



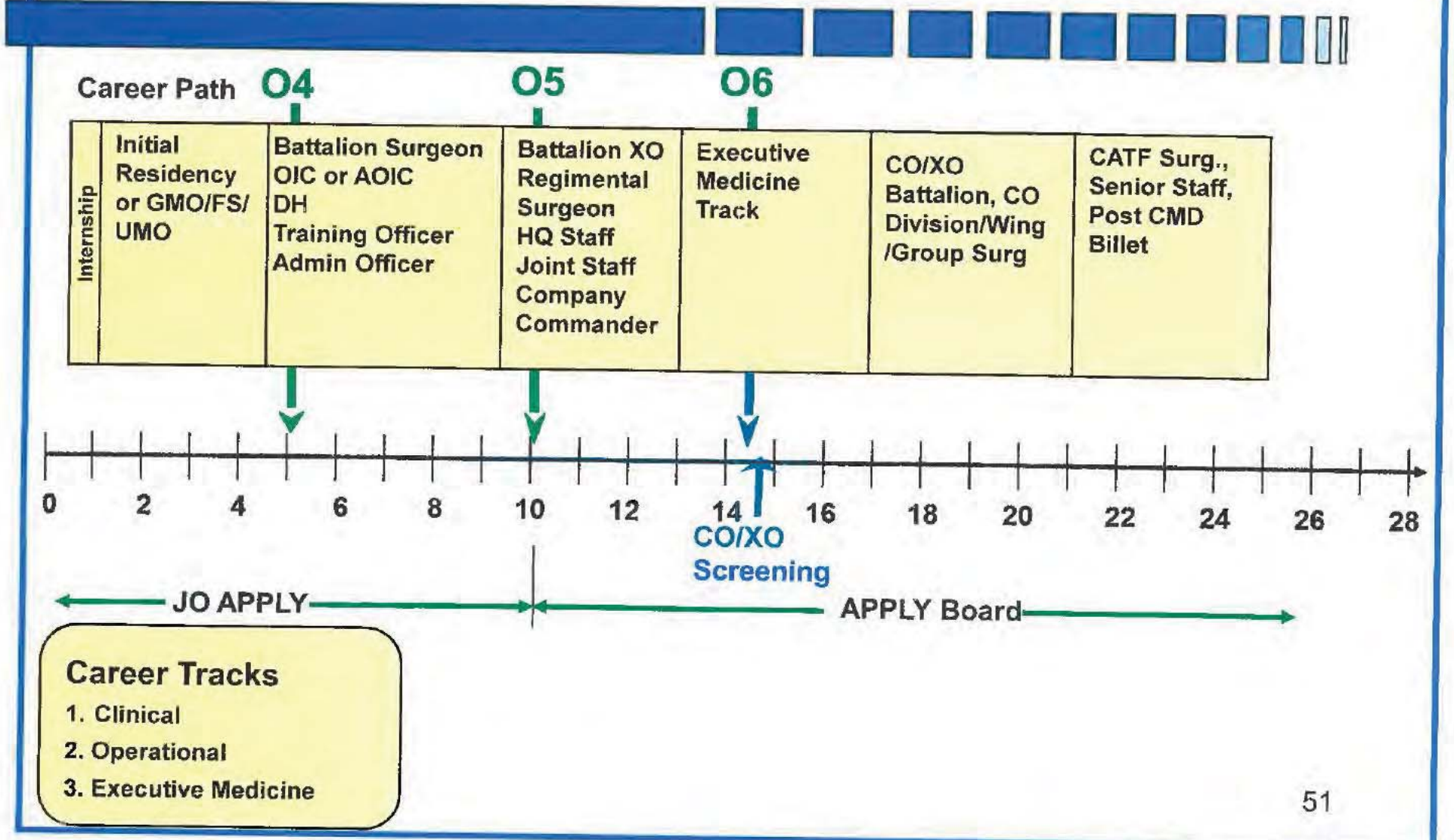
# FY-17 Navy Reserve Staff Corps Community Brief Disclaimer

**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.**

**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-17 STATUTORY SELECTION BOARDS.**

# Medical Corps Career Progression



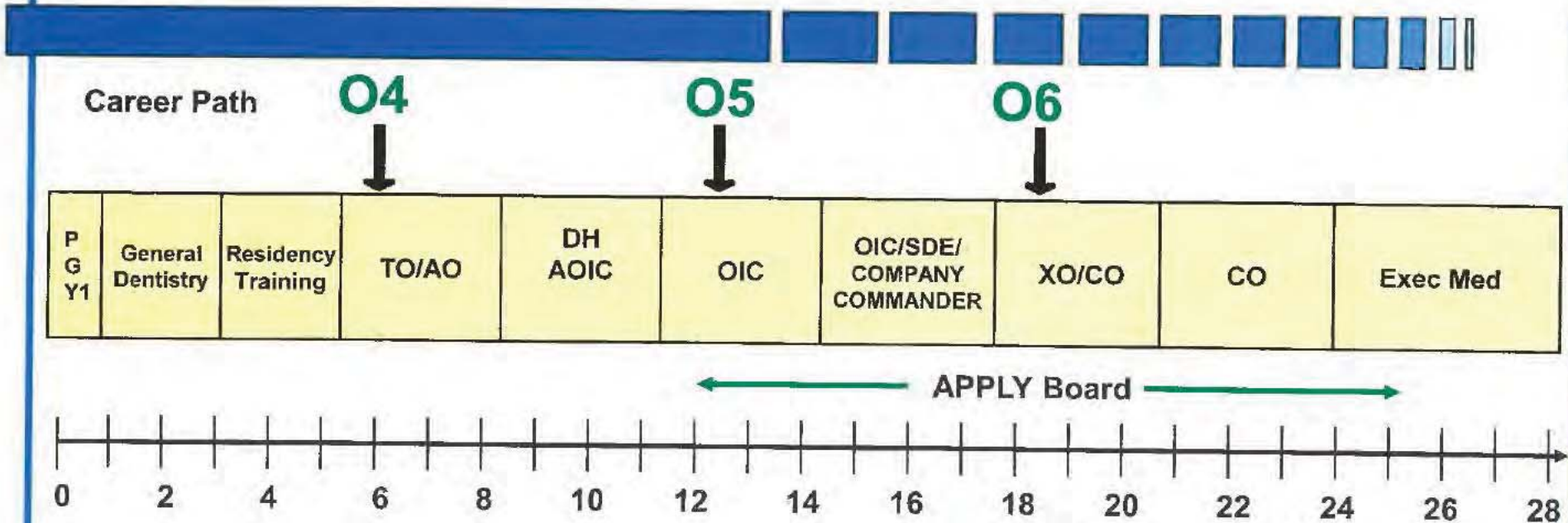


# Medical Corps

## Community Values

- Clinical performance
  - Officers successfully demonstrate excellence in their clinical specialty
- Specialty career path
  - 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 and clinical assignments

# Dental Corps Career Progression



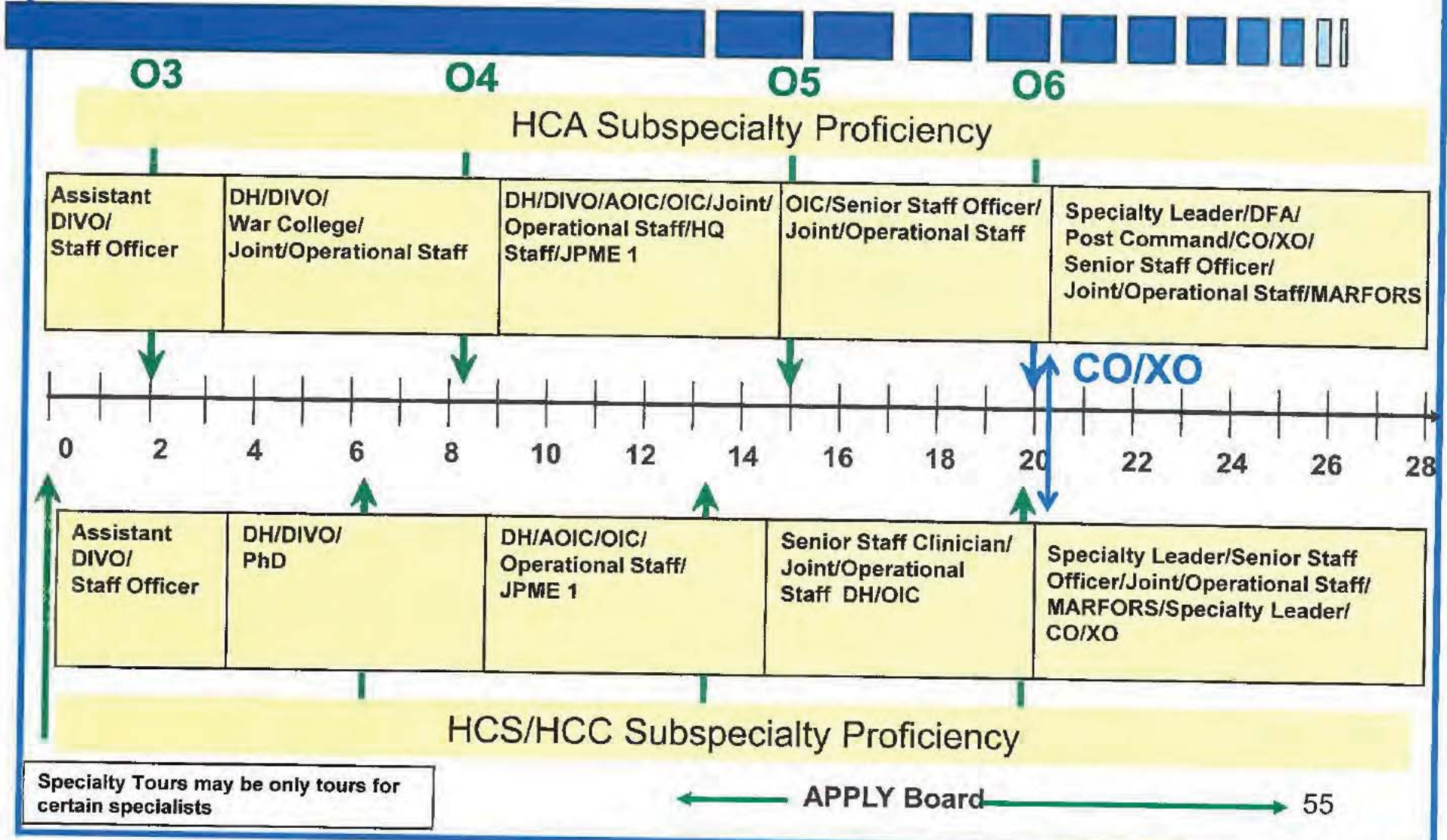
# Dental Corps

## Community Values

- 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

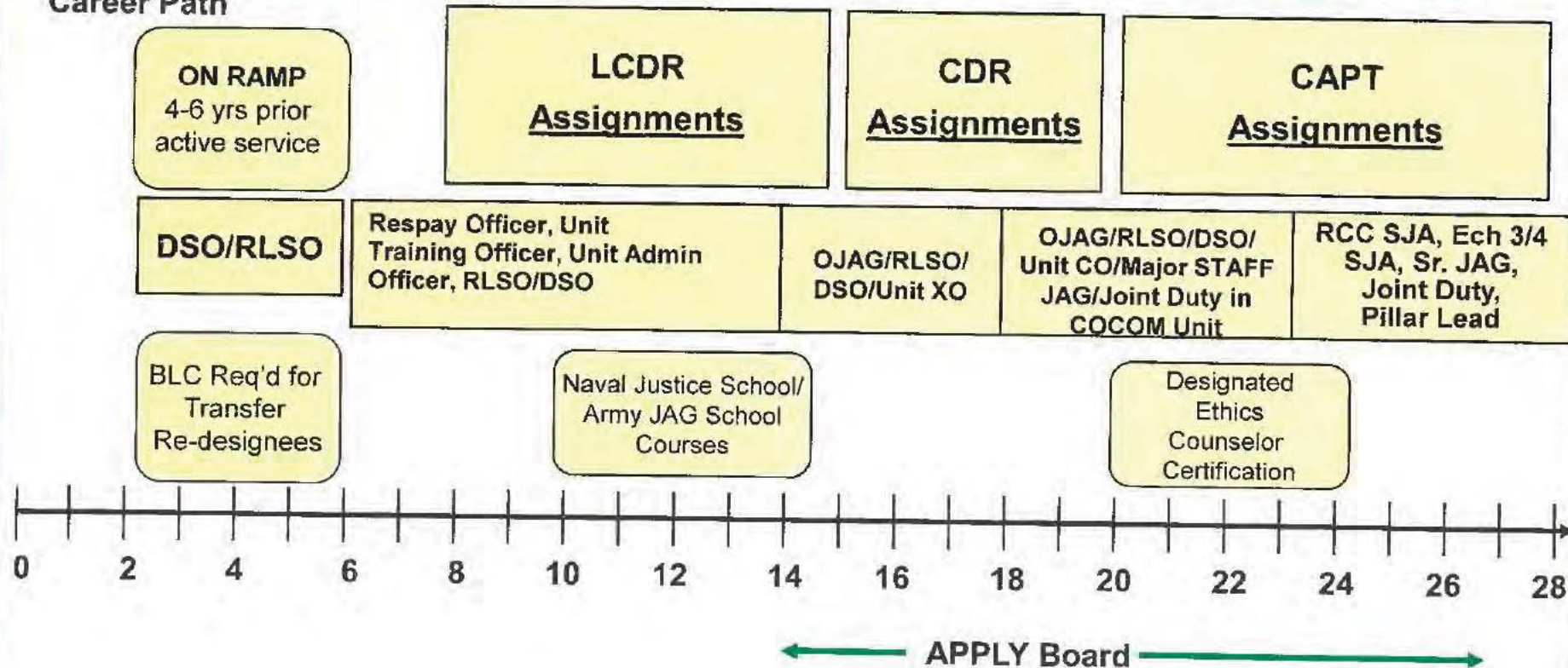
## Community Values

- 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



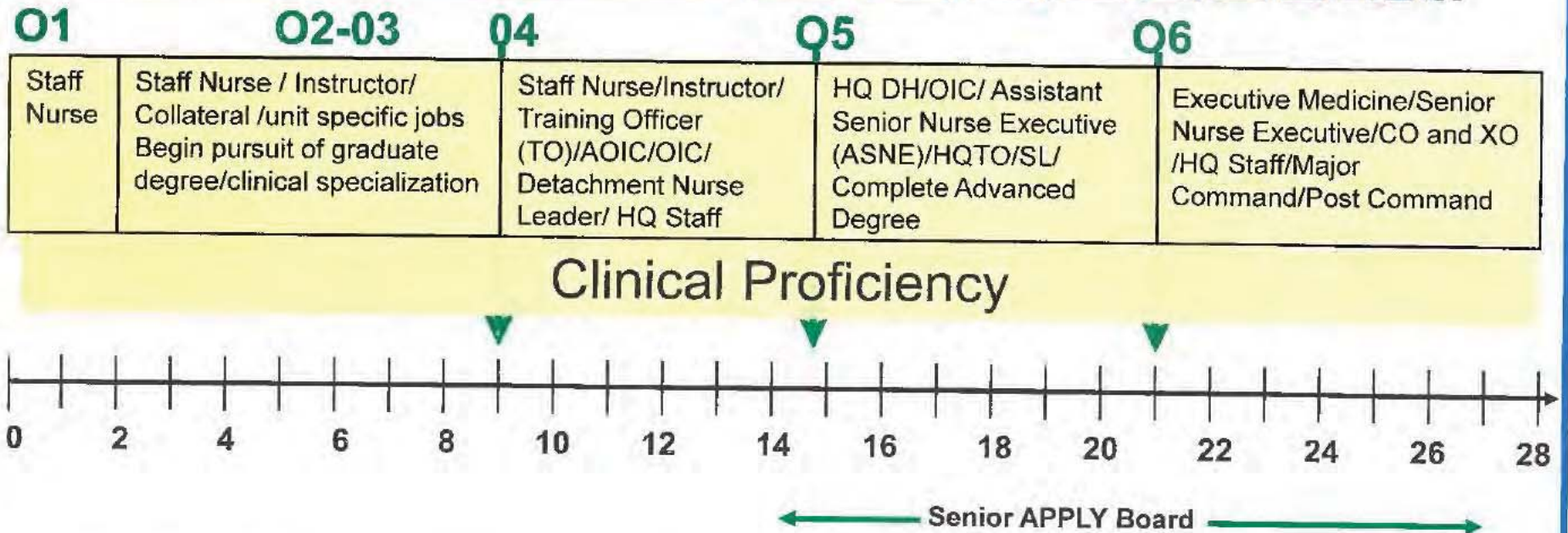


# Judge Advocate General's Corps

## Community Values

- Applies to LCDR-CDR-CAPT tours
- Increasing complexity of assignments
- Sustained superior performance
- Diverse and advancing career path
  - Mix of assignments – RLSO, DSO, OJAG, independent duty
  - Naval Justice School and other military schoolhouse courses
  - Military judge, both appellate and trial, Pillar Lead
  - DH, XO, CO, senior attorney tours
  - Fleet, operational, OPNAV, Joint duty tours, Collateral duty support to Program 36 (i.e. serving on a working group or supporting CNRFC legal)
  - Proficiency in legal assistance
- Specialized duty and support as appropriate to meet the needs of the Navy

# Nurse Corps Career Progression



### 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**



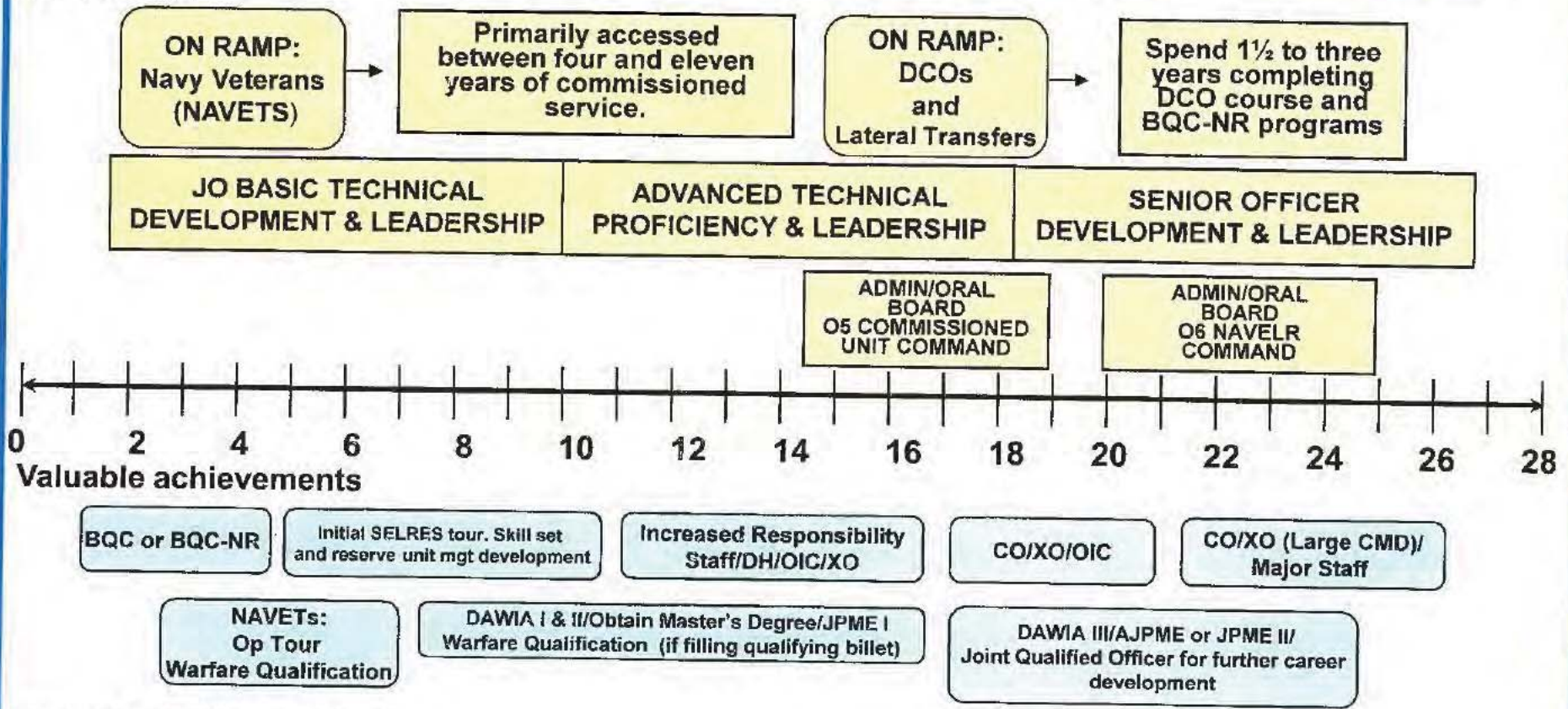
# Nurse Corps Community Values

- 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



## Career Path/Major Billet Areas

- SUPPLY CHAIN MANAGEMENT
- ACQUISITION/CONTRACTING
- OPERATIONAL LOGISTICS



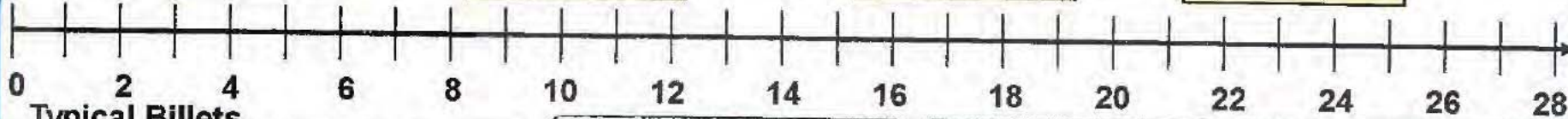
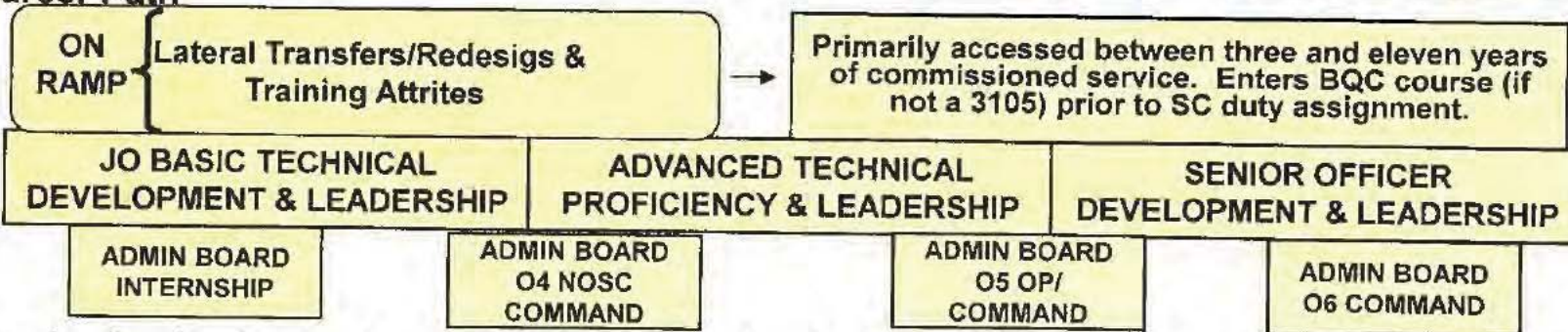
# Supply Corps Community Values

- 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



## Typical Billets



## 3107 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	Master's & experience
3211	Ops Research Analysis	<b>OPERATIONAL AQD</b>		<b>IA/GSA AQD</b>		S	18-month experience
3212	Ops Research Logistics					R	Multiple experience
JP1/2/3	Op Planning (OPERATIONAL P)	928	1 Non-Trad OP Tour (ASGN NCONV)	918	>120 days (SC JNTTADTOPS)	T	Master's Incomplete
QK1	Spec War (NSW NON-SEA)	929	2 Non-Trad OP Tours (COMP2 NCONV)	919	>240 days (SC 2JNTTADTOP)		
920	Trans Mgt (SC TRNMGT)						



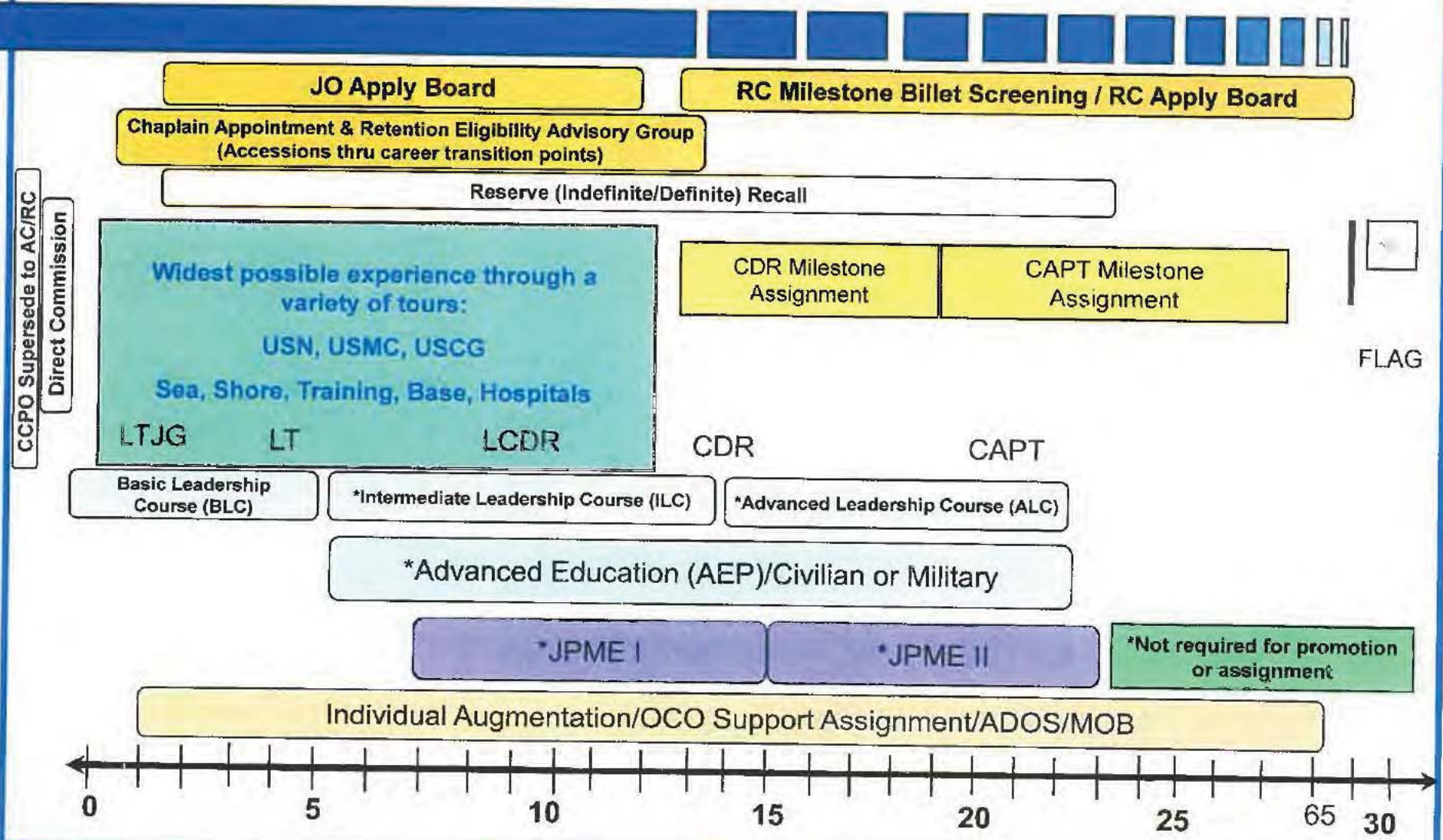
# Supply Corps (FTS)

## 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



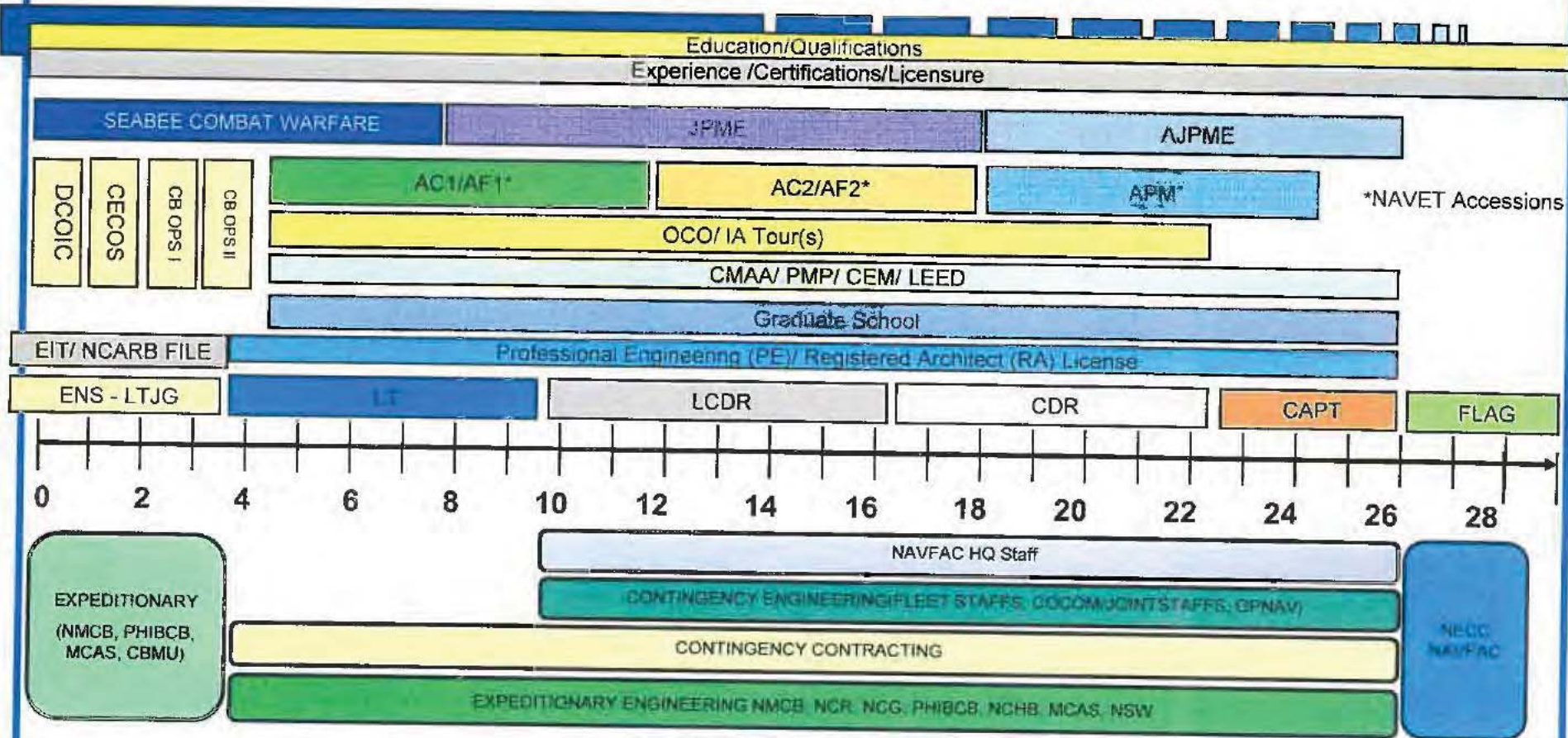


# Chaplain Corps

## 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



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 SJ/JOIST
- CDR: NCR R3, NMCB CD
- CAPT: NCR SQRE, DTC billets on NAVFAC/Joint/Fleet STAFFS

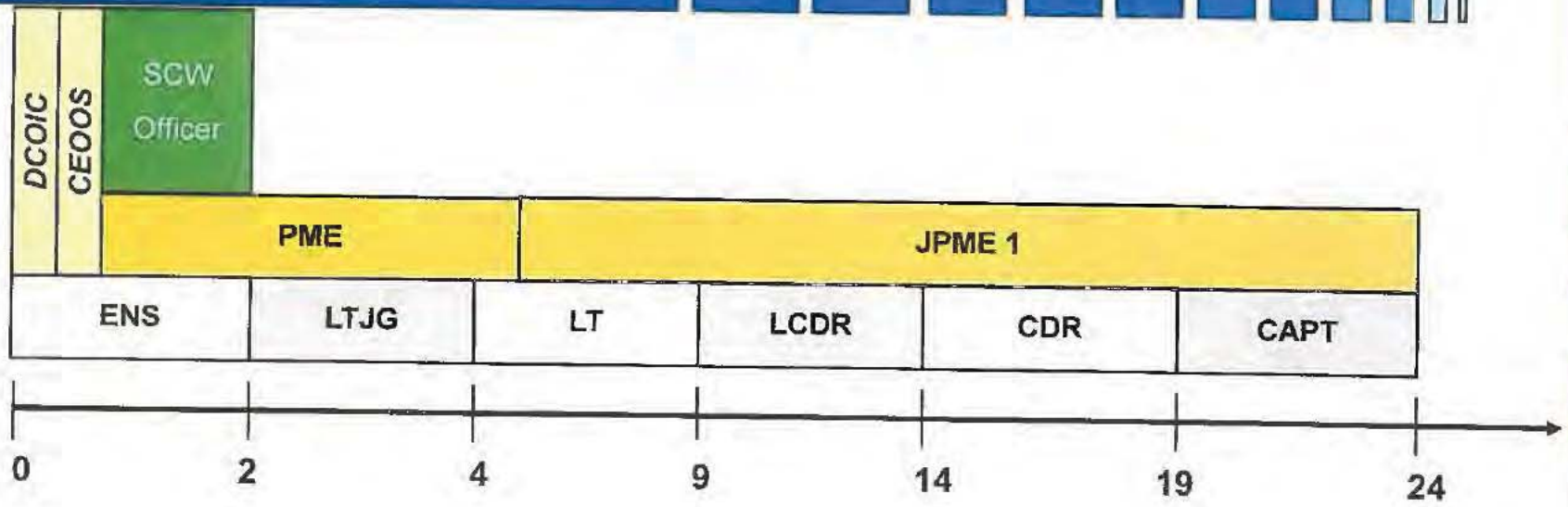


# Civil Engineer Corps

## Community Values

- Sustained Superior Performance
  - Continued increase in job responsibility as well as job diversity
  - Primary RC CEC jobs
    - Expeditionary Engineering (NCF/Seabees, other NECC commands)
    - Contingency Contracting/Facilities Engineering (NAVFAC)
    - Contingency Engineering (Fleet and Joint staffs)
  - Mobilizations in support of Overseas Contingency Operations
- Command
  - NCF Command (NMCB, NCR)
  - NAVFAC Unit OIC
  - Fleet/Joint Engineer Unit OIC
- Career Progression - Professional Qualifications
  - Seabee Combat Warfare or other warfare qualification
  - Professional Licensure (Professional Engineer (PE) or Registered Architect (RA))
  - Acquisition attainment (Contracting Levels 1 through 3)
  - Master's-level professional degree
  - Joint Professional Military Education (JPME)/ Joint Qualified Officer (JQO)
  - Facilities Engineering

# Limited Duty Officer (Staff) Career Progression



<i>Expeditionary</i>	ACB NMCB	ACB NMCB	NCR OPS NMCB CC CBMU OIC	NCR R43 NMCB AD6/S7	NCR R7		<i>Expeditionary</i>
<i>Facilities &amp; Expeditionary Support</i>				NEF/CTF	NEF/CTF		<i>Facilities &amp; Expeditionary Support</i>
<i>Staff &amp; Training</i>			NCG OPOS	NCG OIC	NECC STAFF	Staff Combatant Command/Unified Commands	<i>Staff &amp; Training</i>





# 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