

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.

