



## LN CAREER PATH

| <p>Legalmen (LN) perform paralegal duties under the direction of Judge Advocates. LNs provide and administer legal services for military justice matters, administrative discharges, claims, admiralty law, and legal assistance. In addition, LNs prepare and submit legal correspondence; conduct interviews; perform legal research; provide trial/defense paralegal support; draft charges and associated documents required for Non-Judicial Punishment (NJP) and Courts-Martial (CM). LNs provide advice (under the supervision of a Judge Advocate) and assistance to personnel and commands on matters of legal administration.</p> |                     |                                    |   |                |   |
|---|---------------------|------------------------------------|---|----------------|---|
| 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                                    | 36             | 4 <sup>th</sup> Shore Tour<br><b>Billet:</b> CSEL<br><b>Duty:</b> OJAG, NLSC, RLSO, NJS<br><b>Qualification:</b> Instructor Course, CMC/COB Course, P-TRIAD Course  |
| 24-26   | LNCM<br>LNCS        | 21.6 Yrs<br>18.8                   | CSEL                                    | 36             | 4 <sup>th</sup> Sea/OUTUS Tour<br>[Only 1 billet for LNCS and 2 billets for LNCM]<br><b>Billet:</b> CSEL<br><b>Duty:</b> OJAG, NLSC, RLSO, DSO, NJS, OSTC<br><b>Qualification:</b> SEA, CMC/COB Course, P-TRIAD Course  |
| 20-24   | LNCM<br>LNCS<br>LNC | 21.6 Yrs<br>18.8<br>14.5           | CWO, CSEL                               | 48             | 3 <sup>rd</sup> Shore Tour<br><b>Billet:</b> CSEL, DLCPO, Instructor<br><b>Duty:</b> OJAG, NLSC, RLSO, DSO, NPC, NJS, SJA, OMC, DCAP, TCAP, OSTC<br><b>Qualification:</b> Senior LN Leadership Course, Instructor Course, SEA, CMC/COB Course, P-TRIAD Course, *CPO Leader Development Course (CPO-LDC) – will be a prerequisite for advancement/selection to E8 commencing with the Fiscal Year 2026 Selection Board |



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| YEARS IN LN RATING | CAREER MILESTONES               | AVERAGE TIME IN SERVICE TO ADVANCE | COMMISSIONING OR OTHER SPECIAL PROGRAMS                               | SEA/SHORE FLOW | TYPICAL CAREER PATH DEVELOPMENT  |
|--------------------|---------------------------------|------------------------------------|---|----------------|--|
| 16-20              | LNCM**<br>LNCS**<br>LNC*<br>LN1 | 21.6 Yrs<br>18.8<br>14.5<br>8.7    | LDO, CWO, OCS,<br>MECP, CSEL  | 36             | 3 <sup>rd</sup> Sea/OUTUS Tour<br>[Only 1 billet overseas for LNCS and 2 billets for LNCM]<br><b>Billet:</b> CSEL, DLCPO, LPO, INDLN<br><b>Duty:</b> OJAG, NLSC, RLSO, DSO, Ship, Group, OSTC<br><b>Qualification:</b> *Senior LN Leadership Course, *SEA, **P-TRIAD Course,<br>**CMC/COB Course<br>*CPO Leader Development Course (CPO-LDC) – will be a prerequisite for advancement/selection to E8 commencing with the Fiscal Year 2026 Selection Board |
| 12-16              | LNCS**<br>LNC *<br>LN1<br>LN2   | 18.8 Yrs<br>14.5<br>8.7<br>4.5     | LDO, CWO, OCS,<br>MECP, CSEL  | 48             | 2 <sup>nd</sup> Shore Tour<br><b>Billet:</b> CSEL, DLCPO, LPO, Instructor<br><b>Duty:</b> RLSO, DSO, OMC, NPC, NJS, SJA, DCAP, TCAP, OSTC<br><b>Qualification:</b> Mid-Level LN, *Senior LN Leadership Course, *SEA, **P-TRIAD Course, **CMC/COB Course, *CPO Leader Development Course (CPO-LDC) – will be a prerequisite for advancement/selection to E8 commencing with the Fiscal Year 2026 Selection Board  |
| 8-12               | LNCS**<br>LNC*<br>LN1<br>LN2    | 18.8 Yrs<br>14.5<br>8.7<br>4.5     | LDO, CWO, OCS,<br>MECP, EMDP2, JAGC<br>IPP (<8 TIS, E5 – E7),<br>CSEL | 36             | 2 <sup>nd</sup> Sea/OUTUS Tour<br>[Only 1 billet overseas for LNCS]<br><b>Billet:</b> CSEL, DLCPO, LPO, ALPO, IDLN<br><b>Duty:</b> RLSO, DSO, OSTC, Ship, Group, NMCB, SJA<br><b>Qualification:</b> Mid-Level LN, *Senior LN Leadership Course, *SEA, **P-TRIAD Course, **CMC/COB Course, *CPO Leader Development Course (CPO-LDC) – will be a prerequisite for advancement/selection to E8 commencing with the Fiscal Year 2026 Selection Board           |



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  |
|--------------------|-------------------------------------|--|--|----------------|--|
| 4-8                | LNC*<br>LN1<br>LN2<br>LN3           | 14.5 Yrs<br>8.7<br>4.5<br>2.8                          | STA-21, OCS, MECP, EMDP2, JAGC IPP (E5 – E7)     | 48             | 1 <sup>st</sup> Shore Tour<br><b>Billet:</b> LCPO, LPO, ALPO, IDLN, OSTC, Assignment in-rate<br><b>Duty:</b> RLSO, DSO, OSTC, SJA<br><b>Qualification:</b> Mid-Level LN, LPEP, LN PQS, LN Leadership Course, Foundational Leadership Development Course (FLDC) for E3/E4, Intermediate Leadership Development Course (ILDC) for E5 Sailors, and Advanced Leadership Development Course (ALDC) for E6 – to be completed while in current paygrade – must be completed in order to take the CPO Exam in January 2025. Beginning in calendar year 2025, ILDC and ALDC will be a prerequisite to take the NWAEE for E6 and E7. |
| 1-4                | *Conversion to<br>LN1<br>LN2<br>LN3 | Upon completion of “A” School, will be advanced to E-4 | Naval Academy, NROTC, JAGC IPP (>2 TIS, E5 – E7) | 36             | 1 <sup>st</sup> Sea/OUTUS Tour<br><b>Billet:</b> Assignment in-rate<br><b>Duty:</b> RLSO, DSO, Ship, OSTC<br><b>Qualification:</b> LPEP, LN PQS, Foundational Leadership Development Course (FLDC) for E3/E4, Intermediate Leadership Development Course (ILDC) for E5 Sailors, and Advanced Leadership Development Course (ALDC) for E6 – to be completed while in current paygrade – must be completed in order to take the CPO Exam in January 2025. Beginning in calendar year 2025, ILDC and ALDC will be a prerequisite to take the NWAEE for E6 and E7.   |

**Notes:**

1. “A” School is required.

2. Acronyms:

AERR - Advancement Examination Readiness Review



## LN CAREER PATH

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  
IDLN - Independent Duty LN  
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  
TCAP - Trial Counsel Assistance Program  
SMOY- Service Member of the Year  
SJACAP – Staff Judge Advocate Counsel Assistance Program

### 3. NEC:

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

4. All LNs and those converting into the LN rating must complete an Associate of Science degree in Paralegal Studies or core equivalent. The courses for earning this degree are funded by the JAG Corps. LNs who complete this requirement are assigned NEC A02A.

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 an INUS/OUTUS rating. Limited sea duty billets for E-7 and above; back-to-back shore tours are common. Subsequent tours must depict the increased scope of responsibility and diversity in duty assignments.

8. Independent duty, DEVGRU, and sea duty billets are considered to be arduous for the LN rating. These billets provide the opportunity for LNs to impact the Navy in more ways than just the legal mission. LNs serve in billets assigned to every war-fighting domain in the Navy. Consideration for advancement should be based on their performance and contribution to the war-fighting domain and the command mission in which they are assigned.

9. The largest concentration of LN billets are at RLSO and DSO commands. These commands are located INUS/OUTUS which may cover an expansive geographic area of responsibility. RLSOs and DSOs allow LNs to develop skills across the entire LN rating often resulting in subject-matter expert-level knowledge and experience.

10. OMC LNs work in a fast-paced office; performing capital trial/defense paralegal duties in direct support of SECDEF's top expeditionary legal priority.

11. OSTC Background. Congress mandated the stand-up of the Office of Special Trial Counsel (OSTC) in the FY22 and FY23 NDAs. In response, the Secretary of the Defense (SECDEF) directed the Secretary of the Navy



## LN CAREER PATH

(SECNAV) to ensure OSTC is at full operational capacity NLT 27 Dec 2023.

**Mission.** The mission of the OSTC is to provide expert, specialized, independent, and ethical representation of the United States, under the direct civilian control of SECNAV, in the investigation and prosecution of covered offenses, which include homicide, and sex offenses among others.

SECDEF directed that not later than December 27, 2023, SECNAV will ensure that the OSTC is at full operational capability (FOC). In preparation for FOC, SECDEF directed that SECNAV will take the following action, completion of which will be reported to the General Counsel of the DoD: All Lead Special Trial Counsel, Special Trial Counsel, and other support personnel [Legalmen] deemed appropriate by the SECNAV will be assigned to an OSTC. In furtherance of that SECDEF guidance, SECNAV directed that not later than August 31, 2023, the Navy shall ensure the assignment, as appropriate, of uniformed OSTC support personnel [Legalmen] identified by the Judge Advocate General (JAG) of the Navy for service in the OSTC. The JAG's 2023 priorities include implementation military justice reform, including the stand-up of the OSTC.

12. Detailer, DEVGRU, MCPON's office, and OPNAV are carefully screened and selected for these challenging, high priority, assignments.

13. Due to the community's size, the opportunity to accept Sailorization billets such as recruiter, recruit division commander, and U.S. Navy Senior Enlisted Academy Faculty Advisor is extremely limited and only considered on a case-by-case basis.

14. Per OPNAVINST 1306.2(series), the Commanding Officer (CO) must designate, in writing, a collateral duty CSEL. There are 16 LNCM/LNCS billets authorized to serve as CSEL in the LN community. The LNCM billets are: OJAG, NLSC, RLSO SE, RLSO MIDLANT, RLSO SW, RLSO WESTPAC, RLSO EURAFCENT and NJS. The LNCS billets are: OSTC, RLSO MW, RLSO NDW, RLSO NW, DSO SE, DSO West, DSO PAC and DSO North. DETS/BROFFs are not stand-alone commands and are aligned under previous listed commands.

15. 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/OUTUS Assignments:

a. Sea: Billets are limited to CVNs, AS, 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.
- Documented JAG Community impact (i.e., participation in recruiting events, training symposiums, and working groups, etc.).

b. OUTUS: At a Staff (not embarked on a Flagship), RLSO, DSO, OSTC billets are considered sea duty for sea/shore rotation purposes (**See Note 9**). LNs serving in these positions should fulfill the requirements listed below.



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### 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/OUTUS 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.
- Must have continued off-duty education beyond the mandatory LPEP (NEC A02A).
- 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. OUTUS: RLSO and DSO billets are considered sea duty for sea/shore rotation purposes (**See Note 9**). 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 14 and 15)**).
- 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).
- Must have continued off-duty education beyond the mandatory LPEP (NEC A02A).
- 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/OUTUS Assignments:

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



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- 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.
- Must have continued off-duty education beyond the mandatory LPEP (NEC A02A).
- 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.).

b. OUTUS: 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 14 and 15).**)
- Must have sustained institutional and technical expertise with documented impact.
- NJS instructors (NEC 805A) MUST qualify for MTS (NEC 8MTS) within 24 months.
- Must have continued off-duty education beyond the mandatory LPEP (NEC A02A).
- 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.).