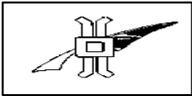


**LN CAREER PATH
(SW)**



Legalman (LN). LNs perform paralegal duties under the direction of judge advocates in providing and administering legal services, including matters dealing with military justice (i.e., NJP, courts-martial and legal research) and civil law (i.e., administrative separations, investigations and legal assistance). LNs also perform duties as court reporters for courts-martial, courts of inquiry and other investigations and prepare records of trial for such proceedings.

YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO ADVANCE	COMMISSIONING OR OTHER SPECIAL PROGRAMS	SEA/SHORE FLOW	TYPICAL CAREER PATH DEVELOPMENT
26-30	LNCM	21.6 Yrs	CSEL	36	4 th Shore Tour Billet: Rating CSEL/CSEL Duty: OJAG, RLSO, NJS Qualification: CSEL, CMC/COB Course, Instructor Course, PCO/PXO/SEL Course
24-26	LNCM LNCS	21.6 Yrs 18.8	CSEL	36	4 th Sea Tour *Only 1 billet for LNCS and 2 billets for LNCM overseas for sea duty* Billet: CSEL/LCPO Duty: RLSO/DSO Qualification: CSEL, SEA, CMC/COB Course, PCO/PXO/SEL Course
20-24	LNCM LNCS LNC	21.6 Yrs 18.8 14.5	CWO, CSEL	48	3 rd Shore Tour Billet: CSEL/LCPO Duty: RLSO/DSO/NPC/ NJS/SJA/OMC. Qualification: CSEL, SEA, CMC/COB Course, Senior LN Leadership Course (A23A), Instructor Course, PCO/PXO/SEL Course
16-20	LNCS LNC LN1	18.8 Yrs 14.5 8.7	LDO, CWO, OCS, MECP, CSEL	36	3 rd Sea Tour *Only 1 billet overseas for LNCS for sea duty* Billet: LCPO/LPO/ INDLN Duty: RLSO/DSO/ Ship/Group Qualification: Senior LN Leadership Course (A23A), PCO/PXO/SEL Course
12-16	LNCS LNC LN1	18.8 Yrs 14.5 8.7	LDO, CWO, OCS, MECP, CSEL	48	2 nd Shore Tour Billet: LCPO/LPO/Instructor Duty: CNLSC/RLSO/ DSO/OMC/NJS/SJA Qualification: Legalman Paralegal Education Program (NEC A02A); Senior LN Leadership Course (A23A), Instructor Course



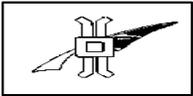
**LN CAREER PATH
(SW)**



YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO ADVANCE	COMMISSIONING OR OTHER SPECIAL PROGRAMS	SEA/ShORE FLOW	TYPICAL CAREER PATH DEVELOPMENT
8-12	LNC LN1 LN2	14.5 Yrs 8.7 4.5	LDO, CWO, OCS, MECP, EMDP2, JAGC IPP (<10 TIS, E5 – E7)	36	2 nd Sea Tour Billet: LCPO/ LPO/ALPO/IDLN. Duty: RLSD/DSO/Ship/ Group/NMCS/SJA. Qualification: Legalman Paralegal Education Program (NEC A02A), Mid-Level LN (A22A), Senior LN Leadership Course (A23A), Paralegal Litigation Course
4-8	LN1 LN2 LN3	8.7 Yrs 4.5 2.8	STA-21, OCS, MECP, EMDP2, JAGC IPP (E5 – E7)	48	1 st Shore Tour Billet: LPO/ Assignment in- rate. Duty: RLSD/DSO/SJA Office. Qualification: Legal Assistance Paralegal; Legalman Paralegal Education Program (NEC A02A), Paralegal Litigation Course; Mid-Level LN (A22A), LN PQS, LN NAVEDTRA
1-4	LN2 LN3	Upon completion of “A” School, will be advanced to E-4	Naval Academy, NROTC, JAGC IPP (>2 TIS, E5 – E7)	36	1 st Sea Tour Billet: Assignment in-rate Duty: RLSD/DSO/CVN. Qualification: Legalman Paralegal Education Program (NEC A02A), Paralegal Litigation Course; LN PQS, LN NAVEDTRA
1+/-	N/A – LN is a conversion rating. Will accept E-3s eligible for E-4 on case-by-case basis	9 Months			

Notes:

1. “A” School is required
2. The Legalman rating implemented a requirement for higher education in September 2010. Unless exempt from the requirement, all LNs and those converting to the LN rating are required to complete an Associate of Science degree in Paralegal Studies. The courses for earning this degree are funded by the JAG Corps, including tuition, books, and time during the work day to complete homework and study. Consult your local senior Legalman or Professional Development Officer for more information. Legalman who have completed this requirement are assigned NEC A02A.
3. JAGINST 1440.1(series) governs and lists requirements for conversion to the Legalman rating.



LN CAREER PATH (SW)



4. The career enhancing billets in the Legalman rating are sea duty. Duty onboard a CVN, AS, or LHA/LHD Legal Office and Independent Duty Legalman with Seabee Battalions and Naval Special Warfare Development Group (DEVGRU) are by far the most challenging career assignments at the E-6/7 paygrade (some LHA/LHD and all NMCB are Independent Duty LN billets). A demanding CONUS tour comparable to sea duty is an assignment in the Office of Military Commissions (OMC). Additionally, high Op-tempo legal offices in fleet concentration areas, including Great Lakes, are duty comparable to sea duty for the rating. Assigned LNs work in a fast-paced office performing capital trial/defense paralegal duties in support of SECDEF's top expeditionary legal priority, resulting in extensive worldwide travel to support/prepare for hearings.

5. The Legalman rating was a High Demand/Low Density community with regards to GWOT missions and support. Prior to 2011, there were approximately 20 active duty requirements in Iraq, Afghanistan, GTMO, Honduras, Kuwait, and HOA. Since 2011, the demand for LN IAs has significantly diminished and the mission is currently fulfilled by Reserve Component LNs.

6. Due to the size of the community, the opportunity to accept Sailorization billets such as recruiter and recruit division commander is extremely limited and only considered on a case by case basis.

7. There are no special duties that prevent Legalman from holding positions of leadership. Career progression is very similar to other ratings: Learn your rating at the Apprentice level then become LPO (shore/sea), LCPO (shore/sea), and then seek leadership billets as a Senior Enlisted Leader at one of 15 commands (RLSO/DSO /NJS/OJAG).

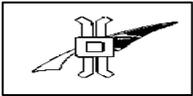
- a. For advancement consideration, the member should have served as CSEL, LCPO, LPO, or Assistant LPO with documented impact to command mission and Sailor professional development.
- b. Successful completion is defined by the member earning competitive performance marks on their evaluation in those positions and with documented impact to command mission and Sailor professional development.
- c. There are billets in which an LN is the only LN assigned to a command or legal office (typically SJA billets). In those instances, consideration for advancement should be based on their overall contributions and performance toward the command mission in which they are assigned, as well as their initiative to seek additional leadership opportunities.

8. Although LN is primarily a surface rating, LNs serve in billets assigned to every war-fighting domain in the Navy. Accordingly, they may qualify for any warfare designation based upon assignment type and obtainment of primary watch standing qualifications for the command in which they are assigned. Additionally, LNs serving as instructors (NEC A058) are expected to qualify as MTS.

9. Acronyms:

IDLN – Independent Duty Legalman
RLSO – Region Legal Service Office
DSO – Defense Service Office (1 Oct 12, DSOs created under a NLSC realignment)
NLSO- Navy Legal Service Office (prior to 1 Oct 12)
DET – Detachment
BROFF – Branch Office
NJS – Naval Justice School
JAG – Judge Advocate General
PME– (Professional Military Education)
AERR– (Advancement Examination Readiness Review)
OJAG – Office of the Judge Advocate General
NLSC – Naval Legal Service Command
SCM/SPCM/GCM – Summary Courts-Martial/Special Courts-Martial/General Courts– Martial
SJA – Staff Judge Advocate
OMC- Office of Military Commissions (Defense Legal Services or DEF LEGL SVC)
LPEP- Legalman Paralegal Education Program
CSEL – Command Senior Enlisted Leader

10. NEC - Navy Paralegal – A02A



LN CAREER PATH (SW)



Mid-Level Legalman Course – A22A

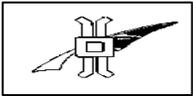
Senior Legalman Leadership Course – A23A

11. IDLNs do not have a JAG assigned to their command and are primarily responsible for the legal support of that command.
12. RLSOs provide courts-martial, command services, and legal assistance support. DSOs provide defense services/advice for individual service members facing disciplinary or administrative proceedings. RLSOs and DSOs may cover an expansive geographic area of responsibility with personnel remotely assigned to DETs and/or BROFFs.
13. Per OPNAVINST 1306.2(series), The COs of RLSOs, DSOs, and NJS designate, in writing, a collateral-duty Command Senior Enlisted Advisor to serve as the Command Senior Enlisted Leader. Each command has an LNCM or LNCS billet authorized to fulfill this important leadership role. The LNCS billets are located at the DSOs, RLSO Midwest, RLSO Hawaii, and RLSO Naval District Washington. The LNCM billets are located at the remaining RLSOs, NJS, and OJAG. In limited circumstances and at the CO's discretion, a senior enlisted LN from a DET or BROFF may be designated, in writing, to fulfill this role for the command (e.g., gapped billet). DETS/BROFFs are not their own commands. Accordingly, they do not have designated CSEAs as a CSEL for a Detachment. Senior enlisted LNs designated as CSEs perform duties and responsibilities as delineated in OPNAVINST 1306.2(series), in addition to being a subject matter expert in the LN rating.
14. The Legalman rating is an INUS/OCONUS rating. Due to limited billet availability and/or eligible LN rollers in a given CMS-ID cycle, it is not unusual for LNs to deviate from Sea/Shore Flow or fill billets not commensurate with current paygrade. Subsequent tours should depict increased scope of responsibility and diversity in duty assignments.

Considerations for advancement from E6 to E7

1. Sea Assignments: At the E6 level, the sea duty billets are onboard CVN, AS, and LHA/LHDs as well as with the Strike Group Staffs. Seabee Battalions are operational billets and LNs will deploy. DEVGRU is a CNO Priority One Major Command that supports a classified national mission. All DEVGRU command members are extensively screened prior to selection.
 - Should be qualified OOD(I/P) or other out of rate watch qualifications commensurate with duty assignment
 - At least one warfare pin
 - Major Command Collateral duties (i.e.: DCTT, other Training Teams, CFL), or other Assistant Collateral duties (i.e., ACFL) with documented scope and impact of leadership
 - Peer leadership through FCPOA (holding office position), Sailor 360 and/or other peer group leadership opportunities with documented impact
 - OUTUS assignments at a Staff (not embarked on a Flag ship), RLSO, or DSO are considered sea duty for sea/shore flow purposes and should be viewed as an assignment that is valued by the LN community. LNs serving in these positions should fulfill requirements expected of LNs serving on Shore Assignments (all)
 - Complete the Mid-Level Legalman Course (NEC A22A)
 - Documented JAG Community impact. Actions that further the mission of the JAG Community (i.e. participation in recruiting events and working groups, etc.)
2. Shore Assignments (all)
 - Personnel assigned to Staff duty (i.e. TYCOMs, OPNAV and MCPON's office), OMC, and Naval Justice School instructors with A058 NEC, are carefully screened and selected to that assignment. Additionally, NJS instructors are expected to qualify MTS. Sailors selected to serve in one of these assignments demonstrated exceptional expertise and are highly valued by the LN community
 - Personnel assigned as an LPO or ALPO in a high op-tempo RLSO/DSO in fleet concentration areas, especially RLSO MIDWEST should be viewed as a challenging assignment that is valued by the LN community
 - Major Command Collateral duties or Assistant Collateral duties with documented scope and impact of leadership.
 - Peer leadership through FCPOA (holding office position), Sailor 360 and/or other peer group leadership opportunities with documented scope and impact of leadership
 - Complete the Mid-Level Legalman Course (NEC A22A)
 - Documented JAG Community impact. Actions that further the mission of the JAG Community (i.e. participation in recruiting events and working groups, etc.)

Considerations for advancement from E7 to E8



LN CAREER PATH (SW)



1. Sea Assignments (all): At the E-7 and above level, OCONUS and at sea is limited. The E-7 billets are on CVNs, DEVGRU, and in overseas shore locations. DEVGRU is an operational special assignment. All DEVGRU command members are extensively screened prior to selection
 - Should be qualified OOD(I/P), Ship Section Leader, or other out of rate watch qualifications outside the normal scope (i.e.: ATTWO, MTT, 3MDA) and commensurate with duty assignment
 - All warfare pins for which they have the opportunity to attain
 - Major Command Collateral duties (i.e.: DCTT, other Training Teams, Repair Locker Chief, CFL) or other Assistant Collateral duties with documented scope and impact of leadership
 - CPO Mess leadership through CPOA (holding office position) and/or CPO Initiation (chair/team lead).
 - OCONUS assignments at a Staff, RLSO, and DSO are considered sea duty for sea/shore flow purposes and should be viewed as an assignment that is valued by the LN community. LNs serving in these positions should fulfill requirements expected of LNs serving on Shore Assignments (all)
 - Documented JAG Community impact. Actions that further the mission of the JAG Community (i.e. LN conversion boards and recruiting events, participation in working groups, YN/LN symposium coordination, SOY/LOY boards, AERR SME, etc.)

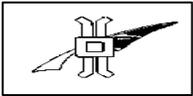
Complete the Senior Legalman Leadership Course (NEC A23A).

2. Shore Assignments (all)
 - Personnel assigned to Staff duty, OMC, and Naval Justice School instructors with A058 NEC, are carefully screened and selected to that assignment. Additionally, NJS instructors are expected to qualify MTS. Sailors selected to serve one of these assignments demonstrated exceptional expertise and are highly valued by the LN community
 - Personnel assigned as an LCPO to a high- tempo CONUS RLSO/DSO in fleet concentration areas, especially RLSO MIDWEST, should be viewed as a challenging assignment that is highly valued by the LN community
 - Should have additional off duty education beyond the mandatory LPEP degree.
 - Documented JAG Community impact. Actions that further the mission of the JAG Community (i.e. LN conversion boards, and recruiting events, participation in working groups, YN/LN symposium coordination, SOY/LOY boards, AERR SME, etc.)

Complete the Senior Legalman Leadership Course (NEC A23A)

Considerations for advancement from E8 to E9

1. Sea Assignments (all): There are no traditional sea duty billets available at the E8/E9 paygrades and OUTUS assignment is extremely limited with only three overseas shore locations available. The RLSO Western Pacific CSEL and RLSO EURAFSWA CSEL are E-9 billets and the DSO Pacific CSEL is an E-8 billet
 - Should be qualified OOD(I/P), Section leader, or other out of rate watch qualifications outside the normal scope (i.e.: ATTWO), and commensurate with type of duty assignment
 - All warfare pins for which they have the opportunity to attain
 - Major Command Collateral duties (i.e.: DCTT, other Training Teams, Repair Locker Chief, CFL) or other Assistant Collateral duties with documented impact
 - CPO Mess leadership through CPOA (holding office position) and/or CPO Initiation (chair/team lead).
 - Serving as a CSEL assigned to a RLSO/DSO OCONUS should be viewed as a challenging assignment that is valued by the LN community. LNs serving in these positions should be designated in writing and fulfilling requirements expected of LNs serving on Shore Assignments (all)
 - Candidates should have a diverse background of assignments and have completed prescribed PME
 - Candidates should have off duty education beyond the mandatory LPEP degree
2. Shore Assignments (all)
 - Serving as a CSEL assigned to a DSO/RLSO CONUS should be viewed as a challenging assignment that is highly valued by the LN community. LNs serving in these positions should be designated in writing. Serving as the LN Rating Specialist/Shore Placement Coordinator or LN Detailer at NPC are viewed as Navy-Wide impact to the LN community and LNs are carefully screened for these high priority assignments



LN CAREER PATH (SW)



- Personnel assigned to Staff duty and Naval Justice School instructors with A058 NEC are carefully screened and selected to that assignment. Additionally, NJS instructors are expected to qualify MTS. Sailors selected to serve one of these assignments demonstrated exceptional expertise and are highly valued by the LN community
- Documented JAG Community impact. Actions and leadership that further the mission of the JAG community (i.e., chairing LN conversion boards, leading community-wide recruiting and working groups, serving as AERR SME, etc.)
- Candidates should have a diverse background of assignments and have completed prescribed PME
- Candidates should have off duty education beyond the mandatory LPEP degree