



FY-18 Active-Duty 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.

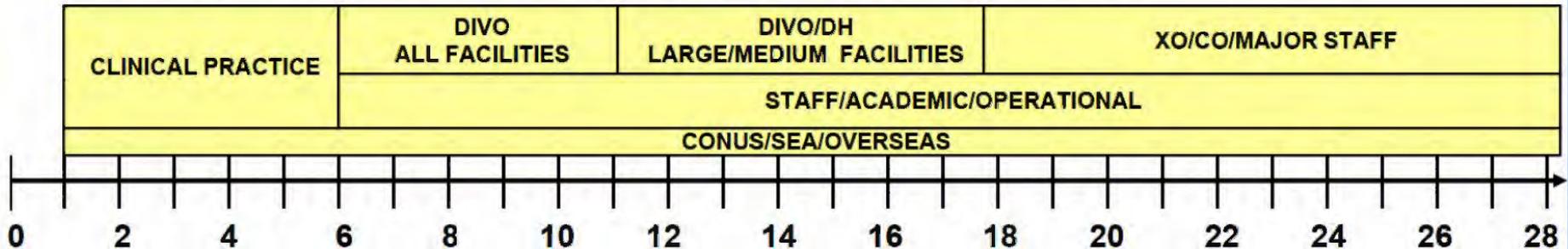
Community leaders have provided these slides to community members for career planning purposes; however, strict adherence to the career progressions depicted in the slides is not a prerequisite for promotion.

ONLY MATERIAL APPROVED BY THE SECRETARY OF THE NAVY WILL BE PRESENTED TO STATUTORY SELECTION BOARDS. THIS BRIEF HAS BEEN APPROVED BY SECNAV FOR USE BY THE FY-18 STATUTORY SELECTION BOARDS.

Medical Corps Career Progression



- Five career paths officers can intertwine during the course of their careers
 - Clinical
 - Operational
 - Academic
 - Research
 - Administrative
- Clinical sustainment and licensure required throughout career



Typical Billets



Medical Corps

Community Values

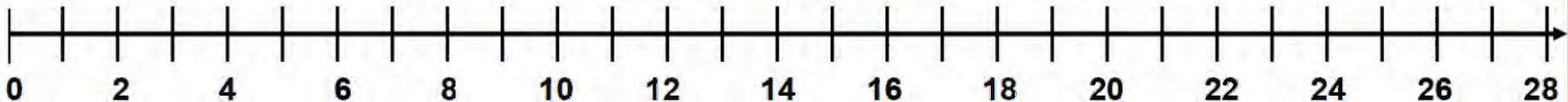
- Clinical excellence
 - Officers successfully demonstrated excellence in their clinical specialty
- Specialty career path
 - Operational leadership positions (eg. Wing Surgeon, Carrier SMO, CATF Surgeon, etc.) provide subject matter expertise for senior line leaders
 - Officers serving in senior clinical leadership positions provide unique subject area expertise
 - Serve as educators for postgraduate training programs
- Leadership
 - All levels are expected to serve as mentors to junior personnel
 - Selected individuals participate in leadership of Navy Medicine
- Career diversity
 - Officers should have a balance of operational environments and MTF assignments
 - Diversity in duty station scope and mission valued
 - Joint experience highly valued – Tri-Service (Army/Navy/Air Force)

Dental Corps Career Progression



Career Path

DENTAL OFFICER - ALL FACILITIES, OPERATIONAL, RESIDENCY	RESIDENCY TRAINING, UTILIZATION TOUR	DH OPERATIONAL PROGRAM DIRECTOR	POST GRAD JR STAFF, CLINIC OIC, DIRECTOR	ADVANCED CLINICIAN, JR EXEC STAFF, ASST DIR	POST GRAD DH, SPECIALTY LEADER, XO, CO, SR STAFF, SR EXEC MEDICINE STAFF, DIRECTOR LARGE MTF	SR CLINICIAN, SR EXEC MEDICINE, XO, CO, MAJOR STAFF
STAFF/ACADEMIC/OPERATIONAL						
CONUS/SEA/OVERSEAS						



Typical Billets

P
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1

UTILIZATION
RESIDENT

PROGRAM DIRECTOR
PGRAD JR STAFF
BRANCH DIRECTOR

ADV CLINICIAN
JR/SR EXEC STAFF
PGRAD SR STAFF
ASST DIRECTORATE
DIRECTORATE

SPECIALTY LEADER
SR EXECUTIVE MEDICINE
SENIOR CLINICIAN

PGY1 – Post-Graduate Year -1

Dental Corps

Community Values



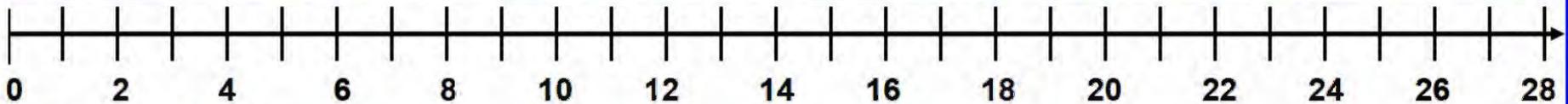
- Clinical performance
 - Officers successfully demonstrated excellence in their clinical specialty
- Specialty career path
 - Officers serving in senior clinical leadership positions provide seasoned subject area expertise
 - Serve as educators for postgraduate training programs
- Leadership
 - All levels are expected to serve as mentors to junior personnel
 - Selected individuals participate in leadership of Navy Medicine
- Career diversity
 - Officers should have a balance of operational and MTF assignments

Medical Service Corps Career Progression



Three distinct Specialty areas within the Medical Service Corps: Health Care Administration (HCA); Health Care Scientists (HCS); and Health Care Clinicians (HCC). Career paths within these areas may include: Clinical, Operational, Academic, Research, and/or Administrative.

Junior Officer (O1- O3)		Mid-Grade Officer (O4-O5)	Senior Officer (O5-O6)	
Specialty Proficiency, Officer Development, Leadership Training and Experience		Demonstrated Specialty Proficiency, Leadership and Professional Growth	Advanced Leadership Development, Demonstrated Professional Advancement	
DIVO DUINS (Master's and /or Fellowship) Jr. Clinician Researcher	DIVO/DH DUINS/War College Staff Officer Joint/Operational Staff Clinical Leader Principal Investigator	DH/OIC/Director Joint/Operational/HQ Staff War College Director/eMSM Project Manager	Milestone DFA/OIC/Director Program Manager Senior Staff Joint/Operational Staff Major Command Staff	Executive Medicine (CO/XO/Director) Joint/Operational Staff Major Command Staff Post Command



Typical Billets



Medical Service Corps Community Values

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- **Lead with integrity**
 - Showcase impactful leadership, cross-organizational teamwork and program process improvement
 - Track record of ongoing success in community-unique leadership positions with increasing scope/responsibility/staff/budget
 - **Performance**
 - Commitment to excellence in subspecialty with sustained superior performance
 - Demonstrate the pursuit of life-long learning and ongoing specialty-specific & professional education
 - Contributions as administrator, clinician or scientist that translate to quantifiable impact on Navy mission
 - **Specialty career path**
 - Leadership positions showcase ability to demonstrate unique subject matter expertise
 - Serve as educator/mentor within area of professional specialization
 - Successfully align & synchronize specialized skills with Navy strategic imperatives and the military health system
 - **Career diversity**
 - Demonstrate the ability to excel across a variety of environments
 - Must be an outstanding specialist “and” an outstanding contributor to the Navy mission



Judge Advocate General's Corps Career Progression



Generalist Career Path

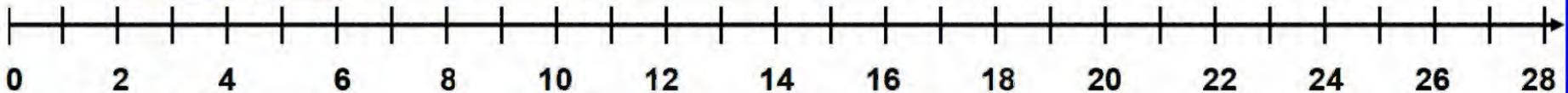
IA: 7-12 months ESG/GTMO/HOA/AFGHANISTAN/IRAQ/AFPAKHANDS

RLSO/ DSO	RLSO/DSO/VLC, OJAG, Carrier/ESG, Other	RLSO/DSO/VLC, OJAG, Carrier/CSG, OLA, NJS, NPC, Other	RLSO/DSO/VLC, NJS, OJAG, Fleet, Joint, GCMCA, OLA, NPC, Other	RLSO/DSO/VLC, NJS, OJAG, OPNAV/Major Staff/COCOM
	LEP On Ramp/ Career Status Board (CSB) at 3 years	Post-Graduate School: 1 year		NWC Senior Course

Military Justice Litigation Career Track

IA: 7-12 months GTMO/HOA/AFGHANISTAN/IRAQ/AFPAKHANDS

RLSO/ DSO	RLSO/DSO/VLC, OJAG, Carrier/ESG, Appellate Govt/Defense, OMC	RLSO/DSO/VLC, OJAG, Carrier, NJS, OMC	RLSO/DSO, Trial Judiciary, Appellate Judiciary, OJAG	RLSO/DSO, Trial Judiciary, Appellate Judiciary, OJAG
	LEP On Ramp/ CSB at 3 years	Post-Graduate School: 1 year		



Typical Billets

First Tour Judge Advocate	TC/DC, Staff Judge Advocate, OJAG Codes, Appellate Govt or Defense Counsel, Professional Development Officer, Victims' Legal Counsel	NLSC DH/OIC, Staff Judge Advocate, NJS Instructor, OJAG Codes, NWC or PG School, Senior TC/DC, Professional Development Officer, O-4 Senior Victims' Legal Counsel	XO/OIC, OJAG Codes, Staff Judge Advocate, NWC, Senior TC/DC, Military Judge, Appellate Judge	CO, OJAG Div Dir, OPNAV/Major Staff SJA, AJAG, Trial/Appellate Judge, Chief of Staff RLSO/DSO/Victims' Legal Counsel
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Judge Advocate General's Corps

Community Values

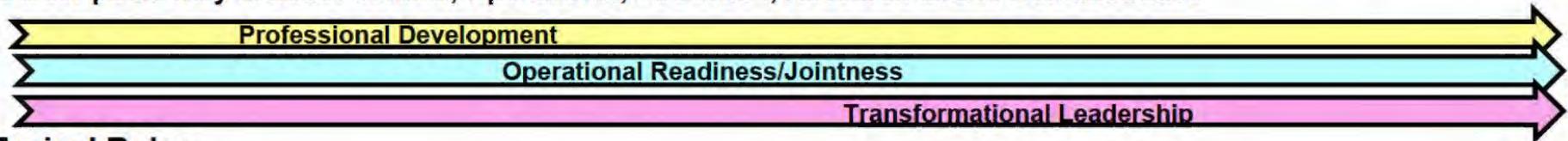


- Valued achievements at all paygrades
 - Sustained superior performance
- Valued achievements prior to LIEUTENANT COMMANDER
 - OJAG headquarters assignments
 - Victims' legal counsel assignments
 - Afloat SJA tours
 - NLSC competitive tour
- Valued achievements prior to COMMANDER
 - Increased complexity of assignments: RLSO, DSO, OJAG, independent duty
 - DH, PDO
 - Advanced Education, PG school
 - Afloat SJA
 - Officer community management experience and understanding
- Valued achievements prior to CAPTAIN
 - Demonstrated expertise in leadership, teamwork, and mentorship in challenging environments, executing diverse missions
 - XO or OIC tour
 - Fleet, OPNAV, Joint Assignment and Operational experience
 - Military judge (appellate/trial), senior trial/senior defense counsel
 - Detailer, Office of Legislative Affairs, Combatant Commands

Nurse Corps Career Progression

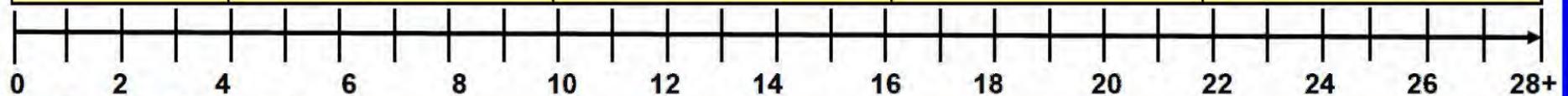


Career paths may include: Clinical, Operational, Education, Research and/or Administrative

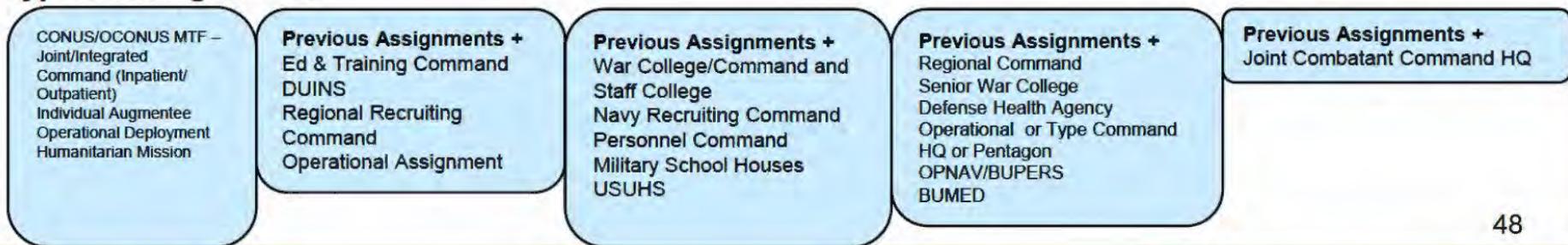


Typical Roles

01-02 Trusted Leader	03-04 Motivational Leader		05-06 Inspirational Leader	
Nurse Resident Staff Nurse Charge Nurse Team Leader Assistant DIVO	Previous Roles + Advance Practice Nurse (CNS/LIP) Clinic Manager DIVO/Assistant DH/DH Instructor Recruiter	Previous Roles + Staff Officer Nurse Researcher Specialty Leader Executive Assistant Detailer Faculty Member	Previous Roles + Officer in Charge Assistant Director Director Force Nurse OPNAV/BUPERS BUMED	Previous Roles + Director XO/CO Post-Command Assistant Deputy Chief Deputy Chief Chief of Staff Fleet Surgeon/Force Surgeon



Typical Assignments



Nurse Corps Community Values

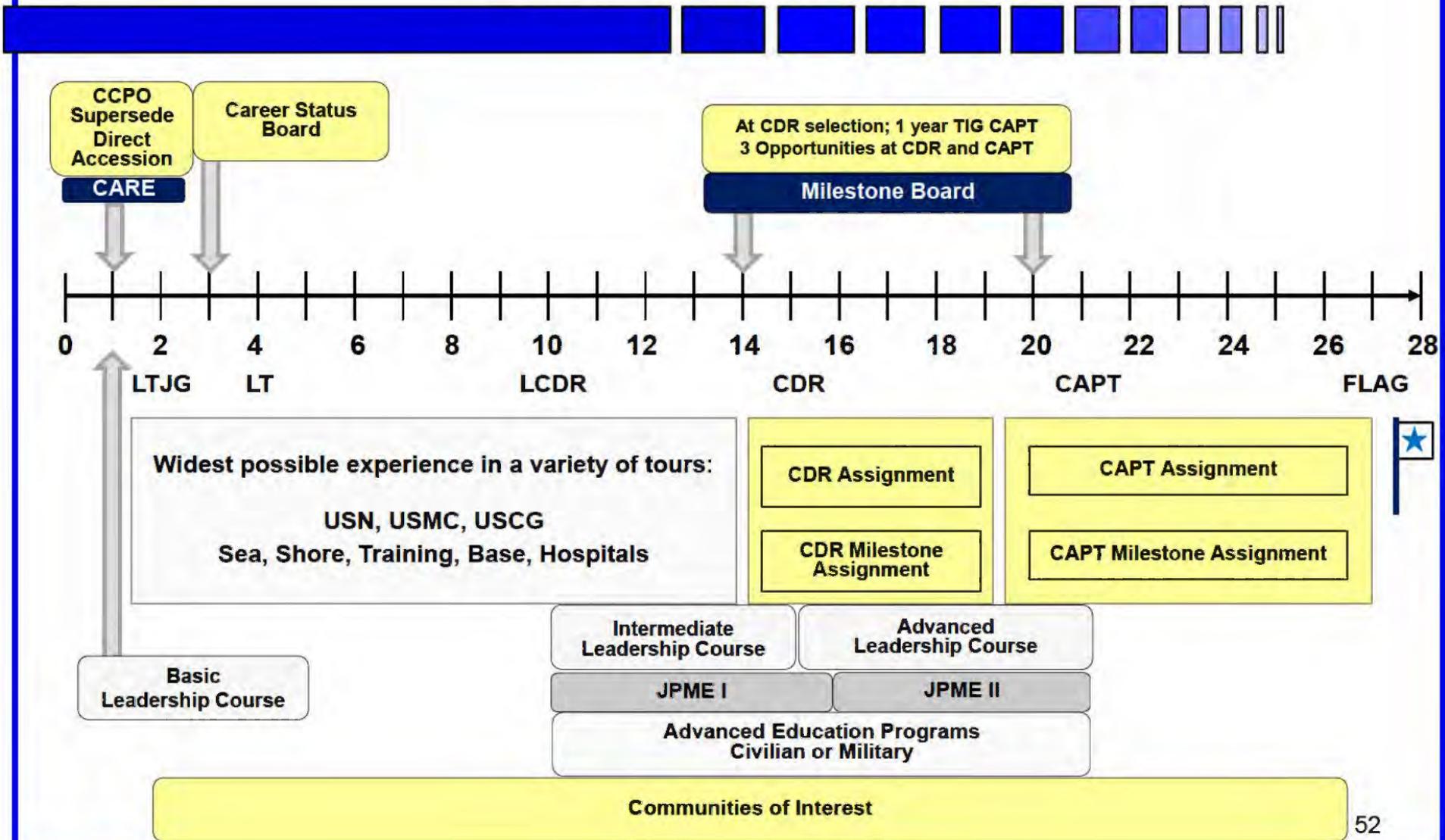
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- Valued achievements prior to LIEUTENANT COMMANDER
 - Sustained Superior Performance
 - Assignments
 - Assume positions of increased responsibility
 - Diversity in duty station location, scope and mission (CONUS, OCONUS, Small-large MTF, HQ, Branch Clinic, Academia)
 - Clinical Expert – attained certification/recognized SME
 - Valued achievements prior to COMMANDER
 - Sustained Superior Performance
 - Assignments
 - Assume positions of increased responsibility/active leader in clinical community of practice and the command
 - Diversity in duty station location, scope and mission (CONUS, OCONUS, Small-large MTF, HQ, Branch Clinic, Academia)
 - Advanced degree attained or enrolled and actively pursuing
 - Valued achievements prior to CAPTAIN
 - Sustained Superior Performance
 - Assignments
 - Assume positions of increased responsibility/active leader in clinical community of practice and the command
 - Diversity in duty station scope and mission valued
 - Achieved advanced degree

Supply Corps Community Values



- Valued achievements prior to LIEUTENANT COMMANDER
 - Warfare qualification
 - Afloat or Expeditionary DH tour (strongly encouraged)
 - Two operational tours (at sea, expeditionary, or both)
 - Identified by AQD 928 (COMP1 OPTOUR) – one operational tour complete
 - Identified by AQD 92A (ASGN2 OPTOUR) – assigned to second operational tour
 - Identified by AQD 929 (COMP2 OPTOUR) – two operational tours complete
- Valued achievements prior to COMMANDER
 - Master's degree associated with Supply Corps lines of operation (strongly encouraged)
 - Proven performer in at least one line of operation (strongly encouraged)
 - Challenging shore tour, e.g., HQ/OPNAV, Fleet Staff, TYCOM, SYSCOM, Weapon Systems Support, Fleet Logistics Center, and the Joint or DLA equivalents
- Valued achievements prior to CAPTAIN
 - Proven ability to lead and direct people and organizations in tough, highly visible and challenging environments
 - Expertise in one & experience in another line of operation/competency (encouraged)
 - O-5 Operational or Command Ashore tour, e.g., DCMA, DLA (strongly encouraged)
 - Joint Qualified Officer (JQO) or Acquisition Corps membership (strongly encouraged)

Chaplain Corps Career Progression



Chaplain Corps Community Values

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- Valued achievements prior to LIEUTENANT COMMANDER
 - One operational tour
 - Tours in diverse operational and shore environments
 - Valued achievements prior to COMMANDER & CDR Milestone Screening
 - Two operational tours: (1) USN and (1) USMC
 - Cumulative (O2-O4)
 - Challenging shore tour
 - Installation, MPTE, hospital, OPNAV/HQMC
 - Overseas tour
 - Valued achievements prior to CAPTAIN & CAPT Milestone Screening
 - **one or more of the following**
 - Joint Task Force or leadership in Joint ministry arena
 - O5 USN/USMC supervisory operational or fleet staff tour
 - Echelon One staff
 - Surface Force Ministry Center
 - MPTE management billet
 - Advanced professional certification/education such as Master's program or JPME
 - Successful completion of CDR Milestone and assigned AQD

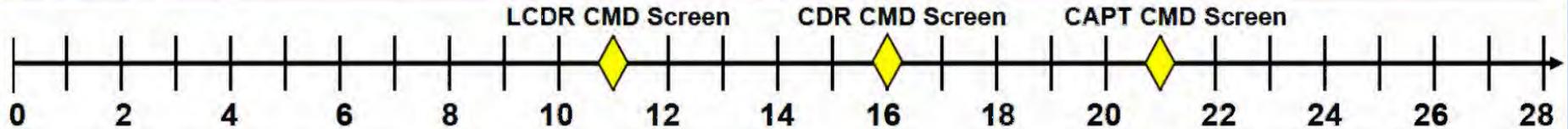
Civil Engineer Corps

Career Progression



Career Path

	PG SCHOOL		JPME / Technical Certs.		ETP	← Education
	WARFARE QUALIFICATION / AC1 EIT OR NCARB FILE		AC2 / ACQ CORPS PE OR RA		AC3	← Quals / Certs / Licensure
CECOS	NMCB / ACB PWD/ ROICC BUMED / USMC / PW STAFF	NMCB / ACB / UCT EXPEDITIONARY STAFF FEC / PWD / ROICC INSTRUCTOR / STAFF	NMCB / ACB / UCT EXPEDITIONARY STAFF FEC STAFF/ PWD / ROICC NAVY / JOINT STAFF	CO, XO, EXPEDITIONARY FEC STAFF NAVY / JOINT STAFF	MAJOR JOINT/ MAJOR STAFF	



TYPICAL BILLETS EXPEDITIONARY				
NMCB / ACB Plt Cdr, Det AOIC Asst CO Cdr	NMCB/ACB Co Cdr CBMU/UCT XO PEP/MEF/EOD NSW/GSA NCR/NCG/NECC	NMCB S3/S7/XO CBMU/UCT CO NSW/GSA NCR/NCG/NECC Staff ACB S7	NMCB/CAMP DAVID/NCTC CO NCR/NCG CSO ACB S3 / XO NSW/GSA NCR/NCG/NECC Staff	CDRE NCR/NCG ACB CO NCR/NCG/NECC Staff
TYPICAL BILLETS FACILITIES MANAGEMENT & ACQUISITION				
Project Eng, Const Mgr, APWO	Production, FEAD, APWO, PWO	AOPS, ARE, FEAD, PWO	FEC OPS, XO, CO	
TYPICAL BILLETS STAFF/INDEPENDENT DUTY				
Staff Fac Mgr	CECOS/USNA Instructor, Accessions, Flag Aide, Detailer, WHMO, Camp David, USMC PW, BUMED, Stf Fac Mgr	Joint Staff, CNIC, OPNAV, ASN Stf Fac Mgr	Major Joint Major Staff	

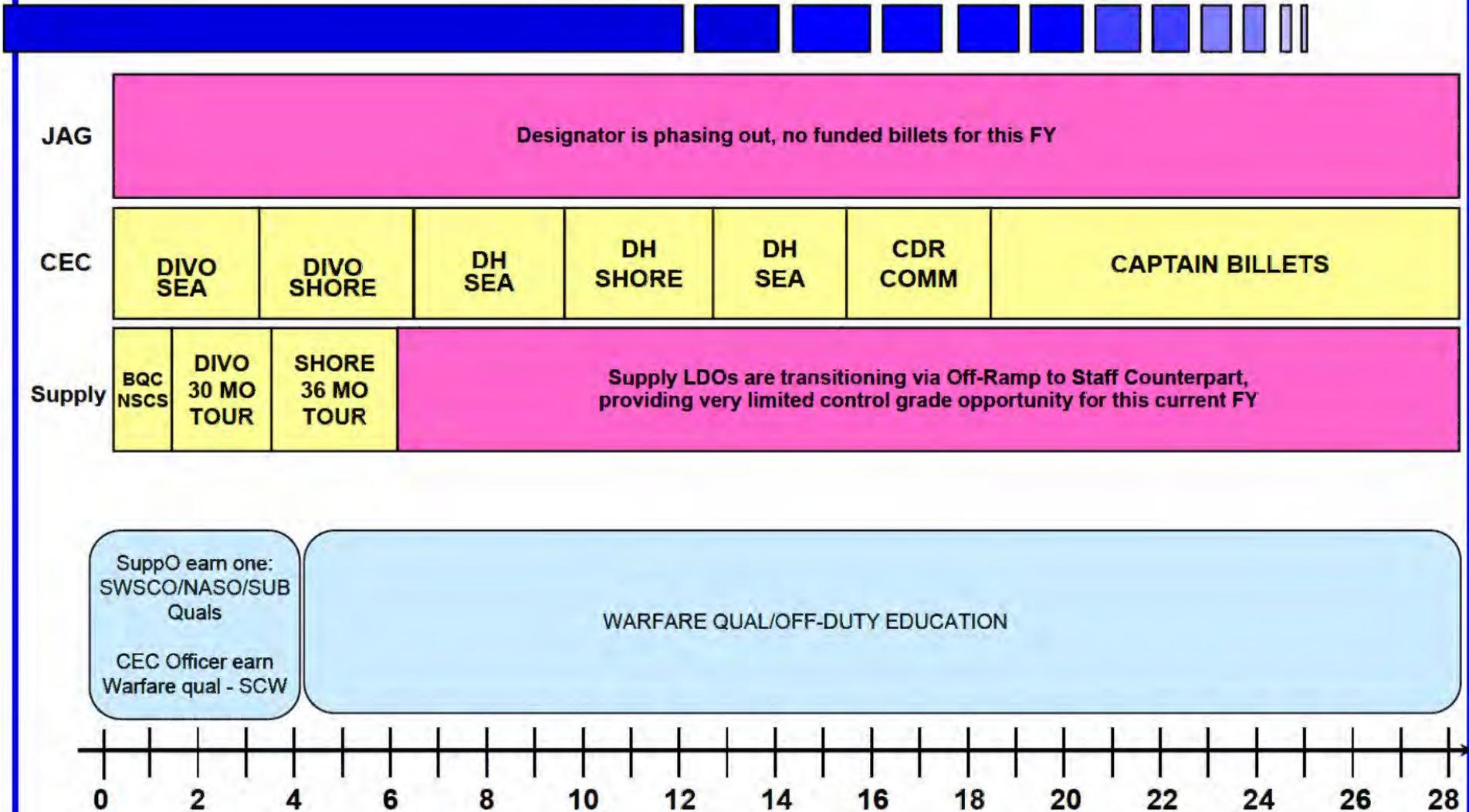
Each individual's CEC career path is tailored on past experience, timing, education, and qualifications 54

Civil Engineer Corps Community Values



- Sustained superior performance in leadership billets of increasing responsibility and complexity with diverse environmental and workforce experience
- Successful Command of Seabees, Facilities Engineering Command (FEC), or shore commands are pinnacle tours
- Valued achievements prior to LIEUTENANT COMMANDER
 - Seabee Combat Warfare or other Warfare qualification
 - Experience in all primary CEC assignments (i.e. facilities management, acquisition, and expeditionary)
 - Professional certification commensurate with rank
 - Acquisition Level I
 - EIT or NCARB record
- 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)
 - Continuing education to include post-graduate / master's degree relevant to CEC career path
 - Acquisition Level II and Acquisition Corps Membership
 - 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, Public Works Officer, and/or Major FEC/Expeditionary/Navy/Joint staff tours
 - Acquisition Level III
 - JPME and other technical certifications (LEED, CEM, etc.)
- Tours outside normal career path
 - Superior performance in specialty-area billets (i.e.: Ocean Facilities Program (OFF), Naval Special Warfare (NSW), Combatant Command (COCOM), etc.)

Limited Duty Officer (Staff) Career Progression



Limited Duty Officer (Staff)

Community Values

- 
- Sustained superior performance
 - Documented in FITREP
 - Meaningful assignments
 - Leadership tours with technical knowledge requirements
 - Actively mentors junior LDOs and enlisted Sailors
 - Complexity and scope of responsibility
 - Upward progression in scope of management and leadership
 - Diversity of experience and increased technical knowledge
 - Continues higher education or life-long learning
 - World-wide assignable