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**

**Pre-commissioning Officer Development School (ODS)**

- Selection for residency
- Board certification
- Executive OMO
- JPME I

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**Residency and Operational School house Training**

- Junior or Senior OMO
- JPME II

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**Basic Readiness Officer Course (BROC)**

- Junior or Senior OMO
- JPME II

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**Advanced Readiness Officer Course (AROC)**

- Executive OMO
- JPME II

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**Quality and Safety Leadership Academy (QSLA)**

- Executive OMO
- JPME II

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**Recommended High Reliability Organization (HRO) and Culture of Safety Developmental Training Opportunities**

- 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 Officer
- MedBN – Medical Battalion
- MEC – Medical Executive Committee
- TMO – The Medical Officer, Marine Corps