FY-15 Active-Duty Staff Corps Community Brief Disclaimer

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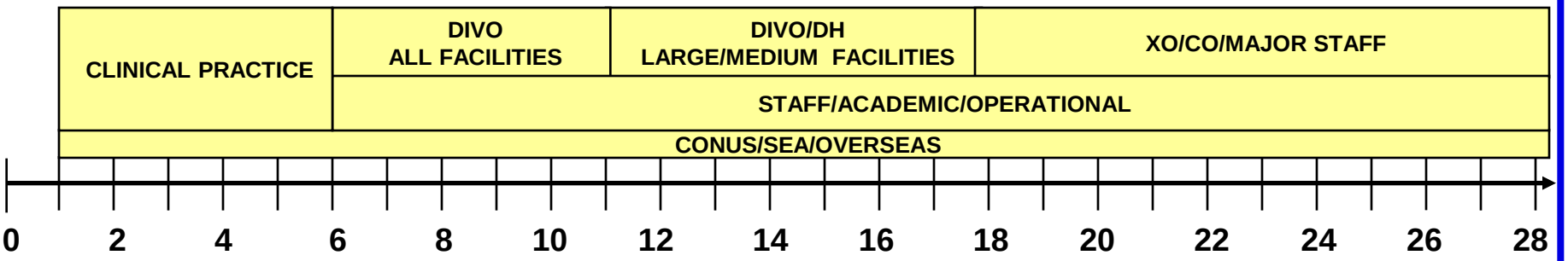
Medical Corps

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

INTERN

RESIDENT
GMO
FS
UMO

RESIDENT
FELLOW
STAFF PHYSICIAN

RESIDENT
FELLOW
STAFF PHYSICIAN
CATF SURGEON
RAM
PROGRAM DIRECTOR

EXECUTIVE MEDICINE
SENIOR CLINICIAN
USUHS PROFESSOR
SENIOR OPERATIONAL

GMO – General Medical Officer
FS – Flight Surgeon
UMO – Undersea Medical Officer

RAM – Residency in Aerospace Medicine
CATF – Commander Amphibious Task Force

USUHS – Uniformed Services University of Health Services

Medical Corps

Community Values

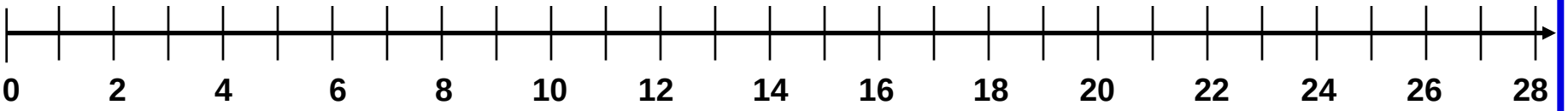
- Clinical excellence
  - Officers successfully demonstrated excellence in their clinical specialty
- Specialty career path
  - Officers serving in senior clinical leadership positions provide unique subject area expertise
  - Serve as educators for postgraduate training programs
- Leadership
  - All 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 geographic assignments

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

PGY1	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

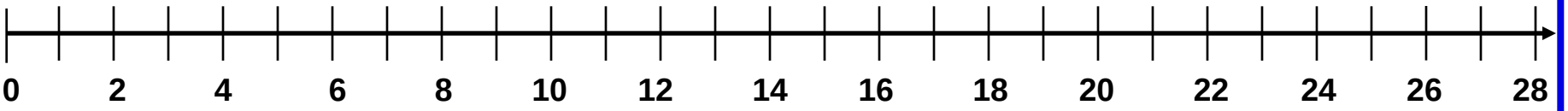
- Clinical performance
  - Officers successfully demonstrated excellence in their clinical specialty
- Specialty career path
  - Officers serving in senior clinical leadership positions provide seasoned subject area expertise
  - Serve as educators for postgraduate training programs
- Leadership
  - 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 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 (Masters) 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/Lead Agent Project Manager	DFA/OIC/Director Program Manager Senior Staff Joint/Operational Staff Major Command Staff	Executive Medicine (CO/XO/Director) Joint/Operational Staff Major Command Staff



Typical Billets

Large CONUS MTF (mentoring) Fleet/USMC Staff Officer Research Command	Mid-Size MTF/Clinic OCONUS MTF Fleet/USMC Staff Officer Fellowship Research Command	Mid-Size MTF/Clinic OIC OCONUS MTF Operational Staff Headquarters Staff Research Command Asst Specialty Leader	Large MTF/Clinic OIC OCONUS MTF COCOM/TYCOM Staff HQ (OPNAV/BUMED/PERS/OSD) Specialty Leader Research Program Leader Detailer, Community Manager	CO/XO/Director TMA/DHA Chief of Staff COCOM/TYCOM Staff Headquarters Staff

Medical Service Corps

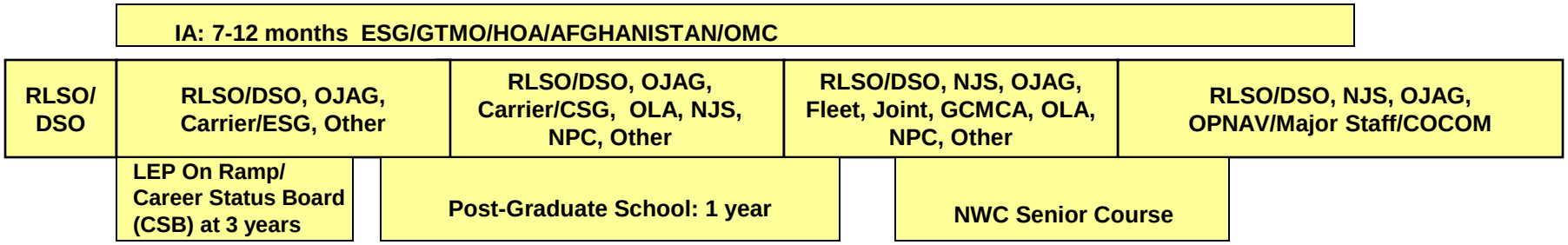
Community Values

- 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

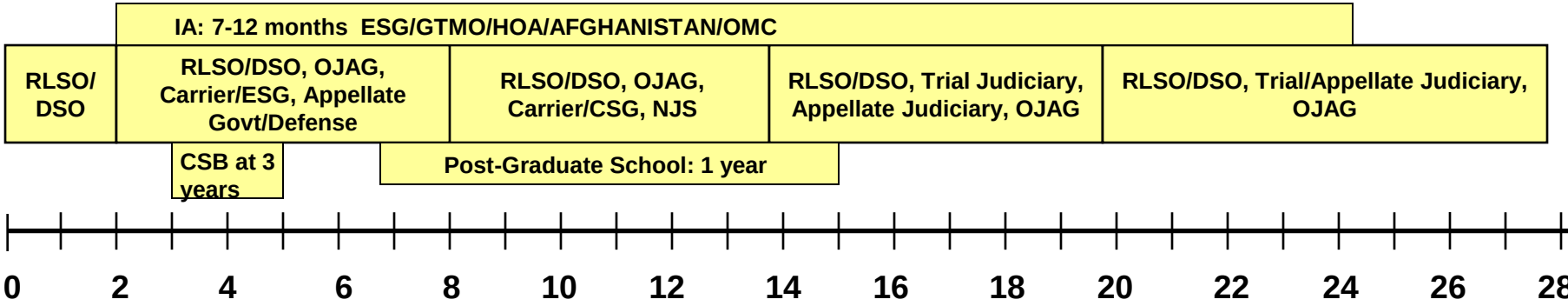
Judge Advocate General's Corps

Career Progression

Generalist Career Path



Military Justice Litigation Career Track



Typical Billets

General Attorney	TC/DC, Staff Judge Advocate, OJAG Codes, Appellate Govt or Defense Counsel, Professional Development Officer	NLSC DH, Staff Judge Advocate, NJS Instructor, OJAG Codes, OLA, Detailer, PG School Student, Senior TC/DC, Professional Development Officer	XO, OJAG Codes, Staff Judge Advocate, Detailer, OLA, NWC or PG School Student, Military Judge, Appellate Judge	CO, OJAG Div Dir, OPNAV/Major Staff/COCOM SJA, AJAG, Trial/Appellate Judge

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 Experience
- Diverse and Advancing Career Path
  - Ashore and Afloat SJA tours
  - Advanced Education, PG School
  - OJAG Headquarters assignments
  - NLSC PDO, DH, XO, CO tours
  - Fleet, OPNAV, Joint duty tours
- Military Justice Litigation experts

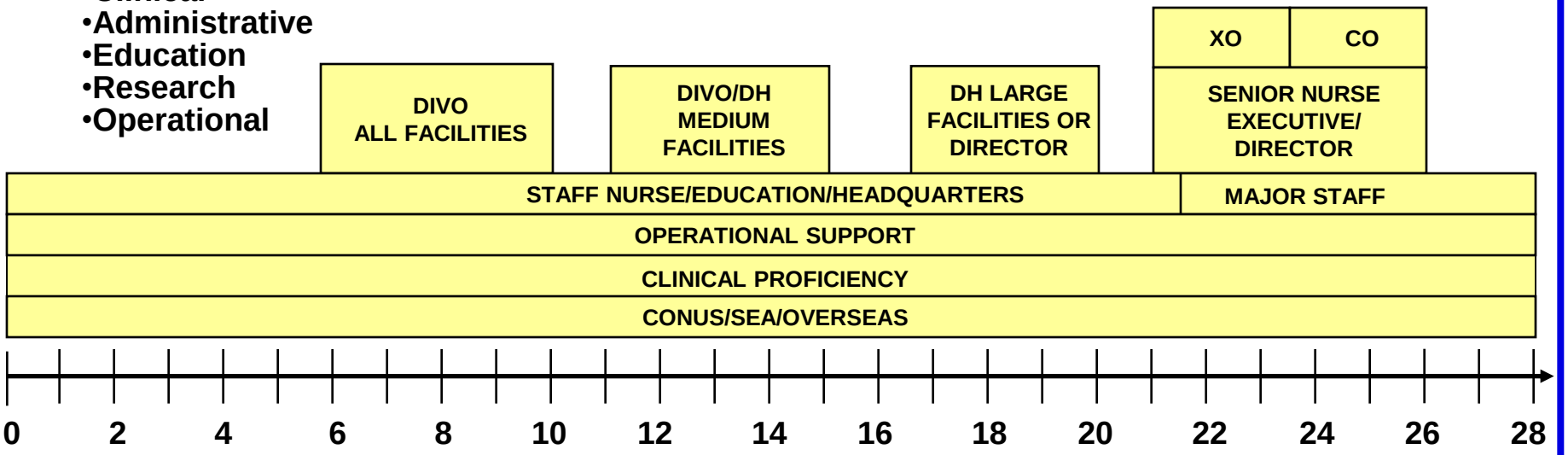
Nurse Corps

Career Progression

Career Path: Officers can intertwine between five career paths throughout career

Nurse Corps Career Paths:

- Clinical
- Administrative
- Education
- Research
- Operational



Typical Billets

Staff Nurse	Staff Nurse/ DIVO/Instructor/ Duty Under Instruction/ Advanced Practice/ Operational Deployment	Staff Nurse/DIVO/DH/ Instructor/Duty Under Instruction/Advanced Practice/ Research/HQ Staff/ Operational Deployment	DH/Advanced Practice/HQ Staff/OIC/Research/Clinical Expert/Operational Leadership/Director	Executive Medicine/SNE/ Director/Advanced Practice/HQ Staff/ Research Clinical Expert/ Operational Leadership

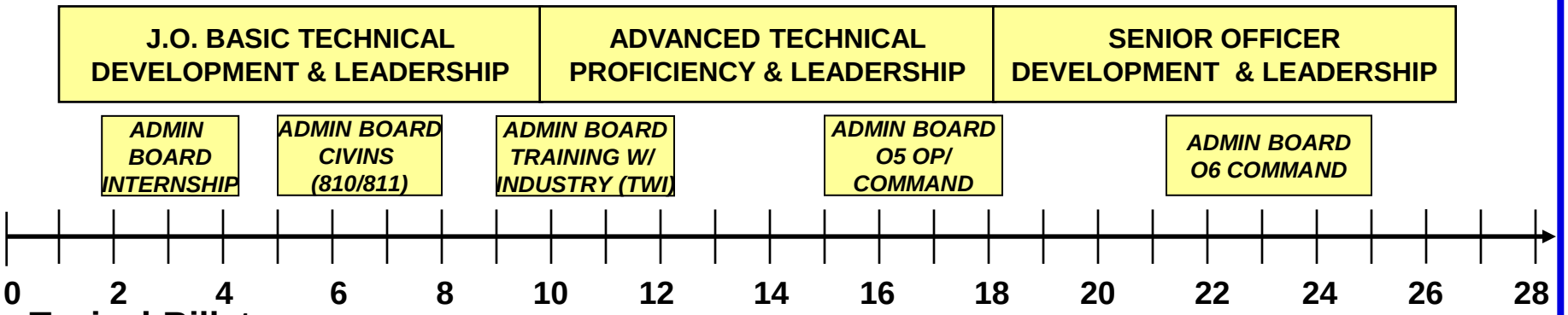
Nurse Corps

Community Values

- Valued achievements prior to LIEUTENANT COMMANDER
  - Sustained superior performance
  - Assignment diversity
    - Location (varied CONUS, OCONUS)
    - Assume positions of increased responsibility
    - Clinical Expert – attained certification in specialty
- Valued achievements prior to COMMANDER
  - Sustained superior performance
  - Assignment diversity
    - Location (varied CONUS, OCONUS)
    - Assume positions of increased responsibility/active leader in clinical community of practice and the command
  - Advanced degree attained or enrolled and actively pursuing
- Valued achievements prior to CAPTAIN
  - Sustained superior performance in all assigned roles
  - Assignment diversity
    - Location (varied CONUS, OCONUS)
    - Assume positions of increased responsibility
  - Achieved advanced degree

Supply Corps
Career Progression

Career Path



Typical Billets

- OCS BQC
- Operational Tour
- Shore/ Internship
- Operational 2nd Tour
- Joint /OPLOG/Acquisition/Supply Chain/TWI or O4 Operational Tour
- O5 Operational or Command Tour Joint/OPLOG/Acquisition Supply Chain/Policy
- Command Tour Echelon II or III Policy or Program Manager
- Warfare Qualification
- DAWIA I & II/SC Masters Program/JPME I
- DAWIA III/Sr Svc College/JPME II/JQO
- ETP

3100 Principal Lines of Operation with Subspecialty & AQD Alignment

OPERATIONAL LOGISTICS

1304	Trans Logistics Mgt
1307	Petroleum Mgt
3211	Ops Research Analysis
3212	Ops Research Logistics
JP1/2/3	Op Planning (OPERATIONAL P)
QK1	Spec War (NSW NON-SEA)
920	Trans Mgt (SC TRNMGT)

SUPPLY CHAIN MANAGEMENT

1301	Supply Distribution Mgt
1302	Supply Chain Mgt
1309	Logistics IT
6201	Info Systems & Tech

OPERATIONAL AQD

928	1 Non-Trad OP Tour (ASGN NCONV)
929	2 Non-Trad OP Tours (COMP2 NCONV)

ACQUISITION MANAGEMENT

1306	Acq/Contract Mgt
3110	Financial Mgt
APM	Acq Corps (ACQ FULL QUAL)

IA/GSA AQD

918	>120 days (SC JNTTADTOPS)
919	>240 days (SC 2JNTTADTOP)

SUBSPEC SUFFIXES

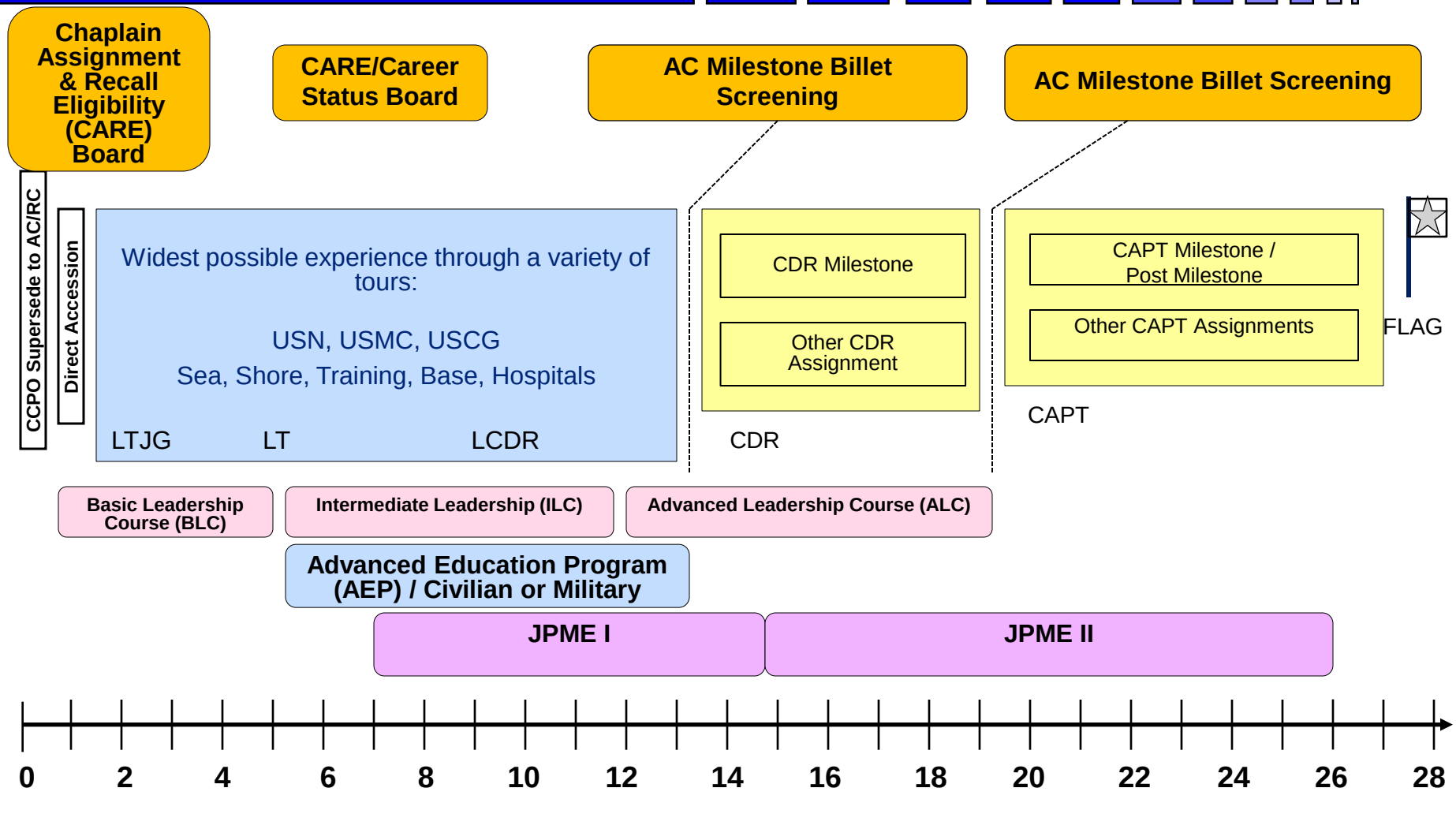
P/G	Masters Degree
Q	Masters & experience
S	18 month experience
R	Multiple experience
T	Masters Incomplete

Supply Corps
Community Values

- Valued achievements prior to LIEUTENANT COMMANDER
  - Warfare qualification
  - Afloat 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. Weapon Systems Support, TYCOM, SYSCOM, Fleet Logistics Center, HQ/OPNAV, and their Joint or DLA equivalent
- 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 tour (strongly encouraged)
  - Joint Qualified Officer (JQO) or Acquisition Corps membership (strongly encouraged)

Chaplain Corps

Career Progression



Chaplain Corps

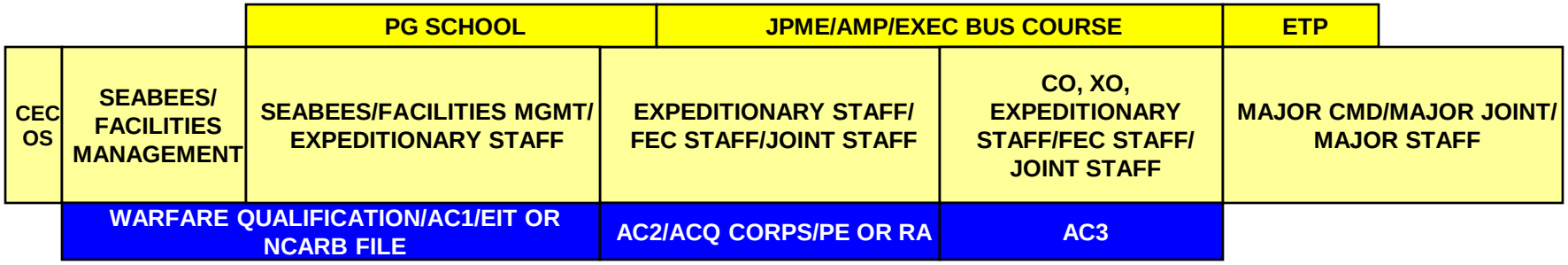
Community Values

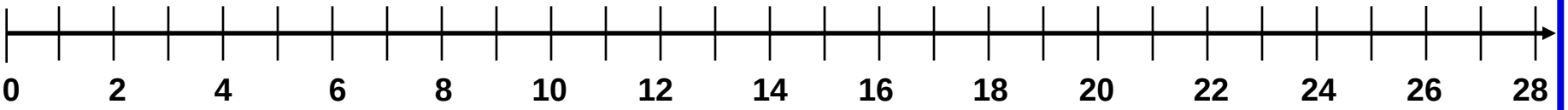
- Valued achievements prior to LIEUTENANT COMMANDER
  - One operational tour
  - DIVO leadership course
- Valued achievements prior to COMMANDER
  - Two operational tours: (1) USN and (1) USMC
  - Challenging shore tour
    - Installation, MPTE, hospital, OPNAV/HQMC
    - Overseas tour
- Valued achievements prior to CAPTAIN (one or more of the following)
  - Joint Task Force or leadership in Joint ministry arena
  - O5 USN/USMC supervisory operational or fleet tour
    - CVN; LHA/D; # Fleet; Regiment; Deputy MSC/MEF/MARFOR
  - Echelon One staff
    - OPNAV; HQMC; USCG HQ/District
  - Surface Force Ministry Centers/Regional Support Organization supervision
  - MPTE management billet
  - Advanced professional certification/education such as Master's program or JPME

Civil Engineer Corps

Career Progression

Career Path





Typical Billets

FACILITIES Mgmt NCF Platoon CDR	APWO FEAD NCF Company CDR Exped. Staff	PWO/APWO CO CBMU/UCT NMCB XO/S3 FEC AOPS FEAD/DROICC Joint Staff	PWO CO NMCB/NCTC ACB XO FEC OPS/AOPS ROICC AREG ENGR NCF Staff Joint Staff	FEC CO/XO CO NCG/NFEXWC CO ACB FEC OPS PWO REG ENGR NCF Staff Major Joint

Education

Qualifications/Certifications/Licensure

Civil Engineer Corps

Community Values

- **Sustained Superior Performance**
  - Continued increase in job responsibility as well as geographic and job diversity
  - Primary CEC jobs
    - Seabees
    - Navy/Joint staff
    - Facilities management
- **Command**
  - Command of Seabees, Facilities Engineering Command (FEC), or shore command are pinnacle job opportunities
- **Career Progression - Professional Qualifications**
  - Professional licensure (Professional Engineer or Registered Architect)
  - Seabee Combat Warfare or other warfare qualification
  - Acquisition attainment - Level 1 to 3
  - Acquisition Corps
  - Continuing education

Limited Duty Officer (Staff)

Career Progression

JAG	DIVO SEA	DIVO SHORE	SHORE			CDR COMM	CAPTAIN BILLETS	
CEC	DIVO SEA	DIVO SHORE	DH SEA	DH SHORE	DH SEA	CDR COMM	CAPTAIN BILLETS	MAJOR CMD
Supply	BQC NSCS	DIVO 30 MO TOUR	SHORE 36 MO TOUR	2nd SEA 30 MO TOUR	2nd SHORE 36 MO TOUR	3rd SEA 24 MO TOUR	SHORE	

SuppO earn one: SWSCO/NASO/SUB Quals

CEC Officer earn Warfare qual - SCW

WARFARE QUAL/OFF-DUTY EDUCATION

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

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