## Medical Corps Career Pathway

**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 Achievement Windows

<table>
<thead>
<tr>
<th>Intern</th>
<th>Residency and Operational School-house Training</th>
<th>Basic Readiness Officer Course (BROC)</th>
<th>Advanced Readiness Officer Course (AROC)</th>
<th>Executive OMO</th>
<th>Flag Track</th>
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</thead>
<tbody>
<tr>
<td>- Selection for residency</td>
<td>- Board certification - Junior or Senior OMO</td>
<td>- Executive OMO - JPME I/II</td>
<td>- Advanced Leadership/Business Degree</td>
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</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>Officer Development School (ODS) (pre-commission)</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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<tbody>
<tr>
<td>Senior OMO Tour</td>
<td>Ship or Group SMO</td>
<td>LHA/LHD/CVN SMO</td>
<td>TYCOM/Fleet Surgeon Division/Group/Wing Sgn</td>
<td>HRO emphasized throughout Medical Corps Training Pipeline</td>
</tr>
<tr>
<td>Junior OMO Tour</td>
<td>Naval OMO</td>
<td>Group UMO</td>
<td>Senior HQ/PERS</td>
<td></td>
</tr>
<tr>
<td>Surface Fleet Physician</td>
<td>Marine Battalion Surgeon</td>
<td>GHE/HQ/PERS Staff</td>
<td>Senior GHE Billet</td>
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</tr>
<tr>
<td>Flight Surgeon (FS)</td>
<td>Undersea Medical Officer</td>
<td>FST OIC / CATF Surgeon</td>
<td>Alternative Senior Billet</td>
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<tr>
<td>Alternative Junior Billet</td>
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<td>Alternative Senior Billet</td>
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</tbody>
</table>

### Example Assignments

- **Junior OMO Tour**
  - Surface Fleet Physician
  - Marine Battalion Surgeon
  - Flight Surgeon (FS)
  - Undersea Medical Officer
  - Alternative Junior Billet

- **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**
  - Senior Executive Tour
  - LHA/LHD/CVN SMO
  - Group UMO
  - GHE/HQ/PERS Staff
  - FST OIC / CATF Surgeon
  - Alternative Senior Billet

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

### Abbreviation Legend

- DIO - Designated Institutional Official
- FST - Fleet Surgical Team
- GHE - Global Health Engagement
- JPME - Joint Professional Military Education
- MEC - Medical Executive Committee
- MedBN - Medical Battalion
- OIC - Officer in Charge
- SMO - Senior Medical Officer
- TMO - The Medical Officer, USMCC
- UMO - Undersea Medical Officer

### Operational Medical Officer (OMO) tours are central to career progression and the development of operational competency.

**Junior and Senior OMO Billets** will typically have a reporting senior below the flag level. Experience in either billet is essential for preparing medical officers to serve as Executive OMOs. Deployments/prior service are alternative ways to accrue experience.

**Executive OMO Billets** are positions with strategic responsibility including the operations of subordinate OMO units and typically report to a Flag Officer. They have leadership responsibilities and cognitive oversight of junior physicians.

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