



FY-22 Active Duty Staff Merit Reorder Considerations Brief Disclaimer

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Medical Corps

Merit Reorder Considerations

- **Valued achievements prior to LIEUTENANT COMMANDER**
 - Superior performance:
 - As a leader in the operational or deployed setting
 - During residency training (competitive selection for Chief Resident, research/academic productivity, leadership at their commands or in their specialty)
 - In leadership positions normally filled by officers above their paygrade (Division/Department Head, SMO/Medical Director, senior operational position)
- **Valued achievements prior to COMMANDER**
 - Superior performance:
 - As a leader in the operational or deployed setting
 - In leadership positions normally filled by officers above their paygrade (LHA/LHD/CVN SMO, Group UMO, Senior Flight Surgeon, Regimental/MAG Surgeon, BUMED/PERS/HQMC Staff, Asst. Specialty Leader/Program Director, MEC Chair, Associate Director, Director, Department Head)
 - Diversity of assignments
 - JPME I
- **Valued achievements prior to CAPTAIN**
 - Superior performance:
 - As a leader in the operational or deployed setting
 - In leadership positions normally filled by officers above their paygrade (Specialty Leader, DIO/GME Director, Large NMRTC/MTF Director, Program Director)
 - In a screened/slanted Milestone (CMO/OIC), Executive Medicine (XO), or Senior Operational position (Division/Group/Wing Surgeon, TYCOM Surgeon)
 - Diversity of assignments
 - JPME I/II



Dental Corps

Merit Reorder

- **Valued achievements prior to LIEUTENANT COMMANDER**
 - Recognized as top performer in a residency program, if applicable
 - Successfully served and top performer as Department Head Afloat, operational leadership, or completed deployment (MEU)
 - Board certification, if applicable, in specialty
 - Recognized top performer in leadership positions
 - No PRT failure in last five years
 - Served as educator/mentor within area of professional specialization
 - Exhibited career diversity through the ability to excel across a variety of assignments

- **Valued achievements prior to COMMANDER**
 - Top performer in operational leadership (Clinic Director, Dental Battalion) or deployments
 - Recognized top performer and successful leader in the clinical arena
 - Recognized top performer in an academic setting (PGY-1 program director or residency program staff; publication in peer-reviewed journal)
 - Board certification, if applicable, in specialty and recognized successful leader in community (Assistant Specialty Leader or leader in national organization)
 - No PRT failure in last five years
 - Exhibited career diversity through the ability to excel across a variety of assignments

- **Valued achievements prior to CAPTAIN**
 - Successfully served, and recognized top performer, in a leadership position within Navy Medicine (Director, OIC, XO of Dental Battalion)
 - Top performer in the clinical arena (Master Clinician)
 - Top performer in an academic setting (residency program director; multiple peer-reviewed publications)
 - Board certification, if applicable, in specialty and leader in community (Specialty Leader)
 - Fulfilled a wide variety of assignments (CONUS, OCONUS, FMF, Sea Duty, War College)



Medical Service Corps

Merit Reorder Considerations

▪ Valued achievements prior to LIEUTENANT COMMANDER

- Lead with Integrity
 - Established track record of ongoing success with increasing responsibility
 - Top recognized performer in operational leadership tour/deployment; Department Head tour; HQ tour (BUMED, DHA, PERS, OPNAV, etc)
 - Commitment to Excellence
 - Sustained outstanding performance in sub-specialty
 - Contributed to Operational Readiness
 - Deployment if applicable; Fleet/USMC support
 - No PRT failures in at least five years
 - Pursued life-long learning and ongoing specialty-specific & professional education
 - Board Certification, if applicable; advanced degree and additional training: AQD, PhD., etc.
 - Honor Our Heritage
 - Served as educator/mentor within area of professional specialization
 - Exhibited career diversity through the ability to excel across a variety of assignments

▪ Valued achievements prior to COMMANDER

- Lead with Integrity
 - Established track record of ongoing success with increasing scope/responsibility/staff/budget
 - Top recognized performer in NMRTC/MTF Director tour, Operational leadership tour/deployment, Officer in Charge, HQ tour (BUMED, DHA, PERS, OPNAV, etc)
 - Commitment to Excellence
 - Contribution to Command, Navy Medicine and the operational forces
 - No PRT failures in at least five years
 - Pursued life-long learning and ongoing specialty-specific & professional education
 - Board Certification, if applicable; advanced degree and additional training - AQD, PhD., JPME, etc.
 - Honor Our Heritage
 - Served as educator/mentor within area of professional specialization
 - Exhibited career diversity through the ability to excel across a variety of assignments

• Valued achievements prior to CAPTAIN

- In addition to those for Commander
- Top recognized performer in NMRTC/MTF Director tour, Operational leadership tour/deployment, Officer in Charge, HQ tour (BUMED, DHA, PERS, OPNAV, etc)



Nurse Corps

Merit Reorder Considerations

- **Valued achievements prior to LIEUTENANT COMMANDER**
 - Rank-appropriate demonstration of superior performance across all domains of the Professional Practice Model
 - Operational Readiness/Jointness
 - Completed Combat Casualty Care Course
 - Deployment if applicable, or provided direct support to the warfighter
 - Possible AQDs: BX2, LA7, 6FA, 6OB, 6OC, 6OE, 6OU, 6OW, 6AJ, 68M
 - Professional Development of self and others
 - Sustained outstanding performance in sub-specialty
 - Advanced education; certification
 - Variety of duty stations, including non-traditional (e.g., CONUS, OCONUS, HQ, Operational, Academia)
 - Transformational Leadership
 - Led teams, people or programs to achieve measurable outcomes; provided mentorship; acted as a change agent and promoted innovation
 - Possible AQDs: HB3, HG2, 67G, 68H, 68I, 68L, 69K, 69O, 69P
- **Valued achievements prior to COMMANDER**
 - In addition to those for Lieutenant Commander
 - Operational Readiness/Jointness
 - Successfully completed EP tour in the following capacity: Department Head, Operational assignment, deployment
 - Completed Joint Professional Military Education (JPME I) via “in residence” or distance learning; AQD JS8
 - Professional Development of self and others
 - Achieved advanced degree and maintains clinical competency
 - Publication in peer-reviewed journal relevant to specialty
 - Board/chapter member of professional nursing organization (i.e. ANA, AACN, AACN, ENA)
 - Presentation at professional nursing conference
 - Transformational Leadership
 - Successful performance in leadership role such as Nurse researcher, specialty leader, executive assistant, detailer, faculty member, associated director
- **Valued achievements prior to CAPTAIN**
 - In addition to those for Commander
 - Models all domains of the Professional Practice Model with increased scope of responsibility reflected in assignments
 - Completed Advanced Medical Department Officers Course; Earned AQD: 67A
 - Top performer in any of the following: Executive Leadership position, senior operational assignment, deployment leadership, officer in charge, HQ tour



Judge Advocate General's Corps

Merit Reorder Considerations

▪ **Valued achievements at all paygrades**

- Regardless of assigned duties, particularly impactful performance based upon the precept, convening order, and these principles:
 - Advancing the Secretary of Defense's priorities: (1) improving lethality and readiness; (2) strengthening allies and building partners; (3) reforming for efficiency and accountability; and (4) taking care of service members and their families.
 - In light of the Secretary of the Navy's focus on American Seapower, advancing priorities set forth in the Chief of Naval Operations FRAGO.
 - Warfighting: ensuring a Navy that is ready to win in competition, crisis, and contingency operations.
 - Warfighters: facilitating a world-class Navy through recruitment, education, training, retention, or empowering Navy families.
 - Future Navy: using experimentation, exercises, and wargames to determine what is needed, and training together to achieve integrated combat power.



Supply Corps

Merit Reorder Considerations

- **Valued achievements prior to LIEUTENANT COMMANDER**
 - Top recognized performer in two operational tours to include a DH tour
 - Earned warfare qualification in each qualifying tour
 - Favorable consideration for overseas assignment and skillset development

- **Valued achievements prior to COMMANDER**
 - Top recognized performer in tough visible tours which balance operational experience and skillset development
 - Top recognized performer in at least one Supply Corps competency
 - Favorable consideration for superior performance in O-4 afloat tour
 - Acquisition Professional Community membership highly valued
 - Completed JPME Phase I

- **Valued achievements prior to CAPTAIN**
 - Top recognized performer in O-5 milestone tour
 - Must be top recognized performer with expertise in one and with experience in another Supply Corps competency
 - Favorable consideration for diversity of assignments across multiple Areas of Responsibility
 - Must be an Acquisition Professional Community member
 - Joint Qualified Officer (JQO) highly valued



Chaplain Corps

Merit Reorder Considerations

- **Merit considerations for all paygrades: standout performance indicated by soft breakouts and/or trait averages above RSCA; continuing education, personal and professional growth; mid-tour or CHC-level awards (MCA, Beech, Goldberg, Craven, etc.)**

- **Merit considerations prior to LIEUTENANT COMMANDER include:**
 - Superlative indicators of PNC mastery prior to LIEUTENANT COMMANDER
 - Indicators of PNC mastery at Commander level
 - Innovative management of Command Religious Program (CRP) and/or other programs
 - Standout talent management

- **Merit considerations prior to COMMANDER include:**
 - Superlative modelling of PNC mastery prior to COMMANDER
 - Indicators of PNC mastery at CAPTAIN level
 - Innovative development of CRP and/or other programs contributing to mission success
 - Standout team building, leadership, and subordinate development

- **Sample merit considerations prior to CAPTAIN**
 - Superlative inspiration of PNC mastery in others prior to CAPTAIN
 - Subordinate RMT preparation and talent management at Echelons IV and below which indicate ability to do so at Echelons III and above



Civil Engineer Corps

Merit Reorder Considerations

- **Valued achievements for all paygrades:**
 - Successfully and continuously served in assignments normally filled by the next higher paygrade, or “Acting” in a similar billet, for more than six months
 - Top recognized performer in all assignments
 - Successful performance in multiple overseas, arduous, or operational / Individual Augment assignments
 - Leadership actions to improve inclusion and diversity within the CEC and Seabees
 - ACQ/PW qualification or certification in advance of requirement by grade
 - Other technical qualifications or certifications (e.g., PMP, CEM, LEED, etc)

- **Valued achievements prior to LIEUTENANT COMMANDER:**
 - Achieved professional qualification (PE or RA). Architects who have completed the Intern Architect Development Program shall have their RA
 - Completion of JPME Phase I

- **Valued achievements prior to COMMANDER:**
 - Successful leadership of military and civilian personnel in challenging assignments
 - Selected for command by the Command Screening Board
 - Completion of JPME Phase I

- **Valued achievements prior to CAPTAIN:**
 - Additional relevant education in business, engineering or military science fields beyond a single graduate degree
 - Selected for command by the Command Screening Board at current paygrade



Limited Duty Officer (Staff)

Merit Reorder Considerations

▪ Valued achievements prior to **LIEUTENANT COMMANDER**

- Meritorious consideration should be given to those officers who demonstrate superior TECHNICAL performance and leadership within the 6530 designator
 - OPS / XO / OIC, NCG/NCR Staff, Expeditionary Department Head / Staff, Overseas Expeditionary Assignments / Staff, CTF Staff, EODMU

▪ Valued achievements prior to **COMMANDER**

- Meritorious consideration should be given to those officers who demonstrate superior leadership based on opportunities within the 6530 designator
 - CO / XO, Expeditionary Staff

▪ Valued achievements prior to **CAPTAIN**

- Meritorious consideration should be given to those officers who demonstrate superior performance and leadership in O5 Command and O5 Milestone tour in regards to the opportunities of the 6530 designator
- Superior performance in positions of influence and leadership at operational and strategic staffs should also be considered.
 - CSO / CO, Expeditionary Staff