

2020-22 CORE SKILL REQUIREMENTS
 Pastoral Counseling
 Subspecialty 1440 Curriculum 974

Billet subspecialty coding is based on the minimum education/training/experience level required for optimum performance. In addition to the general criteria stated in NAVPERS 15839 series (Manual of Navy Officer Manpower and Personnel Classification) Part B, Pastoral Counseling/1440 subspecialty coding is justified when the following specific criteria are satisfied.

1. Description of CSR Competencies. The listed CSRs are a set of quantifiable skills, traits and experiences that a subspecialist must possess to perform acceptably in a coded billet for Pastoral Counseling/1440.

a. CSR-I: The officer must understand the fundamental concepts and be familiar with the basic functional areas of Pastoral Counseling within the DON and the DoD.

2. Applicable Officer Designator: 4100

3. Applicable Billet Designator: 4100

3. Educational and Significant Experience Criteria. Coded billets are authorized when the functions of the billet include the CSR competencies listed above (in paragraph I). For additional clarification regarding definition of suffixes, refer to the NAVPERS 158391, Vol I.

Note: 'Proven' requires at least 8-month experience tour in subspecialty coded billet or billet using the CSR of a related subspecialty.

a. Subspecialty Code Suffixes Authorized. Authorized suffixes will be annotated "X" for yes in the table below; unauthorized suffixes will be left blank in the table below. If any additional clarification is required for the code, notes will be provided below the table.

Subspecialty Code Suffixes Authorized				
Billet	Officer	Suffix	Definition	Notes
		C	Proven Doctor of Philosophy	
X	X	D	Doctor of Philosophy	1, 2
		F	Proven Master's Degree that does not meet all ESRs	
		G	Master's Degree that does not meet alt ESRs	
		H	Master's Degree desired, not required	
		L	Certificate degree at the Master's level	
		M	Proven Post Master's Degree graduate education	
		N	Post Master's Degree graduate education	
X	X	P	Master's Degree in approved Navy subspecialty	3, 4
	X	Q	Proven Master's Degree	5
		R	Proven Significant Experience	
X	X	S	Significant Experience obtained through OJT	6

Note 1: Pastoral Counseling/ 1440 D-coded billets are authorized when the billet requires detailed knowledge of the 1440 core skill requirements.

Note 2: Pastoral Counseling/ 1440 D-coded officers are authorized when the officer is awarded a doctor of philosophy which meets the Pastoral Counseling/974 Curriculum Educational Skill Requirements.

Note 3: Pastoral Counseling/ 1440 P-coded billets are authorized when the billet requires the incumbent to:

- a. Use pastoral counseling methodologies in a variety of settings, including individual and group pastoral counseling
- b. Provide pastoral counseling in the areas of marriage and family, including single parent families and single service members
- c. Provide pastoral counseling in the area of grief and crisis
- d. Provide pastoral counseling in health of the force issues such as substance abuse, sexual assault, suicide, child abuse and neglect, and domestic violence
- e. Provide pastoral counseling in clinical/hospital settings
- f. Provide appropriate mental health and/or medical referrals
- g. Provide training to other chaplains in the area of pastoral counseling.

Note 4: Pastoral Counseling/1440 P-coded officers are authorized when the officer is awarded a master's degree which meets the Pastoral Counseling/974 Curriculum Educational Skill Requirements.

Note 5: Pastoral Counseling/1440 Q-coded officers are authorized when the officer has served at least 18 consecutive months in a 1440-coded billet and has a 1440P subspecialty code. The officer's FITREP narratives justifies the officer has accomplished the tasks indicated for more than 18 months,

Note 6: A Pastoral Counseling/ 1440 S-coded officer is justified when the officer has served at least 18 consecutive months in a 1440-coded billet and has CIO 1440 subspecialty code. The officer's FITREPs justify the officer has accomplished the tasks indicated for more than 18 months.

5. Major Area Sponsor and Subject Matter Experts

a. Major Area Sponsor: [REDACTED], Chief of Chaplains (N097)

b. Subject Matter Expert: [REDACTED] Branch Head Chaplain Corps Training and Education

APPROVED: [REDACTED] 6 Apr 2020
Sponsor, Chief of Chaplains (OPNAV N097) Date

APPROVED: [REDACTED] 3 Aug 2020
Director, Warfighter Development (N71) Date