



HM CAREER PATH



Hospital Corpsmen (HM). HM's assist healthcare 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 Corpsmen may be assigned 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	HCM	21.5 Yrs	CSEL programs (CMDCM)	See Notes: 1 thru 7	Follow on Sea/Shore Tour Billet: Leadership Position, Technical Expert/ Supervisor (e.g., CSEL) Duty: Special Programs, Flag Screening Command, OCONUS, Echelon III (e.g., ATG, TYCOM, BUPERS, NPC, DHA, HQMC, Joint Service)
24-27	HCM HMCS	21.5 Yrs 18.5	CSEL programs (CMDCM, CMDCS)	See Notes: 1 thru 7	7th Tour Billet: Leadership Position, Technical Expert/ Supervisor (e.g., CSEL) Duty: OCONUS, Sea/Shore Duty, Special Programs, Flag Screening Command, Echelon III (e.g., ATG, TYCOMS, BUPERS, NPC, DHA, HQMC, Joint Service)
21-24	HCM HMCS HMC	21.5 Yrs 18.5 15	CSEL programs (CMDCM, CMDCS)	See Notes: 1 thru 7	6th Tour Billet: Leadership Position, Technical Expert/ Supervisor (e.g., CSEL, SEL, LCPO, Technical Supervisor, SMDR) Duty: OCONUS, Sea/Shore Duty, Special Programs, Flag Screening Command, Instructor, Recruiting Duty, Echelon III (e.g., TYCOMS, ATG, BUPERS, NPC, DHA, HQMC, Joint Service)
17-21	HCM HMCS HMC HM1	21.5 Yrs 18.5 15 10	CSEL programs (CMDCM, CMDCS) OCS, MSC-IPP, MECP	See Notes: 1 thru 7	5th Tour Billet: Leadership Position, Technical Expert/ Supervisor (e.g., CSEL, SEL, LCPO, Technical Supervisor, SMDR) Duty: OCONUS, Sea/Shore Duty, Special Programs, Instructor, RDC, Recruiting Duty, OCONUS, Echelon III (e.g., TYCOMS, ATG, BUPERS, NPC, DHA, HQMC, Joint Service)



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13-17	HMCS HMC HM1 HM2	18.3 Yrs 15 10 5.5	CSEL Program (CMDCS) OCS, MSC-IPP, MECP,	See Notes: 1 thru 7	4th Tour Billet: Leadership Position, Technical Expert/ Supervisor (e.g., CSEL, SEL, LCPO, Technical Supervisor, SMDR) Duty: OCONUS, Sea/Shore Duty, Special Programs, Instructor, RDC, Recruiting Duty, OCONUS, Echelon III (e.g., TYCOMSS, ATG, BUPERS, NPC, DHA, HQMC, Joint Service)
9-13	HMC HM1 HM2	15 Yrs 10 5.5	“C” School STA-21, OCS, MECP, MSC-IPP, EMDP2	See Notes: 1 thru 7	3rd Tour Billet: Leadership Position, Technical Expert/ Supervisor (e.g., SEL, LCPO, SMDR, LPO, Technical Supervisor) Duty: OCONUS, Special Programs, Instructor, RDC, Recruiting Duty, Sea/Shore Duty Training: “C” Schools to obtain NEC
5-9	HM1 HM2 HM3	10 Yrs 5.5 30 Months	“C” School STA-21, OCS, MECP, MSC-IPP, EMDP2	See Notes: 1 thru 7	2nd Tour Billet: Leadership Position, Technical Expert/ Supervisor (e.g., LCPO, LPO, Technical Supervisor, Work Center Supervisor) Duty: Sea Duty, Shore Duty, OCONUS Training: “C” School to obtain NEC
2-5	HM2 HM3	5.5 Yrs 30 Months	Naval Academy, NROTC, STA- 21, MECP, MSC- IPP	See Notes: 1 thru 7	1st Sea Tour (36 Months) Billet: Ship, FMF, Expeditionary 1st Shore Tour (24 Mos. Non-NEC). Billet: “C” School, MTF, OCONUS Duty: Technician or General Duty HM Training: “C” School Training. Sailors should consider an NEC after their first duty station if not already awarded
1-2	HN HA Accession Training	18 Months			Recruit Training and all schools or training events required to support Navy Medicine. Some Sailors will be assigned an NEC out of “A” School.



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Notes:

1. The HM rating promotes by rate, not by NEC. Assignment distribution and Sea Shore Flow is by NEC. Many NEC's 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 instructor duty, special programs, flag screening, IA/OSAOCONUS Shore and Forward Deployed Naval Forces (FDNF) opportunities.

- a. The following NEC's have no sea duty opportunities:

L06A Cardiovascular Technician	L09A Nuclear Medicine Technologist
L13A Hemodialysis Technician	L14A Ophthalmic Surgical Technician
L15A Ultrasound Technician	L16A Mammography Technologist
L18A Electroneurodiagnostic Technologist	L21A Occupational Therapy Assistant
L25A Urology Technician	L26A Orthopedic Technician
L29A Mortician	L30A Histopathology Technician
L38A Dental Laboratory Technician (Maxillofacial)	

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 HM's will remain assigned to this functional area based on their technical expertise. Best qualified personnel within a technical expertise should have documented impact displaying major program management and/or development within their scope of practice. Some NECs professional responsibilities impede their participation from typical peer group or Sailorization-related activities. 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 NEC's are auto archived once an individual is advanced to the next paygrade. Promotion should 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: L15A, L16A, L18A, L20A, L21A, L23A, L25A, L26A, L27A, L29A, L32A, L36A, and L38A.
 - c) E-8: L00A, L04A, L05A, L06A, L07A, L09A, L17A, L19A, L22A, L24A, L30A, L31A, L33A, L37A, and 810C.
 - d) E-9: L08A, L12A, and L35A.
4. 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. HMs assigned to a Military Treatment Facility (MTF) may be assigned to an expeditionary platform that may deploy during their tour (e.g., FMF, EMF/U, ERSS, T-AH (X), EX-MED, and EMS).
5. In the absence of FDNF*, sea duty and OCONUS opportunities Sailors should pursue special programs that support the Navy/Navy Medicine mission or especially challenging shore duties (i.e., accessions sites, training sites, remote, flag, recruiting duty, etc.).
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. Promotions should not be hindered for Sailors who have limited ability to have mess involvement (Note 2).
7. Best qualified candidates should be considered 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, PILOT, MTT, 3MC, DCTT, CONN, DWS, SCUBA Supervisor, Air Diving Supervisor, and RSO/Range OIC.



CONSIDERATIONS FOR ADVANCEMENT FROM E6 TO E7

- Experience of increased responsibility and complexity in primary Hospital Corpsman or NEC responsibility assignments. Demonstrated impact in non-traditional billet.
 - 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, Special Operations, 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 HM's/Sailors/or other services 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 (e.g., DAPA, UPC, CFL, TCCC-I, this list is not inclusive).
 - 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.
 - j. If unable to maintain a proper sea-shore rotation, members should seek diverse shore-duty assignments, (i.e. instructor duty, special programs, flag screening, recruiting duty, overseas etc.).
 - k. Hospital Corpsmen holding a Journeyman level NEC should continue to achieve warfighting readiness by attaining follow on Master Level NEC technical training curriculum and service technical schools (e.g., L27A to L28A).
 - l. Special consideration should be given to SOY finalists at Echelon 2 and Echelon 3 (i.e. NMFL, NMFP, NSW Group, MARFORCOM/PAC, SURFPAC/LANT, SUBLANT/PAC, NECC).

CONSIDERATIONS FOR ADVANCEMENT FROM E7 TO E8

- Experience of increased responsibility and complexity in primary Hospital Corpsman or NEC responsibility assignments.
 - a. Must meet preceding E7 criteria.
 - b. Should have demonstrated the ability to lead Chiefs, Commands, and develop Junior Officers.
 - c. If unable to maintain a proper sea-shore rotation, members should be seeking diverse shore-duty assignments, (i.e. instructor duty, special programs, flag screening, recruiting duty, overseas etc.).
 - d. Special Consideration should be given to those filling billeted CSEL positions under Milestone CO's. Additional consideration should be given to those with documented scope of impact and responsibility beyond their area of responsibility.
 - e. Consideration should be given to HM's who demonstrate rating involvement through participation in important rating modernization functions, including but not limited to: Occupational Standards Review, PQS Development, Selection Board, Navy Tactical Techniques, and Procedures revisions, Naval Publication revisions, Joint Publication revisions, Advancement Exam Readiness Review, Course Curriculum Development, Rating Strategy Councils, and Training.

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, Senior Chiefs, and develop Officers.
 - c. Documented progression of challenging leadership roles, results of leadership on commands mission and Sailors.
 - d. Completion of Executive Medical Department Enlisted Course (EMDEC) and Defense Health Agency Intermediate Executive Skills Course are encouraged for Senior Enlisted personnel.
 - e. Consideration should be given to HM's who demonstrate rating involvement through participation in



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important rating modernization functions, including but not limited to: Occupational Standards Review, PQS Development, Selection Board, 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. Special Consideration should be given to those filling billeted CSEL positions under Milestone CO's.
- g. If unable to maintain a proper sea-shore rotation, members should seek diverse shore-duty assignments, (i.e. instructor duty, special programs, flag screening, recruiting duty, overseas etc.).

*Special Note 1. Performance in assigned duties should ALWAYS be the primary factor in determining selection to the next higher paygrade in alignment with the annual Convening Order. Consideration for geographic location and special duty assignments should not be the sole determining factor for selection.

*Special Note 2. Forward Deployed Naval Forces (FDNF) is considered Type 4 duty, which is defined as: Overseas Sea Duty (Type Duty Code "4"), duty performed in commissioned vessels and deployable squadrons homeported overseas, overseas land-based activities and embarked staffs, which require members to operate away from their duty station in excess of 150 days per year. (Those overseas sea duty billets for HM's are located in Bahrain, Germany, Guam, Hawaii, Italy (Gaeta), Japan, Korea, Spain (Rota).