



RP CAREER PATH SELECTED RESERVE (SELRES)

<p>Religious Program Specialists (RP). RPs support Professional Naval Chaplaincy (PNC); support the provision and facilitation of Religious Ministry (RM); support the spiritual care of all Navy and Marine Corps personnel and their families; manage the Command Religious Program (CRP); advise leadership on program planning and execution through data collection, research, analysis and advisement; and provide technical expertise on force protection requirements for Religious Ministry Teams (RMT) in expeditionary and combat environments.</p>					
YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO ADVANCE	COMMISSIONING OR OTHER SPECIAL PROGRAMS	SEA/Shore FLOW	TYPICAL CAREER PATH DEVELOPMENT
27-30	RPCM	20.2 Yrs.	CSEL, CMDCM	N/A	<p>Billet: OPNAV, MARFORRES</p> <p>Duty: Only shore duty billets for E9s</p> <p>Qualification: SEA, SLC, CMC/COB Course</p>
24-27	RPCM RPCS	20.2 Yrs. 19.3	CSEL, CMDCM, CMDCS	N/A	<p>Billet: OPNAV, MARFORRES</p> <p>Duty: MEF, MARDIV, MAW</p> <p>Qualification: SEA, CSEL</p>
21-24	RPCM RPCS RPC	20.2 Yrs. 19.3 15.1	CSEL, CMDCM, CMDCS,	N/A	<p>Billet: OPNAV, MARFORRES, CSEL, SEA.</p> <p>(All E9s are eligible for Flag Selection to Rate CSEL).</p> <p>Duty: Only shore duty billets for E9s. OPNAV Staff (Rating SEL)</p> <p>E-8 Duty: CNIC, MARFORRES, PACFLT</p> <p>E-7 Duty: CNRSW, CNRMA, NDW, NR CNR ROC, USFF.</p> <p>Qualification: CSEL, CMC/COB Course.</p>
18-21	RPCS RPC	19.3 Yrs. 15.1	CMDCS	N/A	<p>Billet: SEA, DLCPO.</p> <p>Duty: 4DIV, 4MAW, 4MLG.</p> <p>Qualification: Senior Enlisted Academies.</p>
15-18	RPC RP1	15.1 Yrs. 9.4	LDO	N/A	<p>Billet: SEA, LCPO, LPO.</p> <p>E-7 Duty: NR CNR ROC.</p> <p>E-6 Duty: NR CNR ROC</p> <p>Qualification: MTS, EJPME II.</p>
12-15	RPC RP1	15.1 Yrs. 9.4	LDO	N/A	<p>Billet: DLCPO, Senior Enlisted Advisor (SEA), LPO</p> <p>E-7 Duty: NR CNR ROC.</p> <p>E-6: DIV, MLG</p> <p>Qualification: Primary Enlisted PME.</p>



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YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO ADVANCE	COMMISSIONING OR OTHER SPECIAL PROGRAMS	SEA/ShORE FLOW	TYPICAL CAREER PATH DEVELOPMENT
9-12	RP1 RP2	9.4 Yrs. 5.6	LDO, OCS, MECP	N/A	Billet: LPO. E6 Duty: NR CNR E-5 Duty: MARFORRES, NR CNR ROC. Qualification: MTS, SNCO Course, RP Manager's Course
6-9	RP2	5.7 Yrs.	OCS, MSC IPP, MECP	N/A	Duty: DIV, DESRON, MAW/MAG, MLG, Ministry Center, NMCB, NECC, RELSUP, MSCLANT, NR CNSL/CNSP, NR ESG, MESG, NR ACB. Qualification: Manager's Course, EJPME I.
3-6	RP2	5.7 Yrs.	STA-21, OCS, MECP	N/A	Billet: Staff RP Duty: NR CNR, MARFORRES. Qualification: RP Manager's Course, Basic Enlisted PME (BEPME), Master Training Specialist (MTS), Sgt's Course.
1-3	RP3	30 Mos.	Naval Academy, NROTC	N/A	Duty: 4DIV, 4MAW, 4MLG, NR RELSUP, NR USFF Qualification: MCECST, Cpl's Course.
1+/-	RPSN RPSA Accession Training	1.8 Yrs.			Recruit Training and all schools or training events required to be completed prior to reporting to their first operational command.

General information and considerations for advancement for all paygrades:

1. RP "A" school is required for all accession and convert-in Sailors. The RP Managers Course is required for RP2s and RP1s. Senior Leaders Course is required for RPCS.
2. **Background:** RPs are trained to accommodate the free exercise of religion. RPs serving in expeditionary environments provide force protection for chaplains within the confines of the command's security operations. As Sailors, RPs are expected to participate in general duties that contribute to the command's mission.
3. **Leadership:** Direct leadership of large numbers of RPs is infrequent. Offer additional consideration if leadership took place in combat, Forward Deployed Naval Forces (FDNF) or other arduous assignments.

There are many independent duty billets for RPs, which may limit leadership opportunities or large summary groups for competitive ranking; at a minimum, soft rankings are expected, but one-of-one evaluations should not be viewed negatively. However, these RPs should still seek leadership within the command, regional, and RP community.



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When it comes to duty stations served by the member, candidates should have a diverse background demonstrated with documented impact (diverse background should be understood as service in diverse/different platforms within the USMC (DIV/MLG/MAW/MEU/MEF, TECOM, USMC Installation) or Navy (FDNF, Expeditionary, Installation, Staff).

Other considerations:

- a. Initiative to seek additional leadership opportunities.
 - b. Instructor. Personnel assigned to these billets are at the top of rating expertise and are highly valued by the RP community.
 - c. There are NO GAPS/OVERLAPS in evaluations, Continuity, and have a history of sustained superior performance defined as many of their Individual Trail Averages above RSCA.
 - d. Continued professional and leadership development and a desire for continuous education (Military schools, college courses, correspondence courses, PPME, Lean Six Sigma, Navy Cool Certifications, SEJPME Phase I, etc).
4. **Security Clearance Eligibility:** RPs are required to maintain eligibility for access to classified information and should maintain at least a Secret clearance. A revoked security clearance should not be taken lightly and should weigh into the factors for selection as Best & Fully Qualified.

5. **RP Functional Areas:**

- a. RP Supervisor (E6). Religious Program Supervisors administer Professional Naval Chaplaincy (PNC); assist in the facilitation of Religious Ministry (RM); support the care of service members and their families; advise the chaplain; advise leadership on morale, program planning and execution; support the Command Religious Program (CRP) with data collection, research, and analysis; and provide technical expertise on force protection requirements for Religious Ministry Teams (RMT) in expeditionary and combat environments.
- b. RP Senior Supervisor (E7). Religious Program Senior Supervisors serve as advisors of Professional Naval Chaplaincy (PNC); support the care of service members and their families; advise chaplains and leadership on morale, program planning and execution; support the Command Religious Program (CRP) with data collection, research, analysis and advisement; provide technical expertise on force protection requirements for Religious Ministry Teams (RMT) in expeditionary environments; assess RMTs on the delivery of religious ministry (RM); advise the Chaplain Corps on manpower, personnel, training and education, policy, and programs.
- c. RP Executive (E8/E9). Religious Program Executives serve as the senior enlisted advisors to the Navy component chaplain. RPCMs and RPCSs serving at the TYCOM, Fleet, USMC Major Subordinate Command level and above, serve as advisors of PNC to the Chief of Chaplains (CoC), Senior Enlisted Leader to the CoC and senior supervisory chaplains. They implement Navy enterprise goals, policies, and procedures; direct and oversee implementation of the CoC strategic plan; develop long-range plans; advise senior supervisory chaplains based on internal and external factors to minimize risks and formulate plans and measure progress to achieve long-term CRP mission critical objectives.

6. **NECs:** There are two main NECs held by RPs: 0000 and A17A. This is important to know when evaluating a candidate as being Fully Qualified and Best Qualified. The A17A NEC is required for a RP assigned to a Marine Corps unit. To fill critical billets across the Marine Corps, the rating values RPs who hold the A17A NEC.

- a. RPs assigned to the Fleet Marine Force (FMF) traditionally deploy with and spend a large amount of time away from homeport, which precludes them from obtaining certain qualifications and education that are obtainable when assigned to shore commands. FMF assignments are challenging and are mostly independent duty. A17A should not be the sole reason for selection.

For clarification purposes, many Fleet Marine Force (FMF) commands perform duties similar to regular Navy major commands. These include but are not limited to the following:

- b. Marine Corps Forces Command (MARFORCOM), Marine Corps Forces, Pacific (MARFORPAC) operate similarly to regular Navy commands such as USSFC or USPACFLT. Marine Corps Forces Reserve



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(MARFORRES) and Marine Special Operations Command (MARSOC) operate similarly to regular Navy TYCOM commands such as SURFLANT or SURFPAC. Marine Corps Training and Education Command (TECOM) operates similarly to NETC.

c. I, II, III Marine Expeditionary Forces (MEF) operate similarly to regular Navy Fleet commands, such as C3F.

d. 1st, 2nd & 3rd Marine Divisions (MARDIV), Marine Logistics Groups (MLG) and Marine Aircraft Wings (MAW) also operate as TYCOMs but their tasks are organized under their respective MEFs.

e. Not all Marine Corps commands are FMF warfare (EFMFWS) eligible commands. Operational FMF commands are EFMFWS eligible and with a few exceptions (e.g., The Basic School), shore-based Marine Corps commands (e.g., MCB Camp Lejeune) are not EFMFWS eligible.

7. In accordance with applicable community warfare qualification instructions and policy, RPs shall qualify on a warfare program if serving in one of the following warfare communities: ESWS; EAWS; EIWS; EXW; IDW; JP; SCW; or FMF (if the time on platform allows).

Considerations for advancement from E6 to E7

1. Assignments. Consideration should be given to candidates serving in challenging assignments with documented impact throughout the command, and special attention should be given to a candidate's contribution to the improvement and development of the RPs and chaplains within their command and local area.

2. Military Chaplains Association (MCA) Calvin P. Titus Distinguished Service Award and Professional Naval Chaplaincy Service Award. Consideration should be given in similar way to Sailors of the Year. This award is a recognition of excellence in performance. The recipients are considered through a board process akin to Sailor of the Year by a panel of senior officers and senior enlisted community leadership.

Scope and Impact of Leadership: Demonstrate measurable impact to command goals through the professional and personal development of others by providing direction, training, and inspiration. Creating an environment conducive to success by promoting communication and collaboration among team members.

Fully Qualified Candidates are highly competitive candidates for selection as Chief Petty Officer have met the following milestones:

- Documented leadership and mission impact serving in key leadership positions (LPO).
- Major contributions and impact to UMUIC on warfighting readiness with documented impact. Special consideration should be given to those who have completed rate specific mobilization or other long-term orders (ADOS, ADT, E-AT) in support of warfighting readiness with documented impact.
- Sailorization with documented impact – (rate training, mentorship, and professional development, etc.)
- Except for RPs selected through special program screening assigned outside of the rating, RPs must be working in the rating supporting the command religious program (CRP), demonstrated through documented impact to spiritual readiness and sailor development.
- Training Team member.
- Assistant Command Collateral Duties.

Best Qualified Candidates will have demonstrated sustained superior performance, with documented impact, in one or more of the following categories, as well as those from the Fully Qualified list:

- Demonstrate superb leadership results that lead to promotion, retention, recruitment and recognition of Officers and Sailors.
- Those serving as Command/Unit SEA/SEL with documented impact, in addition to in-rate knowledge.
- Major contributions and impact to UMUIC on warfighting readiness with documented impact. Special consideration should be given to those who have completed rate specific mobilization or other long-term orders in support of warfighting readiness with documented impact.



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- Special consideration should be given to those who have completed mobilizations or long-term order supporting organizational and community improvement initiatives.
- Sailorization with documented impact – (rate training, mentorship, and professional development, etc.)
- Assistant/Command Collateral Duty with documented impact (Assistant ESO, Unit Career Counselor, UPC, CRT, CFL, CIAC, etc.).
- Documented Peer Group Organization involvement and documented impact (e.g. FCPOA, MWR, CSADD, etc). Special consideration should be given to those in leadership positions.
- SAILOR 360 with strong involvement and documented impact. Special consideration should be given to those in leadership positions.
- Demonstrated institutional expertise through completion of Professional Military Education [e.g. Introductory Professional Military Education (IPME), Basic PME (BPME), Primary PME (PPME), Joint PME (JPME)] or higher civilian education.
- Completion of PPME, SEJPME I, and off-duty education.
- Professional Development Training Course (PDTC) trainer.
- Graduate of Advanced Leader Development Course.

Institutional and Technical Expertise: Demonstrate measurable impacts to command readiness by strengthening spiritual readiness (USN) and or spiritual fitness (USMC). A Best and Fully qualified candidate leads and develops peers/subordinates within their command and local area and demonstrates a strong presence that sets the tone with documented impact:

Fully Qualified Candidates will have demonstrated sustained superior performance in one of more of the following categories:

- Documented technical knowledge in assigned billet.
- Train and lead members of the CRP to include chaplains, RPs, lay leaders and chaplain assistants.
- Manage CRPs that enhance spiritual readiness.
- Support commands as extenders or advisors to programs that enhance warfighter readiness (i.e., E-OSC, Warrior Toughness, suicide prevention and response, ASIST, SafeTalk, ARSENAL and other local or service specific resilience/toughness programs).
- Sailor 360 involvement.
- Technical expertise at UMUIC.

Best Qualified Candidates will have demonstrated sustained superior performance, with documented impact, in one or more of the following categories, as well as those from the Fully Qualified list:

- Demonstrate initiative and innovation in CRP program management that enhances spiritual readiness. This should be accomplished by utilizing data analytics to determine appropriate programming.
- Support commands as trainers, train the trainers and SMEs in programs that enhance readiness (i.e., E-OSC, Warrior Toughness, suicide prevention and response, ASIST, SafeTalk, ARSENAL and other local or service specific resilience/toughness programs).
- Lead Sailor 360 program.
- Training leader at the command, with impact on unit mission, department results, and unit certifications
- Member of the RP Occupational Standards review/update team.
- Member of the RP Rating Manual review/update team.
- Member of the RP PQS review/update team.
- Member of the PDTC/W walkthrough/ validation team.
- Professional Naval Chaplaincy Working Group Member.
- A17A NEC.



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FCPO Mess Development

Fully Qualified Candidates will have demonstrated sustained superior performance in one of more of the following categories:

- Active within FCPO Mess (SOQ boards, mentorship, training, etc.).

Best Qualified Candidates will have demonstrated sustained superior performance, with documented impact, in one or more of the following categories, as well as those from the Fully Qualified list:

- Hold an officer position (President, VP, Treasurer, etc.).

Education and Professional Development

Fully Qualified Candidates will have demonstrated sustained superior performance by obtaining one of more of the following certificates:

- BPME.
- USMAP certification(s).

Best Qualified Candidates will have demonstrated sustained superior performance by obtaining one of more of the following degrees/certificates/qualifications, as well as those from the Fully Qualified list:

- EJPME.
- PPME.
- Navy COOL certification(s).
- College Degree.

Considerations for advancement from E7 to E8 (In addition to previous E7 Qualifications)

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.*

1. **NECs:** There are two main NECs held by RPs: 0000 and A17A. This is important to know when evaluating a candidate as being Fully Qualified and Best Qualified. The A17A NEC is required for a RP assigned to a Marine Corps unit. To fill critical billets across the Marine Corps, the rating values RPs who hold the A17A NEC.

a. RPs assigned to the Marine Corps traditionally deploy with and spend a large amount of time away from homeport when assigned to FMF commands, which precludes them from obtaining certain qualifications and education that are obtainable when assigned to shore commands. FMF assignments are challenging and are mostly independent duty. A17A should not be the sole reason for selection.

2. **Tours & Scope of Responsibility:** Consideration should be given to candidates serving in challenging assignments with documented impact throughout the command, local area, and fleet. The community views favorably candidates who have documented and measurable impact within their area of responsibility and the RP rating.

Scope and Impact of Leadership

Fully Qualified Candidates will have demonstrated sustained superior performance in one of more of the following categories:

- Documented leadership and mission impact serving in key leadership positions (LCPO, etc.).
- Training Team member.
- Assistant Command Collateral Duties.



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Best Qualified Candidates will have demonstrated sustained superior performance, with documented impact, in one or more of the following categories, as well as those from the Fully Qualified list:

- Documented leadership and mission impact serving in key command leadership positions (CSEL, SEA, etc.).
- Demonstrate superb leadership results that lead to promotion, retention, recruitment and recognition of Officers and Sailors.
- Provide leadership resulting in positive impacts on CRP mission functions including manpower, training, equipment, inspections and technical expertise of RMT's to include chaplains, RPs, lay leaders and chaplain assistants.
- Training Team leader.
- Major Command Collateral Duties.
- CPOs successfully completing the Senior Enlisted Academy (SEA) should be viewed favorably.

Institutional and Technical Expertise: RPC's provide ISIC level leadership to RMT's and should demonstrate measurable impacts to one's own command and their subordinate command readiness resulting in strengthened spiritual readiness. A Best and Fully qualified candidate leads and develops chaplains and RPs, solves ISIC level problems, and demonstrates a strong presence that sets the tone within their area of influence:

Fully Qualified Candidates will have demonstrated sustained superior performance in one of more of the following categories:

- Documented technical knowledge in assigned billet.
- Manage CRPs that enhance spiritual readiness.
- Support commands as SMEs to programs that enhance readiness (i.e., E-OSC, WT, suicide prevention and response, ASIST, SafeTalk, ARSENAL and other local or service specific resilience/toughness programs).
- RMT area-wide and community training participation.
- Attend the annual Chaplain Corps PDTC/W.

Best Qualified Candidates will have demonstrated sustained superior performance, with documented impact, in one or more of the following categories, as well as those from the Fully Qualified list:

- Demonstrate initiative and innovation in CRP management that enhances spiritual readiness. This should be accomplished by utilizing data analytics, and Get Real, Get Better strategies that determine root cause, and assess for program effectiveness.
- Support commands as trainers, train the trainers and technical advisors on the effective utilization and impact of programs that enhance readiness (i.e., E-OSC, WT, suicide prevention and response, ASIST, SafeTalk, ARSENAL and other local or service specific resilience/toughness programs).
- Training leader at the command, with impact on unit mission, department results, and unit certifications.
- Lead Sailor 360 program.
- Member of the RP Rating Manual review/ update team.
- Member of the RP PQS review/ update team.
- Member of the PDTC/W walkthrough/ validation team.
- A17A NEC.

CPO Mess and Wardroom Development

Fully Qualified Candidates will have demonstrated sustained superior performance in one of more of the following categories:

- Active participation in CPO Initiation.
- Active within CPO Mess (SOQ boards, mentorship, training, etc.).



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Best Qualified Candidates will have demonstrated sustained superior performance, with documented impact, in one or more of the following categories, as well as those from the Fully Qualified list:

- Leading CPO Initiation or committee.
- Hold an officer position within the Mess (President, VP, Treasurer, etc.).

Education and Professional Development

Fully Qualified Candidates will have demonstrated sustained superior performance by obtaining one of more of the following certificates/qualifications:

- PPME.
- USMAP certification(s).

Best Qualified Candidates will have demonstrated sustained superior performance by obtaining one of more of the following degrees/certificates/qualifications, as well as those from the Fully Qualified list:

- Senior Enlisted Academy Graduate (All branches).
- SEJPME I & II.
- Navy COOL certification(s).
- College Degree.

Considerations for advancement from E8 to E9 (In addition to previous E7 and E8 Qualifications)

1. **NECs:** There are two main NECs held by RPs: 0000 and A17A. This is important to know when evaluating a candidate as being FULLY QUALIFIED and BEST QUALIFIED. To fill critical billets across the Marine Corps, the rating values RPs who hold the A17A NEC.
2. **Tours & Scope of Responsibility:** Consideration should be given to candidates serving in challenging assignments with documented impact throughout the command, area, fleet, domain, and rating. The community favorably views those candidates who have made a measurable contribution to the improvement and development of Professional Naval Chaplaincy within the RP rate, Chaplain Corps, UMUIC and/or NRC.

Scope and Impact of Leadership

- Should have a successful SEL/SEA tour (to showcase leadership skills; the growth and development of subordinates and junior officers; focus and mission accomplishment via the Chiefs Mess; and demonstrated rating impact in coordination with the Religious Program Specialist Leadership Mess).

Institutional and Technical Expertise: RPCS's provide executive level advisement to their commanders, and leadership and coaching to subordinate ISIC RMT's that leads to the measurable impact subordinate RMTs have on the commands spiritual readiness resulting in strengthened command readiness. Must successfully lead and develop peers within the RP rating and provide sound military advise to senior officers. A Best and Fully qualified candidate leads at the service level to implement Navy enterprise goals, policies, and procedures; direct and oversee implementation of the CoC strategic plan; develop long-range plans; advise senior supervisory chaplains based on internal and external factors to minimize risks and formulate plans and measure progress to achieve long-term CRP mission critical objectives:

Fully Qualified Candidates will have demonstrated sustained superior performance in one of more of the following categories:

- Manage spiritual readiness programs and initiatives from a TYCOM/Ech II level.
- Actively participate within the RP Leadership Mess (RPLM).
- Attend the annual Chaplain Corps Strategic Leadership Symposium (SLS).



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- Training leader at the command, with impact on unit mission, department results, and unit certifications.
- A17A NEC.

Best Qualified Candidates will have demonstrated sustained superior performance, with documented impact, in one or more of the following categories, as well as those from the Fully Qualified list:

- Proven TYCOM/Domain leadership that creates, builds, and sustains spiritual readiness. This should be accomplished by utilizing data analytics, and Get Real, Get Better strategies that determine root cause, and assess for program effectiveness.
- Member of the PDTC/W walkthrough/ validation team.
- Led or member of the RP Occupational Standards review/ update team.
- Led or member of the RP Rating Manual review/ update team.
- Led or member of the RP PQS review/ update team.
- Lead Sailor 360 program.
- A17A NEC.

CPO Mess & Wardroom Development

Fully Qualified Candidates will have demonstrated sustained superior performance in one of more of the following categories:

- CPO Initiation participation.
- Active within CPO Mess (SOQ boards, mentorship, training, etc.).

Best Qualified Candidates will have demonstrated sustained superior performance, with documented impact, in one or more of the following categories, as well as those from the Fully Qualified list:

- Leading CPO Initiation or committee.
- Hold an officer position (President, VP, Treasurer, etc.).

Education and Professional Development

Fully Qualified Candidates will have demonstrated sustained superior performance by obtaining one of more of the following degrees/certificates/qualifications:

- Senior Leadership Course (community requirement).
- Senior Enlisted Academy Graduate (All branches).
- PPME.
- SEJPME I & II.
- USMAP certification(s).

Best Qualified Candidates will have demonstrated sustained superior performance by obtaining one of more of the following degrees/certificates/qualifications, as well as those from the Fully Qualified list:

- Navy COOL certification(s).
- Lean Six Sigma Certifications.
- College Degree
- CMC/COB Course.
- Joint Service Command SEA Course.