

2024 Supply Corps OP Roadshow



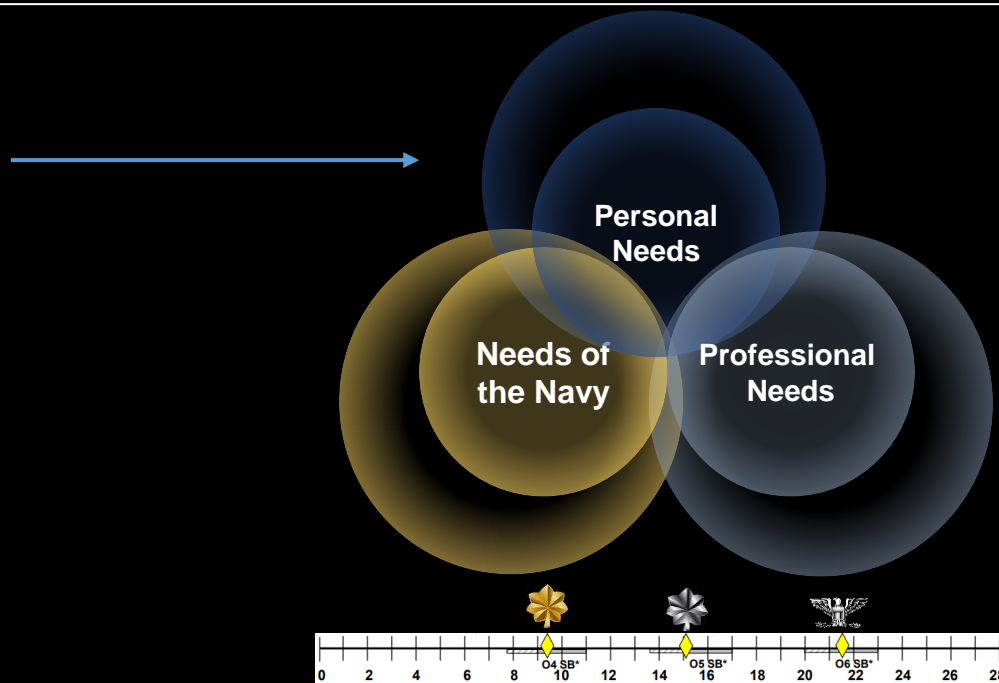
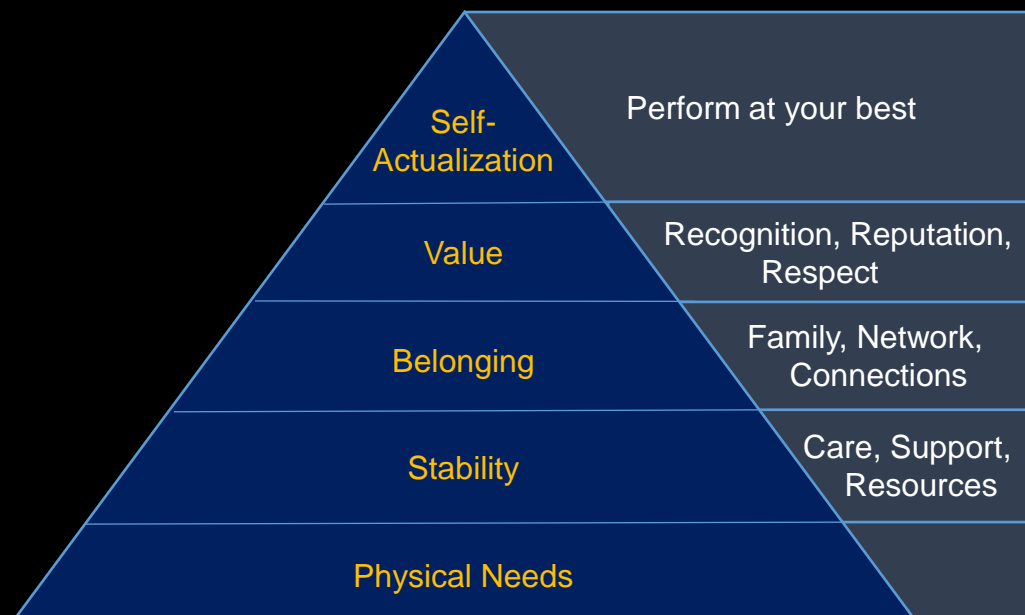
Welcome Supply Corps Officers and Guests

This is Your Career



Develop your Hierarchy of Needs:

- Identify your values and priorities
 - Personal
 - Professional
 - Continuously reassess




Community Brief



Supply Corps Community Values

- Valued achievements at ALL paygrades**
 - Sustained superior performance* in leadership billets of increasing responsibility and complexity is most valued
 - History of assignments which reflect diversity in scope, complexity, and mission commensurate with their rank
- Valued achievements prior to LIEUTENANT COMMANDER**
 - Two operational tours with one in an afloat unit
 - Or experience in at least one SC operational tour and demonstrated performance in a source community other than SC
 - Attainment of at least one officer warfare qualification
 - Department Head tour (highly valued)
- Valued achievements prior to COMMANDER**
 - Completion of two or more operational tours and attainment of at least one Supply Corps warfare qualification
 - Exposure to a range of operational and support tours in Fleet logistics, supply chain, acquisition, and life cycle sustainment
 - Proven potential to manage complex processes, lead people and organizations in tough, high-impact environments, while effectively integrating logistics and sustainment functions
 - Business-related, data science, or military service college Master degree (regardless of source)
- Valued achievements prior to CAPTAIN**
 - Proven ability to lead people (military and civilian) and organizations in tough, high-impact environments while leveraging diverse experiences
 - Experience in a broad range of operational and support tours in Fleet logistics, supply chain, acquisition, and life cycle sustainment at multiple echelons across the SC Lines of Operation
 - Demonstrated leadership and performance in O-5 command tours and command equivalent O-5 milestone tours (highly valued)
 - Successful completion of tours as Executive Officers of Fleet Logistics Centers, or in industrial support assignments of equivalent scope and complexity (e.g. NSY, FRC, RMC)

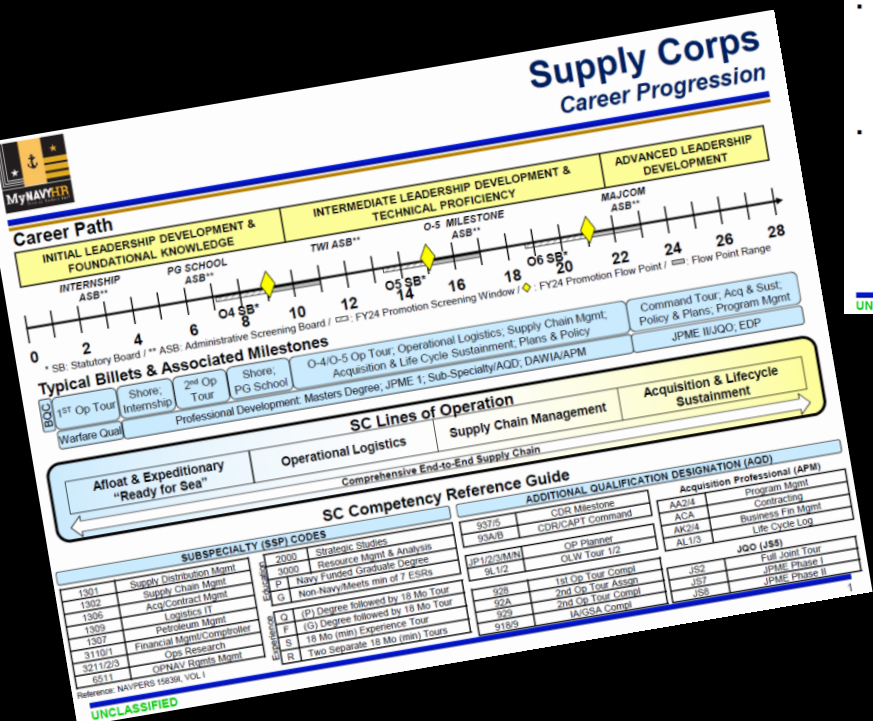
UNCLASSIFIED



Supply Corps Merit Reorder Considerations

- Valued achievement at ALL paygrades**
 - Officers who are consistently recognized as top performers in all assignments should receive first priority for merit reorder
- Valued achievements prior to LIEUTENANT COMMANDER**
 - Successful completion of two operational tours
 - Must have served as an operational Department Head. Superior performance in an afloat Department Head tour is especially valued.
- Valued achievements prior to COMMANDER**
 - Breakout performance in challenging assignments aligned to the SC Lines of Operation
 - Superior performance in a large-deck Principal Assistant tour (desired)
 - Completed JPME Phase I
- Valued achievements prior to CAPTAIN**
 - Breakout performance in challenging assignments aligned to the SC Lines of Operation
 - Superior performance in an O-5 command tour or command equivalent O-5 milestone tour
 - Must be an Acquisition Professional Community member or Joint Qualified Officer (JQO)

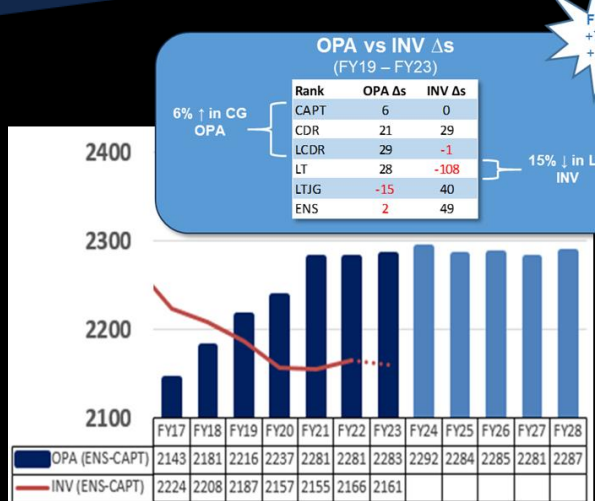
UNCLASSIFIED



Know the Community's Expectations – Including the Precepts & Convening Order

Community Health Update

Rank	Δ
FY23	
CAPT	(9)
CDR	(15)
LCDR	(38)
LT	(90)
LTJG	31
ENS	(12)
Total	(133)
FALL 2023	



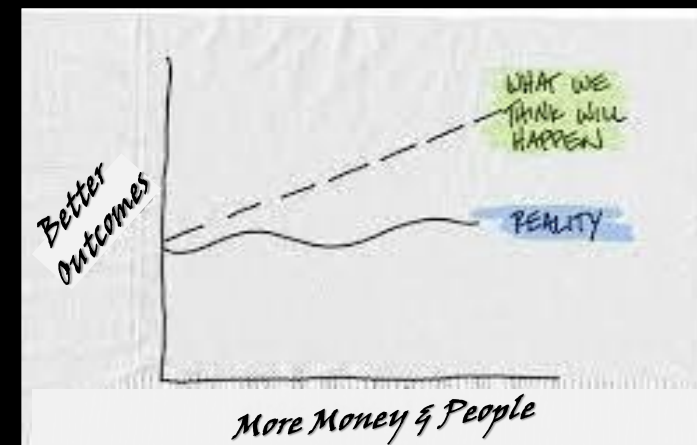
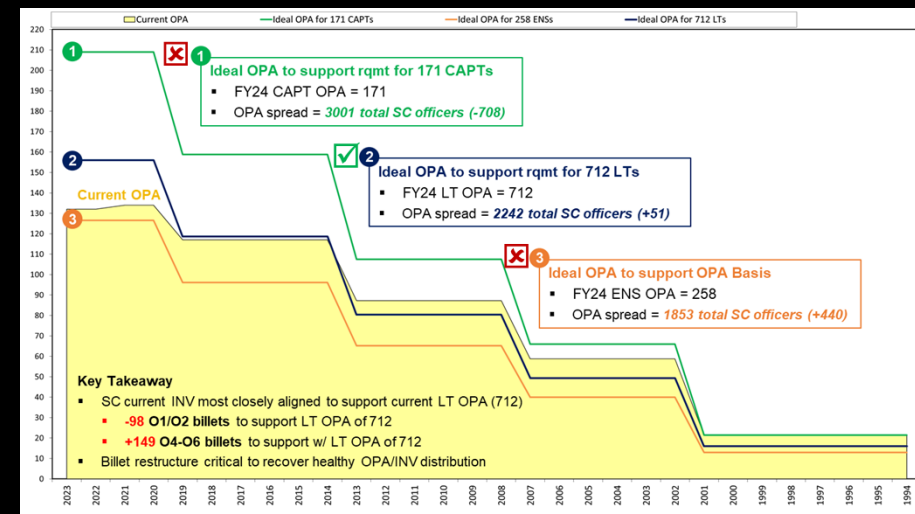
Retain ★ Recover ★ Revitalize

Improvement Strategy (FY24 – FY29)

Realign to supportable OPA Model → *Attack the root cause*

- Define core requirements & priorities
- CG roll-downs & cuts
- Matched promotion management

Recover career progression



Learning Takeaway → *INV shortfalls are a symptom of OPA imbalance*

- JO OPA insufficient to support CG requirements → CG OPA continues to grow

Detailing Framework



How OP Details:

- Detailing rules are based on Community Values to develop a well-rounded Supply Corps
- Mixture of leadership and developmental billets
- Across Echelons of Command to develop understanding of Fleet and Policy
- Comprehensive view of end-to-end supply chains
- Detailing is a Supply Chain Management Problem:
 - Billet Requirements and Detailing Guidance Memorandum on Priority Billet Assignments
 - Inventory (manning and flow)

Diversify your professional portfolio – leadership, skillsets, staff work, soft skills, detailability...

PRIORITY 2 (65 - 85% fill) Overseas / TYCOM											
DUTY TYPE	PRD	UIC	BSC	BIN	RANK	DESIG	COMMAND	TITLE	AQD	SUBSPEC	LOCATION
Overseas Shore	202001	42057	00300	0076983	LCDR	3100	TAFT KUWAIT	SUPPLY MGMT ADVISOR (APH)			AL KUW
Overseas Shore	202001	42057	01020	0107904	LCDR	3100	TAFT KUWAIT	NAVAL FORCES LOGISTICS OFFICER			AL KUW
Overseas Shore	202001	42057	01030	0107906	LCDR	3100	TAFT KUWAIT	AIR FORCE FMS COORDINATOR			AL KUW
Overseas Shore	202302	43709	41000	3053674	LCDR	3100	COMSUBRON 15	STF SUP/SUPPLY OFFICER	SQ1		AGANA
Overseas Shore	202310	57007	40610	4055084	LCDR	3100	COMUSNAVCENT	LOGISTICS/ADDU TO 40610/57045	JPM		MANAMA
Overseas Shore	202312	42190	01010	0068111	LCDR	3100	DPAA DET LAOS	DET DEPUTY CDR/DET 3 LAOS 00007727	JD1		VIENTI
Overseas Shore	202402	44073	01650	0081857	LCDR	3100	USMTM JUBAIL SA	NAVY LOGISTICS ADVISOR/00010796	JD1		ALIUBA
Overseas Shore	202405	3146B	00120	3028180	LCDR	3100	FOL COMALAPA EL	XO SHR ACT			SANSEL
Overseas Shore	202405	42202	04010	3468918	LCDR	3100	MSCDET UAE	LOGISTICS			DUBAI
Overseas Shore	202405	61060	80010	0114230	LCDR	3100	US NAF MISAWA	GEN SUP/SUPPLY OFF			MISAWA
CONUS Shore	202406	00074	45010	1710317	LCDR	3100	CNSWC	SUP LOG/LOGISTICS PLANS OFFICER	ALN		CORND0
Overseas Shore	202406	62461	04040	0119252	LCDR	3100	COMSC FAR EAST	LOGISTICS			SINGAP
Overseas Shore	202406	4688A	04140	4062057	LCDR	3100	LOG SPT NTHRLND	LOGISTICS/SO (SUPPLY & SVCS - MARITIME)			BRUNSM
Overseas Shore	202406	69507	00110	0160619	LCDR	3100	NAVSUP FLC OMAN	SUP LOG/DIR SUPPLY MGMT (OIC DET OMAN)			MUSCAT
Overseas Shore	202406	44046	00100	3028515	LCDR	3100	PEP UK-PORTSMTH	DEF LOG SUPP OFF/PEP FM 00104/49280	ALN	1302S	PTSMUK
Overseas Shore	202406	64766	00235	3347335	LCDR	3100	SOC EUR TSOC	LOGISTICS/LOG PLAN MULTIINTNL /00039971	JD1		VAIHIN
Overseas Shore	202407	4684A	02200	0139419	LCDR	3100	LOG SUPT ULM	STF OFF-JNT LOG/OJLPPX0040/00046059	JPM		ULM
Overseas Shore	202408	33710	40011	0108885	LCDR	3100	NEFCPAC	LOG PLANS	JOM		MTSANT
Overseas Shore	202408	38004	35000	3051945	LCDR	3100	USFK FWD	STF SUP/LOGS/MATL OFFICER	JD1	1307B	PYTAEK
Overseas Shore	202409	62649	20015	0015377	LCDR	3100	NAVSUP FLC YOKO	PRCM CONTRACT	ACN	1306P	YOKSKA

Ask Questions – Understand the “Why”

Tours / Billets – Own Your Detail

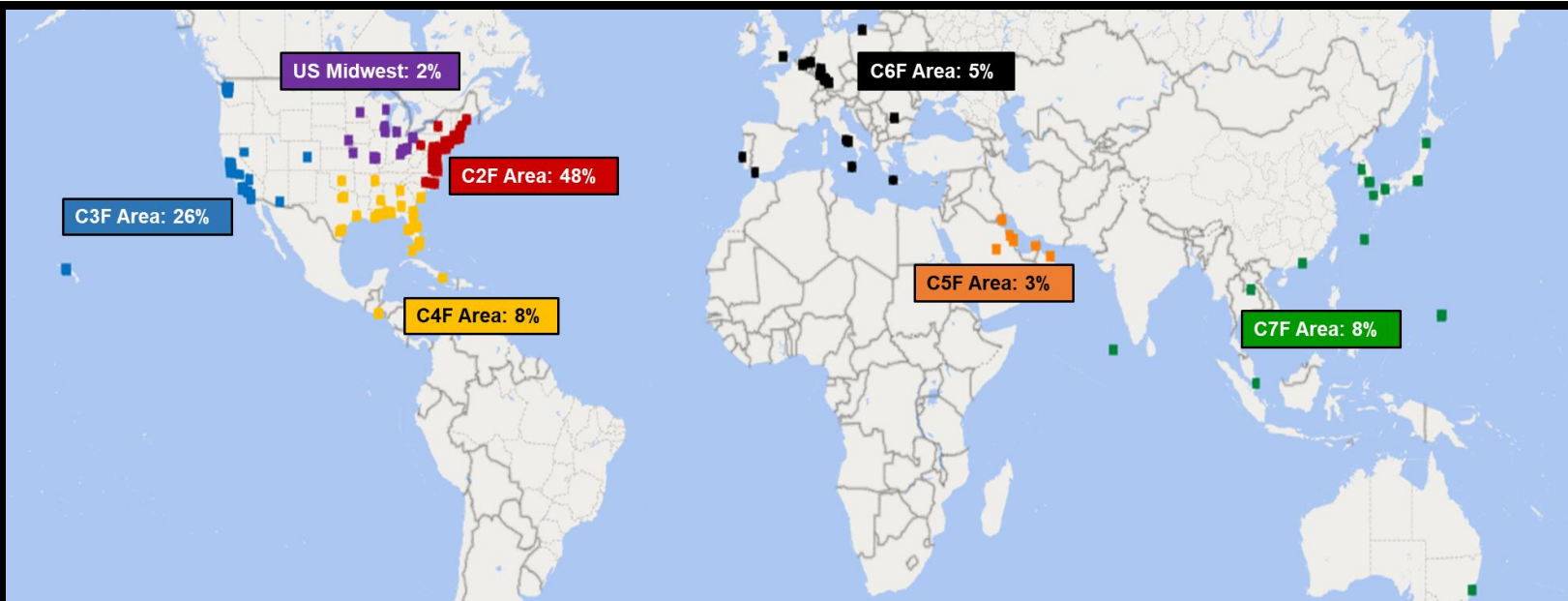


How You Can Own Your Detail:

- Understand billet fill priorities (DGM Priority Assignment)
- Introspectively analyze your “hierarchy of needs” to your career desires
- Understand community health
- Develop Career Progression/Billet COAs, have backups, be flexible
- Communicate early and often to the Detailers - get feedback on your plan

CONUS & HI
81%

OCONUS
19%



Operational
35%

Shore
65%

Are You World-Wide Assignable?

Accelerate Your Career (LTJG – LCDR)



Unique Developmental Opportunities – Stay Informed:

- Internships
- Aide
- Navy Supply Corps School (NSCS)
- Post Graduate
- Training with Industry (TWI)
- Personnel Exchange Program (PEP)
- LOGTECH / AMP
- Ruehlin Career Transition Seminar
- Training and Administration of Reserve (TAR) & Reserves
- Career Intermission Program (CIP) and Targeted Re-Entry Program



PG



TWI



Executive Opportunities (CDR - CAPT)



- Senior Service College
- Commander Milestone / Command (Board #55)
- Captain Command / Major Command (Board #56)
- LOGTECH / AMP
- Executive Development Program
- Ruehlin Career Transition Seminar



You Are a Mentee – Learn



Mentee Check-List:

- Identify you and your family's priorities and desires, along with your purpose for the meeting
- Understand and bring the six core career documents
- Research the Mentor's background (Bio)
- Ask questions, listen. Be open to change and feedback
- Look to understand the benefits / risks and make a decision that meets your priorities
- Make a decision and own it

Coaches - Mentors - Sponsors



Create Shared Understanding:

- Understand their personal and professional goals → their hierarchy of needs
 - * Build a roadmap that could achieve those goals
- Be knowledgeable and also understand the extent of your knowledge → if you don't know, refer
 - * Be aligned with OP
- Be candid, bespoke, and create dialogue
- Help officers make informed decisions → understand risks and benefits
 - * There does not need to be agreement

Make Yourself Available to be a Mentor

Selection Boards



NO PHOTOS

OSR

PSR

PSR, cont...

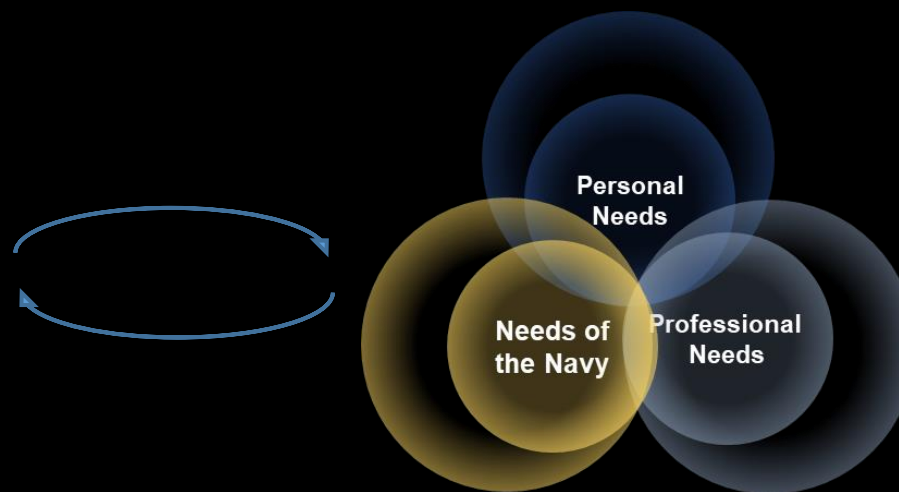
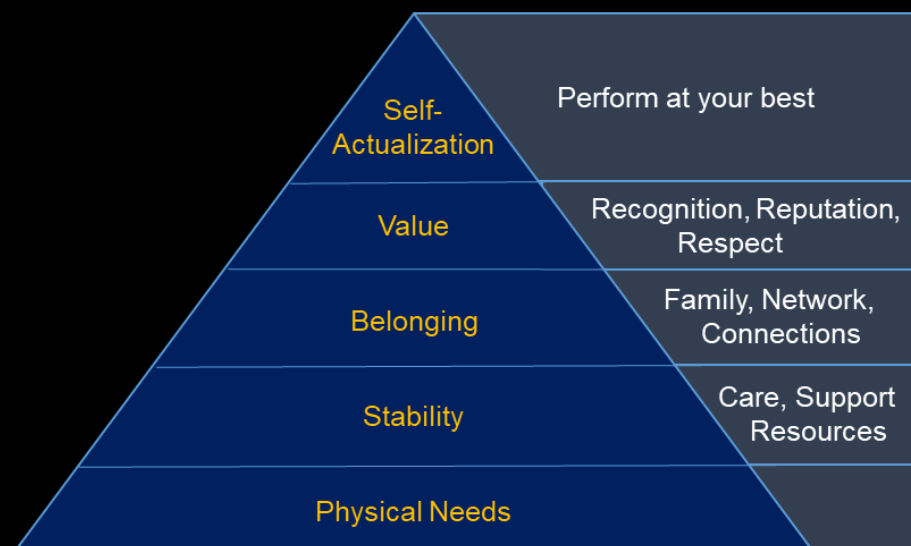
Be Prepared:

- Review the Precepts and prior year Convening Order(s)
- Know when you'll be in-zone – the runtime you have to achieve the Community Values
- Have your record reviewed by peers, mentors, and/or the SC Career Counselor
 - * Your record should speak for itself
 - * If ambiguous items exist, address with a Letter to the Board (LTB)
- Statutory Board (Promotion) - OP has no involvement
- Administrative Boards (PG, TWI, Milestone, Major Command) – OP is the Sponsor

Final Notes - Own Your Career

Learn and Grow:

- “Grow where planted” - maximize every opportunity
- Take care of people - develop teams
- Be a lifelong learner
- Find opportunities to innovate
- Enjoy the journey



Thank You For Your Service!