



HM CAREER PATH



Hospital Corpsmen (HM). HMs assist health care professionals in providing medical and dental care to Navy and Marine Corps personnel and their families, and perform other duties that aid in the prevention and treatment of disease and injury. They may function as clinical or specialty technicians, medical administrative personnel, and health care providers. They may also serve with the Marine Corps, rendering emergency medical treatment to include initial treatment in a combat environment. Hospital Corpsman may be assigned as Independent Duty Corpsman (IDC) aboard ships and submarines, expeditionary, special warfare, and at isolated duty stations where no Medical Officer is available.

| YEARS OF SERVICE | CAREER MILESTONES | AVERAGE TIME TO ADVANCE | COMMISSIONING OR OTHER SPECIAL PROGRAMS | SEA/SHORE FLOW | TYPICAL CAREER PATH DEVELOPMENT |
|------------------|----------------------------|------------------------------|--|----------------------|--|
| 27-30 | HMCM | 21.5 Yrs | CSEL programs (CMDCM, COB) | See Notes: 1, 2, & 3 | Follow on Sea or Shore Tour: Billet: Leadership Position, Technical Expert/Supervisor Duty: Special Programs, Flag Screening Command, OCONUS, Echelon III or above see examples here: ECHELON OPFOR ; ECHELON SHORE |
| 24-27 | HMCM HMCS | 21.5 Yrs 18.3 | CSEL programs (CMDCM, CMDCS, COB) | See Notes: 1, 2, & 3 | 7th Tour: Billet: Leadership Position, Technical Expert/Supervisor Duty: Sea Duty, Shore Duty, Special Programs, Flag Screening Command, OCONUS, Echelon III or above see examples here: ECHELON OPFOR ; ECHELON SHORE |
| 21-24 | HMCM HMCS HMC | 21.5 Yrs 18.3 15 | CSEL programs (CMDCM, CMDCS, COB) | See Notes: 1, 2, & 3 | 6th Tour: Billet: Leadership Position, Technical Expert/Supervisor Duty: FDNF, Sea Duty, Shore Duty, Special Programs, Flag Screening Command, Instructor, OCONUS, Echelon III or above see examples here: ECHELON OPFOR ; ECHELON SHORE |
| 17-21 | HMCM HMCS HMC HM1 | 21.5 Yrs 18.3 15 10 | OCS, MSC-IPP, MECP, CSEL program (CMDCM, CMDCS, COB) | See Notes: 1, 2, & 3 | 5th Tour: Billet: Leadership Position, Technical Expert/Supervisor Duty: FDNF, Sea Duty, Shore Duty, Special Programs, Instructor, Recruiting, RDC, OCONUS, Echelon III or above see examples here: ECHELON OPFOR ; ECHELON SHORE |
| 13-17 | HMCS HMC HM1 HM2 | 18.3 Yrs 15 10 5.5 | OCS, MSC-IPP, MECP, EMDP2, CSEL Program (CMDCS) | See Notes: 1, 2, & 3 | 4th Tour: Billet: Leadership Position, Technical Expert/Supervisor Duty: FDNF, Sea Duty, Shore Duty, Special Programs, Instructor, Recruiting, RDC, OCONUS, Echelon III or above see examples here: ECHELON OPFOR ; ECHELON SHORE |



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| 9-13 | HMC HM1 HM2 | 15 Yrs 10 5.5 | STA-21, OCS, MECP, MSC-IPP, EMDP2 | See Notes: 1, 2, & 3 | 3rd Tour: Billet: Leadership Position, Technical Expert/Supervisor Duty: FDNF, Sea Duty, Shore Duty, Special Programs, Instructor, Recruiting, RDC, OCONUS Training: IDC or "C" School to obtain NEC |
| 5-9 | HM1 HM2 HM3 | 10 Yrs 5.5 2.9 | STA-21, OCS, MECP, MSC-IPP, EMDP2 | See Notes: 1, 2, & 3 | 2nd Tour: Billet: Leadership Position, Technical Expert/Supervisor Duty: Sea Duty, Shore Duty, OCONUS Training: IDC or "C" School to obtain NEC |
| 2-5 | HM2 HM3 | 5.5 Yrs 2.9 | Naval Academy, NROTC, STA- 21, MECP | See Notes: 1, 2, & 3 | Training: "C" School Training. Sailors should consider an NEC after their first duty station if not already awarded. Duty: Technician or General Duty HM. 1st Sea Tour (36 Months): Billet: Ships, FMF, Expeditionary 1st Shore Tour (24 Mos. Non-NEC) Billet: "C" School, MTF, OCONUS |
| 1-2 | HN HA Accession Training | 9 Months | | | Recruit Training and all schools or training events required to support Navy Medicine. Shall Complete HM PQS. Some Sailors will be assigned an NEC out of "A" School. |

Notes:

1. The HM rating promotes by rate, not by NEC. Assignment distribution and Sea Shore Flow is by NEC. Many NECs within the rating have minimal or no sea duty opportunity while some are sea centric. Many NECs are closed loop which is a distributable community consisting of personnel who are projected and assigned to consecutive tours within that NEC skill area. In lieu of traditional sea duty, shore centric NECs should pursue IA/OSA and OCONUS opportunities.
 - a) The following NEC's have no sea duty opportunities: L06A, L09A, L13A, L14A, L15A, L16A, L18A, L21A, L25A, L26A, L29, L30A, L38A.
2. Some HM NECs are extremely demanding, and leadership opportunities may be limited due to the independent nature of the duties assigned. Due to specific training and operational requirements, and while these duties can be considered arduous and extremely challenging, some HMs will remain assigned to this functional area based on their technical expertise. Candidates should not be viewed negatively if they are not peer ranked. Consideration should be given to candidates with a hard/soft ranking, including across services, and should be viewed favorably.
3. Sailors may not be able to voluntarily archive their NEC based on community health to pursue increased billet opportunity. The majority of NECs are auto archived once an individual is advanced to the next paygrade. Promotion will not be hindered due to promoting to a paygrade that results in NEC archive. The below NECs are automatically archived at the following paygrade:
 - a) E-6: L13A and L14A.
 - b) E-7: L11A, L15A, L16A, L18A, L20A, L21A, L23A, L24A, L25A, L26A, L27A, L29A, L32A, L36A, and L38A.
 - c) E-8: L00A, L04A, L05A, L06A, L07A, L09A, L17A, L19A, L22A, L30A, L31A, L33A, L37A, and 700D.
 - d) E-9: L08A, L12A, and L35A.



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4. Sailors must maintain NEC specific certification/qualifications.
5. Sailors should pursue billets which are FDNF, sea duty, and OCONUS, these are considered challenging and helps meet the primary mission of the Navy and Navy Medicine.
6. Active involvement within appropriate paygrade mess involvement, such as CPOA/FCPOA/JEA, and documented impact on collateral duties will aid in being competitive against peers.
7. Extra consideration should be given to those who earn qualifications outside their normal job scope and rate to enhance unit mission readiness. Some examples include but not limited to: OOD-U/W, SSL, ATTWO, COW, DOOW, 3MC, DCTT, CONN.

CONSIDERATIONS FOR ADVANCEMENT FROM E6 TO E7:

- Experience of increased responsibility and complexity in primary Hospital Corpsman or NEC responsibility assignments.
 - Training(s): Rank Specific PME/JPME.
- a) Must have demonstrated advanced knowledge and be a known Subject Matter Expert in rating.
 - b) Must have documented results of leadership, demonstrating leadership skills, and impact on command mission.
 - c) Extra consideration should be given for FDNF, sea duty, and OCONUS as they are considered challenging and helps meet the primary mission of the Navy and Navy Medicine.
 - d) Must demonstrate technical expertise on platform served with documented impact.
 - e) Must have qualified on primary Warfare (if assigned to a qualifying command and per required timeline).
 - f) Should demonstrate sustained superior leadership and competency in developing HMs/Sailors as measured by qualifications, advancement results, retention/attrition, and the extent to which the candidate trains and educates peer/subordinates on technical proficiency.
 - g) Extra attention should be given for documented impact on command collaterals.
 - h) Candidates with instructor, Afloat Training Specialist, or Master Training Specialist NECs should be viewed positively.
 - i) Personnel screened and selected for challenging or priority duty assignment should be considered top performers within their respective NEC and possess the highest standards of personal character, leadership capability in and out of rate.

CONSIDERATIONS FOR ADVANCEMENT FROM E7 TO E8

- Experience of increased responsibility and complexity in primary Hospital Corpsman responsibility assignments.
 - Training(s): Rank Specific PME/JPME.
- a) Must meet preceding E7 criteria.
 - b) Should have demonstrated the ability to lead Chiefs and develop Junior Officers.
 - c) Those that serve in excess of two consecutive shore duty assignments that are NOT special duty, flag screening, or overseas will be a detractor for promotion.

CONSIDERATIONS FOR ADVANCEMENT FROM E8 TO E9

- Proven ability to lead and direct people and organizations in tough, highly visible, and challenging environments.
- a) Must meet preceding E8 criteria.
 - b) Must have demonstrated the ability to lead Chiefs and develop Officers.
 - c) Documented progression of challenging leadership roles, results of leadership on commands mission and Sailors.
 - d) Completion of Senior Enlisted Academy (SEA) and Executive Medical Department Enlisted Course (EMDEC) are encouraged for Senior Enlisted personnel.
 - e) Consideration should be given to HMs who demonstrate rating involvement through participation in important rating modernization functions, including but not limited to: Occupational Standards Review, PQS Development, Navy Tactical Techniques and Procedures revisions, Naval Publication revisions, Joint Publication revisions, Advancement Exam Readiness Review, Course Curriculum Development, Rating Strategy Councils, and Training.
 - f) Those that serve in excess of two consecutive shore duty assignments that are NOT special duty, flag screening, or overseas will be a detractor for promotion and should apply for the CMDCS program.