

HR BEACON

Community News for HR Professionals

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HR (1200) Career Tracks

This issue of the *HR Beacon* provides an overview of the new HR Active Component Career Tracks discussed in the FY20-25 HR Strategic Plan, which established strategic goals of deliberately developing highly skilled HR officers from initial accession through senior captain. AC HR career tracks are designed to provide HR officers with the right skills to fill the right jobs at the right time while delivering world-class HR services to MyNavy HR, the Fleet and Joint Forces.

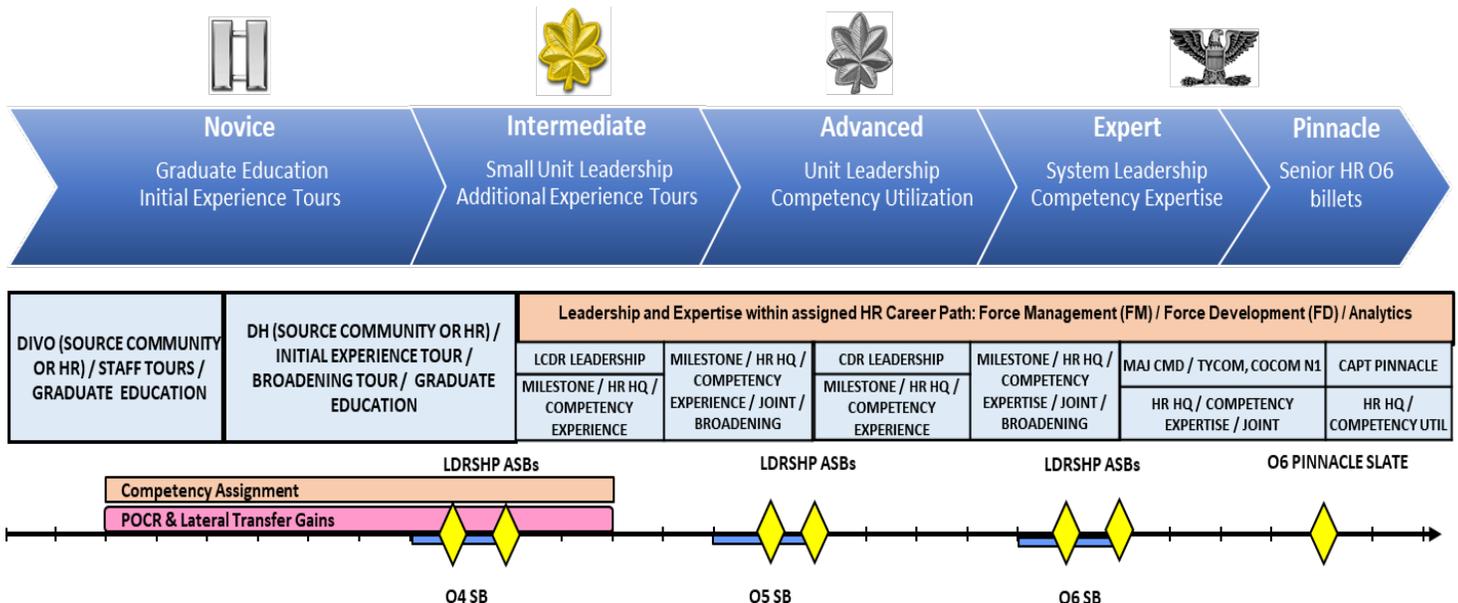
Developing specific competencies to support MyNavy HR: The FY 20-25 HR Strategic Plan includes a Strategic Goal to deliberately develop the necessary skills/competencies for HR officers to support CNP's three MyNavy HR pillars:

- Force Development:** Attract and train recruits who master new, complex skills throughout their career
- Force Management:** Equip Commands and Sailors with proper expertise and tools to advance their careers
- Enterprise Support:** Support Force Development and Force Management to meet the complex and unique needs of Sailors, families and Commands through resource management and integration across the MyNavy HR enterprise

HR Career Tracks (AC/1200): Aligned to MyNavy HR pillars, billets are designated for specific AC HR career tracks to deliberately develop leadership and professional expertise in three distinct areas:

- Force Development (FD):** Talent Acquisition and Accession, Initial and Fleet Training
- Force Management (FM):** Career Management, Service Delivery, Pay & Personnel Management and N1/J1
- Force Requirements and Resourcing (FR2):** Operations Analysis, Financial Management, Requirements, Business Optimization and Enterprise Support

AC HR officers (1200) will be assigned into a primary career track (FD, FM, FR2) **no later than 12 years commissioned service (YCS)**. Once assigned, HR officers are expected to build technical expertise within their assigned track, as well as gain leadership and HR headquarters tour experience prior, which may be outside their to IZ for O-6.



Elements of each AC HR Career Track

- **Graduate Education:** HR-related master's degree at NPS or civilian equivalent institution
Note: In-residence graduate education is typically completed as an O-3 and off-duty HR-related graduate education completed prior to IZ for O-5.
- **Experience Tours:** Professional development through tours *within* an AC HR career track, not necessarily an individual's assigned career track
Note: In general, new accessions will have the opportunity to complete experience tour(s) in one or more career tracks prior to career track assignment (NLT 12 YCS). After career track assignment, officers may have the opportunity for experience tours *outside* their assigned track to complete leadership, HR HQ, joint, and other key career development assignments.
- **Competency Tours:** Utilization/development tours within an *assigned* AC HR career track
Note: As officers progress in their assigned career track, they will build on their initial experience tour(s) to develop higher-level career track expertise from Novice to Expert across their career.
- **Leadership Tours:** CO, XO/Deputy Commander, OIC at LCDR, CDR, and CAPT (leadership tours may fall outside of an individual's assigned career track, depending on opportunity/availability)
- **Milestone Tours:** Key billets, specifically designated by HR Flag leadership, *within each career track* slated through a competitive detailing talent marketplace process.
- **Broadening Tours:** Tours *outside* of MyNavy HR competencies (Joint, Service Colleges, SNTWI, etc.)
Note: Broadening assignments in support of joint requirements, special assignments, and other professional development opportunities can be completed at any paygrade.
- **HR Headquarters Tours:** LCDR-CAPT staff assignments at SECNAV/ASN, CNP/OPNAV, DCNP/NPC
- **Pinnacle Billets:** Influential Senior HR CAPT billets representing the peak non-flag positions within each track.

Career Development & Tracking

- **HR AQDs:** Discreet AQDs track each officer's experience, HR HQ, leadership tours and professional certifications as they progress from Novices to Experts
- **Subspecialty Codes:** SSCs document graduate education & utilization, and HR experience tours in Operations Analysis, Manpower Systems Analysis, Financial Management, and Training & Education

Notional Career Scenarios under new Career Tracks

- **New HR Accessions:** Most new HR accessions will have the opportunity to complete one or more initial experience tours prior to career track assignment. More senior accessions (YCS > 10) will be assigned to a specific career track upon redesignation based on their experience, education, and HR Community needs.
- **Less than 12 Years Commissioned Service (YCS):** AC HR officers with less than 12 YCS have the ability to continue to grow experience in a specific or multiple career tracks prior to career track assignment. No later than 12 YCS, 1200s will be assigned to a designated career track.
- **Greater than 12 YCS:** AC HR officers with more than 12 YCS will be assigned to a designated career track based on best fit (career history, personal preference and HR Community needs).

For all scenarios: To ensure officer expertise is deliberately developed, an officer's assigned career track will be the greatest driving factor in the detailing process. It may be necessary to pursue billets outside of an assigned career track to complete leadership and/or HR HQ tours. Detailers will ensure broadening tours and education assignment alignment with the individual officer's career progression and development plan.

Next Steps:

To maximum extent possible, implementation of these changes to the HR Community will be developed with collective input. As we progress, updates will be sent out prior to implementation. Below is a notional timeline:

- **Appoint Career Track Leads:** Similar to BOD Leads, Career Track Leads act as the Senior HR representative for a designated career track and assist in succession planning, assignments, development, and mentoring of HR officers within their Career Track. TARGET: NOV 2020
- **Align AC HR Billet Base to Career Tracks:** Publish the HR billet base with career track designation. Billet base requirements will be the demand signal for HR officer inventory requirements by paygrade. TARGET: Q2 FY21
- **Codify Expertise Criteria and AQD:** Establish AQD documentation for experience and expertise within a career track and establish award criteria for the respective AQDs. Codify process for career track assignment. TARGET: Q2 FY21
- **Update HR Officer Records to new Career Tracks:** Rollout AQD construct and align HR officer records to new career tracks with focus on new HR accessions and HR officers with >12 years of commissioned service. TARGET: Q3 FY21
- **Revise HR Talent Management Processes:** Adjust business rules, procedures, and convening orders to execute the HR Leadership and Sea Screening Board and Competitive Detailing Talent Marketplace. TARGET: Q3 FY21

Core Compency Areas (CCAs) and associated business rules remain in effect until career track business rules are finalized and published. Implementation timeline for other major items will be determined and incorporated into future HR Action Plans. Recordings of the Flag All Hands calls explaining the career tracks are available on the HR community portal.

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