

NAVY Supply Corps

***RESERVE
PROFESSIONAL
DEVELOPMENT***



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* **Disclaimer** – All information contained in this playbook (including web and email addresses) is considered current as of the latest update, but is subject to change prior to the release of another update.

Professional Development

Reserve officers have flexibility in tailoring a career path that supports personal goals, the needs of the Navy, and their civilian employment commitments. As discussed in the Planning for a Successful Supply Corps Reserve Career playbook, the Reserve Supply Corps Officer Community Manager has determined the following are the major Lines of Operations within the Reserve Component (RC) Supply Corps community:

- a. Operational/Expeditionary Logistics
- b. Supply Chain Management
- c. Acquisition/Contracting

These career paths highlight varied and challenging billets available to the SELRES SC community. Each career path offers unique programs, commands, units, and opportunities for career development and growth. Officers should become familiar with the various Reserve programs and organizations early in their careers to make informed career decisions. Often, officers gain experience within the junior and mid-grade ranks of an organization to progress through the leadership positions in that community (such as a Navy Cargo Handling Battalion).

Contracting billets require specific skills and qualifications as a condition of assignment to these jobs. Specific skills and experience are identified with Navy Officer Billet Codes (NOBC) and Additional Qualification Designators (AQD) that reference Defense Acquisition Workforce Improvement Act (DAWIA) certifications. Reserve officers should consider their career objectives and plan accordingly. Reserve Component Commander N4s (listed in [Appendix A](#)) can assist you with identifying appropriate billets given their availability to best match your plan.

The primary focus of all Reserve Supply Corps officers should include:

- a. Sustained superior performance in jobs of increasing responsibility
- b. Breakout in competition
- c. Diversity of assignments
- d. Meeting professional educational milestones

Career Progression

Reserve Supply Corps officers should consider their careers as a journey rather than a sprint, seek positions of increasing responsibility, and strive to do well in each assignment. The following guidelines should enable you to pursue a variety of assignments while remaining competitive for promotion:

- a. Prior to zoning for promotion to Lieutenant Commander:
 1. Direct Commission Officer: Develop core competencies in a career path, seek increasing levels of responsibility in billets, and seek small unit leadership positions
 2. Navy Veteran: Affiliate with and actively participate in the Navy Reserve program, expanding core competencies over various career paths with increasing levels of responsibility. Capitalize on Active Duty experience
- b. Prior to zoning for promotion to Commander:
 1. Earn a warfare qualification (if available to your billet).
 2. Pursue at least one operational tour in a unit, such as: Mobile Construction Battalion, Special Warfare (SPECWAR) unit, Defense Logistics Agency (DLA), or units under the Navy Expeditionary Combat Command (NECC) umbrella
 3. Obtain a Master's degree, preferably Supply Corps related such as business administration, business systems, or supply chain management
 4. Pursue a tough/visible tour with a major staff, NECC unit or HQ/OPNAV unit; strive for XO or CO positions when available
 5. Acquire special qualifications, such as NOBCs, Joint Professional Military Education (JPME), and DAWIA certification
- c. Prior to zoning for promotion to Captain:
 1. Demonstrate the ability to lead and direct Sailors and organizations in tough, highly visible and challenging environments
 2. Develop your professional reputation and strive for diversity of assignments
 3. Screen for Command at the O5 level
 4. Successfully complete a command tour
- d. Mobilization, ADSW, or any type of extended AD opportunities – if available, will be rewarding both personally and professionally at any level.

Navy Officer Billet Classification (NOBC) Codes

NOBC codes describe specific training requirements for each billet, which may include Service Schools, correspondence courses, Annual Training and drill weekend time spent in an on-the-job training environment. Earned NOBCs appear on the Officer Summary Record (OSR) (discussed in the Your Reserve Record playbook) that are reviewed when you are being considered for billet assignments. NOBC qualifications may be required prior to being assigned to certain billets. When seeking a billet, make sure you know what the billet requires and plan accordingly. Information regarding NOBC instruction ([NAVSUPINST 1231.1 Series](#)) and application format is on the NPC Reserve Supply Corps website and in the Navy Officer Manpower and Personnel Classifications Manual ([NAVPERS 158391](#)), Volume I, part C found on the Navy Officer Occupational Classification System (NOOSC) website.

NOBCs may be earned (typically, no more than two NOBCs can be earned per tour):

1. While on AD, NOBCs are automatically posted to the officer's record after completion of a minimum of 18 months in the position. AD billets are coded for NOBCs by the Navy Manpower Analysis Center (NAVMAC).
2. For Selected Reserve (SELRES) officers, NOBCs will be assigned upon fulfilling the billet requirements or may be requested based upon assignment to certain Reserve billets and certified by NPC.
3. NOBCs may also be requested based upon civilian occupational experience and education.

NOBCs earned through Reserve participation or civilian experience must be requested on an individual basis by the member. [NAVSUPINST 1231.1 Series](#) lists all Supply-related NOBCs, establishes assignment criteria and includes NOBC application procedures for Reserve Supply Corps officers. A list of all NOBCs can be found in NOOCS Volume I, Part C ([NAVPERS 158391](#)).

Additional Qualification Designators (AQD)

AQDs document specific skills attained in a billet or through training, education, or qualifications, and are reflected on the Officer Summary Record (OSR) AQDs are often associated with warfare qualifications, DAWIA certifications, and specific qualifications earned on-the-job. SELRES Supply Corps officers are eligible to earn The Navy Expeditionary Supply Corps Officer (NESCO), Seabee Combat Warfare Specialist (SCWS), Naval Aviation Supply Officer (NASO), Qualification in Submarines (SQ1), and Surface Warfare Supply Corps Officer (SWSCO). If you are in a billet that offers a warfare qualification, you are expected to attain it before you detach from the billet. A list of all AQDs can be found in Volume I, Part D of [NAVPERS 158391](#).

Joint Qualification System (JQS)

The JQS Implementation Plan established a joint force management infrastructure as dynamic as the environment in which the joint forces operate. It creates a system which advances the concept of career-long accumulation of joint experiences, education, and training as advocated in the Department of Defense (DoD) Strategic Plan for Joint Officer Management (JOM), Joint Professional Military Education (JPME) and the Chairman of the Joint Chiefs of Staff Vision for Joint Officer Development.

Officers are able to qualify as Joint Qualified Officers (JQOs) by completing JPME I, JPME II, and serving the required amount of time in a joint coded billet. The JQS creates an alternative path to obtaining a joint qualification, plus it offers joint qualifications to RC officers. Under the new JQS program, JPME I and II are still required, however joint experience is now recognized in addition to serving in a joint-coded billet. The JQS allows individuals who gain experience from serving in a joint billet (not coded as joint) to count the period of service towards the experience qualification requirement.

Many mobilization and Individual Augmentee (IA) tours are conducted in a joint environment and may count towards joint experience. To ensure parity with AC Officers, RC officers who have served in joint organizations and have met the statutory requirements of the applicable law (Title 10 USC, Chapter 38) will be credited with the same joint credentials as AC officers under the Goldwater Nichols Act of 1986. Officers are able to self-nominate their joint experiences for point recognition for up to one year after they return from their joint tour. A web-based application is available online to facilitate the [self-nomination](#) process. This program continues to evolve. For program specifics and the latest information go to the [JQS webpage](#).

Joint Professional Military Education (JPME)

One of the requirements to qualify under the JQS program is to complete JPME Phases I and II. JPME is required for all AC SC Officers, and is a significant discriminator for promotion at the senior level for RC Supply Corps officers. NAVADMIN 263/04 established the Professional Military Education (PME) continuum for all officers as an essential part of Sea Warrior and the Navy's transformation initiatives. It is highly encouraged that SELRES Officers complete JPME Phase I prior to screening for promotion to Commander.

- a. JPME Phase I: An Officer can attain JPME I through several learning opportunities. Review the below listed program websites, the [NPC Joint Qualification System](#) website and the [CNRFC JPME](#) page for current JPME I granting programs and opportunities. Traditional venues for JPME Phase I include U.S War Colleges and Joint Command and Staff Colleges. Attendance at one of these courses is usually limited to only AC Officers who have been individually selected. To accommodate other potential students including RC Officers, non-traditional venues are available. JPME Phase I courses include:
 1. The Naval War College (NWC) [Fleet Seminar Program](#), offered at larger Navy installations across the United States, provides a traditional classroom setting, facilitated by a qualified instructor. The course of instruction has three key learning objectives. Students meet one night per week for over 40 or weeks. Taking additional classes will allow students to earn a Master of Arts degree in National Security and Strategic Studies degree from the Naval War College.

Officers who complete JPME Phase I earn AQD JS7. Additional information about NWC distance education programs is available at the [Naval War College website](#).

[NWC](#) also offers a correspondence course that qualifies the JPME I certification. The CD-ROM is derived from the College of Naval Command and Staff curriculum and the Fleet Seminar Program. The program involves instructor led training and is designed to be completed within 12 months.

2. NWC has a limited availability for SELRES officers to participate through the in-residence program. Refer to the NWC website for additional information.
 3. The [NWC](#) Web-Enabled correspondence course is also available to RC Supply Corps officers. It is an 18-month curriculum that provides a greater degree of interaction between individual students and course professors.
 4. Air Force Air Command and Staff College ([ACSC](#)). The ACSC distance learning curriculum consists of course material that is accessible from the ACSC internet site. More information is available at Air Force Distance Learning.
 5. Army Command and General Staff College ([ACGSC](#)). The non-resident ACGSC program is offered under two options: a three phase web-based course that must be completed within 18 months (Intermediate Level Education-Common Core or ILE-CC) or as a three phase classroom-style course offered at Army Battalion locations throughout the world, they must be completed in 13 months.
- b. JPME Phase II and Advanced Joint Professional Military Education (AJPME):
1. [JPME II](#) granting programs are typically for AD officers. Given the time involved with an in-resident program, SELRES officers rarely take this route. There are rare occasions when CNRFC will announce opportunities for SELRES officers to attend JPME-II granting programs. Officers who complete JPME II earn AQD JS8.
 2. JPME Phase II equivalent is also available through the [AJPME](#) program, which was developed for SELRES officers. [AJPME](#) is a 40 week blended course for RC officers (grades O-4 to O-6) that is similar in content to the in-residence Joint Forces Staff College (JFSC) Phase II curriculum. AJPME satisfies the educational requirement for qualification as JQO Level III (RC officers only). Quotas are obtained through CNRFC N7. Check the CNRFC N7 JPME page (login required) for the most up-to-date JPME and [AJPME](#) information.

APPENDIX A

Reserve Component Command Southeast - Jacksonville
Navy Region Southeast RCC - Jacksonville (Code N4)
P. O. Box 90, Navy Air Station
Jacksonville, FL 32212-0090
DSN: (312) 942-0805
COMM: (904) 542-0805

Reserve Component Command Southeast – Fort Worth
Navy Region Southeast RCC – Fort Worth (Code N4)
1803 Doolittle Avenue
Fort Worth, TX 76127-5000
DSN: (318) 739-1626
COMM: (817) 782-1626

Reserve Component Command Mid-Atlantic - Norfolk
Navy Region Mid-Atlantic RCC - Norfolk (Code N4)
Building SP-12 Naval Station
521 Park Crescent
Norfolk, VA 23511-4092
DSN: (312) 341-5914
COMM: (757) 341-5914

Reserve Component Command Mid-Atlantic – Great Lakes
Navy Region Mid-Atlantic RCC – Great Lakes (Code N4)
520 Dewey Ave, Building 5
Great Lakes, IL 60088-2911
DSN: (312) 792-4916, ext 229
COMM: (847) 688-4916, ext 229

Reserve Component Command Southwest
Navy Region Southwest RCC - San Diego (Code N4)
937 North Harbor Drive
Box 52
San Diego, CA 92132
DSN: (312) 522-1899
COMM: (619) 532-1899

Reserve Component Command Northwest
Navy Region Northwest RCC – Everett (Code N4)
2000 West Marine View Drive, BLDG 2102
Everett, WA 98207-2600
DSN: (312) 727-3814
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NAVY

Supply Corps

Supply Corps Personnel

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<http://www.public.navy.mil/bupers-npc/officer/Detailing/r1staffcorps/supply/Pages/ReserveCommunity.aspx>