



LN CAREER PATH



Legalmen (LN) serve as paralegals under the supervision of Judge Advocates, providing and managing legal services across a broad range of areas, including military justice matters, administrative separations, claims, admiralty law, and legal assistance. Their responsibilities include drafting and submitting legal correspondence, conducting interviews, performing legal research, and delivering trial and defense paralegal support. Legalmen also prepare charges and associated documents required for Non-Judicial Punishment (NJP) and Courts-Martial (CM). Additionally, they offer guidance and support under the supervision of a Judge Advocate to service members and commands on matters related to legal administration.

YEARS IN LN RATING	CAREER MILESTONES	AVERAGE TIME IN SERVICE TO ADVANCE	COMMISSIONING OR OTHER SPECIAL PROGRAMS	SEA/SHORE FLOW	TYPICAL CAREER PATH DEVELOPMENT
26-30	LNCM***	21.6 Yrs	CSEL, CMDCM	36	4 th Shore Tour Billet: CSEL Duty: OJAG, NLSC, RLSO, NJS, ECM Qualification: Instructor Course, CMC/COB Course, P-TRIAD Course, ***Advanced CMC Course, Navy Senior Leader Seminar (NSLS)
24-26	LNCM*** LNCS**	21.6 Yrs 18.8	CSEL, CMDCM, CMDCS	36	4 th Sea/OCONUS Tour [2 billets for LNCS and 1 billet for LNCM] Billet: CSEL Duty: RLSO, DSO, SJACAP, OSTC, MCPON LN, Detailer, Placement, ECM Qualification: **SEA, CMC/COB Course, P-TRIAD Course, ***Advanced CMC Course, NSLS
20-24	LNCM LNCS** LNC*	21.6 Yrs 18.8 14.5	CWO, CSEL, CMDCM, CMDCS	48	3 rd Shore Tour Billet: CSEL, DLCPO, Instructor Duty: OJAG, NLSC, RLSO, DSO, NPC, NJS, SJA, OMC, DCAP, TCAP, SJACAP, OSTC, MCPON LN, Detailer, Placement, ECM Qualification: Senior LN Leadership Course, Instructor Course, **SEA, CMC/COB Course, P-TRIAD Course
16-20	LNCM** LNCS** LNC* LN1	21.6 Yrs 18.8 14.5 8.7	LDO, CWO, OCS, MECP, CSEL, CMDCM, CMDCS	36	3 rd Sea/OCONUS Tour [2 billets overseas for LNCS and 1 billet for LNCM] Billet: CSEL, DLCPO, LPO, INDLN Duty: RLSO, DSO, Ship, Group, SJACAP, OSTC, MCPON LN, Detailer, Placement, ECM Qualification: *Senior LN Leadership Course, **SEA, **P-TRIAD Course, **CMC/COB Course



LN CAREER PATH



YEARS IN LN RATING	CAREER MILESTONES	AVERAGE TIME IN SERVICE TO ADVANCE	COMMISSIONING OR OTHER SPECIAL PROGRAMS	SEA/ShORE FLOW	TYPICAL CAREER PATH DEVELOPMENT
12-16	LNCS** LNC * LN1 LN2	18.8 Yrs 14.5 8.7 4.5	LDO, CWO, OCS, MECP, CSEL, CMDCS	48	2 nd Shore Tour Billet: CSEL, DLCPO, LPO, Instructor Duty: RLSO, DSO, OMC, NPC, NJS, SJA, DCAP, TCAP, SJACAP, OSTC, MCPON LN, Detailer, Placement Qualification: Mid-Level LN, *Senior LN Leadership Course, **SEA, **P-TRIAD Course, **CMC/COB Course
8-12	LNCS** LNC* LN1 LN2	18.8 Yrs 14.5 8.7 4.5	LDO, CWO, OCS, MECP, EMDP2, JAGC IPP (<8 TIS, E5 – E7), CSEL, CMDCS	36	2 nd Sea/OCONUS Tour [2 billets overseas for LNCS] Billet: CSEL, DLCPO, LPO, ALPO, IDLN Duty: RLSO, DSO, Ship, Group, NMCB, SJA, SJACAP, OSTC, MCPON LN, Detailer, Placement Qualification: Mid-Level LN, *Senior LN Leadership Course, **SEA, ** P-TRIAD Course, **CMC/COB Course
4-8	LNC** LN1* LN2 LN3	14.5 Yrs 8.7 4.5 2.8	STA-21, OCS, MECP, EMDP2, JAGC IPP (E5 – E7)	48	1 st Shore Tour Billet: LCPO, LPO, ALPO, IDLN, OSTC, Assignment in- rate Duty: RLSO, DSO, OSTC, SJA Qualification: Mid-Level LN, LPEP, LN PQS, LN Leadership Course, and the following leadership development courses by paygrade: FLDC –E3/E4 ILDC – E5 ALDC – E6
1-4	*Conversion to LN1 LN2 LN3	*Upon completion of “A” School, will be advanced to E-4	Naval Academy, NROTC, JAGC IPP (>2 TIS, E5 – E7)	36	1 st Sea/OCONUS Tour Billet: Assignment in-rate Duty: RLSO, DSO, Ship, OSTC Qualification: LPEP, LN PQS, and the following leadership development courses based on paygrade: FLDC –E3/E4 ILDC – E5 ALDC – E6



LN CAREER PATH



Notes:

1. “A” School is required.

2. Acronyms:

AERR - Advancement Examination Readiness Review
ALDC - Advanced Leadership Development Course
BROFF - Branch Office
CSEL - Command Senior Enlisted Leader
DCAP - Defense Counsel Assistance Program
DET - Detachment
DEVGRU - Naval Special Warfare Development Group
DLCPO - Departmental Leading Chief Petty Officer
DSO - Defense Service Office
FLDC - Foundational Leadership Development Course
IA - Individual Augmentation
IDLN - Independent Duty LN
ILDC - Intermediate Leadership Development Course
JAG - Judge Advocate General
LCPO – Leading Chief Petty Officer
LPEP - LN Paralegal Education Program
NJS - Naval Justice School
NLSC - Naval Legal Service Command
OJAG - Office of the Judge Advocate General
OMC - Office of Military Commissions (Defense Legal Services or DEF LEGL SVC)
OSTC - Office of Special Trial Counsel
PME - Professional Military Education
RLSO - Region Legal Service Office
SCM/SPCM/GCM - Summary Courts-Martial/Special Courts-Martial/General Courts-Martial
SJA - Staff Judge Advocate
SMOY- Service Member of the Year
SJACAP – Staff Judge Advocate Counsel Assistance Program
TCAP - Trial Counsel Assistance Program

3. NEC:

Navy Paralegal – A02A
Mid-Level LN Course – A22A
Senior LN Leadership Course – A23A

4. All LNs, including those converting into the LN rating, are required to complete an Associate of Science degree in Paralegal Studies or core equivalent. Coursework for this degree is funded by the JAG Corps. Upon completion, LNs are awarded the A02A Navy Enlisted Classification (NEC).

5. JAGINST 1440.1(series) governs and lists requirements for conversion to the LN rating.

6. LNs SHALL maintain, at a minimum, a valid adjudicated SECRET security clearance.

7. The LN rating is a CONUS/OCONUS rating with limited sea duty billets for E-7 and above. Back-to-back shore tours are common, and subsequent tours must reflect the increased scope of responsibility and varied duty experiences.

8. Independent duty, DEVGRU, and sea duty billets are considered to be arduous for the LN rating. These roles offer LNs the chance to contribute to the Navy beyond the legal mission, serving in billets across all war-fighting domains. Advancement consideration should be based on their performance and contribution to the war-fighting



LN CAREER PATH



domain and the command mission they support.

9. OMC LNs perform critical trial and defense paralegal duties in direct support of the SECDEF's top expeditionary legal priorities. They manage complex capital cases, excel under pressure, collaborate joint services and allied agencies to ensure smooth legal operations. LNs are deployed to Guantanamo Bay to support trial proceedings and coordinate with legal teams. A TS/SCI clearance is required.

10. IA assignments are unique and challenging CONUS/OCONUS deployments supporting Joint Task Forces and operational missions. Consideration for advancement should be based on their performance and contribution to the operational domain and their command mission.

11. The largest concentration of LN billets are at RLSO and DSO commands, located both CONUS and OCONUS, covering expansive geographic areas of responsibility. RLSOs and DSOs allow LNs to develop a broad range of skills across the LN rating, often resulting in subject-matter expertise.

12. The mission of the OSTC is to deliver expert, specialized, independent, and ethical representation of the United States -- under the direct civilian control of the Secretary of the Navy -- in the investigation and prosecution of covered offenses, which include homicide, sexual offenses, and other serious crimes.

13. Assignments to the Detailer, Placement, ECM, DEVGRU, MCPON's office, and OPNAV are carefully screened and highly selective, reflecting the challenging and high-priority nature of these billets.

14. Due to the community's small size, the opportunities for career-broadening or Navy-wide special assignments--such as Recruiter, Recruit Division Commander, and Senior Enlisted Academy Faculty Advisor--are extremely limited and only considered on a case-by-case basis.

15. Per OPNAVINST 1306.2(series), the Commanding Officer (CO) must designate a collateral duty Command Senior Enlisted Leader (CSEL) in writing. Within the LN community, there are 16 authorized LNCM/LNCS billets designated to serve as CSELs.

LNCM CSEL billets include: OJAG, NLSC, RLSO Southeast, RLSO Mid-Atlantic, RLSO Southwest, RLSO Western Pacific, RLSO Northwest, and NJS.

LNCS CSEL billets include: OSTC, RLSO Midwest, RLSO Naval District Washington, RLSO EURAFCENT, DSO Southeast, DSO West, DSO Pacific, and DSO North.

Note: DETS/BROFFs are not independent commands; they fall under the authority of the commands listed above.

16. In limited circumstances, a senior enlisted LN may fulfill the role of a collateral duty CSEL (e.g., gapped billet). The CO must designate the senior enlisted LN in writing.

Considerations for advancement from E6 to E7

1. Sea/OCONUS Assignments:

a. Sea: Billets are limited to CVNs, ASs, LHA/LHDs, Strike Group Staff, Seabee Battalions and DEVGRU. Seabee Battalions are operational billets and LNs will deploy. DEVGRU is a CNO Priority One Major Command that supports a classified national mission (**See Note 8**).

- Must have sustained direct leadership as LPO or ALPO with documented impact.
- Must have sustained institutional and technical expertise with documented impact.
- Must complete the Mid-Level LN Course (NEC A22A).
- Must attain all warfare pins for which they can attain.
- Must attain watch qualifications commensurate to paygrade and duty assignment.
- Lead or assist in a major command collateral duty or management of command-wide programs with documented impact.
- Sustained Mess/FCPOA involvement with documented impact.



LN CAREER PATH



- Documented JAG Community impact (i.e., participation in recruiting events, training symposiums, and working groups, etc.).

b. OCONUS: At a Staff (not embarked on a Flagship), RLSO, DSO, OSTC billets are considered sea duty for sea/shore rotation purposes (**See Note 11**). LNs serving in these positions should fulfill the requirements listed below.

2. Shore Assignments (all)

- Must have sustained direct leadership as LPO or ALPO with documented impact.
- Must have sustained institutional and technical expertise with documented impact.
- NJS instructors (NEC 805A) MUST qualify for MTS (NEC 8MTS) within 24 months.
- Must complete the Mid-Level LN Course (NEC A22A).
- Lead or assist in a major command collateral duty or management of command-wide programs with documented impact.
- Sustained Mess/FCPOA involvement with documented impact.
- Documented JAG Community impact (i.e., participation in recruiting events, training symposiums, working groups, etc.).

Considerations for advancement from E7 to E8

1. Sea/OCONUS Assignments:

a. Sea: Billets are limited to Amphibious Construction Battalion ONE, DEVGRU and all CVNs (**See Note 7**).

- Must have sustained direct leadership as LCPO with documented impact.
- Must have sustained institutional and technical expertise with documented impact.
- Must have all warfare pins for which they can attain.
- Must complete the Senior LN Leadership Course (NEC A23A).
- Must attain watch qualifications commensurate to paygrade and duty assignment.
- Continued off-duty education beyond the mandatory LPEP (NEC A02A) is highly encouraged to support professional growth and career development.
- Lead a major command collateral duty or management of command-wide programs with documented impact.
- Sustained Mess/CPOA involvement and wardroom development with documented impact.
- Documented JAG Community's impact (i.e., SMOY boards, LN Conversion Boards, lead recruiting events, symposium leadership, participation in working groups; AERR, etc.).

b. OCONUS: RLSO and DSO billets are considered sea duty for sea/shore rotation purposes (**See Note 11**). LNs serving in these positions should fulfill the requirements listed below.

2. Shore Assignments (all):

- Must have sustained direct leadership as LCPO with documented impact.
- Favorable consideration to collateral duty CSEL with documented impact (**Must be designated in writing (See Notes 15 and 16)**).
- Must have sustained institutional and technical expertise with documented impact.
- NJS instructors (NEC 805A) MUST qualify for MTS (NEC 8MTS) within 24 months.
- Must complete the Senior LN Leadership Course (NEC A23A).
- Continued off-duty education beyond the mandatory LPEP (NEC A02A) is highly encouraged to support



LN CAREER PATH



professional growth and career development.

- Lead a major command collateral duty or management of command-wide programs with documented impact.
- Sustained Mess/CPOA involvement and wardroom development with documented impact.
- Documented JAG Community's impact (i.e., SMOY boards, LN Conversion Boards, lead recruiting events, symposium leadership, participation in working groups; AERR, etc.).

Considerations for advancement from E8 to E9

1. Sea/OCONUS Assignments:

a. Sea: There are no traditional sea duty billets available at the E8/E9 paygrades.

- Must have sustained direct leadership as LCPO with documented impact
- Must have sustained institutional and technical expertise with documented impact.
- Must have all warfare pins for which they can attain.
- Must attain watch qualifications commensurate to paygrade and duty assignment.
- Continued off-duty education beyond the mandatory LPEP (NEC A02A) is highly encouraged to support professional growth and career development.
- Lead a major command collateral duty or management of command-wide programs with documented impact.
- Sustained Mess/CPOA leadership and wardroom development with documented impact.
- Documented JAG Community's impact (i.e., SMOY boards, Chair LN Conversion Boards, lead recruiting events, symposium leadership, participation in working groups; AERR, etc.).
- Senior Enlisted Academy graduate

b. OCONUS: There are three overseas shore locations available; RLSO WESTPAC, RLSO EURAFCENT and DSO PAC. LNs serving in these positions should fulfill the requirements listed below.

2. Shore Assignments (all):

- Must have sustained direct leadership as DLCPO with documented impact.
- Favorable consideration to collateral duty CSEL with documented impact (**Must be designated in writing (See Notes 15 and 16).**)
- Must have sustained institutional and technical expertise with documented impact.
- NJS instructors (NEC 805A) MUST qualify for MTS (NEC 8MTS) within 24 months.
- Continued off-duty education beyond the mandatory LPEP (NEC A02A) is highly encouraged to support professional growth and career development.
- Lead a major command collateral duty or management of command-wide programs with documented impact.
- Sustained Mess/CPOA leadership and wardroom development with documented impact.
- Documented JAG Community's impact (i.e., SMOY boards, Chair LN Conversion Boards, lead recruiting events; symposium leadership, participation in working groups; AERR, etc.).