



FY-26 Active-Duty Staff Corps Community Brief Disclaimer

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Community leaders have provided these slides to community members for career planning purposes; however, strict adherence to the career progressions depicted in the slides is not a prerequisite for promotion.

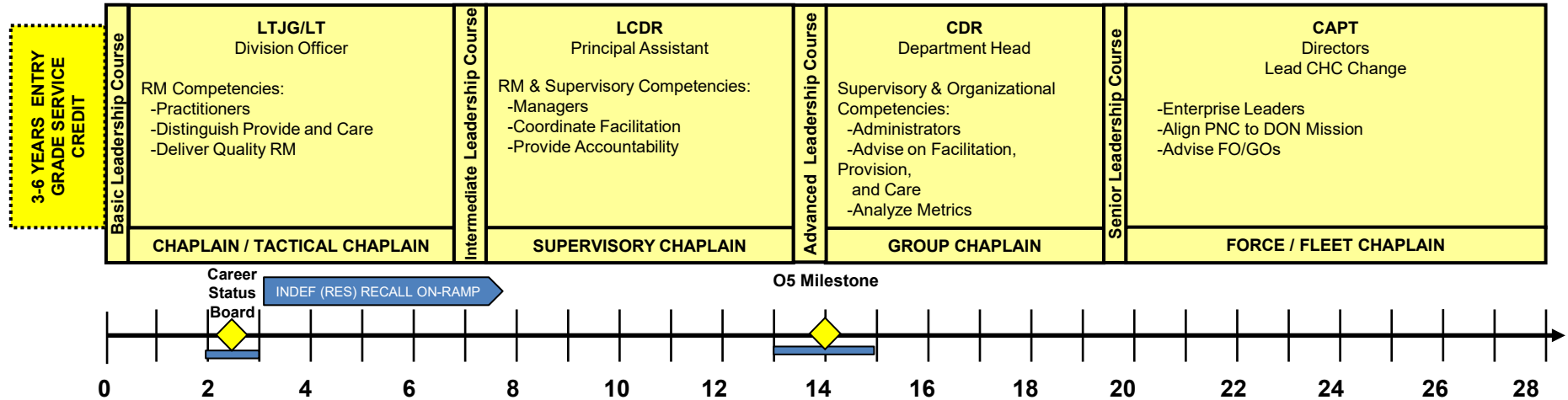
ONLY MATERIAL APPROVED BY THE SECRETARY OF THE NAVY WILL BE PRESENTED TO STATUTORY SELECTION BOARDS. THIS BRIEF HAS BEEN APPROVED BY SECNAV FOR USE BY THE FY-26 STATUTORY SELECTION BOARDS.



Chaplain Corps

Career Progression

Career Path



Typical Billets

Advanced Education Programs

SEA/OPS: CVW, CVN, CG, DESRON, LCSRON, LOG, ESG, LHA, LHD, LPD, LSD, SUB, WING, NIOC, NMCB, SPECWAR
FMF: BN, REGT, SQD
SHORE: Installation, Base, USCG Sector/District, Training Command, Hospital, CREDO, Recruiting, Brig, PEP

- Deputy at Fleet, Force, MEF, MSC, COCOM
- CSG, ARG, Group, FDNF, OPNAV staff, CREDO Director, USCG District
- Community: XO, Detailer

Echelon 1 staff, USFF, PACFLT, Numbered Fleet, TYCOM, COCOM, CO, Detailer, MEF, MSC, CNIC, BUMED, USCG Area, Major Medical Facility

AQDs: FMFQO (55F), CPE (531)

- CDR Milestone AQDs: 541, 548
- Director, COI

DON Impact, Advisory Group Membership

Community Involvement

SUBJECT MATTER EXPERTS for PNC AWT and or Claimant Specific AWT

LEADERSHIP ROLES in Professional Development Training Workshops and/or Professional Development Training Courses

SIGNIFICANT CONTRIBUTORS to a CHC COI

Legend

MASTER'S DEGREE REQUIRED FOR CHAPLAINS

AEP: Advanced Education Program (Post Grad)
AWT: Area Wide Training
BN: Battalion
CIVINS: Civilian Educational Institution

COI: Community of Interest
CPE: Clinical Pastoral Education
FMF: Fleet Marine Force
MEF: Marine Expeditionary Force

MSC: Major Subordinate Command
MSCS: Military Service College and Schools
PNC: Professional Naval Chaplaincy
PNCEB: Professional Naval Chaplaincy Executive Board

REGT: Regiment
RM: Religious Ministry
USCG: Coast Guard

AEP: CIVINS, MSCS, CPE



Chaplain Corps

Community Values

LCDR Chaplains must be able to lead Religious Ministry Teams (RMTs) in operational environments

Valued Achievements for a LIEUTENANT COMMANDER indicating mastery of the Art of Professional Naval Chaplaincy (PNC) include:

- Increasing the quality of Religious Ministry (RM) by effectively applying and combining the four core competencies of the Chaplain Corps (Provide, Facilitate, Care, Advise) in an institutional context
- Leans in to coaching and supervision of RMTs in order to exponentially increase PNC capabilities and competencies
- Improving the quality of life for chaplains, Religious Program Specialists, and warfighters while serving as a mentor
- Leading the way for Spiritual Readiness within the DON by exhibiting servant leadership and sacrificial service
- Contributes to the PNC community

CDR Chaplains must be able to integrate lower echelon RMTs to effectively deliver RM in operational environments

Valued Achievements for a COMMANDER indicating mastery of the Art of PNC include:

- Demonstrating an increased mastery of all the values expected of a LIEUTENANT COMMANDER
- Increasing Spiritual Readiness and PNC capacity through the creation of partnerships, careful employment of volunteers, and effective liaison with peers and other helping professionals
- Further solidifying a culture of PNC by exhibiting the 12 PNC supervision competencies in the development of PNC coaches, mentors, and supervisors
- Significant institutional knowledge as to how the Naval bureaucracy functions and the Chaplain Corps' role within
- Enhances the PNC community across multiple Echelons

CAPT Chaplains must be able to prepare lower echelon RMTs to effectively and efficiently deliver RM in all operational environments

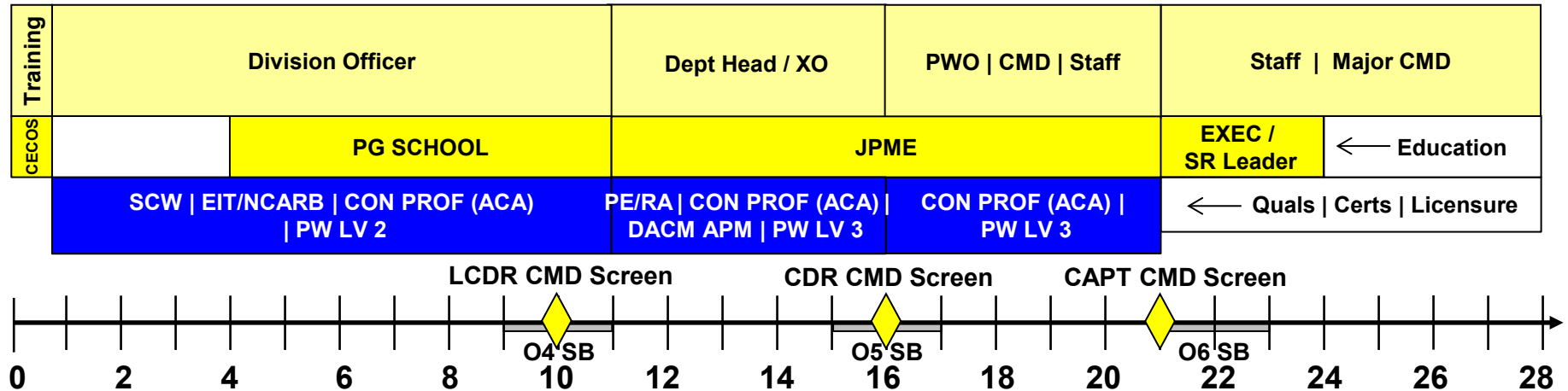
Valued Achievements for a CAPTAIN indicating mastery of the Art of PNC include:

- Demonstrating an increased mastery of all the values expected of a COMMANDER
- Improving the quality of life for chaplains, Religious Program Specialists, warfighters, and their families by being agents of change
- Increasing PNC capabilities, capacities, and competencies by identifying process gaps and implementing deliberate planning tools to close those gaps
- Demonstrates an understanding of the full tri-service (USN, USMC, USCG) scope of the Navy Chaplain Corps

Civil Engineer Corps

Career Progression

Career Path



TYPICAL FACILITIES MANAGEMENT, ACQUISITION, AND STAFF BILLETS

Project Engineer Construction Manager Assistant PWO	Camp David XO FEAD Director Production Asst OPS APWO Staff	Camp David CO PWO ARE Field Engineering Command (FEC) OPS / XO Staff / PPBE	FEC/EXWC/OICC/CSFE/CBC CO DC Staff LANT/PAC/FEC Staff Comb Cmd/FLT/USMC/HQ Staff
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TYPICAL EXPEDITIONARY BILLETS

Platoon Commander Detail OIC Company Commander	CBMU/UCT CO NMCB S7/S3/XO ACB B6/S7 Exped Staff	NMCB/NCTC CO ACB S3/XO NCG/NCR Staff NECC/CTF Staff	NCG/NCR/ACB CO Navy / USMC / Expeditionary Staff
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No Golden Path: CEC Career requires balanced experience



Civil Engineer Corps

Community Values

▪ Valued achievements at ALL paygrades

- Sustained superior performance in leadership billets of increasing responsibility and complexity
- Experience in all primary CEC assignments (i.e. construction management of airfield, waterfront and underwater infrastructure, facilities management, acquisition, and expeditionary)
- Superior performance when assigned to a specialty-area billet outside normal career path (e.g. Naval Special Warfare, Joint, OFP, Instructor, or any nominative assignments are highly valued at any rank)
- Successful performance in arduous and/or operational/Individual Augment and INDOPACOM assignments
- Eligibility for command

▪ Prior to LIEUTENANT COMMANDER

- Fully Qualified Criteria:
 - Seabee Combat Warfare (AQD: 960) or other warfare qualification; Contracting Professional (AQD: ACA); passing at least one Architecture Registration Exam (AQD: 953) or the Architecture Experience Program (AQD: 954) (for officers pursuing registered Architect licensure); passing the Fundamentals of Engineering (FE) exam (AQD: 950) (for officers pursuing Professional Engineer licensure)
- Valued Achievements:
 - Public Works Level II (AQD: 9P2); full registration as a Professional Engineer (PE) or Registered Architect (RA); leadership/professional development – JPME Phase I or other certifications relevant to our career field (e.g. PMP, CEM, CCM)

▪ Prior to COMMANDER

- Fully Qualified Criteria:
 - Seabee Combat Warfare (AQD: 960) or other warfare qualification; Contracting Professional (AQD: ACA); Acquisition Professional Membership (AQD: APM); registered as Professional Engineer (AQD: 951) / Registered Architect (AQD: 952); completed master's degree relevant to CEC career path
- Valued Achievements:
 - Superior performance in facility/expeditionary/staff tours; Public Works Level III (AQD: 9P3); FEAD/ROICC/expeditionary leadership billets; command eligibility; leadership/professional development – JPME Phase I or other certifications relevant to our career field (e.g. PMP, CEM, CCM)

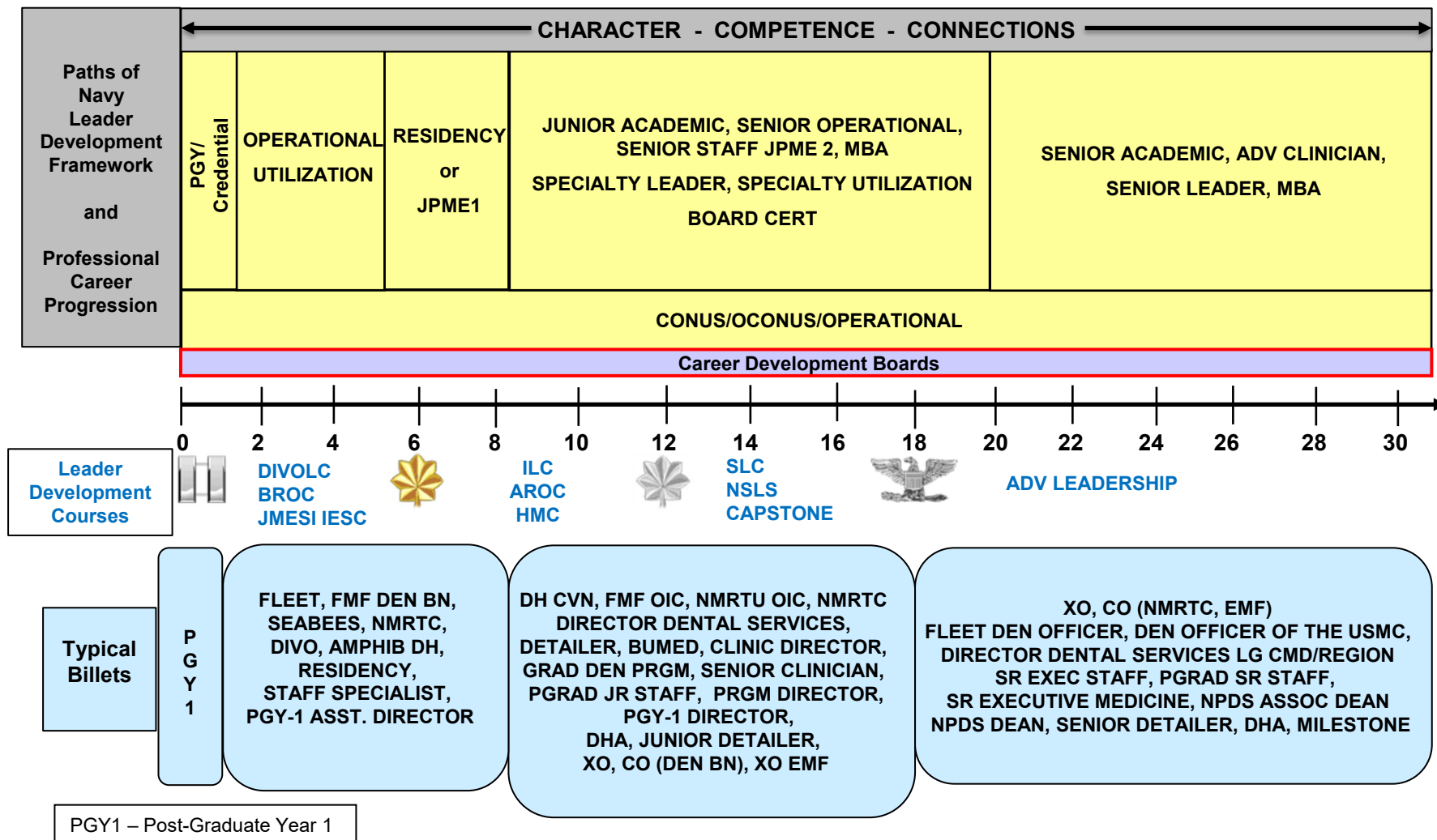
▪ Prior to CAPTAIN

- Fully Qualified Criteria:
 - Seabee Combat Warfare (AQD: 960) or other warfare qualification; Contracting Professional (AQD: ACA); Acquisition Professional Membership (AQD: APM); registered as Professional Engineer (AQD: 951) / Registered Architect (AQD: 952); completed master's degree relevant to CEC career path
- Valued Achievements:
 - Superior performance in O-5 Command, Public Works Officer, Resident Officer in Charge of Construction, and/or Facilities Engineering and Acquisition Division Director tours; proven ability to lead and direct people and organizations in tough, highly visible, and challenging environments; Public Works level III (AQD: 9P3); Leadership/Professional development – JPME Phase II or other certifications relevant to our career field (e.g. PMP, CEM, CCM)

Dental Corps

Career Progression

Recommended Dental Professional Development Path





Dental Corps

Community Values

▪ **Clinical expertise**

- Officers successfully demonstrated excellence in their clinical specialty
- Serve as educators for postgraduate training programs. Officers serving in senior clinical leadership positions provide seasoned subject area expertise
- Residency training and board certification, Master Clinician, and recognized SME in field

▪ **Operational experience**

- Support of warfighter/combat missions - OCONUS/SEA/FMF assignments

▪ **Career diversity**

- Officers should aspire to assume key roles within the clinical, academic, research, operational, and major Command-level collateral duties

▪ **Leadership**

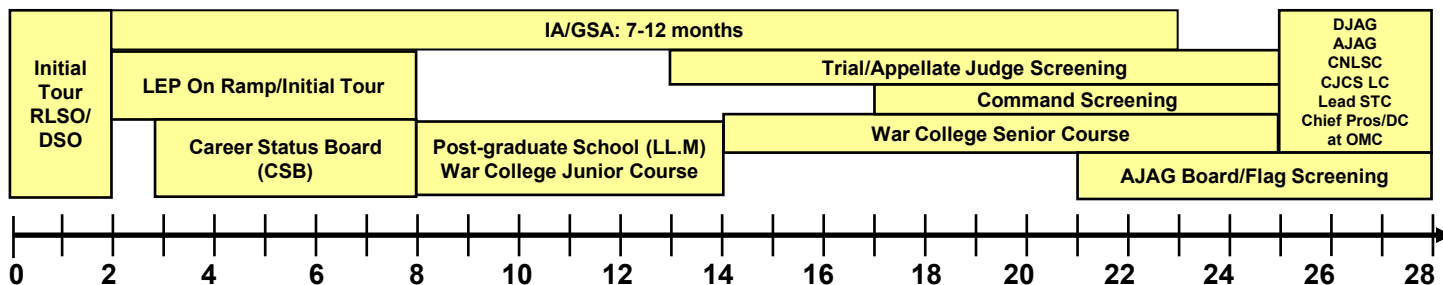
- All levels are expected to serve as mentors to junior personnel
- Screened officers participate in executive leadership roles in DEN BNs, MTFs and Support Commands through the Navy Medical Department.
- Officers are expected to serve in increasing levels of responsibility
- Professional development/leadership development –Service schools, JPME I/II Milestone/Command/Senior Executive Medicine/Nominative Positions throughout Navy Medicine and DHA.



Judge Advocate General's Corps

Career Progression

The timeline represents years of service for a typical judge advocate. Exact timing may vary to accommodate community needs especially during periods of community growth and/or personal needs of the officer.



SJA: General Military Law (1201)/ National Security (1203)/ Environmental (1207)

Typical Billets

	RLSO/DSO/VLC, OJAG, CVN/PHIBRON, NJS, or OMC	RLSO/DSO/VLC, OJAG, CVN/ESG/CSG, OMC, Joint, GCMCA, OLA, NJS, NPC, PG School, Region/ TYCOM, or OPNAV Staff	RLSO/DSO/VLC, OJAG, Fleet, Joint, GCMCA, OLA, NJS, NPC, OMC, Region/TYCOM, or OPNAV Staff	RLSO/DSO/VLC, NJS, OJAG, Major Staff/COCOM, OMC, or OPNAV Staff	
Initial Tour RLSO/DSO	Staff Attorney at sea/shore legal office, Victims' Legal Counsel (VLC), NLSC Commands, OJAG Codes, Office of Military Commissions (OMC), Independent/SPCMCA SJA, NJS Instructor	SJA/staff at GCMCA or Ech. 3 or 4 (sea/shore), Joint CMD, NLSC leadership (DH, OIC, Senior VLC, or PDTO), NJS Instructor, OJAG Codes, NWC/PG School (LL.M), REC/DREC, Dep Flt. Env. Counsel, Detainer, or Dep SJACAP	XO/OIC, OJAG Code Deputy, SJA/Staff for Ech. 2 or 3, Joint CMD, OSD, or CJCS, Sr. War College, REC, Flt. Env. Counsel, NJS /War College Instructor, PERS/Community Mgmt, or SJACAP	CO/OJAG Div Dir., Echelon 1 or 2 SJA, Sr. War College, Senior Detainer, NLSC Dir. or Chief, or DCNLSC	AJAG CNLSC CJCS LC DJAG

Military Justice Litigation Career Track (1202)

Typical Billets

	RLSO/DSO/VLC, CVN/PHIBRON, OJAG Code 20/45/46, OMC	RLSO/DSO/OSTC/VLC, CVN, TCAP/DCAP, NJS, OMC, OJAG Code 20/45/46, PG School, Region/TYCOM	RLSO/DSO/OSTC, TCAP/DCAP NMCTJ, NMCCA, OMC, OJAG Code 20/30/45/46, or Region/TYCOM	RLSO/DSO, OSTC, NMCTJ, OMC, NMCCA, or OJAG Code 20/45	
Initial Tour RLSO/DSO	TC/DC, OJAG Codes, Appellate Govt or Defense, Victims' Legal Counsel (VLC), Office of Military Commissions (OMC), or SJA	NLSC mid-level leadership (DH, OIC, PDTO, Asst. Senior TC/DC, Asst. TDH, Senior VLC), Special TC, SJA, NJS Instructor, OJAG Codes, PG School (LL.M), or Rotational Assignment with US Attorney / Fed. Public Defenders	XO/OIC, Senior/Asst. TC/DC, TDH, STC, Trial or Appellate Judge, Special TC, TCAP/DCAP, NJS Instructor, OJAG Code Deputy, or SJA	CO/OJAG Div Dir., SJA, Trial or Appellate Judge (Circuit or Chief Judge), TC/DC (Complex Case), APS, Senior Special TC at OSTC East/West, NLSC Dir. or Chief, or DCNLSC	AJAG CJDON Lead STC Chief Pros/DC at OMC



Judge Advocate General's Corps

Community Values

- **Valued achievements at all paygrades**
 - Demonstrates sustained superior performance in positions of increasing complexity, responsibility, and leadership.
 - Consistently demonstrates JAG Corps Governing Principles (Embody a Warfighting Spirit; Lead with Character and Integrity; Stand for Diversity, Equity, and Inclusion; Embrace Accountability; Promote a Culture of Learning; Encourage Innovation).
 - *Military Justice Litigation Career Track (MJLCT) considerations*, value litigation and military justice experience and consider that these officers may not have the same command of other core practice areas as their non-MJLCT peers.
- **Valued achievements prior to LIEUTENANT COMMANDER**
 - Developing familiarity and increasing command of the four core practice areas - national security law, military justice, administrative law, and Sailor and family legal services.
 - Exhibit ability to proactively identify issues and provide timely and actionable legal advice.
 - Demonstrates ability to lead and mentor junior personnel.
 - Demonstrates a general understanding of Office of the Judge Advocate General (OJAG), Naval Legal Service Command (NLSC), and Office of the Special Trial Counsel (OSTC) organization and operations.
 - *MJLCT considerations*, only truly exceptional LTs are selected for MJLCT.
 - *Law Education Program considerations*, give equal weight to equivalent levels of individual performance and team contribution in their previous designators.
- **Valued achievements prior to COMMANDER**
 - Demonstrates broad knowledge of the four core practice areas - national security law, military justice, administrative law, and Sailor and family legal services.
 - Exhibit ability to proactively identify potential legal issues, and provide timely and actionable legal advice and representation on increasingly complex legal matters for senior O-6 and one-star flag officer commands and subordinate staffs.
 - Demonstrates ability to leverage people and systems, inside and outside their commands, to solve issues through teamwork and collaboration.
 - Demonstrates full understanding of OJAG, and NLSC or OSTC organization and operations.
 - While judge advocates are exempt from the statutory requirement, JPME I completion is encouraged.
 - *MJLCT considerations*, demonstrates proficiency in military justice and court-martial litigation, has experience as lead counsel of record, and has served in at least one leadership billet within NLSC or OSTC.
- **Valued achievements prior to CAPTAIN**
 - Demonstrates full command of the broad spectrum of the four core practice areas - national security law, military justice, administrative law, and Sailor and family legal services.
 - Exhibit ability to proactively identify issues and provide timely and actionable legal advice to two- and three-star flag officer commands and subordinate staffs.
 - Demonstrates ability to effectively lead staffs, offices, trial or trial defense teams, or divisions or branches in OJAG, and provide supervision of assigned judge advocates, legalmen, and civilians or judge advocates in lower echelons.
 - Demonstrates executive-level understanding of OJAG, and NLSC or OSTC organization and operations.
 - *MJLCT considerations*, experience as NLSC executive officer, senior counsel in charge of a NLSC or OSTC office, military judge, or a litigation leadership billet of equivalent complexity.

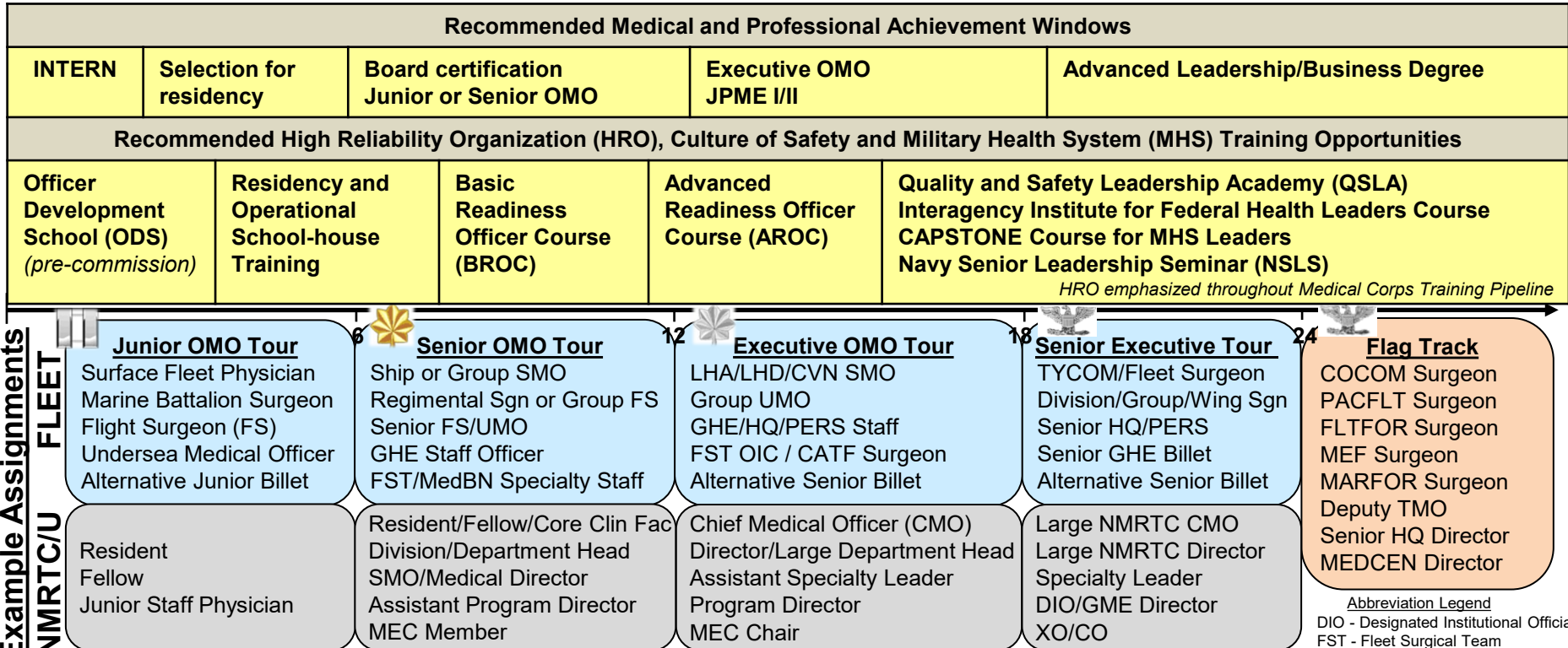


Medical Corps

Career Progression

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 the operational, clinical, and academic experience necessary to serve in billets commensurate with the next rank and contribute to the Navy Medicine Mission.



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.



“Military Defenders of Health”

■ Recruit

- “Every Sailor is a Recruiter” – all officers help identify and shape the future medical force by participating in recruitment activities
- Utilize expertise and experiences as medical Subject Matter Experts to promote Navy Medicine
- Ensure the continuous generation and preservation of the Navy Medical Pipeline

■ Train

- Achieve and maintain board certification
- Maintain current clinical skill competency and active clinical practice in their specialty
- Professional education outside GME (JPME I/II, QSLA, MHA, MPH, MBA, etc.) valued
- Expected to help identify and support additional training opportunities
- Operational experience is required to provide subject matter expertise for senior line leaders
- Contributions in the operational and clinical settings are expected throughout a career

■ Retain

- Officers are expected to have diverse careers that support force generation of Navy physicians, balance clinical skills sustainment and operational service, using wisdom gained through this diversity of experience to improve support to warfighting and our warfighters
- Are the medical SME ensuring high quality, safe patient care across all platforms
- All officers contribute to meeting the strategic needs of a strong, unified, and valued medical community to enhance retention and support the Navy Medicine family
- Throughout one’s career, increasing leadership responsibility and professional growth is valued



Medical Service Corps

Career Progression

Three distinct specialty areas within the Corps: Health Care Administration (HCA); Health Care Scientists (HCS); and Health Care Clinicians (HCC).

	Ready	Aligned	Diverse
Career Progression	Junior Officer (O1-O3) <ul style="list-style-type: none"> Specialty Proficiency Maturation Officer Development (CDBs) Leadership Training and Experience Develop and Mentor Subordinates 	Mid-Grade Officer (O4-O5) <ul style="list-style-type: none"> Demonstrated Specialty Proficiency Advanced Leadership and Professional Growth Develop and Mentor Subordinates (CDBs) Assistant Specialty Leader/Specialty Leader 	Senior Officer (O5-O6) <ul style="list-style-type: none"> Expanded Leadership Scope Demonstrated Professional Advancement Develop and Mentor Subordinates Asst Specialty Leader/Specialty Leader
Courses	BROC, Clinic Manager Course, DIVOLC, HCM	AROC, ILC, MedX, HCM, JPME I/II, JMOC-Basic/Advanced	SLC, NSLS, MSLP, JSMLC, MHS Capstone, CO/XO

Example Assignments
RESEARCH NMRTC/U FLEET/FMF

Initial Fleet/USMC
General Staff Officer
DIVO/Asst DH
Fellowship/DUINS
FDPMU Component Manager

Staff Clinician
General Staff Officer
DIVO/Asst DH
Fellowship/DUINS

Staff Scientist (NAMRU/AFRR/NMRC)
DIVO/Asst DH/DH
Fellowship/DUINS

Medical Battalion (FMFQO)
Fleet Platform (SWMDO)
FDPMU Component Manager
Department Head

Department Head
Fellowship/DUINS

Research Command
Deputy Science Director
Service Univ/USU Instructor
Department Head
Fellowship/DUINS

Operational Staff
Associate Director
Milestone
HQ (OPNAV/BUMED/PERS/OSD)
Department Head

Milestone
Associate Director
HQ (OPNAV/BUMED/PERS/OSD)
Department Head

Science Director
Milestone/Drug Lab XO
Asst Director/AFMES Director
HQ (OPNAV/BUMED/PERS/OSD)
R&D Program Officer (NRL/NMRC/JPEO)

Milestone/XO
COCOM/TYCOM Staff
HQ (OPNAV/BUMED/PERS/OSD)

Milestone/XO
Director/Senior Leadership
OCONUS NMRTC Director
HQ (OPNAV/BUMED/PERS/OSD)

Milestone/XO/Drug Lab CO
Research Program Manager
Acquisitions Program Manager
HQ (OPNAV/BUMED/PERS/OSD)
Programs and Policy (BUMED/DON)

Executive Medicine Track
CO/XO/Director
Chief of Staff
DHA
Fleet/USMC Surgeon
Operational Staff
HQ Senior Staff
Program Manager
Commander/Deputy Commander
DoD Lead Drug Testing/Deterrence

0 2 4 6 8 10 12 14 16 18 20 22 24 26 28



Leadership through Service

- **Ready:** Medical Service Corps officers are trained and resourced subject matter experts prepared to support and communicate validated knowledge, skills, and abilities across the spectrum of operational medicine
 - Demonstrated impactful and ethical leadership, cross-organizational teamwork and program process improvement
 - Established track record of ongoing success in leadership positions with increasing scope/responsibility/staff/budget
 - Successfully held positions that espouse the ability to demonstrate unique knowledge skills and abilities across the spectrum of operational medicine
- **Aligned:** The Medical Service Corps is fully integrated and synchronized with Navy Medicine and Defense Health Agency priorities in all areas of responsibility
 - Sustained outstanding performance in sub-specialty
 - Pursuit of life-long learning and ongoing specialty-specific & professional education; board certified professionals
 - Focused contributions as administrator, clinician or scientist that translates to quantifiable impact on the Navy's primary mission of operational readiness
 - Proven performance during organizational change
- **Diverse:** The Medical Service Corps comprises agile, adaptive experts of diverse skill, thought, and experiences who value MSC heritage and values and share connection of purpose moving towards the future
 - Serve as educator/mentor within area of professional specialization
 - Develop future leaders of competence and character
 - Exhibit career diversity through the ability to excel across a variety of assignments
 - Agile and adaptive experts of diverse skill, thought, and experiences who value MSC heritage and share connection of purpose for the future



Nurse Corps

Career Progression

Using the tenets of the Professional Practice Model: Professional Development, Transformational Leadership and Every Theater/Any Threat - The Navy Nurse Corps Officer career path will guide development of the operational and leadership skillsets required to lead Navy Medicine in positions of progressively increasing scope and responsibility. Well-rounded nurses demonstrate sustained superior performance, diversity of assignment as well as clinical/leadership progression.

LEADERSHIP COURSE GUIDE	ENS/LTJG	LT	LCDR	CDR	CAPT
	BROC Clinic Manager Course DIVOLC C4	ILC C4 HMC JMPT JMOC-Basic BROC Completed Clinic Manager Course	AROC JMPT JPME I (JS7) ILC MedX HCM JMOC-Basic JMOC-Advanced	SLC SLLC MedX MSLP TFMEP JSMLC JPME I (JS7) JMOC- Advanced AROC Completed	MedX SSLC IFFHCE MSLP NSLS NSLS JSMLC PCO/PXO JMESI JPME II (JS8)

GRADUATE DEGREE OR >

Sample Career Paths: Demonstrates increasing levels of clinical and leadership spheres of influence.

OPERATIONAL	ENS/LTJG	LT/ Lcdr		CDR	CAPT
	Med BN Operational Deploy GHE/Humanitarian IA/GSA	Fleet Surgical Team Carrier Nurse Med BN Company XO GHE/Humanitarian	ERC Nurse Training OIC Operational Deploy	CNO/Senior Nurse/SMO/OIC Med BN CNO/XO Force Nurse Deployment – Leadership role	CO/XO Med BN CO CNO Fleet Forces
NMRTC/U	Nurse Resident Staff Nurse Charge Nurse Team Leader Assistant DIVO	Charge Nurse Team Leader DIVO Instructor Faculty Member Nurse Researcher Assistant Director	Clinic Manager Recruiter CNS/NP EA Assistant Spec Leader Detailer HQ	XO/OIC CNO/Director/DH Clinical Leader Specialty Leader/Detailer OPNAV/BUPERS BUMED Staff USMC SME/CNO Nurse Researcher/Program Dir HQ	CO/XO Post-Command Deputy Director Assistant Deputy Director Clinical Leader Fleet Surgeon/Force Surgeon Nurse Researcher/Program Dir Senior Detailer/USMC CNO Senior HQ

Additional Resources: Navy Medicine Course Catalog, NC Operational (Green/Blue) Planning Guides, Navy Nurse Corps Leadership Library, Career Development Boards, Detailing conference call/record review.



Nurse Corps

Community Values

▪ **Valued achievements prior to LIEUTENANT COMMANDER**

- Sustained Superior Performance
- Assignments
 - Assume roles of increased responsibility in 3 domains of Professional Practice Model (PPM) (Professional Development, Operational Readiness, Transformational Leadership)
 - Diversity of duty assignments (NMRTC, Operational, HQ, Academia)
 - Clinical Expert – attained certification/recognized SME, maintains operational skill sets
 - Applies Evidence-Based Practice Principles in clinical and managerial environments

▪ **Valued achievements prior to COMMANDER**

- Sustained Superior Performance
- Assignments
 - Assume roles of increased responsibility in 3 domains of PPM commensurate with rank, active leader in clinical community of practice and measureable command contributions in and out of specialty/work area. Maintains operational skill sets
 - Diversity of duty assignments (NMRTC, Operational, HQ, Academia)
 - Advanced degree attained/pursued, obtains certifications and clinical competency
 - Evidenced-Based Practice Champion in clinical and managerial environments
 - Active mentor, develops others, promotes recruitment and retention of qualified officers

▪ **Valued achievements prior to CAPTAIN**

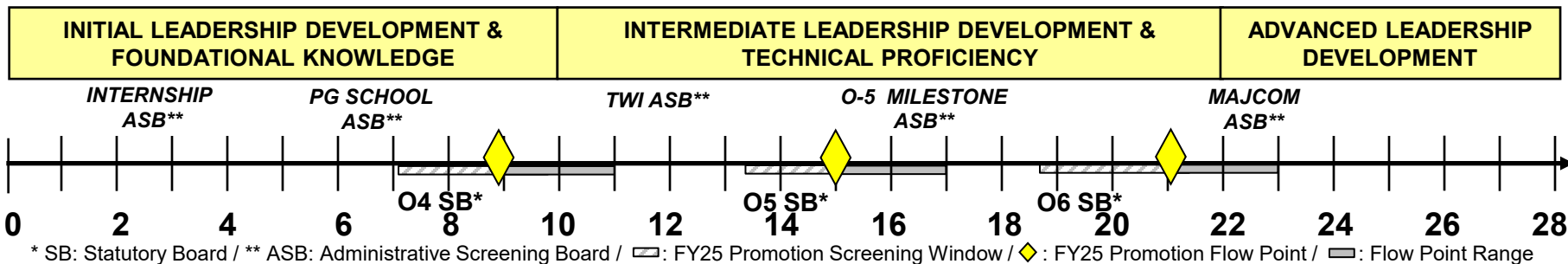
- Sustained Superior Performance
- Assignments
 - Assume roles of increased responsibility/active leader in all aspects of Navy Medicine
 - Diversity of duty assignments (NMRTC, Operational, HQ, Academia)
 - Advanced degree completion, and maintains clinical competency
 - Models PPM principles (Professional Development, Operational Readiness, Transformational Leadership)



Supply Corps

Career Progression

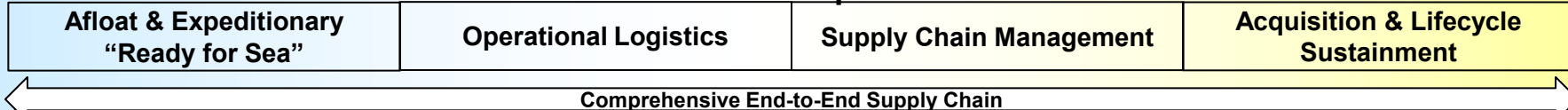
Career Path



Typical Billets & Associated Milestones

BOC	1 st Op Tour	Shore; Internship	2 nd Op Tour	Shore; PG School	O-4/O-5 Op Tour; Operational Logistics; Supply Chain Mgmt; Acquisition & Life Cycle Sustainment; Plans & Policy	Command Tour; Acq & Sust; Policy & Plans; Program Mgmt
	Warfare Qual	Professional Development: Masters Degree; JPME 1; Sub-Specialty/AQD; DAWIA/APM				JPME II/JQO; EDP

SC Lines of Operation



SC Competency Reference Guide

SUBSPECIALTY (SSP) CODES

1301	Supply Distribution Mgmt
1302	Supply Chain Mgmt
1306	Acq/Contract Mgmt
1309	Logistics IT
1307	Petroleum Mgmt
3110/1	Financial Mgmt/Comptroller
3211/2/3	Ops Research
6511	OPNAV Rqmts Mgmt

Education	2000	Strategic Studies
	3000	Resource Mgmt & Analysis
	P	Navy Funded Graduate Degree
	G	Non-Navy/Meets min of 7 ESRs
Experience	Q	(P) Degree followed by 18 Mo Tour
	F	(G) Degree followed by 18 Mo Tour
	S	18 Mo (min) Experience Tour
	R	Two Separate 18 Mo (min) Tours

ADDITIONAL QUALIFICATION DESIGNATION (AQD)

937/5	CDR Milestone
93A/B	CDR/CAPT Command
JP1/2/3/M/N	OP Planner
9L1/2	OLW Tour 1/2
928	1st Op Tour Compl
92A	2nd Op Tour Assgn
929	2nd Op Tour Compl
918/9	IA/GSA Compl

Acquisition Professional (APM)

AA2/4	Program Mgmt
ACA	Contracting
AK2/4	Business Fin Mgmt
AL1/3	Life Cycle Log

JQO (JS5)

JS2	Full Joint Tour
JS7	JPME Phase I
JS8	JPME Phase II

Reference: NAVPERS 15839I, VOL I



Supply Corps

Community Values

- **Valued achievements at ALL paygrades**

- Sustained superior performance in leadership billets of increasing responsibility and complexity is most valued
- History of assignments which reflect diversity in scope, complexity, and mission commensurate with their rank

- **Valued achievements prior to LIEUTENANT COMMANDER**

- Two operational tours with one in an afloat unit
 - SC lateral transfers who are assigned to or complete at least one SC operational tour will be considered fully qualified
- Attainment of at least one SC officer warfare qualification
- Department Head tour (especially valued)

- **Valued achievements prior to COMMANDER**

- Completion of two or more SC operational tours, regardless of accessions source
- Exposure to a range of operational and support tours across Fleet logistics, supply chains, acquisition management, and life cycle sustainment
- Proven potential to manage complex processes while effectively integrating logistics and sustainment functions
- Business-related, data science, or military service college Master degree (regardless of source)

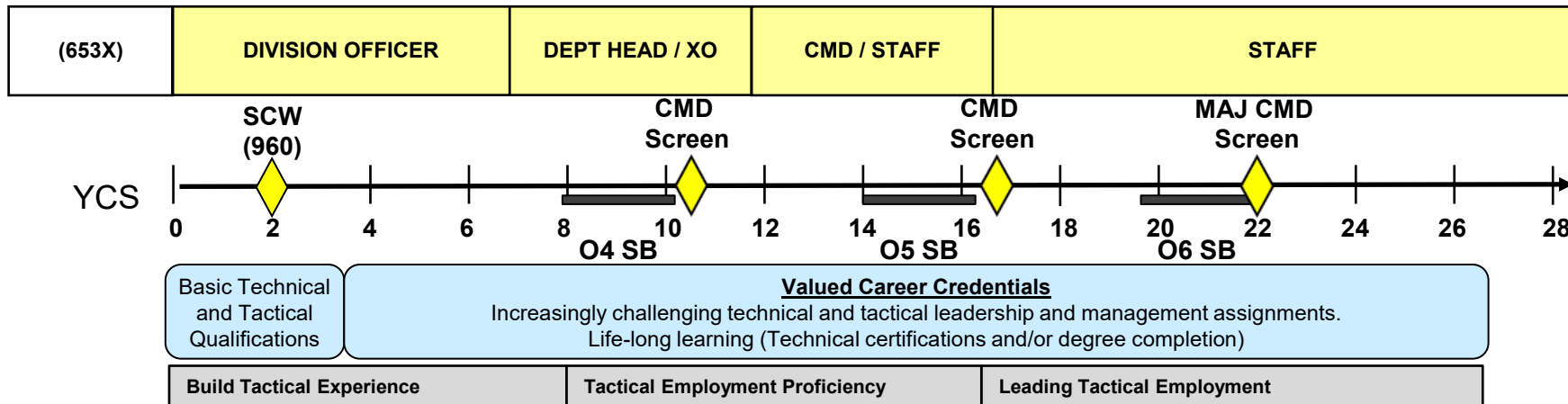
- **Valued achievements prior to CAPTAIN**

- Proven ability to lead people (military and civilian) and organizations in tough, high-impact environments while leveraging diverse experiences
- Experience in a broad range of operational and support across Fleet logistics, supply chains, acquisition management at multiple echelons across the SC Lines of Operation
- Demonstrated leadership and performance in O-5 milestone tours (especially valued)



Limited Duty Officer (Staff)

Career Progression



Assignments

- O-3 CBMU XO / OPS
 - 2nd NMCB tour
 - CSFE OIC
 - NCG/NCR Staff
 - NCTC
 - Expeditionary Department Head / Staff
 - CTF Staff
 - EODMU
- O-4 CBMU CO
 - NCTC XO
 - Expeditionary Department Head / Staff / Fleet Staff
- O-5 NCTC CO
 - NCG/NCR CSO
 - Expeditionary Department Head / Staff / Fleet Staff



Limited Duty Officer (Staff)

Community Values

- **Valued achievements at all paygrades**
 - Extensive and relevant Expeditionary experience (tough assignments)
 - Sustained superior performance in leadership billets of increasing responsibility and complexity
 - Multi-task technical experts; managerial skills; CMD involvement (proves ability to be part of the team as an “active” participant) **All must have proof of success**
 - Demonstrate life-long learning (Technical certificates and/or higher education achievements/degree completion)
 - Active mentorship within the Wardroom/Command/LDO Community
- **Technical specialty areas of NMCB/NCTC/ACB/NCG/NCR/ Operational Training and/or TOA management**
 - Combined/Joint experience in deployments (Multiple NCF tours/diversity of jobs)
 - NECC assignments
 - NETC assignments
 - Discrete requirements (Platoon Commander, Company Commander, Training or Operations Officer, DET or Unit OIC)
- **Valued achievements prior to LIEUTENANT COMMANDER: Build Tactical Experience**
 - Seabee Combat Warfare is mandatory (other warfare qualifications do not replace SCW)
 - Experience in Expeditionary CEC assignments (i.e. NMCB, PHIBCB, UCT, NCR, NCG)
 - Experience in training Commands (i.e. CECOS, NCTC, CSFE Detachments)
- **Valued achievements prior to COMMANDER: Tactical Employment Proficiency**
 - Additional experience of increased responsibility and complexity in primary CEC LDO assignments
 - Diverse experience in a variety of staff (expeditionary, ISIC, TYCOM, and/or Fleet)
- **Valued achievements prior to CAPTAIN: Leading Tactical Employment**
 - Proven ability to lead and direct people and organizations in tough, highly-visible, and challenging environments
 - Superior performance in O-5 Command