

## Joel Schofer's Promotion Checklist for LCDRs

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 CDR/O5:

- ☐ 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 O5 is 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 (OSR) that ends in a "K".
- ☐ Successfully complete at least one operational tour or deployment as an O4 and, if eligible, make sure you get the warfare device.
- ☐ Do everything you can to compete in a fitrep competitive group and break out, 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.

That's it! Once you achieve these, move on to my Promotion Checklist for Commanders.

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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.

