



# **FY-26 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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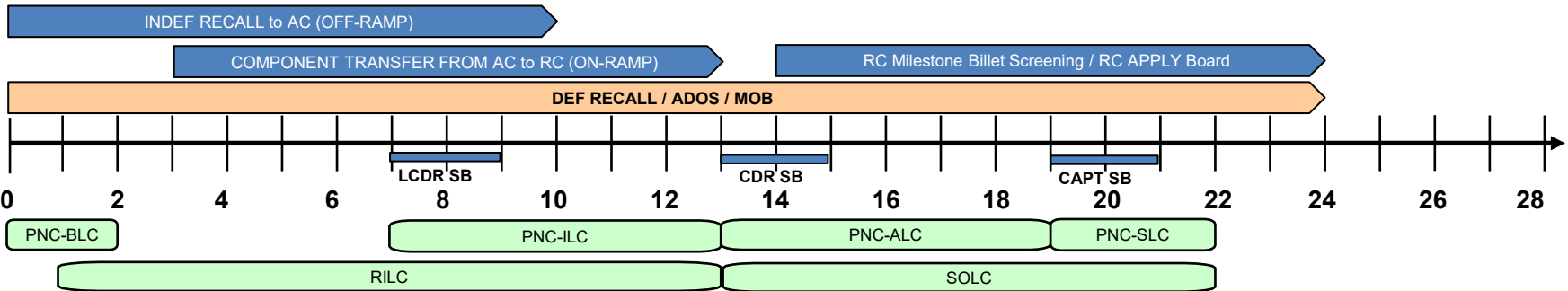


# Chaplain Corps

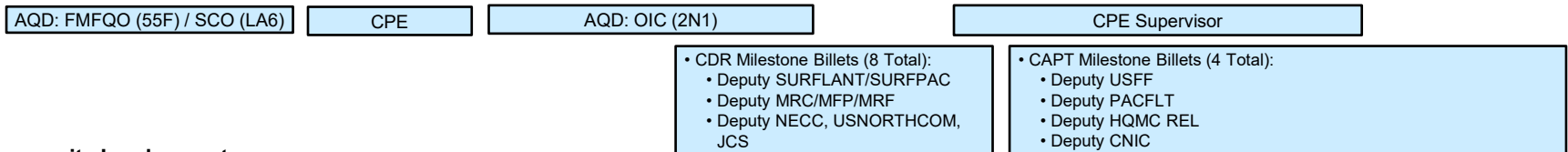
## Career Progression

### Career Path

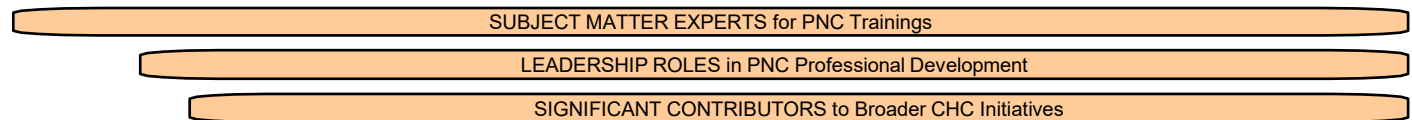
3-6 YEARS ENTRY GRADE SERVICE CREDIT	L TJG/LT	LCDR	CDR	CAPT
	RM Competencies: -Practitioners -Distinguish Provide and Care -Deliver Quality RM	RM & Supervisory Competencies: -Managers -Coordinate Facilitation -Provide Accountability	Supervisory & Organizational Competencies: -Administrators -Advise on Facilitation, Provision, and Care -Analyze Metrics	Lead CHC Change: -Enterprise Leaders -Align PNC to DON Mission -Advise FO/GOs
	CHAPLAIN / TACTICAL CHAPLAIN	SUPERVISORY CHAPLAIN	DEPUTY GROUP CHAPLAIN	DEPUTY FORCE / DEPUTY HQ CHAPLAIN



### Career Achievements



### Community Involvement



### Legend

MASTER'S  
DEGREE  
REQUIRED  
FOR  
CHAPLAINS

AC: Active Component  
AGE: Advanced Graduate Education  
(Civilian or Military)  
AQD: Additional Qualification Designation  
AWT: Area Wide Training  
COI: Community of Interest

FMFQO: Fleet Marine Force Qualified  
Officer  
OIC: Officer-in-charge  
PNC: Professional Naval  
Chaplaincy

PNC-ALC: Professional Naval Chaplaincy  
Advanced Leadership Course  
PNC-BLC: Professional Naval Chaplaincy  
Basic Leadership Course

PNC-ILC: Professional Naval Chaplaincy  
Intermediate Leadership  
Course  
PNC-SLC: Professional Naval Chaplaincy  
Strategic Leadership Course

RC: Reserve Component  
RILC: Reserve Intermediate Leadership  
Course  
RM: Religious Ministry  
SB: Selection Board  
SOLC: Senior Officer Leadership Course

Navy Processes

FORMAL SCHOOL /  
FORMAL TRAINING



# Chaplain Corps

## *Community Values*

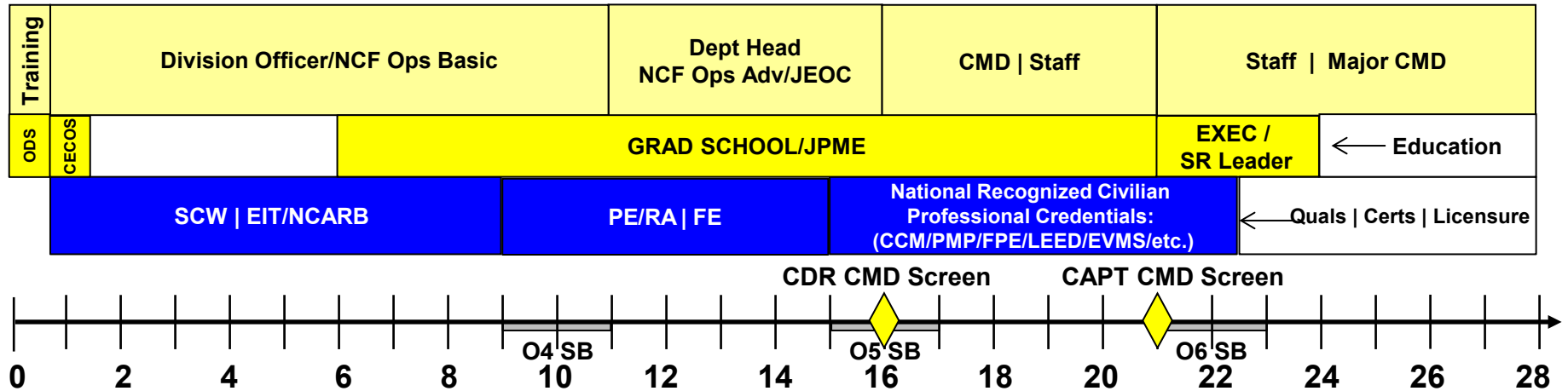
- **Sustained superior performance and demonstrated expertise in demanding billets and assignments**
- **Valued Reserve contributions to Navy mission via operational / mobilization assignments and Canvasser Recruiter duty during FY23 and beyond**
- **Demonstration of "Get Real, Get Better" principles, data-driven decision making in missions and assignments, and embodies transparency in leadership**
- **Valued Achievements for a LIEUTENANT COMMANDER indicating mastery of the Art of Professional Naval Chaplaincy (PNC) include:**
  - Leading of Religious Ministry Teams (RMTs) in operational environments
  - Increasing the quality of Religious Ministry (RM) by effectively applying and combining the four core competencies of the Chaplain Corps (Provide, Facilitate, Care, Advise) in an institutional context
  - Continued development of a Strategic Reserve by demonstrating substantive RM support to their supported command
  - Leans in to coaching and supervision of RMTs in order to exponentially increase PNC capabilities and competencies
  - Improving the quality of life for chaplains, Religious Program Specialists, and warfighters while serving as a mentor
  - Leading the way for Spiritual Readiness within the DON by exhibiting servant leadership and sacrificial service
  - Contributes to the PNC community
- **Valued Achievements for a COMMANDER indicating mastery of the Art of PNC include:**
  - Integrating lower echelon RMTs to effectively deliver RM in operational environments
  - Demonstrating an increased mastery of all the values expected of a LIEUTENANT COMMANDER
  - Increasing Spiritual Readiness and PNC capacity through the creation of partnerships, careful employment of volunteers, and effective liaison with peers and other helping professionals
  - Further solidifying a culture of PNC by exhibiting the 12 PNC supervision competencies in the development of PNC coaches, mentors, and supervisors
  - Significant institutional knowledge as to how the Naval bureaucracy functions and the Chaplain Corps' role within
  - Enhances the PNC community across multiple Echelons
- **Valued Achievements for a CAPTAIN indicating mastery of the Art of PNC include:**
  - Successfully prepare lower echelon RMTs to effectively and efficiently deliver RM in all operational environments
  - Demonstrating an increased mastery of all the values expected of a COMMANDER
  - Improving the quality of life for chaplains, Religious Program Specialists, warfighters, and their families by being agents of change
  - Increasing PNC capabilities, capacities, and competencies through business acumen identifying process gaps and implementing deliberate planning tools to close those gaps
  - Demonstrates an understanding of the full tri-service (USN, USMC, USCG) scope of the Navy Chaplain Corps



# 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

NCB / ACB Platoon Cdr NCB / ACB Company Cdr EXWC OIC NCR / NCG / NECC / NAVELSG / STEU	NCB S3 / S7 / XO ACB Company Cdr NCR R Code NCG / NECC / STEU Staff	NCB CO ACB S3 / XO NCR R3 NCR / NCG / NECC / STEU 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)**
- **Demonstration of "Get Real, Get Better" principles, data-driven decision making in missions and assignments, and embodies transparency in leadership**
- **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, NCB, 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., NCB, PHIBCB, NCR, NCG)
  - Professional Certification commensurate with rank
    - Registration as Engineer in Training (for officers pursuing Professional Engineer licensure)
    - Registration as Professional Engineer (PE) / Registered Architect (RA) is highly valued
    - Completion of at least one Architecture Registration Exam or the Architecture Experience Program (for officers pursuing Registered Architect licensure)
  - 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 certification)
    - 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 Phase I and other technical certifications (e.g., LEED, CEM, PMP, or other similar and relevant certification)

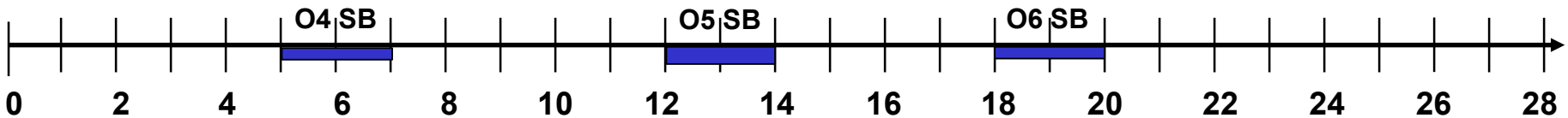
# Dental Corps

## 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 2N1	DET OIC/AOIC Deployment Exercise OIC Warfare Quals DENCO OPSO 2N1, JPME I	Accession Site Unit (ASU) OIC DENCO CO/XO DB HQ Staff CCPD Medical Executive Credentialing Committee 2N1, JPME I	ASU OIC Senior Dental Executive NMRTC/ DB HQ Staff Regional Readiness Coordinator 3rd Fleet Surgeon 2D1 KSA Verification JPME II	Major Command CO/XO Post Command/DCOS Reserve Affairs Officer Senior HQ Staff Subject Matter Expert MARFORPAC Officer PACFLT Dental Officer QSLA Course



JO APPLY

Senior APPLY

### COMMUNITY VALUES

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

### ASSIGNMENTS

- Operational: EMF, MARFOR
- Support: NMRTC, ADAP MOB, ASU, NMTSC, BUMED
- Fleet Support: Force Dental, MARFORPAC
- Minor Commands: 4<sup>th</sup> Med / Dent Companies, ASUs
- Major Commands: NMRTC, EMF, 4<sup>th</sup> Med/Dent BN

### \* OPERATIONAL EXEC BILLETS

- PACFLT Dental Officer
- NAVCENT 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**
- **Demonstration of "Get Real, Get Better" principles, data-driven decision making in missions and assignments, and embodies transparency in leadership**
- **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 Variety**
  - Performance in all assignments, mobilization, operational, non-operational assignments and BSO
- **Professional Military Development**
  - Service Schools (BROC, AROC, NRUM, JMOC, SOLC, etc.)
  - JPME I / JPME II
  - Warfare Qualifications

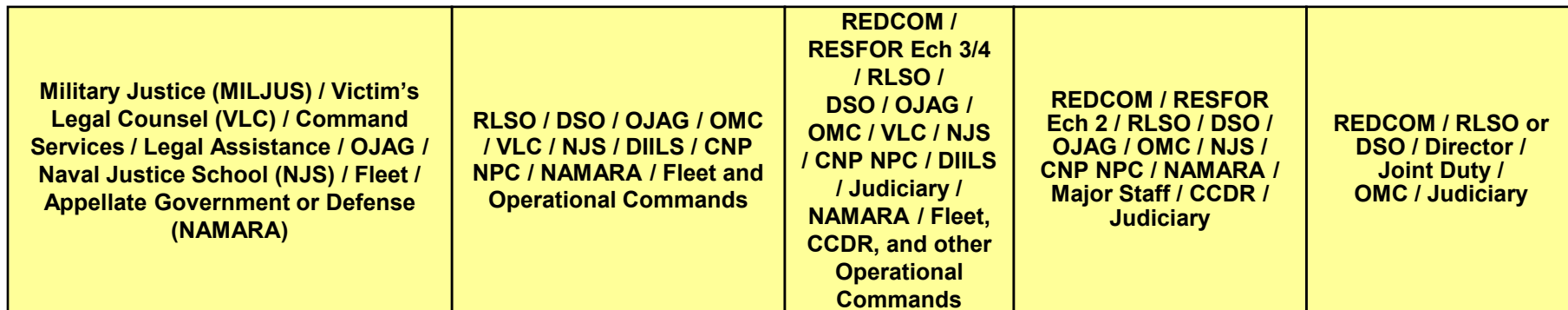
***SUCCESSFUL CAREER DEVELOPMENT REQUIRES A SUSTAINED PERSONAL COMMITMENT TO PREPARATION THROUGH PROFESSIONAL LEARNING AND INCREASED RESPONSIBILITY***



# Judge Advocate General's Corps

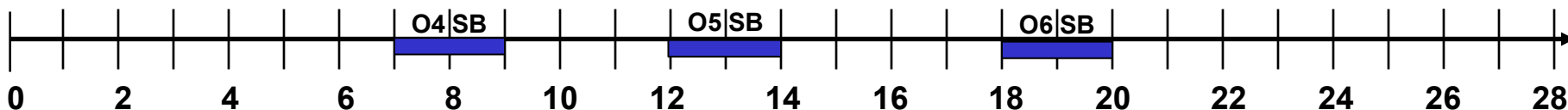
## Career Progression

### Career Path



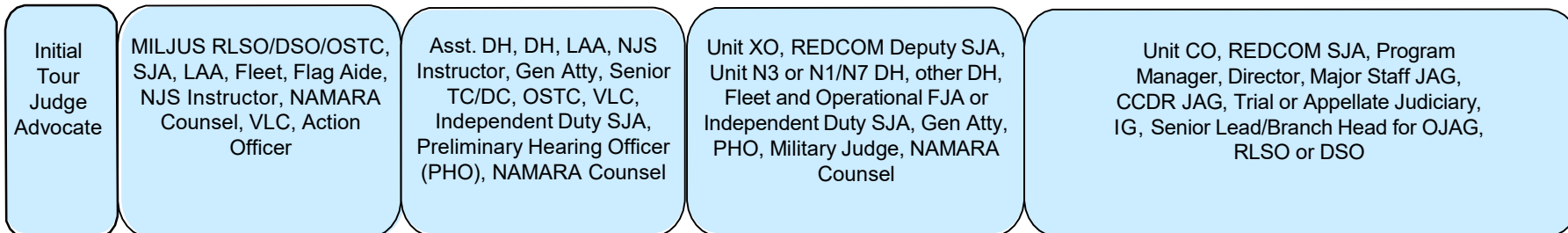
DCO/COD/IST: RLSO/DSO/OJAG

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



### Typical Billets

← APPLY Board →







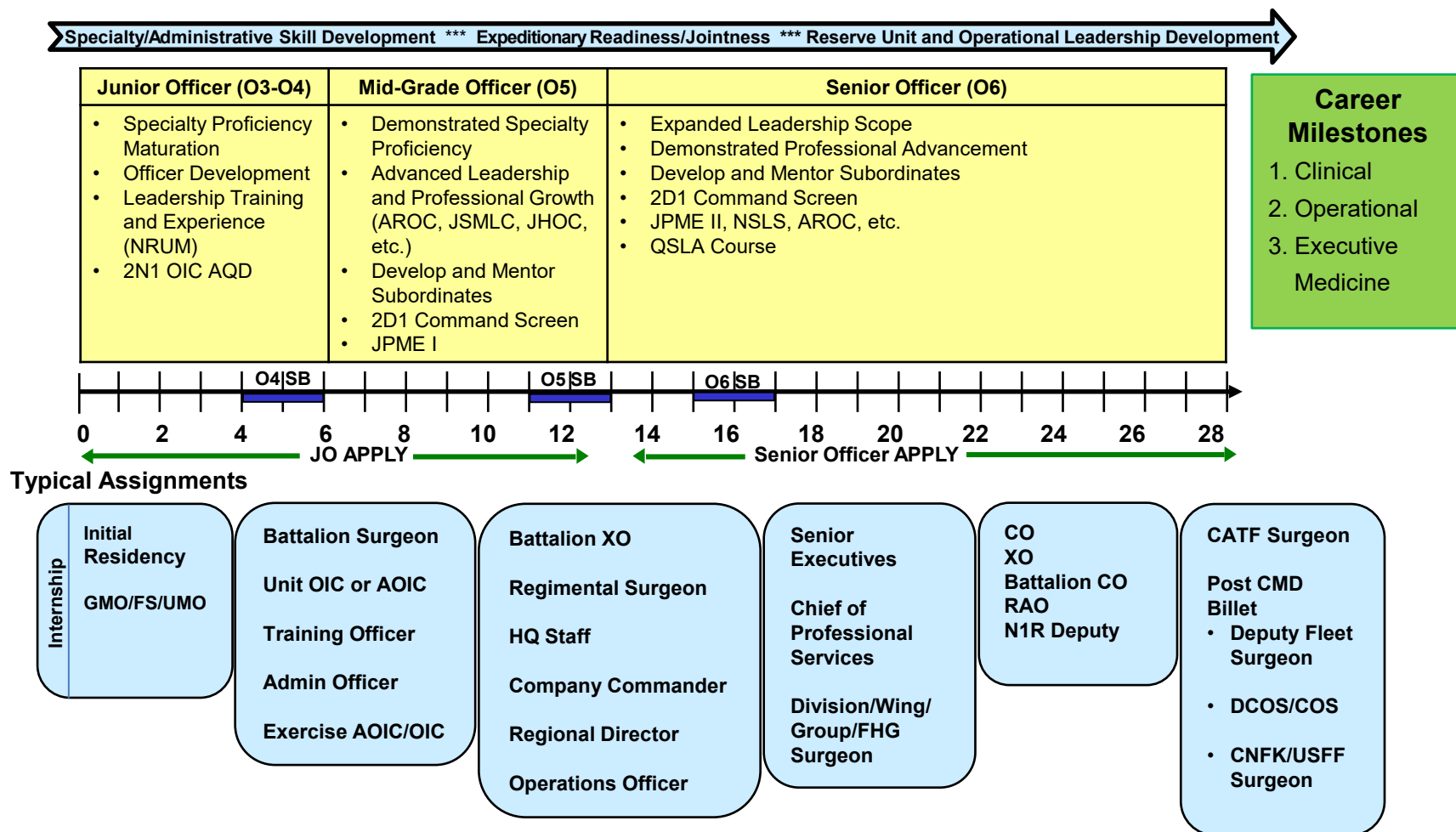
# Judge Advocate General's Corps

## *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**
- **Demonstration of "Get Real, Get Better" principles, data-driven decision making in missions and assignments, and embodies transparency in leadership**
- **Valued achievements at all paygrades**
  - Demonstrates sustained superior performance in positions of increasing complexity, responsibility, and leadership.
  - Consistently embodies a warfighting spirit, leads with character and integrity, embraces accountability, promotes a culture of learning, and encourages 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 support.
  - 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 support.
  - 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 knowledge of and ability to lead Navy Reserve Readiness units and provides supervision and mentorship over teams and JAG Corps Sailors.
  - 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 support.
  - Exhibits ability to proactively identify issues and provide timely and actionable legal advice to senior clients.
  - Demonstrates ability to effectively lead and manage Navy Reserve Readiness units and provide supervision and mentorship over teams, unit Sailors, judge advocates and legalmen 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





# 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**
- **Demonstration of "Get Real, Get Better" principles, data-driven decision making in missions and assignments, and embodies transparency in leadership**
- **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

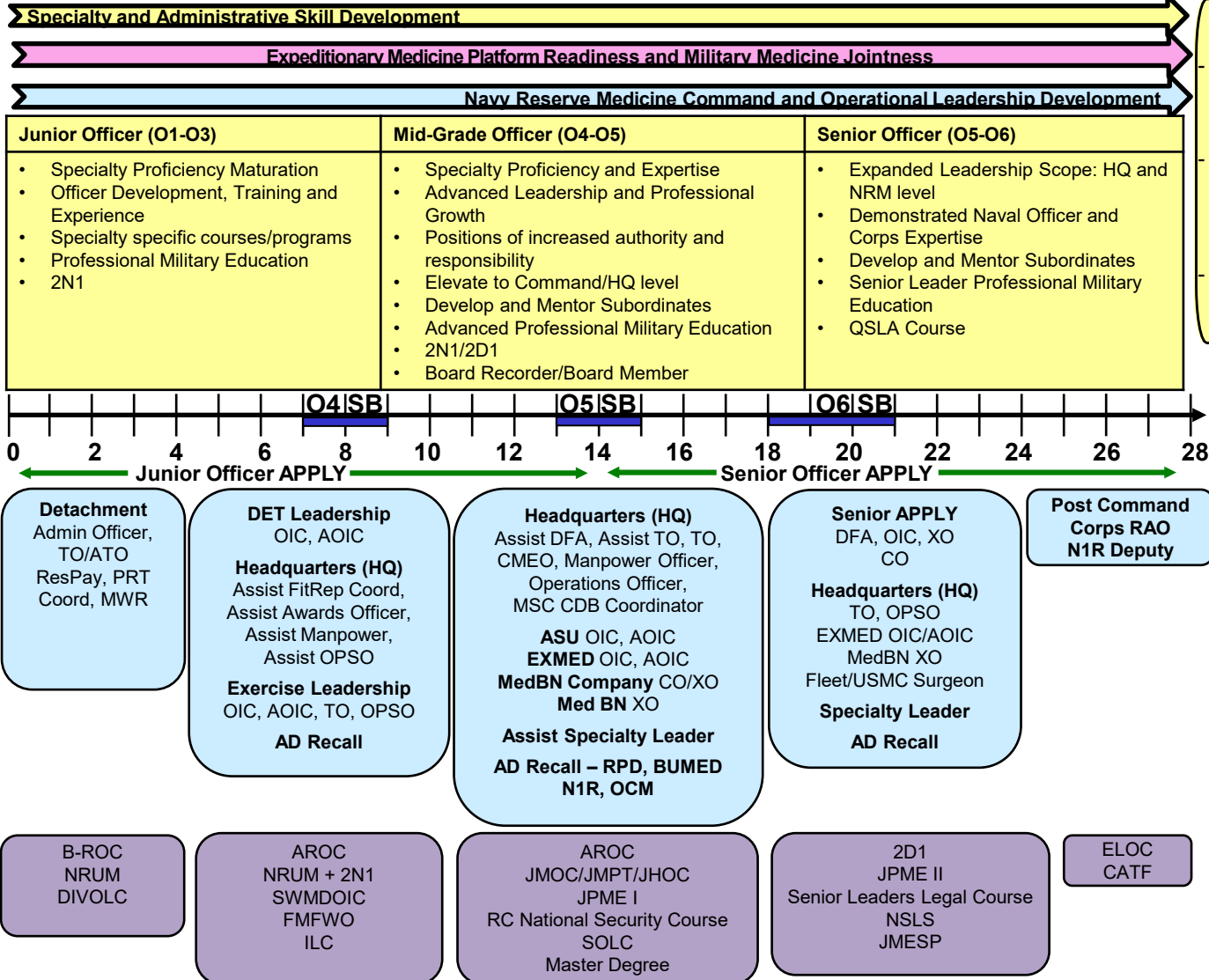
## Career Progression

### Career Tracks

- Health Care Administrator:**  
HCA, PAD, MedLog, Health IT, POMI
- Health Care Scientist:**  
Microbiology, AeroPhys, Entomology, EHO, IHO, MedLabScience
- Health Care Clinician:**  
ClinPsych, PT, OT, Dietetics, Optometry, Pharm, Podiatry, PA
- LEADERSHIP (2XXX and 2300):**  
APPLY POST-CMD, CO/XO/SE/OIC

### Recommended Assignments

### Professional Military Education and AQD



### Assignments

- Operational:**  
ERSS, EMU, EMF, FDPMU, MARFOR, T-AH
- Readiness Support:**  
REDCOM/Adaptive MOB, NR NMRTC, NR NMFSC, ASU, NR BUMED HQ
- Command Staff:**  
TYCOM, CCDR, Joint, Component



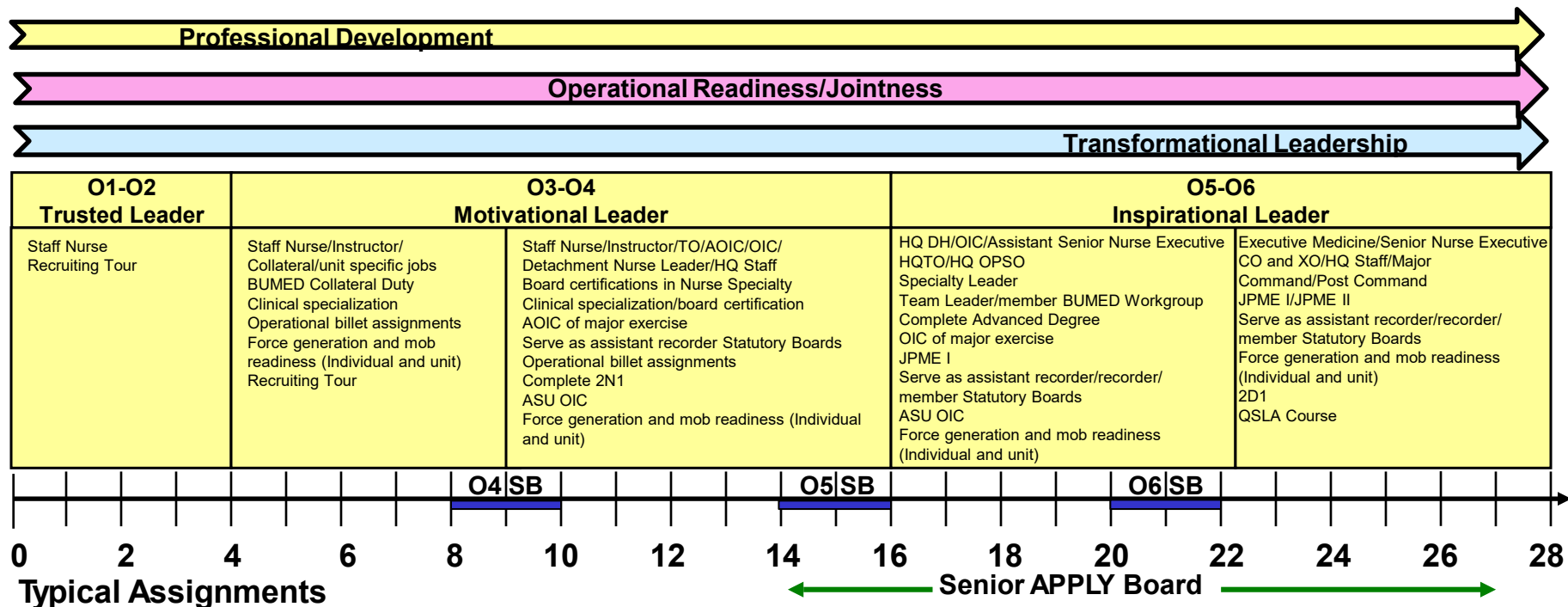
# Medical Service Corps

## *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**
- **Demonstration of "Get Real, Get Better" principles, data-driven decision making in missions and assignments, and embodies transparency in leadership**
- **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 I/II, 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 Variety**
  - Seek a variety of assignments in operational, command staff and support billets
  - Leadership positions in the operational/mobilization environment
  - Increase variety 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*

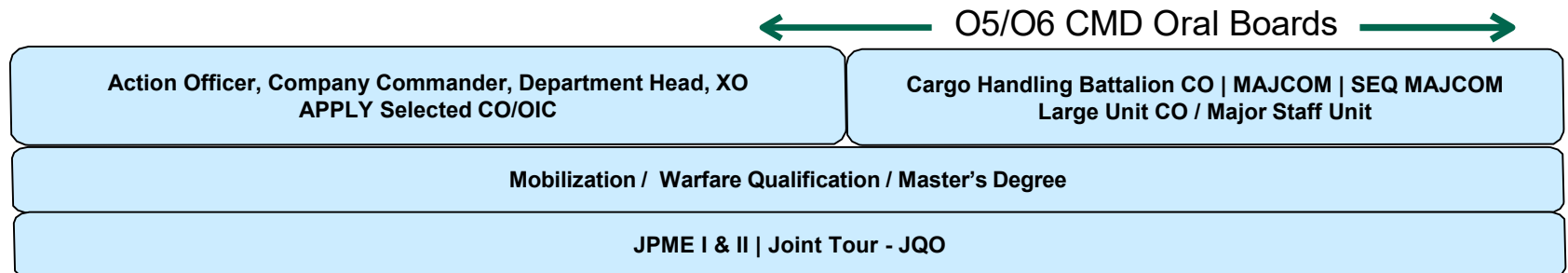
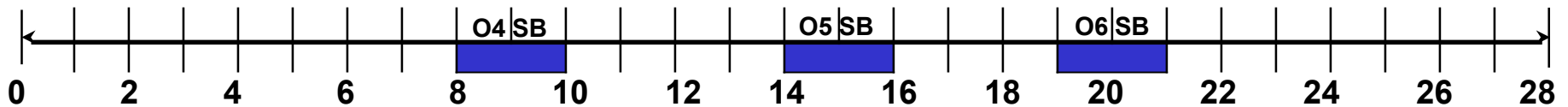
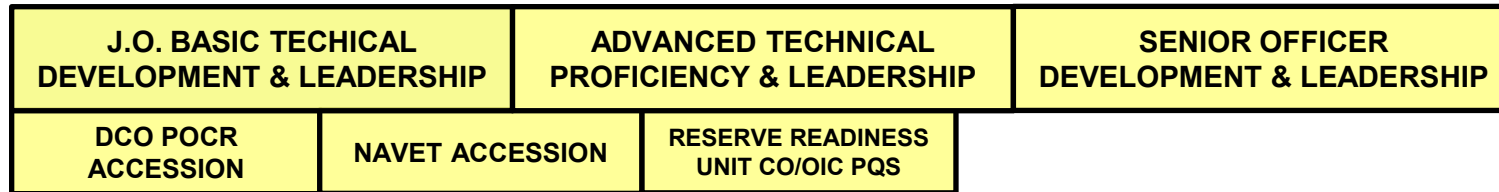
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- **Valued Reserve contributions to Navy mission via operational / mobilization assignments and Canvasser Recruiter duty during FY23 and beyond**
- **Demonstration of "Get Real, Get Better" principles, data-driven decision making in missions and assignments, and embodies transparency in leadership**
- **Valued achievements prior to LIEUTENANT COMMANDER**
  - Maintains clinical competency and currency for NOBC
  - Assignment variety
    - Assumes leadership positions (Det TO/AO/AOIC/OIC of small det) commensurate with rank and responsibility
    - Supports and engages with UMUIIC (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 variety
    - Successfully engaged in progressive Command leadership positions with enhanced job responsibilities and increased span of control
    - ASU OIC
    - Supports and engages with UMUIIC (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 variety
    - Successful track record of leadership in positions with increasing complexity and span of control in large, tough jobs, including UMUIIC 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, 67A Executive Medicine AQD, and other Professional Military Education, including advanced PME)



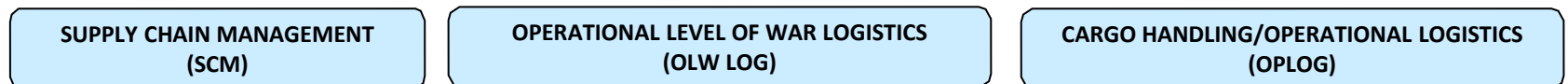
# Supply Corps

## 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**
- **Demonstration of "Get Real, Get Better" principles, data-driven decision making in missions and assignments, and embodies transparency in leadership**
- **Valued achievements at all paygrades**
  - Expertise in Supply and Joint Logistics functions
  - Warfare qualification (if assigned to a qualifying billet)
  - Operational logistics planning experience and education
  - Successful mobilization (qualifying for an AQD)
  - Joint experience and education (if assigned to qualifying billet)
  - DAWIA qualifications (brought to the RC/Community or earned while in qualifying billet)
- **Valued achievements prior to LIEUTENANT COMMANDER**
  - Successful operational tours (identified by AQD 928/929)
  - Increased responsibility, skill set development, and leadership experience (e.g., NAVELSG/NECC 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 (encouraged for all)
  - Leadership tours in large units (XO, OPS, CSO, NCHB Company Commander) or APPLY selected CO/OIC as a JO
  - Building expertise in one line of operation (LOO): SCM, OLW Logistics, or Cargo Handling/OPLOG
- **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, OLW Logistics, or Cargo Handling/OPLOG) and experience in one other LOO
  - Admin/Oral board for O5 Command (qualifying for 2D1 AQD)
  - JPME I (required for Major Command & Sequential Major Command/encouraged for all)
  - Successful Command tours, particularly in Cargo Handling Battalions and numbered/geographic Fleet units
  - Experience on major staff at the operational level of war

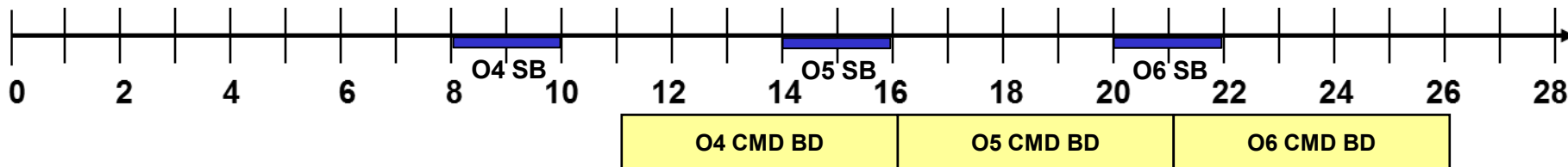


# Supply Corps (TAR)

## Career Progression

### Career Path

J.O. BASIC TECHNICAL DEVELOPMENT & LEADERSHIP	ADVANCED TECHNICAL PROFICIENCY & LEADERSHIP	SENIOR OFFICER DEVELOPMENT & LEADERSHIP
1 <sup>st</sup> Operational Tour 2 <sup>nd</sup> 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, EXWDC, NSWG-11 <u>Reserve Mgmt</u> : NRC CO, CNRFC, BUPERS OCM, RPD within NAVSUP or DLA, Reserve NCHB XO, NSCS, MDSC, SELRES CC <u>Fleet Support</u> : IDRESCOM, FLC, 4 <sup>th</sup> FLT	<u>Aviation</u> : CNAFR <u>Expeditionary</u> : COMNAVELSG, NCHB CO, NELR, MESSG-N4 <u>Reserve Mgmt</u> : CNRFC, NAVSUP, NRC CO, DLA, TAR Detailer, REDCOM-N4 <u>Fleet Support</u> : CNFK, BUMED, OPNAV, PACFLT, FLC, 4 <sup>th</sup> 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
BK1	RPD Qualified
BX3	Expeditionary

OPERATONAL/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)

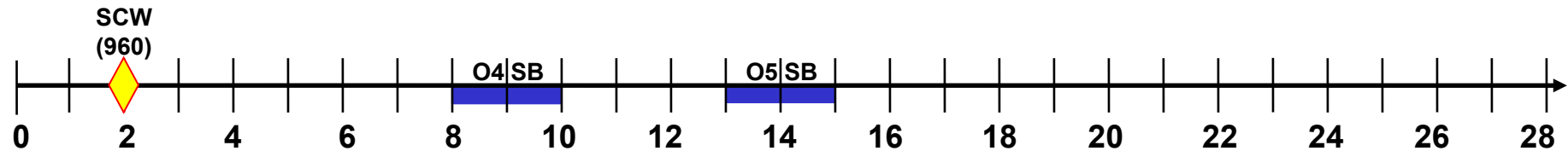
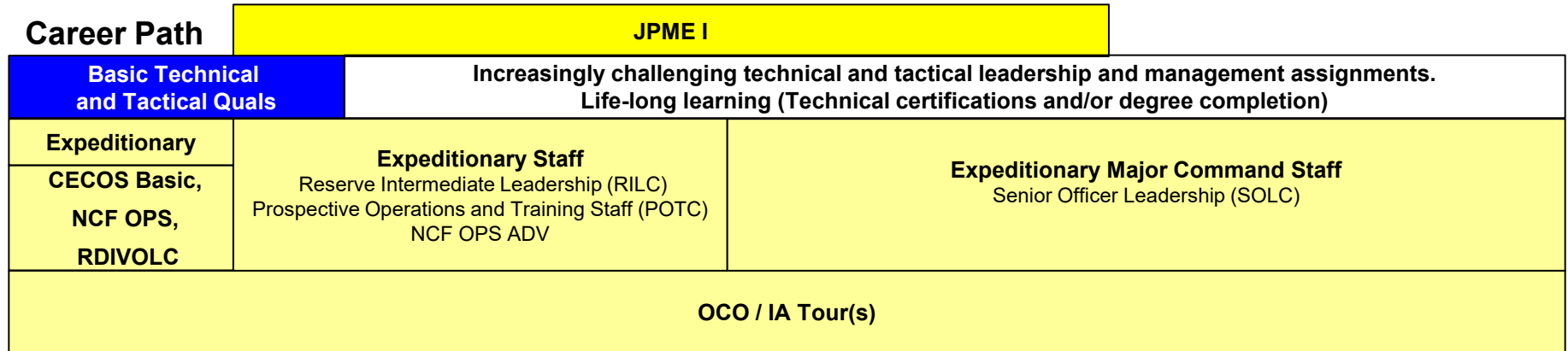
## *Community Values*

- **Sustained superior performance and demonstrated expertise in demanding billets and assignments**
- **Demonstration of "Get Real, Get Better" principles, data-driven decision making in missions and assignments, and embodies transparency in leadership**
- **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 (Company Commander and/or Department Head tour strongly encouraged)
- **Valued achievements prior to COMMANDER**
  - Experience in Reserve management and Reserve management leadership positions
  - Master's degree and subspecialty associated with Supply Corps competency (strongly encouraged)
  - Building expertise in one line of operation: Supply Chain Management, Operational Level of War Logistics or Cargo Handling/Operational Logistics
- **Valued achievements prior to CAPTAIN**
  - Proven ability to lead and direct people and organizations in tough, highly visible, and challenging environments with a significant SELRES population
  - Demonstrated subject matter expertise in one line of operation (Supply Chain Management, Operational Level of War Logistics or Cargo Handling/Operational Logistics and experience in one other line of operation)
  - Successful Command tour in a Navy Cargo Handling Battalion



# Limited Duty Officer (Staff)

## Career Progression



Typical Billets Expeditionary			
NCB / ACB Det OIC, Company Cmdr, Asst S7	NSW AOIC STEU Staff NCR / NCG Department Head	NSW OIC NCG / NECC Training Officer STEU Staff	NECC N7 Training STEU Deputy

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**
- **Demonstration of "Get Real, Get Better" principles, data-driven decision making in missions and assignments, and embodies transparency in leadership**
- **Valued achievements at all paygrades**
  - Extensive and relevant Expeditionary Naval Construction Force experience and/or assignments
  - Technical specialty areas of Construction and/or Project Management
  - Combined/Joint experience in reserve assignments and/or deployments
- **Valued achievements prior to LIEUTENANT COMMANDER**
  - Seabee Combat Warfare is expected (other warfare qualifications do not replace SCW)
  - Successful tours in Expeditionary leadership assignments (i.e. NSW, NCB, PHIBCB, NCR, GRP, STEU)
  - Graduate degree and/or Professional Certifications are highly 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 or education regarding promotion. With due consideration to peer group, promotion preference should be given to officers with successful OCO/IA deployment(s) first
  - 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-and enlisted)
  - Familiar with all LDO/CWO designator career paths and actively seeks out candidates for the program
  - A visible and positive representative of the community. Maintains communication with community leadership
  - Involvement and holding key roles within the LWO/CWO community (i.e. AO, ESG member, BOD member)