



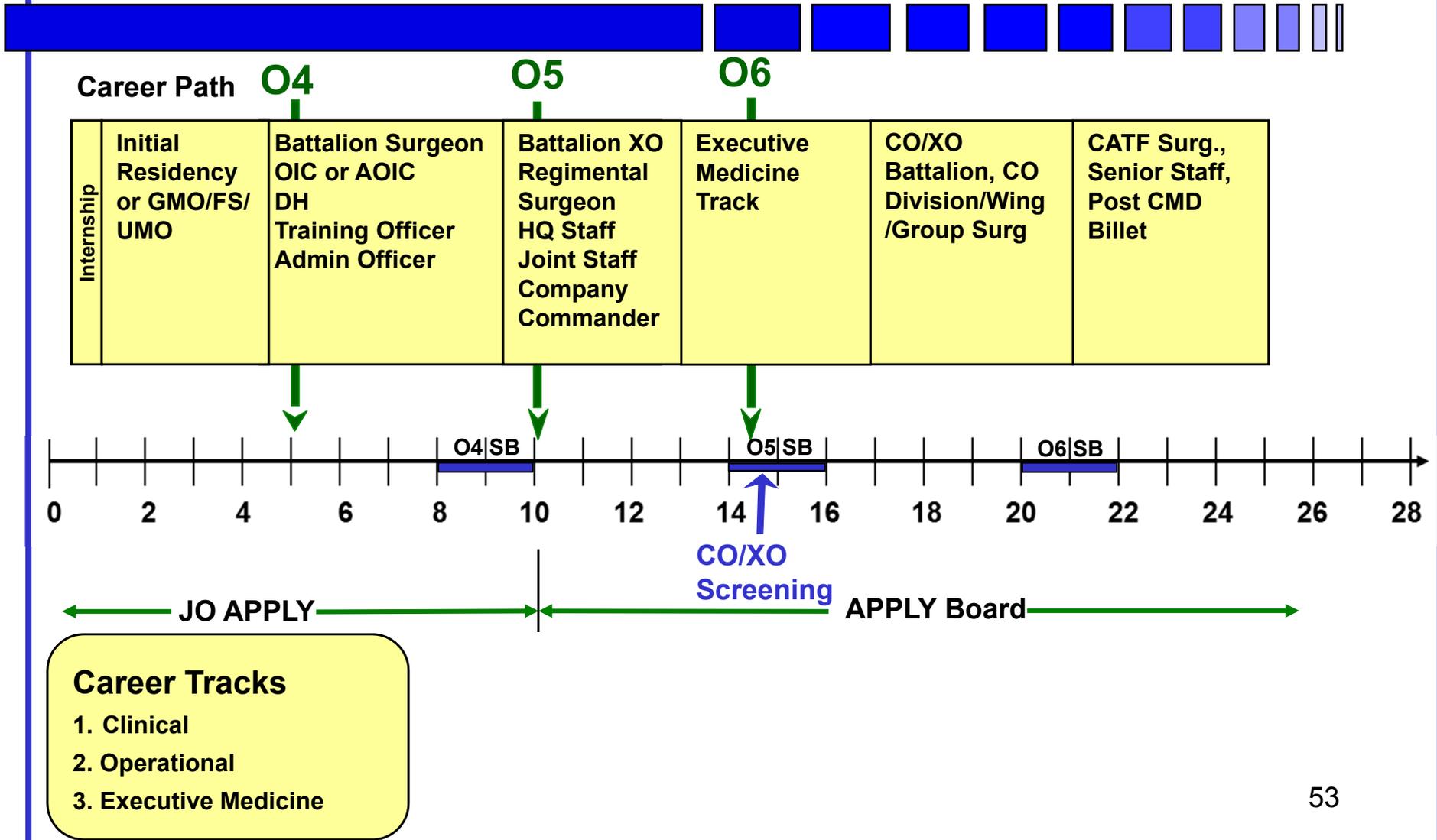
FY-18 Navy Reserve Staff Corps Community Brief Disclaimer

This community brief has been generated by the community leaders, including detailers and community managers. It has been vetted by the Navy Personnel Command and OJAG for statutory compliance and approved by SECNAV.

Community leaders have provided these slides to community members for career planning purposes; however, strict adherence to the career progressions depicted in the slides is not a prerequisite for promotion.

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Medical Corps Career Progression





Medical Corps

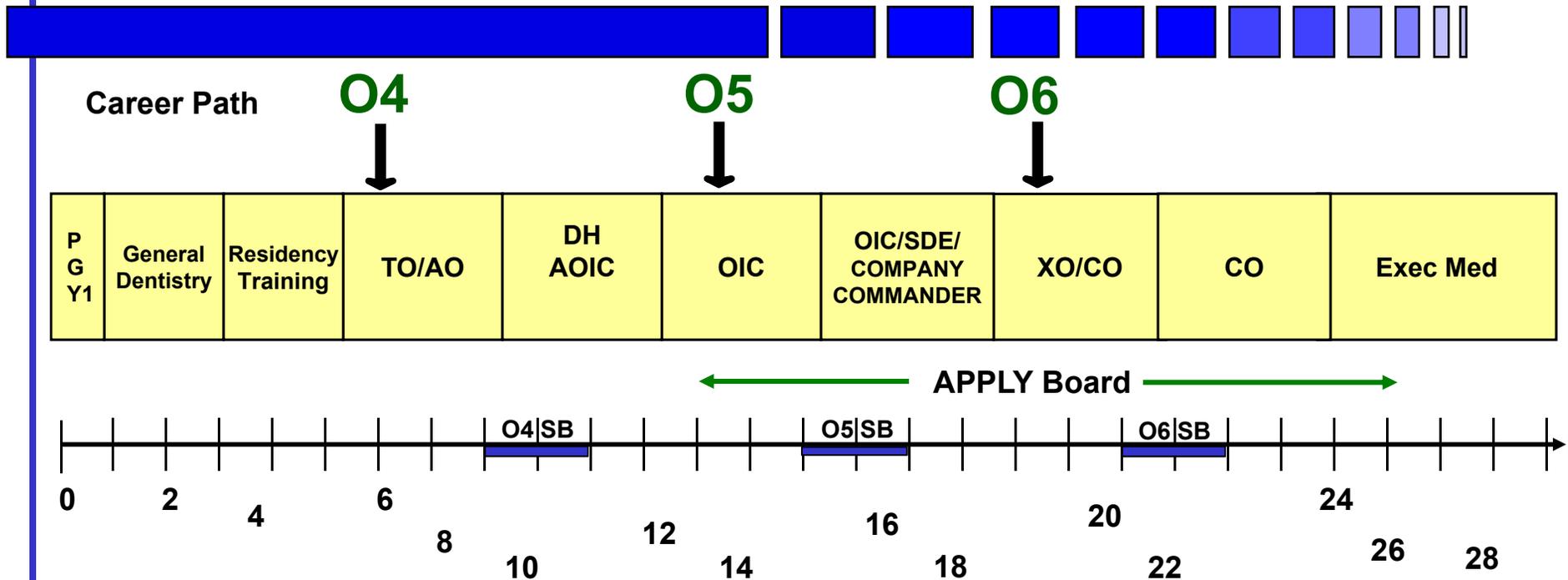
Community Values



- Clinical performance
 - Excellence in a clinical specialty (measurable in a variety of ways)
 - Leadership in Navy Reserve positions
 - Educator for postgraduate training programs
 - Research participation

- Navy Officer Performance
 - Deployments
 - Professional Military Education, including JPME
 - Warfare qualification
 - Mentorship of junior personnel
 - Balance of operational and clinical assignments

Dental Corps Career Progression

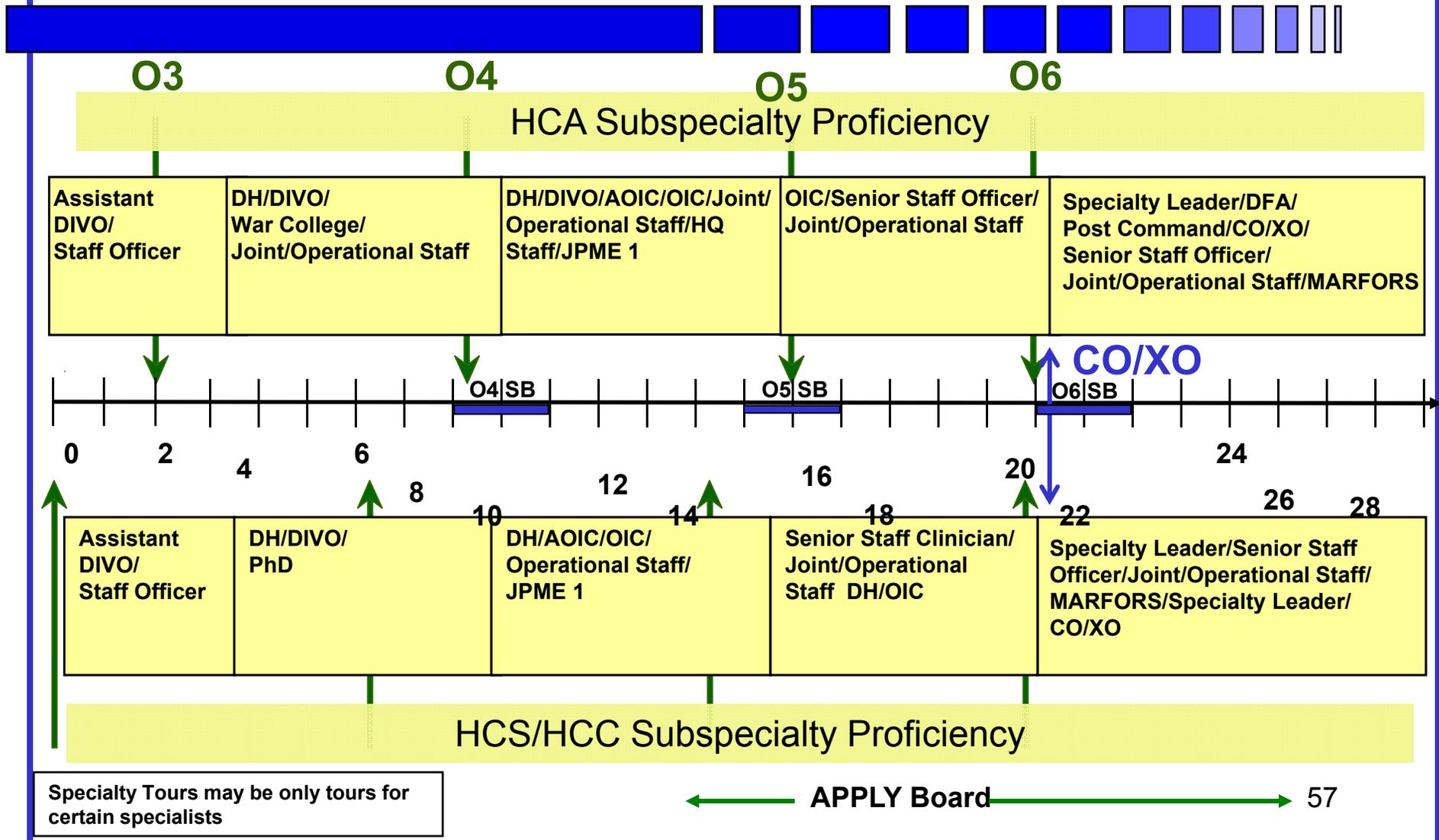


Dental Corps Community Values

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- Clinical performance
 - Officers successfully demonstrate clinical excellence, continued clinical activity expected until precluded by senior responsibilities
 - Career Path
 - Officers serving in senior leadership positions (SDE) provide unique subject area expertise and ensure junior officer indoctrination
 - Serve as a resource for administrative matters, training opportunities and provision of clinical support
 - Leadership
 - All ranks are expected to mentor junior personnel
 - Officers are encouraged to seek leadership of Navy Medicine units
 - Career diversity
 - Performance in both operational and non-operational assignments, concurrent with increased positional responsibility is encouraged as higher rank is attained



Medical Service Corps Career Progression





Medical Service Corps

Community Values

- Performance
 - Demonstrate excellence in subspecialty
- Specialty Career Path
 - Leadership positions provide unique subject area expertise
 - Serve as educators/mentors for formal/informal training programs
- Leadership
 - All levels are expected to serve as mentors to junior personnel
 - Selected individuals participate in leadership of Navy Medicine
- Career diversity
 - The majority of officers should have a mix of MTF, operational, and staff assignments. However, some science/clinical specialty officers may spend their entire career in less diverse assignments.



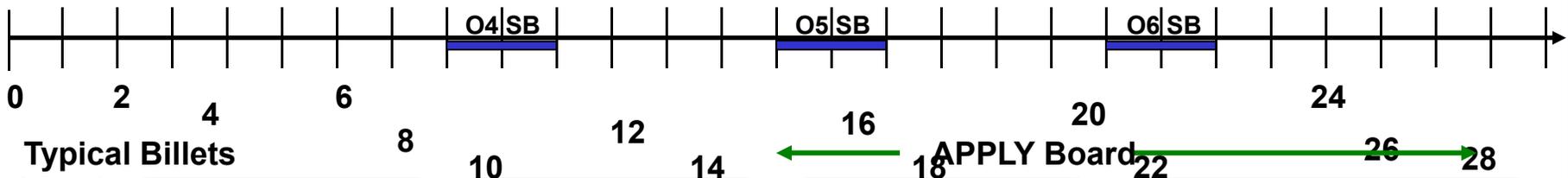
Judge Advocate General's Corps Career Progression



Career Path

<p>NAVET: RLSO / DSO / VLC, OJAG, Carrier / ESG, Appellate Govt, Defense, Other</p>	<p>Respay Officer, Unit Training Officer, Unit Admin Officer, RLSO/DSO,</p>	<p>RCC DSJA/ OJAG/RLSO/ DSO/Unit XO/</p>	<p>OJAG/RLSO/DSO/ Unit CO/Major STAFF JAG/Joint Duty in COCOM Unit</p>	<p>RCC SJA, Ech 3/4 SJA, Sr. JAG, Joint Duty, Pillar Lead</p>
<p>ECP/COD: DCOIC, BLC, RLSO/DSO</p>				

Change of Designator (COD) On-Ramp



Typical Billets

<p>First Tour Judge Advocate</p>	<p>BLC, TC/DC, Staff Judge Advocate, OJAG Codes, Appellate Govt or Defense Counsel, Professional Development Officer, Victims' Legal Counsel</p>	<p>NLSC DH, Staff Judge Advocate, NJS Instructor, OJAG Codes, OLA, Detailer, PG School Student, Senior TC/DC, Professional Development Officer, O4 Senior Victims' Legal Counsel</p>	<p>RCC DSJA, XO, OJAG Codes, Staff Judge Advocate, OLA, NWC/PG School, Military Judge, Appellate Judge</p>	<p>Unit CO, OJAG Div Dir, CNRFC / Major Staff / COCOM SJA, AJAG, Trial/Appellate Judge, Chief of Staff, RLSO/DSO/Victims' Legal Counsel</p>
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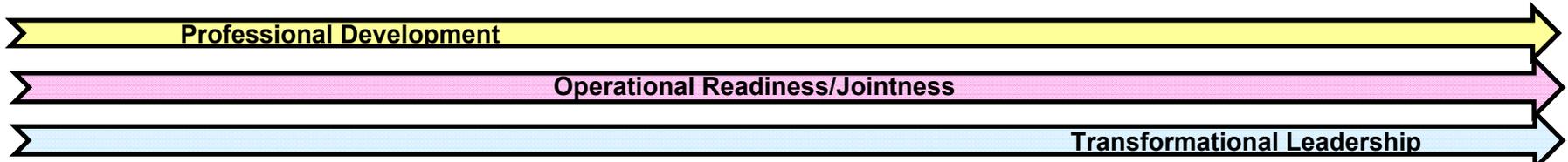


Judge Advocate General's Corps

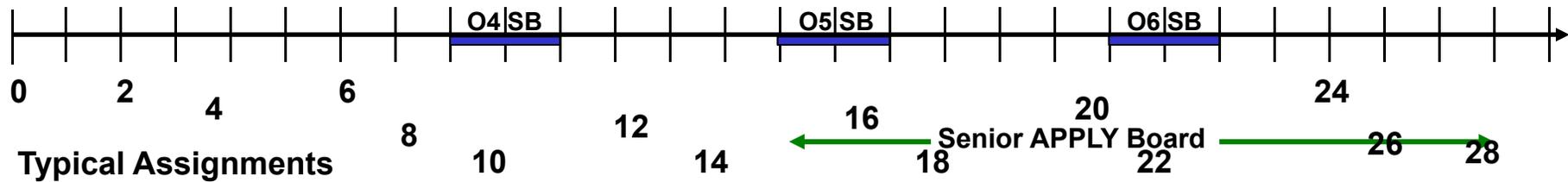
Community Values

- Valued achievements at all paygrades
 - Sustained superior performance
- Valued achievements prior to LIEUTENANT COMMANDER
 - NAVET: Active participation as a SELRES
 - ECP/COD: Increased responsibility and legal skillset development
- Valued achievements prior to COMMANDER
 - Increased complexity of assignments: RLSO, DSO, OJAG, independent duty
 - DH, XO, CO, senior attorney tours
 - Naval Justice School and other military schoolhouse courses
- Valued achievements prior to CAPTAIN
 - Demonstrated expertise in leadership, teamwork, and mentorship in challenging environments, executing diverse missions
 - Fleet, Operational, RCC-DSJA, OPNAV, Joint duty tours, Collateral duty support to Program 36 (i.e. serving on a working group or supporting CNRFC legal)
 - Joint and Operational (including Cyber) Experience
 - Military judge, both appellate and trial, Pillar Lead

Nurse Corps Career Progression



O1-O2 Trusted Leader	O3-O4 Motivational Leader		O5-O6 Inspirational Leader	
Staff Nurse	Staff Nurse/Instructor/ Collateral/unit specific jobs Begin pursuit of graduate degree/clinical specialization	Staff Nurse/Instructor/Training Officer (TO)/AOIC/OIC/ Detachment Nurse Leader/ HQ Staff	HQ DH/OIC/ Assistant Senior Nurse Executive (ASNE)/HQTO/SL/ Complete Advanced Degree	Executive Medicine/Senior Nurse Executive/CO and XO/HQ Staff/Major Command/Post Command



- Career Tracks**
- Clinical
 - Administration
 - Research
 - Senior Health Care Executive
 - Education
 - Operational

Clinical Proficiency

- Nurse Corps officers are expected to maintain clinical skills in nursing practice throughout the career continuum.



Nurse Corps Community Values

- Valued achievements prior to LIEUTENANT COMMANDER
 - Sustained superior performance/maintains clinical competency and currency
 - Assignment diversity
 - Assumes leadership positions commensurate with rank and responsibility
 - Operational Exercises/Mobilization
 - Pursuing an advanced graduate degree and/or certification in area of clinical specialty

- Valued achievements prior to COMMANDER
 - Sustained superior performance/maintains clinical competency and currency
 - Assignment diversity
 - Successfully engaged in progressive Command leadership positions with enhanced job responsibilities and increased span of control
 - Operational Exercises/Mobilization
 - Actively pursuing, with near completion of, an advanced graduate degree/clinical specialization.

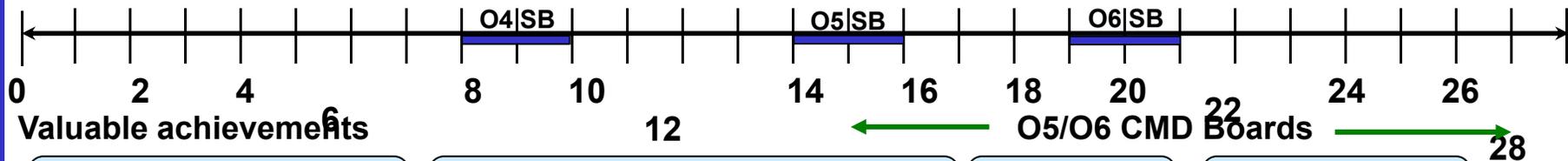
- Valued achievements prior to CAPTAIN
 - Sustained superior performance/maintain clinical competency and currency
 - Assignment diversity
 - Successful track record of leadership in positions with increased complexity and span of control.
 - Operational Exercises/Mobilization
 - Completion of an advanced degree/clinical specialization

Supply Corps Career Progression

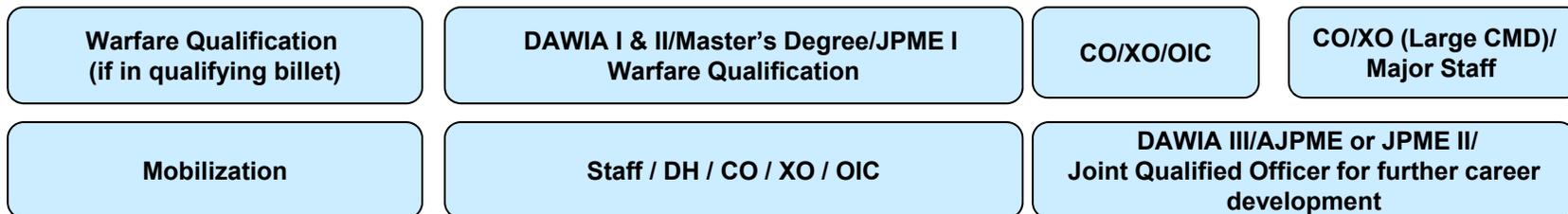


Career Path

J.O. BASIC TECHNICAL DEVELOPMENT & LEADERSHIP	ADVANCED TECHNICAL PROFICIENCY & LEADERSHIP	SENIOR OFFICER DEVELOPMENT & LEADERSHIP
NAVET: Initial Sea Tour / Shore Tour / Internship / 2 nd Operational Tour	Increased Responsibility Staff / DH / OIC / XO DAWIA I & II Master's Degree JPME I Warfare Qualification	CO/XO (Large CMD) / Major Staff DAWIA III / AJPME or JPME II Joint Qualified Officer (JQO)
DCO: BQC-NR / Skillset and Reserve unit development / Mobilization / Warfare Qualification		



Valuable achievements



Career Path/Major Billet Areas

- SUPPLY CHAIN MANAGEMENT
- ACQUISITION/CONTRACTING
- OPERATIONAL LOGISTICS



Supply Corps Community Values

- Valued achievements at all paygrades
 - Sustained superior performance
- Valued achievements prior to LIEUTENANT COMMANDER
 - Warfare qualification (if filling qualifying billet)
 - NAVET – Active participation as SELRES
 - DCO – Increased responsibility and skill set development
- Valued achievements prior to COMMANDER
 - Master's degree associated with a Supply Corps career path (strongly encouraged)
 - JPME I – strongly encouraged (required for command)
 - Challenging tours
- Valued achievements prior to CAPTAIN
 - Proven ability to lead and direct people and organizations in tough, highly visible, and challenging environments
 - Credible career path...supply chain, acquisition, and/or operational logistics
 - Admin/Oral board for O5 Command (eligible when selected for CDR)

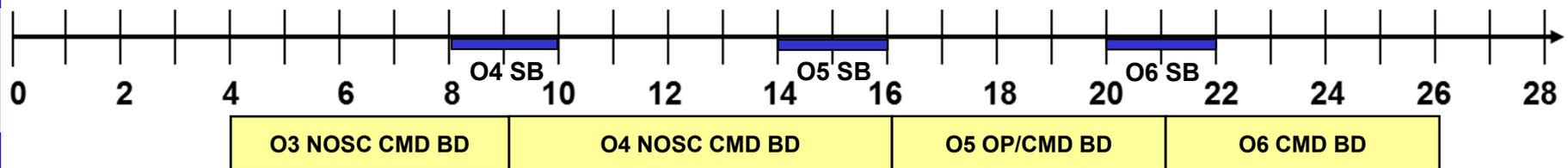


Supply Corps (FTS) Career Progression



Career Path

J.O. BASIC TECHNICAL DEVELOPMENT & LEADERSHIP	ADVANCED TECHNICAL PROFICIENCY & LEADERSHIP	SENIOR OFFICER DEVELOPMENT & LEADERSHIP
Initial Operational Tour / Shore Tour / 2 nd Operational Tour / Warfare Qualification	Aviation: CNAFR HQ, TYPE-WING (FLSW, TSW, MSW, NAF) Expeditionary: COMNAVELSG, NCHB-1, NCHB-XO, NMCB-S4, NECC, ECRC, NEFCPAC, EWDC, ST-17/18 Reserve Mgmt: MILLCOMMGT, NAVSUP (HQ / GLS / FLC-OSO), DLA, IDRESCOM, NSCS, OTC, NOSC-CO, COMUSNAVSO/4 th FLT.	Aviation: CNAFR HQ, FLC OIC Expeditionary: COMNAVELSG, NEMSCOM, NCHB-1, NAVELR, CRG-N4, Reserve Mgmt: CNRFC, CNFK, NAVSUP (HQ / GLS), DLA, FTS Detailer, SELRES-CC, RCC-N4, OPNAV, COMPACFLT
Lateral Transfer / Redesignation / Supply BQC		



3107 Principal Lines of Operation with Subspecialty & AQD Alignment

VALUED SUBSPECIALTIES	
1301	Supply Distribution Mgt
1302	Supply Chain Mgt
1306	Acq/Contracting Mgt
3111	Financial Mgt
3122	Log & Trans Mgt
3130	Manpower Systems Mgt
3212	Joint Ops Log Mgt

IA/GSA/OCO AQD	
918	>120 days (SC JNTTADTOPS)
919	>240 days (SC 2JNTTADTOP)

OPERATIONAL AQD	
928	1 Op Tour Complete (COMP1 OPTOUR)
929	2 Op Tours Complete (COMP2 OPTOUR)



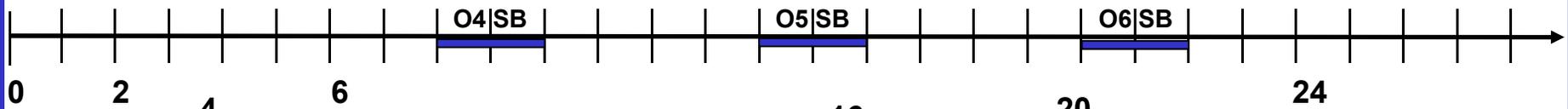
Supply Corps (FTS) Community Values

- Valued achievements at all paygrades
 - Sustained superior performance
 - Reserve management – direct support to the Supply Corps Reserve Component and the management of its programs
- Valued achievements prior to LIEUTENANT COMMANDER
 - Attainment of Warfare qualification(s)
 - Two operational tours (if accession timeline allows) defined by afloat and/or non-traditional (AQD 928/929 where officer performed workups and deployed with unit providing logistical support – i.e., NMCB, NCHB 1, NELR, CRG)
- Valued achievements prior to COMMANDER
 - Master's degree associated with Supply Corps lines of operation (strongly encouraged)
 - JPME Level I – strongly encouraged (required for command)
 - Reserve Management Experience
- Valued achievements prior to CAPTAIN
 - Proven ability to lead and direct people and organizations in tough, highly visible, and challenging environments
 - Diverse experience to include Reserve management and Supply Chain Management/ Expeditionary Logistics
 - Admin/Oral board screening for O-5/O-6 Command (*eligible when selected for CDR)

Chaplain Corps Career Progression



<p>NAVET: Accession Training, Basic Leadership Course, Initial Operational and Shore Tours.</p>	<p>MEFREL OIC / USMC Regiment Multi-Chaplain Staff Position Variety of Ministry Exp (USN/USMC/USCG) Graduate Ed. / Pastoral Care Residency (CPE) JPME I</p>	<p>CDR Milestone Tour Certified clinical pastoral education supervisor Advanced graduate education (Civilian or Military) JPME II</p>
<p>DCO: BLC Course, Intermediate Course</p>		



Chaplain Appointment & Retention Eligibility Advisory Group
(Accessions thru career transition points)

RC Milestone Billet Screening / RC Apply Board

Intermediate Leadership Course (ILC)

Advanced Leadership Course (ALC)

CDR Milestone Billets:

- Deputy Fleet (SURFLANT/SURFPAC)
- Deputy Force (MARFORCOM/PAC/RES)
- Deputy HQ USCG; USNORTHCOM; JCS

CAPT Milestone Billets:

- Deputy Fleet (USFF/PACFLT)
- Deputy HQ (USMC)
- Deputy HQ CNIC

Reserve (Indefinite/Definite) Recall

Individual Augmentation/OCO Support Assignment/ADOS/MOB



Chaplain Corps Community Values

- Valued achievements prior to LIEUTENANT COMMANDER
 - Mobilization and/or crisis response experience
- Valued achievements prior to COMMANDER
 - MEFREL OIC or USMC REG'T
 - Multi-Chaplain staff position
 - Variety of ministry experience (USN/USMC/USCG)
 - Graduate education/pastoral care residency (CPE)
 - JPME I
- CDR Milestones: Deputy Fleet (SURFLANT/SURFPAC); Deputy Force (MARFORCOM/PAC/RES); Deputy HQ USCG; USNORTHCOM; JCS
- Valued achievements prior to CAPTAIN (one or more of the following)
 - CDR Milestone tour
 - Certified clinical pastoral education supervisor
 - Advanced graduate education (Civilian or Military)
- CAPT Milestones: Deputy Fleet (USFF/PACFLT); Deputy HQ CNIC; Deputy HQ USMC



Civil Engineer Corps Career Progression

Education/Qualifications

Experience /Certifications/Licensure

SEABEE COMBAT WARFARE

JPME

AJPME

DCOIC

CECOS

CB OPS I

CB OPS II

AC1/AF1*

AC2/AF2*

APM*

*NAVET Accessions

OCO/ IA Tour(s)

CMAA/ PMP/ CEM/ LEED

Graduate School

EIT/ NCARB FILE

Professional Engineering (PE)/ Registered Architect (RA) License

ENS - LTJG

LT

LCDR

CDR

CAPT

FLAG

04'SB

05'SB

06'SB

0 2 4 6 8 10 12 14 16 18 20 22 24 26 28

EXPEDITIONARY
(NMCB, PHIBCB,
CBMU)

NAVFAC HQ Staff

CONTINGENCY ENGINEERING(FLEET STAFFS, COCOM/JOINTSTAFFS, OPNAV)

CONTINGENCY CONTRACTING

NECC
NAVFAC

EXPEDITIONARY ENGINEERING NMCB, NCR, NCG, PHIBCB, NCHB, NSW

Tour Sequence Varies

Ensigns:

- Direct Commission Officer (DCO) attends Direct Commission Officer Indoctrination Course (DCOIC) (2 wks) followed by CECOS Basic (2 wks)
- Ensigns go to NMCB/ ACB billets

KEY BILLETS:

LCDR: NMCB S3/XO/S7, EXWC OIC

CDR: NCR R3, NMCB CO

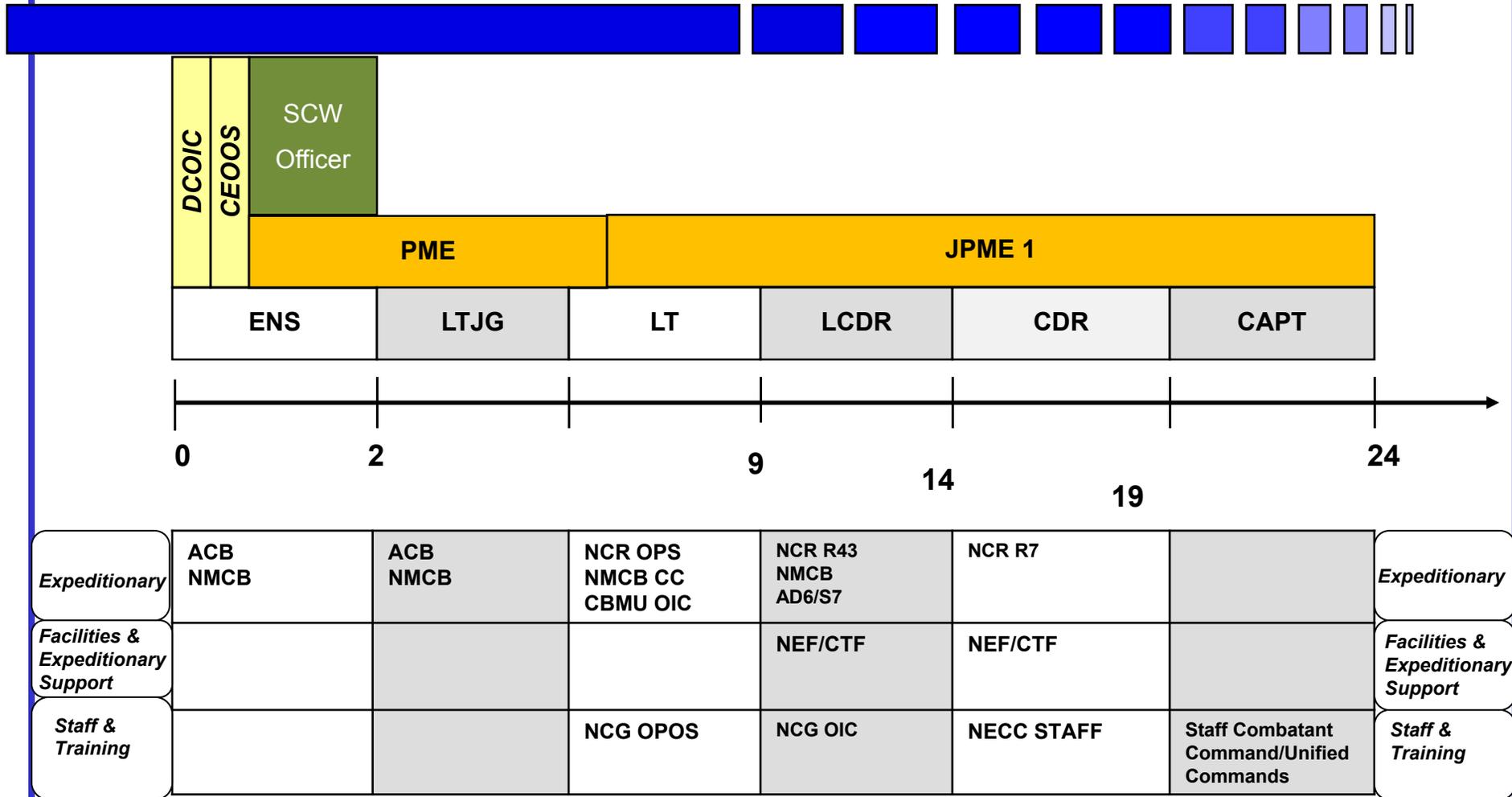
CAPT: NCR CDRE, OIC billets on NAVFAC/Joint/Fleet STAFFS



Civil Engineer Corps Community Values

- Valued achievements at all paygrades
 - Sustained superior performance in leadership billets of increasing responsibility and complexity
 - Successful Mobilizations in support of Overseas Contingency Operations
- Valued achievements prior to LIEUTENANT COMMANDER
 - Seabee Combat Warfare or other Warfare qualification
 - Experience in Expeditionary CEC assignments (i.e. NMCB, CBMU, PHIBCB)
 - Professional certification commensurate with rank
 - EIT or NCARB record
 - Acquisition Level I (NAVETs)
- Valued achievements prior to COMMANDER
 - Additional experience of increased responsibility and complexity in primary CEC responsibility assignments
 - Professional certification commensurate with rank
 - Registered as Professional Engineer (PE) / Registered Architect (RA)
 - Acquisition Level II and Acquisition Corps Membership (NAVETs)
 - JPME and other technical certifications (LEED, CEM, etc.)
- Valued achievements prior to CAPTAIN
 - Proven ability to lead and direct people and organizations in tough, highly visible and challenging environments
 - Superior performance in O-5 Command and/or Major NAVFAC/Expeditionary/Navy/Joint staff tours
 - JPME and other technical certifications (LEED, CEM, etc.)

Limited Duty Officer (Staff) Career Progression





Limited Duty Officer (Staff) Community Values

- Sustained superior performance
 - Provide the Corps with officers who are technical-based leaders and managers in key positions throughout the expeditionary force
 - Primary RC CEC LDO Jobs
 - Expeditionary (NMCB DET OIC, NMCB CC, NMCB AD7/SY, NCR OPS, CBMU OIC, NCR R43)
 - Facilities Expeditionary Support (NSW)
 - Staff & Training (NCG OPS, NCG OIC, NECC Staff)
 - Mobilizations in support of Overseas Contingency Operations
- Command
 - CMBU OIC
- Career Progression – Professional Qualifications
 - Seabee Combat Warfare or other warfare qualification
 - Joint Professional Military Education (JPME)/ Joint Qualified Officer (JQO)
- Associate's/Bachelor's Degrees
- Actively mentors
 - Documented mentoring of junior personnel based on the demographics of particular job (officers, enlisted, etc.)
 - Contributes to the LDO/CWO Community through active participation in projects and initiatives