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.

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-22 STATUTORY SELECTION BOARDS.
**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.

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### Recommended Medical and Professional Development Path

<table>
<thead>
<tr>
<th>- Selection for residency</th>
<th>- Board certification - Operational Experience</th>
<th>- Executive Operational tour - JPME I/II</th>
<th>- Advanced Leadership or Business Degree</th>
</tr>
</thead>
</table>

### Example Assignments

**FLEET**
- Platform Assignments
  - TAH Deployment
  - EMF/IA Deployment
  - Fleet Surgical Team Staff
  - MedBN Specialty Staff
  - GHE/Alternative Billet

- Operational Tours
  - Battalion Surgeon (FMFQO)
  - LSD/LPD SMO (SWMDO)
  - Undersea Medical Officer
  - Flight Surgeon (FS)
  - General Medical Officer

- Executive Operational Tour
  - LHA/LHD/CVN SMO
  - Group UMO, Senior FS
  - Regimental / MAG Surgeon
  - FST OIC / CATF Surgeon
  - GHE/HQ/PERS/Alternative Staff

- Senior Executive Tour
  - TYCOM/Fleet Surgeon
  - Division/Group/Wing Sgn
  - Senior HQ/PERS
  - Senior GHE Billet
  - Alternative Senior Billet

**NMRTC/U**
- Intern
- Resident
- Fellow
- Junior Staff Physician

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

- Chief Medical Officer (CMO)
  - Director/Large Department Head
  - Assistant Specialty Leader
  - Program Director
  - MEC Chair

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

### Flag Track
- COCOM Surgeon
- PACFLT Surgeon
- FLTFOR Surgeon
- MEF Surgeon
- MARFOR Surgeon
- Deputy TMO
- Senior HQ Director
- MEDCEN Director

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- 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.

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**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
## Dental Corps
### Career Progression

**Career Path**

<table>
<thead>
<tr>
<th>Competence</th>
<th>Character</th>
<th>Connection</th>
</tr>
</thead>
<tbody>
<tr>
<td>PGY1/Credential</td>
<td>OPERATIONAL UTILIZATION</td>
<td>SPECIALTY UTILIZATION BOARD CERT</td>
</tr>
<tr>
<td></td>
<td>RESIDENCY</td>
<td></td>
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<tr>
<td></td>
<td></td>
<td>STAFF/ACADEMIC/OPERATIONAL</td>
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<tr>
<td></td>
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<td>SEA/CONUS/SEABEES/OVERSEAS/USMC</td>
</tr>
</tbody>
</table>

### Typical Billets

**PGY1** - Post-Graduate Year -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 OFFICER, DEN OFFICER OF THE USMC, DIRECTOR DENTAL SERVICES CMD/REGION, SR EXEC STAFF, PGRAD SR STAFF, SR EXECUTIVE MEDICINE, NPDS DEAN, DHA
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
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**

<table>
<thead>
<tr>
<th>LEADERSHIP COURSE GUIDE</th>
<th>ENS/LTJG</th>
<th>LT</th>
<th>LCDR</th>
<th>CDR</th>
<th>CAPT</th>
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</thead>
<tbody>
<tr>
<td>BROC</td>
<td>ILC</td>
<td>AROC</td>
<td>SLC</td>
<td>MedEx</td>
<td>SLLC</td>
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<tr>
<td>Clinic Manager Course</td>
<td>C4</td>
<td>JMPT</td>
<td>JMLT</td>
<td>MSLP</td>
<td>IFFHCE</td>
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<tr>
<td>DIVOLC</td>
<td>HMC</td>
<td>JPMI I</td>
<td>ILC</td>
<td>JMLT</td>
<td>MSLP</td>
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<tr>
<td>C4</td>
<td>JMOC-Basic</td>
<td>MedEx</td>
<td>HCM</td>
<td>JSMLC</td>
<td>NSLS</td>
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<td>BROC Completed</td>
<td>JMOC-Basic</td>
<td></td>
<td></td>
<td>IFFHCE</td>
</tr>
<tr>
<td></td>
<td>Clinic Manager Course</td>
<td>JMOC-Advanced</td>
<td></td>
<td></td>
<td>PCO/XO</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>OPERATIONAL</th>
<th>ENS/LTJG</th>
<th>LT/LCDR</th>
<th>CDR</th>
<th>CAPT</th>
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</thead>
<tbody>
<tr>
<td>Med BN</td>
<td>Fleet Surgical Team</td>
<td>ERC Nurse</td>
<td>Senior Nurse</td>
<td>Senior Nurse</td>
</tr>
<tr>
<td>Operational Deploy</td>
<td>Carrier Nurse</td>
<td>Training OIC</td>
<td>OIC</td>
<td>XO</td>
</tr>
<tr>
<td>GHE/Humanitarian</td>
<td>Med BN Company XO</td>
<td></td>
<td>Med BN CNO</td>
<td>CO</td>
</tr>
<tr>
<td>IA/GSA</td>
<td>GHE/Humanitarian</td>
<td></td>
<td>Force Nurse</td>
<td>Fleet Forces</td>
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</tbody>
</table>

<table>
<thead>
<tr>
<th>NMRTC/U</th>
<th>Nurse Resident</th>
<th>Charge Nurse</th>
<th>Team Leader</th>
<th>Assistant DIVO</th>
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</thead>
<tbody>
<tr>
<td></td>
<td>Staff Nurse</td>
<td>Team Leader</td>
<td>DIVO</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Charge Nurse</td>
<td>DIVO</td>
<td>Instructor</td>
<td>Faculty Member</td>
</tr>
<tr>
<td></td>
<td>Team Leader</td>
<td></td>
<td></td>
<td>Nurse Researcher</td>
</tr>
<tr>
<td></td>
<td>Charge Nurse</td>
<td></td>
<td></td>
<td>Assist Director</td>
</tr>
</tbody>
</table>

**Addional 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 measurable 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)
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.

<table>
<thead>
<tr>
<th>Competence</th>
<th>Character</th>
<th>Connection</th>
</tr>
</thead>
<tbody>
<tr>
<td>Junior Officer (O1-O3)</td>
<td>Mid-Grade Officer (O4-O5)</td>
<td>Senior Officer (O5-O6)</td>
</tr>
<tr>
<td>• Specialty Proficiency Maturation</td>
<td>• Demonstrated Specialty Proficiency</td>
<td>• Expanded Leadership Scope</td>
</tr>
<tr>
<td>• Officer Development</td>
<td>• Advanced Leadership and Professional Growth</td>
<td>• Demonstrated Professional Advancement</td>
</tr>
<tr>
<td>• Leadership Training and Experience</td>
<td>• Develop and Mentor Subordinates</td>
<td>• Develop and Mentor Subordinates</td>
</tr>
<tr>
<td>• Develop and Mentor Subordinates</td>
<td>• Demonstrated Specialty Proficiency</td>
<td>• JPME 1</td>
</tr>
</tbody>
</table>

Typical Assignments:

- **Large CONUS NMRTC**
  - Initial Fleet/USMC
  - General Staff Officer
  - Staff Clinician
  - DIWO/Asst DH
  - Entry Research
  - Fellowship/DUINS

- **Mid-Size NMRTC/Clinic**
  - OCONUS NMRTC
  - Fleet/USMC
  - Staff Officer
  - Department Head (Small)
  - Fellowship/DUINS
  - Research Command

- **Milestone**
  - Mid-Size NMRTC
  - OCONUS NMRTC
  - Operational Staff
  - Headquarters (HQ) Staff
  - Department Head (Large)
  - Associate Director
  - Research Command
  - Assistant Specialty Leader

- **Milestone/XO**
  - Senior NMRTC Leadership
  - OCONUS NMRTC Director
  - COCOM/TYCOM Staff
  - HQ (OPNAV/BUMED/PERS/OSD)
  - Detailer, Community Manager
  - Specialty Leader
  - Research Program Leader

- **CO/XO/Director**
  - Chief of Staff
  - DHA
  - Fleet/USMC Surgeon
  - Operational Staff
  - HQ Senior Staff
  - Program Manager
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
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.

**Typical Billets**

### First Tour Judge Advocate
- Staff Attorney at sea/shore legal Office, Victims’ Legal Counsel (VLC), or 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, NW/C/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

### AJAG
- 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

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**Military Justice Litigation Career Track (1202)**

**Typical Billets**

### First Tour Judge Advocate
- 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

OP TOURS

- 1st Op Tour Compl
- 2nd Op Tour Assign
- 2nd Op Tour Compl

EDUCATION CODES

- P: Navy Funded Graduate Degree
- G: Non-Navy/Meets min of 7 ESRs

EXPERIENCE CODES

- Q: (P) Degree followed by 18 Mo Tour
- F: (G) Degree followed by 18 Mo Tour
- S: 18 Month (min) Experience Tour
- R: Two Separate 18 Mo (min) Tours
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)
The image contains a career progression chart for the Chaplain Corps, detailing the typical billets and leadership roles at different career stages. The chart outlines the progression from Basic Leader Course to Senior Leader Course, with intermediate stages including Advanced Leader Course and Intermediate Leader Course. Each stage is associated with specific competencies and milestones.

The career path includes roles such as LTJG/LT DivO, LCDR Principal Assistant, CDR Department Head, and CAPT Directors. Each role is accompanied by educational and professional milestones, such as CPE, PNCEB, and AQDs.

The chart also highlights the communities of interest and leadership roles in professional development training workshops/courses and professional naval chaplaincy regional training. The skills and competencies required at each stage are emphasized, including RM Competencies and RM & Supervisory Competencies.

The chart is designed to provide a clear visual representation of the career progression and development opportunities within the Chaplain Corps.
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

<table>
<thead>
<tr>
<th>Training</th>
<th>Division Officer</th>
<th>Dept Head / XO</th>
<th>PWO</th>
<th>CMD</th>
<th>Staff</th>
<th>Staff</th>
<th>Major CMD</th>
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<tbody>
<tr>
<td>CECOS</td>
<td>PG SCHOOL</td>
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<tr>
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<td>PE/RA</td>
<td>CON LV 2</td>
<td>DAC APM</td>
<td>PW LV 2</td>
<td>CON LV 3</td>
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<td>CON LV1</td>
<td>PW LV 1</td>
<td></td>
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<td></td>
</tr>
</tbody>
</table>

- **EXEC / SR Leader**: Education
- **Impls | Certs | Licensure**: Quals | Certs | Licensure

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### Typical Facilities Management, Acquisition, and Staff Billets

- **LCDR CMD Screen**: Project Engineer
  - Construction Manager
  - Assistant PWO
- **CDR CMD Screen**: Camp David XO
  - FEAD Director
  - Production
  - Asst OPS | APWO
  - Staff
- **CAPT CMD Screen**: 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

### 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

**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**
- 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)
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