



## RP CAREER PATH (SW)



Religious Program Specialists (RP). RPs support Professional Naval Chaplaincy (PNC); support the provision and facilitation of Religious Ministry (RM); support the spiritual care of all Navy and Marine Corps personnel and their families; manage the Command Religious Program (CRP); advise leadership on program planning and execution through data collection, research, analysis and advisement; 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 <sup>th</sup> Shore Tour Duty: Only shore duty billets for E9s; there are no sea duty billets.
24-27	RPCM RPCS	25.2 Yrs. 20.2 Yrs.	CSEL, CMDCM, CMDCS	36	5 <sup>th</sup> Sea Tour Duty: Only shore duty billets for E9s. E-8 Duty: MEF, MARDIV, MAW Qualification: EFMFWS, CSEL,
21-24	RPCM RPCS RPC	25.2 Yrs. 20.2 Yrs. 14.4 Yrs.	CSEL, CMDCM, CMDCS,	36	4 <sup>th</sup> Shore Tour Billet: CSEL, SEA. (All E9s are eligible for Flag Selection to Rate CSEL). Duty: Only shore duty billets for E9s. OPNAV Staff (Rating SEL) E-9 Duty: USFFC, USPACFLT, MARFORPAC, MARFORCOM, BUMED. E-8 Duty: C2F, C3F, CNIC, MARFORRES, NCSC, MCECST, NECC, CNRSE, MCICOM, MCIEAST, MCIWEST. E-7 Duty: C6F, MCRD, TECOM, MCIPAC, CNRSW, CNRMA Qualification: CSEL, CMC/COB Course.
18-21	RPCS RPC	20.2 Yrs. 14.4 Yrs.	CMDCS	36	4 <sup>th</sup> Sea Tour Billet: SEA, DLCPO. E-8 Duty: DIV, MAW. E-7 Duty: CVN, Ministry Center, MLG, C5F, C7F, USSOCOM. Qualification: Senior Enlisted Academies, PNC-SLC, EFMFWS, EAWS, ESWS.
15-18	RPC RP1	14.4 Yrs. 8.8 Yrs.	LDO	48	3 <sup>rd</sup> Shore Tour Billet: SEA, LCPO, LPO. E-7 Duty: C6F, USNA, NMRTC, OPNAV, HQMC, DEVGRU, MCAS, MCB, CNAL, NS/NAS/NAVREG, TSC/RTC, CNAL, CNSL, CNSP, CNRFC, CNSWC, NCSC. E-6 Duty: MCI Region, MCB, MCRD Qualification: MTS, EJPME II.



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12-15	RPC RP1	14.4 Yrs. 8.8 Yrs.	LDO	36	3 <sup>rd</sup> Sea Tour Billet: DLCPO, Senior Enlisted Advisor (SEA), LPO E-7 Duty: CVN, C5F, C7F, MLG, Ministry Center. E-6: CVN, DIV, ACE, MLG, LHA/D Qualification: EFMFWS, EAWS, ESWS, Primary Enlisted PME.
9-12	RP1 RP2	8.8 Yrs. 4.5 Yrs.	LDO, OCS, MECP	48	2 <sup>nd</sup> Shore Tour Billet: LPO. E6 Duty: NMRTC, MCAS, MCB, CNI NS, NAS, MCECST, MATSG, NR, CREDO, TSC/RTC, CNR, CFA, Brig, CRG, NCG, Chapel. E-5 Duty: HQMC, NMRTC, USNA, CREDO Qualification: MTS, SNCO Course, RP Manager's Course
6-9	RP2	4.5 Yrs.	OCS, MSC IPP, MECP	36	2 <sup>nd</sup> Sea Tour Duty: CVN, LHA/D, AS, LPD, CG, MEF, DIV, DESRON, MAW/MAG, MLG, Ministry Center, MARSOC, NMCB, DEVGRU. Qualification: EFMFWS, EAWS, ESWS, EXW, EJPME I.
3-6	RP2	4.5 Yrs.	STA-21, OCS, MECP	48	1 <sup>st</sup> Shore Tour Billet: Staff RP Duty: 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 <sup>st</sup> Sea Tour Duty: CVN, LHA/D, AS, MEF, DIV, MAW, CLB Qualification: EFMFWS, EAWS, ESWS, 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.



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### **General information and considerations for advancement for all pay-grades:**

1. RP "A" school is required for all accession and convert-in Sailors. 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 force protection 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 (FDNF) or other arduous assignments. Other considerations:
  - a. Initiative to seek additional leadership opportunities.
  - b. Personnel assigned to these billets 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 should 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 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, analysis and advisement; 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/E9). Religious Program Executives serve as the senior enlisted advisors to the Navy component chaplain. RPCMs and RPCSs 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; advise senior supervisory chaplains based on internal and external factors to minimize risks and formulate plans, and measure progress to achieve long-term CRP mission critical objectives.
  - 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, advisement, 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, 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 Command (MARFORCOM), Marine Corps Forces, Pacific (MARFORPAC) operate similarly to regular Navy commands such as USFFC or USPACFLT. 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 C3F.

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

### **Considerations for advancement from E6 to E7:**

1. There are two NECs held by RPs: 0000 and A17A. This is important to know when evaluating a candidate as being fully qualified and best and fully 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. 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. When it comes to duty stations served by the member, candidates should have a diverse background demonstrated with documented impact (diverse background should be understood as service in diverse/different platforms within the USMC (DIV/MLG/MAW/MEU/MEF) or Navy (FDNF, Expeditionary, Installation, Staff). A17A should not be the sole reason for selection.



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2. Sea/Shore Tours & Scope of Responsibility. Consideration should be given to candidates serving in challenging assignments with documented impact throughout the command, and special attention should be given to a candidate's contribution to the improvement and development of the RPs and chaplains within their local area and the RP rate.

	<b>RP1</b>
<b>Tier I</b>	CVN, MCRD, RTC, USNA, NMRTC, LHD, LHA, AS, LCC, FMTB-MCECST Instructor, NCSC Instructor
<b>Tier II</b>	DIV, MAW, MLG, MCI Regions (MCIWEST, MCIEAST, MCIPAC), NCG , CNSWC, DESRON
<b>Tier III</b>	MESG, MATSG, CLWP, Brig, NS, NSSC, MCB, NAS, NAF, MCAS, CFA, , CNSL/CNSP, CREDO, DEVGRU/SPECWAR/USSOCOM

- Documented leadership and mission impact serving in key leadership positions (LPO etc.)
- Documented technical knowledge in assigned billet
- 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 to military readiness enabled through warfighter readiness.
- Should have at least one sea tour, preferably as E6 but E5 is acceptable (USMC or Navy).
- Enlisted Warfare Qualifications are expected when available
- Training Team (DCTT, ATTT, STT, MTT, etc.) leader/member with documented impact
- Command or Assistant Command Collateral Duties with documented impact

**Institutional and Technical Expertise:** Should lead and develop peers/subordinates within the RP rating and demonstrate a strong presence that sets the tone in the command and local area 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 or walk-through
- 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
- Extended qualifications out of the rating scope should be viewed favorably
- Training leader at the command, with impact on unit mission, department results, and unit certifications
- Documentation of candidates and Sailors USMAP qualifications; Navy Cool Certifications; Lean Six Sigma Certifications
- Sailor 360 involvement (leading a committee should be considered a plus)

Note: 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 (e.g., MCB Camp Lejeune) are not EFMFWS eligible.

**Considerations for advancement from E7 to E8:**

1. There are two NECs held by RPs: 0000 and A17A. This is important to know when evaluating a candidate as being fully qualified and best and fully 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



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qualifications that are obtainable when assigned to Navy commands. 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. When it comes to duty stations served by the member, candidates should have a diverse background demonstrated with documented impact (diverse background should be understood as service in diverse/different platforms within the USMC (DIV/MLG/MAW/MEU/MEF) or Navy (FDNF, Expeditionary, Installation, Staff). A17A should not be the sole reason for selection.

Note: The RP rating has twenty-four (24) Senior Chief billets of those fifteen (15) billets required the A17A NEC.

2. Sea/Shore Tours & Scope of Responsibility. Consideration should be given to candidates serving in challenging assignments with documented impact throughout the command, local area, and fleet. The community views favorably candidates who have documented and measurable impact within their area of responsibility and the RP rating.

	<b>RPC</b>
<b>Tier 1</b>	MCIPAC, MCRD, NAVCENT/C5F, C6F,C7F, MLG, AIRLANT, CVN, USNA, SURFLANT, TECOM, NCSC Instructor, RTC
<b>Tier 2</b>	HQMC, TECOM, OPNAV N097, DEVGRU, CNRF MLG, COMNAVREG
<b>Tier 3</b>	MCAS, NDW, TSC, OMC, CNFJ, Joint Bases, CNSWC, TSOC, NMRTC, MCAGCC

- Documented leadership and mission impact serving in key leadership positions (LCPO etc.)
- Documented technical knowledge in assigned billet
- 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 to military readiness enabled through warfighter readiness.
- Should have at least one sea tour, preferably as E6 but E5 is acceptable (USMC or Navy).
- Enlisted Warfare Qualifications are expected when available
- Training Team (DCTT, ATTT, STT, MTT, ATS, etc.) leader/member with documented impact
- Command or Assistant Command Collateral Duties with documented impact
- Should have at least one sea tour preferably, as E7 but E6 is acceptable (USMC or Navy).
- CPOs successfully completing the Senior Enlisted Academy (SEA) should be viewed favorably.

**Institutional and Technical Expertise/CPO Initiation:** 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, and 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
- RP AERR
- PDTC/W validation
- RP PQS review
- RMT area-wide and community training (lead/coordinate training)
- PNC Working Group member
- PNC Community of Interest member
- Extended qualifications out of the rating scope should be viewed favorably
- Lead instructor at rating school (RP “A” school, RP Managers Course) with substantial rate improvement. A documented successful tour should be seen favorable
- Training leader at the command, with impact on unit mission, department results, and unit certifications



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- Documentation of candidates and Sailors USMAP qualifications; Navy Cool Certifications; Lean Six Sigma Certifications
- Sailor 360 involvement (leading a committee should be considered a plus)
- Demonstrate active participation in CPO Initiation (leading a committee should be considered a plus)

Note: 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 (e.g., MCIPAC) are not EFMFWS eligible.

### Considerations for advancement from E8 to E9:

1. There are two NECs held by RPs: 0000 and A17A. This is important to know when evaluating a candidate as being fully qualified and best and fully 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. 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. When it comes to duty stations served by the member, candidates should have a diverse background demonstrated with documented impact (diverse background should be understood as service in diverse/different platforms within the USMC (DIV/MLG/MAW/MEU/MEF) or Navy (FDNF, Expeditionary, Installation, Staff). A17A should not be the sole reason for selection.

2. Sea/Shore Tours & Scope of Responsibility. Consideration should be given to candidates serving in challenging assignments with documented impact throughout the command, area, fleet, domain, and rating. The community favorably views those candidates who have made a measurable contribution to the improvement and development of Professional Naval Chaplaincy within the RP rate and Chaplain Corps.

	RPCS
<b>Tier 1</b>	AIRPAC, SURFPAC, NCSC SEL, FMTB-E MCECST Course Chief, HQMC, MCICOM, CNIC,-MEF, MARFORRES, RP Detailer, MCI Regions (MCIWEST, MCIEAST, MCIPAC)
<b>Tier 2</b>	C2F, C3F, MARDIV, MAW

- Should have a successful SEL/SEA tour (at shore or at sea, to showcase leadership skills; the growth and development of subordinates and junior officers; focus and mission accomplishment via the Chiefs Mess; and demonstrated rating impact in coordination with the Religious Program Specialist Leadership Mess).
- Candidate with the instructor or master training specialist NECs should be viewed positively. This however should not be the sole reason for selection.

**Institutional and Technical Expertise/CPO Initiation:** 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:

- PNC-SLC mentor, class instructor or development team member
- 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 or walk-through
- RP PQS review
- RP Leadership Mess (RPLM)
- PNC Working Group
- PNC Community of Interest



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- PNCEB Member
- Lead Course Supervisor/SEL at rating school (NCSC, MCECST) with substantial rate improvement
- Senior Enlisted Academy Graduate (All branches)
- CHC Senior Leader Course (SLC), candidates should be viewed very positively
- Attend the annual Chaplain Corps Strategic Leadership Symposium (SLS)
- Attend the annual Chaplain Corps PDTC/W
- Training leader at the command, with impact on unit mission, department results, and unit certifications
- Documentation of candidates and Sailors USMAP qualifications; Navy Cool Certifications; Lean Six Sigma Certifications
- Demonstrate active participation in CPO Initiation (leading a committee should be considered a plus)

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