



FY-23 Navy Reserve 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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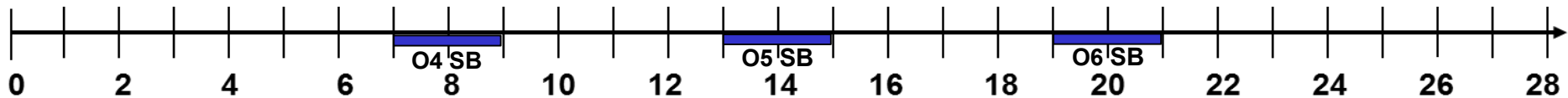


Chaplain Corps

Career Progression

Career Path

NAVET: PNC-BLC Course if needed Initial Operational and Shore Tours	RELSUP OIC / USMC Regiment / NECC Group Variety of Ministry Exp (USN/USMC/USCG) 2N1 AQD JPME I CPE / Board Certification (Civilian) Mobilization/ADOS/Definite Recall	Milestone Tour Advanced graduate education (Civilian or Military) JPME II CPE Supervisor Certification (Civilian) Mobilization/ADOS/Definite Recall
DCO:ODS/PNC-BLC Courses Initial Operational and Shore tours		



Chaplain Appointment & Retention Eligibility Advisory Group
(Accessions thru career transition points)

RC Milestone Billet Screening / RC Apply Board

Intermediate Leadership Course (PNC-ILC)
and IOLC

Advanced Leadership Course (PNC-ALC)
and AOLC

Senior Leadership Course (PNC-SLC)
and SOLC

CDR Milestone Billets:

Deputy Fleet (SURFLANT/SURFPAC)
Deputy Force (RELSUP MFC/MFP/MFR)
Deputy HQ NECC; USNORTHCOM; JCS
TOTAL : 8 billets

CAPT Milestone Billets:

Deputy Fleet (USFF/PACFLT)
Deputy HQ (USMC)
Deputy HQ CNIC
TOTAL: 4 Billets

Indefinite Recall

Definite Recall/ADOS/MOB



Chaplain Corps

Community Values

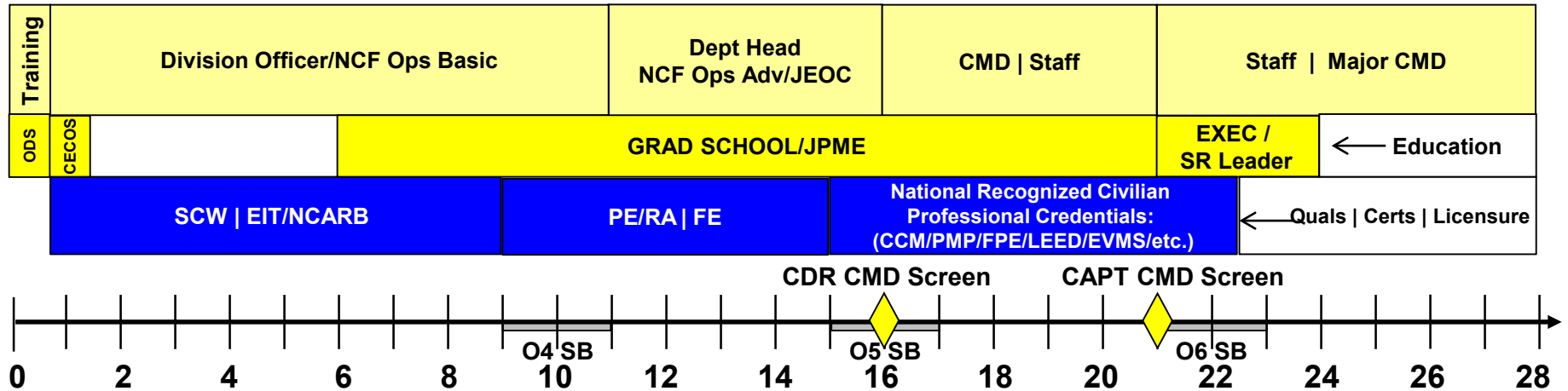
- **Valued achievements prior to LIEUTENANT COMMANDER**
 - Successful completion of PNC-ILC and IOLC
 - Mobilization/ADOS and/or crisis response experience
- **Valued achievements prior to COMMANDER**
 - Successful completion of PNC-ALC and AOLC
 - USMC REGIMENT / AOIC
 - Variety of ministry experience (USN/USMC/USCG)
 - 2N1 AQD
 - CPE Board Certification (Civilian)
 - Mobilization
 - CDR Milestones: Deputy Fleet (SURFLANT/SURFPAC); Deputy Force (RELSUP MFC/MFP/MFR); Deputy HQ NECC; USNORTHCOM; JCS
- **Valued achievements prior to CAPTAIN (one or more of the following)**
 - Successful completion of SOLC
 - Successful completion of CDR Milestone and / or OIC tour; assigned AQD
 - JPME II
 - Advanced graduate education (Civilian or Military)
 - CPE Supervisor (or CPE Educator) Certification (Civilian)
 - Mobilization
 - CAPT Milestones: Deputy Fleet (USFF/PACFLT); Deputy HQ CNIC; Deputy HQ USMC; Successful completion of PNC-SLC



Civil Engineer Corps

Career Progression

Career Path



TYPICAL FACILITIES MANAGEMENT, ACQUISITION, AND STAFF BILLETS

	NAVFAC CEU, Fleet Staff, Unified Command Staff, SOF Support	NAVFAC HQ / CEU, Fleet Staff, Unified Command Staff, SOF Staff	NAVFAC HQ / CEU, Fleet Staff, Unified Command Staff, OPNAV	OIC CEU / NRCEM / TCEM Unified Command Staff CNIC
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TYPICAL EXPEDITIONARY BILLETS

NMCB / ACB / CBMU Platoon Cdr NMCB / ACB Company Cdr CBMU / EXWC OIC NCR / NCG / NECC / NAVELSG	NMCB S3 / S7 / XO ACB Company Cdr NCR R Code NCG / NECC Staff	NMCB CO ACB S3 / XO NCR R3 NCR / NCG / NECC Staff	NCR CDRE, ACB OIC, NCR / NCG / NECC Staff
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Definite Recall/ADOS/Contingency Operations/Individual Augment Tour(s)



Civil Engineer Corps

Community Values

- Sustained superior performance in leadership billets of increasing responsibility and complexity
- Successful tours in support of Contingency Operations, Definite Recall or Active Duty Operational Support
- Combined/Joint experience in Reserve assignments and/or deployments
- Staff Contingency Engineering billet(s) (e.g., NRCEM, TCEM, NAVFAC, OICC)
- NECC and/or Regiment assignments
- Nationally recognized civilian professional credentials (CCM/PMP/FPE/LEED/EVMS/etc.)
- OCO deployments more valuable than credentials regarding promotion. With due consideration to peer group, promotion preference should be given to officers with successful OCO deployment(s) first. Non-deployers should be heavily scrutinized before promoting against deployed peers.

- **Valued achievements prior to LIEUTENANT COMMANDER**
 - Seabee Combat Warfare (other warfare qualifications do not replace SCW)
 - Experience in Expeditionary CEC assignments (e.g., NMCB, PHIBCB, CBMU, NCR, NCG)
 - Professional Certification commensurate with rank
 - 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)
 - Registration as Professional Engineer (PE) / Registered Architect (RA) is highly valued
 - Graduate degree (particularly technical degrees)
- **Valued achievements prior to COMMANDER**
 - Experience of increased responsibility and complexity in primary CEC responsibility assignments
 - Superior performance in Expeditionary/Staff tours
 - Professional Certification commensurate with rank
 - Registered as Professional Engineer (PE) / Registered Architect (RA)
 - JPME Phase I and other technical certifications (e.g., LEED, CEM, PMP, or other similar and relevant)
 - Joint tour
 - Facility Engineering/Contracting/Public Works acquisition certification
- **Valued achievements prior to CAPTAIN**
 - Proven ability to lead, shape, and direct people and organizations in tough, highly visible and challenging environments
 - Superior performance in O5 Command and/or Major NAVFAC/Expeditionary/Fleet/Unified Command staff tours (particularly NCR Operations Officer, OIC/XO of Fleet and Unified Command Support Units, and NAVFAC Operations and Manpower)
 - JPME and other technical certifications (e.g., LEED, CEM, PMP, or other similar and relevant)
 - Joint Qualified Officer



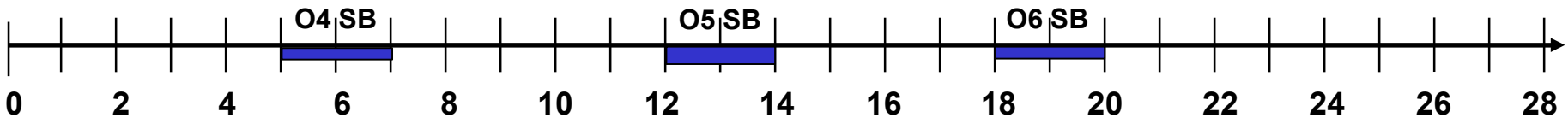
Dental Corps

Career Progression

Clinical Dentistry

Executive Medicine

O3 / O4			O5	O6
Credentialed Dental Officer ODS Transfer From AC	DET TO/AO Collateral Duties Regional Readiness Support	DET OIC/AOIC Deployment Exercise OIC Warfare Quals DENCO OPSO JPME I 2N1	Accession Site Unit (ASU) OIC DENCO CO/XO DB HQ Staff CCPD Medical Executive Credentialing Committee JPME I 2N1	ASU OIC Senior Dental Executive NMRTC/ DB HQ Staff JPME II Regional Readiness Coordinator 3rd Fleet Surgeon 2D1
				Major Command CO/XO Post Command/DCOS Reserve Affairs Officer Senior HQ Staff Subject Matter Expert MARFORPAC Officer PACFLT Dental Officer



JO APPLY

Senior APPLY

COMMUNITY VALUES

- Clinical Proficiency
- Executive Medicine, 2N1, 2D1
- Warfare Qualification
- JPME I and JPME II
- Assignment Diversity

ASSIGNMENTS

- Operational: EMF, MARFOR
- Support: NMRTC, ASU, NMETC, BUMED
- Fleet Support: Force Dental, MARFORPAC
- Minor Commands: 4th Med / Dent Companies, ASUs
- Major Commands: NMRTC, EMF, 4th Med/Dent BN

* OPERATIONAL EXEC BILLETS

- PACFLT Dental Officer
- NAVCENT Dental Officer
- NMETC Dental Officer
- MARFORPAC Dental Officer
- Numbered Fleets Surgeon
- NECC Force Surgeon



Dental Corps

Community Values

- **Clinical Proficiency**
 - Successfully demonstrate clinical excellence following Navy Standards of Care
- **Executive Medicine**
 - Progressive professional development and leadership toward career milestone billets
- **Assignment Diversity**
 - Performance in both operational and non-operational assignments and BSO
- **Professional Military Development**
 - JPME I / JPME II
 - Service Schools (BROC, AROC, NRUM, JMOC, SOLC, etc.)
 - Warfare Qualifications

***SUCCESSFUL CAREER DEVELOPMENT REQUIRES A SUSTAINED PERSONAL COMMITMENT TO PREPARATION
THROUGH PROFESSIONAL LEARNING AND INCREASED RESPONSIBILITY***



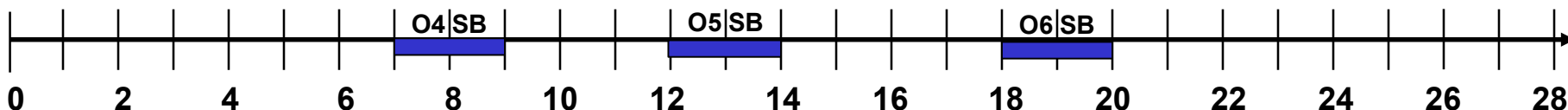
Judge Advocate General's Corps

Career Progression

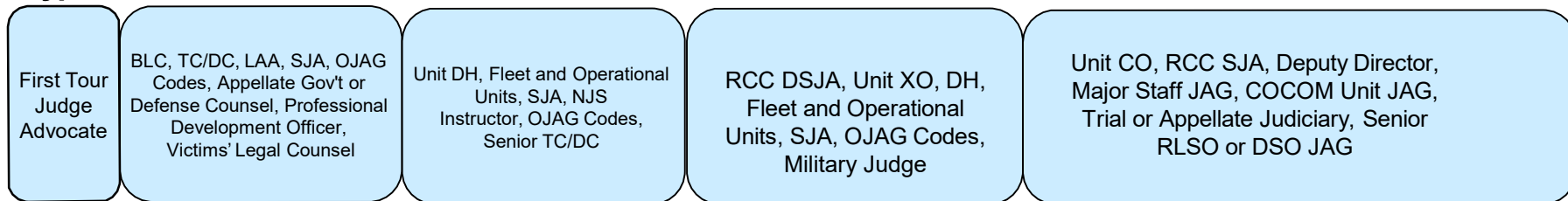
Career Path

NAVET: RLSO / DSO / VLC / OJAG / CVN / ESG / Appellate Gov't or Defense / Other as directed by DJAG (RA&O)		Respay Officer / Training Officer / Admin Officer / OPS Officer / RLSO/DSO / OJAG/ OMC /VLC/ NJS / Independent SJA /Department Head/ Other as directed by DJAG (RA&O)	RCC DSJA / OJAG / RLSO / DSO / OMC /VLC/ NJS / Independent SJA / Unit XO /Other	OJAG / RLSO / DSO / OMC / NJS / Unit CO / Major Staff JAG / COCOM Unit JAG / Judiciary / Other	RCC SJA / Ech 3/4 SJA / Sr. Post Command RLSO or DSO JAG / Deputy Director/ Joint Duty / OMC / NJS
	DCO/COD: DCOIC (ODS), BLC, RLSO/DSO				

Change of Designator (COD) / Direct Commission Officer (DCO) / Inter-service Transfer On-Ramp



Typical Billets





Judge Advocate General's Corps

Community Values

- **Valued achievements at all paygrades**
 - Sustained superior performance
 - Participation as a SELRES
 - Increasing responsibility and leadership
- **Valued achievements prior to LIEUTENANT COMMANDER**
 - NAVETS: increased responsibility and complexity in assignments
 - Direct Commission Officer/Change of Designator/Inter Service Transfer: increased responsibility and legal skillset development
- **Valued achievements prior to COMMANDER**
 - Increased complexity of assignments: RLSO, DSO, OJAG, RCC, independent SJA
 - Increased unit administrative responsibilities and leadership: RESPAY, ADMIN, TRAINING, OPS Department Head
 - Naval Justice School, military schoolhouse courses, PME
- **Valued achievements prior to CAPTAIN**
 - XO, Department Head, RCC Deputy SJA
 - Demonstrated expertise in leadership, teamwork, and mentorship in challenging environments, executing diverse missions
 - Fleet, Operational, OPNAV, joint duty tours, collateral duty support to Program 36 (e.g., participation in strategic programming initiatives through CNRFC Legal)
 - Joint and operational (including cyber) experience
 - Military Judge (appellate or trial), Preliminary Hearing Officer

Medical Corps

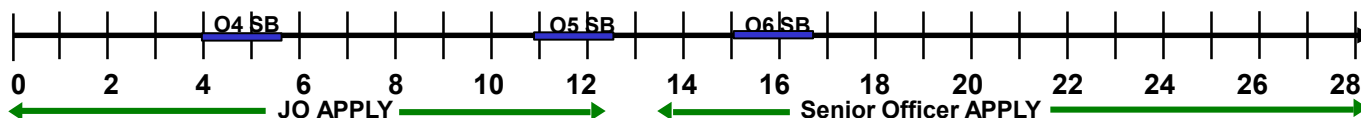
Career Progression

Specialty/Administrative Skill Development *** Expeditionary Readiness/Jointness *** Reserve Unit and Operational Leadership Development

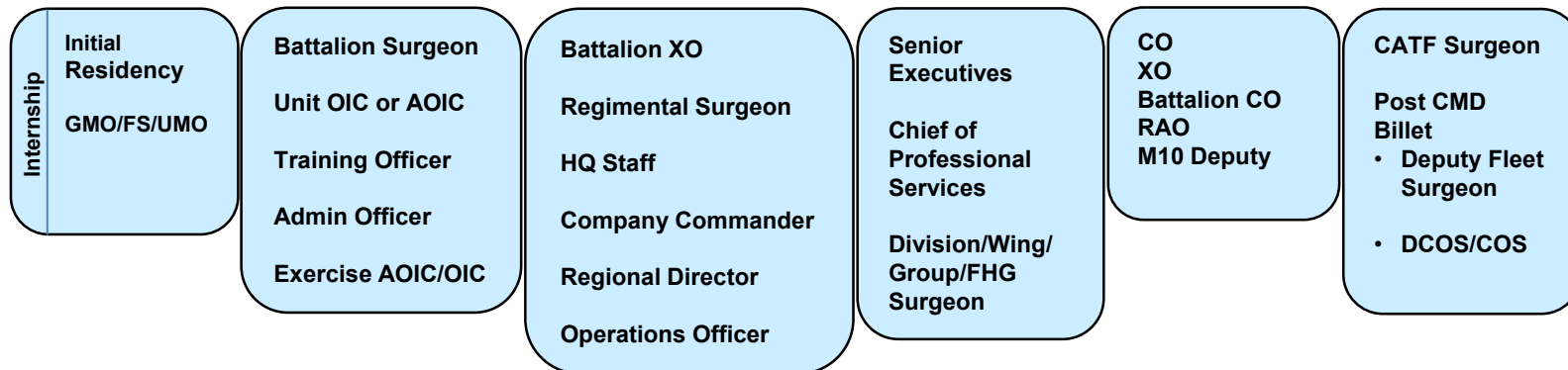
Junior Officer (O3)	Mid-Grade Officer (O4-O5)	Senior Officer (O5-O6)
<ul style="list-style-type: none"> Specialty Proficiency Maturation Officer Development Leadership Training and Experience 	<ul style="list-style-type: none"> Demonstrated Specialty Proficiency Advanced Leadership and Professional Growth (AROC, NRUM) Develop and Mentor Subordinates 2N1 OIC AQD JPME 1 	<ul style="list-style-type: none"> Expanded Leadership Scope Demonstrated Professional Advancement Develop and Mentor Subordinates 2D1 Command Screen JPME 2, NSLS, AROC, JSMLC, JHOC, etc

Career Milestones

1. Clinical
2. Operational
3. Executive Medicine



Typical Assignments





Medical Corps

Community Values

- **Clinical performance**
 - Excellence in clinical medicine
 - Leadership positions in Navy Reserve (to include MEC, Specialty Leader, strategic work groups etc.)
 - Educator for postgraduate clinical training programs
 - Clinical research participation in areas applicable to support the warfighter
- **Navy Officer Professional Development**
 - Deployments (high value given to leadership assignments)
 - Professional Military Education, emphasizing JPME I and II (also officer development courses NRUM, AROC, JHOC, NSLS, JMOC, CATF Surgeon Course, JSMLC, etc.)
 - Warfare qualification
 - Mentorship of junior personnel
 - Variety of assignments across platforms
 - Collateral duties beyond basic clinical expectations (TO, OPSO, AO, etc.)
 - Leadership positions in the operational environment (exercise AOIC/OIC, platform leadership)
 - Increasing breadth and depth of leadership responsibilities over time



Medical Service Corps

Career Progression

Career Tracks

- **Health Care Administrator** (HCA, PAD, MedLog, InfoSys, POMI)
- **Health Care Scientist** (Microbiology, AeroPhys, Entomology, EHO, IHO, MedTech)
- **Health Care Clinician** (ClinPysch, PT, OT, Dietetics, Optometry, Pharm, Podiatry, PA)

Specialty and Administrative Skill Development

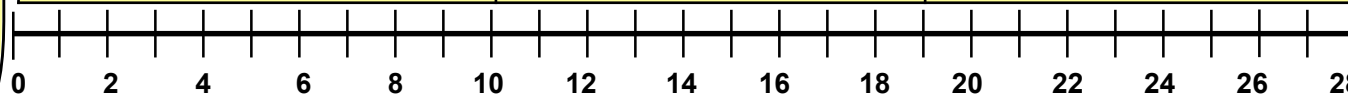
Expeditionary Readiness/Jointness

Reserve Unit and Operational Leadership Development

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 (AROC, NRUM)• Develop and Mentor Subordinates• 2N1 OIC AQD• JPME 1	<ul style="list-style-type: none">• Expanded Leadership Scope• Demonstrated Professional Advancement• Develop and Mentor Subordinates• 2D1 Command Screen• JPME 2

Assignments

- **Operational:** EMF, FDPMU, MARFOR, Line staff
- **Command Staff:** TYCOM, COCOM, Joint, Component
- **Readiness Support:** NR NMRTC, NR NMFSC



Typical Assignments

Staff Officer
Staff Clinician
Det Duties
(Admin, Awards, CFL, ATO, Respay)

DET Leadership
(OIC, AOIC, TO)
HQ Staff
(Assistant DH)
Exercise Leadership
(OIC, AOIC, TO, OPS O)

Headquarters (HQ) Staff
(ADFA, ATO, CMEO, Manpower, AOPS O)
Asst Specialty Leader
ASU (OIC, AOIC)
DET OIC
OSO/BUMED/OCM
recall
CDB Coordinator

DFA
Command TO
Command OPS O
MedBN XO
MedBN Company
CO/XO
Fleet/USMC Surgeon
Specialty Leader

Post Command
CO
XO
RAO
M10 Deputy



Medical Service Corps

Community Values

▪ **Alignment**

- Drive policies to increase performance and efficiency within the organization
- Adapt to new policies by streamlining processes within the organization

▪ **Professional Performance**

- Demonstrate expertise in specialty and develop unit administration skills throughout career
- Share professional expertise as instructor/subject matter expert and specialty leader

▪ **Readiness**

- Develop operational specialty and general military skills for working in a contingency environment

▪ **Leadership**

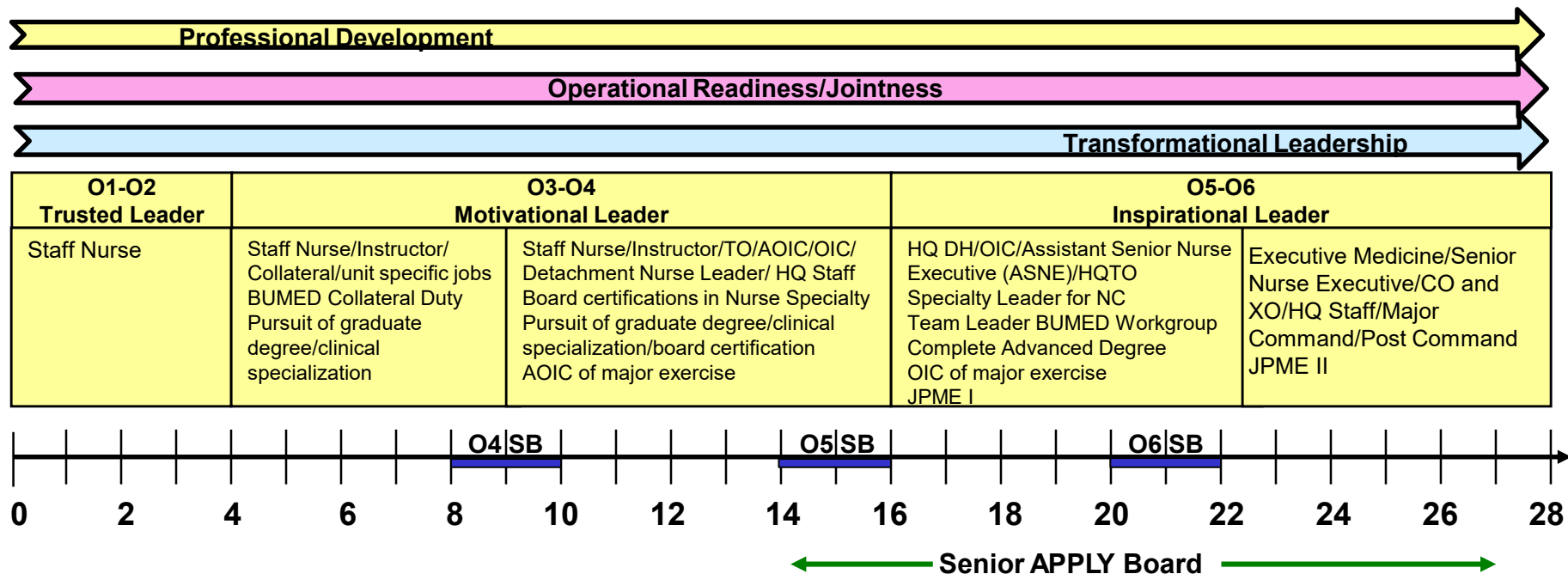
- Develop (i.e. through BROCC, AROC, NRUM, JMOC, JPME, OJT, RILC, SOLC) and demonstrate Reserve unit and operational leadership at all ranks
- Increase leadership skills to prepare for career milestone (DFA) and command billets (ASU OIC, CO/XO)

▪ **Career diversity**

- Seek a variety of assignments in operational, command staff and support billets
- Diversify by obtaining additional qualifications (AQDs)

Nurse Corps

Career Progression



Typical Assignments

Career Tracks

- Clinical
- Administration
- Research
- Senior Health Care Executive
- Education
- Operational

Clinical Proficiency

- Nurse Corps officers are expected to maintain clinical skills in nursing practice throughout the career continuum.



Nurse Corps

Community Values

▪ **Valued achievements prior to LIEUTENANT COMMANDER**

- Sustained superior performance/maintains clinical competency and currency
- Assignment diversity
 - Assumes leadership positions commensurate with rank and responsibility
 - Operational Exercises/Mobilization
- Pursuing an advanced graduate degree and/or certification in area of clinical specialty
- Recommended Courses (C4, NRUM, BROCC, AROC)

▪ **Valued achievements prior to COMMANDER**

- Sustained superior performance/maintains clinical competency and currency
- Assignment diversity
 - Successfully engaged in progressive Command leadership positions with enhanced job responsibilities and increased span of control
 - Operational Exercises/Mobilization
- Actively pursuing, with near completion of, an advanced graduate degree/clinical specialization
- Recommended Courses (AROC, JPME)

▪ **Valued achievements prior to CAPTAIN**

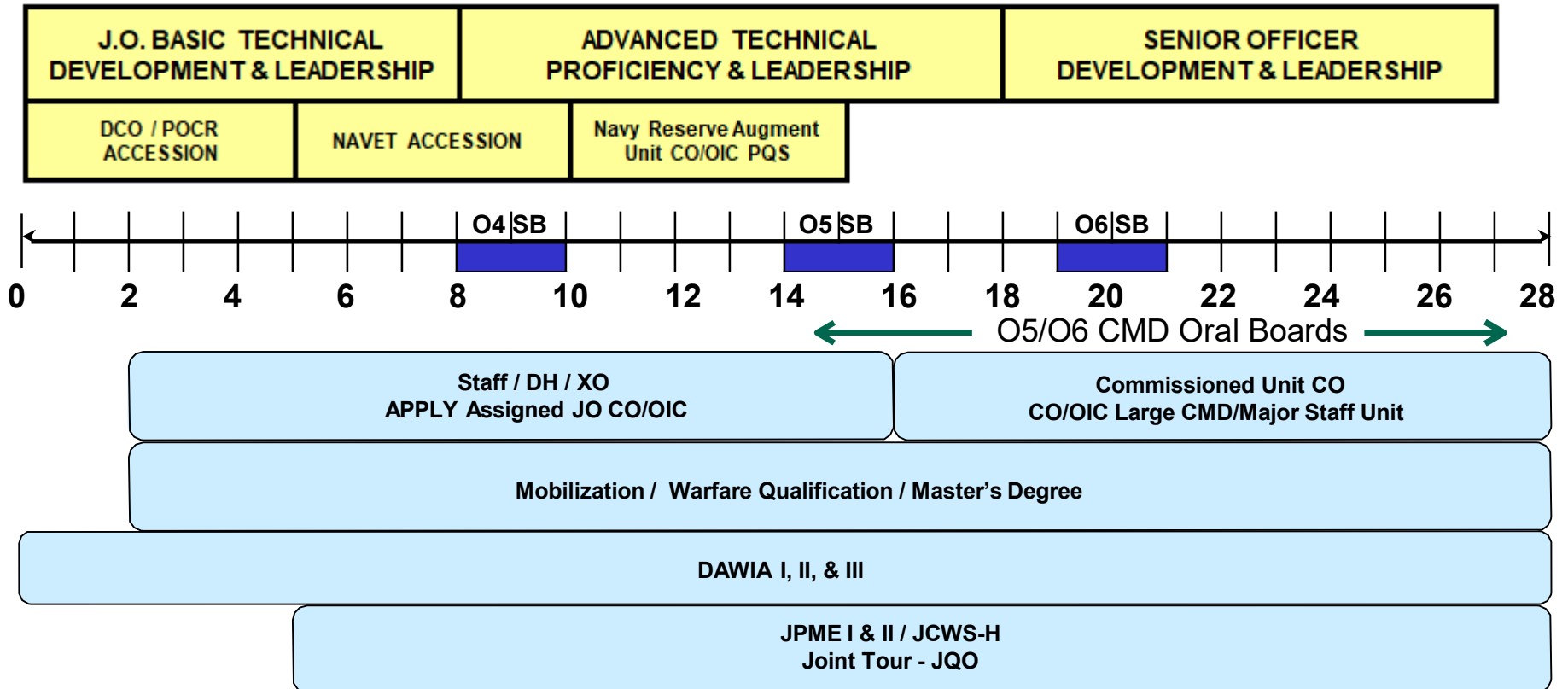
- Sustained superior performance/maintain clinical competency and currency
- Assignment diversity
 - Successful track record of leadership in positions with increased complexity and span of control
 - Operational Exercises/Mobilization
- Completion of an advanced degree/clinical specialization
- Recommended Courses (JPME, JMESP)



Supply Corps

Career Progression

Career Path



Principal Lines of Operation/Major Billet Areas

SUPPLY CHAIN MANGAGEMENT

ACQUISITION/CONTRACTING

OPERATIONAL LOGISTICS



Supply Corps

Community Values

▪ **Valued achievements at all paygrades**

- Sustained superior performance
- Warfare qualification (if assigned to a qualifying billet)
- DAWIA qualifications (brought to the RC/Community or earned ACQs while in qualifying billet)
- Operational planning experience and education
- Successful mobilization (qualifying for an AQD)
- Joint experience and education (if assigned to qualifying billet)
- Successfully augment the Active Component

▪ **Valued achievements prior to LIEUTENANT COMMANDER**

- Successful operational tours (identified by AQD 928/929)
- Increased responsibility, skill set development, and leadership experience

▪ **Valued achievements prior to COMMANDER**

- Master's degree (associated with a Supply Corps line of operation strongly encouraged)
- Completed Reserve Unit Leadership PQS & Oral Board (qualifying for 2N1 AQD)
- JPME I (required for command/encouraged for all)
- Leadership tours (XO, OPS, CSO, Company Commander, APPLY selected CO/OIC as a JO)
- Experience in one line of operation: SCM, ACQ/Contracting, or OPLOG

▪ **Valued achievements prior to CAPTAIN**

- Proven ability to lead people and organizations in highly visible, and challenging environments
- Experience in multiple lines of operation: SCM, ACQ/Contracting, and/or OPLOG
- Admin/Oral board for O5 Command (qualifying for 2D1 AQD)
- Successful Command tours, particularly in commissioned unit command
- Experience on major staff at the operational level of war (identified by AQD 9L1/9L2)

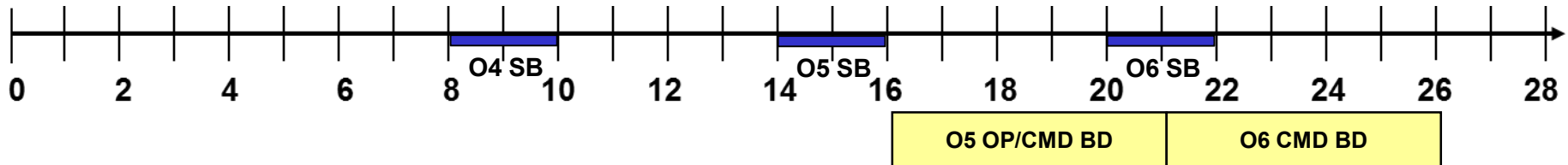


Supply Corps (FTS)

Career Progression

Career Path

J.O. BASIC TECHNICAL DEVELOPMENT & LEADERSHIP	ADVANCED TECHNICAL PROFICIENCY & LEADERSHIP	SENIOR OFFICER DEVELOPMENT & LEADERSHIP
1 st Operational Tour 2 nd Operational Tour/DH Tour Warfare Qualification Shore Tour – OSO within NAVSUP or DLA, ASD, OTC, NSCS, NAVELSG, FFC	<u>Aviation</u> : CNAFR, MSW, CFLSW, FRC RES MW <u>Expeditionary</u> : COMNAVELSG, NCHB XO & DH, NMCB, EWDC, NWG-11 <u>Reserve Mgmt</u> : CNRFC, BUPERS OCM, OSO within NAVSUP or DLA, Reserve NCHB XO, NSCS, ECRC, SELRES CC <u>Fleet Support</u> : IDRESCOM, FLC NAS SUPPO, 4 th FLT, FLC OPS	<u>Aviation</u> : CNAFR <u>Expeditionary</u> : COMNAVELSG, NCHB CO, NELR, CRG-N4 <u>Reserve Mgmt</u> : CNRFC, NAVSUP, DLA, FTS Detailer, RCC-N4 <u>Fleet Support</u> : CNFK, BUMED, OPNAV, PACFLT, FLC NAS SUPPO, 4 th FLT, NAVCENT
Lateral Transfer / Redesignation / Supply BQC		



3107 Principal Competencies

SUBSPECIALTIES	
1301	Supply Distribution Mgt
1302	Supply Chain Mgt
1306	Acq/Contracting Mgt
3111	Financial Mgt
3122	Log & Trans Mgt
3130	Manpower Systems Mgt
3212	OPS Research – Log

JOINT/IA/GSA AQD	
918	IA/GSA >120 days
919	IA/GSA >240 days
JS7	JPME Phase I
JS8	JPME Phase II

OPERATONAL/SCHOOL AQD	
928	1st Op Tour Complete
92A	2nd Op Tour Assigned
929	2nd Op Tour Complete
JP1/2	Joint and Maritime OP Planner
AK1/2	Business-Financial Management Level I / II



Supply Corps (FTS)

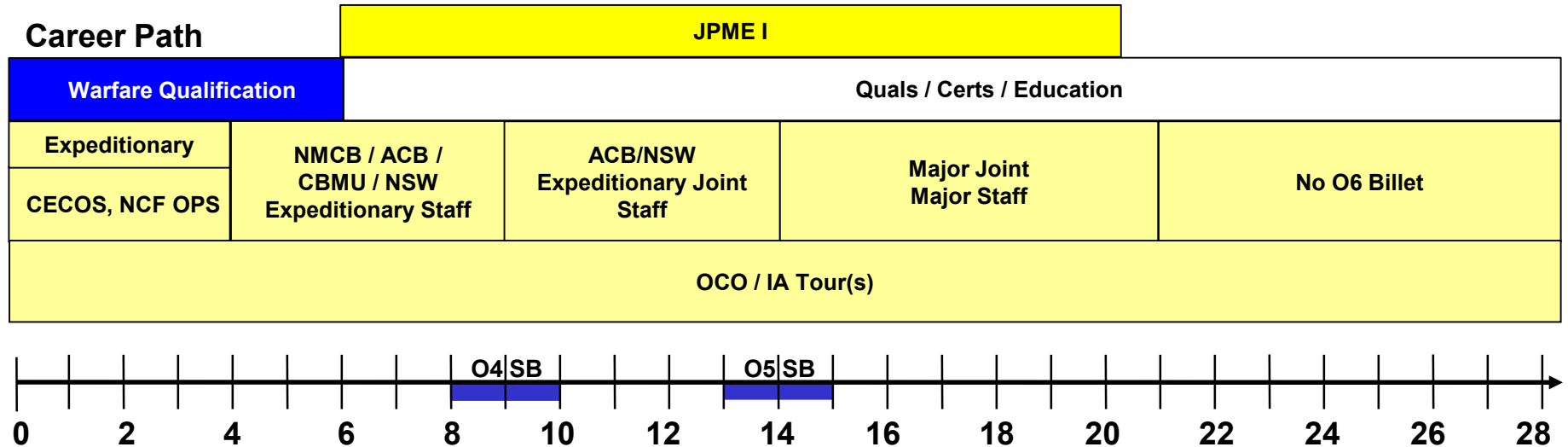
Community Values

- **Valued achievements at all paygrades**
 - Sustained superior performance in leadership billets of increasing responsibility and complexity
 - Reserve support – direct support to the reserve component and the management of its programs
 - Fleet support – develop key skillsets to excel as a Supply Corps officer at each grade while supporting the Fleet
- **Valued achievements prior to LIEUTENANT COMMANDER**
 - Warfare qualification
 - Two operational tours at sea, expeditionary, or both (DH tour strongly encouraged)
- **Valued achievements prior to COMMANDER**
 - Experience in Reserve management (e.g. Operational Support Officer or Supply Corps community management) and one Supply Corps competency (subspecialty strongly encouraged)
 - Master's degree associated with Supply Corps competency (strongly encouraged)
 - JPME I awarded or in progress
- **Valued achievements prior to CAPTAIN**
 - Proven ability to lead and direct people and organizations in tough, highly visible, and challenging environments that directly support the mission of the FTS community
 - Diverse experience to include reserve management, supply chain management, expeditionary logistics, and successful performance on a major staff
 - Admin/oral board screening for O5/O6 command (eligible when selected for CDR)



Limited Duty Officer (Staff)

Career Progression



Typical Billets Expeditionary			
NMCB / ACB / CBMU / NSW Plt Cdr, Det AOIC, Asst Comp Cdr / NMCB Company Cdr	ACB Co Cdr CBMU / EXWC/ NSW OIC NCR / NCG / NECC Joint/Comp Cmd Staff	Major Joint CMD Major Staff NCR / NCG / NECC	No O6 Billet
Typical Billets Staff / Contingency Engineering			
NAVFAC HQ/CEU, NRCM/TCEM, COCOM/Joint Staff			

Each individual's CEC career path is based on past experience, timing, qualifications, and officer choice



Limited Duty Officer (Staff)

Community Values

- **Valued achievements at all paygrades**
 - Extensive and relevant Naval Construction Force experience
 - Sustained superior performance in leadership billets of increasing responsibility and complexity
 - Technical specialty areas of CONST/ENG/FAC MGMT
 - Successful Mobilizations in support of Overseas Contingency Operations (OCO)
 - Combined/Joint experience in reserve assignments and/or deployments
 - Staff Contingency Engineering billet(s) (NRCEM, TCEM, NAVFAC, OICC)
 - NECC and/or Regiment assignments
- **Valued achievements prior to LIEUTENANT COMMANDER**
 - Seabee Combat Warfare is expected (other warfare qualifications do not replace SCW)
 - Experience in Expeditionary CEC assignments (i.e. NMCB, PHIBCB, NCR)
 - Graduate degree (particularly technical degrees) are desirable, but not required
- **Valued achievements prior to COMMANDER**
 - Additional experience of increased responsibility and complexity in primary CEC responsibility assignments
 - OCO deployments more valuable than credentials regarding promotion. With due consideration to peer group, promotion preference should be given to officers with successful OCO/IA deployment(s) first.
 - Facilities Engineering (DAWIA) certification (AQD: AF1 to AF3) desirable, but not required
 - Joint Professional Military Education (JPME) is desirable, but not required.
- **LDO/CWO Community participation, involvement and representation.**
 - Documented mentors of junior personnel based on the demographics of particular job (officers, enlisted, etc.)
 - Familiar with all LDO/CWO designator career paths actively seeking out candidates for the program.
 - A visible and positive representative of the community to the Fleet. Maintains communication with community leadership.