



RP CAREER PATH (SW)

Religious Program Specialists (RP). RPs support of Professional Naval Chaplaincy (PNC); support the provision and facilitation of Religious Ministry (RM); support the care of Navy and Marine Corps personnel and their families of all faith groups; advise leadership on program planning and execution; support the Command Religious Program (CRP) with data collection, research, and analysis; and provide technical expertise on force protection requirements for Religious Ministry Teams (RMT) in expeditionary and combat environments.

YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO ADVANCE	COMMISSIONING OR OTHER SPECIAL PROGRAMS	SEA/ShORE FLOW	TYPICAL CAREER PATH DEVELOPMENT
27-30	RPCM	25.2 Yrs	CSEL, CMDCM	36	5 th Shore Tour Duty: Only shore duty billets for E9s; there are no sea duty billets. Qualification: CMC/COB Course
24-27	RPCM RPCS	25.2 Yrs 20.2 Yrs	CSEL, CMDCM, CMDCS	36	5 th Sea Tour Duty: Only shore duty billets for E9s; there are no sea duty billets. E-8 Duty: MEF, MAW, MARDIV Qualification: FMF, CSEL, CMC/COB Course, SEA
21-24	RPCM RPCS RPC	25.2 Yrs 20.2 Yrs 14.4 Yrs	CSEL, CMDCM, CMDCS	36	4 th Shore Tour Billet: CSEL, DLCPO, SEA. (All E9s are eligible for Flag Selection to Rate CSEL). Duty: Only shore duty billets for E9s. OPNAV Staff (Rating CSEL) E-9 Duty: USFFC, PACFLT, MARFORPAC, MARFORCOM, BUMED, E-8 Duty: C2F, C3F E-7 Duty: C6F Qualification: CSEL, CMC/COB Course, SEA
18-21	RPCS RPC	20.2 Yrs 14.4 Yrs	CMDCS	36	4 th Sea Tour Billet: CSEL, SEA, LCPO E-8 Duty: MEF, DIV, MAW E-7 Duty: CVN, Ministry Center, MLG, C5F, C7F. Qualification: SEA, FMF, EAWS, ESWS, SEJPME I & II
15-18	RPC RP1	14.4 Yrs 8.8 Yrs	LDO	36	3 rd Shore Tour Billet: Senior Enlisted Advisor (SEA), LCPO, LPO Duty: C6F, USNA, NAVMED, OPNAV, HQMC, USFF, MCRD, MCAS, MCB, CNI, NORTHCOM, CNAL NS/NAS/NAVREG, TSC/RTC, CNAL, CNSL, CNSP, CNRFC, DEPMED, DEVGRU, NAVIFOR, NCSC, NSSC, NECC, Qualification: MTS, SEA (All Branches), SEJPME I & II



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12-15	RPC RP1	14.4 Yrs 8.8 Yrs	LDO	36	3 rd Sea Tour Billet: RP Manager, Senior Enlisted Advisor, LCPO. LPO Duty: CVN, : C5F, C7F, MLG, Ministry Center, DEVGRU Qualification: FMF, EAWS, ESWS, Senior Enlisted Academy (All Branches), SEJPME I and II
9-12	RP1 RP2	8.8 Yrs 4.5 Yrs	LDO, OCS, MECP	36	2 nd Shore Tour Billet: LPO Duty: USNA, NAVMED, HQMC, MFC, MCRD, MCAS, MCB, MCRC, CNSWC, CNI NS, NAS, MCECST, MATSG, NR, CREDO, TSC/RTC, CNR, CFA, Brig, NECC, Chapel Qualification: MTS, PPME and JPME, SEJPME I
6-9	RP2	4.5 Yrs	OCS, MSC IPP, MECP	36	2 nd Sea Tour Duty: CVN, LHA/D, AS, LPD, CG, LSD, MEF, DIV, DESRON, MAW/MAG, MLG, Ministry Center, MARSOC, Seabee Unit Qualification: FMF, EAWS, ESWS, EXW, PPME
3-6	RP2	4.5 Yrs	STA-21, OCS, MECP	36	1 st Shore Tour Billet: LPO Duty: USNA, NAVMED, HQMC, MCRD, MCAS, MCB, CNI, CFA, NAVSTA/ NAS/NAVREG, CREDO, TSC/RTC, COMNAVREG Brig, NECC, Chapel Qualification: RP Manager's Course, Basic Enlisted PME (BEPME), Master Training Specialist (MTS), Sgt's Course
1-3	RP3	2.7 Yrs	Naval Academy, NROTC	36	1 st Sea Tour Duty: CVN, LHA/D, AS, MEF, CG, DIV, MAW/MAG, MLG, Ministry Center, MARSOC, SEABEE Unit Qualification: FMF, EAWS, ESWS, EXW, MCECST, Cpl's Course
1+/-	RPSN RPSA Accession Training	9 Months			Recruit Training and all schools or training events required to be completed prior to reporting to their first operational command



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Notes:

1. As of 1 October 2018, "A" school and the RP Managers Course are required.
2. Background. As Sailors, RPs are expected to participate in general duties that contribute to the command's mission. RPs Serving in combat/expeditionary environments provide physical security for chaplains within the confines of the commands security operations. They are also trained to accommodate the free exercise of religion.
3. Leadership. Direct leadership of large numbers of RPs is infrequent. Offer additional consideration if leadership took place in combat, Forward Deployed Naval Forces (FDNF) or other arduous assignments. Other considerations:
 - a. Initiative to seek additional leadership opportunities.
 - b. Personnel assigned to these billets are carefully screened and selected. Sailors selected to serve on these staffs are considered to be at the top of rating expertise and are highly valued by the RP community.
4. Sea/Shore Flow. Due to the unique billet distribution within the RP community, rotation is established as INUS (Type 1) and OUTUS (Type 2, 3, 4, or 6).
5. Security Clearance Eligibility. RPs are required to maintain eligibility for access to classified information, and maintain at least a Secret clearance. A revoked Security Clearance should not be taken lightly and should affect the opportunity for selection.
6. RP Functional Areas.
 - a. Religious Program Senior Supervisor. Religious Program Senior Supervisors serve as advisors of Professional Naval Chaplaincy (PNC); support the care of service members and their families; advise chaplains and leadership on morale, program planning and execution; support the Command Religious Program (CRP) with data collection, research, and analysis; provide technical expertise on force protection requirements for Religious Ministry Teams (RMT) in expeditionary and combat environments; assess RMTs on the delivery of Religious Ministry (RM); advise the Chaplain Corps on manpower, personnel, training and education, policy, and programs.
 - b. Ministry Support and Accommodation: RPs manage and execute Command Religious Programs (CRP) that accommodate diverse religious ministry requirements. Accommodation of individual and collective religious ministry includes, but is not limited to: scheduling, coordinating, budgeting, and contracting. RPs are specially trained to support religious accommodation.
 - c. Pastoral Care Support: RPs are uniquely trained and positioned to support the delivery of care individually and programmatically. RPs support the delivery of care through pastoral triage, referrals, professional military counseling, charting, and explaining the types of ministry available.
 - d. Religious Advisement: RPs play an integral role in advising the chain of command on the impact of the Command Religious Program (CRP). RPs support the CRP with data collection, research, analysis, program planning and execution.
 - e. Expeditionary Ministry Support: RPs in expeditionary environments are combatants who provide force protection expertise for RMTs.
 - f. Administration: RPs balance faith-group-specific religious requirements, managing facilities, personnel, volunteers, and resources.
 - g. Finance and Accounting: RPs plan, coordinate, train, implement, and maintain non-appropriated Religious Offering Fund (ROF) and appropriated OM&N funds. RPs identify, procure, and maintain facilities and equipment



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needed to support the CRP. RPs manage real property repair and maintenance, equipment acquisition, and supplies. RPs prepare, plan, program, analyze, and execute budgets and research and write statements of work for civilian contracts in support of the CRP.

h. Library: RPs manage and execute the full range of activities associated with the Learning Multi-Media Resource Centers (LMRC), including but not limited to scheduling, filing, ordering, organization, staffing, and operation.

i. For clarification purposes, many Fleet Marine Force (FMF) commands perform duties similar to regular Navy major commands. These include but are not limited to the following:

Marine Corps Forces (MARFORCOM), Marine Corps Force, Pacific (MARFORPAC), Marine Corps Forces Reserve (MARFORRES) and Marine Special Operations Command (MARSOC) operate similarly to regular Navy TYCOM commands such as SURFLANT or SURFPAC

I, II, III Marine Expeditionary Forces (MEF) operate similarly to regular Navy Fleet commands, such as 3rd Fleet.

1st, 2nd & 3rd Marine Divisions (MARDIV), Marine Logistics Groups (MLG) and Marine Aircraft Wing (MAW) also operate as TYCOMs but their tasked organized under their respective MEFs, whereas MARFORCOM, MARFORPAC, MARFORRES and MARSOC have higher headquarters responsibility and accountability.

Considerations for advancement from E6 TO E7

There are two main type NECs held by RPs: 0000 and A17A. This is important to know when evaluating a candidate as being fully qualified and best qualified. A17A RPs traditionally deploy with Marine Corps commands, which will preclude them from obtaining certain qualifications that are obtainable when assigned to Navy commands; however, with a proper balance of duties and self-initiative there are opportunities that offer competitive breakouts. Also, not all Marine Corps commands are Fleet Marine Force (FMF) Warfare eligible commands. Operational FMF commands are FMF Warfare eligible and shore FMF command are not Warfare eligible. FMF billets are challenging assignments and mostly on independent duty. Candidates should not be viewed negatively if they are not peer ranked. Consideration should be given to candidates with a hard/soft ranking and should be viewed favorable. Candidates should have a diverse background and A17A should not be the sole reason for selection; however, when evaluating a candidate full career, consideration should be given to candidates with the A17A NEC.

1. Advancement Considerations:

- Sea/Shore Tours & Scope of Responsibility. Consideration should be given to candidates serving in challenging assignments with documented impact throughout the command, domain and Fleet. Below is a chart that gives an example of billets by rank and scope from most responsibility (Tier I) to least responsibility (Tier III). Those candidates who have demonstrated the ability to succeed in challenging assignments (Tier I) with documented impact should be viewed positively. Tier levels should NOT be the sole reason for a candidate's selection. A candidate's performance and impact at each Tier level should be considered and special attention to a candidate's contribution to the improvement and development of the RP rate.



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	RPI
Tier I	LPO (CVN, DIV, MAW, MLG), LHD, LHA, AS, DEVGRU, LCC, FMTB-MCECST Instructor, NCSC Instructor, LPO (Surflant Ministry Centers)
Tier II	MCRD, RTC, MCI Regions (MCI West, MCI East, MCI Pac, NCR), BUMED, CNSWC
Tier III	MESG, MATSG, RIVGRU, CLWP, DESRON, BEACHGRU, CLASSRON, Brig, NMC, NS, NSSC, Other MCB, NAS, NAF, MCAS, CFA, MAG, CNSL/CNSP, CREDO

- Should have a successful LPO tour (at shore or at sea, to prove leadership skills and development of subordinates). The best and fully qualified candidate demonstrates sustained superior leadership and competency in developing RPs/Sailors as measured by qualifications, advancement results, retention/attrition, and the extent to which the candidate trains and educates peer/subordinates on technical proficiency.
- Should have at least one sea tour preferably as E6 but E5 is acceptable (USMC or Navy)
- Must be qualified at least one warfare designer
- Candidates that have successfully completed the following professional military or advanced civilian education should be viewed positively:
 - RP Manager's Course
 - PPME
 - SEJPME
 - USMAP (e.g. Computer Operator, Office Manager/Administrative Services, Correction Officer, etc.)
- Should lead and develop peers/subordinates within the RP rating and demonstrate a strong presence that sets the tone in the command, domain and fleet with documented impact:
 - RP Training and Readiness Review (TRR), Learning Analysis or Course Content Review Board (CCRB) (e.g. RP "A" School, RP Manager's Course, MCECST Course, etc.)
 - RP Occupational Standards review
 - RP Rating Manual review
 - Marine Corps RM Training & Readiness (RM T&R) Manual review
 - Professional Development Training Course/Workshop (PDTC/W) validation
 - RP PQS review
 - RMT area-wide and community training (lead/develop training)
- Instructor at rating school (RP "A" school, RP Managers Course, MCECST) with substantial rate improvement. A documented successful tour should be seen favorable
- Must demonstrate technical expertise on platform served with documented impact
- Extended qualifications out of the rate scope should be seen favorable, especially when assigned to USMC
- Should attend the annual Chaplain Corps PDTC/W
- Should be qualified watchstander (OOD, JOOD, ATTWO, SDO, etc...) and in training team positions (DCTT, Repair Locker, etc.) according to rank on every platform served
- Office positions (President, VP, Treasurer, etc.) within their peer group with documented impact should be seen favorable

Considerations for advancement from E7 TO E8

There are two main type NECs held by RPs: 0000 and A17A. This is important to know when evaluating a candidate as being fully qualified and best qualified. A17A RPs traditionally deploy with Marine Corps commands, which will preclude them from obtaining certain qualifications that are obtainable when assigned to Navy commands; however, with a proper balance of duties and self-initiative there are opportunities that offer competitive breakouts. Also, not all Marine Corps commands are FMF Warfare eligible commands. Operational FMF commands are FMF Warfare eligible and shore FMF command are not Warfare eligible. FMF billets are challenging assignments and mostly on independent duty. Candidates should not be viewed negatively if they are



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not peer ranked. Candidates with a hard/soft ranking should be viewed as favorable. Candidates should have a diverse background and A17A should not be the sole reason for selection; however, when evaluating a candidate's full career, consideration should be given to candidates with the A17A NEC.

Note: The RP rating only has twenty-two (22) Senior Chief billets, of those fourteen (14) billets required the A17A NEC.

1. Advancement Considerations:

- **Sea/Shore Tours & Scope of Responsibility.** Consideration should be given to candidates serving in challenging assignments with documented impact throughout the command, area and Fleet. Below is a chart that gives an example of billets by rank and scope from most responsibility (Tier I) to least responsibility (Tier III). Those candidates who have demonstrated the ability to succeed in challenging assignments (Tier I) with documented impact should be viewed positively. Tier levels should NOT be the sole reason for a candidate's selection. A candidate's performance and impact at each Tier level should be considered and special attention to a candidate's contribution to the improvement and development of the RP rate.

	RPC
Tier I	CVN, NAVCENT/C5F, C6F, C7F, AIRLANT, USNA, SURFLANT, NAVIFOR, FMTB-E MCECST Instructor/Course Chief, NCSC Instructor, DEVGRU
Tier II	HQMC, OPNAV N097, 1ST/2ND/3RD MLG, COMNAVREG Mid-Atlantic
Tier III	NDW, RTC, TSC, MCRD, CNRF, RSO (SFMC), CNFJ, Joint Bases

- Should have a successful LCPO/SEL/SEA tour (at shore or at sea, to prove leadership skills; the growth and development of subordinates and Junior Officers; demonstrating the proper integration, focus and mission accomplishment via the Chief Mess)
- Should have at least one sea tour preferably, as E7 but E6 is acceptable (USMC or Navy).
- Must be qualified at least one warfare designator
- Should successfully lead and develop peers/subordinates within the RP rating with documented impact. A fully qualified candidate leads and develops RPs within the rating, solves community problems, demonstrates a strong presence that sets the tone in the community:
 - RP TRR, Learning Analysis or CCRB (e.g. RP "A" School, RP Managers Course, MCECST Course)
 - RP Occupational Standards review
 - RP Rating Manual review
 - Marine Corps RM T&R Manual review
 - PDTC/W validation
 - RP PQS review
 - RMT area-wide and community Training (lead/coordinate training)
 - Ready Relevant Learning (RRL) requirements development in support of Sailor 2025 Ready program
- Should attend the annual PDTC/W
- Must demonstrate technical expertise on platform served with documented impact.
- Lead instructor at rating school (RP "A" school, RP Managers Course, MCECST) with substantial rate improvement. A documented successful tour should be seen favorable
- Should qualified watchstanders (OOD, ATTWO, SDO, Section Leader, etc...) and training team positions (DCTT, 3MTT, Repair Locker Leader, etc...) according to rank on every platform served
- Office positions (President, VP, Treasurer, etc.) within their peer group with documented impact should be seen favorable
- CPOs successfully completing the Senior Enlisted Academy (SEA) should be seen favorable



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Considerations for advancement from E8 TO E9

There are two main type NECs held by RPs: 0000 and A17A. This is important to know when evaluating a candidate as being fully qualified and best qualified. A17A RPs traditionally deploy with Marine Corps commands, which will preclude them from obtaining certain qualifications that are obtainable when assigned to Navy commands; however, with a proper balance of duties and self-initiative there are opportunities that offer competitive breakouts. Also, not all Marine Corps commands are FMF Warfare eligible commands. Operational FMF commands are FMF Warfare eligible and shore FMF command are not Warfare eligible. FMF billets are challenging assignments and mostly on independent duty. Candidates should not be viewed negatively if they are not peer ranked. Candidates with a hard/soft ranking should be viewed as favorable. Candidates should have a diverse background and A17A should not be the sole reason for selection; however, when evaluating a candidate's full career, consideration should be given to candidates with the A17A NEC.

1. Advancement Considerations:

- Sea/Shore Tours & Scope of Responsibility. Consideration should be given to candidates serving in challenging assignments with documented impact throughout the command, area and fleet. Below is a chart that gives an example of billets by rank and scope from most responsibility (Tier I) to least responsibility Tier III). Those candidates who have demonstrated the ability to succeed in challenging assignments (Tier I) with documented impact should be viewed positively. Tier levels should NOT be the sole reason for a candidate's selection. A candidate's performance and impact at each Tier level should be considered and special attention to a candidate's contribution to the improvement and development of the RP rate.

	RPCS
Tier I	HQMC, AIRPAC, SURFPAC, NCSC SEL, Detailer, FMTB-E MCECST Course Chief, MCICOM, CNIC, I/II/III MEF, MARFORRES, C2F, C3F
Tier II	1ST/2ND/3RD MARDIV, COMNAVREG (SW, SE)
Tier III	1ST/2ND/3RD MAW, MCI Regions (MCI West, MCI East, MCI Pac)

- Senior Enlisted Academies should be viewed favorably (Navy, Marine Corps or Coast Guard).
- Must successfully lead and develop peers within the RP rating, A fully qualified candidate leads and develops peers within the RP rating, solves community problems, demonstrates a strong presence that sets the tone in the rating with documented impact:
 - RP TRR, Learning Analysis or CCRB (e.g. RP "A" School, RP Managers Course, MCECST Course)
 - RP AERR
 - RP Occupational Standards review
 - RP Rating Manual review
 - Marine Corps RM T&R Manual review
 - PDTC/W validation
 - RP PQS review
 - RP Leadership Mess (RPLM)/PNC Working Groups
 - RRL requirements development in support of Sailor 2025
 - Senior Rating Advisor within Professional Naval Chaplaincy
- Should participate in the annual Chaplain Corps Strategic Leadership Symposium (CHC SLS)
- Should attend the annual PDTC/W
- Must be qualified at least one warfare designator
- Lead instructor/SEL at rating school (NCSC, MCECST) with substantial rate improvement. A documented successful tour should be seen favorable