



2025 Supply Corps Roadshow

Presented by:

CAPT Risley – Director, Supply Corps Personnel
CAPT(sel) Ellis – Director, Supply Corps Detailing
CDR Hilliard – Officer Community Manager



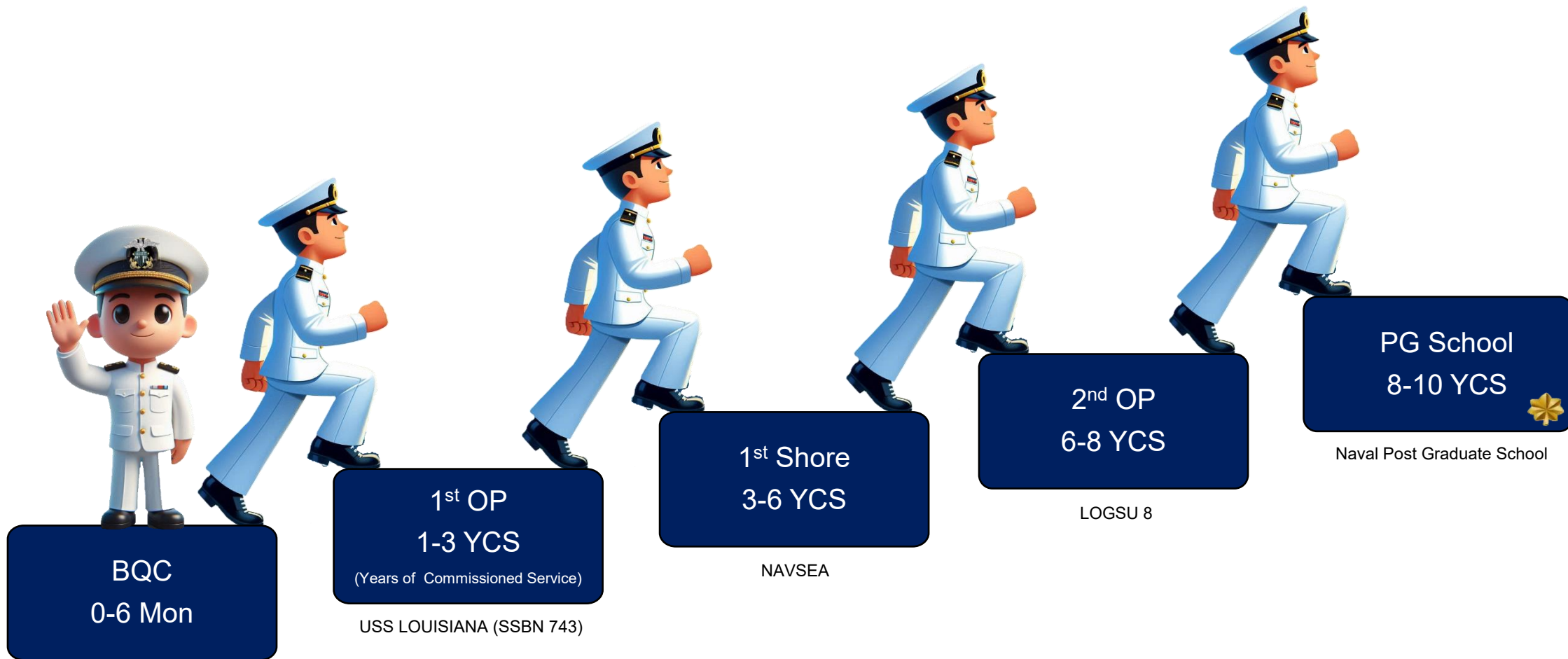
Learning Objectives

1. Understand Career Progression from Ensign to Captain maximizing promotability, career satisfaction, and success.
2. Understand Supply Corps Community Values and how Boards use them.
3. Understand Officer Program Authorizations (OPA) impact on community health, professional development, and job opportunities.
4. Review 2024 Community Survey.



“This Year’s Theme: How to Make the Most Out of Your Supply Corps Career.” – RADM Epps

Career Progression

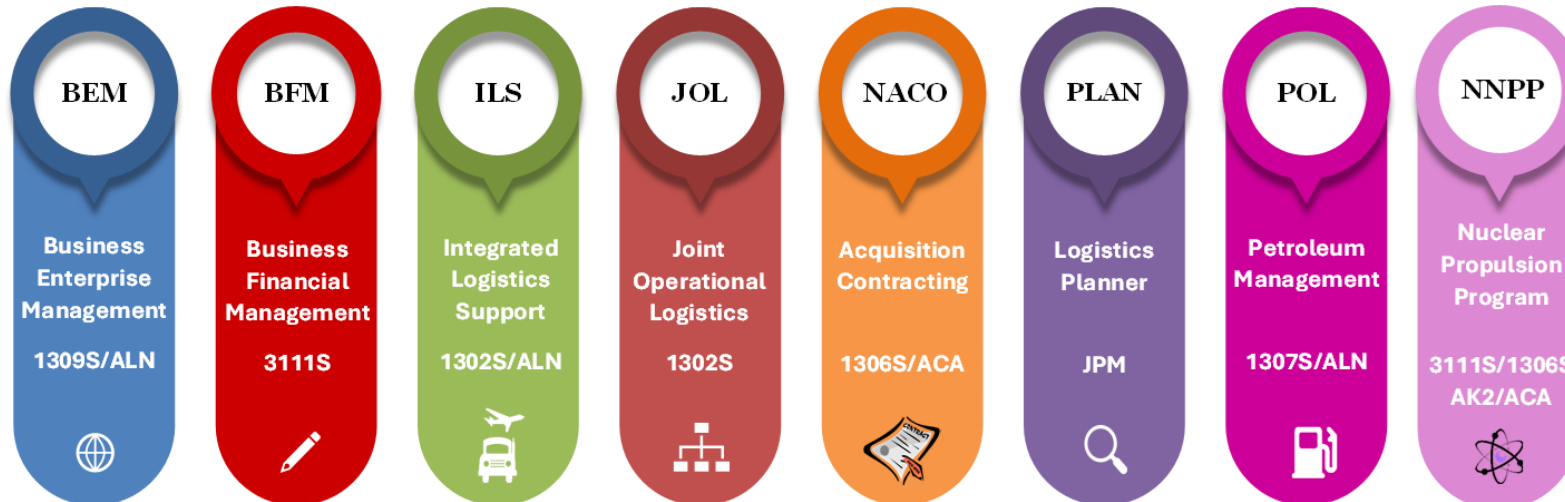


Detailers and Mentors Make Recommendations – You Make Decisions

First Shore Tour Opportunities

- **Internship Updates**
 - Tour: 24 Months / 36-mon by exception
 - Boards: April, August, and December (OP screens and selects)
 - Apply by program, location, or billet
- **Application**
 - Personal Statement
 - CO/O5 SUPPO's endorsement (LORs optional)
 - All other documents pulled by OP

- **Flag Aide Billets: ~4**
- **NSCS Instructor Billets: 10**
- **Personnel Exchange Program:**
 - Australia: 2
 - UK: 2
- **Overseas Billets: 113**



Jumpstart Acquisition Professional Membership – Seek Competitive Billets – Explore Overseas!

2nd Operational Tour Opportunities



CVN: 17%
Jan-Dec: 15



NCHB: 3%
Jan-Dec: 0

MESG: 3%
Jan-Dec: 2

Other: 4%
Jan-Dec: 1

EOD/LOGSU: 8%
Jan-Dec: 3



AS: 1%
Jan-Dec: 0



ESB/LCC: 4%
Jan-Dec: 2

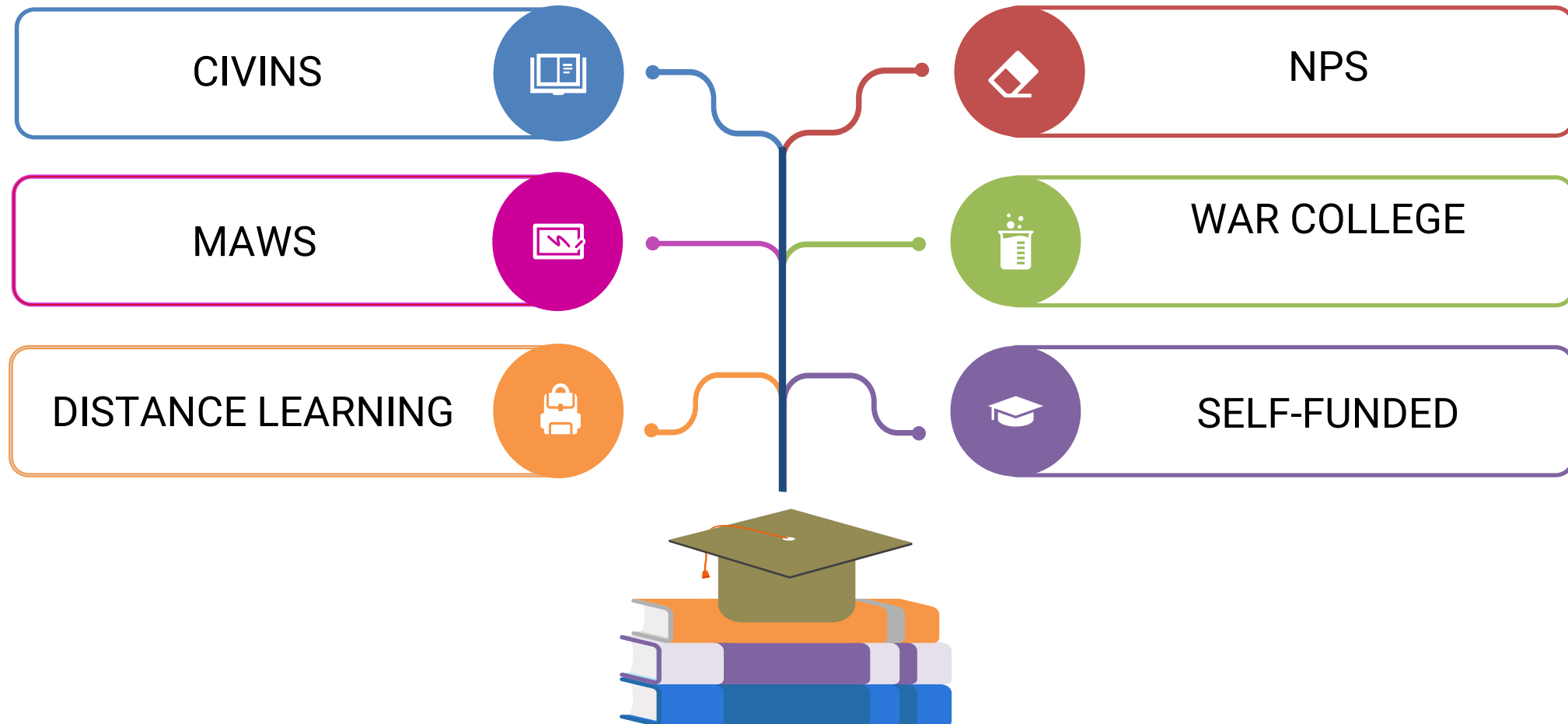
CG/LPD: 10%
Jan-Dec: 11

LHA/LHD: 12%
Jan-Dec: 7

DDG/LSD: 38%
Jan-Dec: 16

82% Afloat of which 52% are DH Afloat

Postgraduate Opportunities



Continuous Learners Make Better Leaders

Community Values

Valued achievements at ALL paygrades

- Sustained superior performance (SSP) 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
 - SC lateral transfers who are assigned to or complete at least one SC operational tour will be considered fully qualified
- Attainment of at least one SC officer warfare qualification
- Department Head tour (especially valued)

Merit Reorder

Valued achievement at ALL paygrades

- Officers who are consistently recognized as top performers in all assignments should receive first priority for merit reorder

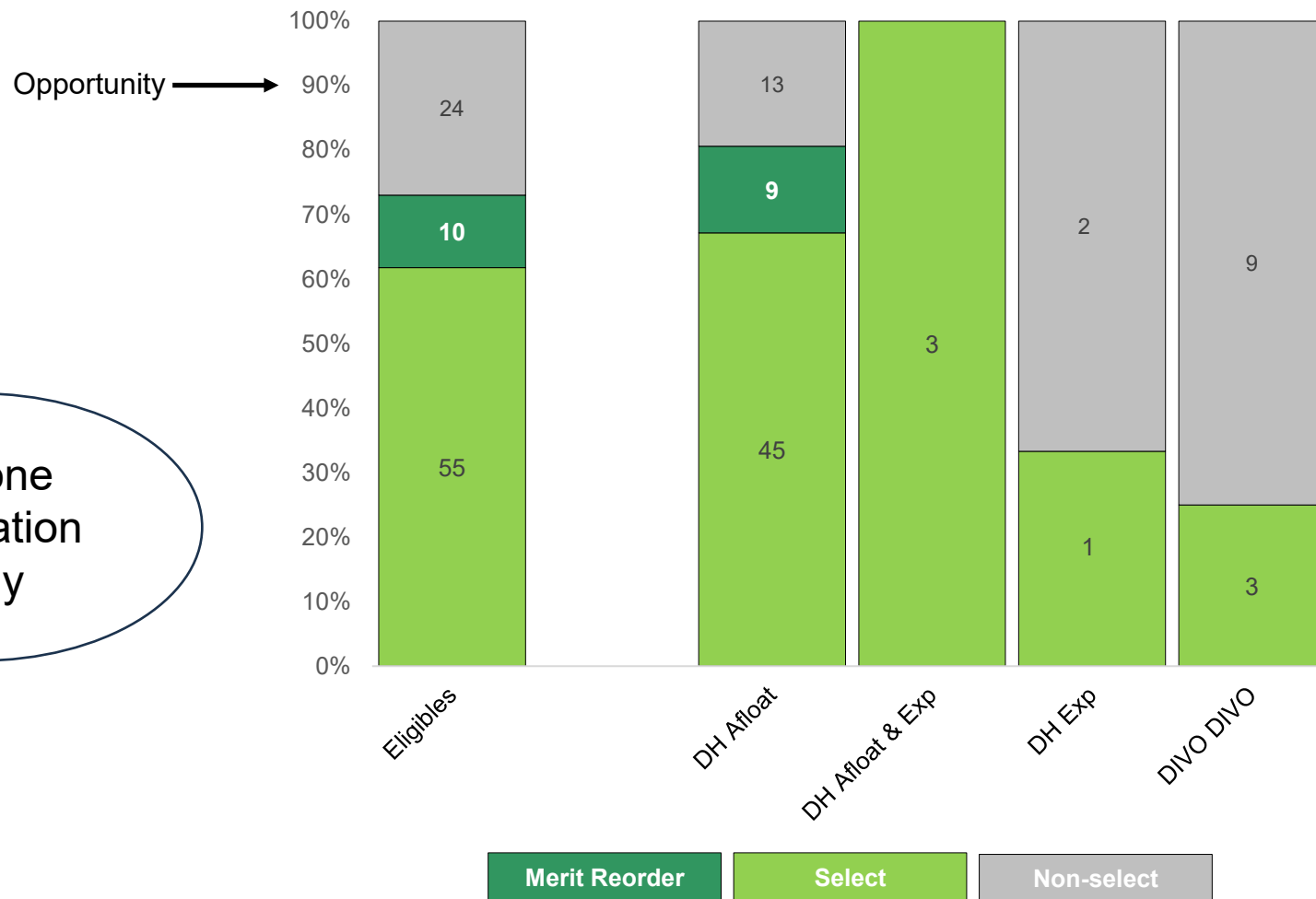
Valued achievements prior to LIEUTENANT COMMANDER

- Successful completion of two operational tours
- Superior performance in an afloat Department Head tour is especially valued, but not required

FY25 LCDR Board Trends



8-10 YCS



Above Zone Selects

DH Afloat: 6/8

DH Exp.: 1/8

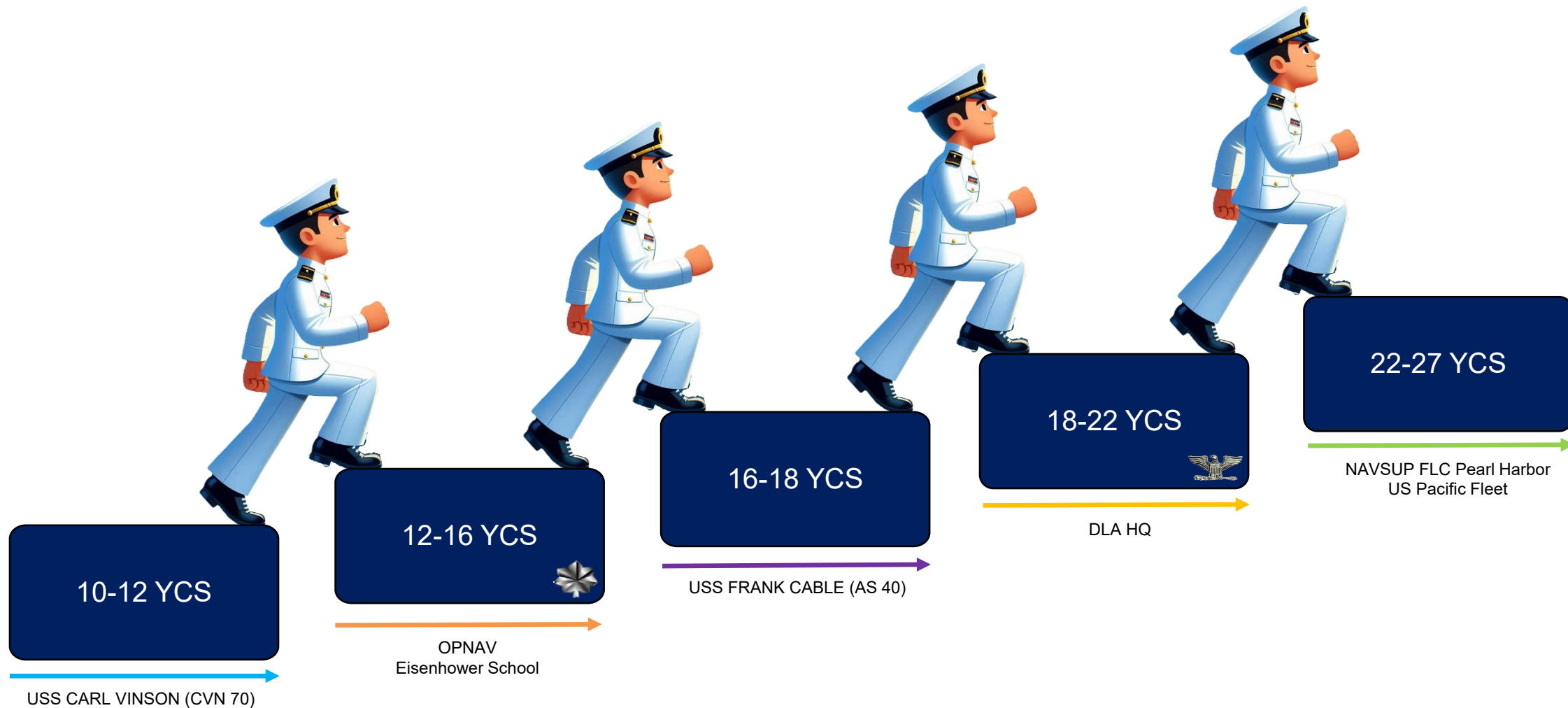
DIVO-DIVO: 1/8

"Your first statutory screening is complete, CONGRATS on selection!"



Department Head Afloat Key

Career Progression



Detailers and Mentors Make Recommendations – You Make Decisions

Community Values

Valued achievements at ALL paygrades

- Sustained superior performance (SSP) 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 COMMANDER

- Completion of two or more SC operational tours, regardless of accessions source
- Exposure to a range of operational and support tours across Fleet logistics, supply chains, acquisition management, and life cycle sustainment
- Proven potential to manage complex processes while effectively integrating logistics and sustainment functions
- Business-related, data science, or military service college Master degree (regardless of source)

Merit Reorder

Valued achievement at ALL paygrades

- Officers who are consistently recognized as top performers in all assignments should receive first priority for merit reorder

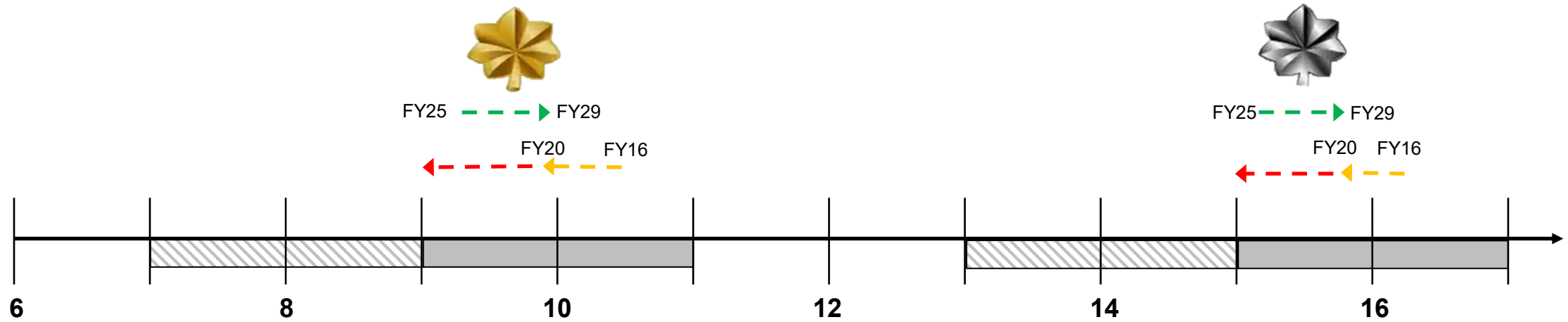
Valued achievements prior to COMMANDER

- Breakout performance in challenging assignments aligned to the SC Lines of Operation
- Superior performance in a large-deck Principal Assistant tour (especially valued)
- Completed JPME Phase I

CDR Promotion Timing Impacts



14-16 YCS

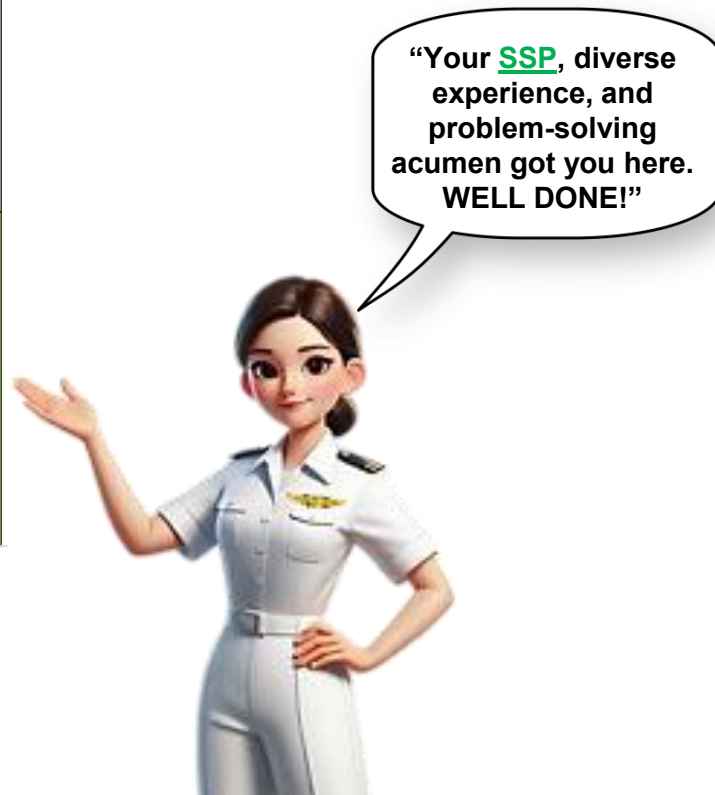
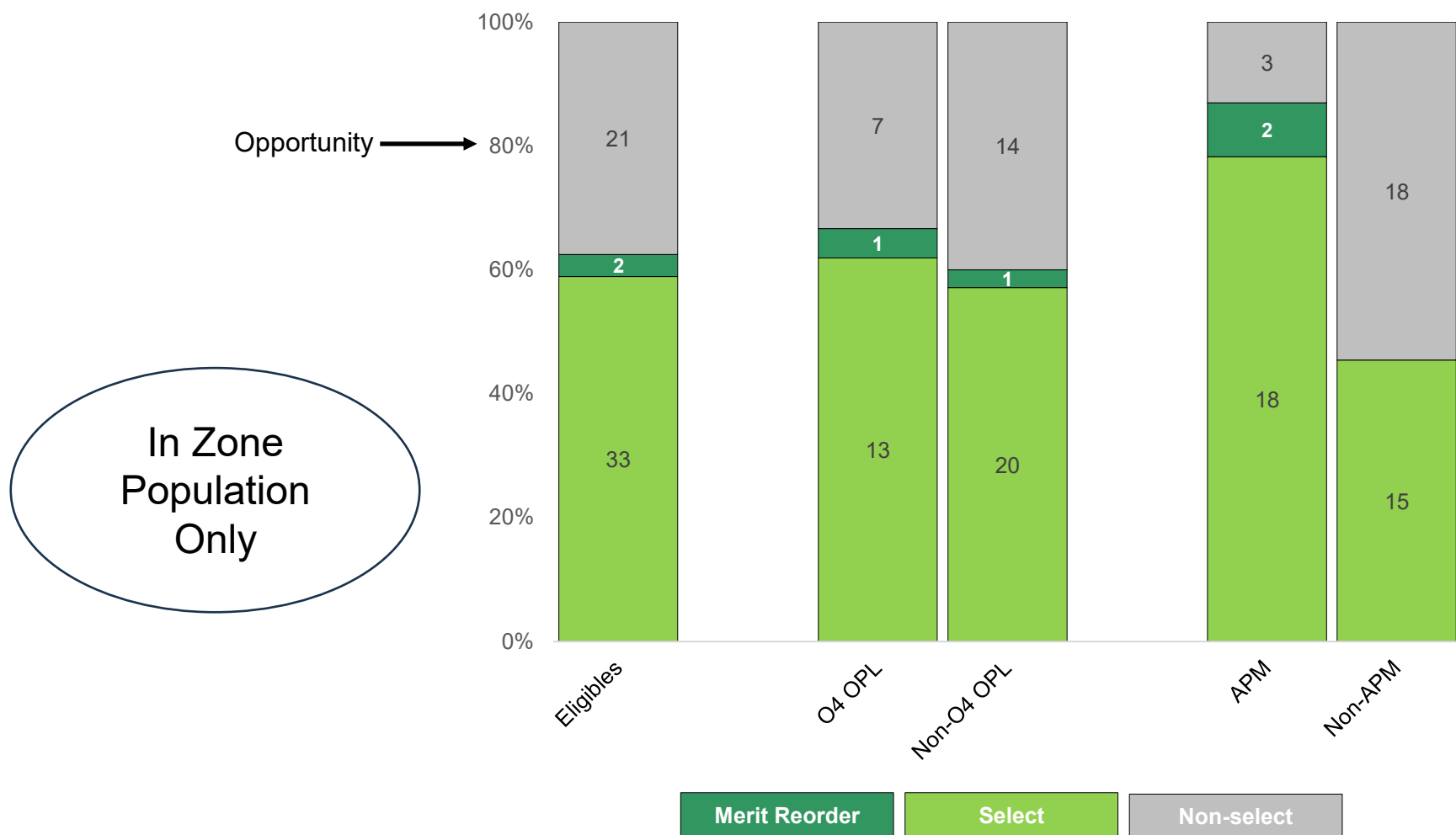


2nd Op Tour

Shore;
PG School

LCDR Operational Tour; JPME1;
Sub-Specialty/AQD Development

Centerline Flow Point = Healthy Career Development



O4 Operational Promotions Trending Up

CDR Milestone (Board 55)

NAVSUP
INST 1412.1E

CDR Milestone

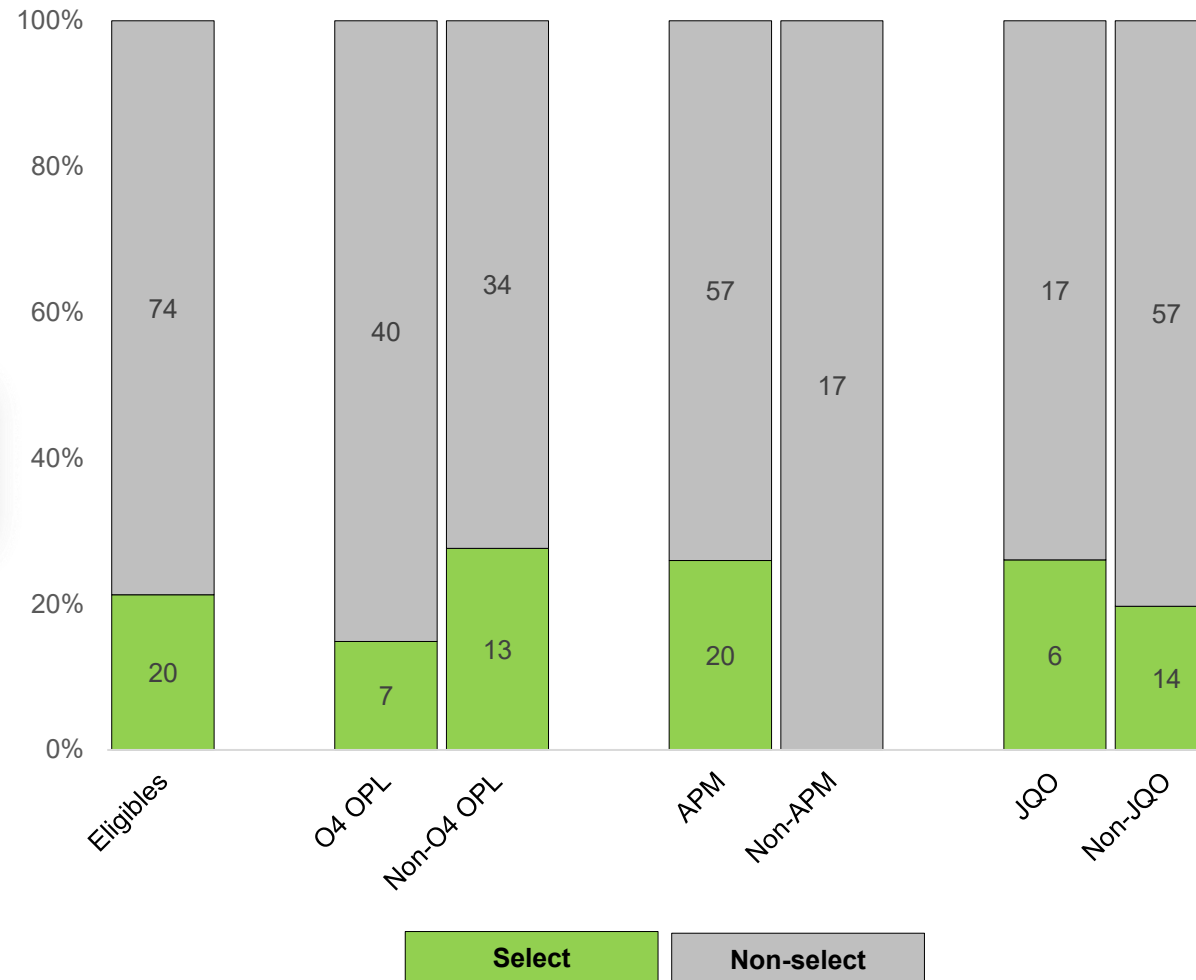
- Three Looks
 - Screening time remains the same
- More than a year in bank requires a waiver

Board Calendar Year	2025	2026	2027	2028	2029	2030
Promotion Year Group	FY26 CDR Milestone Board (June 2025)	FY27 CDR Milestone Board (June 2026)	FY28 CDR Milestone Board (June 2027)	FY29 CDR Milestone Board (June 2028)	FY30 CDR Milestone Board (June 2029)	FY31 CDR Milestone Board (June 2030)
PYG 2022	3rd Look					
PYG 2023	2nd Look	3rd Look				
PYG 2024	1st Look	2nd Look	3rd Look			
PYG 2025	Pinned	1st Look	2nd Look	3rd Look		
PYG 2026	Selected	Pinned	1st Look	2nd Look	3rd Look	
PYG 2027		Selected	Pinned	1st Look	2nd Look	3rd Look
PYG 2028			Selected	Pinned	1st Look	2nd Look



Be “READY” to Lead and Serve Where Needed!

FY25 CDR Milestone Board Trends



"Congratulations on Milestone!
The Supply Corps has tremendous confidence you will execute the mission and build GREAT LEADERS!"



Sustained Superior Performance and Professional Reputation is Key

Community Values

Valued achievements at ALL paygrades

- Sustained superior performance (SSP) 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 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 across Fleet logistics, supply chains, acquisition management at multiple echelons across the SC Lines of Operation
- Demonstrated leadership and performance in O-5 milestone tours (especially valued)

Merit Reorder

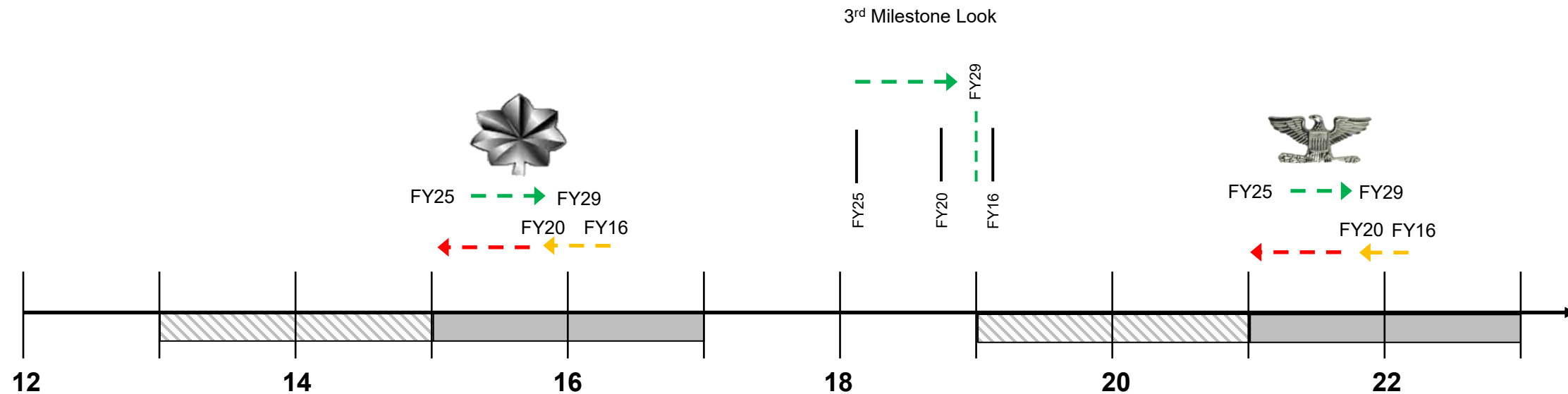
Valued achievement at ALL paygrades

- Officers who are consistently recognized as top performers in all assignments should receive first priority for merit reorder

Valued achievements prior to CAPTAIN

- Breakout performance in challenging assignments aligned to the SC Lines of Operation
- Superior performance in O-5 milestone tours
- Acquisition Professional Community member or Joint Qualified Officer (JQO) (especially valued)

CAPT Promotion Timing Impacts



JPME1; Milestone Tour
Sub-Specialty/AQD Development

Command Tour; Acq &
Sust; Policy & Plans

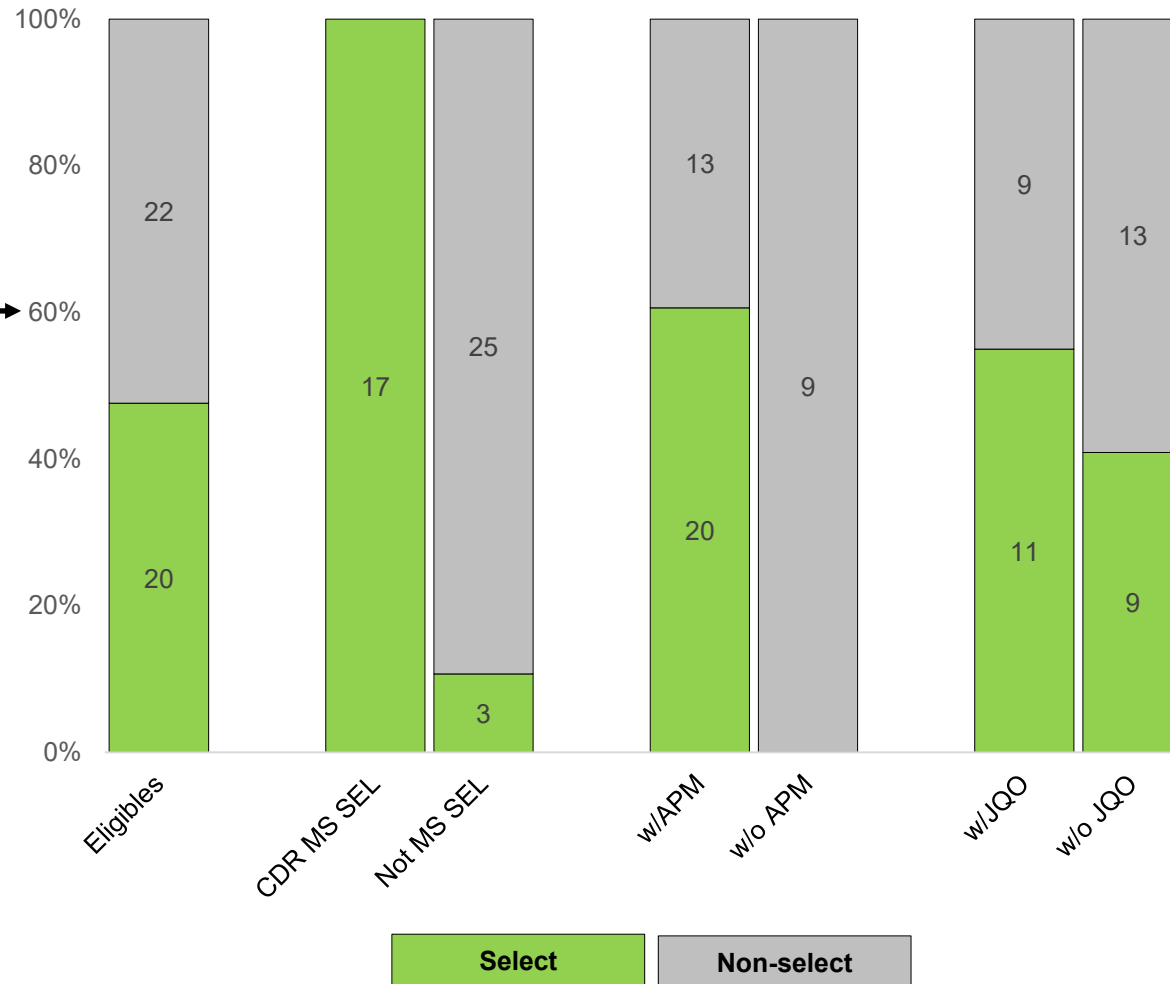
Centerline Flow Point = Healthy Career Development

FY25 CAPT Board Trends

Non-Milestone Selects
APM + JQO = 6/7

Opportunity →

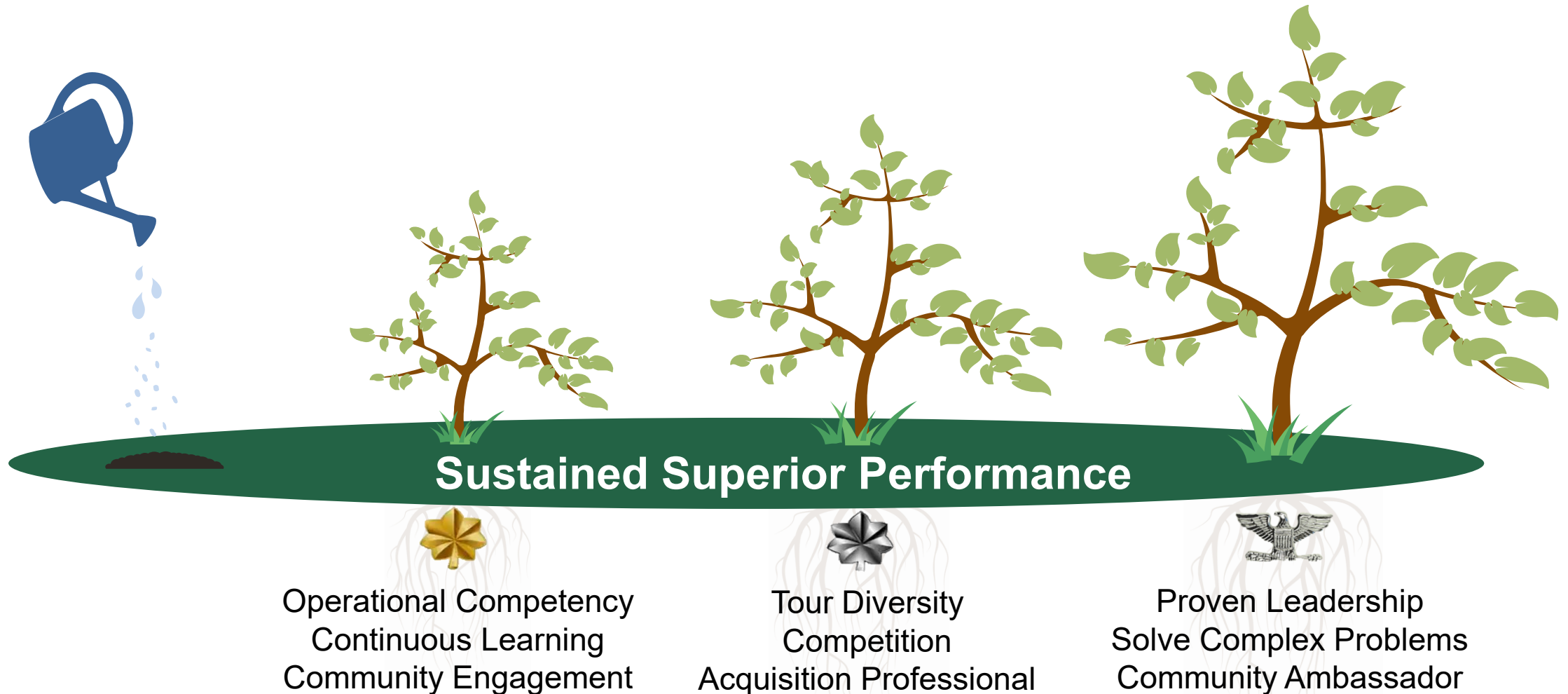
In Zone
Population
Only



“BZ! Your **SSP**, leadership, strategic teambuilding, and well-rounded experience will be key to continued success.”

Acquisition Professional Still Valued

Intangibles



“We need Captains who can Lead, Build Teams, and Critically Think.” – RDML Acquavella

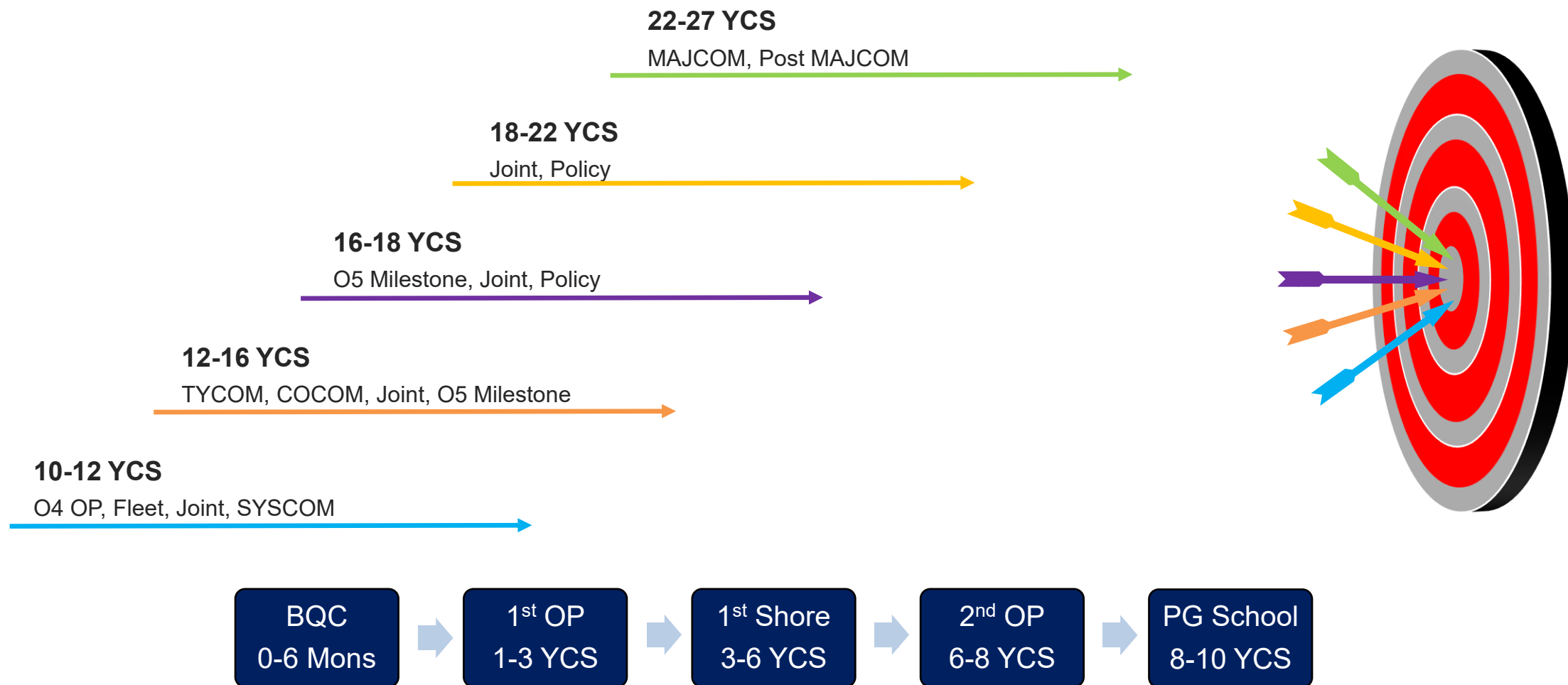
MAJCOM

- Three Looks
 - Screening time remains the same
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PYG 2028			Selected	Pinned	1st Look	2nd Look



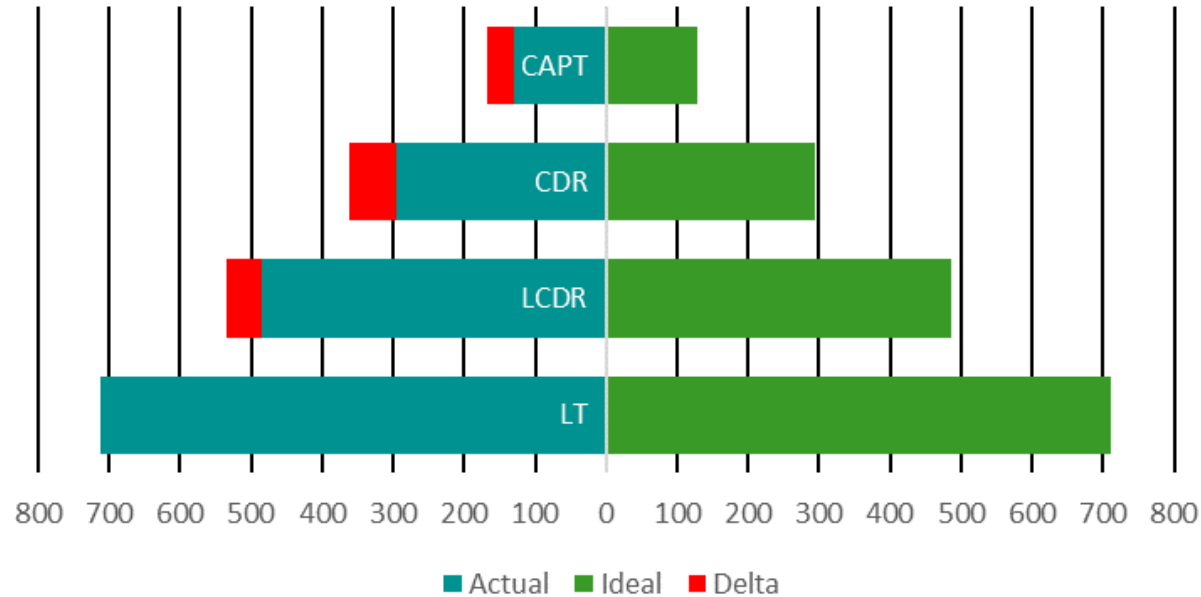
How do you define success?



“Follow Your Passion.” – VADM English

Officer Community Health Update

Actual vs. Ideal SC Billet Pyramid



Accessions

- LT Op Requirement
- FY24 Exceeded Goal
- FY25 on track to meet/exceed



Separations

- No significant changes O3-O5
- Slight increase in O6 TIG Separations



Progress Made

- Rolldown Billets Identified
- Promotion Plan Adjusted



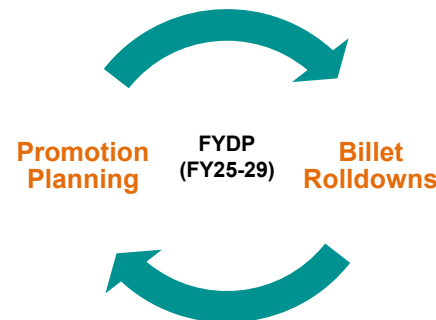
Flow Point



Time in Grade



Promotion Opportunity



Desired End State



Individual Benefit

- Healthy Career Development
- Improved Work/Life Balance



Command/Navy Benefit

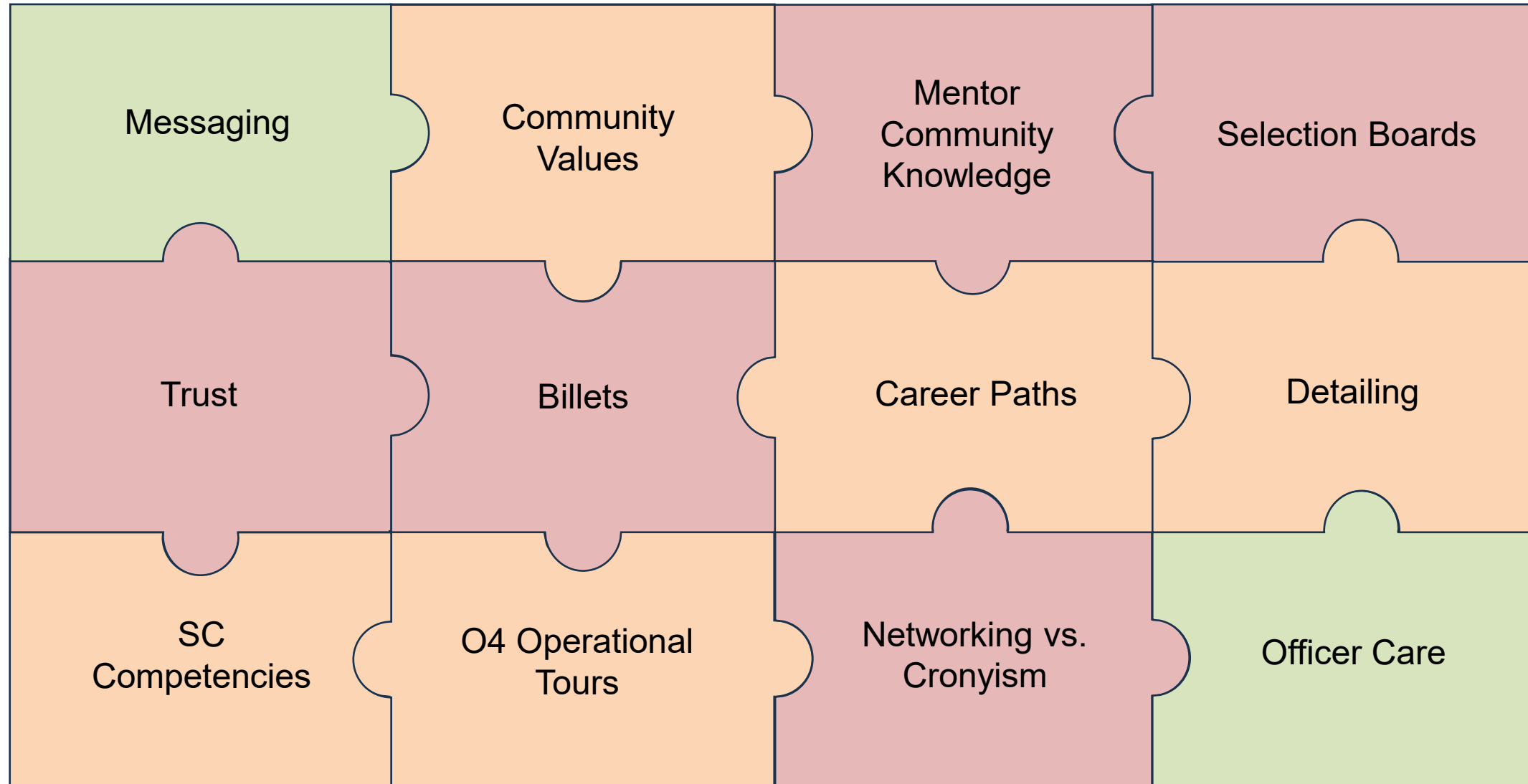
- Billets Filled
- Right Experience, Right Paygrade



Team Effort to Right Size Supply Corps

2024 Community Survey

1014 Respondents and 959 Comments



2024 Community Survey

1014 Respondents and 959 Comments

