



FY-17 Active-Duty Staff Corps Community Brief Disclaimer

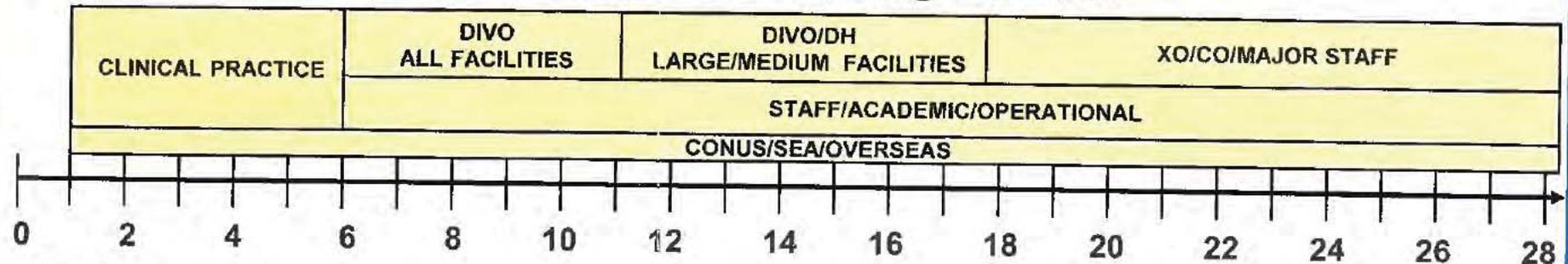
This community brief has been generated by the community leaders, including detailers and community managers. It has been vetted by the Navy Personnel Command and OJAG for statutory compliance and approved by SECNAV.

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.

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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

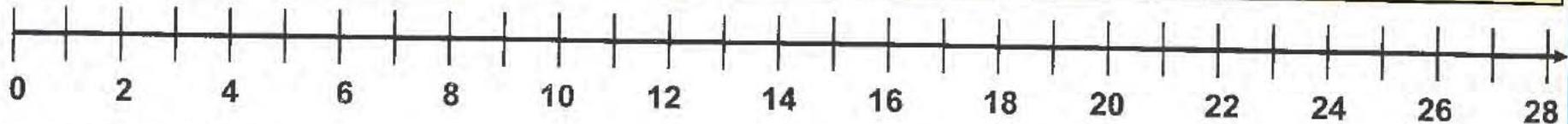
Community Values

- 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



Dental Corps Community Values

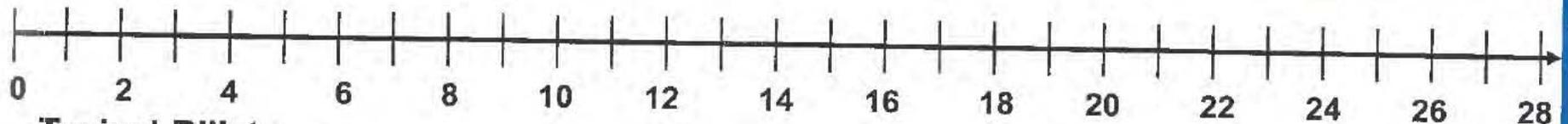
- Clinical performance
 - Officers successfully demonstrated excellence in their clinical specialty
- Specialty career path
 - Officers serving in senior clinical leadership positions provide seasoned subject area expertise
 - Serve as educators for postgraduate training programs
- Leadership
 - All 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 Clinical Care Specialties (CCS). 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 Staff Officer DUINS (Master's) Jr. Clinician Researcher	DIVO/DH DUINS/War College 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



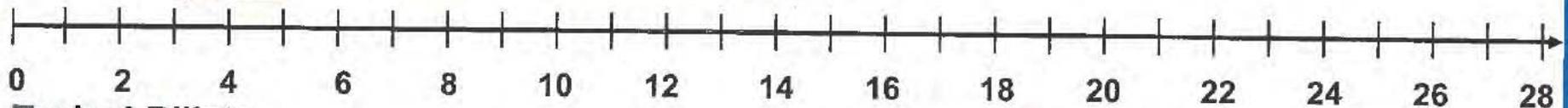
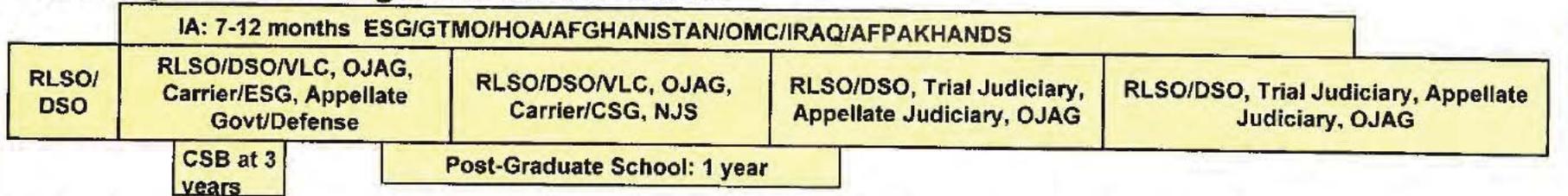
- Performance
 - Demonstrated excellence in subspecialty – outstanding performance in competitive positions
 - Demonstrated pursuit of life-long learning and ongoing specialty-specific & professional education
 - Contributions as administrator, clinician or scientist translates to a quantifiable impact on Navy mission
- Specialty career path
 - Leadership positions showcase ability to produce unique subject matter expertise
 - Serve as educator/mentor within area of professional specialization
 - Successfully align & synchronize specialized skills with Navy Medicine strategic goals, and demonstrate ability to excel in joint operating environments
- Leadership
 - Showcase impactful leadership, cross-organizational teamwork and program process improvement
 - Track record of ongoing success in community-unique leadership positions (scope/responsibility/staff/budget)
- Career diversity
 - Officers should have a diversity of outstanding contributions (MTF, operational and staff assignments)
 - Must be an outstanding specialist “and” an outstanding contributor to the Navy mission

Judge Advocate General's Corps Career Progression

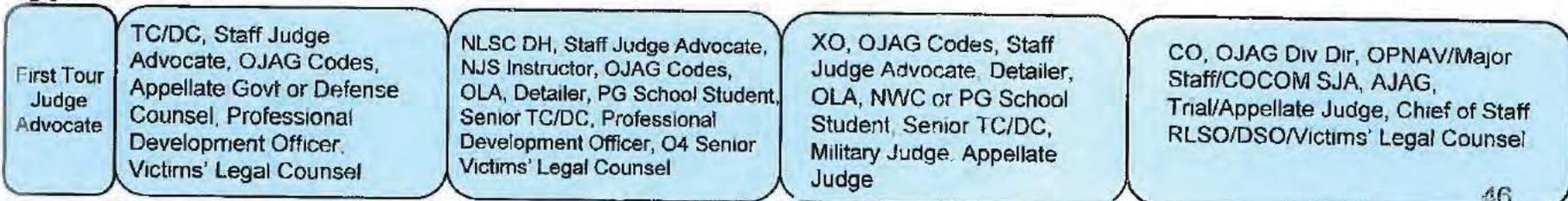
Generalist Career Path



Military Justice Litigation Career Track



Typical Billets



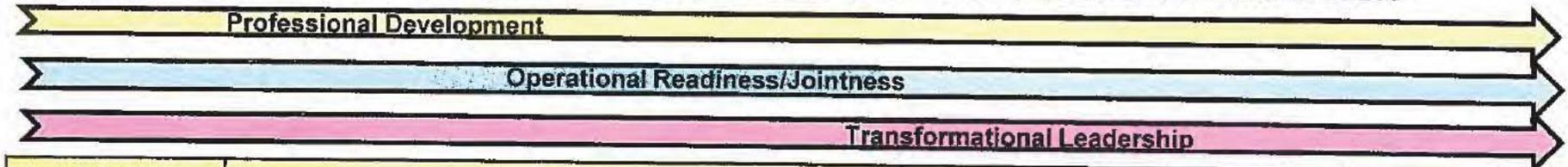
Judge Advocate General's Corps

Community Values

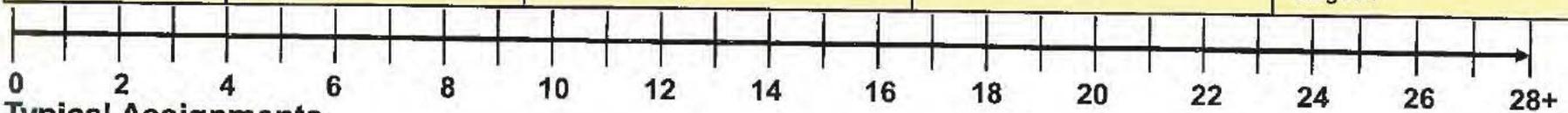
- Increasing complexity of assignments as LCDR, CDR, and CAPT
- Sustained Superior Performance Ashore and at Sea
- Joint and Operational (including Cyber) Experience
- Diverse and Advancing Career Path
 - Ashore and Afloat SJA tours
 - Advanced Education, PG School
 - OJAG Headquarters assignments
 - Victims' Legal Counsel assignments
 - NLSC PDO, DH, XO, CO tours
 - Fleet, OPNAV, Joint tours
- Military Justice Litigation experts
- Environmental Law expertise
- Increasing scope of responsibilities and demonstrated expertise in leadership, teamwork, and mentorship in diverse environments, executing diverse missions.

Nurse Corps Career Progression

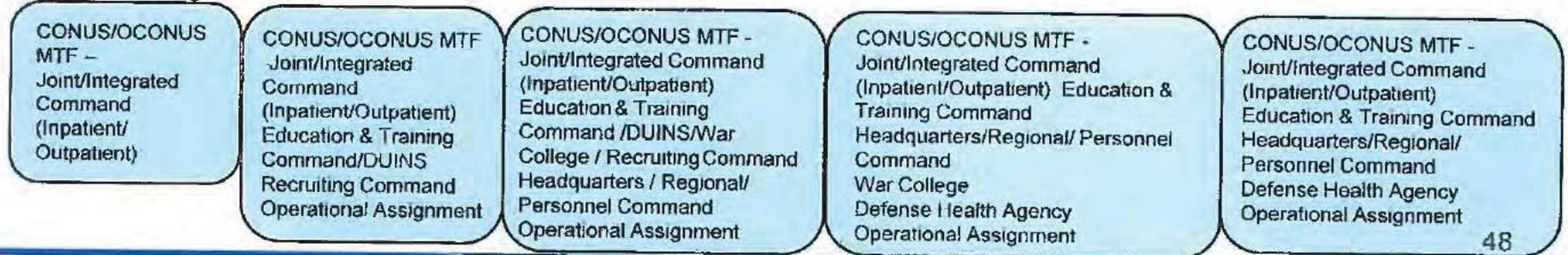
21 Specialties; Career paths may include: Clinical, Operational, Education, Research and/or Administrative



O1-02 Trusted Leader	O3-04 Motivational Leader		O5-06 Inspirational Leader	
Staff Nurse/Charge Team Leader Assistant DIVO	Advance Practice Nurse (CNS/LIP) Clinic Manager DIVO/Assistant DH/DH Instructor/Recruiter Staff Officer	Advance Practice Nurse (CNS/LIP) Clinic Manager Nurse Researcher DIVO/Assistant DH/DH Instructor/Recruiter Staff Officer Specialty Leader	Advance Practice Nurse (CNS/LIP) Nurse Researcher DH/Assistant Director/Director Officer in Charge Staff Officer Specialty Leader	Executive Medicine - Post-Command/CO/XO/ Director Staff Officer Assistant Deputy Chief Deputy Chief/Chief of Staff Fleet Surgeon/Force Surgeon



Typical Assignments

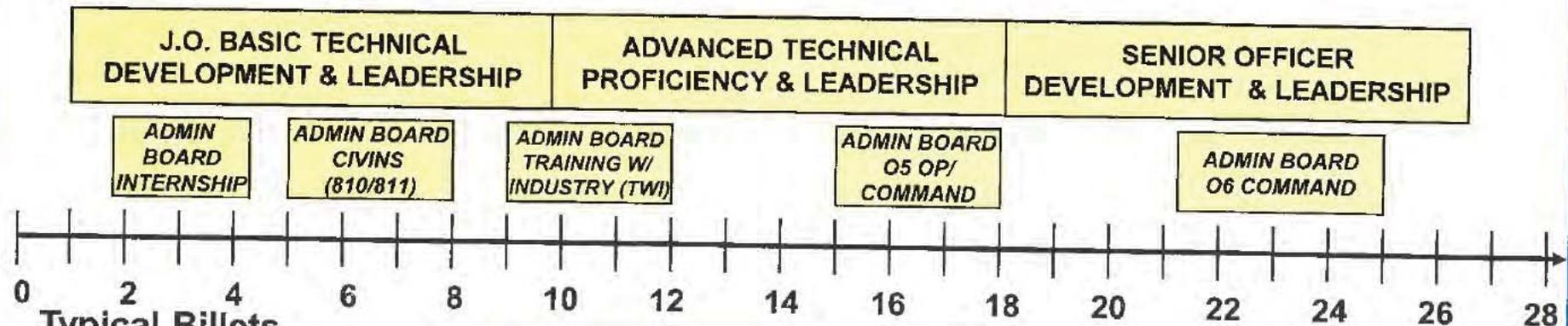


Nurse Corps Community Values

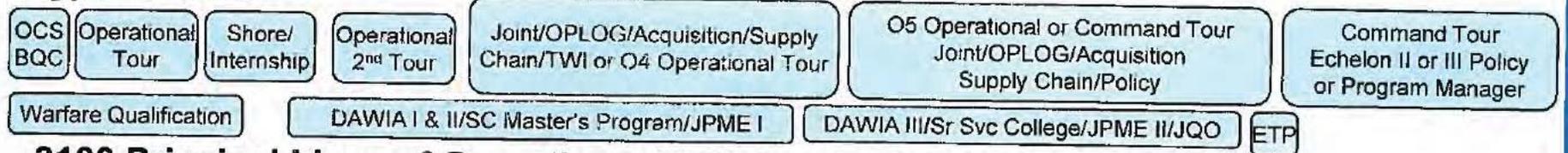
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- Valued achievements prior to LIEUTENANT COMMANDER
 - Sustained Superior Performance
 - Assignments
 - Assume positions of increased responsibility
 - Diversity in duty station location, scope and mission (CONUS, OCONUS, Small-large MTF, HQ, Branch 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 Career Progression

Career Path



Typical Billets



3100 Principal Lines of Operation with Subspecialty & AQD Alignment

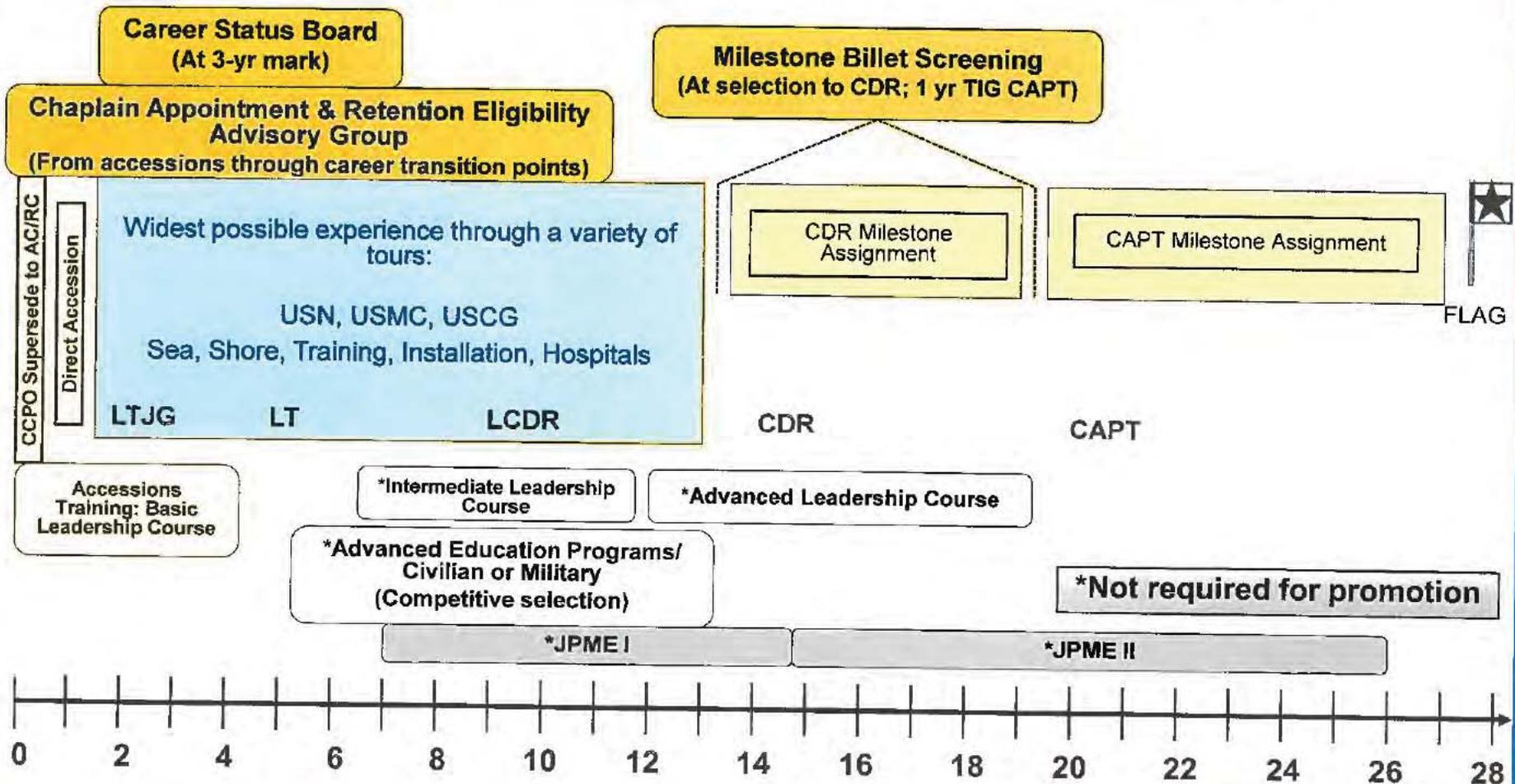
OPERATIONAL LOGISTICS		SUPPLY CHAIN MANAGEMENT		ACQUISITION MANAGEMENT		SUBSPEC SUFFIXES	
1304	Trans Logistics Mgt	1301	Supply Distribution Mgt	1306	Acq/Contract Mgt	P/G	Master's Degree
1307	Petroleum Mgt	1302	Supply Chain Mgt	3110	Financial Mgt	Q/F	Master's & experience
3211	Ops Research Analysis	1309	Logistics IT	APM	Acq Corps (ACQ FULL QUAL)	S	18-month experience
3212	Ops Research Logistics	6201	Info Systems & Tech	IA/GSA/OCO AQD		R	Multiple experience
JP1/2/3	Op Planning (OPERATIONAL P)	OPERATIONAL AQD		918	>120 days (SC JNTTADTOPS)	T	Master's incomplete
QK1	Spec War (NSW NON-SEA)	928	1 Non-Trad OP Tour (ASGN NCONV)	919	>240 days (SC 2JNTTADTOP)		
920	Trans Mgt (SC TRNMGT)	929	2 Non-Trad OP Tours (COMP2 NCONV)				

Supply Corps Community Values



- Valued achievements prior to LIEUTENANT COMMANDER
 - Warfare qualification
 - Afloat or Expeditionary DH tour (encouraged)
 - Two sea tours; or
 - Combination of sea tour & non-traditional operational tours
 - Identified by AQD 928 (ASGN NCONV) – one non-traditional expeditionary tour
 - Identified by AQD 929 (COMP2 NCONV) – two non-traditional expeditionary tours
- 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
 - 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
 - Experience in multiple lines of operation (strongly encouraged)
 - O5 Operational tour 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



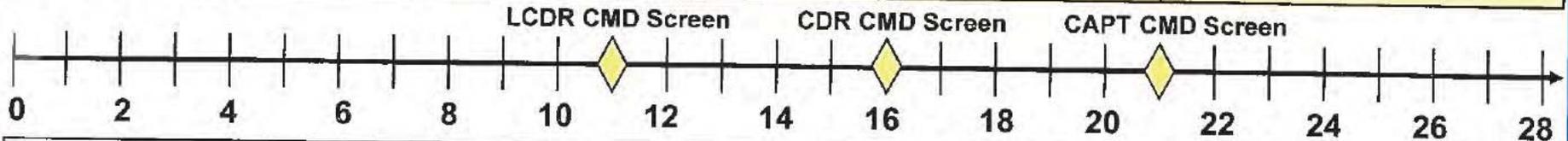
- Valued achievements prior to LIEUTENANT COMMANDER
 - One operational tour
 - Tours in diverse operational and shore environments
- Valued achievements prior to COMMANDER & CDR Milestone Screening
 - Two operational tours: (1) USN and (1) USMC
 - Challenging shore tour
 - Installation, MPTE, hospital, 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
 - **CDR Milestones:** COCOM/CJCS; OPNAV (N0971A); COMFLTFORCOM; COMPACFLT; COMFIFTHFLT; CNIC HQ; BUPERS CHC Officer Community Manager; MARFORCOM; MARFORPAC; MEF (I/II/III); COMNAVSURFLANT Ministry Center Norfolk; Naval Chaplaincy School and Center, XO; USCG District SEVEN; NSA Naples; CFA Yokosuka; CVNs

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
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TYPICAL BILLETS FACILITIES MANAGEMENT & ACQUISITION

Project Eng, Const Mgr. APWO	Production, FEAD, APWO, PWO	AOPS, ARE, FEAD, PWO	FEC OPS, XO, CO
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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
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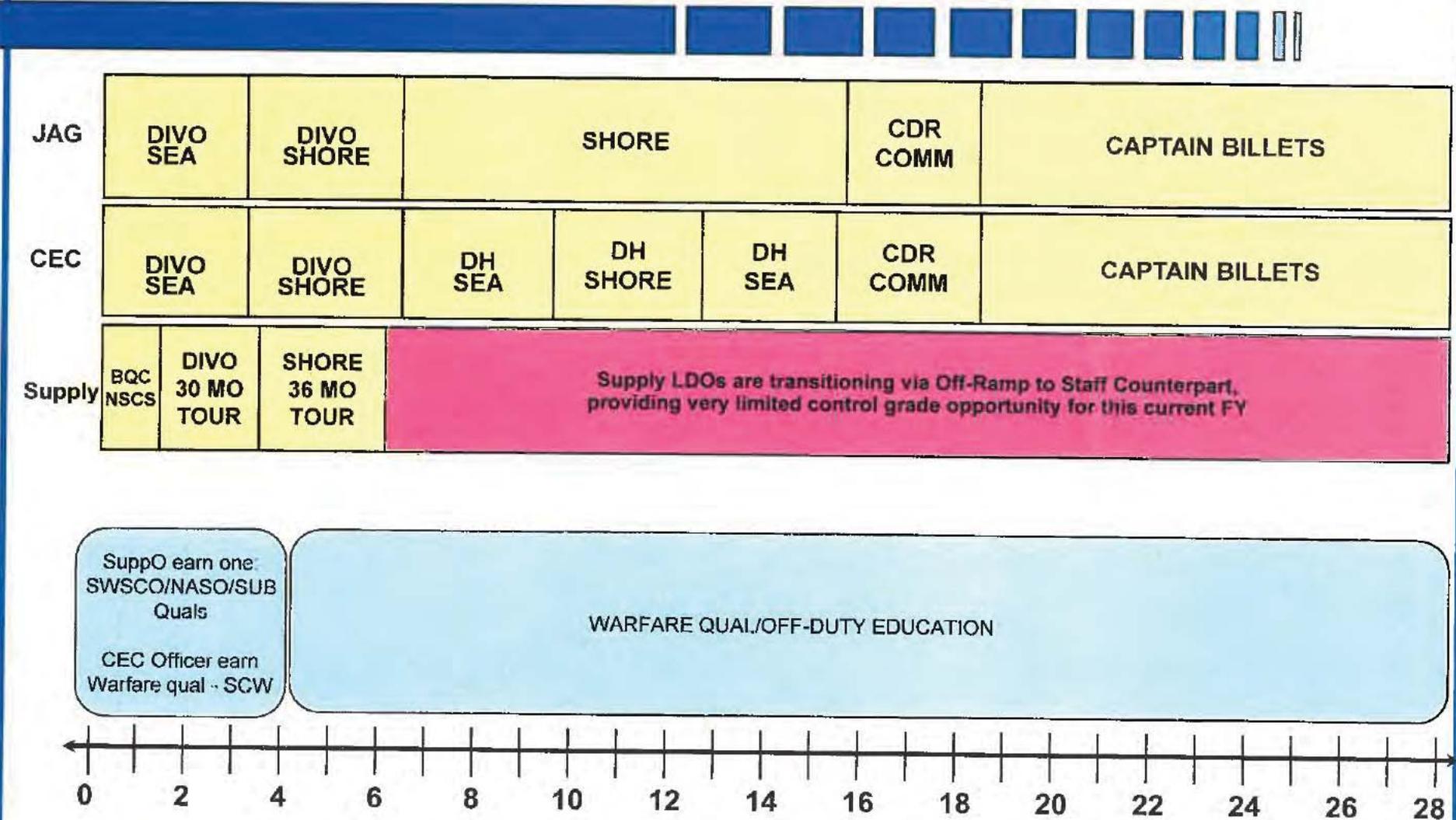
Each individual's CEC career path is tailored on past experience, timing, education, and qualifications

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 (OFP), 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