**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.

### 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>- JPME I/II</th>
<th>- Advanced Leadership/Business Degree</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>- Junior or Senior OMO</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

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

**HRO emphasized throughout Medical Corps Training Pipeline**

### Example Assignments

#### 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

#### Senior Executive Tour
- TYCOM/Fleet Surgeon Division/Group/Wing Sgn
- Senior HQ/PERS
- Senior GHE Billet
- Alternative Senior Billet

### 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.

---

*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