## Joel Schofer's Promotion Checklist for CDRs

Based on the Medical Corps Career Pathway below, here are the most important things you need to do to maximize your chances of promotion to CAPT/O6:

Go through the Promo Prep and make sure your record is up to date.
Do not get a black mark on your record, because promotion to O6 is extremely competitive. Black marks would include things like failing a Physical Fitness Assessment (PFA), having an adverse legal issue like a
DUI or non-judicial punishment (NJP), or getting anything less than a Promotable (P) on a fitness report.
Achieve board certification in at least one specialty, which means you have at least one subspecialty code on your Officer Summary Record that ends in a "K".
Successfully complete at least one senior operational tour or deployment, what is referred to below as a
"Executive OMO tour" and, if eligible, make sure you get the warfare device.
Complete Joint Professional Military Education (JPME) I. Completing JPME II is great as well, but unlike
JPME I it requires attending a war college in person, and the opportunities are limited.
Do everything you can to compete in a fitrep competitive group and break out to the right, hopefully
getting at least one competitive EP fitrep. Competitive EP fitreps are the #1 ingredient that lead to
promotion. The easiest way to do this is to volunteer for leadership positions at your command and
perform well. In addition, consider applying for the executive medicine (XO/CO) or milestone (CMO/OIC)
screening board, a senior executive/operational position, or a non-specialty specific billet. Officers who
perform well in these positions typically promote to CAPT.

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Medical Corps Career Pathway

Intent: The Navy Medical Corps Officer career path will deliberately develop the clinical, operational, and leadership skillsets required to lead Navy Medicine in positions of progressively increasing scope and responsibility.

Expectations: Officers who are competitive for promotion will have accrued both the operational and clinical experience necessary to serve in billets that are commensurate with the next rank.

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				Recommended Med	dica	I and Professional	Achievement \	Windows	
<u> </u>			- Board certification - Junior or Senior OMO		- Executive OMO - JPME I/II		- Advanced Leadership/Business Degree		
	Re	commended	High Re	liability Organizatio	n (F	HRO) and Culture	of Safety Devel	opmental Training Opport	unities
Development School (ODS)		Residency Operation School-ho Training	al Readiness		Re	Readiness Officer Course		d Safety Leadership Academy (QSLA)  Chasized throughout Medical Corps Training Pipeline	
NMRTC/U FLEET	Surface Fleet Physician Marine Battalion Surgeon Flight Surgeon (FS) Undersea Medical Officer Alternative Junior Billet  Resident Fellow Junior Staff Physician  Ship Regi Seni GHE Seni GHE SHO SHO Assis		Ship of Regime Senior GHE S FST/M Reside SMO/I Assist:	mental Sgn or Group FS or FS/UMO Staff Officer MedBN Specialty Staff lent/Fellow on/Department Head Medical Director tant Program Director		Executive OMO Tour LHA/LHD/CVN SMO Group UMO GHE/HQ/PERS Staff FST OIC / CATF Surgeon Alternative Senior Billet Chief Medical Officer (CMO) Director/Large Department Head Assistant Specialty Leader Program Director MEC Chair		Senior Executive Tour TYCOM/Fleet Surgeon Division/Group/Wing Sgn Senior HQ/PERS Senior GHE Billet Alternative Senior Billet Large NMRTC CMO Large NMRTC Director Specialty Leader DIO/GME Director XO/CO	Flag Track COCOM Surgeon PACFLT Surgeon FLTFOR Surgeon MEF Surgeon MARFOR Surgeon Deputy TMO Senior HQ Director MEDCEN Director Abbreviation Legend DIo - Designated Institutional Offic FST - Fleet Surgical Team GHE - Global Health Engagement
Junior or prep Execut eport t	and Senior C paring medica tive OMO Bill to a Flag Office	OMO Billets was a second of the second of th	vill typica erve as E ons with s leadersh	lly have a reporting s xecutive OMOs. Dep	enic loyn ty ind	or below the flag levelonents/prior service a cluding the operation	rel. Experience in are alternative we ons of subordination	perational competency.  n either billet is essential vays to accrue experience. te OMO units and typically ss.	JPME - Joint Professional Military Education Military Education MEC - Medical Executive Committe MedBN - Medical Battation OIC - Officer in Charge SMO - Senior Medical Officer TMO - The Medical Officer, USMC UMO - Undersea Medical Officer