



# 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 (CMDPCM, 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 (CMDPCM, 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 (CMDPCM, CMDCS, COB), ECM, Detailer	36/36 36/36 36/36	6 <sup>th</sup> 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, and 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 (CMDPCM, CMDCS, COB), ECM, Detailer	36/36 36/36 36/36 36/36	5 <sup>th</sup> Sea/Shore Tour Billet: CSEL, SEL, Dir/Dept LCPO, IDC, ISIC, RPD, LPO Instructor Duty Duty: Ship (L10A only), Squadron, FMF Regiment, Battalion, Squadron, and 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
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 <sup>th</sup> Sea/Shore Billet: CSEL, SEL, Dept LCPO, LPO, SMDR, RPD, IDC, Instructor Duty, General Duty HM, Technician Duty: Ship, Squadron, FMF Battalion, Squadron, and 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	3 <sup>rd</sup> 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	2 <sup>nd</sup> 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 <sup>st</sup> Sea Tour Billet: Ship, FMF, Squadron, NCHB 1 <sup>st</sup> 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 for E1-E6. For E7-E9, sea duty billets are primarily available to those with the L10A NEC. Specifically for the E-7 paygrade, there are a greater number of billets that reside within MARFORRES and obtaining L03A NEC is imperative to maintaining career diversity.
3. The TAR HM rating promotes as a rate, not by NEC.



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



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. Sea Assignment, Special Duty/Flag Assignments: OPNAV, NPC, BUPERS, BUMED, TYCOM Staff (MARFORRES, CNRFC, CNAFR), and Instructor Duty, are very demanding and highly competitive assignments. Candidates are carefully screened against other highly competitive candidates and should be given notable consideration. Additionally, depending on current manning there may be limited capability to be released to Command Climate Specialist (CCS) and Recruit Division Commander (RDC) at RTC IAW MILPERSMAN 1306-900 series/PERS-409 which if released should also be given notable 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) should be considered when evaluating Senior Enlisted personnel. To include if eligible; Reserve Senior Enlisted Management Course (RSEM) (NEC 863A), which is a quota-controlled course, and Navy Reserve Unit Management Course (NRUM).
10. 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, 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.
11. 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.

### **Consideration for Advancement from E6 to Master Chief**

- Consideration must be given to those who earn qualifications outside their normal job scope to enhance unit mission readiness.
- Strong documented leadership with impact, serving in “**high priority**” in positions:
  - Sea duty DLCPO / FMF Regimental SEL / 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) is a requirement for advancement to E-6 and E-7 respectively.*

- Must have demonstrated advanced knowledge and be a known Subject Matter Expert within the rate/NEC
- Must have documented results of leadership, demonstrating leadership skills, and impact on command mission
- Must have qualified/re-qualified on warfare specialist designation, if assigned to a qualifying command and per required timeline



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



- 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
- Should have Command or Assistant Command Collateral with documented impact
- Notable consideration for documented regional or force wide impact
- Sailor 360 with strong involvement and documented impact. Notable consideration should be given to those in leadership positions
- Notable consideration should be given to FCPOs in leadership positions with strong involvement and documented impact
- Should have rank specific PME/JPME course completion

### **Consideration for Advancement from E7 to E8**

**NOTE:** *Chief Petty Officer Leader Development Course (CPO-LDC) is a requirement for advancement to E-8.*

- Must meet preceding E7 criteria
- Must have demonstrated the ability to lead Chiefs and develop Junior Officers
- Should have CPOA with strong involvement and documented impact. Notable consideration should be given to those in leadership positions with documented impact
- 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. Additionally, diversity amongst all platforms is imperative towards career enhancement and should be given notable consideration as it helps to meet and support the primary mission of both the Navy and Marine Corps Reserve

### **Consideration for Advancement from E8 to E9**

**NOTE:** *Senior Enlisted Academy (SEA) is a requirement for advancement to E-9.*

- Must meet the preceding E8 criteria
- Must have demonstrated the ability to lead Chiefs, Senior Chiefs and develop Officers
- Must have 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