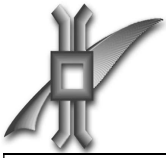


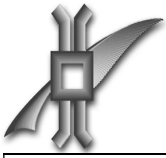
LN CAREER PATH

<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 th Shore Tour Billet: CSEL Duty: OJAG, NLSC, RLSO, NJS Qualification: Instructor Course, CMC/COB Course, P-TRIAD Course
24-26	LNCM LNCS	21.6 Yrs 18.8	CSEL	36	4 th Sea/OCONUS Tour [2 billets for LNCS and 1 billet for LNCM] Billet: CSEL Duty: RLSO, DSO, Qualification: SEA, CMC/COB Course, P-TRIAD Course
20-24	LNCM LNCS LNC	21.6 Yrs 18.8 14.5	CWO, CSEL	48	3 rd Shore Tour Billet: CSEL, DLCPO, Instructor Duty: OJAG, NLSC, RLSO, DSO, NPC, NJS, SJA, OMC, DCAP, TCAP, SJACAP, OSTC Qualification: 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



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
16-20	LNCM** LNCS** LNC* LN1	21.6 Yrs 18.8 14.5 8.7	LDO, CWO, OCS, MECP, CSEL	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, OSTC Qualification: *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
12-16	LNCS** LNC * LN1 LN2	18.8 Yrs 14.5 8.7 4.5	LDO, CWO, OCS, MECP, CSEL	48	2 nd Shore Tour Billet: CSEL, DLCPO, LPO, Instructor Duty: RLSO, DSO, OMC, NPC, NJS, SJA, DCAP, TCAP, SJACAP, OSTC Qualification: 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** LNC* LN1 LN2	18.8 Yrs 14.5 8.7 4.5	LDO, CWO, OCS, MECP, EMDP2, JAGC IPP (<8 TIS, E5 – E7), CSEL	36	2 nd Sea/OCONUS Tour [2 billets overseas for LNCS] Billet: CSEL, DLCPO, LPO, ALPO, IDLN Duty: RLSO, DSO, OSTC, Ship, Group, NMCB, SJA Qualification: 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* 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, 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 NWAE for E6 and E7.
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, 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 NWAE 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
IA - Individual Augmentation
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
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 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 CONUS/OCONUS 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. OMC LNs work in a dynamic and fast-paced environment, performing essential capital trial and defense paralegal duties in direct support of the SECDEF's top expeditionary legal priorities. These professionals are crucial in managing complex cases involving capital offenses, as mandated by the SECDEF. Paralegals must excel under pressure, adapt to the evolving needs of capital case management, and contribute effectively to critical legal operations, involved in joint service operations, collaborating with various branches of the military and allied agencies to ensure seamless legal proceedings. They are also required to undertake targeted deployments to



LN CAREER PATH

Guantanamo Bay to support trial proceedings, providing on-site paralegal assistance and coordinating with legal teams. Paralegals must have a TS/SCI clearance.

10. IA assignments are unique and challenging CONUS/OCONUS deployments that support 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. These commands are located CONUS/OCONUS 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.

12. 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.

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

14. 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 are extremely limited and only considered on a case-by-case basis.

15. 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 SOUTHEAST, RLSO MID-ATLANTIC, RLSO SOUTHWEST, RLSO WESTERN PACIFIC, RLSONORTHWEST and NJS. The LNCS billets are: OSTC, RLSO MIDWEST, RLSO NAVAL DISTRICT WASHINGTON, RLSO EURAFCENT, DSO SOUTHEAST, DSO WEST, DSO PACIFIC and DSO NORTH. DETS/BROFFs are not stand-alone commands and are aligned under previous listed commands.

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.
- 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.



LN CAREER PATH

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.
- 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. 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 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/OCONUS Assignments:

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



LN CAREER PATH

- 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. 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 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.).