



FY-25 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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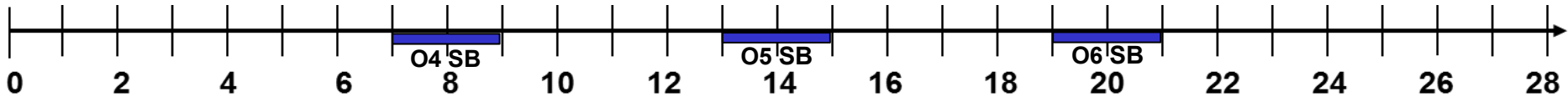


Chaplain Corps

Career Progression

Career Path

<p>NAVET: PNC-BLC Course if needed Initial Operational and Shore Tours</p>	<p>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 Training With Supported Command</p>	<p>Milestone Tour Advanced graduate education (Civilian or Military) JPME II CPE Supervisor Certification (Civilian) Mobilization/ADOS/Definite Recall Training With Supported Command</p>
<p>DCO:ODS/PNC-BLC Courses Initial Operational and Shore tours Training With Supported Command</p>	<p>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 Training With Supported Command</p>	<p>Milestone Tour Advanced graduate education (Civilian or Military) JPME II CPE Supervisor Certification (Civilian) Mobilization/ADOS/Definite Recall Training With Supported Command</p>



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

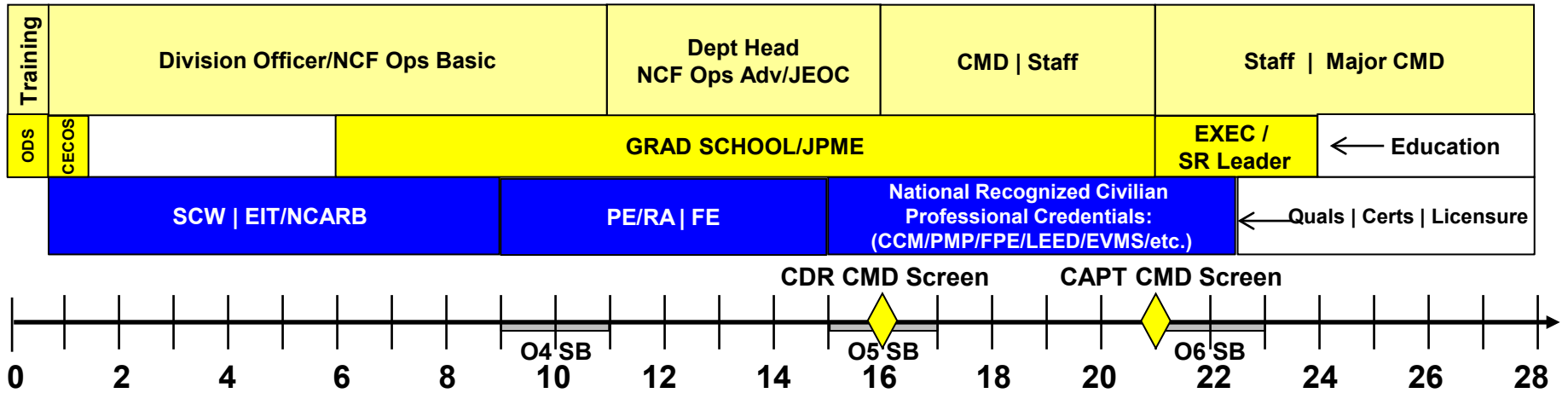
- **Sustained superior performance and demonstrated expertise in demanding billets and assignments**
- **Valued Reserve contributions to Navy mission via operational / mobilization assignments and Canvasser Recruiter duty during FY23 and beyond**
- **Valued achievements prior to LIEUTENANT COMMANDER**
 - Successful completion of PNC-BLC
 - ADOS and/or crisis response experience
 - Training with Supported Command
- **Valued achievements prior to COMMANDER**
 - Successful completion of PNC-ILC and RILC
 - USMC REGIMENT / AOIC
 - Variety of ministry experience (USN/USMC/USCG)
 - 2N1 AQD
 - JPME I
 - CPE Board Certification (Civilian)
 - Mobilization
 - Training with Supported Command
- **Valued achievements prior to CAPTAIN (one or more of the following)**
 - Successful completion of SOLC and PNC-ALC
 - 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)
 - CDR Milestones: Deputy Fleet (SURFLANT/SURFPAC); Deputy Force (RELSUP MFC/MFP/MFR); Deputy HQ NECC, USNORTHCOM, JCS



Civil Engineer Corps

Career Progression

Career Path



TYPICAL FACILITIES MANAGEMENT, ACQUISITION, AND STAFF BILLETS

	NAVFAC CEU, Joint / Fleet Staff, SOF Support	NAVFAC HQ / CEU, Joint / Fleet Staff, SOF Staff	NAVFAC HQ / CEU, Joint / Fleet Staff, Officer Manpower Coordinator, OPNAV	OIC CEU / NRCEM / TCEM Joint / Fleet 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 and demonstrated expertise in demanding billets and assignments**
- **Valued Reserve contributions to Navy mission via operational / mobilization assignments and Canvasser Recruiter duty during FY23 and beyond (Canvasser not to exceed 3 years)**
- **Combined/Joint experience in Reserve assignments and/or deployments**
- **Staff Contingency Engineering billet(s) (e.g., NRCEM, NAVFAC, OICC)**
- **NECC and/or Regiment assignments (NCG, NCR, NMCB, NELR, etc.)**
- **Nationally recognized civilian professional credentials (CCM/PMP/FPE/LEED/EVMS/etc.)**
- **Experience from voluntary and involuntary activation in support of contingencies & other Navy strategic priorities are considered more valuable than non-licensure credentials**

- **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)



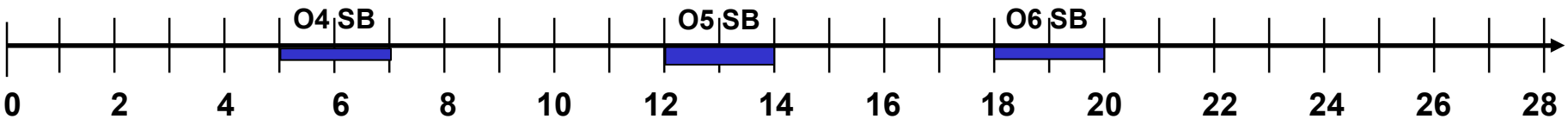
Dental Corps

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 KSA Verification	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 KSA Verification	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

- **Sustained superior performance and demonstrated expertise in demanding billets and assignments**
- **Valued Reserve contributions to Navy mission via operational / mobilization assignments and Canvasser Recruiter duty during FY23 and beyond**
- **Clinical Proficiency**
 - Successfully demonstrate clinical excellence following Navy Standards of Care
 - Documentation of clinical competency by completion of all applicable KSAs
- **Executive Medicine**
 - Progressive professional development and leadership toward career milestone billets
- **Assignment Diversity**
 - Performance in all assignments, mobilization, operational, non-operational assignments and BSO
- **Professional Military Development**
 - JPME I / JPME II
 - Service Schools (BROC, AROC, NRUM, JMOC, SOLC, etc.)
 - Warfare Qualifications

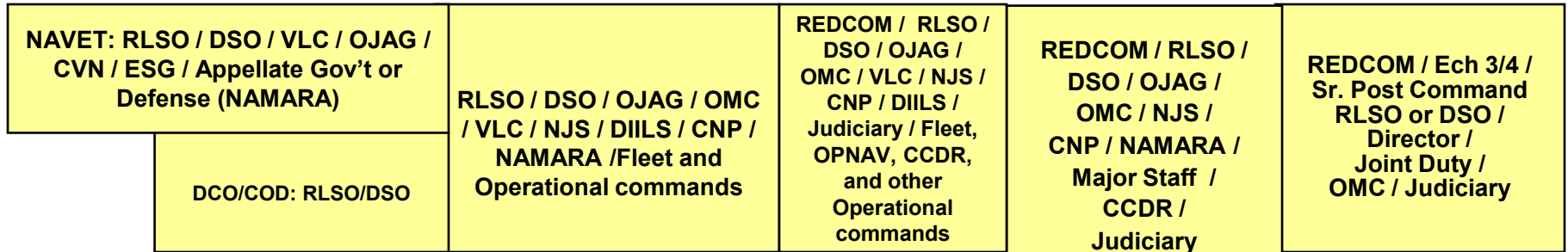
SUCCESSFUL CAREER DEVELOPMENT REQUIRES A SUSTAINED PERSONAL COMMITMENT TO PREPARATION THROUGH PROFESSIONAL LEARNING AND INCREASED RESPONSIBILITY



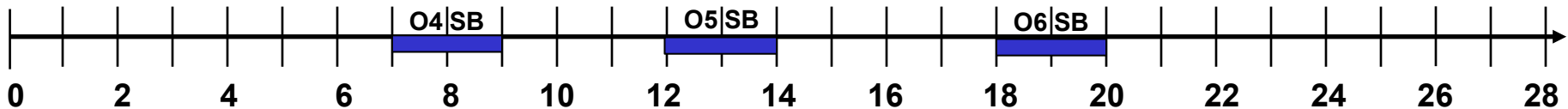
Judge Advocate General's Corps

Career Progression

Career Path

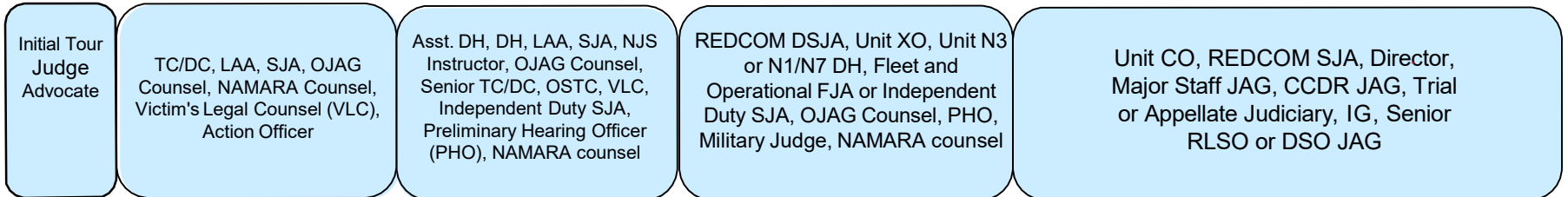


Change of Designator (COD) / Direct Commission Officer (DCO) / Inter-service Transfer On-Ramp



Typical Billets

← APPLY Board →





Judge Advocate General's Corps

Community Values

- **Sustained superior performance and demonstrated expertise in demanding billets and assignments**
- **Valued Reserve contributions to Navy mission via operational / mobilization assignments and Canvasser Recruiter duty during FY23 and beyond**
- **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.
 - Exhibits 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 Office of the Judge Advocate General (OJAG), Naval Legal Service Command (NLSC), and Office of the Special Trial Counsel (OSTC) organization and operations.
 - For officers specializing in military justice, demonstrates skills and understanding of court-martial processes and procedures.
 - Demonstrates personal responsibility and ownership of individual warfighting mobilization and mission readiness.
- **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.
 - Exhibits 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, and NLSC or OSTC organization and operations and how the JAG Corps supports Commanders and senior policy decision-makers.
 - Demonstrates understanding of Navy operations and organizations in a battlespace of increasing complexity.
 - For officers specializing in military justice, demonstrates proficiency in court-martial processes and procedures.
 - Demonstrates personal responsibility and ownership of individual and unit warfighting mobilization and mission readiness.
- **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.
 - Exhibits ability to proactively identify issues and provide timely and actionable legal advice to senior clients.
 - Demonstrates ability to effectively lead Navy Reserve Readiness units, and provides supervision over teams, unit judge advocates, and judge advocates at lower echelons.
 - Demonstrates executive-level understanding of OJAG, and NLSC or OSTC organization and operations, and a comprehensive understanding of Navy operations and organizations in the global security environment.
 - For officers specializing in military justice, demonstrates expertise in court-martial processes and procedures, including as military judge, preliminary hearing officer, or equivalent litigation leadership billet.
 - Effective leadership includes promotion of, and insistence upon individual, unit, and community level warfighting mobilization and mission readiness.



Medical Corps

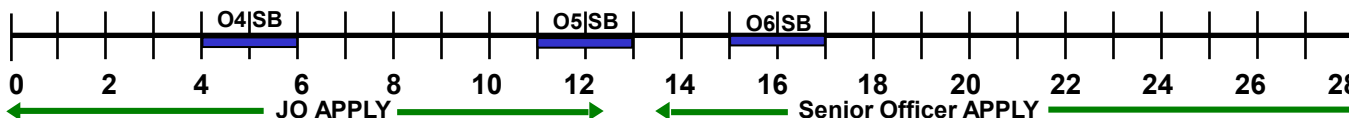
Career Progression

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

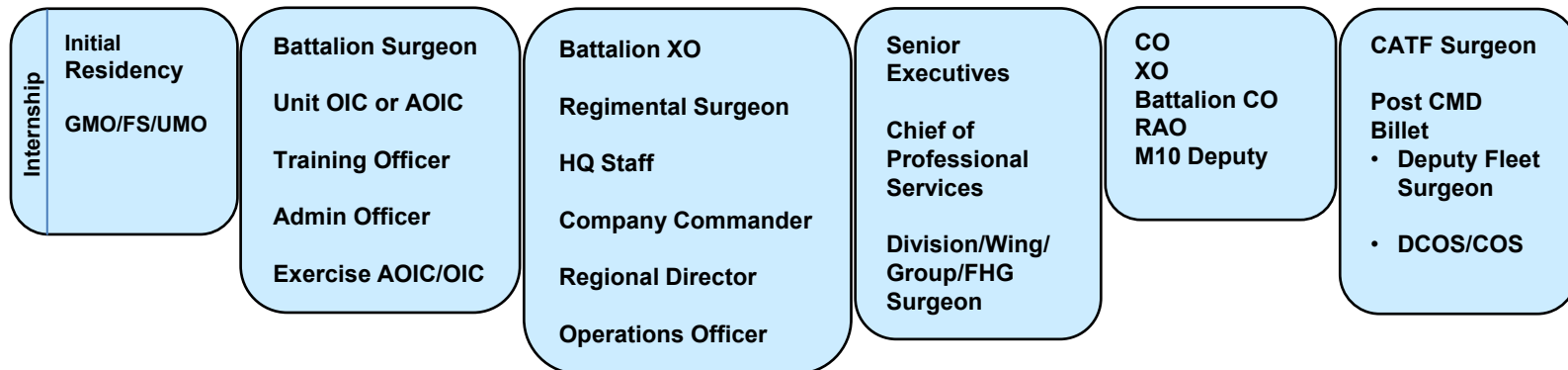
Junior Officer (O3)	Mid-Grade Officer (O4-O5)	Senior Officer (O5-O6)
<ul style="list-style-type: none"> Specialty Proficiency Maturation Officer Development Leadership Training and Experience 	<ul style="list-style-type: none"> Demonstrated Specialty Proficiency Advanced Leadership and Professional Growth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

Career Milestones

- Clinical
- Operational
- Executive Medicine



Typical Assignments





Medical Corps

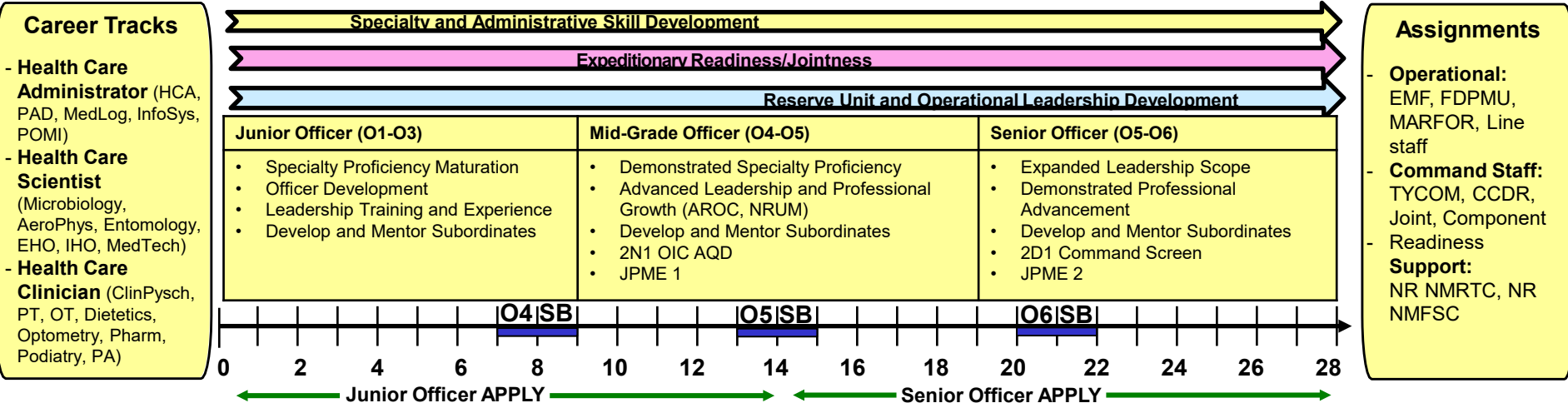
Community Values

- **Sustained superior performance and demonstrated expertise in demanding billets and assignments**
- **Valued Reserve contributions to Navy mission via operational / mobilization assignments and Canvasser Recruiter duty during FY23 and beyond**
- **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**
 - High value given to leadership assignments, especially in deployments and/or mobilizations
 - 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

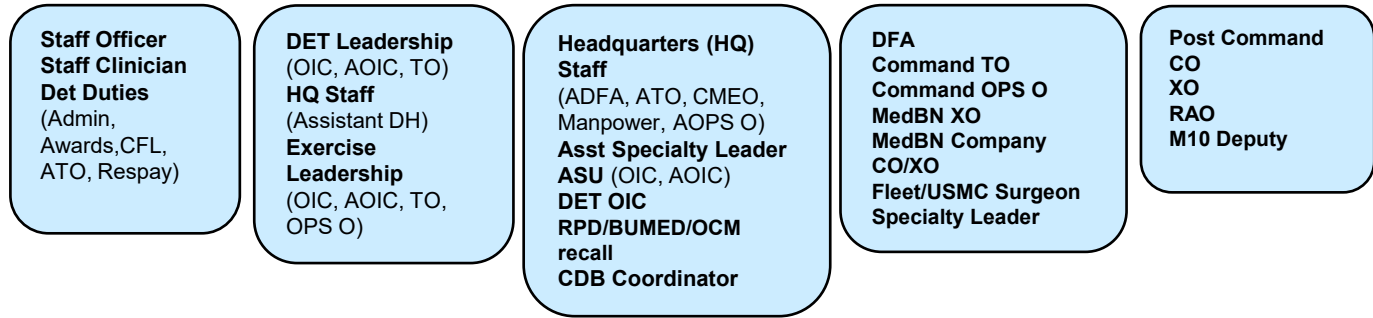


Medical Service Corps

Career Progression



Typical Assignments





Medical Service Corps

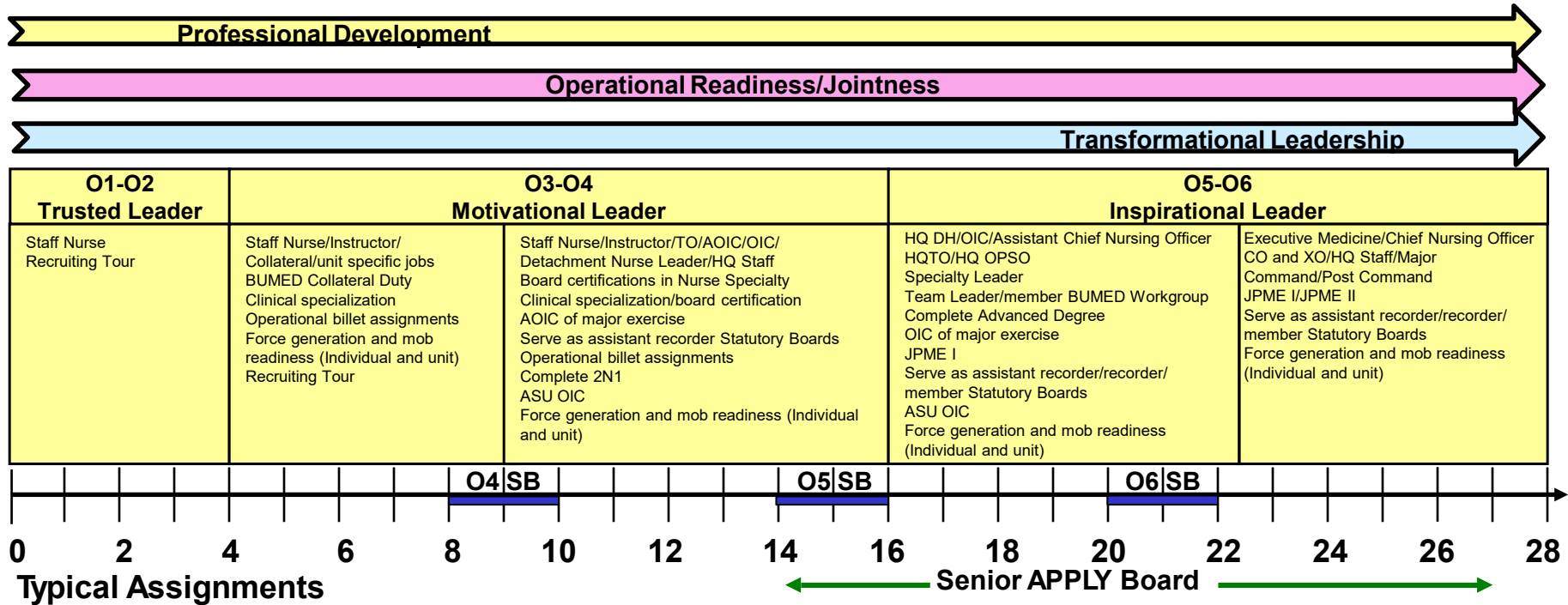
Community Values

- **Sustained superior performance and demonstrated expertise in demanding billets and assignments**
- **Valued Reserve contributions to Navy mission via operational / mobilization assignments and Canvasser Recruiter duty during FY23 and beyond**
- **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 an instructor/subject matter expert, mentor and specialty leader
- **Readiness**
 - Develop operational specialty and general military skills for working in a contingency environment
 - Maintain personal readiness at all levels to uphold Corps and specialty end strength
- **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)
 - Mentor and develop others to their fullest potential as a Navy officer
- **Career diversity**
 - Seek a variety of assignments in operational, command staff and support billets
 - Leadership positions in the operational/mobilization environment
 - Diversify by obtaining additional qualifications (AQDs)



Nurse Corps

Career Progression



Career Tracks – Sustained Superior Performance demonstrated throughout FITREPS is especially valued

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

Clinical Proficiency

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



Nurse Corps

Community Values

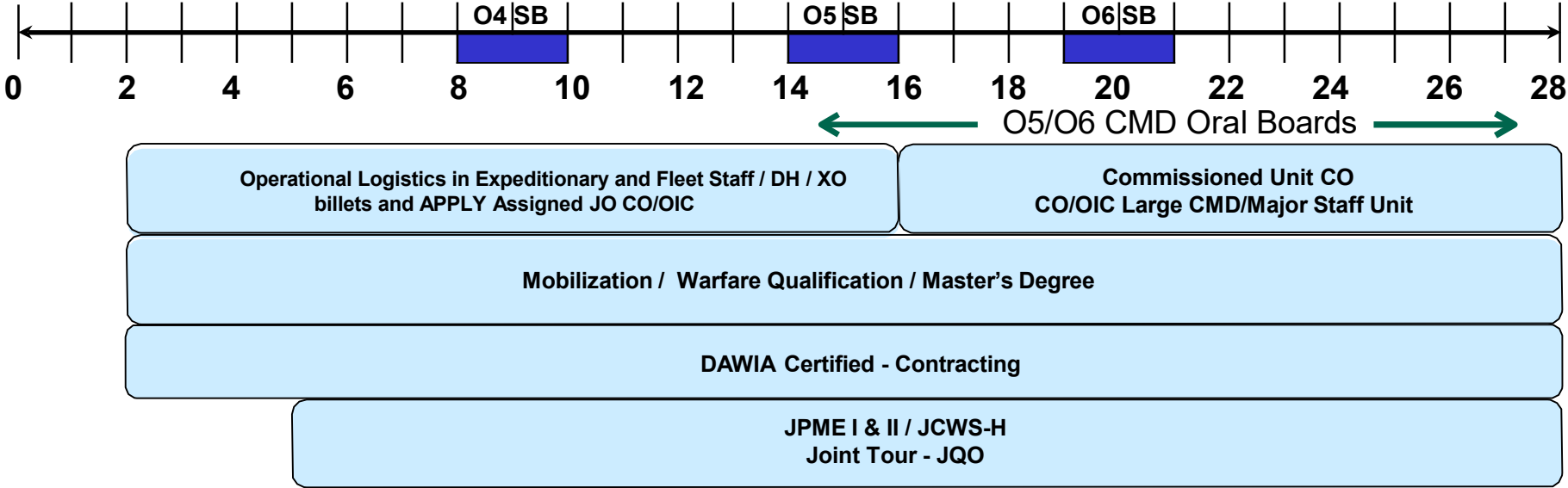
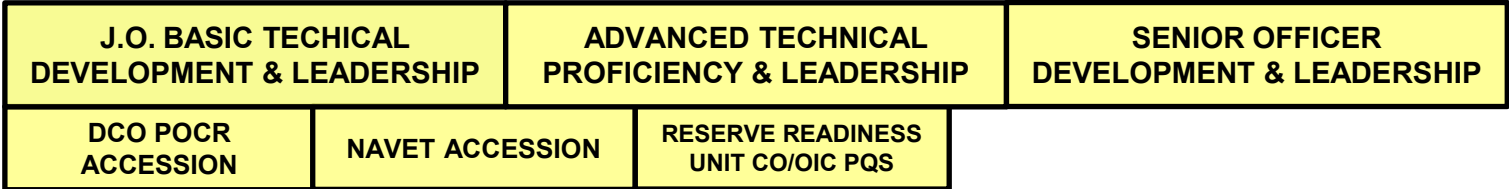
- **Sustained superior performance and demonstrated expertise in demanding billets and assignments**
- **Valued Reserve contributions to Navy mission via operational / mobilization assignments and Convasser Recruiter duty during FY23 and beyond**
- **Valued achievements prior to LIEUTENANT COMMANDER**
 - Maintains clinical competency and currency for NOBC
 - Assignment diversity
 - Assumes leadership positions (Det TO/AO/AOIC/OIC of small det) commensurate with rank and responsibility
 - Supports and engages with UMUIC (Virtual leadership positions, DH, AOIC, policy)
 - Operational Exercises/Mobilization
 - Force generation and mob readiness (Individual and unit)
 - Certification in area of clinical specialty
 - Recommended Courses (C4, NRUM, BROCC, AROC, 2N1)
- **Valued achievements prior to COMMANDER**
 - Maintains clinical competency and currency for NOBC
 - Assignment diversity
 - Successfully engaged in progressive Command leadership positions with enhanced job responsibilities and increased span of control
 - ASU OIC
 - Supports and engages with UMUIC (Virtual leadership positions, DH, AOIC/OIC, policy)
 - Force generation and mob readiness (Individual and unit)
 - Operational Exercises/Mobilization
 - Actively pursuing advanced graduate degree/clinical specialization/expert
 - Recommended Courses (AROC and other Professional Military Education Courses)
- **Valued achievements prior to CAPTAIN**
 - Maintains clinical competency and currency for NOBC
 - Assignment diversity
 - Successful track record of leadership in positions with increasing complexity and span of control in large, tough jobs, including UMUIC engagement with virtual or HQ leadership positions
 - Force generation and mob readiness (Individual and unit)
 - ASU OIC
 - Operational Exercises/Mobilization
 - Completion of an advanced degree/clinical specialization
 - Recommended Courses (JPME, JMESP and other Professional Military Education, including advanced PME)



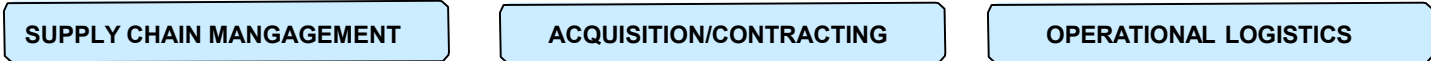
Supply Corps

Career Progression

Career Path



Principal Lines of Operation/Major Billet Areas





Supply Corps

Community Values

- **Sustained superior performance and demonstrated expertise in demanding billets and assignments**
- **Valued Reserve contributions to Navy mission via operational / mobilization assignments and Canvasser Recruiter duty during FY23 and beyond**
- **Valued achievements at all paygrades**
 - Expertise in Supply functions
 - Warfare qualification (if assigned to a qualifying billet)
 - DAWIA qualifications (brought to the RC/Community or earned AQD of ACA 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 (e.g., operational (commissioned) and Fleet units)
- **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, APPLY selected CO/OIC as a JO)
 - Building expertise in one line of operation (LOO): SCM, ACQ/Contracting, or OPLOG
 - Experience in operational logistics planning
- **Valued achievements prior to CAPTAIN**
 - Proven ability and behaviors to lead people and organizations in highly visible, and challenging environments
 - Demonstrated subject matter expertise in one LOO (SCM, ACQ/Contracting, or OPLOG) and experience in one other LOO
 - Admin/Oral board for O5 Command (qualifying for 2D1 AQD)
 - Successful Command tours, particularly in operational (commissioned) and Fleet units
 - Experience on major staff at the operational level of war (identified by AQD 9L1/9L2)

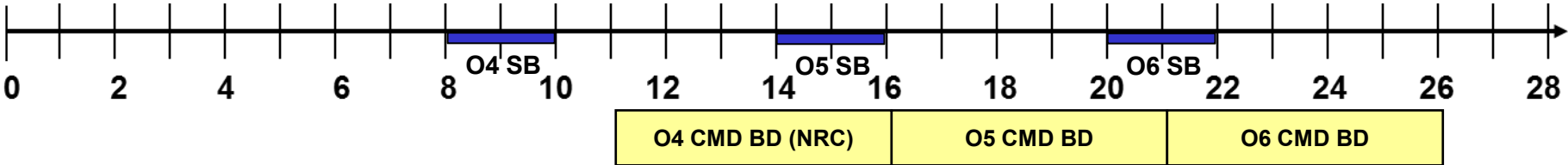


Supply Corps (TAR)

Career Progression

Career Path

J.O. BASIC TECHNICAL DEVELOPMENT & LEADERSHIP	ADVANCED TECHNICAL PROFICIENCY & LEADERSHIP	SENIOR OFFICER DEVELOPMENT & LEADERSHIP
1st Operational Tour 2nd Operational Tour/DH Tour Warfare Qualification Shore Tour – RPD 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> : NRC CO, CNRFC, BUPERS OCM, RPD within NAVSUP or DLA, Reserve NCHB XO, NSCS, ECRC, SELRES CC <u>Fleet Support</u> : IDRESCOM, FLC NAS SUPPO, 4th FLT, FLC OPS	<u>Aviation</u> : CNAFR <u>Expeditionary</u> : COMNAVELSG, NCHB CO, NELR, CRG-N4 <u>Reserve Mgmt</u> : CNRFC, NAVSUP, NRC CO, DLA, TAR Detailer, REDCOM-N4 <u>Fleet Support</u> : CNFK, BUMED, OPNAV, PACFLT, FLC NAS SUPPO, 4th 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/COMPETENCY	
918	IA/GSA >120 days
919	IA/GSA >240 days
JS7	JPME Phase I
JS8	JPME Phase II
BK1	RPD Qualified
BX3	Expeditionary

OPERATIONAL/COMMAND	
928	1st Op Tour Complete
92A	2nd Op Tour Assigned
929	2nd Op Tour Complete
2D1	Command Eligible
2D2	Command Qualified



Supply Corps (TAR)

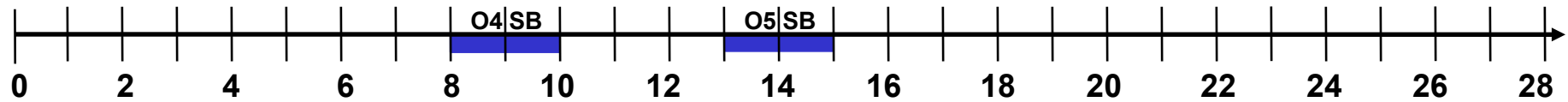
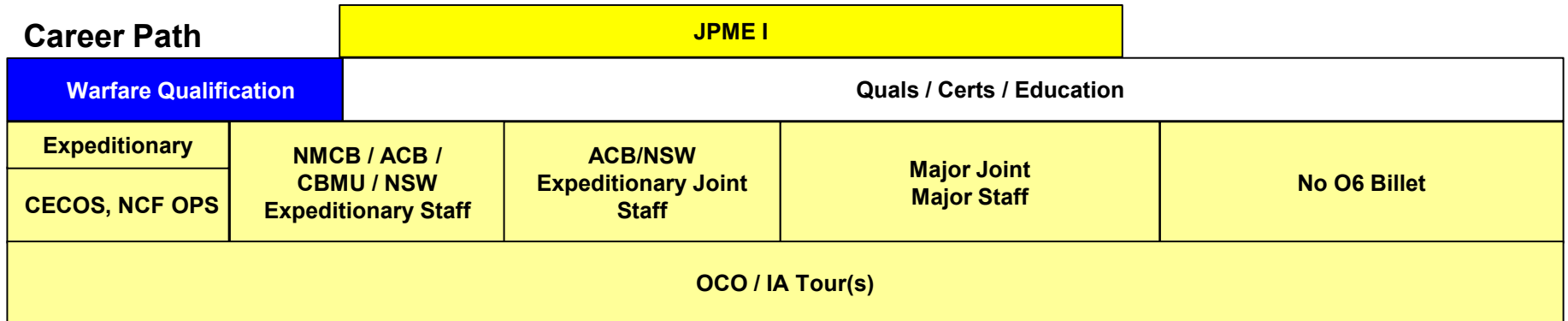
Community Values

- **Sustained superior performance and demonstrated expertise in demanding billets and assignments**
- **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. Reserve Program Director 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
- **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 TAR community
 - Diverse experience to include reserve management, supply chain management, community management, expeditionary logistics, and successful performance on a major staff
 - Successful Command tour (Navy Reserve Center or Navy Cargo Handling Battalion)
 - JPME II



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, NRCEM/TCEM, CCDR/Joint Staff		

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



Limited Duty Officer (Staff)

Community Values

- Sustained superior performance and demonstrated expertise in demanding billets and assignments
- Valued Reserve contributions to Navy mission via operational / mobilization assignments and Canvasser Recruiter duty during FY23 and beyond

- **Valued achievements at all paygrades**
 - Extensive and relevant Naval Construction Force experience
 - Technical specialty areas of CONST/ENG/FAC MGMT
 - 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)
 - Successful tours in Expeditionary CEC leadership assignments (i.e. NMCB, PHIBCB, NCR)
 - Graduate degree is highly desirable, but not required

- **Valued achievements prior to COMMANDER**
 - Additional experience of increased responsibility and complexity in primary CEC responsibility assignments
 - OCO deployments are more valuable than credentials or education 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) highly desirable, but not required
 - Joint Professional Military Education (JPME) is desirable, but not required

- **LDO/CWO Community participation, involvement and representation.**
 - Documented mentorship of junior personnel based on the demographics of particular job (officers, enlisted, etc.)
 - Familiar with all LDO/CWO designator career paths and actively seeks out candidates for the program.
 - A visible and positive representative of the community to the Fleet.
 - Engagement and Impact within the Community.