



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	23.0 Yrs 17.4	CSEL, CMC	36/36 36/36	Follow on Shore Tour Billet: CSEL, Major/Operational Staff, TYCOM (CNRFC, CNAFR MARFORRES), OPNAV, BUPERS, NPC, BUMED,. Duty: Echelon III/Regiment and above staff
23-26	HMCM HMCS HMC	23.0 Yrs 17.4 13	CSEL, CMC, ECM, Detailer	36/36 36/36 36/36	Follow on Shore/Sea Tour Billet: CSEL, Major/Operational Staff, TYCOM (CNRFC, CNAFR MARFORRES), OPNAV, BUPERS, NPC, BUMED, . Duty: Echelon IV/Battalion and above staff
20-23	HMCM HMCS HMC	23.0 Yrs 17.4 13	CSEL, CMC, CSC, ECM, Detailer	36/36 36/36 36/36	6 th Sea/Shore Tour Billet: CSEL, Dir/Dept LCPO, IDC, ISIC, RPD, Duty: Ship, Air Wing, BUMED, TYCOM (CNRFC, MARFORRES), FMF SSP, NECC, NSW, MTF, NRC, REDCOM, NPC, OPNAV, CNRC, RDC.
16-20	HMCM HMCS HMC HM1	23.0 Yrs. 17.4 13 8.5	OCS, MSC-IPP, MECP, CSEL, CMC, CSC, ECM, Detailer	36/36 36/36 36/36 36/36	5 th Sea/Shore Tour (Note 1, 2, & 3) Billet: CSEL, Dir/Dept LCPO, IDC, ISIC, RPD, , LPO, , Instructor Duty Duty:Ship, Squadron, FMF 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 36/36	4 th Sea/Shore Billet: CSEL, Dept LCPO, LPO, SMDR, RPD, IDC, Instructor Duty, General Duty HM, Technician. Duty: Ship, Squadron, FMF SSP, NECC, NSW, MTF, NRC, REDCOM, NPC, BUMED, , CNRC, RDC



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



YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO ADVANCE	COMMISSIONING OR OTHER SPECIAL PROGRAMS	Tour Length	TYPICAL CAREER PATH DEVELOPMENT
8-12	HM1 HM2	8.5 Yrs. 3.7	STA-21, OCS, MSC-IPP, MECP, ECM, Detailer	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, 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, and other advance "C" School training
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: (Note 1) 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 TAR HM rating is shore centric. Main mission of the HM TAR community is to support Navy and Marine Corps Reserve Mission in all platforms. Diversity amongst all platforms is imperative towards career enhancement.
2. The TAR HM rating promotes as a rate, not by NEC.
3. The majority of general duty billets (0000/L03A) within the rating have minimal type 2 or 4 duty opportunity.
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 have opportunities to qualify for multiple warfare designations, and when assigned to units eligible for qualifications, are required to do so to include Navy Reserve Activity Staff Personnel Qualification Standard (PQS)-NAVEDTRA 43075- A series should be completed during an assignment. 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.



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



7. 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).

8. Completion of the Senior Enlisted Academy (SEA) or any other academies per MILPERSMAN 1306-925 and Executive Medical Department Enlisted Course (EMDEC) should be considered when evaluating Senior Enlisted personnel. To include if eligible; Reserve Senior Enlisted Management Course (RSEM) 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.
- Strong documented leadership results serving in “**high priority**” in positions:
 - Sea duty DLCPO / FMF Regimental SEL / ROLE III / MTF Directorate SEL / ISIC / /Force Corpsman/ Reserve Program Director
 - FMF Battalion LCPO / Sea duty Division LCPO / MTF Departmental LCPO
 - LCPO/SNCOIC
 - NCOIC/LPO
 - ALPO

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.

- Documented Technical Expertise in Rating/NEC and Sailorization
- Command or Assistant Command Collateral with documented impact.
- Personnel who have documented regional or force wide impact.
- 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.

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.

- Documented Command Collateral Duty with documented impact.
- Personnel who have documented regional or force wide impact.
- Sailor 360 with strong involvement and documented impact. Special consideration should be given to those in leadership positions. CPO Initiation with strong involvement and documented impact. Special consideration should be given to those in leadership positions.
- CPOA with strong involvement and documented impact. Special consideration should be given to those in leadership positions.

Consideration for Advancement from E8 to E9

- Command Collateral Duty with documented impact.
- Personnel who have documented regional or force wide impact.
- Sailor 360 with strong involvement and documented impact. Special consideration should be given to those in leadership positions.



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



- CPO Initiation with strong involvement and documented impact. Special consideration should be given to those in leadership positions. CPOA with involvement and documented impact. Special consideration should be given to those in leadership positions.