



HM CAREER PATH SELECTED RESERVE (SELRES)

Hospital Corpsmen (HM) function as clinical or specialty technicians, medical administrative technicians, and healthcare providers, assisting health care professionals in providing medical care to Navy, Marine Corps, and Joint Services personnel of the operational forces, shore activities, and other beneficiaries; assist in the prevention, education, and treatment of disease and injury; and serve as field medical Corpsmen with Marine Corps, Naval Construction Forces, and Special Warfare support units, rendering emergency medical treatment to include initial treatment in a combat environment.

YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO PROMOTE	COMMISSIONING OR OTHER SPECIAL	SEA/ SHORE ROTATION	TYPICAL CAREER PATH DEVELOPMENT
26-30	HCM HMCS	22.2 Yrs 18.5	CSEL	N/A	Billet: CSEL, Command SEA, LCPO, SEMA FMF REG/BN Chief/ CSEL/CO SEL, Duty: FMF, NECC, SPECWAR, EXMEDs, NMRTC, ASU, NCB, TA-H, Special Programs, Flag CMD/SEA, Echelon III or above Quals: SEA, NRUM, RSEM, EMDEC, TCCC, SLLC
23-26	HCM HMCS HMC	22.2 Yrs 18.5 14.6	CSEL	N/A	Billet: CSEL, Command SEA, LCPO, SEMA FMF REG/Bn Chief/ CSEL/CO SEL Duty: FMF, NECC, NCB, NCHB, SPECWAR, NMRTC, EXMEDs, TA-H, AMMU, Special Programs, Flag CMD/SEA, Echelon III or above Quals: SEA, NRUM, RSEM, EMDEC, TCCC, SLLC
20-23	HCM HMCS HMC	22.2 Yrs 18.5 14.6	CSEL	N/A	Billet: CSEL, Command SEA, LCPO, SEMA, FMF REG/BN Chief, CSEL/ CO SEL, CCC, Technical Expert/Supervisor Duty: FMF, NECC, SPECWAR, NMCB, TA-H, NCHB, EXMEDs, NMRTC, ASU, AMMU Quals: SEA, NRUM, RSEM, EMDEC, TCCC, SLLC
16-20	HCM HMCS HMC HM1	22.2 Yrs 18.5 14.6 11.5	CSEL	N/A	Billet: CSEL, Command SEA, LCPO, SEMA, LPO, FMF REG/BN Chief, BN/Co/Det LPO, Technician (NEC), CCC Duty: Ships, FMF, NECC, SPECWAR, NCB, NCHB, EXMEDs, NMRTC, ASU, AMMU, Special Program, Instructor, Recruiting, RDC Quals: SEA, NRUM, RSEM, EMDEC, TCCC, SLLC
12-16	HCM HMCS HMC HM1 HM2	22.2 Yrs 18.5 14.6 11.5 6.1	OCS	N/A	Training: "C" School Training. Sailors should complete (if required) after billet assignment. Shall Maintain TCCC, , BLS Billet: CSEL, Command SEA, LCPO, SEMA, LPO, General Duty HM, Technician (NEC), CCC, FMF BN Chief, BN/Co/Det LPO Duty: Ships, FMF, NECC, SPECWAR, NMCB NCHB, EXMEDs, NMRTC, ASU, AMMU. Quals: SEA, NRUM, RSEM, EMDEC, TCCC, SLLC



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YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO PROMOTE	COMMISSIONING OR OTHER SPECIAL PROGRAMS	SEA/ SHORE ROTATION	TYPICAL CAREER PATH DEVELOPMENT
8-12	HMCS HMC HM1 HM2	18.5 Yrs 14.6 11.5 6.1	STA-21, OCS	N/A	Training: "C" School Training. Sailors should complete (if required) after billet assignment. Shall Maintain TCCC, , BLS Billet: LPO, SEL, FMF BN Chief, BN/Co/Det LPO, TCCC Instructor Duty: Ships, FMF, NECC, SPECWAR, NCB, NAVREG, NCHB, EXMEDs, NMRTC, ASU, AMMU. Qualification: FMF, ELD, "C" School
4-8	HM1 HM2 HM3	11.5 Yrs 6.1 30 Months	STA-21, OCS, Naval Academy	N/A	Training: "C" School Training. Sailors should complete (if required) after billet assignment. Shall Maintain TCCC, HMSB, BLS Billet: LPO, CCC, TCCC Instructor. Duty: FMF, NECC, SPECWAR, NCB, NCHB, EXMEDs, NMRTC, ASU, AMMU. Qualification: FMF, ELD, HM/BDA PQS
1-4	HM2 HM3 HN	6.1 Yrs 30 Months 18 Months	STA-21, OCS, Naval Academy	N/A	Training: "C" School Training. Sailors should complete (if required) after billet assignment. Shall Maintain TCCC, BLS Billet: Technician, general duty HM, field HM. Duty: Ships, FMF, NECC, NMCB, EXMEDs, NMRTC, ASU, AMMU.
1+/-	HN HA Accession Training	18 Months 9 Months		N/A	Accession Training: Basic Training, "A" and "C" School Shall complete HM PQS, BLS.

Notes:

1. "A" School is required.

2. Rating NECs:

L00A - Search and Rescue Medical Technician
 L03A - Field Medical Service Technician
 L04A - Aerospace Medical Technician
 L05A - Radiation Health Technician
 L06A - Cardiovascular Technician
 L08A - Bio-Medical Equipment Technician
 L09A - Nuclear Medicine Technologist
 L11A - Fleet Marine Force Reconnaissance Corpsman
 L12A - Preventive Medicine Technician
 L13A - Hemodialysis Technician
 L17A - Advanced X-Ray Technician
 L18A - Electroneurodiagnostic Technologist
 L19A - Optician
 L20A - Physical Therapy Technician



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L21A - Occupational Therapy Assistant
L22A - Pharmacy Technician
L23A - Surgical Technologist
L24A - Behavioral Health Technician
L25A - Urology Technician
L26A - Orthopedic Technician
L27A - Medical Deep Sea Diving Technician
L28A - Deep Sea Diving Independent Duty Corpsman
L30A - Histopathology Technician
L31A - Medical Laboratory Technician
L32A - Respiratory Therapist
L35A - Dental Hygienist
L36A - Dental Laboratory Technician, Basic
L37A - Dental Laboratory Technician, Advanced

Notes:

- 1 The HM rating promotes by rate, not by NEC.
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 must maintain NEC specific certification/qualifications.
4. Sailors should pursue billets assigned to an operational platform, these are considered challenging and helps meet the primary mission of the Navy and Navy Medicine. ADOS/CANREC/IA/GSA deployments, Humanitarian Assistance Disaster Relief (HADR) missions and EMF, EMU, ERCS, ERSS, CRTS, EMS, T-AH, FDPDU duty assignment should be considered favorably.
5. 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.
6. 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, 3M.
7. Sailors that stay in the same command should show upward progression billet complexity and technical expertise. For example: HM Duty HM, LPO, Div LCPO, Det LCPO, CSEL.
8. Many Corpsmen serve with services other than the Navy, primarily the Marine Corps. Other services have different practices when giving a promotion recommendation on an eval or FITREP. "Air gaps" given by other services should not be considered as having the same impact as a Navy Reporting Senior. Priority should be given to block 43 or block 41 when considering the impact of reports with "air gaps" from other services.
9. Corpsmen shall maintain an adjudicated security clearance level of Secret unless their billet requires higher.

Considerations for advancement from E6 to E7

Highly competitive/most fully qualified candidates for selection as a Chief Petty Officer have met many or all of the following milestones:

Experience of increased responsibility and complexity in primary Hospital Corpsman or NEC responsibility assignments.



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- Training(s): Rank Specific PME/JPME.
- Must have demonstrated advanced knowledge and be a known Subject Matter Expert in rating.
- Must have documented results of leadership, demonstrating leadership skills, and impact on command mission.
- Documented involvement in Sailor 360 and BJOQ/JSOQ boards should be viewed positively.
- Must demonstrate technical expertise on platform served with documented impact.
- Must have qualified on primary Warfare (if assigned to a qualifying command and per required timeline).
- 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.
- Extra attention should be given for documented impact on command collaterals.
- Candidates with instructor or Master Training Specialist NECs should be viewed positively.
- Graduate of Advanced Leader Development Course.

Considerations for advancement from E7 to E8

Highly competitive/most fully qualified candidates for selection as a Senior Chief Petty Officer have met many or all of the following milestones:

- Experience of increased responsibility and complexity in primary Hospital Corpsman responsibility assignments.
- Must meet preceding E7 criteria.
- Should have demonstrated the ability to lead Chiefs and develop Junior Officers.
- Completion of Navy Reserve Unit Management (NRUM) and Reserve Senior Enlisted Manager's course (RSEM) is strongly encouraged.
- Completion of Chief Petty Officer Leader Development Course.
- Candidate with ELD facilitator and documented impact should be viewed positively.

Considerations for advancement from E8 to E9

Highly competitive/most fully qualified candidates for selection as a Master Chief Petty Officer have met many or all of the following milestones:

- Proven ability to lead and direct people and organizations in tough, highly visible, and challenging environments.
- Must meet preceding E8 criteria.
- Must have demonstrated the ability to lead Chiefs and develop Officers.
- Documented progression of challenging leadership roles, results of leadership on commands mission and Sailors.
- Shall have completion of Senior Enlisted Academy (SEA)
- Executive Medical Department Enlisted Course (EMDEC), Senior Leader Legal Course (SLLC) is strongly encouraged.
- Consideration should be given to HMs who demonstrate rating involvement through participation in important rating modernization functions, including but not limited to: Operational Medical Advisory/Working Group, 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.

ACRONYMS SPECIFIC TO THE HM RATE INCLUDE:

ALDC	Advanced Leadership Development Course
AMMU	Adaptive Mobilization Medical Unit



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CB	Construction Battalion
CCC	Command Career Counselor
ELD	Enlisted Leadership Development
EMF	Expeditionary Medical Facility
FDPMU	Forward Deployed Preventative Medicine Unit
FMF	Fleet Marine Force
GSA	Global War on Terror Support Assignment
HM/BDA PQS	Hospital Corpsman/Basic Dental Assistant
NECC	Navy Expeditionary Combat Command
NHCB	Naval Cargo Handling Battalion
NMRTC	Navy Medicine Readiness & Training Command
NRC	Navy Reserve Center
NRUM	Navy Reserve Unit Management course
RSEM	Reserve Senior Enlisted Management
TCCC	Tactical Combat Casualty Care

Commissioning/Other Special Programs:

Commissioning Programs - [Commissioning Programs \(navy.mil\)](https://www.navy.mil/submit/display.asp?story_id=10888)

CSEL Program - [Pages - CMC CSC Program \(navy.mil\)](https://www.navy.mil/submit/display.asp?story_id=10888)