

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.

Recommended Medical and Professional Achievement Windows								
INTERN	- Selection for residency		- Board certification - Junior or Senior OMO			- Executive OMO - JPME I/II		- Advanced Leadership/Business Degree
Recommended High Reliability Organization (HRO) and Culture of Safety Developmental Training Opportunities								
Officer Development School (ODS) (pre-commission)		Residency and Operational School-house Training		Basic Readiness Officer Course (BROC)	Advanced Readiness Officer Course (AROC)			Safety Leadership Academy (QSLA) asized throughout Medical Corps Training Pipeline

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Example

Junior OMO Tour

Surface Fleet Physician Marine Battalion Surgeon Flight Surgeon (FS) Undersea Medical Officer

Alternative Junior Billet

Resident Fellow Junior Staff Physician

Senior OMO Tour

Ship or Group SMO Regimental Sgn or Group FS Senior FS/UMO **GHE Staff Officer**

FST/MedBN Specialty Staff

Resident/Fellow Division/Department Head SMO/Medical Director **Assistant Program Director** MEC Member

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 San Senior HQ/PERS Senior GHE Billet Alternative Senior Billet

Large NMRTC CMO Large NMRTC Director Specialty Leader DIO/GME Director XO/CO

Senior HQ Director **MEDCEN Director**

Flag Track

COCOM Surgeon

PACFLT Surgeon

FLTFOR Surgeon

MARFOR Surgeon **Deputy TMO**

MEF Surgeon

Abbreviation Legend DIO - Designated Institutional Official FST - Fleet Surgical Team

GHE - Global Health Engagement JPME - Joint Professional Military Education

MEC - Medical Executive Committee MedBN - Medical Battalion

OIC - Officer in Charge

SMO - Senior Medical Officer TMO - The Medical Officer, USMC

UMO - Undersea Medical Officer

Operational Medical Officer (OMO) tours are central to career progression and the development of operational competency. Junior and Senior OMO Billets will typically have a reporting senior below the flag level. Experience in either billet is essential for preparing medical officers to serve as Executive OMOs. Deployments/prior service are alternative ways to accrue experience. Executive OMO Billets are positions with strategic responsibility including the operations of subordinate OMO units and typically report to a Flag Officer. They have leadership responsibilities and cognitive oversight of junior physicians. Senior Executive Medical Officers are selected by the Medical Corps Chief's Office.