



FY-27 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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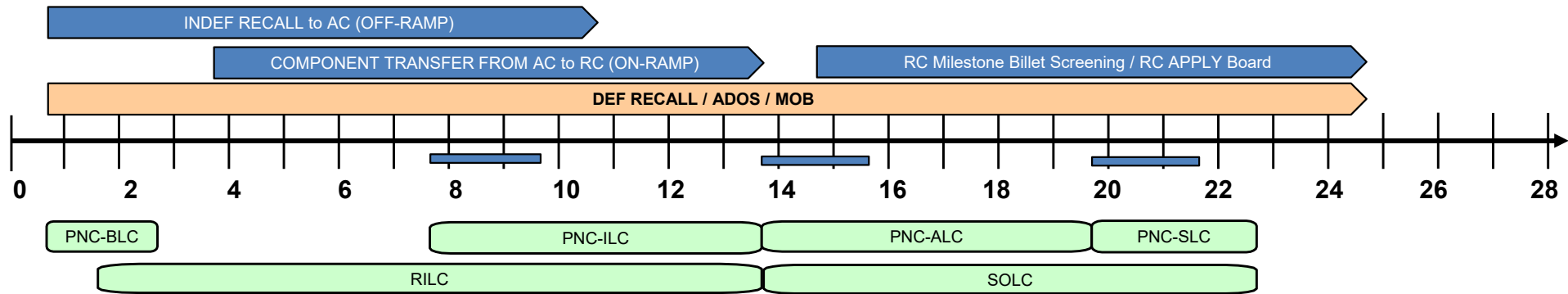


Chaplain Corps

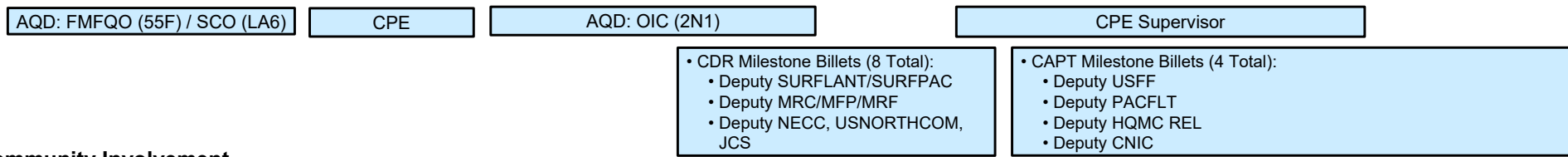
Career Progression

Career Path

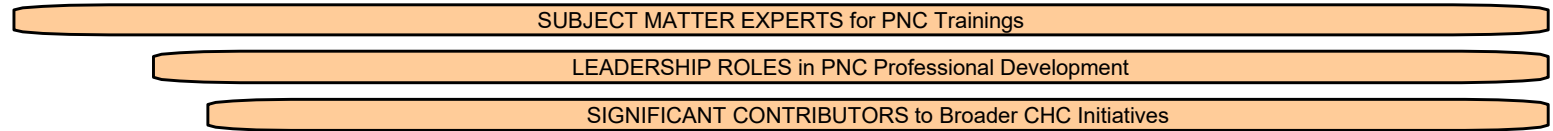
3-6 YEARS ENTRY GRADE SERVICE CREDIT	LTJG/LT	LCDR	CDR	CAPT
	RM Competencies: -Practitioners -Distinguish Provide and Care -Deliver Quality RM	RM & Supervisory Competencies: -Managers -Coordinate Facilitation -Provide Accountability	Supervisory & Organizational Competencies: -Administrators -Advise on 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

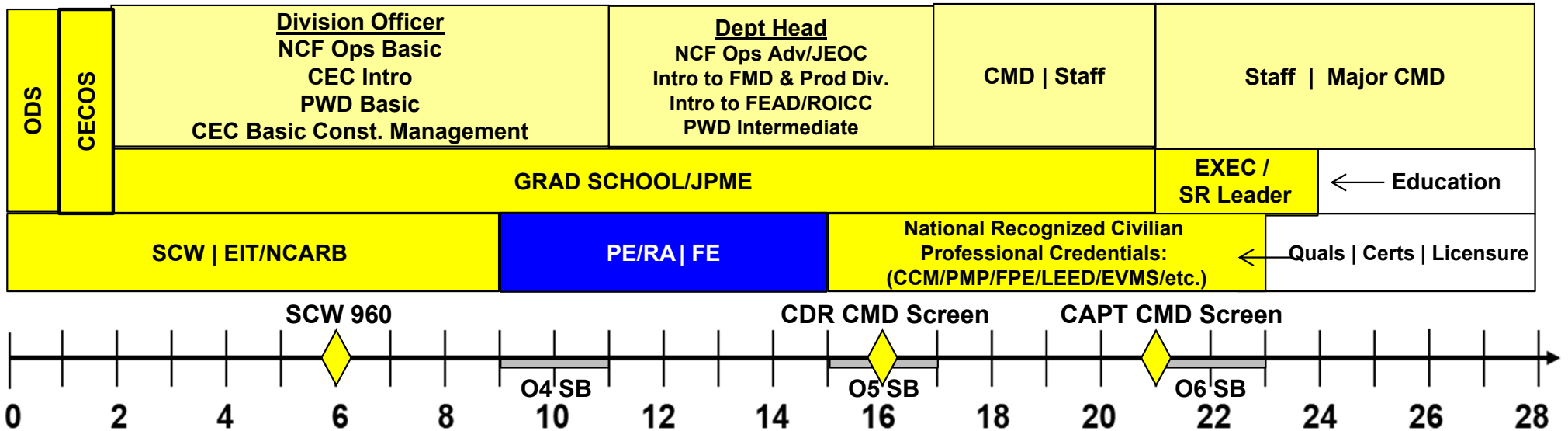
- **Sustained superior performance, leadership and expertise in demanding billets and assignments**
- **Evidence of a learning mindset, innovative problem solving and data-driven decision making**
- **Valued Reserve contributions to Navy mission via operational / mobilization assignments and Canvasser Recruiter duty during FY23 and beyond**
- **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 PWSU	NAVFAC CEU, Joint / Fleet Staff, SOF Support	NAVFAC HQ / PWSU / CEU, Joint / Fleet Staff, SOF Staff	NAVFAC HR / CEU OIC, Joint / Fleet Staff, Officer Manpower Coordinator, OPNAV	NAVFAC Contingency CO, Joint / Fleet Staff, CNIC
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TYPICAL EXPEDITIONARY BILLETS

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



Civil Engineer Corps

Community Values

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- Evidence of a learning mindset, innovative problem solving and data-driven decision making
- Valued Reserve contributions to Navy mission via operational / mobilization assignments and Convasser Recruiter duty during FY23 and beyond
- Combined/Joint experience in Reserve assignments and/or deployments
- Staff Contingency Engineering billet(s) (NRCEM, NAVFAC, OICC)
- Community Supporting Billets: Officer Career Management, Officer Community Management/Personnel Planning, Reserve Personnel Management, Mobilization/Selection Career Management, Manpower and Training Branch Head
- 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)



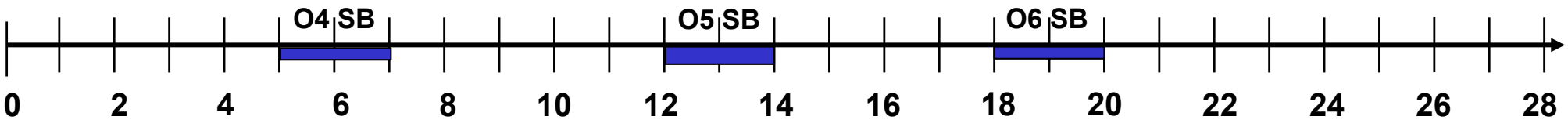
Dental Corps

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 DN CO OPSO 2N1, JPME I	Accession Site Unit (ASU) OIC DN CO CO/XO DB HQ Staff CCPD Medical Executive Credentialing Committee 2D1, JPME I O-5 CO/XO Commands	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, NMFDC, BUMED
- Fleet Support: Force Dental, MARFORPAC
- ASUs Commands: 4th Med / Dent Companies
- Major Commands: NMRTC, EMF, 4th 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, leadership and expertise in demanding billets and assignments
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- Valued Reserve contributions to Navy mission via operational / mobilization assignments and Canvasser Recruiter duty during FY23 and beyond
- Shared values by ranks: Performance, Readiness, Proficiency, Organizational Engagement, Transformational Leadership, and Professional Military Development
- Valued achievements prior to LIEUTENANT COMMANDER:
 - Consistently demonstrates strong performance across core job functions
 - Completes required training, participates in operational exercises and deployments (or provides support), and seeks opportunities for Joint assignments
 - Actively develops expertise in a sub-specialty and pursues relevant certifications
 - Seeks a variety of experiences in different roles and assignments to broaden understanding
 - Participates in organizational activities, contributes to organizational teams, and follows established policies
 - Effectively leads small teams, mentors junior personnel, and contributes to process improvements
 - Completes 2N1 Additional Qualification Designation (AQD), entry-level Professional Military Education courses and applies learned principles
- Valued achievements prior to COMMANDER:
 - Demonstrates sustained superior performance, exceeding expectations in key job functions
 - Leads operational exercises and deployments (or provides critical support), actively pursues Joint assignments, and mentors others in readiness
 - Recognized expert in a sub-specialty, maintains advanced certifications, and contributes to the field through presentations or publications relevant to Navy Reserve Medicine missions
 - Successfully manages complex assignments in a variety of roles, leveraging experience to solve challenging problems
 - Leads organizational initiatives, mentors organizational teams, and contributes to policy development and implementation at the command level
 - Leads larger teams or programs, mentors future leaders, and drives significant improvements in efficiency and effectiveness
 - Completes 2N1 AQD, Joint Professional Military Education (JPME-I), intermediate-level Professional Military Education courses and integrates learned principles into leadership practices
- Valued achievements prior to CAPTAIN:
 - Models exceptional performance, setting the standard for excellence in all job functions
 - Leads large-scale operational exercises and deployments (or provides strategic support), serves in key Joint leadership positions, and shapes organizational readiness strategies
 - Recognized expert in a sub-specialty, influences policy and practice, and advances the field through research and innovation
 - Leads complex organizations across a broad scope of roles, leveraging extensive experience to achieve strategic objectives
 - Shapes organizational culture through active leadership, mentors executive-level teams, and contributes to enterprise-wide strategic level policy and program development
 - Leads large organizations, mentors senior leaders, and drives transformational change that significantly impacts the organization
 - Completes 2N1/2D1 AQDs, JPME-I, advanced Professional Military Education courses



Judge Advocate General's Corps

Career Progression

Career Path

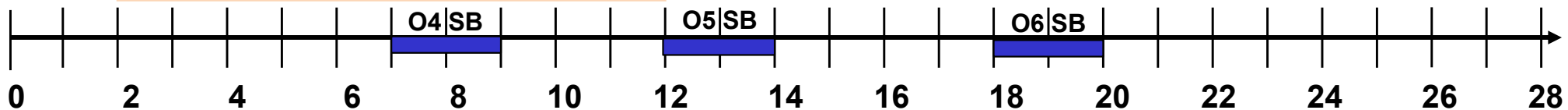
<p>RLSO / DSO / OJAG / NJS / VLC</p> <p>Installation SJA, Independent SJA at Operational Commands</p>	<p>RLSO / DSO / OJAG / OMC / VLC / NJS / DIILS / CNP NPC / NAMARA / Judiciary</p> <p>Fleet and Operational Commands</p>	<p>RLSO / DSO / OJAG / OMC / VLC / NJS / DILLS / CNP NPC / CNRFC / NAMARA / Judiciary</p> <p>Fleet / CCDR / Operational Commands</p>	<p>RLSO / DSO / OJAG / OMC / VLC / NJS / DILLS / CNP NPC / CNRFC / NAMARA / Judiciary</p> <p>Fleet / CCDR / Joint / Major Staff / other Operational Commands</p>	<p>RC JAGC Program Senior leadership Roles</p> <p>Fleet / CCDR / Joint / Major Staff / other Operational Commands</p>
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Recommended Professional Development:

NRUM 2N1 AQD JPME Ongoing SME Training

NAVETs may transition at any point after initial active obligation

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



Typical Billets

← APPLY Board →

Military Justice, Legal Assistance, Command Services (Staff Judge Advocate), Fleet Judge Advocate (FJA), Flag Aide, NJS Instructor, Appellate Counsel, Victim Legal Counsel (VLC), Action officer

Asst. DH, DH, Senior Defense or Trial Counsel, VLC, Independent Duty SJA, Preliminary Hearing Officer (PHO), Appellate Counsel

Unit XO, REDCOM Deputy SJA, Unit N3 or N1/N7 DH, other DH, Fleet and Operational FJA or Independent Duty SJA, PHO, Military Judge, Senior Appellate Counsel, SME billet

CO, REDCOM SJA, Program Manager, Director, Major Staff JAG, CCDR JAG, IG, Trial or Appellate Judge, Senior Lead/Branch Head for OJAG, RLSO or DSO, Senior SME billet



Judge Advocate General's Corps

Community Values

- **Sustained superior performance, leadership and expertise in demanding billets and assignments**
- **Evidence of a learning mindset, innovative problem solving and data-driven decision making**
- **Valued Reserve contributions to Navy mission via operational / mobilization assignments and Canvasser Recruiter duty during FY23 and beyond**
- **Valued achievements at all paygrades**
 - Consistently embodies a warfighting spirit leading with character, competence, integrity and accountability
 - Commensurate with each paygrade, a demonstrated increasing level of understanding, practice, and competence of the JAGC core competencies (national security law, military justice, administrative law, and Sailor/family legal services) which actively enable warfighter readiness
 - Commensurate with each paygrade, demonstrates an increasing level of understanding and leadership within the Office of the Judge Advocate General (OJAG), Naval Legal Service Command (NLSC), Office of the Special Trial Counsel (OSTC), and Navy Reserve organizations and operations
 - All paygrades are expected to demonstrate increasing levels of mentorship and leadership; while leadership is often associated with assignment to specific billets, leadership skills and ability may be demonstrated through action, behavior, and character
- **Valued achievements prior to LIEUTENANT COMMANDER**
 - Exhibits ability to proactively identify issues and provide timely and actionable legal advice
 - Embraces increased leadership responsibility
 - Demonstrates personal responsibility and ownership of individual warfighting mobilization and mission readiness
- **Valued achievements prior to COMMANDER**
 - 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 understanding of Navy operations and organizations in a battlespace of increasing complexity
 - Demonstrates personal responsibility and ownership of individual and unit warfighting mobilization and mission readiness
 - Actively mentors and develops future leaders
- **Valued achievements prior to CAPTAIN**
 - Exhibits exceptional ability to proactively identify issues, provide timely and actionable legal advice to senior clients, including flag-level staffs and operational level of war commanders
 - Demonstrates ability to effectively lead and manage Navy Reserve Readiness units and provide supervision and mentorship over staff, officers, divisions, teams, unit Sailors, including judge advocates and legalmen at lower echelons; actively mentors and develops future leaders
 - Effective leadership includes promotion of, and insistence upon individual, unit, and community level warfighting mobilization and mission readiness
 - Demonstration of exceptional expertise and experience as a Subject Matter Expert (SME) in one of the four JAGC core competencies
 - Demonstrated learning attitude and service-oriented throughout career (e.g., seeking additional meaningful opportunities to lead, to train, superior service and leadership during long-term orders, JPME, completion of additional education)



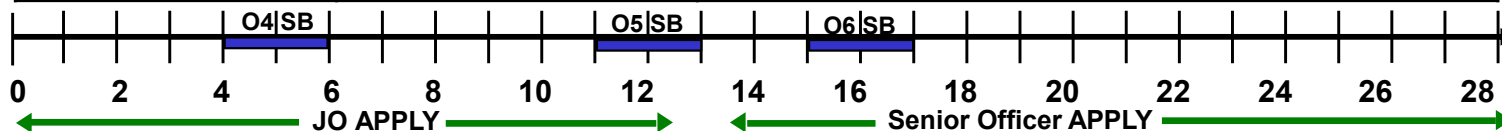
Medical Corps Career Progression

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

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

Career Milestones

1. Clinical
2. Operational
3. Executive Medicine



Typical Assignments





Medical Corps

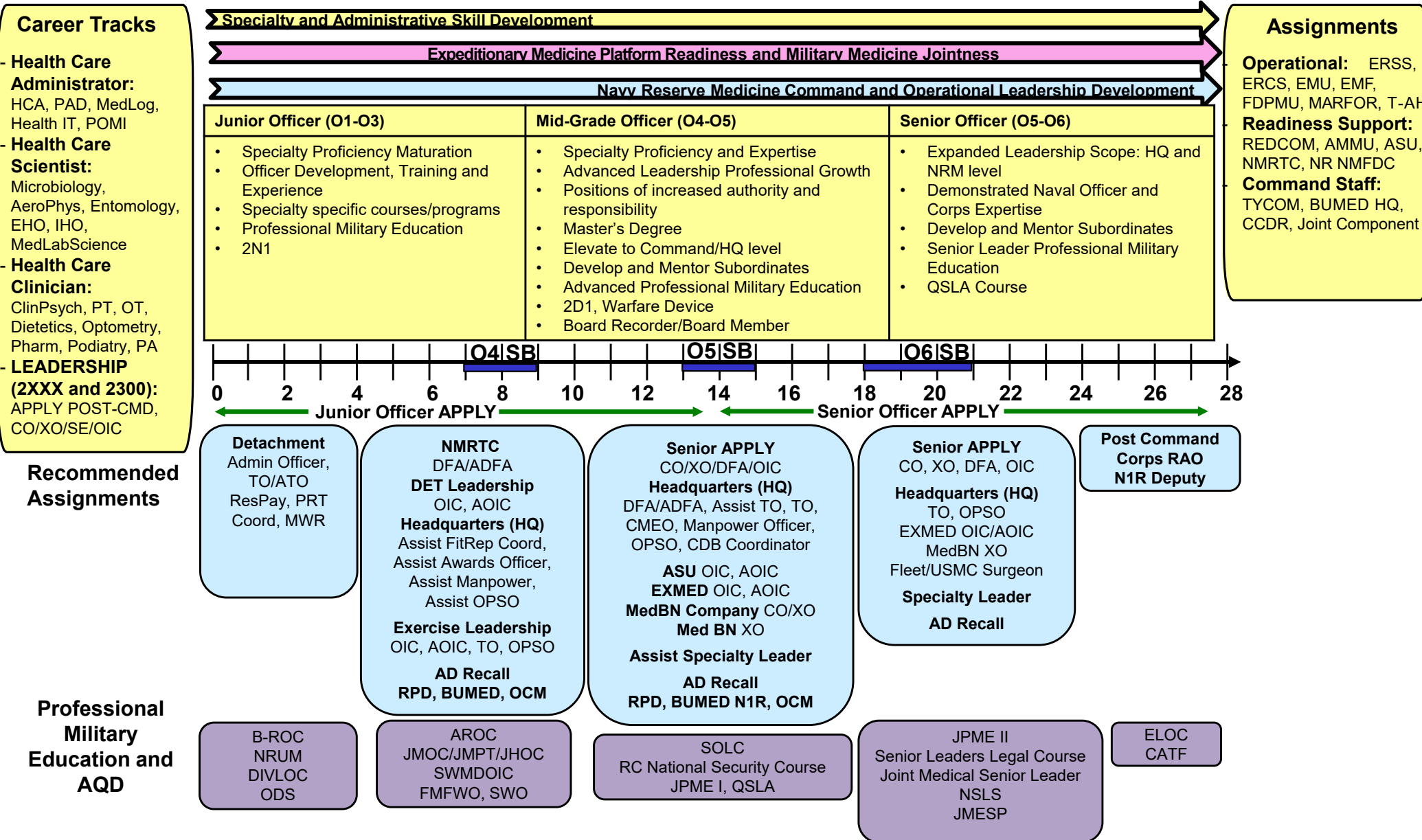
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Medical Service Corps

Career Progression





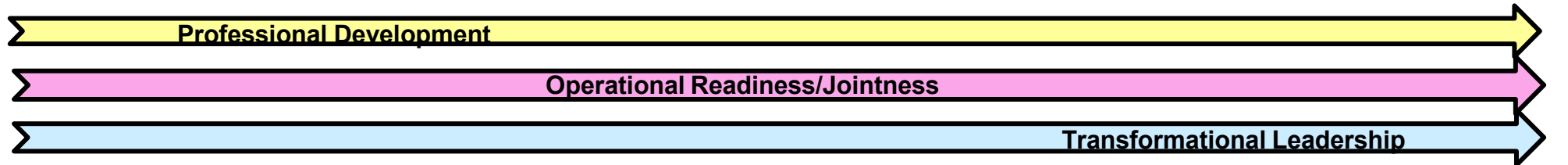
Medical Service Corps

Community Values

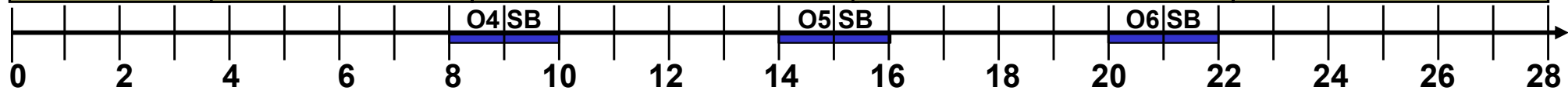
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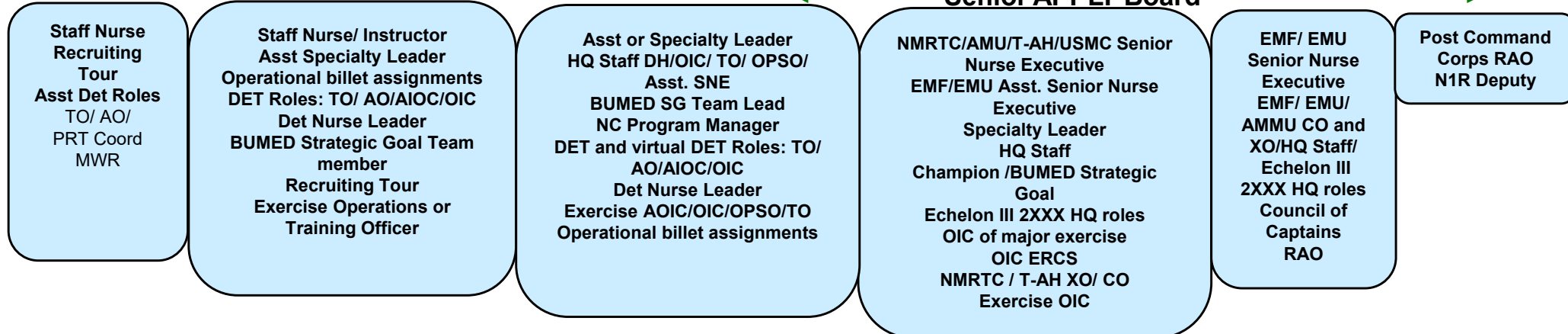
Nurse Corps Career Progression



01-02 Junior Officer	03-04 Mid-Grade Officer		05-06 Senior Officer	
Grow clinical competence Professional Military Education Begin 2N1 Leads by example Maintains Credentialing and Privileging 2N1, B-ROC, NRUM DIVLOC, ODS	Assumes leadership positions Clinical specialization Force generation and mob readiness Supports and engages with UMUIC Maintains clinical competency/ currency Recommended Courses (C4, NRUM, BROC, 2N1, DIVLOC)	Progressive Command leadership positions /enhanced job responsibilities /increased span of control Supports and engages with UMUIC Board Certifications in Nurse Specialty Maintains clinical competency/ currency Pursue advanced degrees Serve as assistant recorder Boards Force generation and mob readiness Recommended Courses (C4, NRUM, AROC, 2N1, MedXellence)	Increasing complexity and span of control in large, tough jobs, UMUIC engagement/ Virtual Leadership positions Complete Advanced Degree Operational Exercises/Mobilization Serve as recorder/ Statutory Boards Maintains clinical competency and currency Force generation and mob readiness Begin JPME I Executive Medicine & 2D1 AQD/ SOLC, MedXellence	Successful track record of leadership/ increasing complexity /span of control /large tough jobs/UMUIC engagement Serve as member Statutory Board Force generation and mob readiness Maintains clinical competency and currency Operational Exercises/Mobilization 2D1 AQD QSLA Course JPME I/JPME II



Typical Assignments





Nurse Corps

Community Values

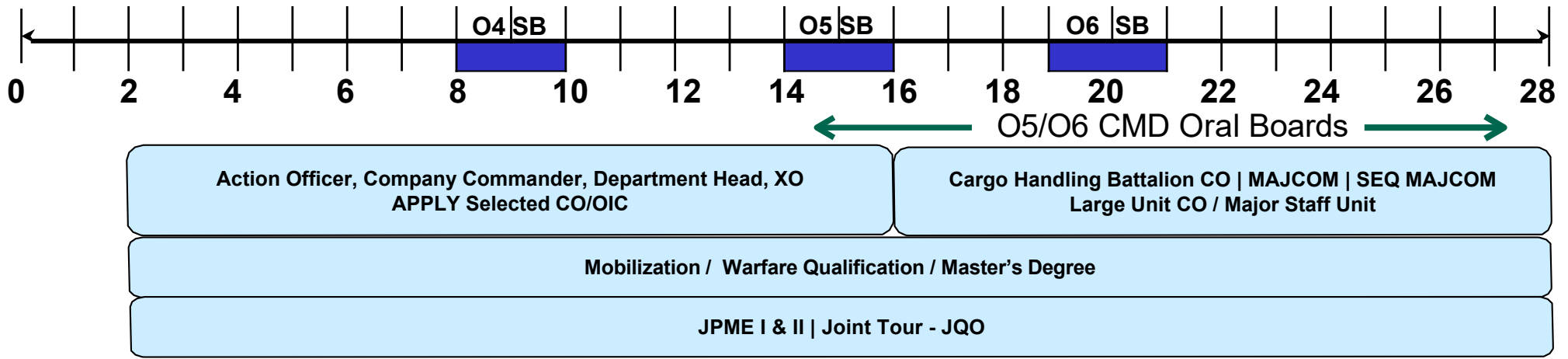
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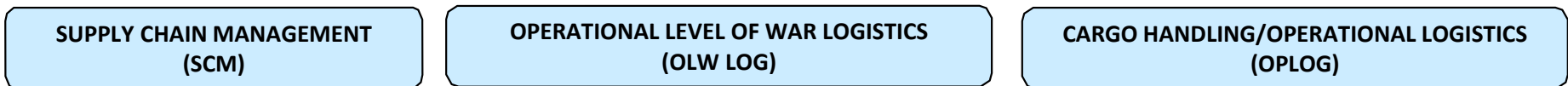
Supply Corps

Career Progression

Career Path



Principal Lines of Operation/Major Billet Areas





Supply 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**
- **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)
- **Valued achievements prior to LIEUTENANT COMMANDER**
 - Successful operational tours (identified by AQD 928/929)
 - Increased responsibility, skill set development, and leadership experience in OPLOG, OLW, and numbered Fleets / FLC units
- **Valued achievements prior to COMMANDER**
 - Master's degree in Business, SCM/Project Operations, or Logistics and/or Continuous Improvement Process Certification such as Lean Six Sigma
 - 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

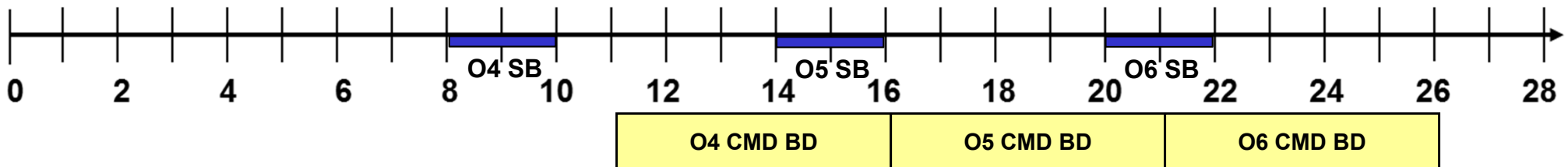


Supply Corps (TAR)

Career Progression

Career Path

J.O. BASIC TECHNICAL DEVELOPMENT & LEADERSHIP	ADVANCED TECHNICAL PROFICIENCY & LEADERSHIP	SENIOR OFFICER DEVELOPMENT & LEADERSHIP
1 st Operational Tour 2 nd 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 th FLT	<u>Aviation:</u> CNAFR <u>Expeditionary:</u> COMNAVELSG, NCHB CO, NELR, MESH-N4 <u>Reserve Mgmt:</u> CNRFC, NAVSUP, NRC CO, DLA, TAR Detailer, REDCOM-N4 <u>Fleet Support:</u> CNFK, BUMED, OPNAV, PACFLT, FLC, 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/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)

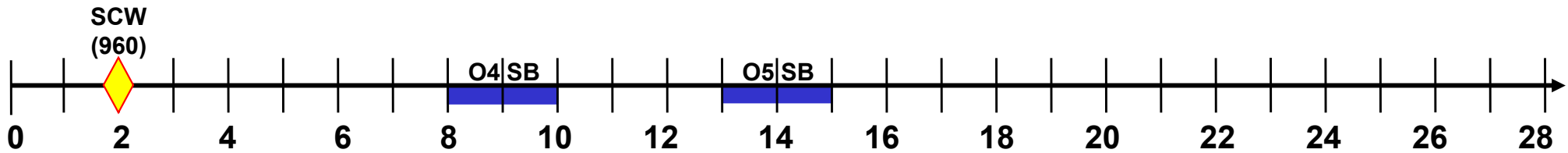
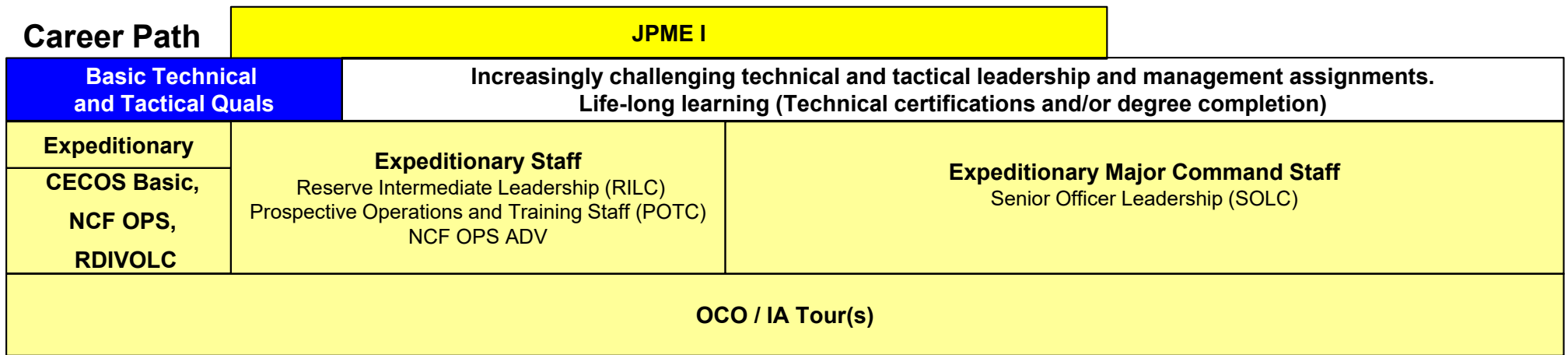
Community Values

- **Sustained superior performance, leadership and expertise in demanding billets and assignments**
- **Evidence of a learning mindset, innovative problem solving and data-driven decision making**
- **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, leadership and expertise in demanding billets and assignments**
- **Evidence of a learning mindset, innovative problem solving and data-driven decision making**
- **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 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
- **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)
- **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 LDO/CWO community (i.e. AO, ESG member, BOD member)
 - Engagement and impact within the community