



FY-27 Navy Reserve Staff Corps Merit Reorder Disclaimer

This information is provided to assist board members in identifying performance and career achievements which may indicate a record of particular merit. Board members are expected to use their experience and judgment after review of the records recommended for promotion to determine those records of particular merit. Information on these slides is not an all inclusive list and should not be used to exclude records that otherwise document particular merit. *This information is not a checklist of traits required for merit and should not be a substitute for board discretion.* It has been vetted by Navy Personnel Command and OJAG for statutory compliance and approved by SECNAV.

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Chaplain Corps

Merit Reorder Considerations

- **Superior contributions to the Navy Reserve and the Warfighting Readiness of the Force that surpass those of their peers. Individuals best qualified for merit reorder will meet every qualification outlined by their community**
- **Valued achievements for all paygrades:**
 - Standout performance indicated by soft breakouts and/or trait averages above RSCA
 - Continued education, personal and professional growth
 - Mobilization, Mid-tour or CHC-level awards
 - Exemplified items described on the CHC's Community Values slide
- **Valued achievements prior to LIEUTENANT COMMANDER include:**
 - Operational excellence and increased scope of responsibilities in leadership, supervision, and/or staff assignments
 - Functioned at LIEUTENANT COMMANDER level and executed GRGB self-assessment, self-correction, and always learning
 - Strengthened the mastery of the four CHC core competencies in others by epitomizing mentoring, coaching, and supervising of chaplains and Religious Program Specialists
- **Valued achievements prior to COMMANDER include:**
 - Sustained superior performance and increased scope of responsibilities in leadership, supervision, and/or major staff assignments
 - Superb performance in a COMMANDER milestone billet, officer-in-charge tour and/or fully functioning at COMMANDER level
 - Built team by collaborating across organizations to solve problems with lasting outcomes to significantly increase the Spiritual Readiness of warfighters and their families
 - Sought opportunities to broaden leadership KSAs through MOB/Def Recall/ADOS/ADT
- **Valued achievements prior to CAPTAIN include:**
 - Strategic acumen exemplified by a CAPTAIN
 - Seized absolute ownership of assigned mission in a milestone tour and/or officer-in-charge tour
 - Aligned CHC policy to CNR guidance
 - Executed GRGB to identify process gaps and implement deliberate planning tools to close those gaps



Civil Engineer Corps

Merit Reorder Considerations

- **Superior contributions to the Navy Reserve and the Warfighting Readiness of the Force that surpass those of their peers. Individuals best qualified for merit reorder will meet every qualification outlined by their community**
- **Valued achievements for all paygrades:**
 - Successfully and continuously served in assignments normally filled by the next higher paygrade, or “Acting” in a similar billet, for more than six months
 - Top recognized performer in all assignments
 - Successful performance in overseas, arduous, or operational / Individual Augment assignments
 - Post-graduate degree
 - ACA qualification
 - Other technical qualifications or certifications (e.g., LEED, CEM, PMP, or other similar and relevant certification)
 - Seabee Combat Warfare qualification (AQD: 960)
- **Valued achievements prior to LIEUTENANT COMMANDER**
 - Seabee Combat Warfare qualification (AQD: 960) (other warfare qualifications do not replace SCW)
 - Achieved professional qualification (PE or RA)
 - Completion of JPME Phase I
- **Valued achievements prior to COMMANDER**
 - Successful leadership of personnel in challenging assignments
 - Superior performance in a key Battalion billet (XO, S3, S7)
 - Completion of JPME Phase I
- **Valued achievements prior to CAPTAIN**
 - Additional relevant education in business, engineering, or military science fields beyond a single graduate degree
 - Selected for command by the command screening board at current paygrade
 - Superior performance in more than one of the following billets: Commanding Officer, Chief of Staff/Chief Staff Officer, Executive Officer, Regimental or Battalion Operations Officer



Dental Corps

Merit Reorder Considerations

- **Superior contributions to the Navy Reserve and the Warfighting Readiness of the Force that surpass those of their peers. Individuals best qualified for merit reorder will meet every qualification outlined by their community**
- **Valued achievements prior to LIEUTENANT COMMANDER**
 - Successfully completed deployment or mobilized to Active Duty, Earned 2N1
 - Committed to Excellence & Professional Education: Board certification in specialty, KSA Verification
 - Trait Average consistently above RSCA in all tours
 - Track record of ongoing success with increasing responsibility (Training Officer, Admin Officer, Collaterals)
 - Volunteered to support Dental Readiness throughout the Region
- **Additional valued achievements prior to COMMANDER**
 - Increasing scope/responsibility of Operational or Training Leadership (ASU OIC, Operations Officer, HQ Collateral Duty, Dental Battalion, Detachment OIC/AOIC, Exercise OIC) with trait average consistently above RSCA
 - Operational Deployment or mobilized to Active Duty
 - Leadership role in support of Dental Readiness nationwide
 - Continued Commitment to Excellence: Professional Education, Service School, SG/CNO Reading List participant, Complete JPME I, Earned 2D1, FMFWO, Continued KSA Verification
 - Medical Executive Committee - CCPD
- **Additional valued achievements prior to CAPTAIN**
 - Served with distinction in a Leadership position within Navy Medicine (ASU OIC, AMMU OIC or SDO, DN CO CO/XO, NMRTC CO/XO, FITREP Coordinator), Specialty Leader, Crossed BSO Assignments
 - Top recognized performer on mobilization, recalls or active duty for operational support (ADOS) that balances operational/Joint experience and Headquarters leadership development
 - Administrative Subject Matter Expert
 - Complete a wide range of advanced training (FMF, JPME I/II, Recall)
 - Senior Dental Executive
 - Reserve Program Director



Judge Advocate General's Corps

Merit Reorder Considerations

- **Superior contributions to the Navy Reserve and the Warfighting Readiness of the Force that surpass those of their peers. Individuals best qualified for merit reorder will meet every qualification outlined by their community**

- **Valued experience at all paygrades**
 - Top recognized performer in all assignments, with consistent success in positions and duties of increasing responsibility, and with trait average consistently above RSCA
 - Successful performance in a position or assignment normally filled by the next higher paygrade, to include Acting in a similar billet, for more than six months
 - Measurable leadership and mentoring actions to improve inclusion and trust within the JAG Corps
 - Significant contributions to processes that result in individual and community self-assessment, learning, correction, and/or process improvements or innovation
 - Significant contributions in recruiting, accession, onboarding, and retention efforts
 - Completion of JPME and other training, education and professional development relevant to naval warfighting, JAG Corps core practice areas, and leadership (e.g. graduate or executive continuing education, multiple NOBC/AQD, 2N1 AQD)



Medical Corps

Merit Reorder Considerations

- **Superior contributions to the Navy Reserve and the Warfighting Readiness of the Force that surpass those of their peers. Individuals best qualified for merit reorder will meet every qualification outlined by their community**
- **Valued achievements prior to LIEUTENANT COMMANDER**
 - Commitment to Excellence
 - Dedicated to excellence as a clinician
 - Board certification
 - Training and mentoring
 - Peer-reviewed publications
 - Leadership
 - Chief Resident
 - Medical/specialty state or national organization leadership role
 - Top recognized performer in leadership role in clinical or operational environment
 - Career Variety
 - Prior service (e.g. Line, enlisted or first career in health related field)
 - Operational tour(s)
 - Deployments
- **Additional valued achievements prior to COMMANDER**
 - Commitment to Excellence
 - Master clinician
 - Multiple peer-reviewed publications, invited presentations
 - Specializations or fellowship trained in subspecialty
 - Teach/train particularly in operational platforms
 - Military professional development courses/JPME I (Complete)/2N1 AQD
 - Leadership
 - Detachment AOIC/OIC, HQ Staff Position
 - Program Director/Associate Program Director
 - AOIC/OIC field exercise or deploying platform
 - Collateral duties
- **Additional valued achievements prior to CAPTAIN**
 - Top recognized performer in leadership roles such as: Assistant Chief Medical Officer, Assistant Wing/Group/Division/FHG surgeon or subcomponents, Regimental Surgeon, Chief Professional Services 4th MED BN, Unit OIC, 4th MED BN Company CO, 4th MED BN XO, Career Development Board member for mentoring the corps
 - Master clinician, Program Director
 - Assistant Specialty Leader or Specialty Leader
 - Medical Executive Committee
 - JPME II



Medical Service Corps

Merit Reorder Considerations

- **Superior contributions to the Navy Reserve and the Warfighting Readiness of the Force that surpass those of their peers. Individuals best qualified for merit reorder will meet every qualification outlined by their community**
- **Valued achievements prior to LIEUTENANT COMMANDER**
 - Trait Average consistently above RSCA in all tours
 - Performed competitively in an operational tour that balances skillset development and operational experience in multiple areas of responsibility
 - Top recognized performer among peer group in a position that exceeds expectations of current paygrade
 - Completed advancing Professional Military Education courses, Warfare insignia and/or 2N1
- **Additional valued achievements prior to COMMANDER**
 - Top recognized performer in Headquarters/Officer-in-Charge tour
 - Top recognized performer on mobilization, recall or active duty for operational support (ADOS) that leveraged specialty skillset and development of operational/Joint experience
 - Top recognized performer among peer group in a position that exceeds expectations of current paygrade
 - Completed JPME I, advancing Professional Military Education courses, Warfare insignia
- **Additional valued achievements prior to CAPTAIN**
 - Top recognized performer in Senior Executive and Headquarters/Command position
 - Top recognized performer on mobilization, recall or active duty for operational support (ADOS) that balances operational/Joint experience and Headquarters leadership development
 - Tour variety in multiple Navy Medicine areas of operation (EXMED, USMC, Fleet, RESFOR, BUMED)
 - Top recognized performer among peer group in a position that exceeds expectations of current paygrade
 - Completed JPME II, advancing Professional Military Education courses, Warfare insignia



Nurse Corps

Merit Reorder Considerations

- **Superior contributions to the Navy Reserve and the Warfighting Readiness of the Force that surpass those of their peers. Individuals best qualified for merit reorder will meet every qualification outlined by their community**
- **Valued achievements prior to LIEUTENANT COMMANDER**
 - Superior performance across all domains of the Professional Practice Model
 - Operational readiness/Joint
 - Deployment if applicable, or provided direct support to the warfighter
 - Possible AQDs: BX2, LA7, 6FA, 6OB, 6OC, 6OE, 6OU, 6OW, 6AJ, 68M
 - Professional development of self and others
 - Certification
 - Varied assignments billets (e.g., EMF, NMRTC, USMC, etc.)
 - UMUIC Leadership (Virtual leadership positions, DH, AOIC, policy)
 - Transformational leadership
 - Top recognized leader of people or programs to achieve measurable outcomes; outstanding mentorship; acted as a change agent and promoted innovation
 - Possible AQDs: HB3, HG1, 67G, 68H, 68I, 68L, 69K, 69O, 69P, 69L
- **Additional valued achievements prior to COMMANDER**
 - Operational readiness/Joint
 - Top recognized performer in any of the following: Unit Department Head, operational assignment, deployment
 - Recognized performer in UMUIC Virtual leadership positions, DH, AOIC/OIC, policy
 - 2N1 AQD
 - Professional development of self and others
 - Continued education past masters considered, recognized clinical SME
 - Possible AQDs 6ZA-F(academic faculty/ researcher)
 - Superior performance as team lead of a BUMED Nurse Corps Strategic Goals Group
 - Engaging in or completed JPME I or other Professional Military Education
 - Transformational leadership
 - Outstanding performance in leadership role such as nurse researcher, specialty leader, executive assistant, faculty member, or assistant director
- **Additional valued achievements prior to CAPTAIN**
 - Models all domains of the Professional Practice Model
 - Earned AQD: 67A
 - Top recognized performer as any of the following: Operational assignment, deployment, Officer-in-Charge, HQ tour (Command Leadership Position – i.e. Det Director, Command TO, Command OPSO), and operational staff. Increasing span of control in large, tough positions
 - Senior Nurse Executive and Specialty Leader
 - 2D1 AQD
 - Engaging in JPME II or other advanced Professional Military Education is key for merit reorder consideration



Supply Corps

Merit Reorder Considerations

- **Superior contributions to the Navy Reserve and the Warfighting Readiness of the Force that surpass those of their peers. Individuals best qualified for merit reorder will meet every qualification outlined by their community**
- **Valued achievements prior to LIEUTENANT COMMANDER**
 - Breakout performance in challenging assignments aligned to the SC lines of operation
 - Top recognized performer in an NCHB Company Commander or S3/OPS DH billet
 - Exceptional performance in an APPLY selected CO/OIC billet
- **Valued achievements prior to COMMANDER**
 - Breakout performance in challenging assignments aligned to the SC lines of operation
 - Top recognized performer on mobilization, recall, or active duty for special work (ADOS) orders
 - Demonstrated expertise and leadership in operational logistics planning, particularly at a numbered/geographic fleet or combatant command
 - Completed JPME Phase I
- **Valued achievements prior to CAPTAIN**
 - Breakout performance in challenging assignments aligned to the SC lines of operation
 - Top recognized performer on mobilization, recall, or active duty for operational support (ADOS) orders
 - Top recognized performer at major staff (e.g. Ech III or above)
 - Tour variety in multiple Reserve Supply areas of operation WITH recognized expertise and leadership in one: SCM, OLW Logistics, or Cargo Handling/OPLOG
 - Completed JPME Phase II and/or JQO



Supply Corps (TAR)

Merit Reorder Considerations

- **Superior contributions to the Navy Reserve and the Warfighting Readiness of the Force that surpass those of their peers. Individuals best qualified for merit reorder will meet every qualification outlined by their community**
- **Valued achievements prior to LIEUTENANT COMMANDER**
 - Recognized top performer in two operational tours to include a department head tour
 - Recognized top performer in tough visible tours that balance skillset development and operational experience
 - Earned warfare qualification in each qualifying tour
 - Reserve management experience
 - Master's degree
- **Valued achievements prior to COMMANDER**
 - Recognized top performer in tough visible tours which balance skillset development and operational experience
 - Recognized top performer in at least one Supply Corps line of operation competency (Reserve Management, Aviation, Expeditionary) demonstrated by Early Promote and soft breakout FITREPs
 - A subspecialty in at least one Supply Corps competency
 - Recognized top performer in Reserve management tour
 - Master's degree in Supply Corps competency with a variety of assignment types
- **Valued achievements prior to CAPTAIN**
 - Recognized top performer in a Navy Cargo Handling Battalion command tour
 - Recognized top performer at major staff assignments (e.g., Echelon III staff or higher)
 - Tour variety



Limited Duty Officer (Staff)

Merit Reorder Considerations

- **Superior contributions to the Navy Reserve and the Warfighting Readiness of the Force that surpass those of their peers. Individuals best qualified for merit reorder will meet every qualification outlined by their community**

- **Valued achievements for all paygrades:**
 - Meritorious consideration should be given to those officers who demonstrate superior LEADERSHIP AND TECHNICAL performance within their designator specialty in the degree of importance demonstrated here:
 - Qualification as Seabee Combat Warfare Officer (AQD: 960)
 - Documented successful leadership roles
 - Successful performance in multiple overseas, arduous, or operational / Individual Augment assignments
 - Graduate degree
 - Completion of JPME Phase I
 - Combined/joint experience in reserve assignments and/or deployments
 - Top recognized performer in all assignments
 - Attainment of Facilities Engineering qualification (AQD: AF1 to AF3)