

# **FY-21 Navy Reserve Staff Corps Community Brief Disclaimer**

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**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.**

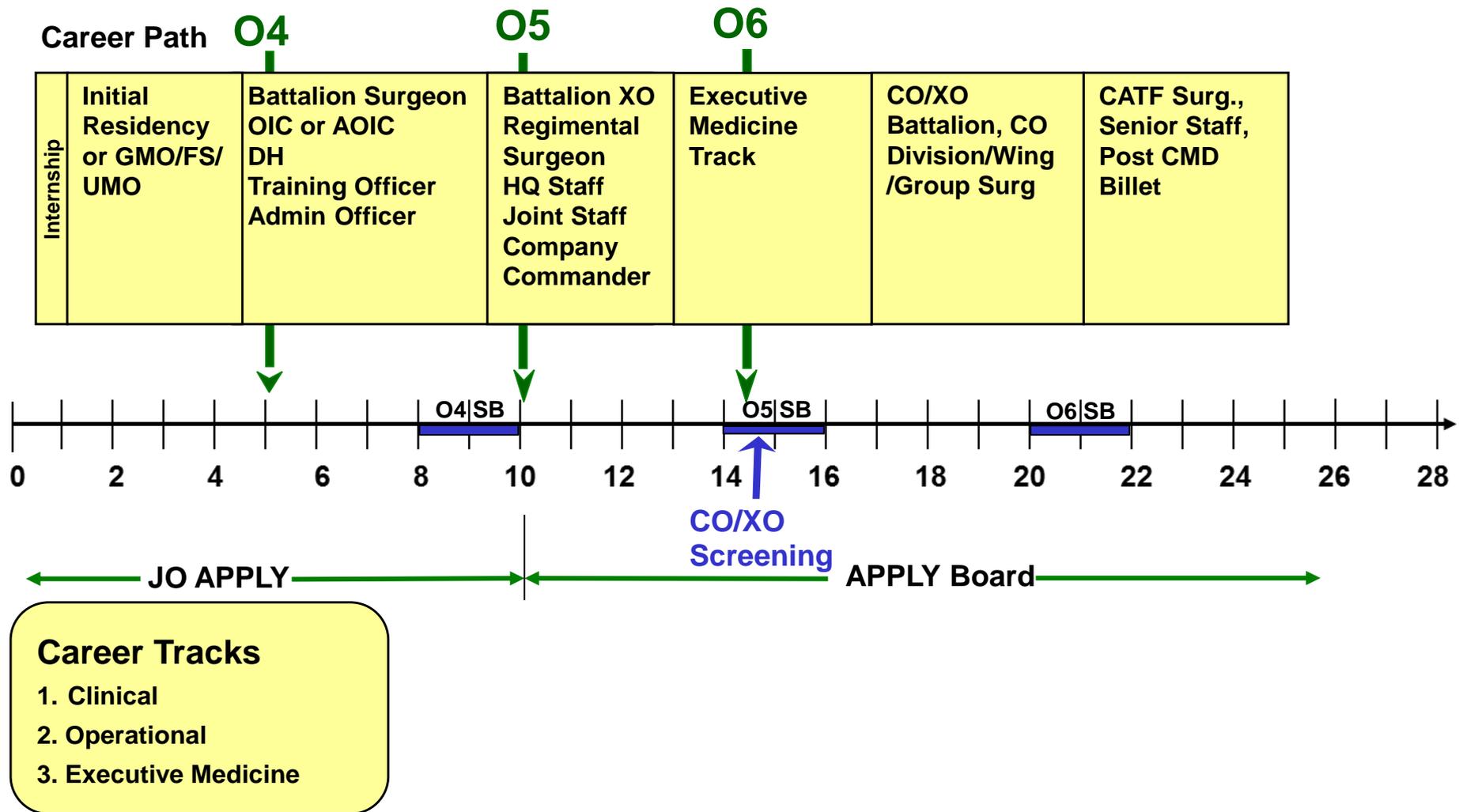
**Community leaders have provided these slides to community members for career planning purposes; however, strict adherence to the career progressions depicted in the slides is not a prerequisite for promotion.**

**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





# Medical Corps

## *Community Values*

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### ▪ **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

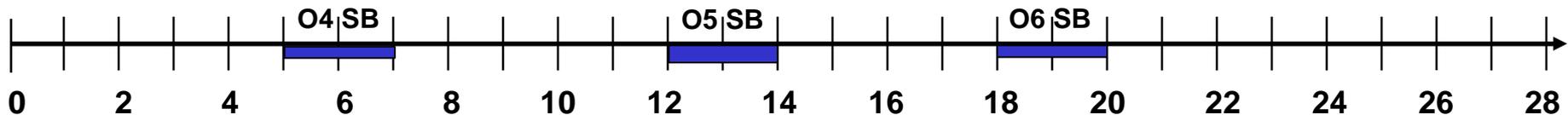


# Dental Corps

## Career Progression



O3 / O4				O5		O6	
D C O	Credentialed Dental Officer	DET TO/AO Collateral Duties	DET OIC DET AOIC AOPSO Exercise OIC	DET OIC. OPSO XO	Commanding Officer OPSO HQ Staff *Operational Exec Billets	Senior HQ Staff Senior Dental Executive CO/XO Major Command Post Command RAO / Specialty Leader	



- 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: 4<sup>th</sup> Med / Dent Companies
  - Major Commands: OHSU, EMF & 4<sup>th</sup> Med/Dent Battalion

- \* 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**

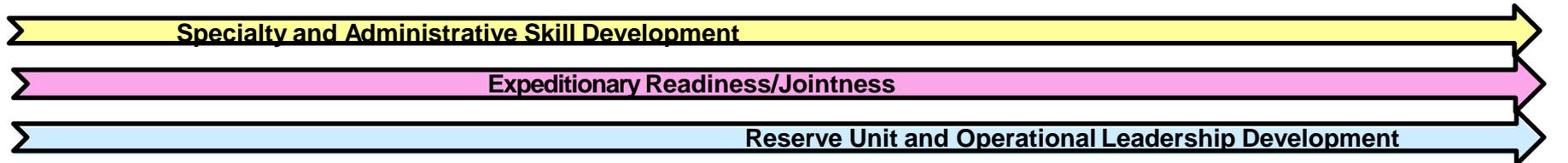
- JPME I / JPME II
- Service Schools (BMDOC, AMDOC, NRUM, JMOC, SOLC, etc.)
- Warfare Qualifications

***SUCCESSFUL CAREER DEVELOPMENT REQUIRES A SUSTAINED PERSONAL COMMITMENT TO PREPARATION THROUGH PROFESSIONAL LEARNING AND INCREASED RESPONSIBILITY***

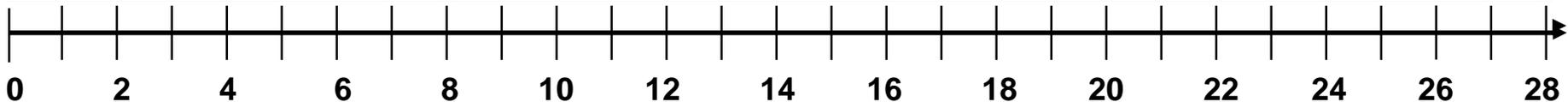


# Medical Service Corps

## Career Progression



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



← Junior Officer APPLY →

← Senior APPLY Board →

### Career Tracks

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

### Assignments

- Operational: EMF, FDP MU, 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



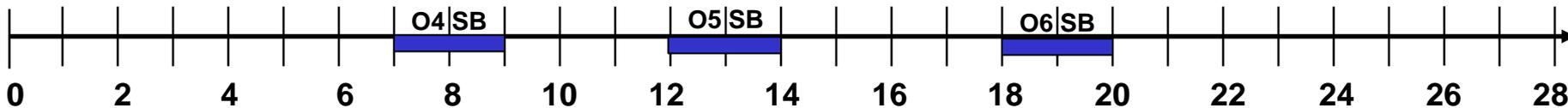
# Judge Advocate General's Corps

## Career Progression

### Career Path

<p>NAVET: RLSO / DSO / VLC / OJAG / CVN / ESG / Appellate Gov't or Defense / Other</p>	<p>Respay Officer / Training Officer / Admin Officer / OPS Officer / RLSO/DSO / OMC / NJS / Independent SJA / Other</p>	<p>RCC DSJA / OJAG / RLSO / DSO / OMC / NJS / Independent SJA / Unit XO / Other</p>	<p>OJAG / RLSO / DSO / OMC / NJS / Unit CO / Major Staff JAG / COCOM Unit JAG / Judiciary / Other</p>	<p>RCC SJA / Ech 3/4 SJA / Sr. RLSO or DSO JAG / Joint Duty / Pillar Lead / Special Assistant / OMC / NJS</p>
<p>DCO/COD: DCOIC, BLC, RLSO/DSO</p>				

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



### Typical Billets

← APPLY Board →

<p>First Tour Judge Advocate</p>	<p>BLC, TC/DC, LAA, SJA, OJAG Codes, Appellate Gov't or Defense Counsel, Professional Development Officer, Victims' Legal Counsel</p>	<p>Unit DH, Fleet and Operational Units, SJA, NJS Instructor, OJAG Codes, Senior TC/DC</p>	<p>RCC DSJA, Unit XO, Fleet and Operational Units, SJA, OJAG Codes, Military Judge</p>	<p>Unit CO, RCC SJA, Pillar Lead, Major Staff JAG, COCOM Unit JAG, Trial or Appellate Judiciary, Senior RLSO or DSO JAG</p>
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# Judge Advocate General's Corps

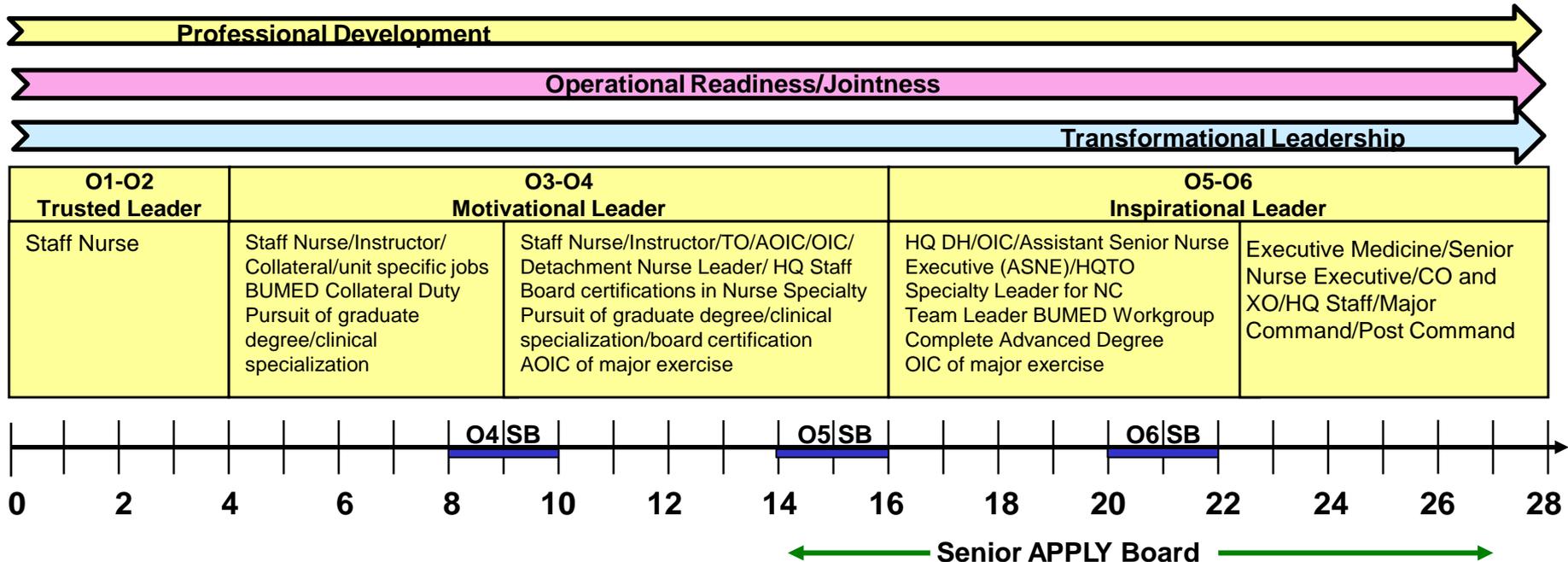
## *Community Values*

- **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



# Nurse Corps

## Career Progression



### 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.



# Nurse Corps

## Community Values

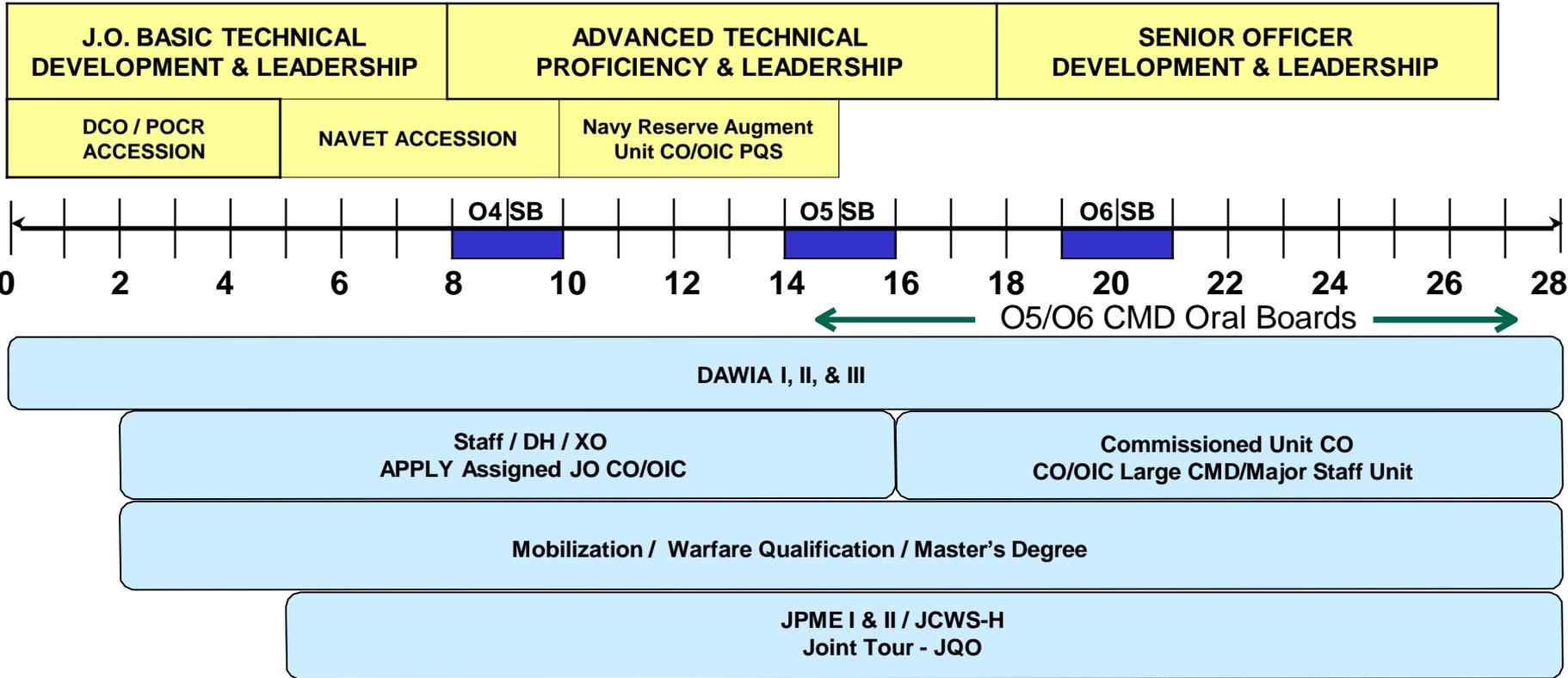
- **Valued achievements prior to LIEUTENANT COMMANDER**
  - Sustained superior performance/maintains clinical competency and currency
  - Assignment diversity
    - Assumes leadership positions commensurate with rank and responsibility
    - Operational Exercises/Mobilization
  - Pursuing an advanced 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, JPMESP)



# Supply Corps

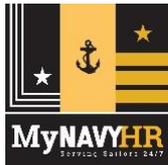
## Career Progression

### Career Path



### Principal Lines of Operation/Major Billet Areas

- SUPPLY CHAIN MANGEMENT
- ACQUISITION/CONTRACTING
- OPERATIONAL LOGISTICS



# Supply Corps

## Community Values

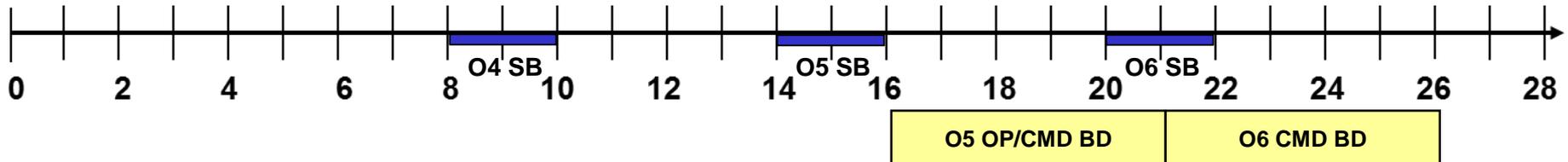
- **Valued achievements at all paygrades**
  - Sustained superior performance
  - DAWIA qualifications (brought to the RC/Community or earned ACQs while in qualifying billet)
  - Warfare qualification (if assigned to a qualifying billet)
  - Successful mobilization (qualifying for an AQD)
  - Joint experience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

J.O. BASIC TECHNICAL DEVELOPMENT & LEADERSHIP	ADVANCED TECHNICAL PROFICIENCY & LEADERSHIP	SENIOR OFFICER DEVELOPMENT & LEADERSHIP
1 <sup>st</sup> Operational Tour 2 <sup>nd</sup> Operational Tour/DH Tour Warfare Qualification Shore Tour – OSO within NAVSUP or DLA, ASD, OTC, NSCS, NAVELSG, FFC	<u>Aviation</u> : CNAFR MSW, NAF & CFLSW <u>Expeditionary</u> : COMNAVELSG, NCHB XO & DH, NMCB, EWDC, NWG-11 <u>Reserve Mgmt</u> : CNRFC, BUPERS OCM, OSO within NAVSUP or DLA, Reserve NCHB XO, NSCS, ECRC <u>Fleet Support</u> : IDRESCOM, FLC NAS SUPPO, 4 <sup>th</sup> FLT, FLC OPS	<u>Aviation</u> : CNAFR <u>Expeditionary</u> : COMNAVELSG, NCHB CO, NELR, CRG-N4 <u>Reserve Mgmt</u> : CNRFC, NAVSUP, DLA, FTS Detailer, RCC-N4, SELRES-CC <u>Fleet Support</u> : CNFK, BUMED, OPNAV, PACFLT, FLC NAS SUPPO, 4 <sup>th</sup> FLT
Lateral Transfer / Redesignation / Supply BQC		



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

SUBSPECIALTIES	
1301	Supply Distribution Mgt
1302	Supply Chain Mgt
1306	Acq/Contracting Mgt
3111	Financial Mgt
3122	Log & Trans Mgt
3130	Manpower Systems Mgt
3212	Joint Ops Log Mgt

IA/GSA/OCO AQD	
918	>120 days (SC JNTTADTOPS)
919	>240 days (SC 2JNTTADTOP)

OPERATIONAL AQD	
928	1 Op Tour Complete (COMP1 OPTOUR)
92A	Assigned to 2 <sup>nd</sup> Op tour
929	2 Op Tours Complete (COMP2 OPTOUR)



# Supply Corps (FTS)

## *Community Values*

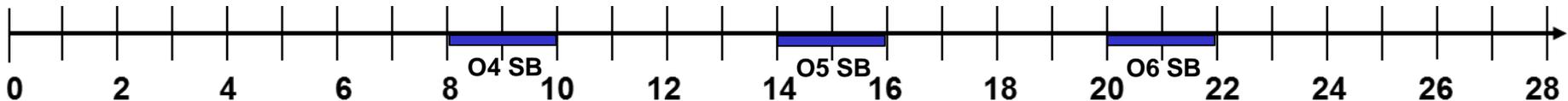
- **Valued achievements at all paygrades**
  - Sustained superior performance
  - Reserve component support – direct support to the reserve component and the management of its programs
  - Fleet support – develop key skillsets to excel as a Supply Corps officer at each grade while supporting the Fleet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

<p>NAVET: PNC-BLC Course if needed Initial Operational and Shore Tours</p>	<p>RELSUP OIC / USMC Regiment / NECC Group Variety of Ministry Exp (USN/USMC/USCG) 2N1 AQD JPME I CPE / Board Certification (Civilian) Mobilization/ADSW/Definite Recall</p>	<p>Milestone Tour Advanced graduate education (Civilian or Military) JPME II CPE Supervisor Certification (Civilian) Mobilization/ADSW/Definite Recall</p>
<p>DCO:ODS/PNC-BLC Courses Initial Operational and Shore tours</p>		



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

RC Milestone Billet Screening / RC Apply Board

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 AQD
  - 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 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

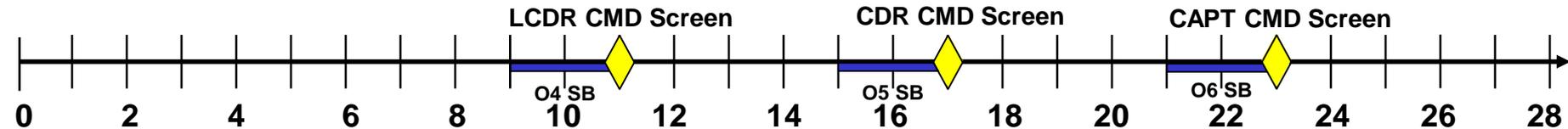


# Civil Engineer Corps

## Career Progression

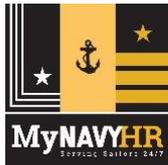
### Career Path

PE or RA & Graduate School		FacEng, JPME I		← Quails / Certs / Licensure Education
WARFARE QUALIFICATION		National Recognized Civilian Professional Credentials: (CCM/PMP/CGC/FPE/LEED/EVMS/etc.)		
EXPEDITIONARY	NMCB / ACB / CBMU PWD / STAFF EXPEDITIONARY STAFF	NMCB / ACB / PWD EXPEDITIONARY/ JOINT STAFF	NMCB / ACB EXPEDITIONARY/ JOINT STAFF	MAJOR JOINT MAJOR STAFF
DCOIC, CECOS, CB OPS I & II				
OCO / IA Tour(s)				



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 NCG/NECC Staff	NMCB CO ACB S3 / XO NCR R3 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/NRCM/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*

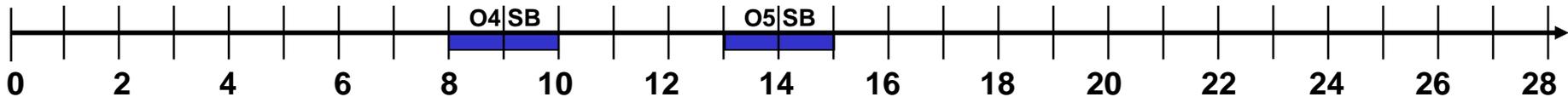
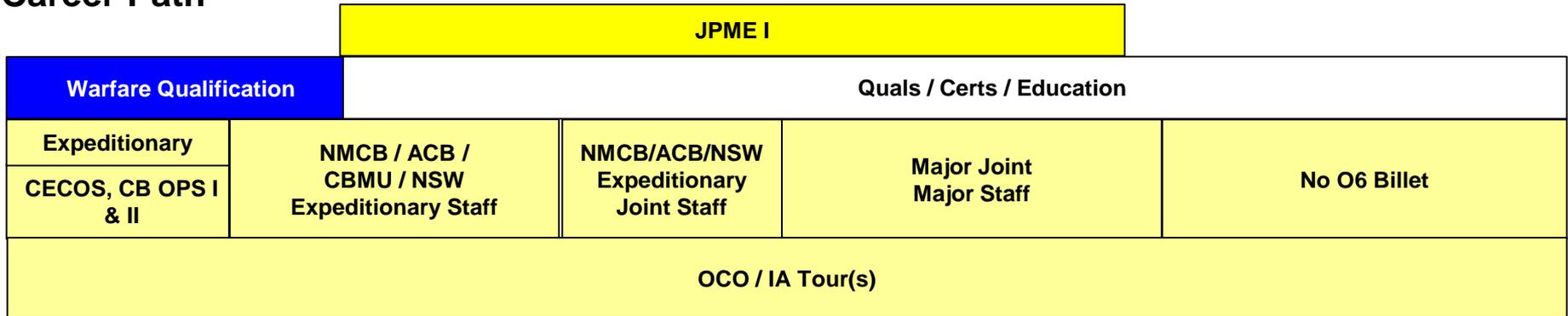
- **Valued achievements at all paygrades**
  - Sustained superior performance in leadership billets of increasing responsibility and complexity
  - Successful Mobilizations in support of Overseas Contingency Operations (OCO)
  - Combined/Joint experience in reserve assignments and/or deployments
  - 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



### Typical Billets Expeditionary

<b>NMCB / ACB / CBMU / NSW Plt Cdr, Det AOIC Asst CO Cdr</b>	<b>NMCB / ACB Co Cdr CBMU / EXWC / NSW OIC NCR / NCG / NECC</b>	<b>Major Joint CMD Major Staff NCR / NCG / NECC</b>	<b>No O6 billets</b>
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### Typical Billets Staff / Contingency Engineering

	<b>NAVFAC HQ/CEU, NRCEM/TCEM, COCOM/Joint Staff</b>
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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.