



# **FY-23 Active-Duty Staff Corps Community Brief Disclaimer**

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**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.**

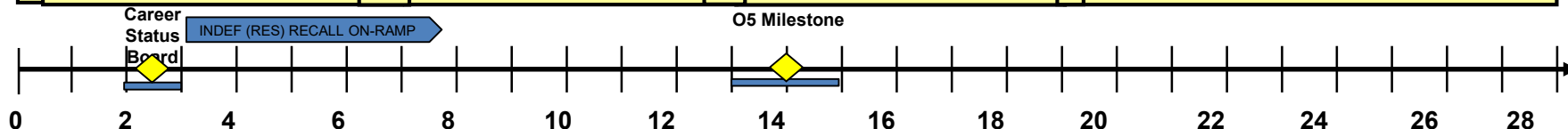
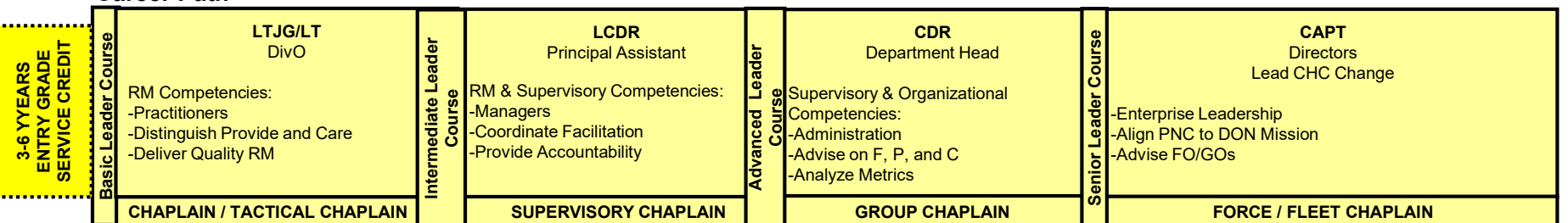
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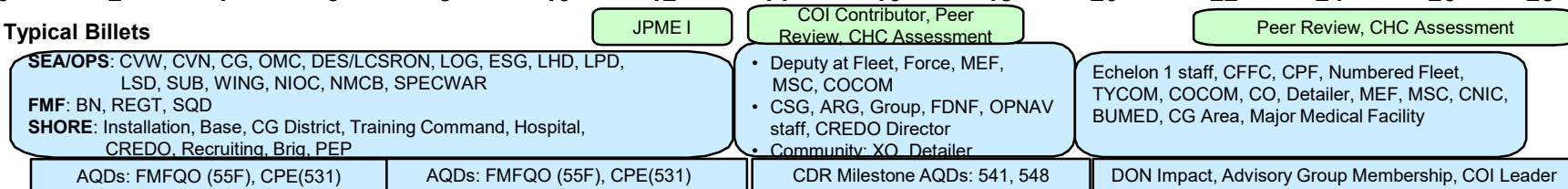
# Chaplain Corps

## Career Progression

### Career Path

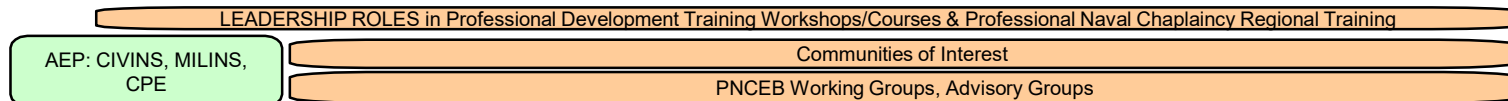


### Typical Billets



### 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  
PNCB: 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

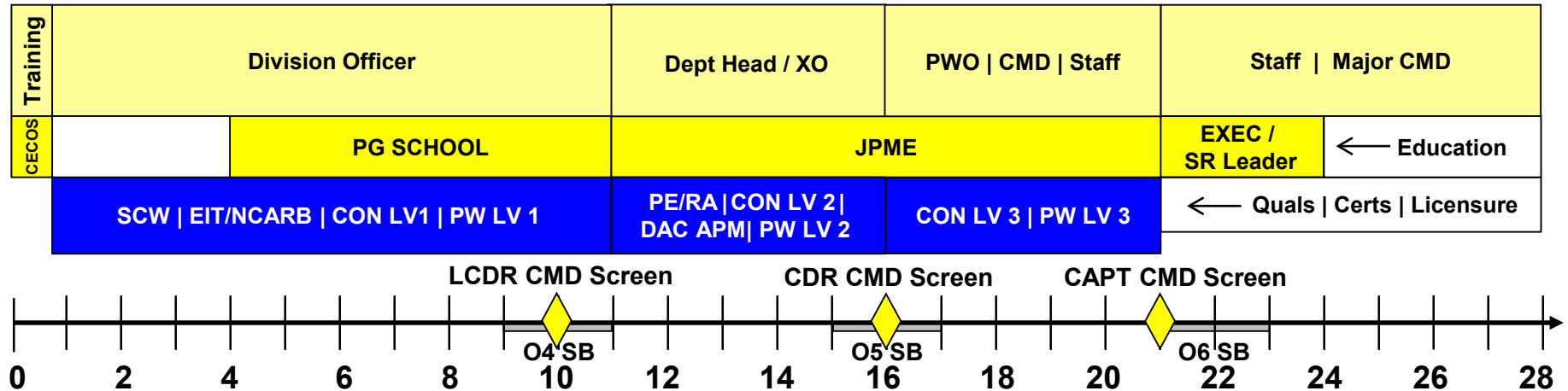
## *Community Values*

- **LCDR Chaplains must be able to lead RMTs in operational environments**
  - **Sample indicators of PNC mastery prior to LIEUTENANT COMMANDER include:**
    - 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 Command Religious Program (CRP) and additional command programs
    - Engaged in professional religious and military training (RO, AWT, PDTC, command training requirements, etc.)
- **CDR Chaplains must be able to integrate lower echelon RMTs in operational environments**
  - **Sample indicators of PNC mastery prior to COMMANDER include:**
    - 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 CRP and additional programs across commands or at higher echelons
    - Contributions to Community of Interest (COI), PNCEB Working Group/Board
    - Demonstrated proficiency with operational concepts across multiple enterprises and sea services
    - Contributes to and leads professional religious and military training (RO, AWT, PDTC, command training requirements, etc.)
- **CAPT Chaplains must be able to prepare lower echelon RMTs in operational environments**
  - **Sample indicators of PNC mastery prior to CAPTAIN include:**
    - 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 multiple enterprises and sea services
    - Demonstrated mastery of Navy systems (budgeting, manpower, career management, etc.)
    - Sought-out mentor

# 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**



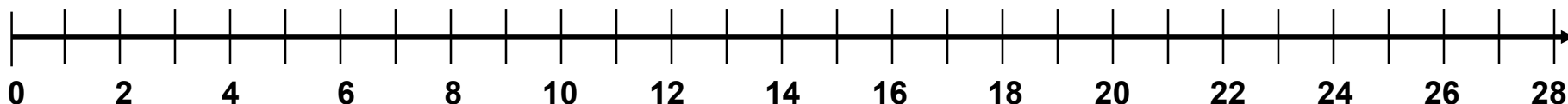
# Civil Engineer Corps

## *Community Values*

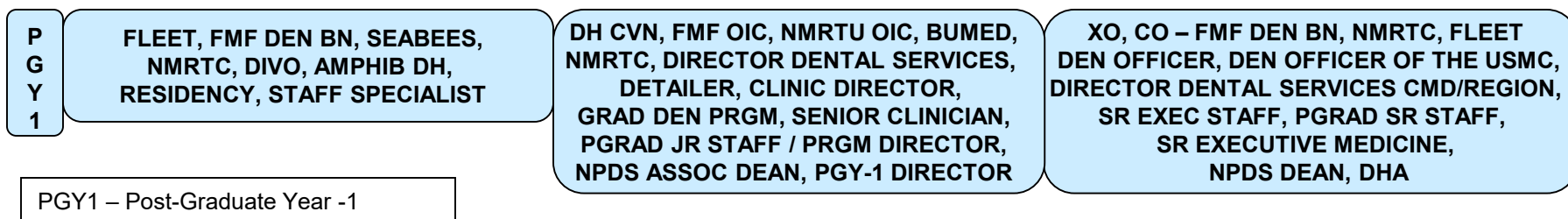
- **Sustained superior performance in leadership billets of increasing responsibility and complexity with diverse environmental and workforce experience**
- **Successful Command of Seabees, Facilities Engineering Command, or shore commands are pinnacle tours**
- **Valued achievements prior to LIEUTENANT 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 II
    - 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 III
    - 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.)

### 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





# Dental Corps

## *Community Values*

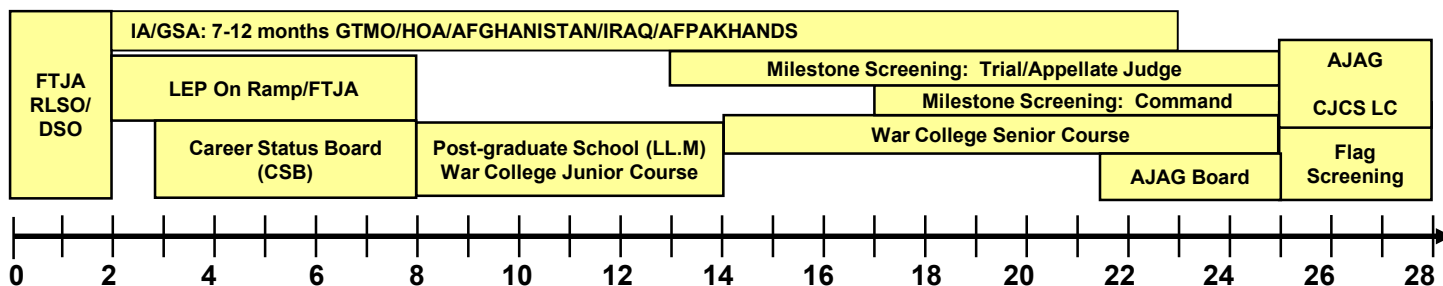
- **Clinical performance**
  - Officers successfully demonstrated excellence in their clinical specialty
- **Specialty career path**
  - Officers serving in senior clinical leadership positions provide seasoned subject area expertise
  - Serve as educators for postgraduate training programs
- **Leadership**
  - 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



# Judge Advocate General's Corps

## Career Progression

The time line 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 CMD, OSD, or CJCS, Sr. War College, REC, Flt. Env. Counsel, NJS /War College Instructor, PERS/Community Mgmt	CO/OJAG Div Dir., Echelon 1 or 2 SJA, Sr. War College, 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; Stand for Diversity, Equity, and Inclusion; Embrace Accountability; Promote a Culture of Learning; Encourage Innovation)
  - Service at sea or deployed to hazardous duty zones
  - 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; service 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

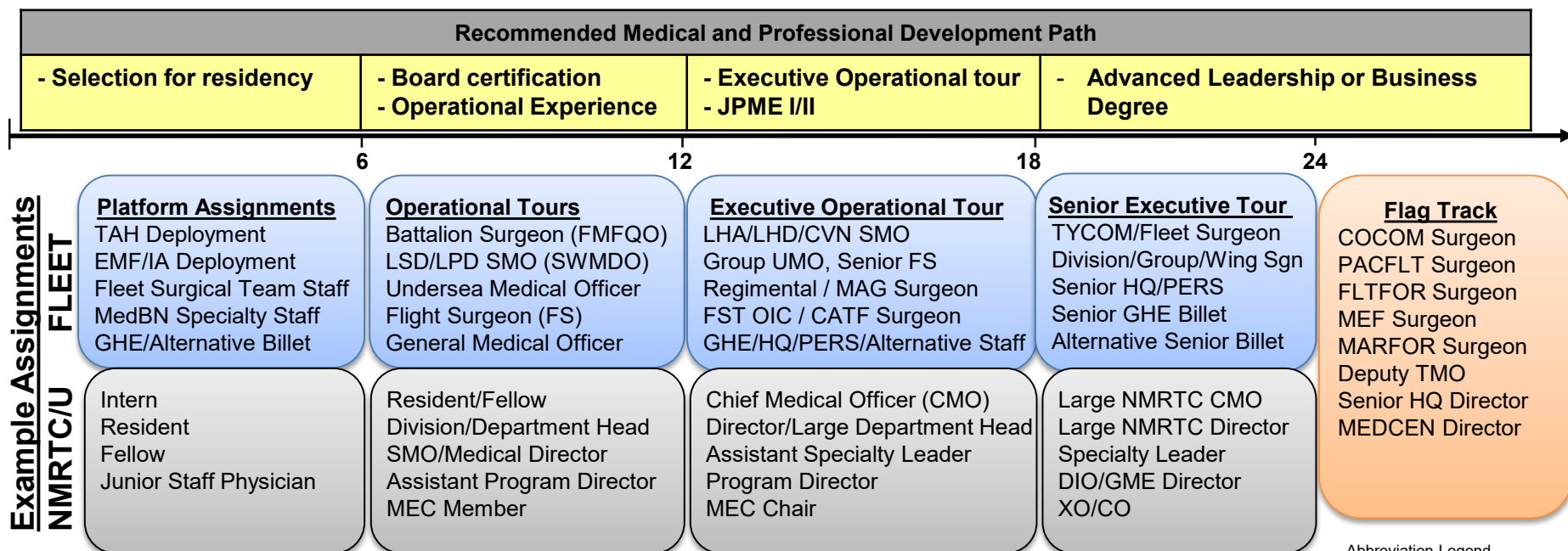


# Medical Corps

## 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.



- 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.

#### 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



# 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

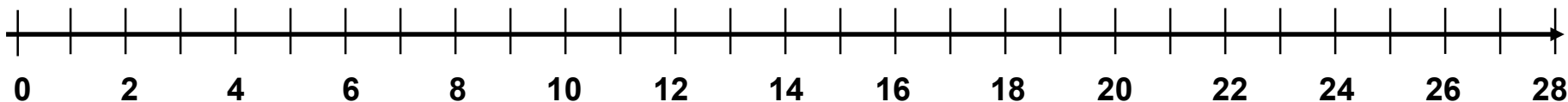


# Medical Service Corps

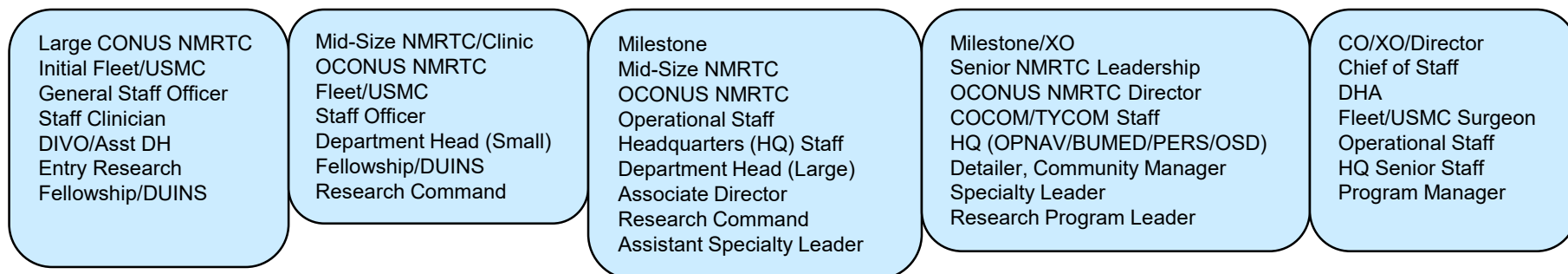
## Career Progression

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		
Junior Officer (O1-O3)			Mid-Grade Officer (O4-O5)			Senior Officer (O5-O6)		
<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



# 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 ILC MedX HCM JMOC-Basic JMOC-Advanced	SLC SLLC MedX MSLP TFMEP JSMLC JPME I and II JMOC- Advanced AROC Completed	MedX SSLC IFFHCE MSLP NSLS NSLS JSMLC CO/XO JMESI

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 Operational Deploy – Leader 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	XO/OIC CNO/Director/DH Specialty Leader/Detailer OPNAV/BUPERS BUMED Staff USMC SME/CNO Nurse Researcher/Program Dir	CO/XO Post-Command Assistant Deputy Chief Deputy Chief Fleet Surgeon/Force Surgeon Nurse Researcher/Program Dir Senior Detailer/USMC CNO

*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

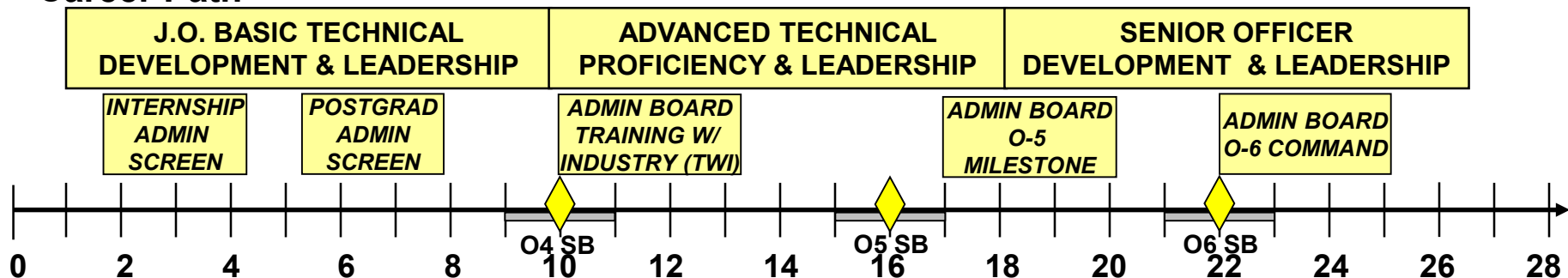
### ▪ Valued achievements prior to **COMMANDER**

- 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.

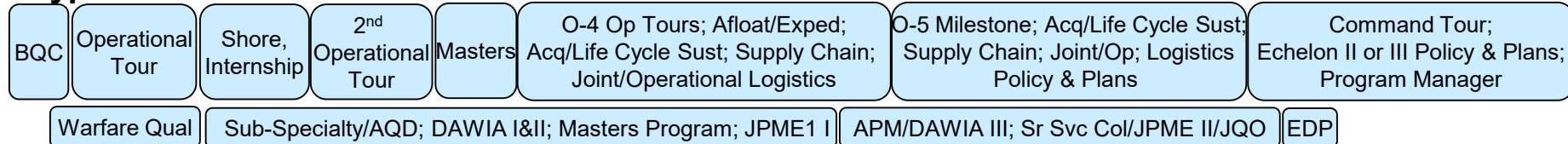
### ▪ Valued achievements prior to **CAPTAIN**

- 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)

### Career Path



### Typical Billets & Associated Milestones



### SC Principal Competencies

OPERATIONAL				SUPPLY CHAIN			
2000	Strategic Studies	1307	Petroleum Mgmt	1301	Supply Distribution Mgmt	AA1/2/3	Program Mgmt
JP1/2/3/M/N	OP Planner	3110/1	Financial Management/Compt	1302	Supply Chain Mgmt	AC1/2/3	Contracting
9L1/2	OLW Tour 1/2	3100	FM Exec MBA	1306	Acq/Contract Mgmt	AK1/2/3	Business Fin Mgmt
920	Transportation Mgmt	3211/2/3	Ops Research	1309	Logistics IT	AL1/2/3	Life Cycle Log
9X1	C&S Log Off (MOC)	6511	OPNAV Requirements Mgmt			AR1/2/3	Information Technology

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

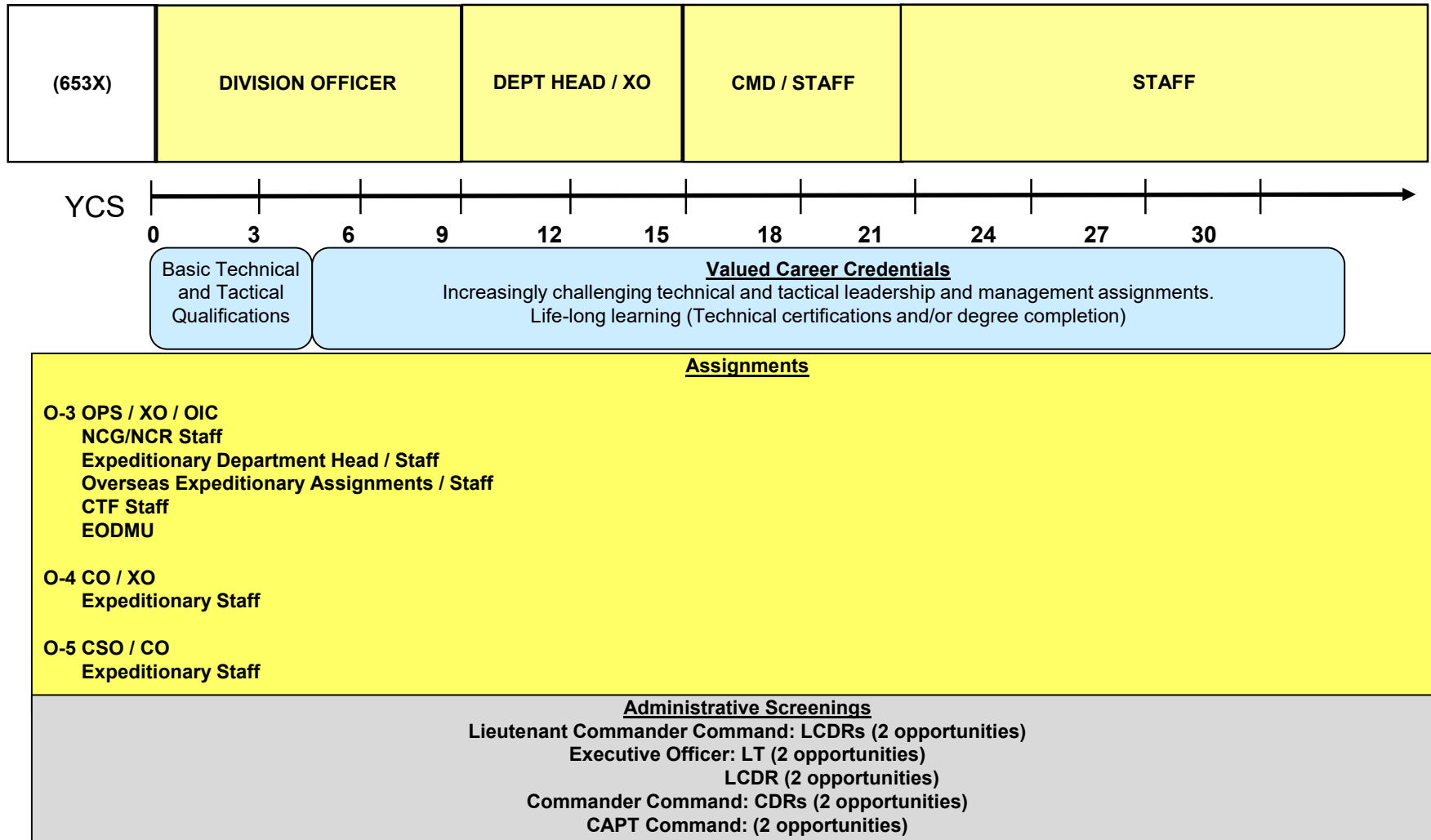
## Community Values

- **Sustained superior performance** in leadership billets of increasing responsibility and complexity is most valued
- **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)
    - Graduate education is valued regardless of source or method of achievement (e.g. War College, Naval Postgraduate School, civilian institution, distance learning)
  - Experience in one and progress towards a second Supply Corps competency (subspecialty and/or AQD encouraged)
  - Tough visible tours that balance leadership development and operational experience, e.g., Large Afloat, Fleet Staffs, TYCOMs, SYSCOMs, NAVSUP HQ, NAVSUP Weapon Systems Support, NAVSUP Fleet Logistics Center, OPNAV, and their Joint or agency 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 a second Supply Corps 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)



# Limited Duty Officer (Staff)

## Career Progression





# 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)
  - Demonstrate life-long learning (Technical certificates and/or higher education degree completion)
- **Valued achievements prior to COMMANDER:**
  - Additional experience of increased responsibility and complexity in primary CEC LDO assignments
  - Demonstrate life-long learning (Technical certificates and/or higher education degree completion)
- **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
  - Demonstrate life-long learning (Technical certificates and/or higher education degree completion)