td><strong>Collateral Duties</strong></td>
<td><strong>DETOIC</strong></td>
<td><strong>OPSO XO</strong></td>
</tr>
<tr>
<td><strong>Dentist</strong></td>
<td><strong>DETOIC</strong></td>
<td><strong>OPSO XO</strong></td>
</tr>
<tr>
<td><strong>Collateral Duties</strong></td>
<td><strong>DETOIC</strong></td>
<td><strong>OPSO XO</strong></td>
</tr>
<tr>
<td><strong>Dentist</strong></td>
<td><strong>DETOIC</strong></td>
<td><strong>OPSO XO</strong></td>
</tr>
<tr>
<td><strong>Collateral Duties</strong></td>
<td><strong>DETOIC</strong></td>
<td><strong>OPSO XO</strong></td>
</tr>
</tbody>
</table>

**COMMUNITY VALUES**
- Clinical Proficiency
- Executive Medicine
- Warfare Qualification
- JPME I and JPME II
- Assignment Diversity

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

**Senior APPL Y**

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

**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**

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

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

### Table: Specialty and Administrative Skill Development

<table>
<thead>
<tr>
<th>O2</th>
<th>O3</th>
<th>O4</th>
<th>O5</th>
<th>O6</th>
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</thead>
<tbody>
<tr>
<td>Staff officer</td>
<td>DivO / DH</td>
<td>DivO / DH</td>
<td>DFA / SE / Milestone</td>
<td>XO / CO</td>
</tr>
<tr>
<td></td>
<td>Staff officer</td>
<td>Small unit leadership (AOIC, OIC)</td>
<td>HQ DH / Asst DFA</td>
<td>DAF / SE / Milestone</td>
</tr>
<tr>
<td></td>
<td>Small unit collateral duties</td>
<td>Small unit collateral duties</td>
<td>SurgCo CO/XO</td>
<td>DAF / SE / Milestone</td>
</tr>
<tr>
<td></td>
<td>Instructor</td>
<td>HQ staff asst. / Asst. DFA</td>
<td>HQ staff / collateral duties</td>
<td>Senior HQ staff officer / collateral duties</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Mentor</td>
<td>Specialty Leader</td>
<td>Specialty Leader</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Subject Matter</td>
<td>Post-Command</td>
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<tr>
<td></td>
<td></td>
<td></td>
<td>Expert</td>
<td>Subject Matter Expert</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Mentor</td>
<td>Mentor</td>
</tr>
</tbody>
</table>

**Expeditory Readiness/Joinness**

**Reserve Unit and Operational Leadership Development**

**Career Tracks**

- Health Care Administrator
- Health Care Scientist
- Health Care Clinician

**Assignments**

- Operational: EMF, FDPMU, MARFOR, Line staff
- Command Staff: TYCOM, COCOM, Joint, Component
- Readiness Support: OHSU, NR NMETC
Medical Service Corps
Community Values

- **Alignment**
  - Drive policies to increase performance and efficiency within the organization
  - Adapt to new policies by streamlining processes within the organization

- **Professional Performance**
  - Demonstrate expertise in subspecialty and develop unit administration skills throughout career
  - Share professional expertise as instructor / subject matter expert and specialty leader

- **Readiness**
  - Develop operational specialty and general military skills for working in a contingency environment

- **Leadership**
  - Develop (i.e. through BMDOC, AMDOC, OJT, RILC, SOLC) and demonstrate reserve unit and operational leadership at all ranks
  - Increase leadership skills to prepare for career milestone (DFA) and command billets

- **Career diversity**
  - Seek a variety of assignments in operational, command staff and support billets
  - Diversify by obtaining additional qualifications and subspecialties
Judge Advocate General’s Corps
Career Progression

Career Path

NAVET: RLSO / DSO / VLC / OJAG / CVN / ESG / Appellate Gov’t or Defense / Other

DCO/COD: DCOIC, BLC, RLSO/DSO

Respay Officer / Training Officer / Admin Officer / OPS Officer / RLSO/DSO / OMC / NJS / Independent SJA / Other

RCC DSJA / OJAG / RLSO / DSO / OMC / NJS / Independent SJA / Unit XO / Other

OJAG / RLSO / DSO / OMC / NJS / Unit CO / Major Staff JAG / COCOM Unit JAG / Judiciary / Other

RCC SJA / Ech 3/4 SJA / Sr. RLSO or DSO JAG / Joint Duty / Pillar Lead / Special Assistant / OMC / NJS

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

Typical Billets

First Tour Judge Advocate
BLC, TC/DC, LAA, SJA, OJAG Codes, Appellate Gov’t 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, Military Judge

Unit CO, RCC SJA, Pillar Lead, Major Staff JAG, COCOM Unit JAG, Trial or Appellate Judiciary, Senior RLSO or DSO JAG
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: RESPAY, ADMIN, TRAINING, OPS
  • Naval Justice School, military schoolhouse courses, PME

■ Valued achievements prior to CAPTAIN
  • XO, Department Head
  • Assigned to a Pillar of Practice (Pillar 1, Military Justice Litigation; Pillar 2, Command Services/Legal Assistance; or Pillar 3, Specialty Practice (international law, admiralty law, or environmental law)
  • 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), Preliminary Hearing Officer
## Career Progression

### Professional Development

<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>Staff Nurse</td>
<td>Staff Nurse/Instructor/</td>
<td>HQ DH/OIC/Assistant Senior</td>
</tr>
<tr>
<td></td>
<td>Collateral/unit specific</td>
<td>Nurse Executive (ASNE)/HQTO</td>
</tr>
<tr>
<td></td>
<td>jobs BUMED Collateral Duty</td>
<td>Specialty Leader for NC</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Team Leader BUMED Workgroup</td>
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<tr>
<td></td>
<td></td>
<td>Complete Advanced Degree</td>
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<tr>
<td></td>
<td></td>
<td>OIC of major exercise</td>
</tr>
<tr>
<td></td>
<td>Pursuit of graduate</td>
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<tr>
<td></td>
<td>degree/clinical</td>
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<tr>
<td></td>
<td>specialization</td>
<td></td>
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<tr>
<td></td>
<td></td>
<td>Executive Medicine/Senior</td>
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<tr>
<td></td>
<td></td>
<td>Nurse Executive/CO and</td>
</tr>
<tr>
<td></td>
<td></td>
<td>XO/HQ Staff/Major Command/Post Command</td>
</tr>
</tbody>
</table>

### Operational Readiness/Jointness

- Pursuit of graduate degree/clinical specialization
- Board certifications in Nurse Specialty
- AOIC of major exercise

### Transformational Leadership

- Complete Advanced Degree
- OIC of major exercise

### Typical Assignments

#### 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.
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, JPMESP)
Supply Corps
Career Progression

Career Path

J.O. BASIC TECHNICAL DEVELOPMENT & LEADERSHIP

ADVANCED TECHNICAL PROFICIENCY & LEADERSHIP

SENIOR OFFICER DEVELOPMENT & LEADERSHIP

DCO / POCR ACCESSION

NAVET ACCESSION

Navy Reserve Augment Unit CO/OIC PQS

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

O5/O6 CMD Oral 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 MANGAGEMENT

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 tours (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 2N1 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 (qualifying for 2D1 AQD)
  - 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>2nd Operational Tour/DH Tour</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Warfare Qualification</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Shore Tour – OSO within NAVSUP or DLA, ASD, OTC, NSCS, NAVELSG, FFC</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Lateral Transfer / Redesignation / Supply BQC</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>SUBSPECIALTIES</th>
<th>IA/GSA/OCO AQD</th>
<th>OPERATIONAL AQD</th>
</tr>
</thead>
<tbody>
<tr>
<td>1301 Supply Distribution Mgt</td>
<td>918 &gt;120 days (SC JNTTADTOPS)</td>
<td>928 1 Op Tour Complete (COMP1 OPTOUR)</td>
</tr>
<tr>
<td>1302 Supply Chain Mgt</td>
<td>919 &gt;240 days (SC 2JNTTADTOP)</td>
<td>92A Assigned to 2nd Op tour</td>
</tr>
<tr>
<td>1306 Acq/Contracting Mgt</td>
<td></td>
<td>929 2 Op Tours Complete (COMP2 OPTOUR)</td>
</tr>
<tr>
<td>3111 Financial Mgt</td>
<td></td>
<td></td>
</tr>
<tr>
<td>3122 Log &amp; Trans Mgt</td>
<td></td>
<td></td>
</tr>
<tr>
<td>3130 Manpower Systems Mgt</td>
<td></td>
<td></td>
</tr>
<tr>
<td>3212 Joint Ops Log Mgt</td>
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</tr>
</tbody>
</table>
Supply Corps (FTS)
Community Values

- **Valued achievements at all paygrades**
  - Sustained superior performance
  - Reserve component support – direct support to the reserve component and the management of its programs
  - Fleet support – develop key skillsets to excel as a Supply Corps officer at each grade while supporting the Fleet

- **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) as identified by AQD 92A – assigned to second operational tour, or identified by AQD 929 – two operational tours complete

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

- **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 Officer
Career Progression

<table>
<thead>
<tr>
<th>NAVET: PNC-BLC Course if needed</th>
<th>RELSUP OIC / USMC Regiment / NECC Group</th>
</tr>
</thead>
<tbody>
<tr>
<td>Initial Operational and Shore Tours</td>
<td>Variety of Ministry Exp (USN/USMC/USCG)</td>
</tr>
<tr>
<td>DCO:ODS/PNC-BLC Courses</td>
<td>2N1 AQD</td>
</tr>
<tr>
<td>Initial Operational and Shore tours</td>
<td>JPME I</td>
</tr>
<tr>
<td></td>
<td>CPE / Board Certification (Civilian)</td>
</tr>
<tr>
<td></td>
<td>Mobilization/ADSW/Definite Recall</td>
</tr>
</tbody>
</table>

Milestone Tour
Advanced graduate education (Civilian or Military)
JPME II
CPE Supervisor Certification (Civilian)
Mobilization/ADSW/Definite Recall

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

Intermediate Leadership Course (PNC-ILC) and IOLC

Advanced Leadership Course (PNC-ALC) and AOLC

CDR Milestone Billets:
- Deputy Fleet (SURFLANT/SURFPAC)
- Deputy Force (RELSUP MFC/MFP/MFR)
- Deputy HQ NECC; USNORTHCOM; JCS
TOTAL: 8 billets

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

Indefinite Recall
Definite Recall/ADSW/MOB
Chaplain Corps Officer

Community Values

- **Valued achievements prior to LIEUTENANT COMMANDER**
  - Mobilization/ADSW and/or crisis response experience
- **Valued achievements prior to COMMANDER**
  - USMC REGIMENT / AOIC
  - Variety of ministry experience (USN/USMC/USCG)
  - 2N1 AQR
  - CPE Board Certification (Civilian)
  - Mobilization
- **CDR Milestones:** Deputy Fleet (SURFLANT/SURFPAC); Deputy Force (RELSUP MFC/MFP/MFR); 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 AQR
  - 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>
<th>Quals / Certs / Licensure</th>
</tr>
</thead>
<tbody>
<tr>
<td>WARFARE QUALIFICATION</td>
<td>National Recognized Civilian Professional Credentials: (CCM/PMP/CGC/FPE/LEED/EVMS/etc.)</td>
<td>← Education</td>
</tr>
<tr>
<td>EXPEDITIONARY</td>
<td></td>
<td></td>
</tr>
<tr>
<td>DCOIC, CECOS, CB OPS I &amp; II</td>
<td></td>
<td></td>
</tr>
<tr>
<td>NMCB / ACB / CBMU PWD / STAFF EXPEDITIONARY STAFF</td>
<td>NMCB / ACB / PWD EXPEDITIONARY/ JOINT STAFF</td>
<td>NMCB / ACB EXPEDITIONARY/ JOINT STAFF</td>
</tr>
<tr>
<td>OCO / IA Tour(s)</td>
<td></td>
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</tbody>
</table>

TYPICAL BILLET: EXPEDITIONARY

- NMCB / ACB / CBMU Pt 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 NCG/NECC Staff
- NMCB CO ACB S3 / XO NCR R3 NCR/NCG/NECC Staff
- NCR CDRE ACB OIC NCR/NCG/NECC Staff

TYPICAL BILLET: FACILITIES MANAGEMENT

- NAVFAC PW/FE/HQ Staff

TYPICAL BILLET: 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

CECOS, CB OPS I & II

NMCD / ACB / CBMU / NSW Expeditionary Staff

NMCD/ACB/NSW Expeditionary Joint Staff

Major Joint
Major Staff

No O6 Billet

OCO / IA Tour(s)

Typical Billets Expeditionary

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

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

Major Joint CMD
Major Staff
NCR / NCG / NECC

No O6 billets

Typical Billets Staff / Contingency Engineering

NAVFAC HQ/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 is mandatory (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) is desirable, but not required.

- **LDO/CWO Community participation, involvement and representation.**
  - Documented mentors of junior personnel based on the demographics of particular job (officers, enlisted, etc.)
  - Familiar with all LDO/CWO designator career paths actively seeking out candidates for the program.
  - A visible and positive representative of the community to the Fleet. Maintains communication with community leadership.