



RP CAREER PATH (SW)

Religious Program Specialists (RP). RPs support of Professional Naval Chaplaincy (PNC); support the provision and facilitation of Religious Ministry (RM); support the care of Navy and Marine Corps personnel and their families of all faith groups; advise leadership on program planning and execution; support the Command Religious Program (CRP) with data collection, research, and analysis; and provide technical expertise on force protection requirements for Religious Ministry Teams (RMT) in expeditionary and combat environments.

| YEARS OF SERVICE | CAREER MILESTONES | AVERAGE TIME TO ADVANCE | COMMISSIONING OR OTHER SPECIAL PROGRAMS | SEA/SHORE FLOW | TYPICAL CAREER PATH DEVELOPMENT |
|------------------|---------------------|----------------------------------|---|----------------|---|
| 27-30 | RPCM | 25.2 Yrs | CSEL, CMDCM | 36 | 5 th Shore Tour Duty: Only shore duty billets for E9s; there are no sea duty billets. Qualification: CMC/COB Course |
| 24-27 | RPCM RPCS | 25.2 Yrs 20.2 Yrs | CSEL, CMDCM, CMDCS | 36 | 5 th Sea Tour Duty: Only shore duty billets for E9s E-8 Duty: MEF, MAW, MARDIV Qualification: FMF, CSEL, CMC/COB Course, SEA |
| 21-24 | RPCM RPCS RPC | 25.2 Yrs 20.2 Yrs 14.4 Yrs | CSEL, CMDCM, CMDCS | 36 | 4 th Shore Tour Billet: CSEL, DLCPO, SEA. (All E9s are eligible for Flag Selection to Rate CSEL). Duty: Only shore duty billets for E9s. OPNAV Staff (Rating CSEL) E-9 Duty: USFFC, PACFLT, MARFORPAC, MARFORCOM, BUMED, E-8 Duty: C2F, C3F E-7 Duty: C6F Qualification: CSEL, CMC/COB Course, SEA |
| 18-21 | RPCS RPC | 20.2 Yrs 14.4 Yrs | CMDCS | 36 | 4 th Sea Tour Billet: CSEL, SEA, LCPO E-8 Duty: MEF, DIV, MAW E-7 Duty: CVN, Ministry Center, MLG, C5F, C7F, SOF. Qualification: Senior Enlisted Academies, FMF, EAWS, ESWS, SEJPME I & II |
| 15-18 | RPC RP1 | 14.4 Yrs 8.8 Yrs | LDO | 48 | 3 rd Shore Tour Billet: Senior Enlisted Advisor (SEA), LCPO, LPO Duty: C6F, USNA, NAVMED, OPNAV, HQMC, USFF, MCRD, MCAS, MCB, CNI, NORTHCOM, CNAL NS/NAS/NAVREG, TSC/RTC, CNAL, CNSL, CNSP, CNRFC, DEPMED, CNSWC, NAVIFOR, NCSC, NSSC, NECC, Qualification: MTS, SEJPME I & II |



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| YEARS OF SERVICE | CAREER MILESTONES | AVERAGE TIME TO ADVANCE | COMMISSIONING OR OTHER SPECIAL PROGRAMS | SEA/ShORE FLOW | TYPICAL CAREER PATH DEVELOPMENT |
|------------------|------------------------------------|-------------------------|---|----------------|--|
| 12-15 | RPC RP1 | 14.4 Yrs 8.8 Yrs | LDO | 36 | 3 rd Sea Tour Billet: RP Manager, Senior Enlisted Advisor, LCPO. LPO Duty: CVN, : C5F, C7F, MLG, Ministry Center, DEVGRU Qualification: FMF, EAWS, ESWS, SEJPME I and II |
| 9-12 | RP1 RP2 | 8.8 Yrs 4.5 Yrs | LDO, OCS, MECP | 48 | 2 nd Shore Tour Billet: LPO Duty: USNA, NAVMED, HQMC, MFC, MCRD, MCAS, MCB, MCRC, CNSWC, CNI NS, NAS, MCECST, MATSG, NR, CREDO, TSC/RTC, CNR, CFA, Brig, NECC, Chapel Qualification: MTS, PPME and JPME, SEJPME I |
| 6-9 | RP2 | 4.5 Yrs | OCS, MSC IPP, MECP | 36 | 2 nd Sea Tour Duty: CVN, LHA/D, AS, LPD, CG, LSD, MEF, DIV, DESRON, MAW/MAG, MLG, Ministry Center, MARSOC, Seabee Unit Qualification: FMF, EAWS, ESWS, EXW, PPME |
| 3-6 | RP2 | 4.5 Yrs | STA-21, OCS, MECP | 48 | 1 st Shore Tour Billet: LPO Duty: USNA, NAVMED, HQMC, MCRD, MCAS, MCB, CNI, CFA, NAVSTA/ NAS/NAVREG, CREDO, TSC/RTC, COMNAVREG Brig, NECC, Chapel Qualification: RP Manager's Course, Basic Enlisted PME (BEPME), Master Training Specialist (MTS), Sgt's Course |
| 1-3 | RP3 | 2.7 Yrs | Naval Academy, NROTC | 36 | 1 st Sea Tour Duty: CVN, LHA/D, AS, MEF, CG, DIV, MAW/MAG, MLG, Ministry Center, MARSOC, SEABEE Unit Qualification: FMF, EAWS, ESWS, EXW, MCECST, Cpl's Course |
| 1+/- | RPSN RPSA Accession Training | 9 Months | | | Recruit Training and all schools or training events required to be completed prior to reporting to their first operational command |

Notes:



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1. As of 1 October 2018, "A" school is required and the RP Managers Course is required for RP2s and RP1s.
2. Background. RPs are trained to accommodate the free exercise of religion. RPs serving in expeditionary environments provide physical security for chaplains within the confines of the command's security operations. As Sailors, RPs are expected to participate in general duties that contribute to the command's mission.
3. Leadership. Direct leadership of large numbers of RPs is infrequent. Offer additional consideration if leadership took place in combat, Forward Deployed Naval Forces (FDFN) or other arduous assignments. Other considerations:
 - a. Initiative to seek additional leadership opportunities.
 - b. Personnel assigned to these billets are carefully screened and selected. They are considered to be at the top of rating expertise and are highly valued by the RP community.
4. Sea/Shore Flow. Following the release of NAVADMIN 274/19 RPs converted from the previous INUS/OUTUS rotation construct to normal Sea/Shore flow. Sea duty credit will be granted for type 2, 3, or 4 duty assignments. RPs who were already on type 6 duty at the time NAVADMIN 274/19 was released will rotate to type 1 duty upon completion. However, any subsequent type 6 duty assignment will be considered shore duty for the RP rating. Shore Duty Tours have also been increased to 48 months.
5. Security Clearance Eligibility. RPs are required to maintain eligibility for access to classified information, and maintain at least a Secret clearance. A revoked Security Clearance should not be taken lightly and should affect the opportunity for selection.
6. RP Functional Areas.
 - a. RP Supervisor (E6). Religious Program Supervisors administer the Professional Naval Chaplaincy (PNC); assist in the facilitation of Religious Ministry (RM); support the care of service members and their families; advise the chaplain; advise leadership on morale, program planning and execution; support the Command Religious Program (CRP) with data collection, research, and analysis; and provide technical expertise on force protection requirements for Religious Ministry Teams (RMT) in expeditionary and combat environments.
 - b. RP Senior Supervisor (E7). Religious Program Senior Supervisors serve as advisors of Professional Naval Chaplaincy (PNC); support the care of service members and their families; advise chaplains and leadership on morale, program planning and execution; support the Command Religious Program (CRP) with data collection, research, and analysis; provide technical expertise on force protection requirements for Religious Ministry Teams (RMT) in expeditionary environments; assess RMTs on the delivery of religious ministry (RM); advise the Chaplain Corps on manpower, personnel, training and education, policy, and programs.
 - c. RP Executive (E8). At the executive level, E-8-E-9 RPs will assist the Navy component chaplain. RPCMs and RPCS, serving at the TYCOM, Fleet, USMC Major Subordinate Command level and above, serve as advisors of PNC to the Chief of Chaplains (CoC), Senior Enlisted Leader to the CoC and senior supervisory chaplains. They implement Navy enterprise goals, policies, and procedures; direct and oversee implementation of the CoC strategic plan; develop long-range plans to achieve mission critical objectives. They advise senior supervisory chaplains based on internal and external factors to minimize risks and formulate plans to achieve long-term CRP goals.
 - d. Ministry Support and Accommodation: RPs manage and execute Command Religious Programs (CRP) that accommodate diverse religious ministry requirements. Accommodation of individual and collective religious ministry includes, but is not limited to: scheduling, coordinating, budgeting, and contracting. RPs are specially trained to support religious accommodation.



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e. Pastoral Care Support: RPs are uniquely trained and positioned to support the delivery of care individually and programmatically. RPs support the delivery of care through pastoral triage, referrals, protection of privileged and confidential communication, charting, and explaining the types of ministry available.

f. Religious Advisement: RPs play an integral role in advising the chain of command on the impact of the Command Religious Program (CRP). RPs support the CRP with data collection, research, analysis, program planning and execution.

g. Expeditionary Ministry Support: RPs in expeditionary environments are combatants who provide force protection expertise for RMTs.

h. Administration: RPs balance faith-group-specific religious requirements, managing facilities, personnel, volunteers, and resources.

i. Finance and Accounting: RPs plan, coordinate, train, implement, and maintain non-appropriated Religious Offering Fund (ROF) and appropriated OM&N funds. RPs identify, procure, and maintain facilities and equipment needed to support the CRP. RPs manage real property repair and maintenance, equipment acquisition, and supplies. RPs prepare, plan, program, analyze, and execute budgets and research and write statements of work for civilian contracts in support of the CRP.

j. Library: RPs manage and execute the full range of activities associated with the Learning Multi-Media Resource Centers (LMRC), including but not limited to scheduling, filing, ordering, organization, staffing, and operation.

k. For clarification purposes, many Fleet Marine Force (FMF) commands perform duties similar to regular Navy major commands. These include but are not limited to the following:

(1) Marine Corps Forces (MARFORCOM), Marine Corps Force, Pacific (MARFORPAC) operate similarly to regular Navy commands such as USFF or PACFLT. Marine Corps Forces Reserve (MARFORRES) and Marine Special Operations Command (MARSOC) operate similarly to regular Navy TYCOM commands such as SURFLANT or SURFPAC.

(2) I, II, III Marine Expeditionary Forces (MEF) operate similarly to regular Navy Fleet commands, such as 3rd Fleet.

(3) 1st, 2nd & 3rd Marine Divisions (MARDIV), Marine Logistics Groups (MLG) and Marine Aircraft Wing (MAW) also operate as TYCOMs but their tasked organized under their respective MEFs.

Considerations for advancement from E6 TO E7

There are two main type NECs held by RPs: 0000 and A17A. This is important to know when evaluating a candidate as being fully qualified and best qualified. A17A RPs traditionally deploy with, and spend a large amount of time away from homeport when assigned to FMF commands; which precludes them from obtaining certain qualifications that are obtainable when assigned to Navy commands. However, with a proper balance of duties and self-initiative there are opportunities that offer competitive breakouts. Also, not all Marine Corps commands are FMF warfare (EFMFWS) eligible commands. Operational FMF commands are EFMFWS eligible and with a few exceptions, (e.g. The Basic School) shore-based Marine Corps commands are not EFMFWS eligible. FMF billets are challenging assignments and mostly on independent duty. Candidates should not be viewed negatively if they are not peer ranked. Consideration should be given to candidates with a hard/soft ranking and should be viewed favorably. Candidates should have a diverse background and A17A should not be the sole reason for selection.

1. Advancement Considerations:



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- **Sea/Shore Tours & Scope of Responsibility.** Consideration should be given to candidates serving in challenging assignments with documented impact throughout the command, domain and fleet. Below is a chart that gives an example of billets by rank and scope from most responsibility (Tier I) to least responsibility (Tier III). Those candidates who have demonstrated the ability to succeed in challenging assignments (Tier I) with documented impact should be viewed positively. Tier levels should NOT be the sole reason for a candidate's selection. A candidate's performance and impact at each Tier level should be considered and special attention to a candidate's contribution to the improvement and development of the RP rate.

| | RP1 |
|-----------------|---|
| Tier I | LPO (CVN, DIV, MAW, MLG), LHD, LHA, AS, DEVGRU, LCC, FMTB-MCECST Instructor, NCSC Instructor |
| Tier II | MCRD, RTC, MCI Regions (MCI West, MCI East, MCI Pac, NCR), BUMED, CNSWC |
| Tier III | MESG, MATSG, RIVGRU, CLWP, DESRON, BEACHGRU, CLASSRON, Brig, NMC, NS, NSSC, Other MCB, NAS, NAF, MCAS, CFA, MAG, CNSL/CNSP, CREDO |

- Should have a successful LPO tour (at shore or at sea, to prove leadership skills and development of subordinates). The best and fully qualified candidate demonstrates sustained superior leadership and competency in developing RPs/Sailors as measured by qualifications, advancement results, retention/attrition, and the extent to which the candidate trains and educates peer/subordinates on technical proficiency.
- Except for RPs selected through special program screening assigned outside of the rating; RPs must be working in the rating supporting the command religious program demonstrated through documented impact.
- Should have at least one sea tour preferably as E6 but E5 is acceptable (USMC or Navy)
- Must be qualified at least one warfare designator
- Candidate with the instructor or master training specialist NECs should be viewed positively. This however should not be the sole reason for selection.
- Candidates that have successfully completed the following professional military, advanced civilian education, Chaplain Corps or RP rating courses should be viewed positively:
 - RP Manager's Course
 - Attend the annual Chaplain Corps PDTC/W
 - USMAP (e.g. Computer Operator, Office Manager/Administrative Services, Correction Officer, etc.)
 - Navy Cool Certifications
- Should lead and develop peers/subordinates within the RP rating and demonstrate a strong presence that sets the tone in the command, domain and fleet with documented impact:
 - RP Training and Readiness Review (TRR), Learning Analysis or Course Content Review Board (CCRB) (e.g. RP "A" School, RP Manager's Course, MCECST Course, etc.)
 - RP Occupational Standards review
 - RP Rating Manual review
 - Marine Corps RM Training & Readiness (RM T&R) Manual review
 - Professional Development Training Course/Workshop (PDTC/W) validation
 - RP PQS review
 - RMT area-wide and community training (lead/develop training)
 - Professional Naval Chaplaincy Working Group Member
- Instructor at rating school (RP "A" school, RP Managers Course, MCECST) with substantial rate improvement. A documented successful tour should be viewed favorably
- Must demonstrate technical expertise on platform served with documented impact
- Extended qualifications out of the rate scope should be viewed favorably.



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- Should be qualified watchstander (OOD, JOOD, ATTWO, SDO, etc...) and in training team positions (DCTT, Repair Locker, etc.) according to rank on every platform served
- Participation with peer group or holding an office position (President, VP, Treasurer, etc.) with documented impact should be seen highly favorable.

Considerations for advancement from E7 TO E8

There are two main type NECs held by RPs: 0000 and A17A. This is important to know when evaluating a candidate as being fully qualified and best qualified. A17A RPs traditionally deploy with, and spend a large amount of time away from homeport when assigned to FMF commands; which precludes them from obtaining certain qualifications that are obtainable when assigned to Navy commands. However, with a proper balance of duties and self-initiative there are opportunities that offer competitive breakouts. Also, not all Marine Corps commands are FMF Warfare (EFMFWS) eligible commands. Operational FMF commands are EFMFWS eligible and with few exceptions, (e.g. The Basic School) shore-based Marine Corps commands are not EFMFWS eligible. FMF billets are challenging assignments and mostly on independent duty. Candidates should not be viewed negatively if they are not peer ranked. Candidates with a hard/soft ranking should be viewed favorably. Candidates should have a diverse background and A17A should not be the sole reason for selection.

Note: The RP rating only has twenty-two (22) Senior Chief billets, of those fourteen (14) billets required the A17A NEC.

1. Advancement Considerations:

- Sea/Shore Tours & Scope of Responsibility. Consideration should be given to candidates serving in challenging assignments with documented impact throughout the command, area and Fleet. Below is a chart that gives an example of billets by rank and scope from most responsibility (Tier I) to least responsibility (Tier III). Those candidates who have demonstrated the ability to succeed in challenging assignments (Tier I) with documented impact should be viewed positively. Tier levels should NOT be the sole reason for a candidate's selection. A candidate's performance and impact at each Tier level should be considered and special attention to a candidate's contribution to the improvement and development of the RP rate.

| | RPC |
|-----------------|--|
| Tier I | C6F, C7F, NAVCENT/C5F, AIRLANT, CVN, USNA, SURFLANT, NAVIFOR, TECOM, FMTB-E MCECST Course Chief, NCSC Instructor, DEVGRU |
| Tier II | HQMC, OPNAV N097, 1ST/2ND/3RD MLG, COMNAVREG Mid-Atlantic |
| Tier III | NDW, RTC, TSC, MCRD, CNRF, RSO (SFMC), CNFJ, Joint Bases, CNSWC, TSOC |

- Should have a successful LCPO/SEL/SEA tour (at shore or at sea, to prove leadership skills; the growth and development of subordinates and Junior Officers; demonstrating the proper integration, focus and mission accomplishment via the Chief Mess)
- Should have at least one sea tour preferably, as E7 but E6 is acceptable (USMC or Navy).
- Must be qualified at least one warfare designator
- Candidate with the instructor or master training specialist NECs should be viewed positively. This however should not be the sole reason for selection.
- Candidates that have successfully completed the following professional military, advanced civilian education, Chaplain Corps or RP rating courses should be viewed positively:
 - USMAP (e.g. Computer Operator, Office Manager/Administrative Services, Correction Officer, etc.)
 - Navy Cool Certifications
 - Attend the annual Chaplain Corps PDTC/W



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- Should successfully lead and develop peers/subordinates within the RP rating with documented impact. A fully qualified candidate leads and develops RPs within the rating, solves community problems, demonstrates a strong presence that sets the tone in the community:
 - RP TRR, Learning Analysis or CCRB (e.g. RP “A” School, RP Managers Course, MCECST Course)
 - RP Occupational Standards review
 - RP Rating Manual review
 - Marine Corps RM T&R Manual review
 - PDTC/W validation
 - RP PQS review
 - RMT area-wide and community Training (lead/coordinate training)
 - Ready Relevant Learning (RRL) requirements development in support of Sailor 2025 Ready program
 - PNC Working Group Member
- Should attend the annual PDTC/W
- Must demonstrate technical expertise on platform served with documented impact.
- Lead instructor at rating school (RP “A” school, RP Managers Course, MCECST) with substantial rate improvement. A documented successful tour should be seen favorable
- Should be qualified watchstanders (OOD, ATTWO, SDO, Section Leader, etc...) and training team positions (DCTT, 3MTT, Repair Locker Leader, etc...) according to rank on every platform served
- Office positions (President, VP, Treasurer, etc.) within their peer group with documented impact should be seen favorable
- CPOs successfully completing the Senior Enlisted Academy (SEA) should be viewed favorably

Considerations for advancement from E8 TO E9

There are two main type NECs held by RPs: 0000 and A17A. This is important to know when evaluating a candidate as being fully qualified and best qualified. A17A RPs traditionally deploy with, and spend a large amount of time away from homeport when assigned to FMF commands; which precludes them from obtaining certain qualifications that are obtainable when assigned to Navy commands. However, with a proper balance of duties and self-initiative there are opportunities that offer competitive breakouts. Also, not all Marine Corps commands are FMF warfare (EFMFWS) eligible commands. Operational FMF commands are EFMFWS eligible and with a few exceptions, (e.g. The Basic School) shore-based Marine Corps commands are not EFMFWS eligible. FMF billets are challenging assignments and mostly on independent duty. Candidates should not be viewed negatively if they are not peer ranked. Candidates with a hard/soft ranking should be viewed favorably. Candidates should have a diverse background and A17A should not be the sole reason for selection.

1. Advancement Considerations:

- Sea/Shore Tours & Scope of Responsibility. Consideration should be given to candidates serving in challenging assignments with documented impact throughout the command, area and fleet. Below is a chart that gives an example of billets by rank and scope from most responsibility (Tier I) to least responsibility Tier III). Those candidates who have demonstrated the ability to succeed in challenging assignments (Tier I) with documented impact should be viewed positively. Tier levels should NOT be the sole reason for a candidate’s selection. A candidate’s performance and impact at each Tier level should be considered and special attention to a candidate’s contribution to the improvement and development of the RP rate.

| | RPCS |
|----------------|---|
| Tier I | C2F, C3F, AIRPAC, SURFPAC, NCSC SEL, Detailer, FMTB-E MCECST Course Chief, HQMC, MCICOM, CNIC, I/II/III MEF, MARFORRES, NPC RP Detailer |
| Tier II | 1ST/2ND/3RD MARDIV, COMNAVREG (SW, SE) |



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| | |
|-----------------|--|
| Tier III | 1ST/2ND/3RD MAW, MCI Regions (MCI West, MCI East, MCI Pac) |
|-----------------|--|

- Candidate with the instructor or master training specialist NECs should be viewed positively. This however should not be the sole reason for selection.
- Candidates that have successfully completed the following professional military, advanced civilian education, Chaplain Corps or RP rating courses should be viewed positively:
 - Senior Enlisted Academies should be viewed favorably (All branches).
 - CHC Senior Leader Course (SLC) should be viewed favorably.
 - Attend the annual Chaplain Corps PDTC/W
 - Attend the annual Chaplain Corps Strategic Leadership Symposium (CHC SLS)
- Must successfully lead and develop peers within the RP rating, A fully qualified candidate leads and develops peers within the RP rating, solves community problems, demonstrates a strong presence that sets the tone in the rating with documented impact:
 - RP TRR, Learning Analysis or CCRB (e.g. RP “A” School, RP Managers Course, MCECST Course)
 - RP AERR
 - RP Occupational Standards review
 - RP Rating Manual review
 - Marine Corps RM T&R Manual review
 - PDTC/W validation
 - RP PQS review
 - RP Leadership Mess (RPLM)/PNC Working Groups
 - Ready Relevant Learning (RRL) requirements development in support of Sailor 2025
 - Senior Rating Advisor within Professional Naval Chaplaincy
 - PNC Working Group
 - PNCEB Member
- Must be qualified at least one warfare designator
- Lead Course Supervisor/SEL at rating school (NCSC, MCECST) with substantial rate improvement. A documented successful tour should be seen favorable