



FY-24 Active-Duty Staff Corps Community Brief Disclaimer

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

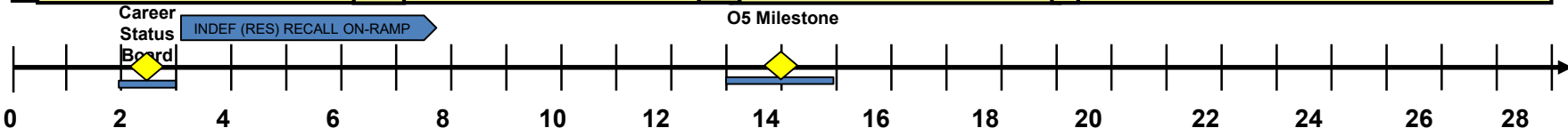
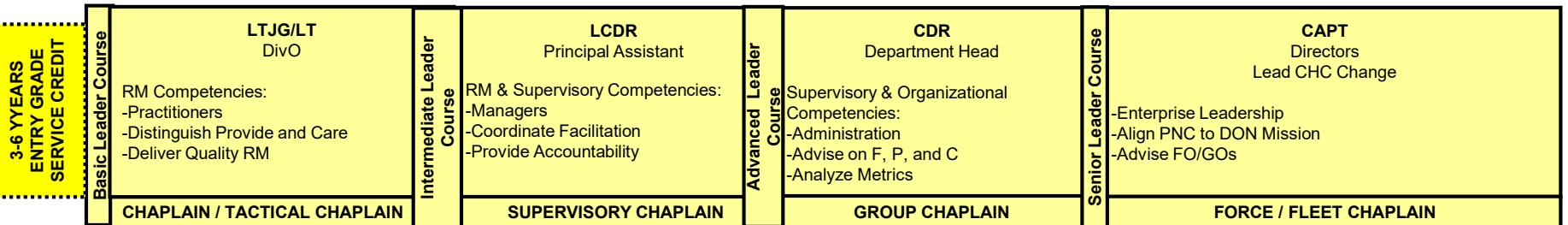
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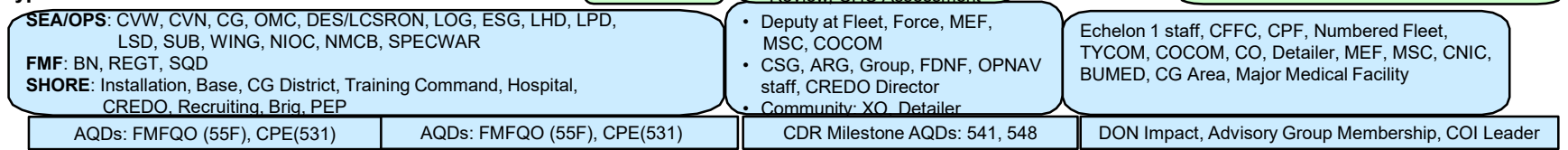
Chaplain Corps

Career Progression

Career Path

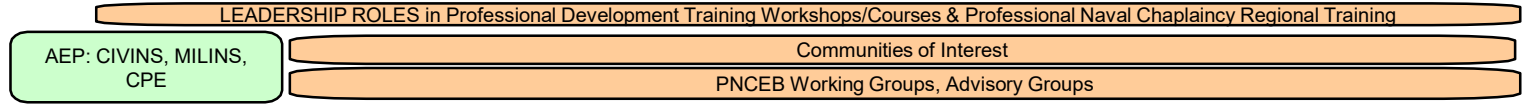


Typical Billets



Community Involvement

CHAPLAIN MASTER'S REQT



- | | | | |
|---|--|-----------------|---------------------------------|
| CPE: Clinical Pastoral Education | AEP: Advanced Education Program (Post Grad) | CG: Coast Guard | MSC: Major Subordinate Command |
| CIV/MILINS: Civilian/Military Institution | PNC: Professional Naval Chaplaincy | BN: Battalion | MEF: Marine Expeditionary Force |
| FMF: Fleet Marine Force | PNCEB: Professional Naval Chaplaincy Executive Board | REGT: Regiment | 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.)

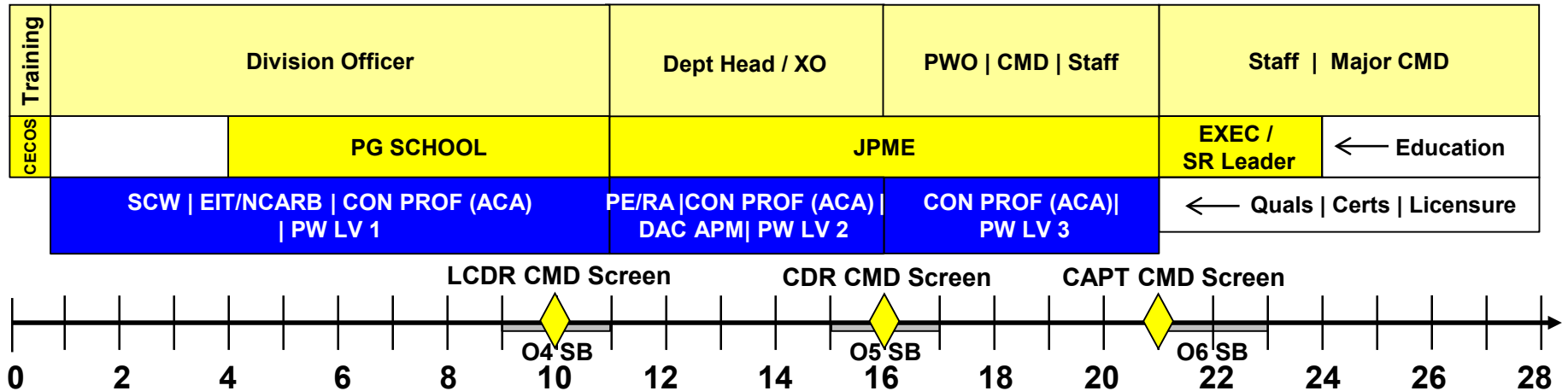
- **CAPT Chaplains must be able to prepare lower echelon RMTs in operational environments**
 - **Sample indicators of PNC mastery prior to CAPTAIN include:**
 - Continued Provision of RM. Expanded facilitation and care commensurate with the chaplain's broader area of responsibility and influence. Advisement 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

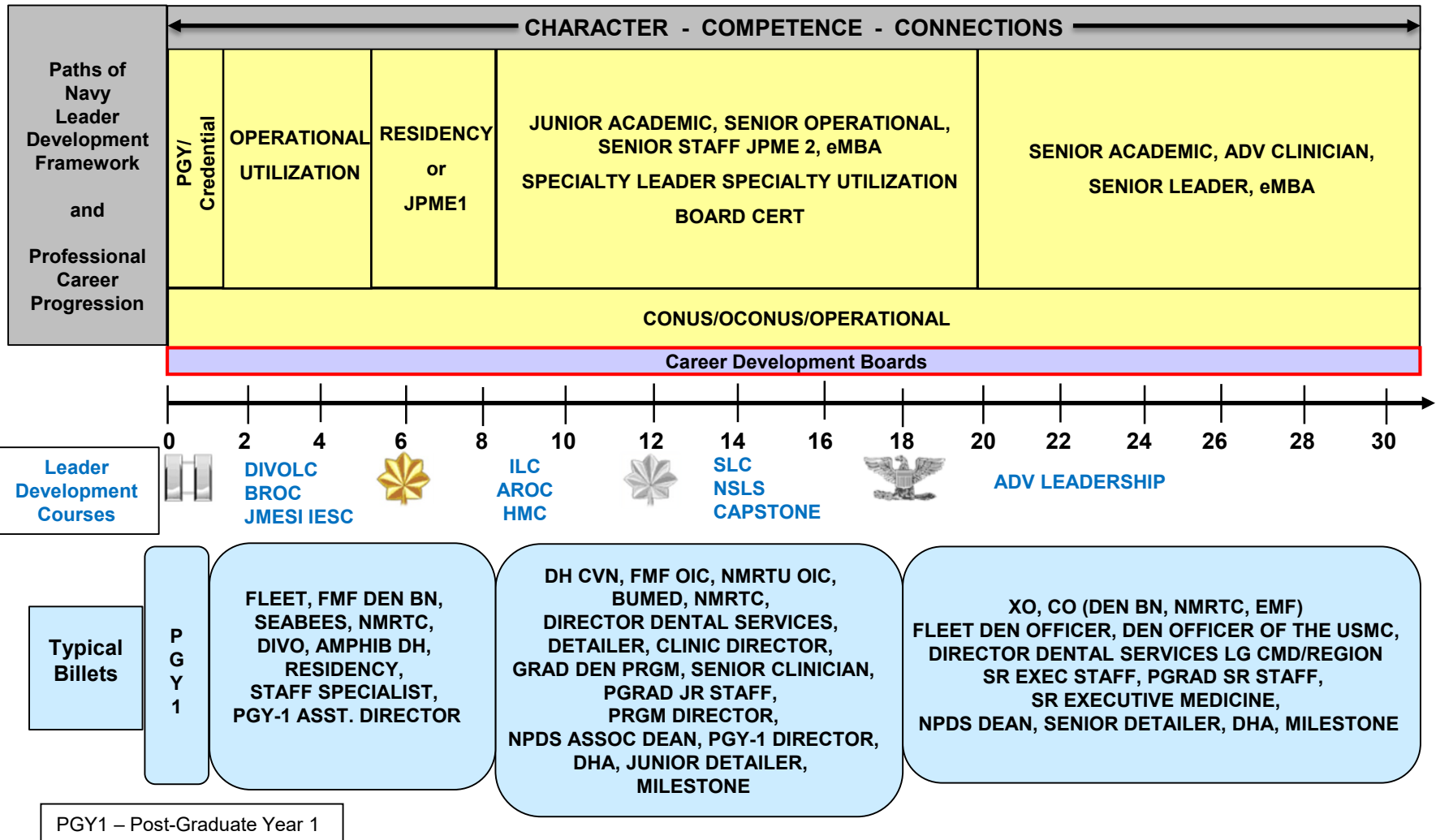


Civil Engineer Corps

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
 - Contracting Professional (ACA)
 - 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
 - Contracting Professional (ACA)
 - 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
 - Contracting Professional (ACA)
 - 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.)

Recommended Dental Professional Development Path





Dental Corps

Community Values

▪ **Clinical expertise**

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

▪ **Operational experience**

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

▪ **Career diversity**

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

▪ **Leadership**

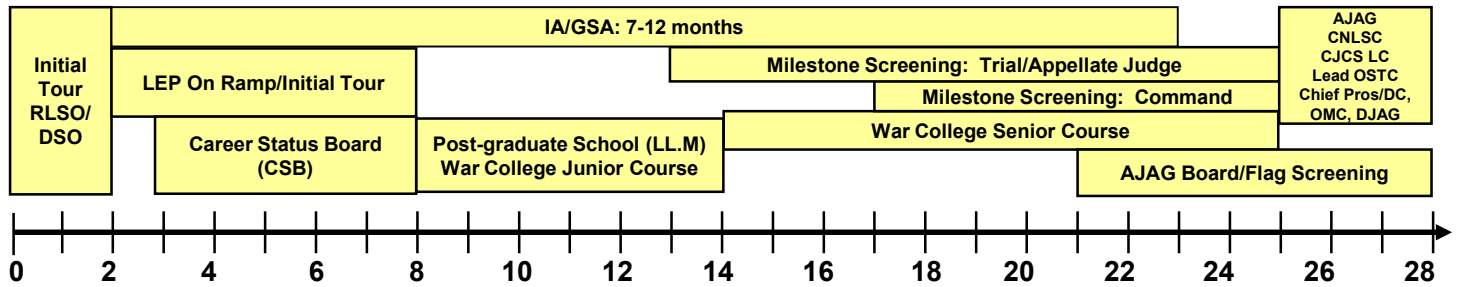
- All levels are expected to serve as mentors to junior personnel
- Screened officers participate in executive leadership roles in DEN BNs, MTFs and Support Commands through the Navy Medical Department.
- Officers are expected to serve in increasing levels of responsibility
- Professional development/leadership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



Judge Advocate General's Corps

Career Progression

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

Military Justice Litigation Career Track (1202)

Typical Billets

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



Judge Advocate General's Corps

Community Values

- **Valued achievements at all paygrades**
 - Demonstrates sustained superior performance in positions of increasing complexity, responsibility, and leadership.
 - Consistently demonstrates JAG Corps Governing Principles (Embody a Warfighting Spirit; Lead with Character and Integrity; Stand for Diversity, Equity, and Inclusion; Embrace Accountability; Promote a Culture of Learning; Encourage Innovation).

- **Valued achievements prior to LIEUTENANT COMMANDER**
 - Developing familiarity and increasing command of the four core practice areas - national security law, military justice, administrative law, and Sailor and family legal services.
 - Exhibit ability to proactively identify issues and provide timely and actionable legal advice.
 - Demonstrates ability to lead and mentor junior personnel.
 - Demonstrates a general understanding of OJAG, Naval Legal Service Command (NLSC), and/ or Office of the Special Trial Counsel (OSTC) organization and operations.
 - For MJLCT officers, only exceptional LTs are selected to join the MJLCT.
 - For Law Education Program officers, give equal weight to equivalent levels of individual performance and team contribution in their previous designators.

- **Valued achievements prior to COMMANDER**
 - Demonstrates broad knowledge of the four core practice areas - national security law, military justice, administrative law, and Sailor and family legal services.
 - Exhibit ability to proactively identify potential issues, and provide timely and actionable legal advice and representation on increasingly complex legal matters.
 - Demonstrates ability to leverage people and systems to solve issues through teamwork and collaboration.
 - Demonstrates full understanding of OJAG, Naval Legal Service Command (NLSC), and/ or Office of the Special Trial Counsel (OSTC) organization and operations.
 - While judge advocates are exempt from the statutory requirement, JPME I completion is encouraged.
 - For MJLCT officers, demonstrates proficiency in military justice and court-martial litigation, has experience as lead counsel, and has served in at least one NLSC litigation leadership billet.

- **Valued achievements prior to CAPTAIN**
 - Demonstrates full command of the broad spectrum of the four core practice areas - national security law, military justice, administrative law, and Sailor and family legal services.
 - Exhibit ability to proactively identify issues and provide timely and actionable legal advice to senior clients.
 - Demonstrates ability to effectively lead staffs, offices, trial or trial defense teams, or Office of the Judge Advocate General (OJAG) divisions, and provide supervision over judge advocates at lower echelons.
 - Demonstrates executive-level understanding of OJAG, Naval Legal Service Command (NLSC), and Office of the Special Trial Counsel (OSTC) organization and operations.
 - For MJLCT officers, experience as NLSC XO, senior counsel in charge of a NLSC or OSTC office, military judge, or equivalent litigation leadership billet.



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

- Selection for residency	- Board certification - Operational Experience	- Executive Operational tour - JPME I/II	- Advanced Leadership or Business Degree
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12

18

24

Example Assignments
NMRTC/U
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

Flag Track
COCOM Surgeon
PACFLT Surgeon
FLTFOR Surgeon
MEF Surgeon
MARFOR Surgeon
Deputy TMO
BUMED MHQ/MOC Director
Regional Deputy
Commander
MEDCEN Director

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

- 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
- Professional education outside GME (JPME I/II, 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 settings 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

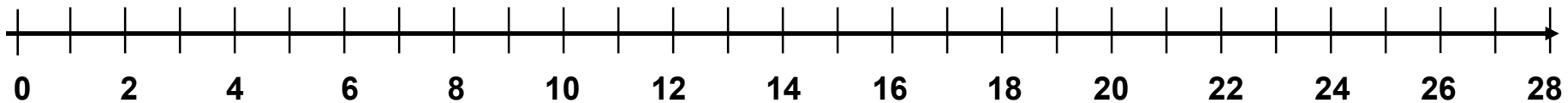


Medical Service Corps

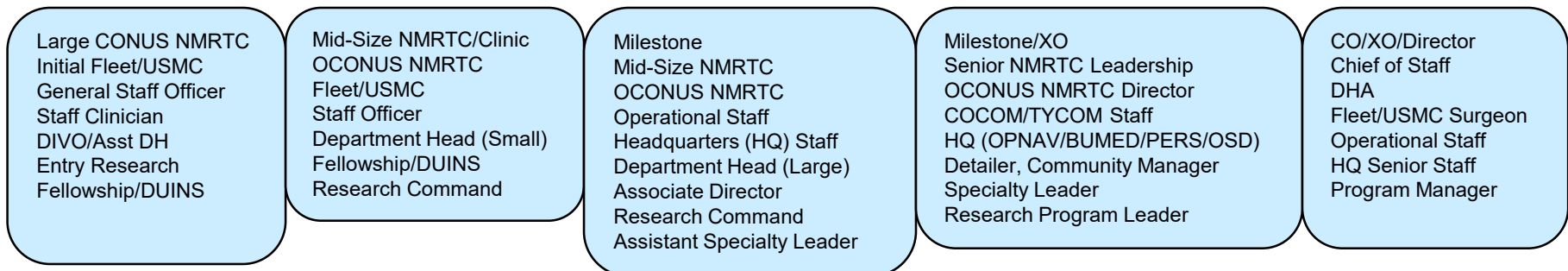
Career Progression

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"> Specialty Proficiency Maturation Officer Development Leadership Training and Experience Develop and Mentor Subordinates 	<ul style="list-style-type: none"> Demonstrated Specialty Proficiency Advanced Leadership and Professional Growth Develop and Mentor Subordinates JPME 1 	<ul style="list-style-type: none"> Expanded Leadership Scope Demonstrated Professional Advancement Develop and Mentor Subordinates JPME 2



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.

	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 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**

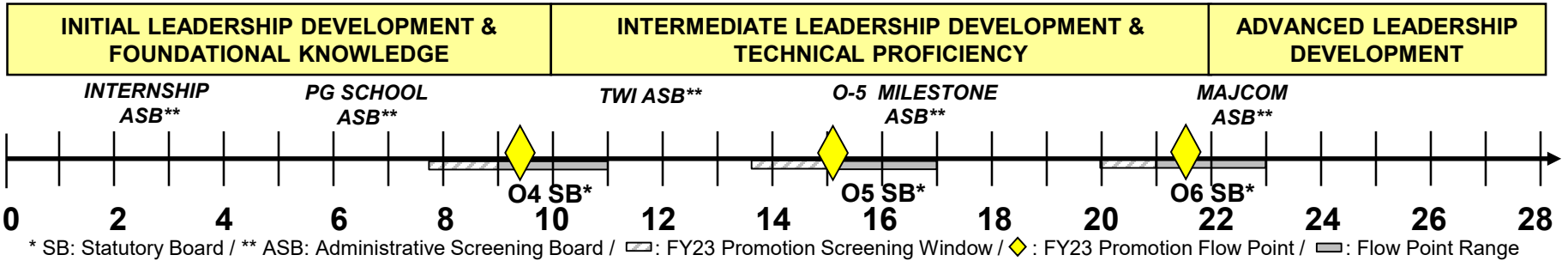
- Sustained Superior Performance
- Assignments
 - Assume roles of increased responsibility/active leader in all aspects of Navy Medicine
 - Diversity in duty station location, scope, complexity, and mission
 - Achieved advanced degree, and maintains clinical competency
 - Models PPM principles (Professional Development, Operational Readiness, Transformational Leadership)



Supply Corps

Career Progression

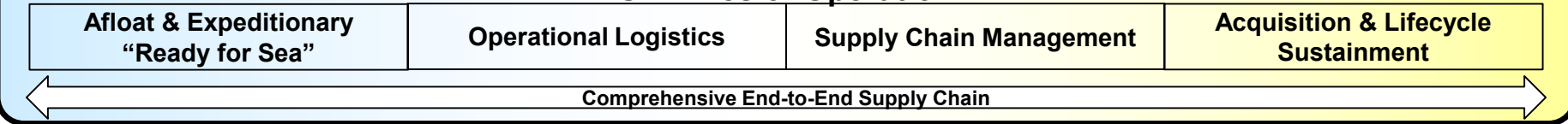
Career Path



Typical Billets & Associated Milestones

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

SC Lines of Operation



SC Competency Reference Guide

SUBSPECIALTY (SSP) CODES

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

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

ADDITIONAL QUALIFICATION DESIGNATION (AQD)

JP1/2/3/M/N	OP Planner
9L1/2	OLW Tour 1/2
920	Transportation Mgmt
9X1	C&S Log Off (MOC)
928	1st Op Tour Compl
92A	2nd Op Tour Assgn
929	2nd Op Tour Compl
918	IA/GSA > 120 Days
919	IA/GSA > 240 Days

Acquisition Professional (APM)

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

JQO (JS5)

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

Reference: NAVPERS 15839I, VOL I



Supply Corps

Community Values

▪ Valued achievements at ALL paygrades

- Sustained superior performance in leadership billets of increasing responsibility and complexity is most valued
- History of assignments which reflect diversity in scope, complexity, and mission commensurate with their rank
- Balance of experiences which develop a broad perspective of the greater Navy logistics enterprise

▪ Valued achievements prior to LIEUTENANT COMMANDER

- Two operational tours with one in an afloat unit (DH tour highly valued)
- One Supply Corps warfare qualification

▪ Valued achievements prior to COMMANDER

- Exposure to a broad range of operational and support tours in Fleet logistics, supply chain, acquisition, and life cycle sustainment
- Proven potential to manage complex processes, lead people and organizations in tough, high-impact environments, and effectively integrate logistics and sustainment functions
- Business-related, data science, or military service college Master degree (regardless of source)

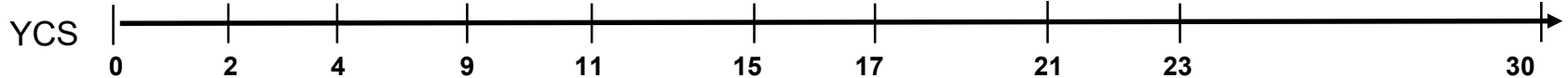
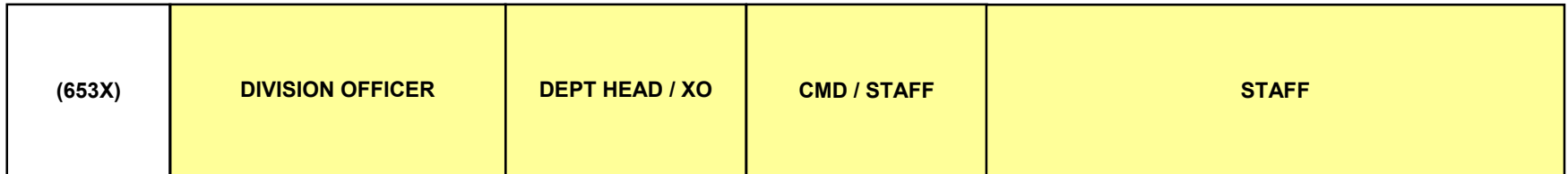
▪ Valued achievements prior to CAPTAIN

- Proven ability to lead and direct people (military and civilian) and organizations in tough, high-impact environments while leveraging diverse experiences in order to manage complex processes in time, space, resources, and purpose
- Experience in a broad range of operational and support tours in Fleet logistics, supply chain, acquisition, and life cycle sustainment at multiple echelons across the SC Lines of Operation
- Navy O-5 operational tours, Executive Officers of Fleet Logistics Centers, or industrial support assignments of equivalent scope and complexity (e.g. NSY, FRC, RMC) (highly valued)



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)

Assignments

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

O-4 CBMU CO
NCTC XO
Expeditionary Department Head / Staff / Fleet Staff

O-5 NCTC CO
NCG/NCR CSO
Expeditionary Department Head / Staff / Fleet Staff

Administrative Screenings

Lieutenant: Executive Officer (2 Opportunities)
Lieutenant Commander: Command (2 opportunities)
Commander: Command or XO Screening: CDRs (2 opportunities)
Captain: Command (2 opportunities)



Limited Duty Officer (Staff)

Community Values

- **Valued achievements at all paygrades**
 - Extensive and relevant Expeditionary experience (tough assignments)
 - Sustained superior performance in leadership billets of increasing responsibility and complexity
 - Multi-task technical experts; managerial skills; CMD involvement (proves ability to be part of the team as an “active” participant) **All must have proof of success**
 - Demonstrate life-long learning (Technical certificates and/or higher education achievements/degree completion)
 - Active mentorship within the Wardroom/Command/LDO Community

- **Technical specialty areas of NMCB/NCTC/ACB/NCG/NCR/ Operational Training and/or TOA management**
 - Combined/Joint experience in deployments (Multiple NCF tours/diversity of jobs)
 - NECC assignments
 - NETC assignments
 - Discrete requirements (Platoon CDR, Company Commander, Training or Operations Officer, DET or Unit OIC)

- **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, NCR, NCG)
 - Experience in training Commands (i.e. CECOS, NCTC, CSFE Detachments)

- **Valued achievements prior to COMMANDER:**
 - Additional experience of increased responsibility and complexity in primary CEC LDO assignments
 - Diverse experience in a variety of staff (expeditionary, ISIC, TYCOM, and/or Fleet)

- **Valued achievements prior to CAPTAIN:**
 - Proven ability to lead and direct people and organizations in tough, highly-visible, and challenging environments
 - Superior performance in O-5 Command