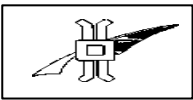


**LN CAREER PATH
(SW)**



LNs perform paralegal duties under the direction of judge advocates in providing and administering legal services, including matters dealing with military justice (i.e., NJP, courts-martial, and legal research) and civil law (i.e., administrative separations, investigations, and legal assistance). LNs also perform duties as court reporters for courts-martial, courts of inquiry, and other investigations and prepare trial records for such proceedings.

YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO ADVANCE	COMMISSIONING OR OTHER SPECIAL PROGRAMS	SEA/SHORE FLOW	TYPICAL CAREER PATH DEVELOPMENT
26-30	LNCM	21.6 Yrs	CMDCM, CSEL	36	4 th Shore Tour Billet: Rating CSEL Duty: RLSO/OJAG/NJS Qualification: CSEL, CMC/COB Course, Instructor Course, P-TRIAD Course
24-26	LNCM LNCS	21.6 Yrs 18.8	CMDCM/CMDCS, CSEL	36	4 th Sea Tour * Only 2 OUTUS/Sea billets for LNCM and 1 OUTUS/Sea billet for LNCS. Billet: CSEL/LCPO Duty: RLSO/DSO Qualification: CSEL, SEA, CMC/COB Course, P-TRIAD Course
20-24	LNCM LNCS LNC	21.6 Yrs 18.8 14.5	CMDCM/CMDCS, CWO, CSEL	48	3 rd Shore Tour Billet: CSEL/LCPO/Instructor Duty: CNLSC/RLSO/DSO/NPC/NJS/SJA/OMC/TCAP/DCAP. Qualification: CSEL, SEA, CMC/COB Course, Senior LN Leadership Course, Instructor Course, P-TRIAD Course
16-20	LNCS LNC LN1	18.8 Yrs 14.5 8.7	CWO, LDO, OCS, MECP, CSEL	36	3 rd Sea Tour *Only 1 OUTUS/Sea billet for LNCS* Billet: CSEL/LCPO/LPO/INDLN Duty: RLSO/DSO/Ship/Staff duty/ Group/NMCB/SJA/Special Programs Qualification: CSEL, SEA, CMC/COB Course, Senior LN Leadership Course, P-TRIAD Course
12-16	LNCS LNC LN1	18.8 Yrs 14.5 8.7	CWO, LDO, OCS, MECP, CSEL	48	2 nd Shore Tour Billet: LCPO/LPO/Instructor Duty: CNLSC/RLSO/ DSO/OMC/NJS/SJA/TCAP/DCAP Qualification: LPEP, Mid-Level LN, Senior LN Leadership Course, Instructor Course, Paralegal Litigation Support Course



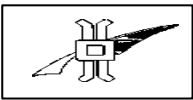
**LN CAREER PATH
(SW)**



YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO ADVANCE	COMMISSIONING OR OTHER SPECIAL PROGRAMS	SEA/SHORE FLOW	TYPICAL CAREER PATH DEVELOPMENT
8-12	LNC LN1 LN2	14.5 Yrs 8.7 4.5	CWO, LDO, OCS, MECP, EMDP2, JAGC IPP (<8 TIS, E5 – E7)	36	2 nd Sea Tour Billet: LCPO/LPO/ALPO/ IDLN Duty: RLSO/DSO/Ship/ Group/NMCB/SJA. Qualification: LPEP, Mid-Level LN, Senior LN Leadership Course, Paralegal Litigation Support Course
4-8	LN1 LN2 LN3	8.7 Yrs 4.5 2.8	STA-21, OCS, MECP, EMD P2, JAGC IPP (<8 TIS, E5 – E7)	48	1 st Shore Tour Billet: LPO/Assignment in- rate. Duty: RLSO/DSO/SJA Office. Qualification: LPEP, Paralegal Litigation Support Course, Mid-Level LN, LN PQS, LN NAVEDTRA
1-4	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 Tour Billet: Assignment in-rate Duty: RLSO/DSO/CVN. Qualification: LPEP, Paralegal Litigation Support Course, LN PQS, LN NAVEDTRA
1+/-	N/A – LN is a conversion rating. Will accept E-3s eligible for E-4 on case-by-case basis	9 Months			

Notes:

1. “A” School is required
2. All LNs and those converting to the LN rating must complete an Associate of Science degree in Paralegal Studies. The required courses for this degree program are funded by the JAG Corps to include textbooks. Time is allotted during the work day is permitted to complete the program. Consult your local senior LN or Professional Development Officer for more information. LN who complete this requirement are assigned NEC A02A.
3. JAGINST 1440.1(series) governs and lists requirements for conversion to the LN rating.



LN CAREER PATH (SW)



4. The career-enhancing billets in the LN rating are sea duty. Duty onboard a CVN, AS, or LHA/LHD Legal Office and Independent Duty LN with Seabee Battalions and Naval Special Warfare Development Group (DEVGRU) are by far the most challenging career assignments at the E-6/7 paygrade (some LHA/LHD and all NMCB are Independent Duty LN billets). A demanding INSU tour comparable to sea duty is an assignment in the Office of Military Commissions (OMC) in which assigned LNs work in a fast-paced office performing capital trial/defense paralegal duties supporting SECDEF's top expeditionary legal priority, resulting in extensive worldwide travel to support/prepare for hearings. Additionally, high Op-tempo legal offices in fleet concentration areas, including OUTUS assignments and Great Lakes, are duty comparable to sea duty for the rating.
5. Due to the community's size, the opportunity to accept Sailorization billets such as recruiter and recruit division commander is extremely limited and only considered on a case by case basis.
6. There are no special duties that prevent LN from holding positions of leadership. Career progression is very similar to other ratings: Learn your rating at the Apprentice level, then become LPO (shore/sea), LCPO (shore/sea), and then seek leadership billets as a Senior Enlisted Leader at one of 15 commands (RLSO/DSO/NJS/OJAG).
 - a. For advancement consideration, the member should have served as CSEL, LCPO, LPO, or Assistant LPO with documented impact to command mission and Sailor professional development.
 - b. Successful completion is defined by the member earning competitive performance marks on their evaluation in those positions and documented impact to command mission and Sailor professional development.
 - c. There are billets in which an LN is the only LN assigned to a command or legal office (typically SJA billets). In those instances, consideration for advancement should be based on their overall contributions and performance toward the command mission in which they are assigned and their initiative to seek additional leadership opportunities.
7. Although LN is primarily a surface rating, LNs serve in billets assigned to every Navy war-fighting domain. Accordingly, they should qualify for any warfare designation based upon assignment type and obtainment of primary watch standing qualifications for the command they are assigned. Additionally, LNs serving as instructors (NEC 805A) must qualify MTS (NEC 8MTS).
8. Acronyms:

IDLN – Independent Duty

LN RLSO – Region Legal Service Office

DSO – Defense Service Office (1 Oct 12, DSOs created under a NLSC realignment)

NLSO- Navy Legal Service Office (before 1 Oct 12)

DET – Detachment

BROFF – Branch Office

NJS – Naval Justice School

JAG – Judge Advocate General

PME– (Professional Military Education)

AERR– (Advancement Examination Readiness Review)

OJAG – Office of the Judge Advocate General

NLSC – Naval Legal Service Command

SCM/SPCM/GCM – Summary Courts-Martial/Special Courts-Martial/General Courts-Martial SJA – Staff Judge Advocate

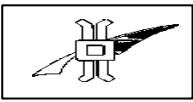
OMC- Office of Military Commissions (Defense Legal Services or DEF LEGL SVC)

LPEP- LN Paralegal Education Program

TCAP – Trial Counsel Assistance Program

DCAP – Defense Counsel Assistance Program

CSEL – Command Senior Enlisted Leader



LN CAREER PATH (SW)



9. NEC:

Navy Paralegal – A02A

Mid-Level LN Course – A22A

Senior LN Leadership Course – A23A

10. IDLNs do not have a JAG assigned to their command and are primarily responsible for that command's legal support.

11. RLSOs provide courts-martial, command services, and legal assistance support. DSOs provide defense services/advice for individual service members facing disciplinary or administrative proceedings. RLSOs and DSOs may cover an expansive geographic area of responsibility with personnel remotely assigned to DETs and/or BROFFs.

12. Per OPNAVINST 1306.2(series), The COs of RLSOs, DSOs, and NJS must designate in writing a collateral-duty Command Senior Enlisted Advisor to serve as the Command Senior Enlisted Leader. Each command has an LNCM or LNCS billet authorized to fulfill this important leadership role. The LNCS billets are located at the DSOs, RLSO Midwest, RLSO Hawaii, and RLSO Naval District Washington. The LNCM billets are located at the remaining RLSOs, NJS, and OJAG. In limited circumstances and at the CO's discretion, a senior enlisted LN from a DET or BROFF may be designated, in writing, to fulfill this role for the command (e.g., gapped billet). DETS/BROFFs are not commands. Accordingly, they do not have designated CSEAs as a CSEL for a Detachment. Senior enlisted LNs designated as CSEs perform duties and responsibilities as delineated in OPNAVINST 1306.2(series), in addition to being a subject matter expert in the LN rating.

13. The LN rating is an INUS/OUTUS rating. Due to limited billet availability and/or eligible LN rollers in a given CMS-ID cycle, it is not unusual for LNs to deviate from Sea/Shore Flow or fill billets not commensurate with current paygrade. Subsequent tours must depict the increased scope of responsibility and diversity in duty assignments.

14. While consideration should be given to candidates with hard/soft rankings and should be viewed favorable, candidates not peer ranked should not be viewed negatively in the billets that are one of one.

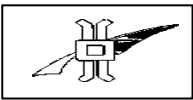
Considerations for advancement from E6 to E7

1. Sea Assignments: At the E6 level, the sea duty billets are onboard CVN, AS, and LHA/LHDs as well as with the Strike Group Staffs. Seabee Battalions are operational billets, and LNs will deploy. DEVGRU is a CNO Priority One Major Command that supports a classified national mission. All DEVGRU command members are extensively screened prior to selection. OUTUS assignments at a Staff (not embarked on a Flagship), RLSO, or DSO are considered sea duty for sea/shore flow purposes and should be viewed as an assignment valued by the LN community. LNs serving in these positions should fulfill requirements expected of LNs serving on Shore Assignments (all)

- Should qualify in out of rate watch qualifications commensurate with duty assignment
- All warfare pins for which they have the opportunity to attain
- Lead in major Command Collateral duties (i.e., DCTT, other Training Teams, CFL), or other Assistant Collateral duties (i.e., ACFL) with documented scope and impact of leadership
- Be involved in peer leadership through FCPOA (holding office position), Sailor 360, and/or other peer group leadership opportunities with documented impact
- Complete the Mid-Level LN Course (NEC A22A)
- Complete LPEP Degree (NEC A02A)
- Complete prescribed PME
- Documented JAG Community impact. Actions that further the mission of the JAG Community (i.e., participation in recruiting events, training symposiums, and working groups, etc.)

2. Shore Assignments (all):

- Personnel assigned to Staff duty (i.e., TYCOMs, OPNAV, and MCPON's office), OMC, and Naval Justice School instructors, are carefully screened and selected for that assignment. Additionally, NJS instructors must qualify for MTS. Sailors selected to serve in one of these assignments demonstrated exceptional expertise and are highly valued by the LN community



LN CAREER PATH



(SW)

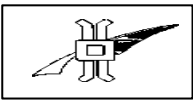
- Personnel assigned as an LPO or ALPO in a high op-tempo RLSO/DSO in fleet concentration areas, especially RLSO MIDWEST, should be viewed as a challenging assignment that is valued by the LN community
- Lead in major Command Collateral duties or Assistant Collateral duties with documented scope and impact of leadership
- Be involved in peer leadership through FCPOA (holding office position), Sailor 360, and other peer group leadership opportunities with documented scope and impact of leadership
- Complete the Mid-Level LN Course (NEC A22A)
- Complete LPEP Degree (NEC A02A)
- Complete prescribed PME
- Documented JAG Community impact. Actions that further the JAG Community's mission (i.e., participation in recruiting events, training symposiums, working groups, etc.)

Considerations for advancement from E7 to E8

1. Sea Assignments: At the E-7 and above level, OUTUS and sea duty billets are limited. The E-7 billets are on CVNs, DEVGRU, and in overseas shore locations. DEVGRU is a special operational assignment. All DEVGRU command members are extensively screened prior to selection, OUTUS assignments at a Staff, RLSO, and DSO are considered sea duty for sea/shore flow purposes and should be viewed as an assignment that is valued by the LN community. LNs serving in these positions should fulfill requirements expected of LNs serving on Shore Assignments(all)
 - Should qualify in out of rate watch qualifications outside the normal scope (i.e., ATTWO, MTT, 3MA) and commensurate with duty assignment
 - All warfare pins for which they have the opportunity to attain
 - Lead in major Command Collateral duties (i.e., DCTT, other Training Teams, Repair Locker Chief, CFL) or other Assistant Collateral duties with documented scope and impact of leadership
 - CPO Mess leadership through CPOA (holding office position) and/or CPO Initiation (chair/team lead).
 - Complete the Senior LN Leadership Course (NEC A23A)
 - Complete prescribed PME
 - Documented JAG Community impact. Actions that further the mission of the JAG Community (i.e., LN conversion boards and recruiting events, participation in working groups, YN/LN symposium leadership, SOY/LOY boards, AERR SME, etc.)
 - Candidates should have off duty education beyond the mandatory LPEP degree
2. Shore Assignments (all):
 - Personnel assigned to Staff duty, OMC, TCAP, DCAP, and Naval Justice School instructors are carefully screened and selected for that assignment. Additionally, NJS instructors must qualify for MTS. Sailors selected to serve one of these assignments demonstrated exceptional expertise and are highly valued by the LN community
 - Personnel assigned as an LCPO to a high- tempo INSU RLSO/DSO in fleet concentration areas, especially RLSO MIDWEST, should be viewed as a challenging assignment that is highly valued by the LN community
 - Complete the Senior LN Leadership Course (NEC A23A)
 - Complete prescribed PME
 - Documented JAG Community impact. Actions that further the JAG Community's mission (i.e., LN conversion boards and recruiting events, participation in working groups, YN/LN symposium leadership, SOY/LOY boards, AERR SME, etc.)
 - Candidates should have off duty education beyond the mandatory LPEP degree

Considerations for advancement from E8 to E9

1. Sea Assignments: There are no traditional sea duty billets available at the E8/E9 paygrades, and the OUTUS assignment is extremely limited, with only three overseas shore locations available. The RLSO Western Pacific CSEL and RLSO EURAFSWA CSEL are E-9 billets, and the DSO Pacific CSEL is an E-8 billet
 - Should be qualify in other out of rate watch qualifications outside the normal scope (i.e., ATTWO), and commensurate with type of duty assignment
 - All warfare pins for which they have the opportunity to attain



LN CAREER PATH



(SW)

- Lead in major Command Collateral duties (i.e., DCTT, other Training Teams, Repair Locker Chief, CFL) or other Assistant Collateral duties with documented impact
- CPO Mess leadership through CPOA (holding office position) and/or CPO Initiation (chair/team lead)
- Serving as a CSEL assigned to a RLSO/DSO OUTUS should be viewed as a challenging assignment that is valued by the LN community. LNs serving in these positions should be designated in writing and fulfilling requirements expected of LNs serving on Shore Assignments (all)
- Candidates should have a diverse background of assignments and have completed prescribed PME
- Documented JAG Community impact. Actions and leadership that further the mission of the JAG community (i.e., chairing LN conversion boards, leading community-wide recruiting and working groups, serving as AERR SME, etc.)
- Candidates should have off duty education beyond the mandatory LPEP degree

2. Shore Assignments (all):

- Serving as a CSEL assigned to a DSO/RLSO INSU should be viewed as a challenging assignment highly valued by the LN community. LNs serving in these positions should be designated in writing. Serving as the LN Rating Specialist/Shore Placement Coordinator or LN Detailer at NPC are viewed as Navy-wide impact to the LN community, and LNs are carefully screened for these high priority assignments
- Personnel assigned to Staff duty and Naval Justice School instructors are carefully screened and selected for that assignment. Additionally, NJS instructors must qualify for MTS. Sailors selected to serve one of these assignments demonstrated exceptional expertise and are highly valued by the LN community
- Documented JAG Community impact. Actions and leadership that further the JAG community's mission (i.e., chairing LN conversion boards, leading community-wide recruiting and working groups, serving as AERR SME, etc.)
- Candidates should have a diverse background of assignments and have completed prescribed PME
- Candidates should have off duty education beyond the mandatory LPEP degree