



**RP CAREER PATH
SELECTIVE RESERVES (SELRES)**



Religious Program Specialists (RP) perform as Religious Ministry Professionals in support of Professional Naval Chaplaincy (PNC); provide Religious Ministry (RM) support for all Sea Service personnel and their families of all faith groups; facilitate the free exercise of religion for all Sea Service personnel and their families; support delivery of care as part of a Religious Ministry Team (RMT); and assist in advising leadership on the delivery of religious ministry to include morale, morals and ethics, and quality of life issues.

YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO ADVANCE	COMMISSIONING OR OTHER SPECIAL PROGRAMS	SEA/ShORE FLOW	TYPICAL CAREER PATH DEVELOPMENT
27-30	RPCM	20.7 Yrs	CSEL	36	4 th Shore Tour Duty: Only shore duty billets for E9s; there are no sea duty billets. Qualification: CSEL, CMC/COB Course, SEA
24-27	RPCM RPCS	20.7 Yrs 17.8	CSEL	36	4 th Shore Tour Duty: Only shore duty billets for E9s; there are no sea duty billets. Qualification: CSEL, CMC/COB Course, SEA
21-24	RPCM RPCS RPC	20.7 Yrs 17.8 14.1	CSEL	36	4 th Sea 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 CMC), HQMC, USFFC, PACFLT, MARFORPAC, BUMED. Qualification: CSEL, CMC/COB Course, SEA
18-21	RPCS RPC	17.8 Yrs 14.1	CWO, CSEL	36	3 rd Shore Tour Billet: CSEL, SEA, LCPO. Duty: Sea - MEF, DIV, MAW, EUCOM Shore - MARFORCOM, MCICOM, NCSC, CNAP, Detailer, MCECST Course Chief, MCB, NAVREG, HQNDW, MCRD, Lead Instructor, NAVRESFOR, NAVREG, MARFORRES, CNIC (Reserve), JFCOM Qualification: SEA, Senior Enlisted JPME



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15-18	RPC RP1	14.1 Yrs 10.4	LDO, CWO	36	3 rd Sea Tour Billet: RP Manager, Senior Enlisted Advisor, LCPO. Duty: Sea - CVN, C6F, C7F, NAVCENT/C5F, MLG, Ministry Center Shore: USNA, NAVMED, OPNAV, HQMC, USFF, MCRD, MCAS, MCB, CNI NS/NAS/NAVREG, C3F, TSC/RTC, NORTHCOM, CNAL, CNSL, CNSP, CNRFC, DEPMED, DEVGRU, FLTCYBER, NCSC, NSSC, NECC, Chapel Qualification: USCG Chief's Academy, Senior Enlisted JPME
12-15	RPC RP1	14.1 Yrs 10.4	LDO, CWO	36	3 rd Sea Tour Billet: RP Manager, Senior Enlisted Advisor, LCPO. Duty: Sea - CVN, C6F, C7F, NAVCENT/C5F, MLG, Ministry Center Shore: USNA, NAVMED, OPNAV, HQMC, USFF, MCRD, MCAS, MCB, CNI NS/NAS/NAVREG, C3F, TSC/RTC, NORTHCOM, CNAL, CNSL, CNSP, CNRFC, DEPMED, DEVGRU, FLTCYBER, NCSC, NSSC, NECC, Chapel Qualification: USCG Chief's Academy, Senior Enlisted JPME
9-12	RP1 RP2	10.4 Yrs 4.7	LDO, CWO, OCS, MECP	36	2 nd Shore Tour Billet: LPO Duty: Sea - CVN, LHA/D, AS, MEU, CNSWG, NSWCEN, DESRON, ESG, MEF, DIV, MLG, MAW/MAG, Ministry Center, Seabee Unit, MARSOC Shore - USNA, NAVMED, HQMC, MFC, MCRD, MCAS, MCB, MCRC, CNSWC, CNI NS, NAS, MCECST, MATSG, NR, CREDO, TSC/RTC, CNR, CFA, Brig, NECC, Chapel Qualification: PPME and JPME



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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
6-9	RP2	4.7 Yrs	OCS, MSC IPP, MECP	36	2 nd Sea Tour Duty: Sea - CVN, LHA/D, AS, LPD, CG, LSD, MEF, DIV, DESRON, MAW/MAG, MLG, Ministry Center, MARSOC, Seabee Unit Shore - USNA, NAVMED, HQMC, MCRD, MCAS, MCB, CNI NS, NAS, NSA, NR, CREDO, TSC/RTC, CNR, CFA, Brig, NECC, Chapel Qualification: PPME
3-6	RP2	4.7 Yrs	STA-21, OCS, MECP	36	1 st Shore Tour Billet: LPO Duty: Sea - CVN, LHA/D, AS, MEF, DESRON, DIV, MAW/MAG, MLG, Ministry Center, MARSOC, SEABEE Unit. Shore - 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), Sgt's Course
1-3	RP3	2.9 Yrs	Naval Academy, NROTC	36	1 st Sea Tour Duty: Sea - CVN, LHA/D, AS, MEF, CG, DIV, MAW/MAG, MLG, Ministry Center, MARSOC, SEABEE Unit Shore - USNA, NAVMED, HQMC, MCRD, MCAS, MCB, CNI, CREDO, NAVSTA/NAS/ NAVREG, CFA, TSC/RTC, COMNAVREG, NECC, Chapel. Qualification: MCECST, Cpl's Course
1+/-	RPSN RPSA Accession Training	2.2 Yrs			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. RPs are expected to participate in general duties that contribute to the command's mission. Serving in combat/expeditionary environments, they 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. Billets that provide RPs direct opportunities to influence large number of Sailors are RTC, MCRDs, Instructor Duty, Brigs, Naval Chaplaincy School and Center (NCSC), Marine Corps Expeditionary Combat Skills Training (MCECST), and the Detailer.
 - c. Opportunities to lead in joint environment at COCOMs, as an IA/GSA/OSA to Army units or JTFs.
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.
6. RP Functional Areas.
 - a. Religious Program Leader (E7-E-9). Religious Program Leaders establish policy and develop programs to define the Religious Program Specialist (RP) role in Professional Naval Chaplaincy (PNC); provide strategic management in support of religious ministry throughout the Navy Enterprises; manage manpower and personnel issues, and ensure standardization in delivery of religious ministry throughout their areas of responsibility; ensure readiness of RPs and assess the operational readiness of subordinate Religious Ministry Teams (RMT); advise command leadership and religious ministry leadership on matters of morale, moral and ethical decision-making, cultural awareness, conflict resolution, and quality of life issues; coordinate provision of force protection; and provide force protection expertise for RMTs in expeditionary and combat environments.
 - 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 leadership on the impact of the Command Religious Program (CRP). RPs advise leadership at all levels of the chain of command on moral and ethical decision making, cultural awareness, conflict resolution, and cross-cultural communications.
 - 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 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.

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.

1. Advancement Considerations:

- Sea/Shore Tours & Scope of Responsibility. Consideration should be given to the scope of responsibility held by the individual. 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 1) with documented impact should be viewed positively.

	RP1
Tier I	LPO (CVN, DIV, MAW, MLG), LHD, LHA, AS, DEVGRU, LCC, FMTB-MCECST Instructor, NCSC Instructor, LPO (Surflant Ministry Centers)
Tier II	MCB (Pendleton, Lejeune, Quantico, Butler), BUMED, HQMC, CNSWC
Tier III	MCRD, RTC, MESH, MATSG, RIVGRU, CLWP, EODGRU, DESRON, BEACHGRU, CLASSRON, Brig, NMC, NS, NSSC, Other MCB, NAS, NAF, MCAS, CFA, MAG, CNSL/CNSP, RIVRON, CREDO

- Should have a successful LPO tour (at shore or at sea, to prove leadership skills and development of subordinates)
- Should have at least one sea tour preferably as E6 but E5 is acceptable (USMC or Navy)
- Should be qualified at least one warfare designator (SW/AW/FMF, etc.)
- Should have successfully completed RP Manager’s Course
- Should demonstrate Technical Expertise on platform served with documented impact. Community leaders are to promote PNC among Chaplains and RPs, develop leadership qualified of those they supervise and mentor by developing the knowledge, skills, and abilities (KSA) for PNC and institutional ministry support. Technical Expertise is demonstrated through participation and documented impact in the following and should be viewed positively:
 - RP Training and Readiness Review (TRR), Learning Analysis or Course Content Review Board (CCRB):
 - RP “A” School
 - RP Manager’s Course
 - MCECST Course
 - 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
- Instructor at rating school (RP “A” school, RP Managers Course, MCECST) with substantial rate

improvement. A documented successful tour should be seen favorable.

- Should lead area wide and community training
- Should 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.

1. Advancement Considerations:

- Sea/Shore Tours & Scope of Responsibility. Consideration should be given to the scope of responsibility held by the individual. 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 1) with documented impact should be viewed positively.

	RPC
Tier I	CVN, C3F, NAVCENT/C5F, C6F, C7F, AIRLANT, USNA, SURFLANT, NAVYCYBERFOR, 1ST/2ND/3RD MARDIV, 1ST/2ND/3RD MAW, FMTB-E MCECST Course Chief, NCSC Instructor
Tier II	HQMC, 1ST/2ND/3RD MLG, COMNAVREG
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).
- Should be qualified at least one warfare designator (SW/AW/FMF, etc.)
- Should demonstrate Technical Expertise on platform served with documented impact. Community leaders are to promote PNC among Chaplains and RPs, develop leadership qualified of those they supervise and mentor by developing the knowledge, skills, and abilities (KSA) for PNC and institutional ministry support. Technical Expertise is demonstrated through participation and documented impact in the following and should be viewed positively:
 - RP TRR, Learning Analysis or CCRB:
 - 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
- Should participate in the annual Chaplain Corps Strategic Leadership Symposium (CHC SLS)
- Should attend the annual PDTC/W

- Should demonstrate technical expertise on platform served with documented impact
- Should lead/coordinate area wide and community training
- 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
- Sailor 360 / CPO Initiation involvement and leading with documented impact should be seen favorable
- CPOs successfully completing the Senior Enlisted Academy (SEA) should be seen favorable.

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.

1. Advancement Considerations:

- Sea/Shore Tours & Scope of Responsibility. Consideration should be given to the scope of responsibility held by the individual. 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 1) with documented impact should be viewed positively.

	RPCS
Tier I	EUCOM (Rotational), AIRPAC, SURFPAC, NCSC SEL, Detailer, FMTB-E MCECST Course Chief, MCICOM, CNIC, I/II/III MEF
Tier II	1ST/2ND/3RD MARDIV, MARFORRES, NECC, COMNAVREG (SW, SE)
Tier III	1ST/2ND/3RD MAW, MCB Quantico, MCB (Pendleton, Lejeune)

- Should lead and promote PNC within the rating with documented impact.
 - RP TRR, Learning Analysis or CCRB Subject Matter Expert (SME)
 - RP “A” School
 - RP Managers Course
 - MCECST Course
 - RP AERR SME
 - RP Occupational Standards review SME
 - RP Rating Manual review SME
 - Marine Corps RM T&R Manual review SME
 - PDTC/W validation
 - RP PQS review SME
 - RP Leadership Mess (RPLM) Working Groups
 - CHC Communities of Interest (COI)
- Should participate in the annual CHC SLS
- Should attend the annual PDTC/W
- Should be qualified at least one warfare designator (SW/AW/FMF, etc.)
- Lead instructor at rating school (RP “A” school, RP Managers Course, MCECST) with substantial rate improvement. A documented successful tour should be seen favorable.
- Serving as a Senior Rating Advisor within the RPLM/Professional Naval Chaplaincy Executive Board (PNCEB). These activities are viewed as Navy Wide impact to the Chaplain Corps and RP community.
- CPO Initiation / Sailor 360 leading role involvement with documented impact

- Acronyms:

ACFL (Assistant Command Fitness Leader)
AERR (Advancement Examination Readiness Reviews) CAT
(Command Assessment Team)
CFL (Command Fitness Leader)
CRP (Command Religious Programs)
CMEO (Command Managed Equal Opportunity) CSEL
(Command Senior Enlisted Leader)
FMF (Fleet Marine Force)
CTT (Command Training Team)
KSA (Knowledge, Skills and Abilities)
LMRC (Learning Multi-Media Resource Centers)
MCECST (Marine Corps Expeditionary Combat Skills Training)
PDTC/W (Professional Development Training Course/Workshop)
PNC (Professional Naval Chaplaincy)
PNCEB (Professional Naval Chaplaincy Executive Board)
RMT (Religious Ministry Teams)
ROF (Religious Offering Fund)
RPLM (Religious Program Specialist Leadership Mess) SLS
(Strategic Leadership Symposium)
SME (Subject Matter Expert)
SSME (Senior Subject Matter Expert)
TRR (Training and Readiness Reviews)
RCC (Reserve Component Command)