



RP CAREER PATH (SW/FMF)

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-combat environments and military operations.					
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.
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, MARDIV, MAW Qualification: EFMFWS, PNC-SLC
21-24	RPCM RPCS RPC	25.2 Yrs. 20.2 Yrs. 14.4 Yrs.	CSEL, CMDCM, CMDCS	36	4 th Shore Tour Billet: CSEL, SEA. (All E9s are eligible for Flag Selection to N097 CSEL). Duty: Only shore duty billets for E9s. E-9 Duty: N097 CSEL, USFFC, USPACFLT, MARFORPAC, MARFORCOM, BUMED. E-8 Duty: C2F, C3F, NPC, CNIC, MARFORRES, NCSC, NECC, CNRSE, MCICOM, MCIEAST, MCIWEST, AIRPAC. E-7 Duty: C6F, MCRD, TECOM, MCIPAC, CNRSW, CNRMA Qualification: PNC-SLC, MTS
18-21	RPCS RPC	20.2 Yrs. 14.4 Yrs.	CMDCS	36	4 th 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, MSOC, EFMFWS, EAWS, ESWS.
15-18	RPC RP1	14.4 Yrs. 8.8 Yrs.	LDO	36	3 rd Shore Tour Billet: SEA, LCPO, LPO, Instructor E-7 Duty: C6F, USNA, NMRTC, OPNAV, HQMC, DEVGRU, MCAS, MCB, CNAL, NS/NAS/NAVREG, TSC/RTC, CNSL, CNSP, CNRFC, CNSWC, NCSC, MCECST E-6 Duty: MCI Region, MCB, MCRD Qualification: RP-PQS, MTS, EJPME II.



**RP CAREER PATH
(SW/FMF)**

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: DLCPO, Senior Enlisted Advisor (SEA), LPO E-7 Duty: CVN, C5F, C7F, MLG, Ministry Center. E-6: CVN, DIV, ACE, MLG, LHA/D Qualification: RP-PQS, EFMFWS, EAWS, ESWS, Primary Enlisted PME.
9-12	RP1 RP2	8.8 Yrs. 4.5 Yrs.	LDO, OCS, MECP	36	2 nd Shore Tour Billet: LPO, Instructor E6 Duty: NMRTC, MCAS, MCB, CNI NS, NAS, NCSC, MCECST, MATSG, NR, CREDO, TSC/RTC, CNR, CFA, Brig, CRG, NCG, Chapel. E-5 Duty: HQMC, NMRTC, USNA, CREDO Qualification: RP-PQS, MTS, SNCO Course, RP Manager's Course
6-9	RP2	4.5 Yrs.	OCS, MSC IPP, MECP	36	2 nd Sea Tour Duty: CVN, LHA/D, AS, LPD, CG, MEF, DIV, DESRON, MAW/MAG, MLG, Ministry Center, MARSOC, NMCB, DEVGRU. Qualification: RP-PQS, EFMFWS, EAWS, ESWS, EXW, EJPME I.
3-6	RP2	4.5 Yrs.	STA-21, OCS, MECP	36	1 st Shore Tour Billet: Staff RP Duty: Chapel, NCSC Qualification: RP-PQS, RP Manager's Course, Basic Enlisted PME (BEPME), Sgt's Course.
1-3	RP3	2.7 Yrs.	Naval Academy, NROTC	36	1 st Sea Tour Duty: CVN, LHA/D, AS, MEF, DIV, MAW, CLB Qualification: RP-PQS, 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.



RP CAREER PATH (SW/FMF)

General information and considerations for advancement for all paygrades:

1. **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.
2. **Formal Training:** RP "A" school is required for all accession and convert-in Sailors. The RP Managers Course is required for RP2s and RP1s. Marine Corps Expeditionary Combat Skill Training (MCECST) is required for RPs assigned to the Fleet Marine Force (FMF).
3. **Leadership:** There are many independent duty billets for RPs, which may limit leadership opportunities or large summary groups for competitive ranking; soft rankings are encouraged, but one-of-one evaluations should not be viewed negatively.
4. **Instructor:** Personnel assigned to instructor billets are at the top of rating expertise and are highly valued by the RP community. RPs in training billets (NCS Instructor/MCECST) **shall** qualify Master Training Specialist during their prescribed tour.
5. **Sea/Shore Flow:** Normal shore duty is 36 months. Normal sea duty is 36 months.
6. **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 weigh into the factors for selection as Best & Fully Qualified.

7. RP Functional Areas

a. RP Supervisor (E5). 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; support commands as extenders or advisors to programs that enhance resiliency and warfighter readiness; 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-combat environments and military operations.

b. RP Senior Supervisor (E6/E7). Religious Program Senior Supervisors serve as advisors of PNC; support the care of service members and their families; support commands as extenders or advisors to programs that enhance resiliency and warfighter readiness; advise chaplains and leadership on morale, program planning and execution; support the CRP with data collection, research, analysis and advisement; provide technical expertise on force protection requirements for the RMT in expeditionary-combat environments; assess RMTs on the delivery of 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 the 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.

8. **NECs:** There are four primary NECs held by RPs: 0000, A17A (FMF Billet), 804G (SEABEE Billet), and 831A (Fleet Billet).

a. RPs assigned to the FMF traditionally deploy with and spend a large amount of time away from homeport, which precludes them from obtaining certain qualifications and education that are obtainable when assigned to shore



RP CAREER PATH (SW/FMF)

commands. FMF assignments are challenging and are mostly independent duty. A17A should not be the sole reason for selection.

b. Many FMF commands perform duties like regular Navy major commands. These include but are not limited to the following: 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. Marine Corps Training and Education Command (TECOM) operates like NETC.

c. I, II, III Marine Expeditionary Forces (MEF) operate like regular Navy Fleet commands, such as C3F.

d. 1st, 2nd & 3rd Marine Divisions (MARDIV), Marine Logistics Groups (MLG) and Marine Aircraft Wings (MAW) are platforms where RP leadership will focus on manpower, training and equipage of subordinate RMTs, like the duties they would perform at a TYCOM, but they are tasked organized under their respective MEFs.

9. **Warfare Qualifications:** In accordance with applicable community warfare qualification instructions and policy, RPs **shall** qualify when assigned to a unit with an active warfare qualification program. 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.



**RP CAREER PATH
(SW/FMF)**

10. **Billet Tier Groups:** Billet tiers categorize positions based on complexity and required competencies. While individual aspirations for challenging assignments should be considered, tiers alone should not dictate advancement due to the availability of billets and the needs of the Navy.

Religious Program Specialist First Class Petty Officer

Tier	Installation	USMC Operational Commands	USN Operational Commands	Other Shore	Special Warfare	Training Commands	Hospital
I	USMC Regions Navy Regions	DIV, MAW, MLG	CVN, LHD	CREDO, Camp David	DEVGRU, NSWG, MARSOC (Sea Duty)	FMTB-MCECST Instructor, NCS Instructor	NMFL, NMFP
II	MCB, Naval Station	MAG, REG	LHA, AS, LCC	NCG, CNSL/CNSP, DESRON	TSOC, NSWCEN, NSWG (Shore Duty)	RTC, MCRD, USNA	NMRTC
III	NAF, MCAS, NAS			Brig, MESG, CLWP, NSSC, CFA, Other		MATSG	EMF, EMU

Chief Religious Program Specialist

Tier	Installation	USMC Operational Commands	USN Operational Commands	Other Shore	Special Warfare	Training Commands	Hospital
I	MCIPAC*	MLG	CVN	NAVCENT/C5F, C6F, C7F, CNAL, CNRF	CNSWC, DEVGRU	NCS Instructor, MCRD*, TECOM	NMFL, NMFP
II	Navy Regions, NDW			HQMC, OPNAV N097, CNSG SE/ML, CNSP, CNFI, SUBPAC		RTC, USNA, MCAGCC	USS Comfort USS Mercy
III	NAF, MCAS, NAS, Naval Station, NDW			NSSC, CFA, Joint Bases			

Senior Chief Religious Program Specialist

Tier	Installation	USMC Operational Commands	Shore	Training Commands	Hospital
I	MCICOM*, MCIWEST*, MCIEAST*, MCIPAC*	MEF	CNIC, AIRPAC, SURFLANT, SURFPAC, MARFORRES, HQMC, RP Detailer	NCS SEL *, FMTB-MCECST Course Chief	NMRTC
II	Navy Regions	MAW, MARDIV	C2F, C3F		

* CSEL Billet (Typically)



RP CAREER PATH (SW/FMF)

Considerations for advancement from E6 to E7: In addition to demonstrating documented impact within the RP rating, Sailors should also meet the "Best and Fully Qualified" performance criteria outlined in the most recent selection board PRECEPT and Convening Order.

- Military Chaplains Association (MCA) Calvin P. Titus Distinguished Service Award and Professional Naval Chaplaincy Service Award. Consideration should be given in similar way to Sailor of the Year. This award is a recognition of excellence in performance. The recipients are considered through a board process akin to Sailor of the Year by a panel of senior officers and senior enlisted community leadership.

Scope and Impact of Leadership: Should have a successful LPO tour (at shore or at sea to showcase leadership skills; the growth and development of subordinates; and mission accomplishment.

Fully Qualified Candidates must have demonstrated sustained superior performance with documented impact in one or more of the following categories:

- Demonstrated leadership within the Command Religious Program, resulting in measurable improvements to spiritual readiness.

Best Qualified Candidates should have demonstrated sustained superior performance, with documented impact, in one or more of the following categories:

- Demonstrate superb leadership results that lead to promotion, retention, recruitment, and development of RPs, chaplains, or other Sailors within their scope of responsibility.
- Regional RMT Area-wide training coordinator or trainer.
- Professional Development Training Course/Workshop (PDTC/W) trainer.

Institutional and Technical Expertise: Demonstrate measurable impacts to command readiness by strengthening spiritual readiness (USN) and or spiritual fitness (USMC).

Fully Qualified Candidates must have demonstrated sustained superior performance with documented impact in one or more of the following categories:

- Documented technical knowledge in assigned billet.
- Train members of the CRP to include chaplains, RPs, lay leaders, and chaplain assistants.
- Manage CRPs that enhance spiritual readiness or spiritual fitness.
- Support commands as extenders or advisors to programs that enhance warfighter readiness (i.e., E-OSC, WT, suicide prevention and response, ASIST, SafeTALK, ARSENAL and other local or service specific resilience/toughness programs).

Best Qualified Candidates should have demonstrated sustained superior performance with documented impact in one or more of the following categories, as well as those from the Fully Qualified list:

- Demonstrate initiative and innovation in CRP program management that enhances spiritual readiness/spiritual fitness. This should be accomplished by utilizing data analytics to determine appropriate programming.
- Support commands as trainers, train the trainers, and SMEs in programs that enhance readiness.
- Member of the 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.).
- Member of the RP Occupational Standards workgroup.
- Member of the RP Rating Manual workgroup.
- Member of the RP PQS workgroup.
- Member of the Marine Corps Training & Readiness (RM T&R) Manual workgroup.
- Member of the PDTC/W validation workgroup.
- Professional Naval Chaplaincy Working Group Member.



RP CAREER PATH (SW/FMF)

- Regional RMT area-wide and community training participation.
- A17A NEC.

Considerations for advancement from E7 to E8: In addition to demonstrating documented impact within the RP rating, Sailors should also meet the "Best and Fully Qualified" performance criteria outlined in the most recent selection board PRECEPT and Convening Order.

Scope and Impact of Leadership: Should have a successful LCPO, DLCPO, or SEA tour (at shore or at sea to showcase leadership skills; the growth and development of subordinates and junior officers; and mission accomplishment via the Chiefs Mess.

Fully Qualified Candidates must have demonstrated sustained superior performance with documented impact in one or more of the following categories:

- Improved the effectiveness of the Command Religious Program by developing the leadership and professional skills of chaplains and RPs, directly resulting in measurable improvements to spiritual readiness.

Best Qualified Candidates should have demonstrated sustained superior performance with documented impact in one or more of the following categories, as well as those from the Fully Qualified list:

- Documented leadership and mission impact serving in key command leadership positions (CSEL, RELMIN SEA, DLCPO, etc.).
- Demonstrate superb leadership results that lead to promotion, retention, recruitment, and development of RPs, chaplains, or other Sailors within their scope of responsibility.

Institutional and Technical Expertise: RPCs usually provide ISIC level leadership to RMTs and should demonstrate measurable impact to one's own command, and their subordinate command readiness resulting in strengthened spiritual readiness.

Fully Qualified Candidates must have demonstrated sustained superior performance with documented impact in one or more of the following categories:

- Technical knowledge in assigned billet.
- Manage CRPs that enhance spiritual readiness/fitness.
- Support commands as SMEs to programs that enhance readiness.
- Regional RMT area-wide and community training participation.

Best Qualified Candidates should have demonstrated sustained superior performance with documented impact in one or more of the following categories, as well as those from the Fully Qualified list:

- Demonstrate initiative and innovation in CRP management that enhances spiritual readiness. This should be accomplished by utilizing data analytics and Get Real-Get Better strategies that determine root causes and assess for program effectiveness.
- Support commands as trainers, train the trainers, and technical advisors on the effective utilization and impact of programs that enhance unit readiness, mission accomplishment and certifications.
- Member of a PNC Community of Interest.
- Member of the 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.) team.
- Member of the RP Occupational Standards workgroup.
- Member of the RP Rating Manual workgroup.
- Member of the RP PQS workgroup.
- Member of the Marine Corps RM T&R workgroup.
- Member of the RP AERR workgroup.



RP CAREER PATH (SW/FMF)

- Member of the PDTC/W validation workgroup.
- A17A NEC.

Considerations for advancement from E8 to E9: In addition to demonstrating documented impact within the RP rating, Sailors should also meet the "Best and Fully Qualified" performance criteria outlined in the most recent selection board PRECEPT and Convening Order.

Sea/Shore Tours & Scope of Responsibility: 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.

Scope and Impact of Leadership: 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 (RPLM)).

Institutional and Technical Expertise: RPCSs are usually assigned to TYCOMs and Echelon II commands and should have documented impact on how their coaching influenced their subordinate RMT's to measure the impact(s) of their commands spiritual readiness/fitness, resulting in strengthened command readiness. Must successfully lead and develop peers within the RP rating and provide sound military advice to senior officers. A Best and Fully qualified candidate leads at the service level to 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 that measure progress to achieve long-term CRP mission critical objectives:

Fully Qualified Candidates must have demonstrated sustained superior performance in one of more of the following categories:

- Demonstrated leadership and development of chaplains and Religious Program Specialists (RPs) at the TYCOM, MSC, Region, Force, etc. level resulting in measurable improvements to spiritual readiness.
- Completed PNC-SLC.
- A17A NEC.

Best Qualified Candidates should have demonstrated sustained superior performance with documented impact in one or more of the following categories, as well as those from the Fully Qualified list:

- Proven TYCOM/Domain leadership that creates, builds, and sustains spiritual readiness. This should be accomplished by utilizing data analytics and Get Real-Get Better strategies that determine root causes and assess for program effectiveness.
- PNC-SLC mentor or class instructor.
- Member of a PNC Community of Interest.
- Led or member of the RP Occupational Standards workgroup.
- Led or member of the RP Rating Manual workgroup.
- Led or member of the RP PQS workgroup.
- Led or member of the Marine Corps RM T&R workgroup.
- Led or member of the RP AERR workgroup.
- When eligible, a member of the PNCEB with active participation.
- Active involvement in PNC-SLS, RPLM or PNCEB.
- Member of the PDTC/W validation workgroup.
- Led or member of the 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.) team.