

NAVY Supply Corps

It's Your Experience





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Purpose

The purpose of this booklet is to assist you in understanding the many professional experiences that are available to Supply Corps officers. Refer to “It’s Your Career” and the other “playbooks” to help build your career in the Supply Corps.

Ready for Sea!

Solid performance “at sea” and in operational billets is the foundation for a successful Supply Corps career. The foundation starts with your first operational tour upon graduation from the Basic Qualification Course (BQC) at Navy Supply Corps School Newport. Our junior officer community within the Supply Corps is as operational as the unrestricted line (URL) and one in three of all Supply Corps billets are considered operational.



Traditionally, two sea/operational tours are completed prior to screening for Lieutenant Commander. A solid career plan should include at least one operational Department Head tour. In many cases, officers are afforded the opportunity to complete three “at sea” or operational tours prior to screening for Commander.

The final opportunity to serve at sea is as a senior Commander. Selection to these assignments requires selection by the Commander Sea Board held annually in the summer. Officers selected for Commander Sea Duty earn the **937** Additional Qualification Designator (AQD) upon selection. Upon completion of the assignment, officers earn the **935** AQD.

A snapshot of junior Supply Corps operational billets follows in (Fig 1). Over time the number of billets available will change with the commissioning and decommissioning of ships and units. The ability to fill these operational assignments is a driving factor in the number of Supply Corps officers we bring into the community each year.

Billets by Unit

UNIT	LT	ENS-LTJG
AS	2	-
CVN	33	33
CG	22	44
DDG	69	65
FFG	28	28
LCC	3	1
LHA	6	8
LHD	16	24
LPD	9	20
LSD	12	12
MCM	-	14
SSN/SSBN/SSGN	-	93
SEAL	18	8
SEABEE	7*	8
NCHB	3	-
RIVRON	4	-
MSRON	4	-
EOD	8	-
HSV2	1	-
TOTAL	245	358

Fig 1

[Click here](#) for more information on US Navy Ships.

[Click here](#) for platform information in the US Navy Fact File.

The following links provide common Supply Corps warfare qualification instructions:

Naval Aviation Supply Officer ([OPNAVINST 1542.5C](#))

Surface Warfare Supply Corps Officer ([OPNAVINST 1412.6D](#))

Fleet Marine Force Qualified Officer ([OPNAVINST 1414.6](#))

SEABEE Combat Warfare Qualification ([OPNAVINST 1410.1D](#))

Flag Aide and Executive Billets

There are approximately a dozen billets for junior officers that are nominative in nature. Many of these jobs are Aides to Supply Corps Flag officers and are approximately one year in length. Serving as a Flag Aide is excellent initial opportunity to experience executive and strategic level decision-making based on exposure to many aspects of the Navy and Department of Defense environment. Other nominative billets include serving on staffs at Camp David, the Secretary of Defense, the Joint Chiefs of Staff, and the U.S. Naval Academy. Some of these assignments have tour lengths up to 36 months in duration. General eligibility requirements include:

- Recommendation from a senior Supply Corps officer
- List of references with contact info
- A professional biography
- An up-to-date record (see *It's Your Record*)
- Personal contact info to include phone numbers and email
- "Top Secret" security clearance is required for some billets

Interested officers should contact the LT Shore Detailer at 901-874-2936.

Navy Supply Corps School Instructor

One of the greatest opportunities to help lead the future of our community is by serving as an instructor at the Navy Supply Corps School (NSCS) in Newport, Rhode Island. Not only do officers serve as instructors in the Basic Qualification Course (BQC), but have the opportunity to instruct hazardous materials management, international, and other supply and logistics specific courses to both military and civilians. Officers completing a tour at NSCS and qualify as a Master Training Specialist (MTS) earn the **949** AQD.

Officers interested in competitive selection to NSCS instructor duty should contact the LT Shore detailer at 901-874-2936. Requirements for selection include:

- Endorsement by current Commanding Officer
- Receive Supply Corps O-5 or above recommendation

- Submit application package to NSCS Academic Director

Internships

Each spring and fall, the Supply Corps internship selection board selects approximately 40 officers to participate in the program. There are over 75 internship billets spread across various systems commands, type commanders, and joint activities. Internships provide an excellent opportunity to experience one of our community's lines of operation early in a career. A description of the various internship programs is dispersed throughout this document. General requirements for the internship program include:

- Cover letter, Commanding Officer endorsement
- Warfare qualified (by start of internship)
- Fitness Reports
- Undergraduate degree transcript

Officers interested in selection to a Navy Supply Corps internship should contact the Internship Coordinator at 901-874-4273. Officers who complete an internship incur a one tour payback.

Overseas

Traditionally, officers should plan to complete at least one overseas tour in a career. These types of tours are professionally and personally enriching and are offered at many points throughout a career. Approximately 13% of all Supply Corps billets are overseas ashore and afloat. Europe, Bahrain, and Hawaii have the highest concentration of Supply Corps officer billets, but opportunities exist worldwide in every Supply Corps line of operation. Factors to consider in any career progression are "accompanied" versus "unaccompanied" tours and the impact to tour length and locations.

COMMUNITIES OF INTEREST (COI)

Acquisition Contracting



Acquisition is one of the Supply Corps' leading core competencies and Contracting is one of the functional disciplines which Acquisition encompasses. Other Acquisition functional disciplines in which supply officers participate include Business and Financial Management, and Logistics (SCM).

Contracting is represented in every facet of support that Supply Corps officers provide to the Navy to keep ships, aircraft, and personnel ready to execute the three focus areas included in our Maritime Strategy -- *build the future force, maintain readiness, and develop and support personnel.*

The role of contracts in the Supply Corps is to provide the means or path for every Supply Officer to ensure that warfighter requirements and support are met. In its purest form, it is the development of an agreement between one or more commercial or governmental parties to provide services, material, or information to one or more persons or groups in the Navy. Even when a Supply Corps officer is not directly involved in the development of a contract or agreement they are either using the product of a contract or agreement to meet mission requirements.

Most Supply Corps officers will have their first experience with contracts upon entering the fleet. The essential services and support provided to ships (e.g. tug boats, pilots, pier-side berthing, hotel services, and food) are usually provided, in-part or in some ports totally, by a husbanding services contractor. Though a shipboard Supply Corps officer did not have input into or direct action developing and awarding the contract, they must understand how it works in order to acquire support for the ship at the right time, in the right quantity, at the right cost.

A junior officer's exposure to contracts will extend throughout their career regardless of the subspecialty they choose. For those seeking to become experts in contracting, a clearly defined series of milestones are fundamental to achieving required Defense Acquisition Workforce

Improvement Act (DAWIA) certification. Ensigns through Lieutenants should seek **DAWIA Contracting Level II** certification when possible. See the [eDACM](#) site for latest requirements for DAWIA level requirements. Each DAWIA level requires a combination of classroom training and time on-the job.

Most acquisition critical jobs, those requiring an experienced contracting officer, will require **Level II** certification at Lieutenant Commander and above. At this point, officers should consider becoming part of the [Acquisition Corps](#). Commanders and Captains should consider **DAWIA Contracting Level III** certification and membership in the National Contract Management Association (NCMA). Most of these jobs require multiple **1306** subspecialty tours and/or contracting education where they have earned **1306P** from Naval Post Graduate School.

A Supply Corps officer's contracting experience can occur in a variety of mission-driven areas including: at a NAVSUP Fleet Logistics Center (FLC) which largely manages pier-side support; in a contingency contracting setting in support of a Joint Task Force managing a combat or humanitarian relief operation; at NAVSUP Weapon Systems Support (WSS) negotiating Performance Based Logistics and other critical inventory and sustainment contracts; or at a hardware systems command where contracts are negotiated for ships, aircraft, and other vital weapons systems and equipment. Some leading examples of contracting assignments include:

NAVSUP FLC Code 200: Largely focused on local, pier-side requirements. These requirements are often urgent and have high priority.

Systems Command (NAVAIR, NAVSEA, NAVSUP) negotiator or PCO: Contracting personnel perform a variety essential functions ranging from the development of an acquisition strategy document, through contract solicitation, negotiation, and award for platforms.

Defense Contract Management Agency (DCMA): DCMA contracting personnel perform a myriad of critical functions to ensure the proper administration of a contract as well as support timely and accurate payment to the supplier.

Defense Logistics Agency (DLA): Similar to the NAVSUP WSS, DLA contracting personnel support the acquisition of supplies to ensure

proper sustainment of critical weapons systems used by the warfighter.

Assistant Secretary of the Navy for Research, Development, and Acquisition (ASN RDA): ASN (RDA) Contracting personnel provide essential oversight across the Department to ensure goods and services are procured prudently and in compliance with governing authorities.

Officers in these billets have an opportunity to earn the **1306S/Q/R** subspecialty based on experience. Additionally, officers assigned to GSA or IA assignments that support tactical operational requirements, often including a wide range of goods and services, may earn the **918** or **919** AQD.

Navy Acquisition and Contracting Internships (NACO/DNACO)

For some the training begins as a Navy Acquisition Contracting Officer (NACO) intern following their initial sea duty. A NACO internship or Defense NACO (DNACO) allows a junior officer to work in support of an experienced contracting expert who trains the officer on the fundamentals of the discipline. Additionally, NACO interns undergo a series of training classes, usually provided by the Defense Acquisition University and earn **DAWIA Contracting Level II** certification.

Other officers gain essential contracts training while attending the Naval Postgraduate School. In either case, the officer eventually progresses through a series of contracting-related positions including negotiator, later becoming a Procurement Contracting Officer (PCO) with authority to award contracts on behalf of the government, and ultimately serves in a management role responsible for ensuring a team of contracting personnel work effectively to meet mission requirements.

References:

Director, Acquisition and Career Management

[Click here](#) for Acquisition career tracking and information (eDACM).

Defense Acquisition University ([DAU](#))

Specifically the training, continuous learning, and knowledge sharing links on this page will be invaluable. Also the “iCatalog” will be of assistance when developing a career field learning plan

National Contract Management Association (NCMA) NCMA is a voluntary membership-based, professional society that fosters the professional growth and educational advancement of its members. Certification is a sign of continued improvement and dedication to the profession.

Assistant Secretary of the Navy Research Development Acquisition (ASN RDA)

Other Online References:

[Federal Acquisition Regulation](#)

[Defense Federal Acquisition Regulation Supplement \(DFARS\)](#)

[Navy Marine Corps Acquisition Regulation Supplement \(NMCARS\)](#)

Business and Financial Management (BFM)

As the Navy's Business and Financial managers, Supply Corps officers play a fundamental role in the optimal allocation of human, physical, and financial resources to achieve Navy goals and objectives. Financial Management positions are defined as designated military billets with financial management duties.

Financial Management encompasses both appropriated and working capital funds. Within the broad spectrum of Financial Management (FM), there are three interrelated disciplines or sub-functional areas: Comptroller, Financial Management, and Business and Financial Management.

Comptrollers

Maintain cognizance over all financial planning, programming, budgeting, accounting, allocation, control, and execution of resources and funds for DOD organizations.

Financial Management

Functions comprise those activities which support Comptroller functions including budget formulation, funds management and funds execution in accordance with established policies and regulation governing operation.

Business and Financial Management

Assignment as a key business advisor to a Navy Program Manager which has responsibilities for acquisition strategy, contract planning, cost analysis and financial management.

The Financial Management community within the Supply Corps is concerned primarily with those officers assigned the **3111** subspecialty code and, to a lesser degree, those with the **3110** (Business and Financial Management) subspecialty code, usually earned at the Naval Post Graduate School (NPS).

The **3111** subspecialty code for Financial Management requires either formal qualification through instruction or properly documented on-the-job training. AQDs **NR1** or **NR2** are available for certification as a Certified Defense Financial Manager (CDFM) by the American Society of Military Comptrollers.

Links of Interest:

[American Society of Military Comptrollers](#)

[Defense Acquisition University BUS-FM program](#)

[Department of Defense FM Online](#) (requires CAC)

[Office of the Under Secretary of Defense Comptroller](#)

[Naval Postgraduate School Financial Management Curriculum](#)

Business and Financial Management (BFM)

Internships

The increasing importance assigned to weapons system acquisition led to the establishment of the Business/Financial Manager career development program. It was established to provide an expanded population of Supply Corps Commanders and Lieutenant Commanders for future project management assignments. In 1983, the Assistant Secretary of the Navy for Installations and Logistics and the Commander, Naval Supply Systems Command agreed on the

desirability of placing Supply Corps officers into certain major projects in a Business/Financial Management trainee status.

As a junior officer, internships at NAVSUP or one of the systems commands is a good way to gain early exposure to BFM. Internships offer the opportunity to begin working toward DAWIA certification. Officers completing the BFM internship program are assigned a **3111S** subspecialty code and an AQD of **AK1** signifying **DAWIA Level I** certification in the business/financial management career field and positioned well for later entry into the [Acquisition Corps](#).

Other billets include Naval Reactors and NAVSUP Echelon III command positions. Beginning with Lieutenant Commander, examples of the types of billets officers may work in are the staff of Program Executive Offices (PEO) or Budget Submitting Offices (BSO). Commander jobs include Type Commander (TYCOM) comptroller, Program Executive Office (PEO), and OPNAV. Captain billets include comptroller jobs at major commands and BSOs, as well as Chief of Staff to Assistant Secretary of the Navy (Research, Development, and Acquisition).



Supply Chain Management (SCM)

Supply Chain Management (SCM) is a complex and dynamic management system comprised of activities including product development, sourcing, manufacturing, and logistics, as well as the information and financial systems needed to coordinate them.

As a primary community of interest for the United States Navy Supply Corps, the goal of SCM is simple: *provide the war fighter with the material necessary to meet combat and peace time objectives in the most effective and efficient manner possible*. By understanding our roles and opportunities as SCM Supply Corps officers, we are better able to focus on what we provide to the war fighter and the efforts needed to provide those mission critical elements.

Through various roles, Supply Corps officers support Naval and Joint logistics, often in partnership with other services and commercial industry partners, across a spectrum of **1301** and **1302** coded billets. At the junior officer level, SCM Supply Corps officers develop a basic understanding of SCM concepts, such as wholesale and retail

inventory management through roles as ILS Inventory Manager, Warehouse Ops Officer, and Cargo Handling Officer.

The Naval Postgraduate School (NPS) offers a Master's Degree (1302P subspecialty) in SCM to those officers who apply and meet the 345 APC requirements for the program. Through a series of courses focused in economics, operations management, modeling and decision making, inventory management, integrated logistics support, and logistics strategic planning, students are prepared to take on more of the challenging and demanding SCM billets within the Life Cycle Logistics Management field.

Upon graduation, SCM LCDRs will be able to serve in SCM roles such as DLA Land and Maritime Cell Team Leader or NAVSUP WSS Integrated Weapons Support Team (IWST) head where they can earn **Defense Acquisition Work Improvement Act (DAWIA) Level II Life Cycle Logistics** certification through web and classroom based courses with the [Defense Acquisition University \(DAU\)](#). Combining a DAU Level II Certification, a minimum level of business education in undergraduate or NPS Master's degree and acquisition training, and having at least four years of acquisition experience (one year can be credited for education), makes an SCM Officer eligible for acceptance into the [Acquisition Corps](#) (AC), formally the Acquisition Professional Community. AC designation places an individual among an elite group of expert acquisition professionals who can fill specific critical acquisition professional (CAP) billets at the senior officer level and have earned an AQD of **APM**.

Subsequent tours in the SCM career path allow senior officers to serve in roles such as NAVSUP WSS Operations Director, FLC Executive Officer, or DLA Land and Maritime, Director of Joint Aerospace Weapons Systems, which provide an increase in breadth and scope of responsibilities. Billets at this stage of a Supply Corps officer's career involve material requirements projection, allowance determination building and sustainment, redistribution, repair, disposal and whole systems inventory management as they relate to supporting operational and strategic missions. Additionally, Supply Corps officers will be required to understand SCM as it relates not only to the Department of the Navy, but how SCM affects warfighter requirements in the global joint arena.

Integrated Logistics Support (ILS) Internships

Supply Corps ILS Internship billets provide an opportunity to learn SCM integrated with other aspects of logistics through classroom and on the job training. Internships provide the opportunity to learn SCM and earn a **1302S** or **3121S** subspecialty code, in addition to **DAWIA Level II Life Cycle Logistics (LCL)** certification, while performing in a vital job. Promotion to the rank of LCDR affords SCM Supply Corps officers the opportunity to earn a Master's degree in SCM, serve in more demanding SCM billets, and achieve entry into the [Acquisition Corps](#).

Training With Industry (TWI)

TWI is a 12-month fellowship that provides Supply Corps lieutenants or junior lieutenant commanders with the opportunity to expand their professional supply chain and logistics education through exposure to executive level decision-making at a "Fortune 500" company.

Officers selected for this highly visible assignment provide monthly updates and receive an observed fitness report from the Chief of Supply Corps. Upon completion of the TWI tour, officers can expect to be selectively detailed to a follow-on tour in an assignment that utilizes skills gained. Examples of assignments include jobs at Defense Logistics Agency – Aviation and NAVSUP Weapon Systems Support.

Candidate eligibility requirements for lieutenants and junior lieutenant commanders include the completion of a master's degree and two operational tours before the June of the year the program begins. Candidates must also complete a minimum of 12 months at his or her current command and must be within 18 months of planned rotation date (exception: officers on 12 month orders). Additional guidance is provided annually and a Flag level selection board will select TWI participants. More information can be found in [NAVSUPINST 1520.7 \(Training With Industry \(TWI\) Program\)](#).

A career in SCM allows a Supply Corps officer to manage varying material and logistics requirements across multiple business and combat disciplines.

To learn more about SCM and its application visit the following websites:

[Defense Acquisition University](#)

[DAWIA Certification Requirements](#)

[Council of Supply Chain Management Professionals](#)

[Supply Chain Council](#)

[Acquisition Corps](#) (PERS 447 website)

Operational Logistics

Naval Special Warfare (NSW)



Naval Special Warfare (NSW) is the Navy component of U.S. Special Operations Command (USSOCOM) and is, therefore, not a traditional naval entity.

USSOCOM is a joint organization whose mission is to provide fully capable Special Operations Forces to defend the United States, and its interests, as well as to synchronize the planning of global operations against terrorist networks. There are several joint tour opportunities for Supply Corps LCDRs and CDRS at SOCOM within the J4 Logistics Directorate.



Naval Special Warfare Command (NSWC) is the Echelon II within NSW, and reports directly to SOCOM. NSWC's mission is to organize, train, man, equip, educate, sustain, maintain combat readiness and deploy Naval Special Warfare Forces to accomplish Special Operations missions worldwide. NSW Forces operate independently or in conjunction with other SOF, allied units and coalition forces.

The NSWC N4 is a Supply Corps Captain who serves as the Assistant Chief of Staff for Logistics, Engineering, Maintenance and Combat Systems for the NSWC Commander and is the Senior NSW Logistician. The N4s mission is to provide logistics and engineering policies and plans in support of naval special warfare current combat operations and future threats. In addition to the Captain billet on the NSWC staff, there are four other Supply Corps Officer billets under the N41 – Logistics Plans and Operations.

The four Naval Special Warfare Groups (NSWG) are the major commands that man, train, equip and deploy components of SEAL Teams, Special Boat Teams and SEAL Delivery Vehicle Teams to become part of Naval Special Warfare Squadrons (NSWRONS) to meet the exercise, contingency and wartime requirements of geographic combatant commanders, Theater Special Operations Commands, and numbered fleets located around the world.

There are three logistical support units (LOGSUs) under NSWG-1 (LOGSU-1), NSWG-2 (LOGSU-2) and NSWG-3 (LOGSU-3) whose mission is to plan, coordinate, integrate, synchronize and provide logistics support for its respective Naval Special Warfare Group and its subordinate units in order to directly support NSW operations and training in peace, crisis and wartime at home and forward deployed. LOGSUs execute both garrison support for SEAL Teams in CONUS and expeditionary support for deployed NSWRONS.

The deployed support is through the Combat Service Support Troop (CSST) that is manned, trained and equipped by the LOGSU. The CSST is the main logistical element from the LOGSU that attaches with a SEAL Team during its inter-deployment training cycle and subsequent deployment. The SEAL Team becomes a NSWRON by the end of its training cycle once it's Combat Support and Combat Service Support enablers are attached and ready to deploy downrange. The NSWRON N4 is an O-3 Supply Corps Officer who is assigned to the SEAL Team by the LOGSU Commanding Officer, and is responsible for all logistical sustainment of the NSWRON while deployed. There are eight LT operational billets divided between LOGSU-1 and LOGSU-2.

Deployed logistical sustainment is delivered from both SOF and conventional forces in theater, and is typically executed in a joint environment. In 2011, NSW began staffing officers graduating from the BQC. These officers will serve as the N4A, during a deployment.

There are four other operational LT tours within NSW that are each assigned to one of the four Naval Special Warfare Units (NSWU) strategically located around the world. NSWU-1 is in Guam, NSWU-3 is in Bahrain and both NSWU-2 and NSWU-10 are in Germany. The NSWUs' mission is to plan and execute operations and exercises, in addition to advising the Theater Special Operations Commands and Fleet Staffs.

The overall presence of the Supply Corps within NSW has grown exponentially over the years. As little as 10 years ago, there were only a handful of Supply Corps officers in NSW. With the addition of Ensigns to NSW, we will be around 66 strong. Expeditionary Logistics is gaining the notoriety it deserves within the Supply Corps, and NSW is an excellent community to serve which offers upward career mobility.

OPLOG-Naval Special Warfare Internships

Also within NSW are OPLOG intern billets assigned to the LOGSUs. The billets are divided between LOGSU-1 and LOGSU-2. The interns have a robust curriculum, which includes completing **DAWIA Level I Contracting** certification, numerous U.S. Army and U.S. Marine Corps logistics courses, as well as attending Basic Parachute School at Fort Benning, GA to qualify **Basic Parachutist**.

Other links of interest include:

[United States Special Operations Command \(USSOCOM\)](#)

[Naval Special Warfare Command \(NSWC\)](#)

Naval Expeditionary

A scalable force spanning the full range of military operations from Theater Security to Major Combat, Navy Expeditionary Combat Command (NECC) forces are made up of Sailors who are agile, rapidly deployable, self-sustainable and adaptive to mission requirements. These forces are well suited for conducting hybrid warfare and are an essential part of the Navy team to deliver core capability through ships, submarines, aircraft or our expeditionary forces.

Working in the seams between the maritime and land component commanders, these forces stand ready.



NECC is a core expeditionary force providing effective waterborne and ashore anti-terrorism, force protection, theater security cooperation and engagement, and humanitarian assistance/ disaster relief contingencies. However, when called upon, they also become primary enablers for Combat Commanders to engage in a crisis or war effort. Expeditionary logistics is vital to the success of NECC forces. Expeditionary logistics is the science of planning and carrying out the movement and maintenance of an armed force organized to accomplish a specific objective anywhere in the world. In its most comprehensive sense, those aspects of military operations that deal with design and development, acquisition, storage, movement, distribution, maintenance, evacuation, and disposition of materiel; movement, evacuation, and hospitalization of personnel; acquisition or construction, maintenance, operation, and disposition of facilities; and acquisition or furnishing of services.

Navy expeditionary Supply Corps officers provide combat support and combat service support missions to NECC forces across the spectrum of joint, combined and multinational operations in the near-coast, inshore and riparian environments to include irregular warfare and other shaping missions that secure strategic access and global freedom of action. It is not uncommon for expeditionary Supply Officers to operate in austere environments with limited infrastructure, and within complex logistics supply chains with a high degree of uncertainty/variability in demand and lead times.

There are over 320 officers in 3100, 3105 and 3107 Supply Corps billets in the Navy dedicated to providing logistics support to NECC forces deployed or in garrison. Thirteen percent of these billets ranging from Ensign to Commander are operational and assigned to Naval Construction Force, Riverine Force, Maritime Expeditionary Security Force, Explosive Ordnance Disposal Force and Navy Expeditionary Logistics Support Group.

Supply Officers assigned to a Naval Mobile Construction Battalion (NMCB) unit can earn the [Seabee Combat Warfare Specialist qualification](#) (960 AQD) while supporting expeditionary forces. AQD's **918** or **919** may be awarded for Global War on Terrorism Support Assignments (GSA) and Individual Augmentations (IA). The **928** or **929** AQD can be awarded for the completion of one or more of these “non-traditional” operational tours.

[Click here](#) to learn more about Navy Expeditionary Forces.

Additionally, 26 training expeditionary logistics (XLOG) topics consisting of 37 hours of computer based training is available on Navy Knowledge Online (NKO) and is mandatory for all Supply Corps officers assigned to NECC and its subordinate commands.

Operational Logistics (OPLOG) - Planner

The discipline of naval logistics planning is evolving to better meet the needs of the future force. By combining various types of duties and skills, officers are prepared for assignments of greater responsibility. Diversity in geographic location, warfare and functional expertise provides officers with the skills to fulfill roles that benefit the Navy and their careers.

Supply Corps officers should design career paths that build professional skills and functional expertise to develop them for senior logistics management responsibility. For the Supply Corps officer, training to become a planner is an opportunity to lay the groundwork for a growing cadre of planners that will engage in war planning, disaster response planning, and other contingency-type operations. Planners serve on Combatant Commander (CCDR) staffs; Joint Task Force (JTF) staffs; Maritime Operations Centers (MOC) staffs; and can also serve on Logistics Task Force Staffs such as CTF43, CTF53, CTF63 and CTF73. Logistics Planners build executable plans, including: Operation Plans (OPLAN); Concept Plans (CONPLAN); Operation Orders (OPORD) Annex D's; Concepts of Logistics Support; Logistics Sustainability Analyses (LSAs); real-world logistics support for Field Training Exercise's (FTX).

The NAVSUP Fleet Logistics Planners are positioned within each numbered fleet N4 to provide logistics planning expertise while aligning NAVSUP Enterprise capabilities to fleet requirements. The planner skill-set is not unique to the Supply Corps and formal education and experience is tracked with an AQD.

In order to earn the **JP1** AQD, planners must attend Maritime Advanced Warfighting School (MAWS) or any other service planner schools – the US Army's Advanced Military Studies Program (AMSP); the USMC's School of Advanced Warfighting (SAW); the US Air Force's School of Advanced Air & Space Studies (SAASS); or the Joint Advanced Warfighting School (JAWS). Upon completion of a planner tour with an already earned **JP1** AQD, they receive the **JP3** AQD. Otherwise, a **JP2** AQD is awarded for the experience as a planner.

OPLOG-PLN Planner Internships

The NAVSUP Operational Logistics Planner Internship Program is designed to develop and sustain planners within the Supply Corps community to support Navy and Joint commanders. Interns take 480 hours of formal classroom training, conduct site visits at Geographic Combatant Commanders, and participate in exercise planning at the NAVSUP Logistics Operations Center (formerly NOLSC) in support of the Commander, Naval Installations Command (CNIC) All Hazards Plan (AHP) exercise events in addition to supporting global fleet requirements.

Key benefits of this effort are multiple. A planning internship yields further exposure to diverse planning capabilities. While the primary responsibility for many interns is planning and writing logistics support plans; some interns also provide direct support during fleet exercises for expeditionary missions and real world fleet or joint operations that traditional Supply Officer's do not perform at the tactical level.

Operational Logistics Planner interns are board-selected individuals. Each selected intern will have the chance to earn the Operational Planner **JP2** AQD upon completion of the internship, which provides interns multiple opportunities to plan at the Operational Level of War and at the Joint/Combatant Commander level.

Increasing the number of qualified Supply Corps Planners helps build the operational level experience required now and in the future within the Supply Corps community, operational staffs, the Navy, and the Department of Defense. The benefit fleet planner interns provide is two-fold-- the resulting standardization of core logistics planner training and the experience of sharing best practices among the fleets.

For more info visit the Supply Corps officers Library on [NKO](#).

The NAVSUP Logistics Operation Center in Norfolk is the Center of Excellence for Planning within the Supply Corps community. Please visit this link to learn more about NAVSUP Fleet Planners and Operational Logistics Planner Interns: [NAVSUP Fleet Planners](#).

[Click here](#) to read a 2010 article in the NAVSUP Newsletter on NOLSC (now NAVSUP LOC) Planner Initiative (Pg 14).

Point of contacts for both NAVSUP Fleet Planners and Operational Logistics Planner Interns can be found by contacting the NAVSUP - LOC: loc.nolsc.fct@navy.mil / 757-443-5250

Petroleum Management - Fuels

Located at the Defense Logistics Agency McNamara Headquarters Complex at Ft. Belvoir, VA, NAVSUP Energy traces its history back to August 1952 with the establishment of the U.S. Navy Fuel Supply Office. The U.S. Navy Fuel Supply Office was created to be the Navy's Service Control Point for petroleum, oils, and lubricants in order to provide service-specific requirements to the Armed Services Petroleum Purchasing Agency, which is today's Defense Logistics Agency-Energy (DLA-Energy).

Prior to October 2010, NAVSUP Energy was part of the Naval Operational Logistics Support Center (now NAVSUP Logistics Operations Center) in Norfolk, VA, performing the similar role as it had in its earlier days...as the Naval advocate to DLA Energy for both the Navy and Marine Corps fuel activities. In October 2010, NAVSUP Energy migrated under the Commander, Fleet and Industrial Supply Centers (now Commander, NAVSUP Global Logistics Support-NAVSUP GLS) headquartered in San Diego, CA and formalized its role as the petroleum product and service champion for NAVSUP GLS as Code 70. With the transfer of all Commander, Naval Installation Command's (CNIC) air station fueling operations under NAVSUP also in October 2010, the alignment of all Navy Bulk Class III operations under once claimancy was complete. NAVSUP Energy's operational and fuels advocacy role expanded to all naval fuel facilities (both bulk and retail) and a Regional Fuels construct was created to bring this last class of supply under the operational and managerial control role of the regional Fleet Logistics Centers.

The Navy Fuels Officer's skill set and expertise extends beyond the aviation fuel truck and varies from the management and operations of Deep Water Fuel Terminals and air station flightline fueling operations to fuels planning on a Fleet or COCOM staff. The joint warfighter is your ultimate customer, and your fuel operation has direct contribution to the successful completion of any mission.

As a "Fuelie" not only will you join an exclusive community of officers within the Supply Corps, you will also join a community of highly-trained and regarded government and oil industry civilians who are fuels experts within their respective fields. Together, you form a community which dedicates itself to providing the highest quality petroleum products to naval, joint, and multinational forces on a daily basis. At the end of the day, job satisfaction and job fulfillment will not be idealistic or foreign ideas to you. They will be realities.

There are two paths to gaining the training and experience required to be qualified as Navy Fuels Logisticians: the fuels internship through the Supply Corps Internship Program and the 811 Postgraduate Education Program at the University of Kansas. Each of these avenues offers you very exceptional and exciting experiences and allows for the requisite skill set to manage this very unique commodity.

As a fuels intern, you will work alongside some of the best in the oil industry and learn the full spectrum of fuels operations. Some examples of things to which you will gain exposure are fuel sampling and testing; pipeline and fuel tank repair planning-also known as Sustainment, Restoration, and Modernization (SRM); MILCON project programming and execution; Continuous Process Improvement (CPI) initiatives for streamlining operations; planning fuel requirements; Compliance Inspections; Contract Management; and much more. There is also the opportunity for you to travel to other locations within CONUS or OCONUS to view operations on site at a Defense Fuels Support Point (DFSP) or air station. Currently, there are eight billets available for a fuels intern. Six of the billets are collocated with the DFSPs at one of NAVSUP's seven FISCs. The other two are with NAVSUP Energy.

Once you have successfully completed all the requirements of the fuels internship, you will have completed **DAWIA Life Cycle Logistics Level I and Level II**, earning you an additional AQD for Acquisition Logistics Non-critical (**ALN**), and you will be assigned a subspecialty code in Operational Logistics, **3212S**, and in Petroleum Management, **1307S**. You will also be well positioned for entry into the [Acquisition Corps](#).

Billets that an intern can be considered for or expected to fill immediately coming out of the internship include five overseas billets coded with **1307S** subspecialty code. You'll be primarily considered for one of these billets based on their availability at the time of your rotation. The current locations include NAS Rota, Spain, NAS Sigonella, Italy, NSA Souda Bay, Greece, NSF Diego Garcia, and COMLOGWESTPAC, Singapore. In addition to these locations, there are other possibilities to fill a role as a planner or fuels officer at one of the six Fleet commands.

As an 811 Postgraduate Program selectee, you will attend the University of Kansas for two years, and you will earn a Master of

Business Administration degree with a concentration in Petroleum Management and be assigned the post-graduate subspecialty code for Petroleum Management, **1307P**. Like the fuels interns, you'll work alongside some of the best in the oil industry and oversee a majority of the spectrum that is fuels operations. Coming out of the 811 program, you will be detailed as the Fuels Director at one of the DFSP's collocated with one of NAVSUP's seven Fleet Logistics Centers in Norfolk, Jacksonville, San Diego, Puget Sound, Pearl Harbor, Yokosuka, or Sigonella or be assigned as a fuel planner on a major Fleet staff or COCOM.

Becoming a Navy Fuels Officer is a very challenging, yet rewarding and fulfilling experience. You will build camaraderie with other Fuelies and have the satisfaction of knowing that success in your duties directly contributes to the successful completion of any mission. Today, NAVSUP Energy continues to excel in its role as the Navy's Service Control Point providing stewardship, assistance and technical expertise to ensure bulk petroleum distribution systems, operations, and requirements and quality meet the highest standards from those we serve.

OPLOG-POL Petroleum Internships

The OPLOG-POL billets are assigned at activities to include United States Pacific Command, Hawaii (PACOM), NAVSUP Energy, NAVSUP FLC Norfolk, NAVSUP FLC Jacksonville, NAVSUP FLC Puget Sound, NAVSUP FLC San Diego, NAVSUP FLC Yokosuka and NAVSUP FLC Pearl Harbor. During the training period, officers will obtain experience in a wide variety of petroleum management functions.

These developmental assignments provide a broad range of experience in areas such as fuel operations, quality assurance, maintenance management, fuel automation systems, and dispatching and scheduling. On-the-job development is supplemented by numerous training courses. Upon completion of training, officers will have gained a significant level of experience in petroleum management and operational logistics. Officers completing the OPLOG-POL program are assigned the **1307S** petroleum and **3212S** operational logistics subspecialties codes as well as AQDs associated with **ALN** coded billets, signifying a non-critical certification in the acquisition logistics career field.

Operations Research, Analysis, and Assessment (OR)

The Operations Research (OR) subspecialty is a complimentary skill set to the traditional Supply Corps lines of operation, with significant opportunity to enhance the performance in any functional area. There is neither a billet nor job within the field of logistics or the Department of Defense where the tools of Operations Research do not find applicability.

So then, what is Operations Research? At the most fundamental level, an OR analyst is educated in the application of problem-solving techniques to real world problems. The outcome of his or her efforts is the development of decision support tools and procedures that help people and organizations make better choices when facing challenging problems. OR provides the tools to remove the “go with your gut” sentiment and enables leadership to have a clear understanding of the “why” one option is more beneficial than another instead of just the “what.” The major disciplines within OR are all quantitatively intense: Statistics and Data Analysis, Probability and Simulation, Optimization and Warfare Analysis (Logistics.)

One of the great things that the graduate education in O.R. taught me was how to think much more critically than I had before, and really, to frame a problem. Where that really helps me in this job is being able to ‘still frame’ a problem in my mind and to look at it differently than many of the people [who] bring those problems to me.

***-- ADM Mike Mullen, Former Chairman,
Joint Chiefs of Staff
Analytics, Sept 2010***

The military uses OR at the strategic, operational and tactical levels. As Admiral Mullen states above, OR improves decision making and facilitates insight into problems, whether that problem be combat fire assignments or budget programming. OR applications cover the full spectrum of military activities, from policy analysis to tactical weapon selection. The most basic OR problem is the matching of limited resources to unlimited requirements in a way that will achieve the best outcome for all parties. Some specific areas of focus include:

Force structure composition and modernization: Should Navy buy new ships or increase investment to lengthen usable ship life?

Logistics: How much repair parts inventory is sufficient for a deploying unit? How much airlift do we buy to support an exercise?

Human resources: What should our recruiting goals be? How much incentive bonus is needed to influence sailors to stay Navy? How many people do we need for a 313-ship Navy?

Flight operations scheduling: three aircraft, fifteen missions, prioritize, execute.

Intelligence: What search pattern should be utilized to provide the most imagery from a UAV?

Weapons program management: What will this weapon cost over a 20-year life cycle? What is the operational availability? How does that impact the number of platforms we should buy?

Within the Supply Corps, OR practitioners find their skills in great demand at virtually any activity. Specific OR-coded billets exist at OPNAV (Assessments Division, Readiness Reporting, Spares Policy), NAVSUP HQ, NAVSUP Weapons Systems Support (Inventory System Modeling), and both Fleets, as well as Joint opportunities with the Joint Staff, Defense Logistics Agency, United States Transportation Command, and geographic Combatant Commands.

Supply Corps officers interested in an Operations Research subspecialty must pursue this certification through graduate education at Naval Postgraduate School, Monterey, CA. [Click here](#) for complete details on the OR program and curriculum.

Pre-requisites for enrollment in the OR Masters program include: a baccalaureate degree with above-average grades, completion of mathematics through single variable differential and integral calculus with above-average grades is considered minimal preparation. Students without these quantitative prerequisites will be accepted in cases where their undergraduate records indicate that they are exceptional students and there are other indicators of potential. An academic profile code (APC) of 325 is required. Waivers may be requested and obtained with a one-quarter refresher.

The educational program is an eight-quarter course of study (including JPME) with entry dates in March and September. In general, students attend a one-quarter mathematics “refresher” prior to entering the curriculum. This course sequence begins in January or July for the March or September start dates, respectively. Requirements for the Master of Science in Operations Research degree are met en route to satisfying the Educational Skill Requirements of the curricular program as well as Service Intermediate-level PME and Phase I Joint PME credit.

The Military Operations Research Society (MORS) is a professional organization for analysts in Department of Defense and National Security-related issues. In addition to their website (www.mors.org), and their quarterly newsletter, *Phalanx*, the annual MORS Symposium provides a great forum for presentations of the latest analytical efforts from across the community. Outside DoD, The Institute for Operations Research and the Management Sciences (INFORMS) is the largest professional society in the world for professionals in the field of operations research, management science, and business analytics. INFORMS websites (www.informs.org, www.scienceofbetter.org) provide a vast amount of resources for the interested quantitative analyst.

The Military Applications Society (MAS) is a technical society within the Institute for Operations Research and the Management Sciences (INFORMS). **INFORMS** is the civilian Operations Research professional society. Additionally, the Navy Supply Corps has a community group on *LinkedIn*. The *LinkedIn* community consists of active, reserve and retired Supply Corps operations research analysts. You must be a member of *LinkedIn* to post discussions, questions, and comments. This forum is an excellent source of information within the community. You can find the US Navy Supply Corps Operations Research Group on *LinkedIn* by [clicking here](#).

Joint



The Supply Corps is dedicated to developing and detailing our most qualified officers to joint assignments and are prepared to deliver sustained logistics readiness to the Navy and the Joint Force Commander (JFC). Becoming a Level III Joint Qualified Officer (JQO) is a key milestone for Supply Corps officers. Qualification as a Level III JQO requires Supply Officers to complete **Joint Professional Military Education (JPME) Phases I and II**, and a Standard-Joint Duty assignment (S-JDA) tour or Experience-Joint Duty Assignment (E-JDA).

Joint Qualified Officers

Joint Qualified Officers (JQO) were born out of the Goldwater-Nichols Act of 1986. Further direction was provided in the John Warner National Defense Authorization Act (NDAA) 2007 where it stated:

The Secretary of Defense shall establish different levels of joint qualification, as well as the criteria for qualification at each level;

Each level shall, as a minimum, have both joint education criteria and joint experience criteria.

The purpose of establishing such qualification levels is to ensure a systematic, progressive, career-long development of officers in joint matters and to ensure that officers serving as general and flag officers (GO/FO) have the requisite experience and education to be highly proficient in joint matters.

Based upon the preceding passage it is clear that joint qualification and experience are extremely important in the development of your career. For the Navy Supply Corps to remain relevant in the future, Supply Corps officers must have the training and experience to operate and excel within the joint environment. In building a successful career, one must consider joint qualification as an important milestone.

Joint Milestones Today

The current model for joint qualification requires that officers complete JPME on two levels (Phase I and Phase II) and possess joint

experience that meets the definition of “Joint Matters.” “Joint Matters” is codified in the National Defense Authorization Act for FY 2007 (NDAA FY 2007) as follows:

Matters related to the achievement of unified action by multiple military forces in operations conducted across domains such as land, sea, air, space, or in the information environment, including matters relating to:

- a) National Military Strategy
- b) Strategic planning and contingency planning
- c) Command and control of operations under unified command
- d) National security planning with departments and agencies of the United States
- e) Combined operations with military forces of allied nations.

Officer Professional Military Education Policy (OPMEP) [CJCSI 1800.01D](#) communicates the CJCS’ vision for joint officer development.

Joint Qualification System (JQS)

The JQS provides Active and Reserve component officers an opportunity to earn joint qualifications upon completion of the requisite joint professional military education **and** completion of a full tour of duty in a joint assignment. Joint assignment credit can be awarded via either the Standard Joint Duty Assignment List (S-JDAL): serving in a Joint Duty Assignment List (JDAL) position, or the Experience Joint Duty Assignment List (E-JDAL). An officer may be considered for the awarding of joint experience points for service in a non-JDAL experience position.

The JQS offers four levels of joint qualification (Level I, Level II, Level III (aka Joint Qualified Officer (JQO)), and Level IV)) to recognize the career-long accumulation of joint knowledge, skills, and abilities.

Level	Criteria
I	<p>a. Awarded upon joint certification of pre-commissioning and basic officer course completion. -- These courses provide learning objectives dealing with "Joint Introduction and Awareness." b. Junior Officers are focused on Service competencies. c. Qualification points begin to accrue following commissioning via opportune joint experiences, joint training, joint exercises, and other education.</p>
II	<p>a. Awarded upon completion of JPME Phase I and accrual of 18 points and certification by the Chairman of the Joint Chiefs of Staff. b. A minimum of 12 points must come from "Joint Experience." c. Discretionary points may be derived from joint experience, joint training, joint exercises, and other education. NOTE: Officers who have Full Joint Tour Credit and have completed JPME Phase I may be nominated by their Service, in accordance with procedures established by the Chairman of the Joint Chiefs of Staff, to be designated as Level II</p>
III	<p>a. Awarded upon completion of JPME Phase II or AJPME (Reserve Component officers) and accrual of a minimum of 36 total points (based on Level II point requirements, normally 18 more points since Level II) or Full Joint Duty Credit, and certification by the Secretary of Defense or his designee. b. Recency requirement: a minimum of 12 points must come from "Joint Experience" earned in the grade of O-4 or higher. c. Discretionary points may be derived from joint training, joint exercises, and other education. d. Formal designation: Joint Qualified Officer (JQO). e. Effective 1 Oct 2008, JQO required for appointment as an O-7 (AC Only).</p>
IV GO/FO Only	<p>a. Awarded upon completion of CAPSTONE (AC only) and accrual of 24 joint experience points or full joint GO/FO credit from an assignment in a GO/FO joint billet in OSD/JS/COCOM HQs/JTF HQs, Defense Agency HQs, hold designation as a JQO, and certification by the Secretary of Defense or his designee. b. Officers must be a GO/FO (for pay purposes) for at least one day while filling the GO/FO S-JDA or during the period for which joint experience points are earned.</p>

Standard Joint Duty Assignment (S-JDA)

Assignment to a position listed on the JDAL is considered to be the "standard" path to earning joint qualification. JDAL positions are detailed based on screening by the Services and the joint organizations. Generally, officers serving in a JDAL position are O-4 and above.

- JDAL billets require a three-year commitment with few exceptions. All JDAL billets (except URLs and GO/FOs) have a tour length of three years and limits the number of officers that the Supply Corps can move through these JDAL billets.
- Except for assignments terminated by joint duty tour length waivers or for one of the reasons listed in Enclosure 7 of DoDI 1300.19, Active Component and full-time Reserve Component (RC) officers in grades O-6 and below must complete at least three years and GO/FOs must complete at least two years in order to earn "full" joint duty credit.
- The tour length for RC officers who perform duty periodically in a JDAL position is set at six cumulative years for O-6 and below (initial assignment not less than three years) and four cumulative years for GO/FOs (initial assignment not less than two years). DoDI 1300.19,

Enclosure 13 details the RC joint qualification program.

- A tour of duty in which an officer serves in more than one joint duty assignment without a break between such assignments shall be considered to be a single tour of duty in a joint duty assignment.

The current JDAL can be found by [clicking here](#).

Experience Joint Duty Assignment (E-JDA)

As of September 2010, Officers in the grades of O-1 through O-6 may self-nominate their experiences and request award of "joint experience points." This process can be found by [clicking here](#).

The current global environment has placed Supply Corps officers in high demand. Individual Augmentee Manpower Management (IAMM) and Global War on Terrorism (GWOT) Support Assignment (GSA) programs are just two of the many requirements Supply Corps officers are summoned to support. It should be noted that "joint experience points" for these IA assignments can be credited up to a ratio of three for one. That is three months credit for one month served!

It is important to emphasize that serving in a joint command does not automatically qualify as joint duty experience. Moreover, serving in a Naval command may qualify for joint duty experience. Upon submission of the officer's E-JDA self-nomination, a JQS Experience Review Panel with representatives from all Services and Components will evaluate whether the duties assigned qualify as joint matters. If those experiences meet the definition of joint matters, a recommendation will be submitted to the Chairman, Joint Chiefs of Staff, for approval or disapproval of the individual experience. The key to a successful self-nominating process is ensuring that the position description and Fitness Reports communicate a substantive effort in joint matters.

Conclusion

The Supply Corps community values billets in joint organizations because they allow Supply Corps officers to be more relevant to logistics elements support the JFC. Such experience and opportunity will allow our best officers to compete for Flag and logistics related leadership roles across the joint environment.

Developing and assigning officers prepared to deliver logistics readiness across the joint environment depends on career milestone achievements. Relevance across the joint environment is essential to

the Supply Corps and the Navy and is central to the mission of the Supply Corps.

References:

[DoDI 1300.19, DoD Joint Officer Management Program](#)

[CJCSI 1330.05, Joint Officer Management Program](#)

[DoD Joint Officer Management Program Fact Sheet](#)

[NPC Joint Officer Management](#) (PERS 45J website)

Procedures: **Sections 152, 154, 155, 164, 619a, 661-668, 2151-2155, 3033, 5033, 5043, and 8033 of Title 10 United States Code**

OPLOG-JOL Joint Operational Logistics Internships

All Joint Operational Logistics (JOL) billets are assigned to the Joint Staff, Logistics Directorate (J4). Each JOL intern shall be given the opportunity to experience the many aspects of joint logistics and gain a broad knowledge base as well as develop strong managerial skills.

The goal of this program is to develop individuals with a broad working knowledge of joint operational logistics so they will be able to make fundamentally sound management decisions in the future. In addition to on-the-job development, the JOL internship educational program includes Naval War College correspondence program for **JPME**

Phase I as well as numerous joint and operational logistics-oriented training courses. Upon completion of training, officers will have gained a significant level of experience in joint operational logistics. Officers completing the OPLOG-JOL program will earn the **3212S** operational logistics subspecialty code and **JPME Phase I** AQD of **JS7**. To be assigned to the JOL intern program, officers must possess a Top Secret security clearance.

Additional information on Joint Officer Management can be found on the Supply Corps Homepage on [NKO](#).

Notional Supply Corps Career Progression

RANK	YEAR	TOUR	PROMOTION MILESTONES
			Key Career Events
FLAG	28		
	27		
CAPT	26	Joint (if not JQO yet)/	Acquisition Corps JQO Designation
	25	Policy/Program level/Command tour	
	24	Joint (if not JQO yet)/	
	23	Policy/Program level/Command tour	
	22		
CDR	21	O-5 Operational Tour or other	
	20	tough/visible tour	2nd Tough/Visible Tour
	19		JQO Designation
	18	Joint/Line of Operation/Policy Tour	Crossover Tour (Other Line of Op)
	17		Acquisition Corps
	16	Senior Service College	JPME II
LCDR	15		MASTERS DEGREE
	14	Joint/Line of Operation/Operational Tour	1st Tough/Visible Tour
	13	(24 mos if operational)	JPME I
	12		Overseas
	11	Joint/Line of Operation/Operational Tour	DAWIA Level II / III
	10	(24 mos if operational)	
LT	9		2nd OPERATIONAL TOUR
	8	PG School	
	7		WARFARE QUALIFICATION
	6	2nd Operational Tour	GSA/A
	5		DAWIA Level II
	4	Shore Tour	
LTJG	3		1st OPERATIONAL TOUR
	2		WARFARE QUALIFICATION
	1	Operational Tour	
ENS	0	NSCS	

SUPPLY CORPS OFFICER PERSONAL CAREER PLAN

NAME _____

DATE _____

RANK	YEAR	TOUR	PROMOTION MILESTONES	TOURS PLANNED AND COMPLETED
FLAG	28		Key Career Events	
	27			
CAPT	26	Joint (if not JQO yet)/	Acquisition Corps JQO Designation	
	25	Policy/Program level/Command tour (36 Months)		
	24	Joint (if not JQO yet)/		
	23	Policy/Program level/Command tour (36 Months)		
CDR	22			
	21	0-5 Operational Tour or other	2nd Tough/Visible Tour JQO Designation Crossover Tour (Other Line of Op) Acquisition Corps JPME II	
	20	tough/visible tour (24-36 Months)		
	19			
	18	Joint/Line of Operation/Policy Tour		
17	36 Months			
LCDR	16	Senior Service College (12 Months)		
	15		MASTERS DEGREE	
	14	Joint/Line of Operation/Operational Tour	1st Tough/Visible Tour	
	13	36 Months (24 Months if operational)	JPME I	
	12		Overseas	
	11	Joint/Line of Operation/Operational Tour	DAWIA Level II / III	
LT	10	36 Months (24 Months if operational)		
	9		2nd OPERATIONAL TOUR	
	8	PG School (12-24 Months)	WARFARE QUALIFICATION GSAIA DAWIA Level II	
	7			
	6	2nd Operational Tour (24-30 Months)		
	5			
4	Shore Tour Cont.../GSA (7-12 Months)			
3	Shore Tour (30 months)	1st OPERATIONAL TOUR		
LTJG	2		WARFARE QUALIFICATION	
	1	Operational Tour (24-30 Months)		
ENS	0	NSCS (6 Months)		





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