



# FY-22 Active Duty Staff Corps Community Brief Disclaimer

**This community brief has been generated by the community leaders, including detailers and community managers. It has been vetted by Navy Personnel Command and OJAG for statutory compliance and approved by SECNAV.**

**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.**

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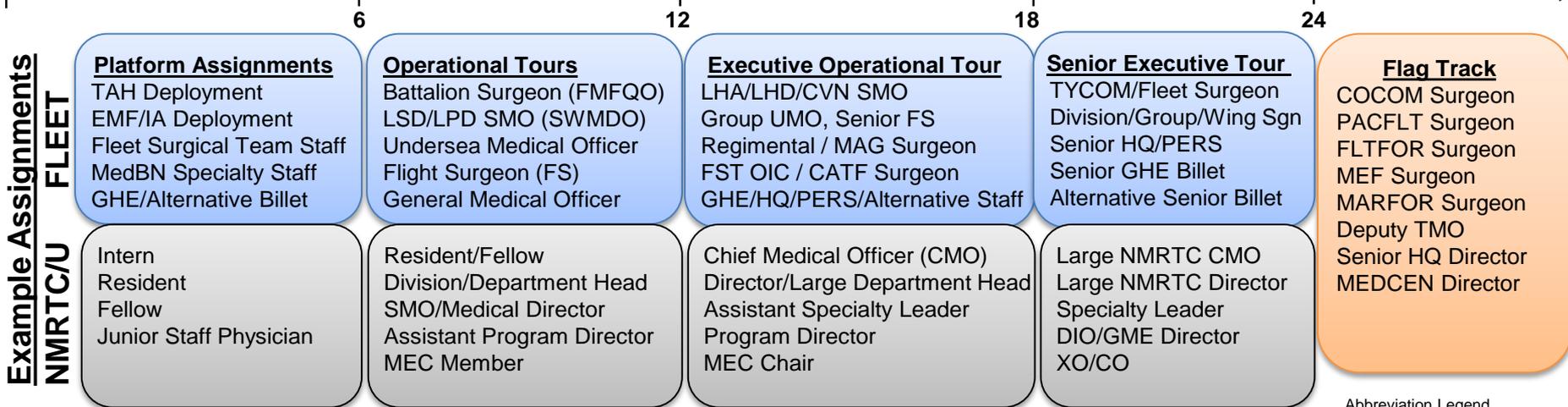
# Medical Corps

## 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 both the operational and clinical experience necessary to serve in billets that are commensurate with the next rank.

### Recommended Medical and Professional Development Path



#### 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 (or 'blue-box') experience is defined as occurring outside of the NMRTC/U construct. It is essential to the development of Medical Corps Officers and prepares them for service in the next rank.
- NMRTC/U (or 'gray-box') experience is essential to maintaining clinical competency, developing the unique managerial skillsets required in medicine, and ensuring the development/training of others.
- The most qualified Medical Officers will have accrued experience in each box along their career path.



# Medical Corps

## *Community Values*

### ■ **People**

- Achieve and maintain board certification
- Maintain current clinical competency and active clinical practice in their specialty
- Education outside GME (JPME I/I, MHA, MPH, MBA, etc) valued

### ■ **Platforms**

- Operational experience is required to provide subject matter expertise for senior line leaders
- Contributions in the operational or deployed setting are expected throughout a career

### ■ **Performance**

- Officers are expected to have diverse careers that balance clinical skills sustainment and operational experience, using experience gained by this diversity to improve the support provided to our warfighters
- Expected to assume increased leadership responsibility as they progress

### ■ **Power**

- Navy or DoD-wide impact that allows Navy Medicine to project medical power is highly valued

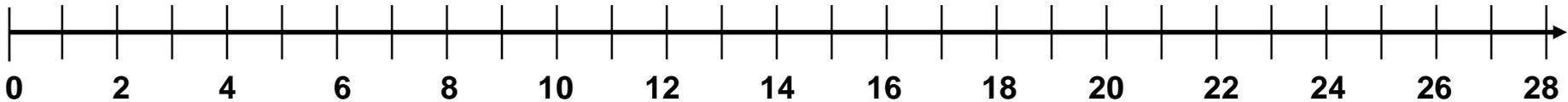


# Dental Corps

## Career Progression

### Career Path

Competence		Character		Connection	
PGY1/ Credential	OPERATIONAL UTILIZATION	RESIDENCY	SPECIALTY UTILIZATION BOARD CERT	SENIOR OPERATIONAL, JUNIOR ACADEMIC, SENIOR STAFF JPME 1	SENIOR ACADEMIC, ADV CLINICIAN, SENIOR LEADER, SPECIALTY LEADER JPME 2, eMBA
STAFF/ACADEMIC/OPERATIONAL					
SEA/CONUS/SEABEES/OVERSEAS/USMC					



### Typical Billets

P G Y 1	FLEET, FMF DEN BN, SEABEES, NMRTC, DIVO, AMPHIB DH, RESIDENCY, STAFF SPECIALIST	DH CVN, FMF OIC, NMRTU OIC, BUMED, NMRTC, DIRECTOR DENTAL SERVICES, DETAILER, CLINIC DIRECTOR, GRAD DEN PRGM, SENIOR CLINICIAN, PGRAD JR STAFF / PRGM DIRECTOR, NPDS ASSOC DEAN, PGY-1 DIRECTOR	XO, CO – FMF DEN BN, NMRTC, FLEET DEN OFFICER, DEN OFFICER OF THE USMC, DIRECTOR DENTAL SERVICES CMD/REGION, SR EXEC STAFF, PGRAD SR STAFF, SR EXECUTIVE MEDICINE, NPDS DEAN, DHA
	PGY1 – Post-Graduate Year -1		



# Dental Corps

## *Community Values*

### ▪ **Clinical performance**

- Officers successfully demonstrated excellence in their clinical specialty

### ▪ **Specialty career path**

- Officers serving in senior clinical leadership positions provide seasoned subject area expertise
- Serve as educators for postgraduate training programs

### ▪ **Leadership**

- All levels are expected to serve as mentors to junior personnel
- Selected individuals participate in leadership of Navy Medicine

### ▪ **Career diversity**

- Officers should aspire to assume key roles within the clinical, academic, research, operational and/or executive medicine domains



# Nurse Corps

## Career Progression

**Using the tenets of the Professional Practice Model:** Professional Development, Operational Readiness/Jointness and Transformational Leadership - The Navy Nurse Corps Officer career path will develop 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 ILC MedEx HCM JMOC-Basic JMOC-Advanced	SLC SLLC MedEx MSLP JSMLC TFMEP JPME I and II JMOC- Advanced AROC Completed	MedEx SLLC IFFHCE MSLP NSLS NSLS IFFHCE JMESI PCO/XO

GRADUATE DEGREE OR >

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

	ENS/LTJG	LT/LCDR	CDR	CAPT	
OPERATIONAL	Med BN Operational Deploy GHE/Humanitarian IA/GSA	Fleet Surgical Team Carrier Nurse Med BN Company XO GHE/Humanitarian	ERC Nurse Training OIC	Senior Nurse OIC Med BN CNO Force Nurse	Senior Nurse XO CO Fleet Forces
NMR TC/U	Nurse Resident Staff Nurse Charge Nurse Team Leader Assistant DIVO	Charge Nurse Team Leader DIVO Instructor Faculty Member Nurse Researcher Assist Director	Clinic Manager Recruiter CNS/NP EA Asst Spec Leader Detailer	CNS OIC DH Director Specialty Leader OPNAV/BUPERS BUMED Staff USMC/TMO/SME/SNE Nurse Researcher/Program Dir	XO CO Post-Command Asst Deputy Chief Deputy Chief Fleet Surgeon/Force Surgeon Nurse Researcher/Program Dir

*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 in duty station location, scope, complexity and mission (CONUS, OCONUS, Small-large MTF, HQ, Branch Clinic, Academia, deployment/operational experience)
  - Clinical Expert – attained certification/recognized SME, maintains and grows operational skill sets at all times. 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 at all times
  - Diversity in duty station location, scope, complexity and mission (as above)
  - Advanced degree attained or enrolled and actively pursuing, maintains certifications and clinical competency. Uses, applies and encourages juniors to utilize Evidenced-Based Practice Principles 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 in duty station location, scope, complexity, and mission
  - Achieved advanced degree, and maintains clinical competency
  - Models PPM principles (Professional Development, Operational Readiness, Transformational Leadership)

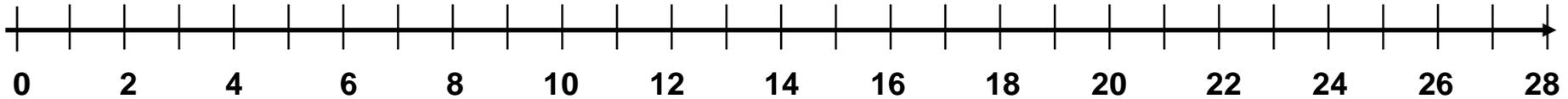


# Medical Service Corps

## Career Progression

Three distinct specialty areas within the Medical Service Corps: Health Care Administration (HCA); Health Care Scientists (HCS); and Health Care Clinicians (HCC). Career paths within these areas may include: Clinical, Operational, Academic, Research, and/or Administrative.

Competence	Character	Connection
<b>Junior Officer (O1-O3)</b>	<b>Mid-Grade Officer (O4-O5)</b>	<b>Senior Officer (O5-O6)</b>
<ul style="list-style-type: none"> <li>Specialty Proficiency Maturation</li> <li>Officer Development</li> <li>Leadership Training and Experience</li> <li>Develop and Mentor Subordinates</li> </ul>	<ul style="list-style-type: none"> <li>Demonstrated Specialty Proficiency</li> <li>Advanced Leadership and Professional Growth</li> <li>Develop and Mentor Subordinates</li> <li>JPME 1</li> </ul>	<ul style="list-style-type: none"> <li>Expanded Leadership Scope</li> <li>Demonstrated Professional Advancement</li> <li>Develop and Mentor Subordinates</li> <li>JPME 2</li> </ul>



### Typical Assignments





# Medical Service Corps

## *Community Values*

### ***Leadership through Service***

#### ▪ **Lead with Integrity**

- Demonstrated impactful and ethical leadership, cross-organizational teamwork and program process improvement
- Established track record of ongoing success in community-unique leadership positions with increasing scope/responsibility/staff/budget
- Successfully held positions that espouse the ability to demonstrate unique subject matter expertise

#### ▪ **Commitment to Excellence**

- Sustained outstanding performance in sub-specialty; “be the best version of yourself”
- Pursuit of life-long learning and ongoing specialty-specific & professional education
- 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

#### ▪ **Honor Our Heritage**

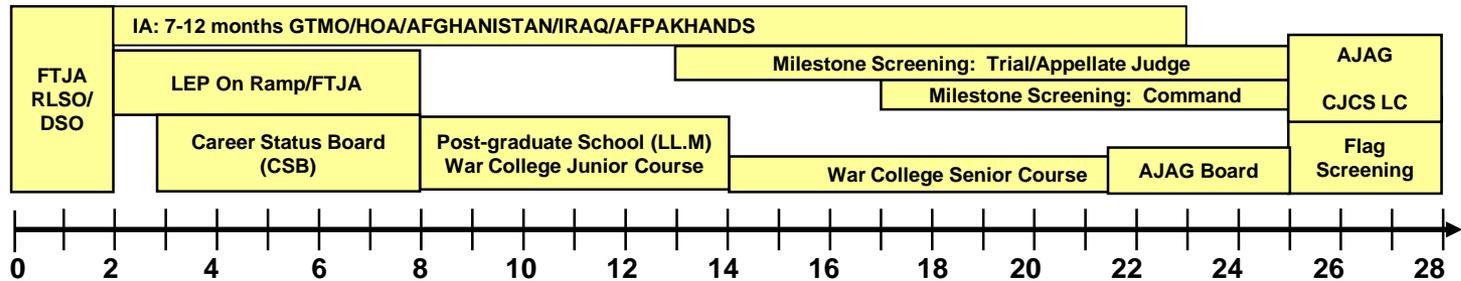
- Serve as educator/mentor within area of professional specialization
- Develop future leaders of competence and character; enrich community culture by incorporating customs and traditions of our Navy and our Corps.
- Exhibit career diversity through the ability to excel across a variety of assignments



# 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, OMC, Other	RLSO/DSO/VLC, OJAG, CVN/ESG/CSG, OMC, OLA, NJS, NPC, PG School, Region/TYCOM, OPNAV Staff, Other	RLSO/DSO/VLC, NJS, OJAG, Fleet, Joint, GCMCA, OLA, NPC, OMC, Region/TYCOM, OPNAV Staff, Other	RLSO/DSO/VLC, NJS, OJAG, OPNAV/Major Staff/COCOM, OMC	
First Tour Judge Advocate	Staff Attorney at sea/shore legal Office, Victims' Legal Counsel (VLC), NLSC Commands, OJAG Codes, Office of Military Commissions (OMC), Independent/SPCMCA SJA	SJA/staff at GCMCA or Ech. 3 or 4 (sea/shore), NLSC mid-level leadership (DH, OIC, Senior VLC, Or PDO), NJS Instructor, OJAG Codes, NWC/PG School (LL.M), REC/DREC, Dep Flt. Env. Counsel	XO/OIC, OJAG Code Deputy, SJA/Staff for Ech. 2 or 3, Joint Command, OSD, or CJCS, NWC or NDU, REC, Flt. Env. Counsel, NJS /War College Instructor	CO/OJAG Div Dir., Echelon 1 or 2 SJA, NLSC Chief of Staff	AJAG CJCS LC

### Military Justice Litigation Career Track (1202)

#### Typical Billets

	RLSO/DSO/VLC, CVN/PHIBRON, OJAG Code 20/45/46, OMC	RLSO/DSO/VLC, CVN, TCAP/DCAP, NJS, OMC, OJAG Code 20/45/46, PG School, Region/TYCOM	RLSO/DSO, TCAP/DCAP NMCTJ, NMCCA, OMC, OJAG Code 20/45/46, Region/TYCOM	RLSO/DSO, NMCTJ, OMC, NMCCA, OJAG Code 20/45	
First Tour Judge Advocate	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, PDO, Asst. Senior TC/DC, Senior VLC), SJA, NJS Instructor, OJAG Codes, PG School (LL.M), or Rotational Assignment with US Attorney / Fed. Public Defenders	XO/OIC, Senior/Asst. TC/DC, Trial or Appellate Judge, 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), or NLSC Chief of Staff	AJAG



# Judge Advocate General's Corps

## *Community Values*

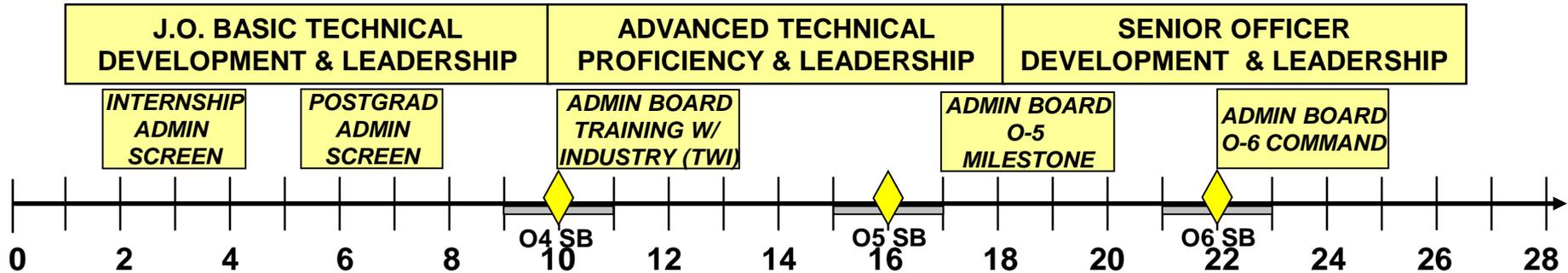
- **Valued achievements at all paygrades**
  - Demonstrated excellence as a judge advocate commensurate with rank and experience
  - Consistently demonstrates JAG Community Governing Principles (Embody a Warfighting Spirit; Lead with Character and Integrity; Embrace Accountability; Promote a Culture of Learning; Encourage Innovation)
  - Develops future leaders of competence and character, positively influences community culture by understanding and embracing customs and traditions of the naval service
  - Demonstrated competency at leading diverse teams
  
- **Valued achievements prior to LIEUTENANT COMMANDER**
  - Some geographic diversity; willingness to serve at sea, overseas, or outside fleet concentration areas
  - Participation in JAG Community efforts: Victims' Legal Counsel Program and the Office of Military Commissions (OMC)
  
- **Valued achievements prior to COMMANDER**
  - While judge advocates are exempt from the statutory requirement, JPME I completion is strongly encouraged
  - Leadership or management experience; examples include NLSC Dep't Head, Professional Development Officer, OIC, or similar position, or experience in personnel / community management
  - Cyber or intelligence operations experience during operational or staff assignments
  
- **Valued achievements prior to CAPTAIN**
  - Demonstrated expertise in leadership, teamwork, and mentorship of military and civilian personnel
  - For non-MJLCT officers, diversity of experience supporting DON and DoD missions
  - For MJLCT officers, technical proficiency and experience in senior criminal litigation positions
  - Demonstrated involvement within the JAG Community, including but not limited to innovation, leadership or other engagements positively influencing the culture and future of the JAG Corps



# Supply Corps

## Career Progression

### Career Path



### Typical Billets & Associated Milestones



### 3100 Principal Competencies

OPERATIONAL				SUPPLY CHAIN			
JP1/2/3/M	OP Planner	1307	Petroleum Mgmt	1301	Supply Distribution Mgmt	AA1/2/3	Program Mgmt
9L1/2	OLW Tour 1/2	3110/1	Financial Management/Compt	1302	Supply Chain Mgmt	AC1/2/3	Contracting
920	Transportation Mgmt	3100	FM Exec MBA	1306	Acq/Contract Mgmt	AK1/2/3	Business Fin Mgmt
9X1	C&S Log Off (MOC)	3211/2/3	Ops Research	1309	Logistics IT	AL1/2/3	Life Cycle Log
		6511	OPNAV Requirements Mgmt				

Acquisition Professional (APM)

JOINT/IA/GSA		OP TOURS		EDUCATION CODES		EXPERIENCE CODES	
JS2	Full Joint Tour	928	1st Op Tour Compl	P	Navy Funded Graduate Degree	Q	(P) Degree followed by 18 Mo Tour
JS7	JPME Phase I	92A	2nd Op Tour Assgn	G	Non-Navy/Meets min of 7 ESRs	F	(G) Degree followed by 18 Mo Tour
JS8	JPME Phase II	929	2nd Op Tour Compl			S	18 Month (min) Experience Tour
918	IA/GSA > 120 Days					R	Two Separate 18 Mo (min) Tours
919	IA/GSA > 240 Days						



# Supply Corps

## *Community Values*

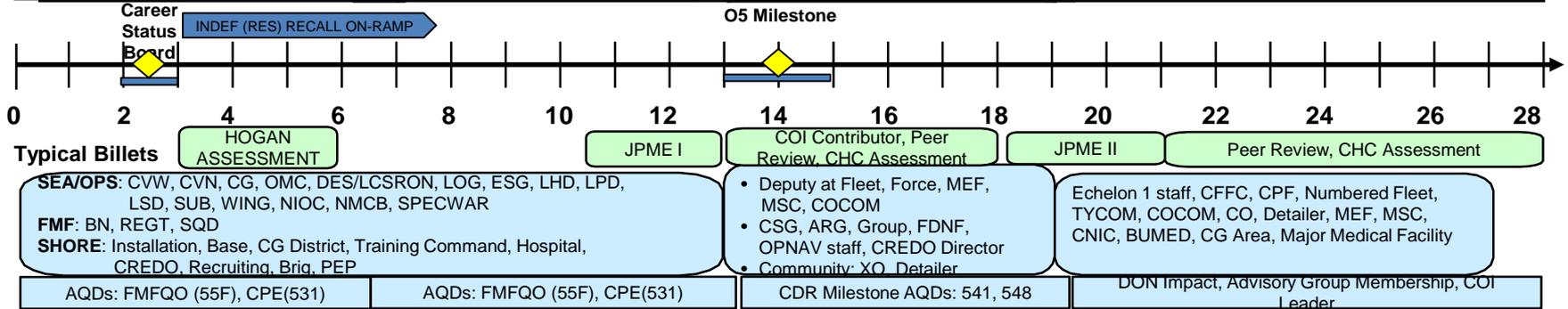
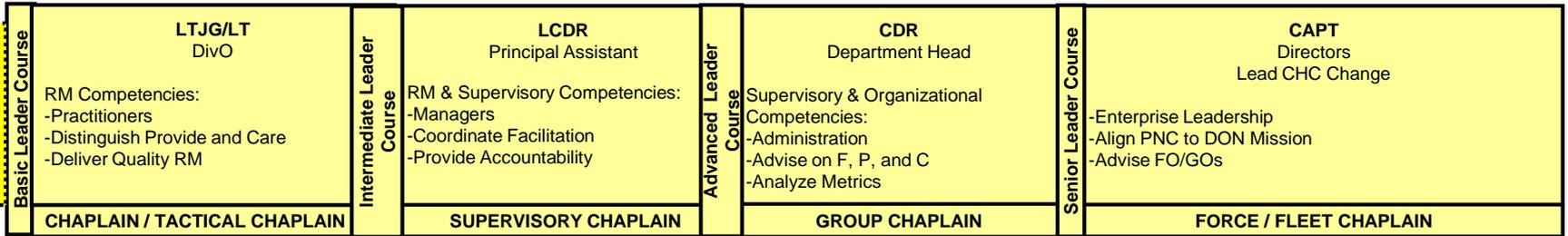
- **Valued achievements prior to LIEUTENANT COMMANDER**
  - Warfare qualification
  - Two operational tours to include afloat (DH tour strongly encouraged)
  
- **Valued achievements prior to COMMANDER**
  - Master's degree (strongly encouraged)
    - With associated Supply Corps competency (valued)
  - Experience in one and progress towards another Supply Corps competency (subspecialty and/or AQD encouraged)
  - Tough visible tours that balance skillset development and operational experience, e.g., Large Afloat, OPNAV, Fleet Staffs, TYCOMs, SYSCOMs, NAVSUP, NAVSUP Weapon Systems Support, NAVSUP Fleet Logistics Center, and their Joint or DLA equivalents
  
- **Valued achievements prior to CAPTAIN**
  - Proven ability to lead and direct people (military and civilians) and organizations in tough, highly visible and challenging environments
  - Expertise in one & experience in another competency (encouraged)
  - O-5 milestone tour, e.g., Afloat DH/Command Ashore (strongly encouraged)
  - Acquisition Professional Community membership and progression toward Joint Qualified Officer (JQO) (strongly encouraged)



# Chaplain Corps

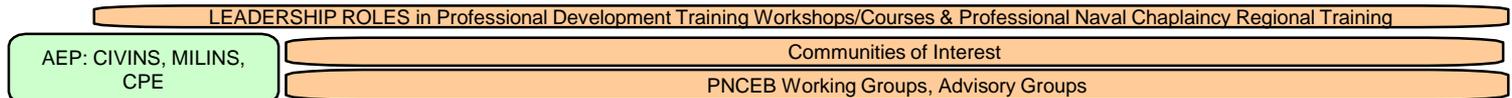
## Career Progression

### Career Path



### Community Involvement

CHAPLAIN MASTER'S REQT



CPE: Clinical Pastoral Education  
 CIV/MILINS: Civilian/Military Institution  
 FMF: Fleet Marine Force

AEP: Advanced Education Program (Post Grad)  
 PNC: Professional Naval Chaplaincy  
 PNCEB: Professional Naval Chaplaincy Executive Board

CG: Coast Guard  
 BN: Battalion  
 REGT: Regiment

MSC: Major Subordinate Command  
 MEF: Marine Expeditionary Force  
 RM: Religious Ministry



# Chaplain Corps

## *Community Values*

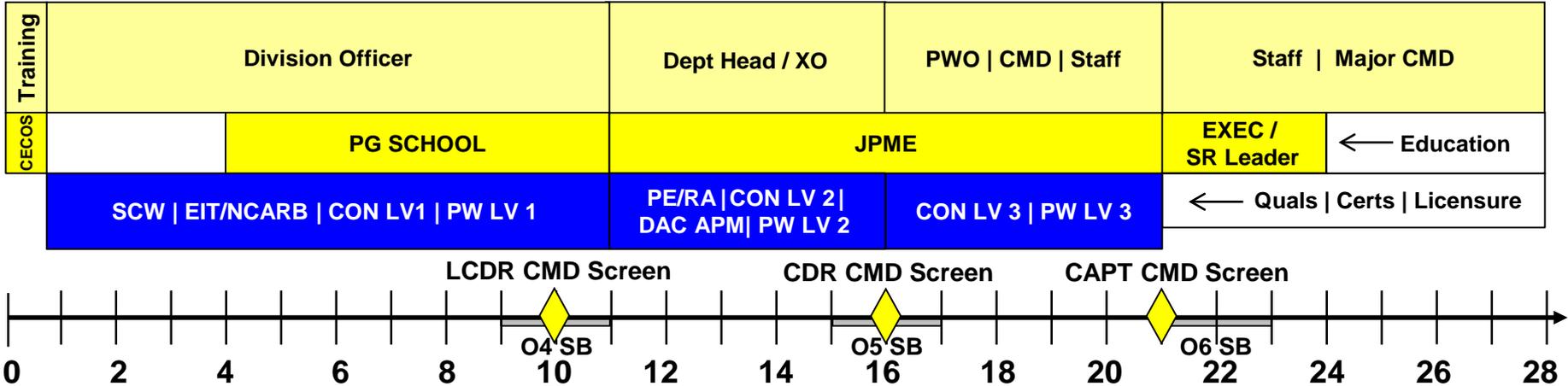
- **LCDR Chaplains lead RMTs in operations at and from the sea**
  - **Sample indicators of PNC mastery prior to LIEUTENANT COMMANDER**
    - Demonstrated tactical mastery of all four CHC core capabilities (Provide, Facilitate, Care, Advise)
    - Successful collaboration with chaplains across command boundaries to enhance provision of RM
    - Successful management of programs in addition to Command Religious Program (CRP)
    - Demonstrates personal growth and professional development
  
- **CDR Chaplains integrate lower echelon RMTs in operations at and from the sea**
  - **Sample indicators of PNC mastery prior to COMMANDER**
    - Continued Provision of RM. Expanded facilitation and care commensurate with the chaplain's broader area of responsibility and influence. Advises commanders of subordinate units on establishing and managing CRPs
    - Superior leadership of multiple Religious Ministry Teams, to include personnel development and talent management
    - Superior management of programs across commands or at higher echelons in addition to CRP
    - Contributions to Community of Interest (COI), PNCEB Working Group/Board
    - Demonstrated proficiency with operational concepts across multiple enterprises and sea services
    - Models personal growth and professional development
  
- **CAPT Chaplains prepare lower echelon RMTs for operations at and from the sea**
  - **Sample indicators of PNC mastery prior to CAPTAIN**
    - Continued Provision of RM. Expanded facilitation and care commensurate with the chaplain's broader area of responsibility and influence. Advisement of commanders on manning, training, and equipping subordinate unit RMTs
    - Demonstrated PNC expertise and leadership, including in an Enterprise, COI, or PNCEB Working Group/Board
    - Demonstrated mastery of operational concepts across all enterprises and sea services
    - Inspires personal growth and professional development



# 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

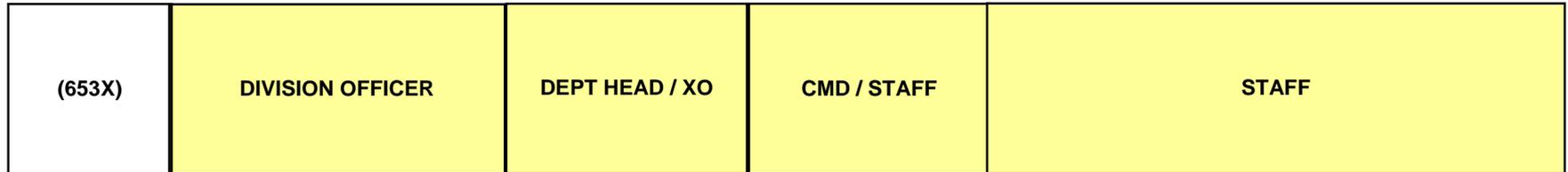
## Community Values

- **Sustained superior performance in leadership billets of increasing responsibility and complexity with diverse environmental and workforce experience**
- **Successful Command of Seabees, Facilities Engineering Command, or shore commands are pinnacle tours**
- **Valued achievements prior to LIEUTENANT COMMANDER**
  - Seabee Combat Warfare or other Warfare qualification
  - Experience in all primary CEC assignments (i.e. facilities management, acquisition, and expeditionary)
  - Professional certification commensurate with rank
    - Acquisition Level I
    - Completion of at least one Architecture Registration Exam or the Architecture Experience Program (for officers pursuing Registered Architect licensure)
    - Registration as Engineer in Training (for officers pursuing Professional Engineer licensure)
    - Public Works Level I
    - JPME Phase I
- **Valued achievements prior to COMMANDER**
  - Experience of increased responsibility and complexity in primary CEC responsibility assignments
  - Superior performance in Facility/Expeditionary/Staff tours
  - Professional certification commensurate with rank
    - Registered as Professional Engineer / Registered Architect
    - Continuing education to include post-graduate / master's degree relevant to CEC career path
    - Acquisition Level II
    - Public Works Level II
    - Acquisition Professional Membership
    - JPME Phase I and other technical certifications (e.g., LEED, CEM, PMP, or other similar and relevant)
    - Joint Tour
- **Valued achievements prior to CAPTAIN**
  - Proven ability to lead and direct people and organizations in tough, highly visible, and challenging environments
  - Superior performance in O-5 Command, Public Works Officer, and/or Major Facility/Expeditionary/Staff tours
  - Acquisition Level III
  - Public Works level III
  - JPME and other technical certifications (e.g., LEED, CEM, PMP, or other similar and relevant)
  - Joint Qualified Officer
- **Tours outside normal career path**
  - Superior performance in specialty-area billets (i.e., Ocean Facilities Program, Naval Special Warfare, Joint, etc.)



# Limited Duty Officer (Staff)

## Career Progression



Basic Technical and Tactical Qualifications

**Valued Career Credentials**  
 Increasingly challenging technical and tactical leadership and management assignments.  
 Life-long learning (Technical certifications and/or degree completion)

**Milestone Assignments**

O-3 OPS / XO / OIC  
 NCG/NCR Staff  
 Expeditionary Department Head / Staff  
 Overseas Expeditionary Assignments / Staff  
 CTF Staff  
 EODMU

O-4 CO / XO  
 Expeditionary Staff

O-5 CSO / CO  
 Expeditionary Staff

**Administrative Screenings**  
 Lieutenant Commander Command: LCDRs (2 opportunities)  
 Executive Officer: LT (2 opportunities)  
 LCDR (2 opportunities)  
 Commander Command: CDRs (2 opportunities)  
 CAPT Command: (2 opportunities)



# Limited Duty Officer (Staff)

## *Community Values*

- **Valued achievements at all paygrades**
  - Extensive and relevant expeditionary experience
  - Sustained superior performance in leadership billets of increasing responsibility and complexity
- **Technical specialty areas of NMCB/ACB/NCG/NCR/Operational Training and/or TOA management**
  - Combined/Joint experience in deployments
  - NECC assignments
- **Valued achievements prior to LIEUTENANT COMMANDER:**
  - Seabee Combat Warfare is mandatory (other warfare qualifications do not replace SCW)
  - Experience in expeditionary CEC assignments (i.e. NMCB, PHIBCB, UCT)
  - Higher education degree desirable
- **Valued achievements prior to COMMANDER:**
  - Additional experience of increased responsibility and complexity in primary CEC LDO assignments
  - Higher education degree to include JPME I
- **Valued achievements prior to CAPTAIN:**
  - Proven ability to lead and direct people and organizations in tough, highly visible, and challenging environments
  - Superior performance in O-5 Command
  - JPME I and other relevant certifications