



HM CAREER PATH



Hospital Corpsmen (HM). HMs assist health care professionals in providing medical and dental care to Navy and Marine Corps personnel and their families, and perform other duties that aid in the prevention and treatment of disease and injury. They may function as clinical or specialty technicians, medical administrative personnel, and health care providers. They may also serve with the Marine Corps, rendering emergency medical treatment to include initial treatment in a combat environment. Hospital Corpsman may be assigned as Independent Duty Corpsman (IDC) aboard ships and submarines, expeditionary, special warfare, and at isolated duty stations where no Medical Officer is available.					
YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO ADVANCE	COMMISSIONING OR OTHER SPECIAL	SEA/ SHORE FLOW	TYPICAL CAREER PATH DEVELOPMENT
27-30	HMCM	22.2 Yrs	CSEL	Not Defined	Follow on Shore Tour: Billet: CSEL, TYCOMs, BUPERS, NPC, BUMED, DHA, HQMC, Med/Den BN, NMRTC Duty: Echelon III and above Staff Duty
24-27	HMCM HMCS	22.2 Yrs 18.7	CSEL	Not Defined	Follow on Shore/Sea Tour: (Notes 1 & 2). Billet: CSEL, TYCOMs, ATG, BUPERS, NPC, BUMED, DHA, HQMC, Med/Den BN, NMRTC Duty: Echelon III and above Staff Duty
21-24	HMCM HMCS HMC	22.2 Yrs 18.7 17.0	CSEL	Not Defined	6th Sea/Shore Tour: (Notes 1 & 2). Billet: CSEL, Directorate SEL, Dept LCPO, Regimental SEL, BN LCPO Duty: Any Sea Duty, Shore duty to BUMED, TYCOMs, NPC, BUPERS, NMRTC, Instructor Duty, RDC, Recruiting, Ceremonial Guard or DHA
17-21	HMCS HMC HM1	18.7 Yrs 17.0 9.7	OCS, MSC-IPP, MECP, CSEL	Not Defined	5th Sea/Shore Tour: (Notes 1 & 2). Billet: CSEL, Directorate SEL, ISIC Med LCPO, Dept LCPO, SMDR, IDC, SARP, LPO, CCC, Instructor, Regimental SEL, BN LCPO. Duty: Any Sea Duty, Shore Duty to BUMED, TYCOMs, NPC, BUPERS, NMRTC, Instructor Duty, RDC, Recruiting, Ceremonial Guard or DHA
13-17	HMCS HMC HM1 HM2	18.7 Yrs 17.0 9.7 5.6	OCS, MSC-IPP, LDO, MECP, EMDP2, CSEL	Not Defined	4th Sea/Shore Tour: (Notes 2 & 4). Billet: Directorate SEL, ISIC Med LCPO, Dept LCPO, SMDR, LPO, General Duty HM, Technician, IDC, SARP, Instructor, CCC, BN LCPO/LPO. Duty: Any Sea Duty, Shore duty to BUMED, TYCOMs, NPC, BUPERS, NMRTC, Instructor Duty, RDC, Recruiting, Ceremonial Guard or DHA
9-13	HMC HM1 HM2	17.0 Yrs 9.7 5.6		Not Defined	3rd Sea/Shore Tour: (Notes 2 & 4). Billet: Dept LCPO, LPO, General Duty HM, Technician, IDC, SARP, Instructor, CCC, BN LCPO/LPO. Duty: Any Sea Duty, Shore duty to BUMED, TYCOMs, NPC, BUPERS, NMRTC, Instructor Duty, RDC, Recruiting, Ceremonial Guard or the DHA. Training: C-School training



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YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO ADVANCE	COMMISSIONING OR OTHER SPECIAL PROGRAMS	SEA/ SHORE FLOW	TYPICAL CAREER PATH DEVELOPMENT
5-9	HM1 HM2 HM3	9.7 Yrs 5.6 3.4	STA-21, OCS, MSC-IPP, MECP, EMDP2	Not Defined	2nd Sea/Shore Tour: (Note 2). Billet: LPO, General Duty HM, Technician, BN LPO/Senior Line HM. Duty: Any Sea Duty, Shore duty to BUMED, TYCOMs, NPC, BUPERS, NMRTC, Instructor Duty, RDC, Recruiting, Ceremonial Guard or the DHA. Training: C-School training
2-5	HM2 HM3	5.6 Yrs 3.4	Naval Academy, NROTC, STA-21, MECP	Not Defined	1st Sea Tour (36Mos): (Notes 2 & 3). Billet: Ships, FMF, Expeditionary 1 st Shore Tour (24 Mos. NON NEC) Billet: MTF, "C" School, Senior Line/Platoon HM Duty: Note 2; General Duty HM, or Technician if pipelined to NEC
1-2	HN HA Accession Training	9 Months			Recruit Training and all schools or training events required to command

Notes:

1. The HM rating is shore centric and promotes by rate, not by NEC. Assignment distribution and sea duty opportunity is defined by NEC.
2. Sea Shore Flow is defined by NEC. Many NECs within the rating have minimal or no sea duty opportunity.
3. Special Duty: NPC, BUPERS, BUMED, White House, Camp David Office, Defense Health Agency (DHA), HMX1, Flight Demonstration Unit, Recruit Division Commander, Recruiting Duty, Ceremonial Guard, Instructor Duty and CNO Special Projects all have a rigorous screening process, are challenging and career enhancing assignments.
4. HMs assigned to a Military Treatment Facility (MTF) may be assigned to an expeditionary platform that may deploy during their tour (e.g. FMF, EMF/U, CRTS, USNS Mercy/Comfort).
5. HMs may be directed into NECs out of A School early in a career to maintain overall HM community health (e.g. LAB, X-ray, PHARM, RT, CVT, OPT, SURG, ORTHO, PT, NUCMED, RADHLT, OT, HISTO, DMT, Dental Lab Basic).
6. HMs do not always have the opportunity for traditional sea duty, nor the opportunity to attain a more advanced NEC due to overall community and NEC specific health.
7. Opportunities to lead in a deployed environment in NMAP/IA/OSA with a Joint Task Force or Humanitarian Assistance/Disaster Relief (HA/DR) missions are important career enhancing opportunities, especially for members with NECs that have minimal sea duty opportunity.
8. Completion of a Senior Enlisted Academy (SEA) and Executive Medical Department Enlisted Course (EMDEC) (E7-E9) should be considered when evaluating Senior Enlisted personnel.



HM CAREER PATH



Considerations for Advancement from E6 to E9:

- Sustained superior performance is the top factor for promotion.
- Special consideration should be given to those serving assignments at sea, BUMED, Defense Health Agency (DHA), TYCOMs, NPC, BUPERS, Instructor Duty, Recruit Division Commanders, Recruiting Duty, and Ceremonial Guard since they are carefully screened against highly competitive candidates and selected for high priority assignments.
- Extra consideration should be given to those who earn qualifications outside their normal job scope to enhance unit mission readiness.
- FDNF, both sea duty or at OCONUS Military Treatment Facility (MTF) is considered challenging and helps meet the primary mission of the Navy and Navy Medicine.
- Strong documented leadership serving in the following positions:
 - Sea duty DLCPO / FMF Regimental SEL / ROLE III / MTF Directorate SEL
 - FMF Battalion LCPO / Sea duty Division LCPO / MTF Departmental LCPO / SMDR
 - LCPO/SNCOIC
 - NCOIC/LPO

Consideration for advancement from E6 to E7

- Documented Technical Expertise in Rating/NEC and Sailorization
- Command or Assistant Command Collateral with documented impact (CFL, DAPA, UPC, etc.)
- FCPOA leadership or strong involvement
- Sailor 360 involvement and leading a committee

Consideration for advancement from E7 to E8

- Documented Technical Expertise in Rating/NEC and Sailorization
- Command Collateral Duty with documented impact (CFL, DAPA, UPC, etc.)
- CPO Mess/CPOA leadership or strong involvement
- Sailor 360 and CPO Initiation involvement and leading a committee

Consideration for advancement from E8 to E9

- Documented Technical Expertise in Rating/NEC and Sailorization.
- Strong documentation of leading, mentoring, and supporting Chiefs, enlisted Sailors and junior Officers.
- Command Collateral Duty with documented impact (Senior Enlisted Watch Bill Coordinator (SEWBC), Warfare Program Coordinator, Duty Section Leader, CFL, DAPA, UPC, etc.)
- CPO Mess/CPOA leadership and strong involvement while holding a position
- Sailor 360 and CPO Initiation committee lead or strong involvement
- Extra consideration should be given to personnel who successfully chair regional or base-wide Sailor 360 or CPO Initiation programs.