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Community leaders have provided these slides to community members for career planning purposes; however, strict adherence to the career progressions depicted in the slides is not a prerequisite for promotion.

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Medical Corps
Merit Reorder Considerations

- **Valued achievements prior to LIEUTENANT COMMANDER**
  - Superior performance:
    - As a leader in the operational or deployed setting
    - During residency training (competitive selection for Chief Resident, research/academic productivity, leadership at their commands or in their specialty)
    - In leadership positions normally filled by officers above their paygrade (Division/Department Head, SMO/Medical Director, senior operational position)

- **Valued achievements prior to COMMANDER**
  - Superior performance:
    - As a leader in the operational or deployed setting
    - In leadership positions normally filled by officers above their paygrade (LHA/LHD/CVN SMO, Group UMO, Senior Flight Surgeon, Regimental/MAG Surgeon, BUMED/PERS/HQMC Staff, Asst. Specialty Leader/Program Director, MEC Chair, Associate Director, Director, Department Head)
  - Diversity of assignments
  - JPME I

- **Valued achievements prior to CAPTAIN**
  - Superior performance:
    - As a leader in the operational or deployed setting
    - In leadership positions normally filled by officers above their paygrade (Specialty Leader, DIO/GME Director, Large NMRTC/MTF Director, Program Director)
    - In a screened/slated Milestone (CMO/OIC), Executive Medicine (XO), or Senior Operational position (Division/Group/Wing Surgeon, TYCOM Surgeon)
  - Diversity of assignments
  - JPME I/II
Dental Corps

Merit Reorder

- **Valued achievements prior to LIEUTENANT COMMANDER**
  - Recognized as top performer in a residency program, if applicable
  - Successfully served and top performer as Department Head Afloat, operational leadership, or completed deployment (MEU)
  - Board certification, if applicable, in specialty
  - Recognized top performer in leadership positions
  - No PRT failure in last five years
  - Served as educator/mentor within area of professional specialization
  - Exhibited career diversity through the ability to excel across a variety of assignments

- **Valued achievements prior to COMMANDER**
  - Top performer in operational leadership (Clinic Director, Dental Battalion) or deployments
  - Recognized top performer and successful leader in the clinical arena
  - Recognized top performer in an academic setting (PGY-1 program director or residency program staff; publication in peer-reviewed journal)
  - Board certification, if applicable, in specialty and recognized successful leader in community (Assistant Specialty Leader or leader in national organization)
  - No PRT failure in last five years
  - Exhibited career diversity through the ability to excel across a variety of assignments

- **Valued achievements prior to CAPTAIN**
  - Successfully served, and recognized top performer, in a leadership position within Navy Medicine (Director, OIC, XO of Dental Battalion)
  - Top performer in the clinical arena (Master Clinician)
  - Top performer in an academic setting (residency program director; multiple peer-reviewed publications)
  - Board certification, if applicable, in specialty and leader in community (Specialty Leader)
  - Fulfilled a wide variety of assignments (CONUS, OCONUS, FMF, Sea Duty, War College)
Medical Service Corps
Merit Reorder Considerations

- **Valued achievements prior to LIEUTENANT COMMANDER**
  - Lead with Integrity
    - Established track record of ongoing success with increasing responsibility
      - Top recognized performer in operational leadership tour/deployment; Department Head tour; HQ tour (BUMED, DHA, PERS, OPNAV, etc)
    - Commitment to Excellence
      - Sustained outstanding performance in sub-specialty
      - Contributed to Operational Readiness
        - Deployment if applicable; Fleet/USMC support
      - No PRT failures in at least five years
      - Pursued life-long learning and ongoing specialty-specific & professional education
        - Board Certification, if applicable; advanced degree and additional training: AQD, PhD., etc.
    - Honor Our Heritage
      - Served as educator/mentor within area of professional specialization
      - Exhibited career diversity through the ability to excel across a variety of assignments

- **Valued achievements prior to COMMANDER**
  - Lead with Integrity
    - Established track record of ongoing success with increasing scope/responsibility/staff/budget
      - Top recognized performer in NMRTC/MTF Director tour, Operational leadership tour/deployment, Officer in Charge, HQ tour (BUMED, DHA, PERS, OPNAV, etc)
    - Commitment to Excellence
      - Contribution to Command, Navy Medicine and the operational forces
      - No PRT failures in at least five years
      - Pursued life-long learning and ongoing specialty-specific & professional education
        - Board Certification, if applicable; advanced degree and additional training - AQD, PhD., JPME, etc.
    - Honor Our Heritage
      - Served as educator/mentor within area of professional specialization
      - Exhibited career diversity through the ability to excel across a variety of assignments

- **Valued achievements prior to CAPTAIN**
  - In addition to those for Commander
  - Top recognized performer in NMRTC/MTF Director tour, Operational leadership tour/deployment, Officer in Charge, HQ tour (BUMED, DHA, PERS, OPNAV, etc)
• Valued achievements prior to LIEUTENANT COMMANDER
  • Rank-appropriate demonstration of superior performance across all domains of the Professional Practice Model
  • Operational Readiness/Jointness
    — Completed Combat Casualty Care Course
    — Deployment if applicable, or provided direct support to the warfighter
      ▪ Possible AQDs: BX2, LA7, 6FA, 6OB, 6OC, 6OE, 6OU, 6OW, 6AJ, 68M
  • Professional Development of self and others
    — Sustained outstanding performance in sub-specialty
    — Advanced education; certification
    — Variety of duty stations, including non-traditional (e.g., CONUS, OCONUS, HQ, Operational, Academia)
  • Transformational Leadership
    — Led teams, people or programs to achieve measurable outcomes; provided mentorship; acted as a change agent and promoted innovation

• Valued achievements prior to COMMANDER
  • In addition to those for Lieutenant Commander
  • Operational Readiness/Jointness
    — Successfully completed EP tour in the following capacity: Department Head, Operational assignment, deployment
    — Completed Joint Professional Military Education (JPME I) via “in residence” or distance learning; AQD JS8
  • Professional Development of self and others
    — Achieved advanced degree and maintains clinical competency
    — Publication in peer-reviewed journal relevant to specialty
    — Board/chapter member of professional nursing organization (i.e. ANA, AACN, AAACN, ENA)
    — Presentation at professional nursing conference
  • Transformational Leadership
    — Successful performance in leadership role such as Nurse researcher, specialty leader, executive assistant, detailer, faculty member, associatedirector

• Valued achievements prior to CAPTAIN
  • In addition to those for Commander
  • Models all domains of the Professional Practice Model with increased scope of responsibility reflected in assignments
  • Completed Advanced Medical Department Officers Course; Earned AQD: 67A
  • Top performer in any of the following: Executive Leadership position, senior operational assignment, deployment leadership, officer in charge, HQ tour
Valued achievements at all paygrades
- Regardless of assigned duties, particularly impactful performance based upon the precept, convening order, and these principles:
  - Advancing the Secretary of Defense’s priorities: (1) improving lethality and readiness; (2) strengthening allies and building partners; (3) reforming for efficiency and accountability; and (4) taking care of service members and their families.
  - In light of the Secretary of the Navy’s focus on American Seapower, advancing priorities set forth in the Chief of Naval Operations FRAGO.
    - Warfighting: ensuring a Navy that is ready to win in competition, crisis, and contingency operations.
    - Warfighters: facilitating a world-class Navy through recruitment, education, training, retention, or empowering Navy families.
    - Future Navy: using experimentation, exercises, and wargames to determine what is needed, and training together to achieve integrated combat power.
Supply Corps
Merit Reorder Considerations

- **Valued achievements prior to LIEUTENANT COMMANDER**
  - Top recognized performer in two operational tours to include a DH tour
  - Earned warfare qualification in each qualifying tour
  - Favorable consideration for overseas assignment and skillset development

- **Valued achievements prior to COMMANDER**
  - Top recognized performer in tough visible tours which balance operational experience and skillset development
  - Top recognized performer in at least one Supply Corps competency
  - Favorable consideration for superior performance in O-4 afloat tour
  - Acquisition Professional Community membership highly valued
  - Completed JPME Phase I

- **Valued achievements prior to CAPTAIN**
  - Top recognized performer in O-5 milestone tour
  - Must be top recognized performer with expertise in one and with experience in another Supply Corps competency
  - Favorable consideration for diversity of assignments across multiple Areas of Responsibility
  - Must be an Acquisition Professional Community member
  - Joint Qualified Officer (JQO) highly valued
Merit considerations for all paygrades: standout performance indicated by soft breakouts and/or trait averages above RSCA; continuing education, personal and professional growth; mid-tour or CHC-level awards (MCA, Beech, Goldberg, Craven, etc.)

Merit considerations prior to LIEUTENANT COMMANDER include:
- Superlative indicators of PNC mastery prior to LIEUTENANT COMMANDER
- Indicators of PNC mastery at Commander level
- Innovative management of Command Religious Program (CRP) and/or other programs
- Standout talent management

Merit considerations prior to COMMANDER include:
- Superlative modelling of PNC mastery prior to COMMANDER
- Indicators of PNC mastery at CAPTAIN level
- Innovative development of CRP and/or other programs contributing to mission success
- Standout team building, leadership, and subordinate development

Sample merit considerations prior to CAPTAIN
- Superlative inspiration of PNC mastery in others prior to CAPTAIN
- Subordinate RMT preparation and talent management at Echelons IV and below which indicate ability to do so at Echelons III and above
Civil Engineer Corps
Merit Reorder Considerations

- Valued achievements for all paygrades:
  - Successfully and continuously served in assignments normally filled by the next higher paygrade, or “Acting” in a similar billet, for more than six months
  - Top recognized performer in all assignments
  - Successful performance in multiple overseas, arduous, or operational / Individual Augment assignments
  - Leadership actions to improve inclusion and diversity within the CEC and Seabees
  - ACQ/PW qualification or certification in advance of requirement by grade
  - Other technical qualifications or certifications (e.g., PMP, CEM, LEED, etc)

- Valued achievements prior to LIEUTENANT COMMANDER:
  - Achieved professional qualification (PE or RA). Architects who have completed the Intern Architect Development Program shall have their RA
  - Completion of JPME Phase I

- Valued achievements prior to COMMANDER:
  - Successful leadership of military and civilian personnel in challenging assignments
  - Selected for command by the Command Screening Board
  - Completion of JPME Phase I

- Valued achievements prior to CAPTAIN:
  - Additional relevant education in business, engineering or military science fields beyond a single graduate degree
  - Selected for command by the Command Screening Board at current paygrade
**Limited Duty Officer (Staff)**

*Merit Reorder Considerations*

- **Valued achievements prior to LIEUTENANT COMMANDER**
  - Meritorious consideration should be given to those officers who demonstrate superior TECHNICAL performance and leadership within the 6530 designator
    - OPS / XO / OIC, NCG/NCR Staff, Expeditionary Department Head / Staff, Overseas Expeditionary Assignments / Staff, CTF Staff, EODMU

- **Valued achievements prior to COMMANDER**
  - Meritorious consideration should be given to those officers who demonstrate superior leadership based on opportunities within the 6530 designator
    - CO / XO, Expeditionary Staff

- **Valued achievements prior to CAPTAIN**
  - Meritorious consideration should be given to those officers who demonstrate superior performance and leadership in O5 Command and O5 Milestone tour in regards to the opportunities of the 6530 designator
  - Superior performance in positions of influence and leadership at operational and strategic staffs should also be considered.
    - CSO / CO, Expeditionary Staff