



HM CAREER PATH TRAINING AND ADMINISTRATION OF THE RESERVE (TAR)



Hospital Corpsmen (HM) 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 as field Corpsmen with the Marine Corps, rendering emergency medical treatment to include initial treatment in a combat environment. Qualified HMs may be assigned as Independent Duty Corpsman (IDC) aboard ships, 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	Tour Length	TYPICAL CAREER PATH DEVELOPMENT (Notes 1, 2 & 3)
26-30	HMCM HMCS	23 Yrs 17.4	CSEL programs (CMDCM, CMDCS, COB)	36/36 36/36	Follow on Shore Tour Billet: CSEL/SEL/Major Operational Staff/TYCOM (CNRFC, CNAFR MARFORRES), OPNAV/BUPERS/NPC/BUMED, Duty: Echelon III/FMF Regiment, Battalion, MAG staff
23-26	HMCM HMCS HMC	23 Yrs 17.4 13	CSEL programs (CMDCM, CMDCS, COB), ECM, Detailer	36/36 36/36 36/36	Follow on Shore/Sea Tour Billet: CSEL/SEL/Force HM/Major Operational Staff/TYCOM(CNRFC/CNAFR/MARFORRES) OPNAV/BUPERS/NPC/BUMED Duty: Echelon III/FMF Regiment, Battalion, MAG staff
20-23	HMCM HMCS HMC	23 Yrs 17.4 13	CSEL programs (CMDCM, CMDCS, COB), ECM, Detailer	36/36 36/36 36/36	6 th Sea/Shore Tour Billet: CSEL/SEL/Dir/Dept LCPO/IDC/ISIC/ RPD Duty: Ship(L10A only)/Air Wing/BUMED/ TYCOM(CNRFC/MARFORRES)/ FMF Regiment, Battalion, Squadron/SSP/NECC/NSW/MTF/NRC/ REDCOM/NPC/OPNAV/CNRC/RDC
16-20	HMCM HMCS HMC HM1	23Yrs 17.4 13 8.5	OCS, MSC-IPP, MECP, CSEL programs (CMDCM, CMDCS, COB), ECM, Detailer	36/36 36/36 36/36 36/36	5 th Sea/Shore Tour Billet: CSEL/SEL/Dir/Dept LCPO/IDC/ISIC/ RPD/LPO Instructor Duty Duty: Ship (L10A only)/Squadron/ FMF Regiment, Battalion, Squadron/SSP/NECC/ NSW/MTF/NRC/REDCOM/NPC/BUMED/ CNRC/RDC
12-16	HMC HM1 HM2	13 Yrs 8.5 3.7	OCS, MSC-IPP, MECP, CSEL,ECM, Detailer	36/36 36/36 36/36	4 th Sea/Shore Billet: CSEL/SEL/Dept LCPO/LPO/SMDR/ RPD/IDC/Instructor Duty/General Duty HM/ Technician Duty: Ship/Squadron/FMF Battalion, Squadron/ SSP/NECC/NSW/MTF/NRC/REDCOM/NPC/ BUMED/CNRC/RDC
8-12	HM1 HM2	8.5 Yrs 3.7	STA-21, OCS, MSC-IPP, MECP,	36/36 36/36 36/36	3rd Sea/Shore Tour Billet: Dept LCPO, LPO, SMDR, General Duty HM, Technician, IDC, Instructor, Duty: Ship, Squadron, FMF SSP, MTF, NECC, NRC, or advanced C-School training, NPC, BUMED, RDC
4-8	HM2 HM3	3.7 Yrs 1.5	STA-21, OCS, MSC-IPP, MECP	36/36 36/36 36/36	2nd Sea/Shore Tour Billet: Dept LPO/SMDR/General Duty HM/ Technician Duty: Ship/Squadron/FMF SSP/MTF/NRC/ REDCOM/NECC/NPC/IDC/RDC/other advance "C" School training



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1-4	HM2 HM3 HN	3.7 Yrs 1.5 1	Naval Academy, NROTC, STA-21, MECP	36/36 36/36 36/36	1 st Sea Tour Billet: Ship/FMF, Squadron/NCHB 1 st Shore Tour (36 Months) Billet: NRC/FMF SSP/NSA/NAF/"C" School Duty: General Duty HM or Technician, if pipelined to NEC
1+/-	HN HA Accession Training	9 Months		36/36	Recruit Training and schools or training events are required to be completed prior to reporting to first command.

Notes:

1. The mission of the TAR HM community is to support Navy and Marine Corps Reserve missions across all platforms. Diversity amongst all platforms is imperative towards career enhancement.
2. The TAR HM rating is shore centric. There are limited sea duty billets available to E4-E6. For E7-E9, sea duty billets are only available to those with the L10A NEC.
3. The TAR HM rating promotes as a rate, not by NEC.
4. "A" school is required. TAR HMs earn journeymen NECs (i.e. L03A, L04A) early in a career and transition to senior NECs (L10A) or HM 0000/L03A leadership positions as their career progresses.
5. TAR HMs can qualify for multiple warfare specialist designations and are required to do so when assigned to units eligible for qualifications, during their applicable tour. TAR HMs may also earn the MTS qualification.
6. Special Duty/Flag Assignments: OPNAV, NPC, BUPERS, MARFORRES, CNRFC, CNAFR, BUMED, Command Climate Specialist (CCS), Recruit Division Commander, Shore/Sea Special Programs IAW MILPERSMAN 1306-900 series/PERS-409 and Instructor Duty are very demanding assignments and should be given special consideration.
7. TAR HMs may be released to fill RDC/CSEL billets on a limited basis. Release to these programs will depend on current manning and billet alignment.
8. IA/GSA deployments or Humanitarian Relief/Disaster Relief (HR/DR) missions should be considered, but those alone should not outweigh 36 months of sea duty (type 2 and 4 duty).
9. Completion of the Senior Enlisted Academy (SEA) or any other academies per MILPERSMAN 1306-925 and Executive Medical Department Enlisted Course (EMDEC) must be considered when evaluating Senior Enlisted personnel. To include if eligible; Reserve Senior Enlisted Management Course (RSEM), which is a quota-controlled course, and Navy Reserve Unit Management Course (NRUM).

Considerations for Advancement from E6 to Master Chief.

- Sea Assignment, assigned to BUMED, TYCOMs (MARFORRES, CNRFC, CNAFR), NPC, BUPERS, Instructor Duty, are carefully screened against highly competitive candidates and selected for high priority assignment that should be given special consideration.
- Personnel assigned to RTC, OTC and Naval Academy as a Recruit Division Commander, are carefully screened and selected for this high priority assignment.
- Extra consideration should be given to those who earn qualifications outside their normal job scope to enhance unit mission readiness.
- Active involvement within appropriate paygrade mess involvement, such as CPOA/FCPOA/JEA, with documented impact.
- Strong documented leadership with impact, serving in "**high priority**" in positions:



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- Sea duty DLCPO / FMF Regimental SEL / ROLE III / MTF Directorate SEL / ISIC //Force Corpsman/
Reserve Program Director
- FMF LCPO / Sea duty Division LCPO / MTF Departmental LCPO
- LCPO/SNCOIC
- NCOIC/LPO
- Work-Center Supervisor/FMF SSP SMDR

Consideration for Advancement from E6 to E7

NOTE: *Intermediate Leader Development Course (ILDC) and Advanced Leader Development Course (ALDC) will be a prerequisite for advancement to E-6 and E-7 respectively, starting in calendar year 2025.*

- Must have demonstrated advanced knowledge and be a known Subject Matter Expert/NEC.
- Must have documented results of leadership, demonstrating leadership skills, and impact on command mission.
- Should demonstrate sustained superior leadership and competency 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.
- Command or Assistant Command Collateral with documented impact.
- Special consideration for documented regional or force wide impact.
- Must have qualified/re-qualified on warfare specialist designation, if assigned to a qualifying command and per required timeline.
- Sailor 360 with strong involvement and documented impact. Special consideration should be given to those in leadership positions.
- FCPOA with strong involvement and documented impact. Special consideration should be given to those in leadership positions.
- Should have rank specific PME/JPME course completion.

Consideration for Advancement from E7 to E8

NOTE: *Chief Petty Officer Leader Development Course (CPO-LDC) will be a prerequisite for advancement to E-8 commencing with the Fiscal Year 2026 Selection Board.*

- Must meet preceding E7 criteria.
- Should have demonstrated the ability to lead Chiefs and develop Junior Officers.
- CPOA with strong involvement and documented impact. Special consideration should be given to those in leadership positions.
- 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, Advancement Exam Readiness Review, and Course Curriculum Development.
- Those that serve in more than two consecutive Navy Reserve Center assignments will be considered a detractor for promotion.

Consideration for Advancement from E8 to E9

NOTE: *Senior Enlisted Academy (SEA) will be a prerequisite for advancement to E-9 commencing with the Fiscal Year 2026 Selection Board.*

- Must meet the preceding E8 criteria.
- Must have demonstrated the ability to lead Chiefs, Senior Chiefs and develop Officers.
- Documented progression of challenging leadership roles, results of leadership on commands mission and Sailors.
- Completion of Senior Enlisted Academy (SEA) and Executive Medical Department Enlisted Course (EMDEC) are encouraged for Senior Enlisted personnel.