Medical Corps Career Progression

**Intent:** The Navy Medical Corps Officer career path will deliberately develop the clinical, operational, and leadership skillsets required to lead Navy Medicine in positions of progressively increasing scope and responsibility.

**Expectations:** Officers who are competitive for promotion will have accrued both the operational and clinical experience necessary to serve in billets that are commensurate with the next rank.

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### Recommended Medical and Professional Development Path

<table>
<thead>
<tr>
<th>Intern</th>
<th>- Selection for residency</th>
<th>- Board certification</th>
<th>- Executive OMO</th>
<th>- Advanced Leadership/Business Degree</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>- Junior or Senior OMO</td>
<td>- JPME I/II</td>
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</tbody>
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### Recommended High Reliability Organization (HRO) and Culture of Safety Developmental Training Opportunities

<table>
<thead>
<tr>
<th>Pre-commissioning Officer Development School (ODS)</th>
<th>Residency and Operational School-house Training</th>
<th>Basic Readiness Officer Course (BROC)</th>
<th>Advanced Readiness Officer Course (AROC)</th>
<th>Quality and Safety Leadership Academy (QSLA)</th>
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<td>HRO emphasized throughout Medical Corps Training Pipeline</td>
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### Example Assignments

#### Operational Medical Officer (OMO) Tours
- **Junior OMO Tour**
  - Surface Physician
  - Marine Battalion Surgeon
  - Flight Surgeon (FS)
  - Undersea Medical Officer (UMO)
- **Senior OMO Tour**
  - Ship or Group SMO
  - Regimental Sgn or Group FS
  - Senior FS/UMO
  - GHE Staff Officer
  - FST/MedBN Specialty Staff
- **Executive OMO Tour**
  - LHA/LHD/CVN SMO
  - Group UMO
  - GHE/HQ/PERS Staff
  - CATF Surgeon
  - Alternative Senior Billet

#### Flag Track
- COCOM Surgeon
- PACFLT Surgeon
- FLTFOR Surgeon
- MEF Surgeon
- MARFOR Surgeon
- Deputy TMO
- Senior HQ Director
- MEDCEN Director

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**Operational Medical Officer (OMO) tours** are central to career progression within Navy Medicine. **Junior and Senior OMO Billets** are equivocal for career progression. They are foundational tours that develop the operational competency necessary to serve as an Executive OMO. Typical reporting senior is below the Flag Level.

**Executive OMO Billets** are positions with strategic responsibility including the operations of subordinate OMO units and typically report to a Flag Officer.

**Senior Executive** Medical Officers are selected by the Corps Chief’s Office.

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**Abbreviation Legend**
- FST – Fleet Surgical Team
- GHE – Global Health Engagement
- JPME – Joint Professional Military Education
- SMO – Senior Medical Offier
- MedBN – Medical Battalion
- MEC – Medical Executive Committee
- TMO – The Medical Officer, Marine Corps