



**RP CAREER PATH
(SW)**



Religious Program Managers manage and execute the Command Religious Program (CRP), which accommodates diverse religious ministry requirements. They accommodate religious ministry requirements of various faith groups and support the provision of religious ministry. They facilitate the free exercise of religion for all Sea Service personnel and support the delivery of care as part of a Religious Ministry Team (RMT). Advise Leadership on morale, ethical decision-making, cross cultural awareness, and conflict resolution. Provide force protection expertise for RMTs in expeditionary and combat environments.

YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO PROMOTE	COMMISSIONING OR OTHER SPECIAL PROGRAMS	SEA/SHORE FLOW	TYPICAL CAREER PATH DEVELOPMENT
26-30	RPCM	22 Yrs	CMC	36	4 th Shore Tour Duty: Only shore duty billets for E9s; there are no sea duty billets. Qualification: CMC/COB Course, SEA.
23-26	RPCM RPCS	22 Yrs 17.1	CMC	36	4 th Sea Tour Billet: Acting CMDCM, SEL, LCPO. (All E9s are eligible for Flag Selection to Rate CMC/SEL). Duty: Only shore duty billets for E9s. OPNAV Staff (Rating CMC), HQMC, USFFC, PACFLT, MARFORPAC, BUMED, AFRICOM. Qualification: CMC/COB Course, SEA.
19-22	RPCS RPC	17.1 Yrs 13	CWO, CSC	36	3 rd Shore Tour Billet: SEL, SEA, LCPO. Duty: Sea - MEF, DIV, MAW. Shore - MARFORCOM, MCICOM, CNAP, Detailer, CREST Asst. Director, MCB, NAVREG, HQNDW, MCRD, Lead Instructor, NAVRESFOR, NAVREG, MARFORRES, CNIC (Reserve), EUCOM, JFCOM. Qualification: SEA, Senior Enlisted JPME.
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15-18	RPC RP1	13 Yrs 9.4	LDO, CWO	36	3 rd Sea Tour Billet: SEA, Senior Enlisted JPME. Duty: Sea - CVN, C6F, C7F, MLG, Ministry Center. Shore: USNA, NAVMED, OPNAV, HQMC, USFF, MCRD, MCAS, MCB, CNI NS/NAS/NAVREG, C5F, C3F, TSC/RTC, NORTHCOM, CNAL, CNSL, CNSP, CNRFC, DEPMED, DEVGRU, FLTCYBER, NCSC, NSSC, NECC, Chapel. Qualification: USCG Chief's Academy, Senior Enlisted JPME.
11-14	RP1 RP2	9.4 Yrs 4	LDO, CWO, OCS, MECP	36	2 nd Shore Tour Billet: LPO. Duty: Sea - CVN, LHA/D, AS, MEU, CNSWG, NSWEN, DESRON, ESG, MEF, DIV, MLG, MAW/MAG, Ministry Center, Seabee Unit, MARSOC. Shore - USNA, NAVMED, HQMC, MFC, MCRD, MCAS, MCB, MCRC, CNSWC, CNI NS, NAS, CREST, MATSG, NR, CREDO, TSC/RTC, CNR, CFA, Brig, NECC, Chapel. Qualification: BEPME.
7-10	RP2	4 Yrs	OCS, MSC IPP, MECP	36	2 nd Sea Tour Duty: Sea - CVN, LHA/D, AS, LPD, CG, LSD, MEF, DIV, DESRON, MAW/MAG, MLG, Ministry Center, MARSOC, Seabee Unit. Shore - USNA, NAVMED, HQMC, MCRD, MCAS, MCB, CNI NS, NAS, NSA, NR, CREDO, TSC/RTC, CNR, CFA, Brig, NECC, Chapel. Qualification: BEPME.
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4-6	RP2	4 Yrs	STA-21, OCS, MECP	36	1 st Shore Tour Billet: LPO. Duty: Sea - CVN, LHA/D, AS, MEF, DESRON, DIV, MAW/MAG, MLG, Ministry Center, MARSOC, SEABEE Unit. Shore - USNA, NAVMED, HQMC, MCRD, MCAS, MCB, CNI, CFA, NAVSTA/ NAS/NAVREG, CREDO, TSC/RTC, COMNAVREG, Brig, NECC, Chapel. Qualification: RPF School, Basic Enlisted PME (BEPME), Sgt's Course.
1-3	RP3	1.8 Yrs	Naval Academy, NROTC	42	1 st Sea Tour Duty: Sea - CVN, LHA/D, AS, MEF, DESRON, DIV, MAW/MAG, MLG, Ministry Center, MARSOC, SEABEE Unit. Shore - USNA, NAVMED, HQMC, MCRD, MCAS, MCB, CNI, CREDO, NAVSTA/NAS/ NAVREG, CFA, TSC/RTC, COMNAVREG, Brig, NECC, Chapel. Qualification: CREST, Cpl's Course.
1+/-	RP3 RPSN RPSA Accession Training	9 Months			Recruit Training and all schools or training events required to be completed prior to reporting to their first operational command.
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1. Background. As Sailors, RPs are expected to participate in general duties that contribute to the command's mission. Serving in combat/expeditionary environments, they provide physical security for chaplains. They are also trained to accommodate the free exercise of religion.

2. Leadership. Direct leadership of large numbers of RPs is infrequent. Offer additional consideration if leadership took place in combat, Forward Deployed Naval Forces or other arduous assignments. Other considerations:

- Initiative to seek additional leadership opportunities.



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- Billets that provide RPs direct Sailorization opportunities are RTC, MCRDs, Instructor Duty, Brigs, Naval Chaplaincy School and Center (NCSC), and the Detailer.
- Opportunities to lead in joint environment at COCOMs, as an IA/GSA/OSA to Army units or JTFs.

3. Scope of Responsibility. Consideration should be given to the scope of responsibility held by the individual. Below is a chart that gives an example of billets by rank and scope from most responsibility (tier I) to least responsibility (tier III). The figure after the rank shows FY13 EPA.

	RP1 (156)	RPC (73)	RPCS (21)	RPCM (6)
Tier I	HQMC, NCSC, CNSWC, CNP (CHC Order Writer)	NORTHCOM, AIRLANT, USNA, SURFLANT, CNP (OPNAV), HQMC, NAVYCYBERFOR, NCSC	EUCOM, AIRPAC, MARFORCOM, SURFPAC, NCSC, Detailer	OPNAV
Tier II	LPO (CVN, DIV, MAW, MLG), LHD, LHA, AS, MCB (Pendleton, Lejeune, Quantico), USFF, FMTB (CREST), BUMED	CVN, C2F, C3F, NAVCENT/C5F, C6F, C7F, COMNAVREG, NDW, RTC, TSC, MCRD, CNRF, RSO (SFMC), CNFJ, Joint Bases	I/II/III MEF, COMNAVREG (SW, SE) MCB (Pendleton, Lejeune), MARFORRES, FMTB (CREST), NECC	HQMC, USFFC, COMPACFLT, BUMED, AFRICOM (rotational)
Tier III	LCC, MCRD, RTC, MESG, MATSG, RIVGRU, CLWP, DEVGRU, EODGRU, DESRON, BEACHGRU, CLASSRON, Brig, NMC, NS, NSSC, Other MCB, NAS, NAF, MCAS, CFA, MAG, RSO, RIVRON, Brig, CREDO	1ST/2ND/3RD MLG, NMC, NS, 1ST NCD, SUBBASE, MCB, NAS, MCAS, CFA, DESRON, CNRF Det Millington, NH, CREDO	1ST/2ND/3RD MARDIV, 1ST/2ND/3RD MAW, MCB Quantico	MARFORPAC

4. Sea/Shore Flow. Due to the unique billet distribution within the RP community, rotation is established as INUS (Type 1) and OUTUS (Type 2, 3, 4, or 6). Factors to consider:

- 55% of E6, 63% of E7, and 57% of E8 billets are shore. Billet gaps often require deviation from standard SSF. Scope of subsequent tours should show more responsibility.
- Female RPs may have limited opportunities aboard ships (E6 and above) and some expeditionary units (Marine Divisions, NECC).
- A wide variety of tours, with both the Navy and Marine Corps, seeking leadership opportunities is healthy for an RPs career.

5. Security Clearance Eligibility. RPs are required to maintain eligibility for access to classified information, and maintain at least a Secret clearance.



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6. Religious Program Manager (E7-E9) Job Description. Religious Program Managers manage and execute the Command Religious Program (CRP), which accommodates diverse religious ministry requirements. They accommodate religious ministry requirements of various faith groups and support the provision of religious ministry. They facilitate the free exercise of religion for all Sea Service personnel and support the delivery of care as part of a Religious Ministry Team (RMT). Advise leadership on morale, ethical decision-making, cross cultural awareness, and conflict resolution. Provide force protection expertise for RMTs in expeditionary and combat environments.

7. RP Functional Areas.

a. **Ministry Support and Accommodation:** RPs manage and execute Command Religious Programs (CRP) that accommodate diverse religious ministry requirements. Accommodation of individual and collective religious ministry includes, but is not limited to: scheduling, coordinating, budgeting, and contracting. RPs are specially trained to support religious accommodation.

b. **Pastoral Care Support:** RPs are uniquely trained and positioned to support the delivery of care individually and programmatically. RPs support the delivery of care through pastoral triage, referrals, professional military counseling, charting, and explaining the types of ministry available.

c. **Religious Advisement:** RPs play an integral role in advising leadership on the impact of the Command Religious Program (CRP). RPs advise leadership at all levels of the chain of command on moral and ethical decision making, cultural awareness, conflict resolution, and cross-cultural communications.

d. **Expeditionary Ministry Support:** RPs in expeditionary environments are combatants who provide force protection expertise for RMTs.

e. **Administration:** RPs balance faith-group-specific religious requirements, managing facilities, personnel, volunteers, and resources.

f. **Finance and Accounting:** RPs plan, coordinate, train, implement, and maintain non-appropriated Religious Offering Fund (ROF) and appropriated OM&N funds. RPs identify, procure, and maintain facilities and equipment needed to support the CRP. RPs manage real property repair and maintenance, equipment acquisition, and supplies. RPs prepare, plan, program, analyze, and execute budgets and research and write statements of work for civilian contracts in support of the CRP.

g. **Library:** RPs manage and execute the full range of activities associated with the Learning Multi-Media Resource Centers (LMRC), including but not limited to scheduling, filing, ordering, organization, staffing, and operation.