

Marine Officer MOS Assignment Handbook



The Basic School Camp Barrett

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Foreword

Upon being commissioned in the Armed Services of the United States, a man incurs a lasting obligation to cherish and protect his country and to develop within himself that capacity and reserve strength which will enable him to serve its arms and the welfare of his fellow Americans with increasing wisdom, diligence, and patriotic conviction. This is the meaning of his commission.

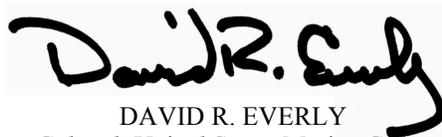
—S.L.A. Marshall, *The Armed Forces Officer* (1950)

The Basic School (TBS) trains and educates newly commissioned or appointed officers in the high standards of professional knowledge, esprit-de-corps, and leadership in order to prepare them for duty as company grade officers in the operating forces, with particular emphasis on the duties, responsibilities, and professional abilities required to serve as a rifle platoon commander. Additionally, we maintain a responsibility to sustain the transformation that was born during each Marine Officer's initial accession – whether through the U.S. Naval Academy or Officer Candidate School – and to further develop and evaluate their embodiment of our five horizontal themes: A Man or Woman of Exemplary Character; Devoted to Leading Marines 24/7; Able to Decide, Communicate, and Act in the Fog of War; A Warfighter who Embraces the Corps' Warrior Ethos; and Mentally Strong and Physically Tough.

Another critical responsibility of TBS is the assignment of Primary Military Occupational Specialties (PMOSs) to student officers. Each one of the 26 Marine Officer PMOSs requires a diverse array of well-educated and skilled leaders that exemplify a warrior spirit and are imbued with the ideal of selfless service to their Nation and their fellow Marines. While many of you may have already developed an idea of the role you will play in this institution, I ask that you remain open and engaged to learning about and exploring each and every MOS assigned at TBS – and that starts here with the Marine Officer MOS Assignment Handbook. Recognize any bias you may have toward the value and relevancy of a particular MOS, and challenge yourself to examine each with an open mindset. Exploit every opportunity to become a more informed officer and engage with the professionals you meet in the halls and classrooms of Heywood Hall, at The Hawkings Room during MOS Mixers, and in the field.

The Marine Officer MOS Assignment Handbook is not meant as a reference manual; it is designed to be read from cover to cover and to be used as an interactive tool to assist in your professional development – here at TBS and throughout your career. Its four chapters have a natural progression. Chapter 1, *The TBS MOS Assignment Process*, details the MOS assignment process for regular and reserve Marine Officers, describes the three phases of the MOS Education Continuum, and lists the prerequisites that will shape your options and influence your MOS preferences. Chapter 2, *Marine Air-Ground Task Forces*, discusses the Marine Corps' principal organization for all Marine Corps missions across the range of military operations (ROMO). Understanding the composition of the Marine Air-Ground Task Force (MAGTF) and its four core elements of the Command Element (CE), the Ground Combat Element (GCE), the Aviation Combat Element (ACE), and the Logistics Combat Element (LCE) will shape and inform your understanding of how each PMOS plays an integral part in enabling the Marine Corps to be an Expeditionary Force in Readiness. Chapter 3, *Marine Officer PMOSs*, summarizes the duties, responsibilities, and functions of the 26 Marine Officers PMOSs to include a description of the Occupational Field, detailed information on the PMOS producing school, and potential first tour billet assignments. Most importantly, Chapter 3 serves as an interactive workbook that provides you opportunity to self-reflect on the training, degrees, hobbies and/or interests you have that may compliment each PMOS and should be utilized and referenced at every opportunity to take notes, capture ideas, and formulate questions. Finally, Chapter 4, *Opportunities Beyond the Next Ridgeline*, discusses Marine Officer promotions, career designation, and Professional Military Education opportunities.

I challenge every Marine Officer to make a personal commitment to educating themselves on the capabilities of and opportunities within each Marine Officer PMOS and to develop an increased understanding of the employment of MAGTF combat power across the ROMO.



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Commanding Officer, The Basic School

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CHAPTER 1

The TBS MOS Assignment Process

Being a Marine is a state of mind. It is an experience some have likened more to a calling than a profession. Being a Marine is not a job—not a paycheck; it is not an occupational specialty. It is not male or female, majority or minority; nor is it a rank insignia. Stars, bars, or chevrons are only indicators of the responsibility or authority we hold at a given time. Rather, being a Marine comes from the eagle, globe, and anchor that is tattooed on the soul of every one of us who wears the Marine Corps uniform.

—MCWP 6-11, *Leading Marines*

OVERVIEW

One of the most important responsibilities of The Basic School (TBS) is the assignment of military occupational specialties (MOSs) to lieutenants. The long-term impact this assignment process has on the welfare of our officers and our Corps is immeasurable. The Basic School adheres to the highest standards of fairness and consistency, with a firm view toward serving the best interests of the Marine Corps.

MOS ASSIGNMENT PROCESS

Prior to 1977, MOSs were assigned based solely on lineal standing at TBS. In 1977, the Commandant of the Marine Corps (CMC) made the decision to apply a quality spread to the assignment of MOSs. This decision was made to ensure every OccFld received a fair share of the most competitive lieutenants. This policy remains in effect today as MOS assignments at TBS are made by balancing four factors: MOS quality distribution; student suitability; unique or additional considerations; and student preferences, in order of priority. Quality distribution has proven to be the most effective way to serve the needs of the Marine Corps while considering the desires of the students. Requests to deviate from the quality distribution requirement will be adjudicated by the Commanding Officer (CO), TBS.

Each year, the TBS Manpower Officer coordinates with Headquarters Marine Corps (HQMC) directorates, Training and Education Command (TECOM), and Training Command (TRNGCMD) to identify production requirements for the fiscal year and additional administrative requirements related to MOS assignments. In accordance with those requirements and the guidance from the CO, TBS the TBS Manpower Officer establishes and publishes production requirements for the Basic Officer Course (BOC) Commanders, ensuring that the initial allocation of each MOS is distributed evenly. An example of MOS allocations for a notional BOC company can be found in Appendix A. A list of all 26 Marine Officer PMOS is detailed on pages 15 and 16.

FACTORS IN MOS ASSIGNMENT

In addition to quality distribution across the “thirds,” all decisions on MOS assignment are made with consideration of student suitability, unique or additional considerations, and student preferences.

Unique Considerations

Unique considerations may include prior enlisted or civilian work experience in a specific technical field. Previous enlisted experience by itself does not necessarily deem a student to be uniquely qualified. College education in a technically or academically rigorous major may also be considered a unique consideration. Examples include:

- A non-prior enlisted student who lists 0204 Counterintelligence/Human Source Intelligence (CI/HUMINT) Officer in his or her top 10 preferences, has previous experience working as an intelligence analyst for the National Security Agency (NSA), and possesses a college degree in National Security Studies may be considered “uniquely qualified” for an intelligence MOS.
- A prior enlisted student who was an 0341 Mortarman lists 0802 Field Artillery Officer in his or her top three preferences and possesses a college degree in history is not considered to be “uniquely qualified” for Field Artillery Officer.
- A prior enlisted student who was a 3432 Finance Technician lists 3404 Financial Management Officer in his or her top five preferences and possesses a college degree in finance may be considered “uniquely qualified” for Financial Management Officer.

Unique qualifications shall be considered, but they will not be the sole consideration. If a student lists an MOS high in their preferences and may be uniquely qualified for that particular MOS, a concerted effort should be made to assign the MOS to the student.

Other Unique Considerations

Technical and physical-focused MOS assignments will require careful consideration of the student’s overall suitability and the needs of the Marine Corps in order to best prepare the student for success in that particular MOS.

Additional Considerations

Minority students, to include females, have traditionally been under-represented in combat arms MOSs. Officially, combat arms MOSs are considered to be 0302 Infantry Officer, 0802 Field Artillery Officer, 1802 Tank Officer, and 1803 Assault Amphibious Vehicle (AAV) Officer. For the purposes of MOS assignment at TBS, a 1302 Combat Engineer Officer will be considered tantamount to a combat arms MOS and considered as such when assigning the MOS to qualified students. BOC Commanders and staffs will encourage lieutenants of all demographic groups to consider and pursue combat arms MOSs, focusing, in particular, on lieutenants that demonstrate aptitude in related military skills and leadership. All students, regardless of demographic group, will be assigned an MOS based on the factors of MOS assignment listed above with fair consideration of the range of factors that contribute to BOC Commander’s recommendations and the final decision of the CO, TBS.

Student Preferences

Although student preferences are considered secondary to the needs of the Marine Corps when assigning MOSs, individual choice does have an impact on final MOS assignments. As nearly 95% of student officers statistically receive one of their top five choices, it is essential that lieutenants make informed decisions when ranking their desired MOSs. Figure 1.1, *MOS Assignments for a Notional BOC Company*, serves as an example of how MOSs are typically assigned for active duty student officers in relation to their preferences.

MOS Assignments for a Notional BOC Company					
CHOICE	NUMBER	PERCENTAGE	NUMBER & PERCENT	NUMBER & PERCENT	NUMBER & PERCENT
First	51	44%	89 Lieutenants 77%	109 Lieutenants 94%	116 Lieutenants 100%
Second	22	19%			
Third	16	14%			
Fourth	8	7%			
Fifth	12	10%			
6th-10th	7	6%			
11th-15th	0	0%			
16th-20th	0	0%			
21st+	0	0%			
TOTAL	116	100%			

Figure 1.1. *MOS Assignments for a Notional BOC Company*

MOS EDUCATION CONTINUUM

The MOS Education Continuum at TBS is designed to ensure student officers are exposed to the Marine Officer PMOSs and informed of the MOS allocation process, MOS prerequisites, MOS Classification Standards (MCSs), and factors in MOS assignment so they can make realistic, well-informed decisions about their desires. The MOS Education Continuum consists of three phases: the Inform Phase, Assign Phase, and Transition Phase. See Figure 1.2, *MOS Education Continuum*, for a notional BOC timeline of events within each phase.

Inform Phase

During the Inform Phase, each BOC will participate in three MOS Informational Briefs designed to assist student officers in making informed choices about MOS preferences. The three MOS Informational Briefs – grouped into Combat Arms, Information and Aviation, and Combat Service Support MOSs – typically occur between weeks 11 and 16. The briefs are given by professionals within

each MOS and cover the basic function of each MOS, the location and duration of the MOS-producing school, and common first tour billets and responsibilities. Following each MOS Informational Brief, student officers will attend the associated MOS Mixer. These mixers are intended to provide a casual forum for student officers to engage with and ask questions of company and field grade officers of that MOS group.

In addition to the MOS Informational Briefs and Mixers, student officers are encouraged to make the most of every opportunity to observe and engage the diverse array of Marine Corps Officers assigned to TBS as these professionals represent the vast majority of PMOSs available to student officers and can provide valuable insight on the opportunities available within each.

Throughout the Inform Phase, lieutenants will be asked to submit their MOS preferences during MOS Assignment Rehearsals. Essentially, the MOS Assignment Rehearsals are a dress rehearsal for the final MOS assignment. Student officers will submit their list of preferences for only the MOSs to which they are qualified during two MOS Assignment Rehearsals and one final MOS assignment event. Additional activities within the Inform Phase include:

- Physical Fitness Test (PFT)/Combat Fitness Test (CFT) (initial opportunity to meet MCS requirements). For detailed specifics on MCSs, see the MOS Classification Standards section on page 6.
- TBS MOS Assignment Process Overview brief given by the BOC Commander.
- Informational Brief for Competitive Air Contracts.
- Execution of the MOS Specific Physical Standards (MSPS) Orientation Event. For detailed specifics on the MSPS, see the MOS Specific Physical Standards section on page 7. Additionally, a detailed description of the task description and standard for each MSPS event is detailed in Appendix B, *MOS Specific Physical Standards*.
- Water Survival Qualification. See Figure 1.3. *MOS Prerequisites*, for the MOSs that require specific water survival qualifications.
- Completion of the Sensitive Compartmented Information (SCI) Pre-Screening Package.
- Reserve Officer Commissioning Program (ROCP) Briefs 1 and 2.

Assign Phase

During the Assign Phase, those officers interested in a combat arms MOS will have a final opportunity to obtain PFT and CFT scores that meet MCS requirements. Additionally, student officers will submit their final list of preferences for only the MOSs to which they are qualified. The BOC Commander and his or her staff will then analyze student preferences using the rule of “thirds” and factors of MOS assignment as described above. MOS assignment recommendations will then be submitted to CO, TBS for approval. MOS assignments are typically provided to student officers during week 21.

Transition Phase

During the Transition Phase, each BOC will participate in a Manpower Engagement Event. This event is divided into two parts. First, all lieutenants will attend a Manpower Management Officer Assignments (MMOA) Overview Brief that covers officer assignment, career designation, promotions, and PME opportunities. Following the brief, lieutenants will meet with their specific Company Grade Officer Monitor and/or OccFld Sponsor to discuss duty station assignment and timeline for issuing Permanent Change of Station (PCS) orders. This breakout session is designed to provide student officers the opportunity to engage their monitor and ask detailed questions that may not have been covered in the MMOA Overview Brief. Reserve Officers will attend a final ROCP brief.

Additionally, lieutenants assigned to a combat arms MOS will participate in the MSPS Execution Event as described in the MOS Specific Physical Standards section on page 7. Finally, Smart Packs and/or Welcome Aboard packets for each PMOS producing school will be disseminated to student officers prior to graduation to facilitate a smooth transition and mentally prepare lieutenants for the challenges and opportunities that lie ahead in their next formal school.



Figure 1.2. MOS Education Continuum

MOS PREREQUISITES

Prerequisites are designed to ensure that Marines possesses the physical, mental, or moral qualities necessary to be assigned to a typical billet for an MOS and/or they meet the formal school screening requirements. Several officer PMOSs have prerequisites that must be meet in order to be eligible for assignment to that MOS. Student officers should be aware of the prerequisites so they can make informed choices when ranking their preferences. Figure 1.3, *MOS Prerequisites*, details all prerequisites for officer PMOSs.

MOS	Prerequisites
0203 Ground Intelligence Officer	<ul style="list-style-type: none"> • Must submit an SCI Pre-Screening Package to TBS Security Officer and be approved for SCI security clearance eligibility based on a Single Scope Background Investigation (SSBI)/T5 Investigation • Must be found qualified/recommended by HQMC Special Security Office (SSO) • Must be recommended by the student’s chain of command • Defense Language Aptitude Battery (DLAB) test score in Official Military Personnel File (OMPF)¹
0204 Counterintelligence/Human Source Intelligence Officer	<ul style="list-style-type: none"> • Must submit an SCI Pre-Screening Package to TBS Security Officer and be approved for SCI security clearance eligibility based on SSBI/T5 Investigation • Must be found qualified/recommended by HQMC SSO • Must be recommended by the student’s chain of command • DLAB test score in OMPF¹ • Counterintelligence Scope Polygraph Exam¹
0206 Signals Intelligence/ Electronic Warfare Officer	<ul style="list-style-type: none"> • Must submit an SCI Pre-Screening Package to TBS Security Officer and be approved for SCI security clearance eligibility based on a SSBI/T5 Investigation • Must be found qualified/recommended by HQMC SSO • Must be recommended by the student’s chain of command • DLAB test score in OMPF¹ • Counterintelligence Scope Polygraph Exam¹
0207 Air Intelligence Officer	<ul style="list-style-type: none"> • Must submit an SCI Pre-Screening Package to TBS Security Officer and be approved for SCI security clearance eligibility based on a SSBI/T5 Investigation

	<ul style="list-style-type: none"> • Must be found qualified/recommended by HQMC SSO • Must be recommended by the student's chain of command • DLAB test score in OMPF¹
0302 Infantry Officer	<ul style="list-style-type: none"> • Must meet MCSs
0802 Field Artillery Officer	<ul style="list-style-type: none"> • Must meet MCSs
1302 Combat Engineer Officer	<ul style="list-style-type: none"> • Must meet MCSs
1702 Cyberspace Officer	<ul style="list-style-type: none"> • Must be a U.S. Citizen • Must submit an SCI Pre-Screening Package to TBS Security Officer and be approved for SCI security clearance eligibility based on a SSBI/T5 Investigation • Must be found qualified/recommended by HQMC SSO • Must be recommended by the student's chain of command • Computer/cyber experience or related degrees preferred • Counterintelligence Scope Polygraph Exam²
1802 Tank Officer	<ul style="list-style-type: none"> • Normal color vision • Vision correctable to 20/20 • Water Survival Basic Water Survival Qualification • Must meet MCSs
1803 Assault Amphibious Vehicle Officer	<ul style="list-style-type: none"> • Normal color vision • Vision correctable to 20/20 • Visual acuity correctable to 20/40 in both eyes • Water Survival Basic (+) Water Survival Qualification • Must meet MCSs
4502 Communication Strategy and Operations Officer	<ul style="list-style-type: none"> • Secret security clearance with eligibility for a top secret clearance
6602 Aviation Supply Officer	<ul style="list-style-type: none"> • Secret security clearance eligibility
7204 Low Altitude Air Defense Officer	<ul style="list-style-type: none"> • Secret security clearance eligibility • Normal color perception • Cannot be left eye dominate • Vision correctable to 20/20 • Hearing loss no greater than 15db between 500 Hz and 2000 Hz • At least 64 inches in height • Must meet MCSs
7208 Air Support Control Officer	<ul style="list-style-type: none"> • Secret security clearance eligibility • Normal color vision
7210 Air Defense Control Officer	<ul style="list-style-type: none"> • Secret security clearance eligibility • Normal color vision
7220 Air Traffic Control Officer	<ul style="list-style-type: none"> • Secret security clearance eligibility • Meet the physical requirements per the Manual of the Medical Department (MANMED), article 15-69 (9), and the FAA's Aviation Medical Examiner's (AME) Guide
7315 Unmanned Aircraft System MAGTF Electronic Warfare Officer	<ul style="list-style-type: none"> • Must be a U.S. Citizen • Top secret security clearance with eligibility for SCI • Meet the physical requirements per the MANMED, Chapter 5, section IV, article 15-100 • Aviation Standard Test Battery (ASTB) score of a 4 or higher on the Academic Qualification Rating (AQR) and a 6 or higher on the Pilot Flight Aptitude Rating (PFAR) or the Flight Officer Flight Aptitude Rating (FOFAR).

7599 Flight Student

- Secret security clearance eligibility
- Meet the physical requirements per the MANMED, Chapter 15, section IV, article 15-86

Figure 1.3. *MOS Prerequisites*

¹Denotes a requirement that will be conducted at the PMOS producing school

²Denotes a requirement that must be conducted at TBS before MOS assignment

Source: NAVMC 1200.1D, *MOS Manual*, TBS MOS Assignment Policy Letter, and TBS Cyberspace Officer Training and Pipeline Analysis

COMPETITIVE AIR CONTRACTS

If the MOS allocations are available, students interested in competitive air contracts must meet all of the following qualifications to be eligible:

- Must meet MOS prerequisites for the 7599 Flight Student MOS as detailed in Figure 1.3, *MOS Prerequisites*.
- Must pass the ASTB with the minimum scores detailed below.
- Must be recommended by their chain of command.
- Must be younger than 26 years old (waivers may be submitted for those 27.5 to 29 years old and required approval from the Deputy Commandant, Aviation).

The ASTB consists of seven sections: Math Skills Test (MST), Reading Comprehension Test (RCT), Mechanical Comprehension Test (MCT), Aviation Nautical Information Test (ANIT), Naval Aviation Trait Facet Inventory (NATFI), Performance-Based Measures (PBM) battery, and Biographical Inventory with Response Verification (BI-RV). Six score components are derived from weighted combinations of these sections: AQR, PFAR, FOFAR, Pilot Aviation Fit (PAF) Score, Flight Officer Aviation Fit (FOAF) Score, and Officer Aptitude Rating (OAR). Qualifying scores must meet certain minimums that are determined by MCRCO 1100.2A, *Marine Corps Recruiting Command Officer Commissioning Manual*. The minimum test scores for student Naval Aviators (SNAs) are as follows: AQR 4, and PFAR 6.

When screened and if deemed qualified for assignment, students assigned a competitive air contract or either the Cyberspace or Unmanned Aircraft System MAGTF Electronic Warfare (UAS MAGTF EW) Officer MOS will be identified before the final MOS assignment.

MOS CLASSIFICATION STANDARDS

The MCSs are designed to ensure that student officers are physically prepared to commence and successfully complete training at their assigned MOS school. Officers seeking assignment to ground combat arms MOSs must pass their PFT and CFT during the BOC with event scores that meet or exceed MCSs to qualify for assignment to ground combat arms MOSs. See Figure 1.4, *Ground Combat Arms MOS Classification Standards*, for specific requirements.

For the purposes of MCSs and MSPSs, the following are considered ground combat arms MOSs:

- 0302 Infantry Officer
- 0802 Field Artillery Officer
- 1302 Combat Engineer
- 1802 Tank Officer
- 1803 Assault Amphibious Vehicle (AAV) Officer
- 7204 Low Altitude Air Defense (LAAD) Officer

Student officers will have two opportunities within the course of a BOC to attain the below minimum required score to be considered for assignment to one of the six ground combat arms MOS.

- Week 1 of BOC during execution of Company M PFT/CFT
- Prior to week 17 during execution of PFT/CFT (for those seeking assignment to ground combat arms MOSs)

Ground Combat Arms MOS Classification Standards				
Physical Fitness Test		Combat Fitness Test		
Pull-Ups	3-mile Run	Ammo Can Lifts	Movement to Contact	Maneuver Under Fire
6	24:51	60	3:26	3:12

Figure 1.4 Ground Combat Arms MOS Classification Standards
 Source: NAVMC 1200.1D, MOS Manual

MOS SPECIFIC PHYSICAL STANDARDS

During their PMOS producing school, officers must satisfactorily perform all requirements in the program of instruction (POI), which includes the MSPS required for MOS qualification. Officers who fail to meet the MSPS at their PMOS producing school will be remediated, recycled, and/or re-tested as appropriate and allowed at least three attempts to pass the MSPS before being reclassified into another MOS.

All student officers within the BOC will participate in a MSPS Orientation Event. The orientation is designed to inform student officers of the required events for each MOS and demonstrate similar strength and endurance exercises that can be conducted to train and prepare for MSPS evaluation at their follow on PMOS school. Marine officers assigned a ground combat arms MOS will then participate in a MSPS Execution Event and perform the specific MSPS for the MOS to which they were assigned to standard. This event, which typically occurs between weeks 24 to 28, is intended to provide student officers an opportunity to practice MSPS and gauge areas in which they may need further remediation prior to the evaluated event at MOS school. It is not intended to evaluate or disqualify a student officer from maintaining their assigned MOS. A detailed description of the task description and standard for each MSPS event is detailed in Appendix B.

RESERVE OFFICER MOS ASSIGNMENT CONSIDERATIONS

Due to the inherent difference between the active and reserve components, the MOS assignment process differs for student officers in the ROCP. The nature of recruiting to Selected Marine Corps Reserve (SMCR) units necessitates a quarterly MOS classification plan, which is produced by Reserve Affairs. This report identifies personnel shortages associated with a specific Billet Identification Code (BIC), a unique, eleven-digit, alphanumeric code that consists of the six-digit Unit Identification Code (UIC) followed immediately by the five-digit numeric billet identification. Therefore, the MOS assignment and SMCR unit assignment is a coordinated effort between TBS and Reserve Affairs. The manner for selecting a reserve officer’s MOS is determined by considering the same four factors for MOS assignment detailed above, while also considering the NAVMC 11534 Service Agreement, which recognizes the individual’s city/state or residence. Reserve officers will be accessed as ground assignable only, and are ineligible for assignment to the following MOSs:

- 1702 Cyberspace Officer
- 3404 Financial Management Officer
- 4402 Judge Advocate
- 4502 Communication Strategy and Operations Officer
- 7599 Flight Student

Additionally, reserve officers are eligible for assignment as an 0303 Light Armored Reconnaissance (LAR) Officer.

Service Agreement

The NAVMC 11534 Service Agreement completed during the officer’s accession will identify a city and state as the individual’s home of record (HOR), and is the basis for identifying BIC assignments at specific unit. The two categories for Reserve officer assignments are Geographic (GEO) Preference and Flexible (FLEX) Option.

Geographic Preference

The city/state listed on the officer’s Service Agreement will be the primary factor in determining the individual’s MOS assignment. The MOS and unit are limited to availability within 150 miles of the city/state listed on the Service Agreement. Reserve officers may choose to waive geographic preference for determining MOS and unit assignment.

Flexible Option

MOS and unit assignment for Reserve officers who have elected to waive geographic preference will resemble the active duty MOS Assignment process. Quality distribution, student suitability, unique/additional considerations, and student preference will overshadow geographic location. In the best interest of the officer, the city/state listed on the Service Agreement will remain noteworthy if multiple unit assignment options are available. Student officers that select the Flexible Option may be eligible for the SMCR Officer Affiliation Incentive (OAI). For more information on OAI eligibility criteria, research the Marine Administrative Messages (MARADMIN) on www.marines.mil.

Professional Development Tour

Following successful completion of PMOS school, Reserve officers are encouraged to participate in a Professional Development Tour (PDT). The intent of the program is to provide newly accessed Reserve officers the opportunity for an operational tour to gain leadership and technical experience, appropriate to their grade and PMOS, by providing Active Duty Operational Support (ADOS) opportunities after graduating PMOS school. At the conclusion of their PDT, ROCP lieutenants return to their assigned SMCR unit. For more information on PDTs, research the MARADMINS on www.marines.mil.

Requests to switch between GEO and FLEX, to change a HOR listed in the NAVMC 11534 Service Agreement, or to defer a PDT must be routed through the student chain of command and will be considered on a case by case basis.

MOS REDESIGNATION PROCESS

Graduating BOC student officers whose personal circumstances warrant redesignation and Infantry Officer Course (IOC) officers who are redesignated to a different MOS will be assigned to Company M upon completion of all required counseling sessions by the BOC/IOC leadership.

Students will complete a “Primary Military Occupational Specialty Redesignation Request Form” and, additionally, may submit a statement to the CO, TBS. Redesignation of a student’s new MOS will be based on the same criteria used to assign an initial MOS to a student but with an explicit emphasis on the needs of the Marine Corps. For students reassigned from IOC, additional input may be solicited from IOC regarding a student’s suitability.

The type and quantity of MOS redesignation recommendations will supplement the remaining allocation of MOS assignments for the fiscal year. Once approval of redesignations has been given and students have been notified of their redesignation, the TBS administrative section (S-1) will coordinate with MMOA, HQMC for subsequent school and duty station assignment, as applicable. During the course of a PMOS producing school, student officers who fail to meet graduation requirements will undergo MOS redesignation through the chain of command at the assigned schoolhouse.

CHAPTER 2

Marine Air-Ground Task Forces

In 1952, Congress directed the Marine Corps' composition as an air-ground combined arms force. This integrated force, known as the MAGTF, has unique and incomparable warfighting capabilities. Our MAGTF contains organic air, ground, and logistics elements under a single command element, making it an effective and integrated combined arms force.

—USMC Vision and Strategy 2025

OVERVIEW

Marine Corps component commanders normally task-organize for operations by forming MAGTFs – balanced, air-ground, combined arms formations under a single commander. Due to the operational flexibility inherent in its construct, the MAGTF is the principal organization for all Marine Corps missions across the range of operations (ROMO). Expeditionary by nature, MAGTFs vary in size and capability according to their assigned or likely missions and are specifically equipped for rapid deployment by air or sea.

ELEMENTS OF A MAGTF

All MAGTFs consist of four core elements – a command element (CE), a ground combat element (GCE), an aviation combat element (ACE), and a logistics combat element (LCE), as illustrated in Figure 2-1, *MAGTF Organization*. Although MAGTFs differ in size and capabilities, standard procedures exist for organizing any MAGTF and for planning and executing its operations. As a modular organization, the MAGTF is tailorable to its mission through task organization. This building block approach also makes reorganization a matter of routine. A key feature of the MAGTF is its expandability. The MAGTF's modular structure facilitates rapid expansion into a larger force as a situation demands by simply adding forces as needed to the core units of each existing element.

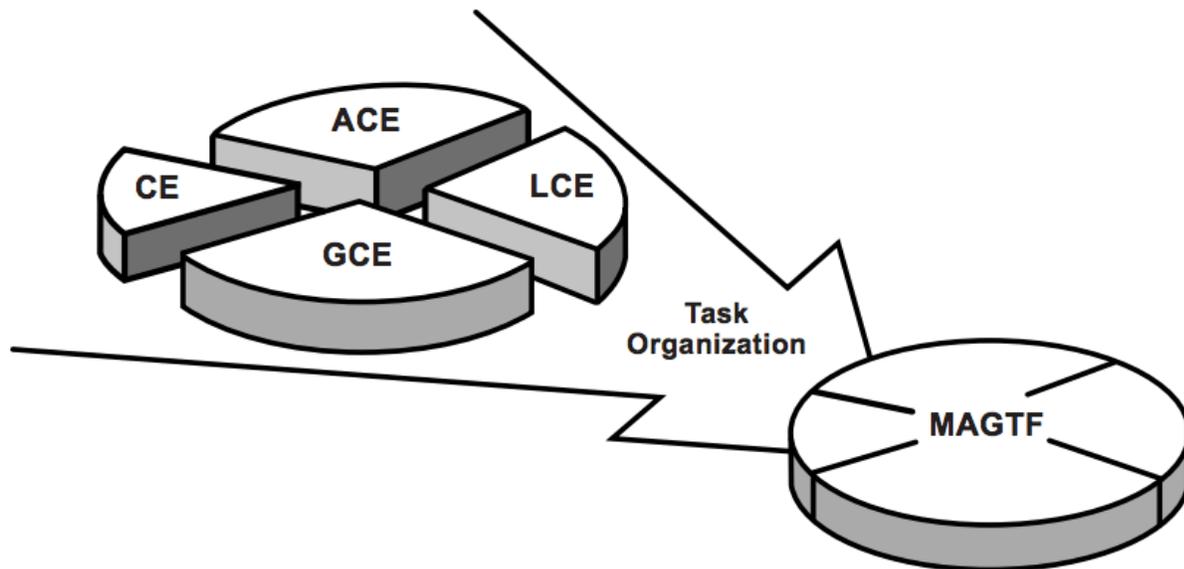


Figure 2-1. *MAGTF Organization*
Source: MCDP 1-0 WI CH 1, *Marine Corps Operations*

Command Element

The CE is the MAGTF headquarters. As with all other MAGTF elements, the CE task-organizes to provide the command and control capabilities necessary for effective planning, execution, and assessment of operations. Additionally, the CE can exercise command and control within a joint force from the sea or ashore and act as a joint task force headquarters core element. A CE may include additional command and control and intelligence capabilities from national and theater assets, force reconnaissance assets, signals intelligence capabilities from the radio battalion, and a force fires coordination center.

Ground Combat Element

The GCE task-organizes to conduct ground operations in support of the MAGTF's mission. It usually forms around an infantry organization reinforced with artillery, reconnaissance, LAR, assault amphibian, tank, and engineer forces. The GCE can vary in size

and composition – from a rifle platoon to one or more divisions. It is the only MAGTF element that can seize and occupy terrain.

Aviation Combat Element

The ACE task-organizes to conduct air operations, project combat power, and contribute to battlespace dominance in support of the MAGTF’s mission by performing some or all of the following six functions of Marine aviation: antiair warfare (AAW); assault support; electronic warfare (EW); offensive air support; air reconnaissance; and control of aircraft and missiles. The ACE consists of an aviation headquarters with air control agencies, aircraft squadrons or groups, and logistic units. It can vary in size and composition from a small aviation detachment of specifically required aircraft to one or more Marine aircraft wings.

Logistics Combat Element

The LCE task-organizes to provide all functions of tactical logistics necessary to support the continued readiness and sustainability of the MAGTF. The LCE performs some or all six functions of tactical logistics: supply; maintenance; transportation; health services; general engineering; and other services, which include legal, exchange, food, disbursing, postal, billeting, religious, mortuary, and morale and recreation services. The LCE may vary in size and composition from a support detachment up to one or more logistic groups.

TYPES OF MAGTFs

There are five types of MAGTFs – Marine Expeditionary Forces (MEFs), Marine Expeditionary Forces (Forward) (MEFs [Fwd]), Marine Expeditionary Brigades (MEBs), Marine Expeditionary Units (MEUs), and Special Purpose Marine Air-Ground Task Forces (SPMAGTFs), as illustrated in Figure 2-2, *Types of MAGTF Organizations*.

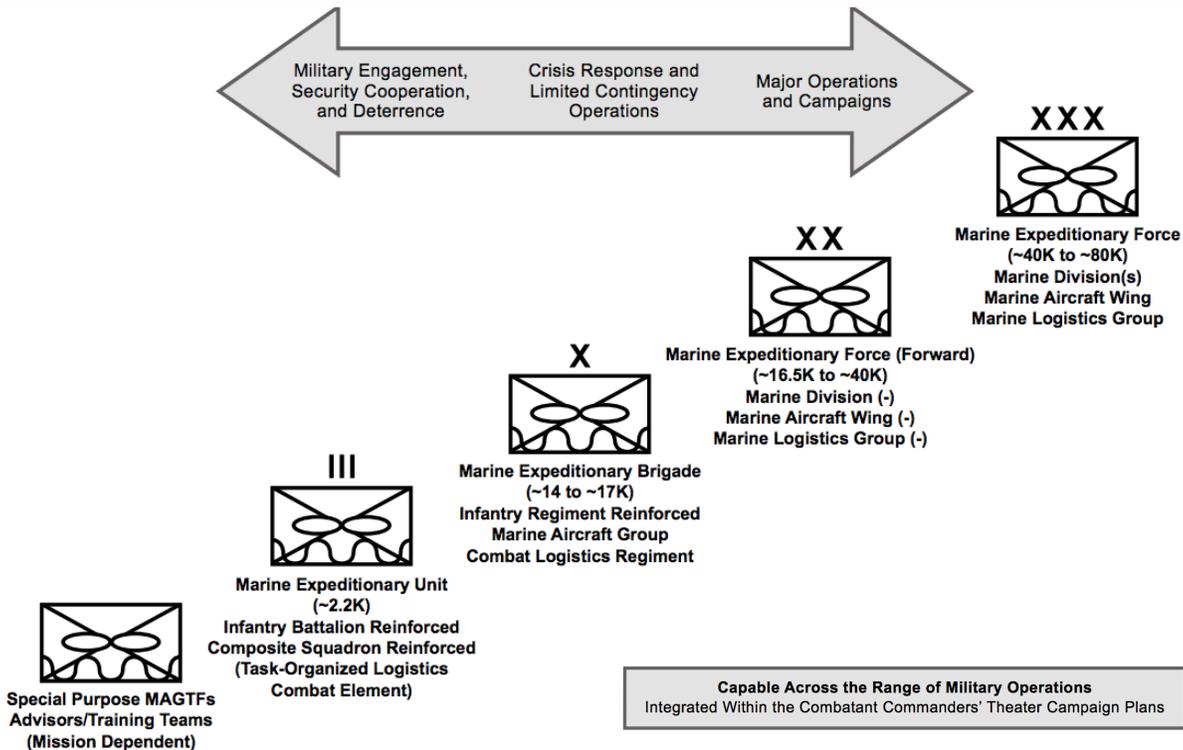


Figure 2-2. *Types of MAGTF Organizations*
 Source: MCDP 1-0 WJ CH 1, *Marine Corps Operations*

Marine Expeditionary Force

The MEFs are the principal warfighting organizations of the Marine Corps, capable of conducting and sustaining expeditionary operations in any geographic environment. In addition to their warfighting role, MEFs routinely task-organize subordinate units into smaller MAGTFs or other formations to support the geographic combatant commander’s ongoing engagement and episodic crisis response requirements. The three standing MEFs vary somewhat in size, with the largest being approximately 40,000 Marines and Sailors. Normally commanded by a Lieutenant General, each includes –

- A CE of one MEF information group (MIG).
- A GCE of one Marine division (MARDIV).

- An ACE of one Marine aircraft wing (MAW).
- An LCE of one Marine logistics group (MLG).

There are three standing MEFs:

- I MEF, based in southern California and Arizona, under Commander, Marine Forces Pacific (MARFORPAC). The major subordinate commands (MSCs) within I MEF are:
 - 1st MARDIV aboard MCB Camp Pendleton, CA
 - 3d MAW aboard MCAS Miramar, CA
 - 1st MLG aboard MCB Camp Pendleton, CA
- II MEF, based in North and South Carolina, under Commander, Marine Forces Command (MARFORCOM). The MSCs within II MEF are:
 - 2d MARDIV aboard MCB Camp Lejeune, NC
 - 2d MAW aboard MCAS Cherry Point, NC
 - 2d MLG aboard MCB Camp Lejeune, NC
- III MEF, based in Okinawa, mainland Japan, Hawaii, and Guam, under Commander, MARFORPAC. The MSCs within III MEF are:
 - 3d MARDIV aboard Camp Courtney, MCB Smedley D. Butler, Okinawa, Japan
 - 1st MAW aboard Camp Foster, MCB Smedley D. Butler, Okinawa, Japan
 - 3d MLG aboard Camp Kinser, MCB Smedley D. Butler, Okinawa Japan

A MEF typically deploys by echelon with 60 days of sustainment, which can be extended through external support from other Services or a host nation. For detailed information on each MEF's subordinate units and locations, see Appendix C, D, and E.

Marine Expeditionary Force (Forward)

A MEF (Fwd) is normally the lead echelon of a MEF or, for some contingencies, it can be a stand alone MAGTF capable of sustained expeditionary operations. A MEF (Fwd) is normally smaller than a MEF and larger than a MEB. The GCE of the MEF (Fwd) normally consists of a division (-) or multiple regiments.

Marine Expeditionary Brigade

Mid-sized MAGTFs, MEBs conduct major security cooperation operations, respond to larger crises or contingencies, or participate in major operations and campaigns – such as MEB-Afghanistan. They provide the “building blocks” for forcible entry and other power projection operations, providing the landing forces for amphibious assault and the fly-in echelons that “marry-up” with equipment and supplies delivered by maritime prepositioning ships. Normally commanded by Brigadier Generals, MEBs number approximately 16,000 Marines and Sailors once their subordinate units are assigned. A MEB normally consists of—

- A CE that may include additional assets, such as command and control, reconnaissance, signals intelligence capabilities from the radio battalion, and engineering capabilities from the naval construction regiments.
- A GCE composed of an infantry regiment reinforced with artillery, reconnaissance, engineer, LAR units, assault amphibian units, and other attachments as required.
- An ACE composed of a combat assault transport helicopter/tilt-rotor aircraft, utility and attack helicopters, vertical/short takeoff and landing fixed-wing attack aircraft, fighter/attack aircraft, EW aircraft, UAS, air refuelers/transport aircraft, and requisite aviation logistic and command and control capabilities.
- An LCE task-organized around a combat logistics regiment. This element normally has engineering; supply; services; transportation; medical; maintenance capabilities; and landing support for beach, port, and airfield delivery operations. The MEBs are the smallest MAGTFs capable of performing all six functions of Marine aviation. A MEB can conduct the full range of expeditionary operations and may serve as the lead echelon of the MEF.

Marine Expeditionary Unit

The MEUs, embarked aboard Navy amphibious ready groups (ARGs), form ARG/MEUs. The ARG/MEUs provide continuous, forward naval presence in key regions to conduct steady-state security cooperation, military engagement, and deterrence, as well as immediate response to episodic crises and contingencies. The ARG/MEUs may also be called upon to support major operations and campaigns in a variety of ways, such as enabling the introduction of other forces, acting as the lead echelon for expansion to a larger formation, or providing the geographic combatant commander an inherently mobile and flexible sea-based reserve. A MEU is commanded by a Colonel. When embarked aboard an ARG, which is commanded by a Navy Captain, a support relationship is

normally established between them. A MEU normally consists of –

- A CE that may include additional command and control or signals intelligence assets.
- A GCE formed around an infantry battalion landing team reinforced with artillery, reconnaissance, engineer, tanks, LAR units, assault amphibian units, and other attachments, as required.
- An ACE composed of a combat assault transport helicopter/tilt-rotor squadron, utility and attack helicopters, vertical/short takeoff and landing fixed-wing attack aircraft, EW aircraft, UAS, shore-based air refuelers/transport aircraft, and other detachments, as required.
- An LCE task-organized around a MEU combat logistics battalion, consisting of engineering, supply, services, transportation, landing support, medical, and maintenance capabilities.

There are seven standing MEU CEs. Six of them are in a rotation cycle that provides continuous forward presence with two ARG/MEUs in key regions. The seventh is permanently forward deployed in United States Pacific Command (PACOM). The seven MEU command elements are –

- 11th, 13th, and 15th MEU command elements, under Commander, MARFORPAC, which rotationally deploy with subordinate elements provided from I MEF. The MEU headquarters are located aboard MCB Camp Pendleton, CA.
- 22d, 24th, and 26th MEU command elements, under Commander, MARFORCOM, which rotationally deploy with subordinate elements provided from II MEF. The MEU headquarters are located aboard MCB Camp Lejeune, CA.
- 31st MEU command elements, under Commander, MARFORPAC, are part of the forward-deployed naval force in the Pacific. It periodically cruises with subordinate elements provided from III MEF. These elements include units that are permanently assigned and others temporarily provided to III MEF from the other MEFs through the unit deployment program. The MEU headquarters are located aboard MCB Camp Hansen, Okinawa.

The major subordinate elements (MSEs) are normally assigned to rotational MEU command elements several months prior to deployment to undergo, in concert with the ARG, an extensive training and certification process. They usually deploy for six to seven months, carrying enough supplies for the MEU to conduct operations ashore for fifteen days, beyond which they are normally sustained through the integrated naval logistics system.

Special Purpose MAGTF

When situations arise for which a MEU or other unit is either inappropriate or unavailable, a SPMAGTF is formed. A SPMAGTF may be of any size – but normally no larger than a MEU – with tailored capabilities required to accomplish a particular mission. It may be task-organized from nondeployed Marine Corps forces or formed on a contingency basis from a portion of a deployed MAGTF. Regimental-level headquarters often assume the role as a SPMAGTF command element and may conduct training in anticipated mission skills prior to establishment. A SPMAGTF may deploy using commercial shipping or aircraft, inter-theater airlift, amphibious shipping, or organic Marine aviation.

BASES, STATIONS, AND DEPOTS

There are I, II, and III MEF units located across the continental U.S. (CONUS) and outside the continental U.S. (OCNUS) in Hawaii and Japan, both mainland and on the island of Okinawa, as illustrated in Figure 2-3, *Marine Corps Installations within the United States*, Figure 2-4, *Marine Corps Installations on Mainland Japan*, and Figure 2-5, *Marine Corps Installations on the Japanese Island of Okinawa*.

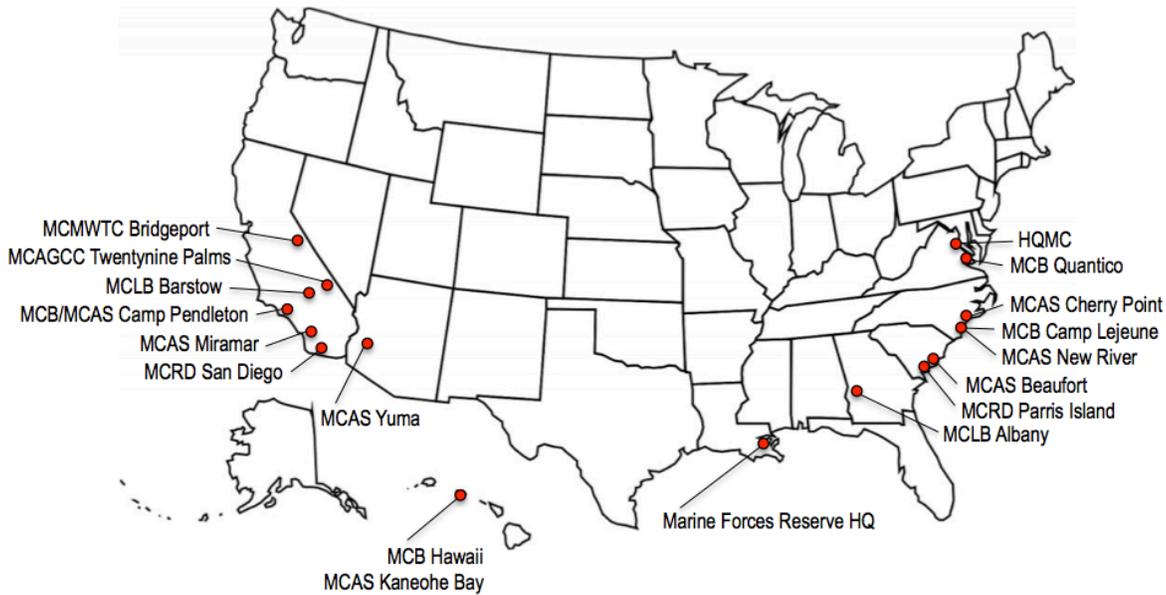


Figure 2-3. Marine Corps Installations within the United States

Arizona

Marine Corps Air Station Yuma

California

Marine Corps Mountain Warfare Training Center Bridgeport
 Marine Corps Air Ground Combat Center Twentynine Palms
 Marine Corps Logistics Base Barstow
 Marine Corps Base Camp Pendleton
 Marine Corps Air Station Camp Pendleton
 Marine Corps Air Station Miramar
 Marine Corps Recruit Depot San Diego

Georgia

Marine Corps Logistics Base Albany

Hawaii

Marine Corps Base Hawaii
 Marine Corps Air Station Kaneohe Bay

Louisiana

Marine Forces Reserve Headquarters

North Carolina

Marine Corps Air Station Cherry Point
 Marine Corps Base Camp Lejeune

South Carolina

Marine Corps Air Station Beaufort
 Marine Corps Recruit Depot Parris Island

Virginia

Headquarters Marine Corps
 Marine Corps Base Quantico



See Figure 2-5. Marine Corps Installations on the Japanese Island of Okinawa

Figure 2-4. Marine Corps Installations on Mainland Japan

Japan

Mainland

Marine Corps Air Station Iwakuni

Combined Arms Training Center Camp Fuji



Figure 2-5. Marine Corps Installations on the Japanese Island of Okinawa

Japan

Okinawa

Marine Corps Air Station Futenma

Marine Corps Base Camp Smedley D. Butler

Camp Courtney

Camp Foster

Camp Hansen

Camp Kinser

Camp Lester

Camp Schwab

CHAPTER 3

Marine Officer Primary MOSs

Learn your job, and do it with maximum intensity and skill. The next fight will evolve rapidly, and it will force us to be more agile, flexible, and adaptable. To win, we need Marines who are smart, fit, disciplined, resilient, and able to thrive in the face of uncertainty and the unknown.

—General Robert B. Neller, 37th Commandant of the Marine Corps

OVERVIEW

Military Occupational Specialties fall within one of the six following categories.

- (1) **Basic MOSs (BMOSs)**. Entry-level MOSs required for Patients, Prisoners, Training, and Transients (P2T2) table of organization (TO) for entry-level Marines or others not yet qualified by initial skills training.
- (2) **Primary MOSs (PMOSs)**. Used to identify the primary skills and knowledge of a Marine. Only enlisted Marines, Warrant Officers (WO), Chief Warrant Officers (CWO), and Limited Duty Officers (LDO) are promoted in their PMOS. The 26 officer PMOSs are listed below.
- (3) **Necessary MOSs (NMOSs)**. Non-PMOSs that have prerequisites of one or more PMOSs. This MOS identifies a particular skill or training that is in addition to a Marine's PMOS, but can only be filled by a Marine with a specific PMOS. For example, the MOS 0233, Intelligence Tactics Instructor, can only be awarded to a Marine that possesses the PMOS 0202, 0203, 0204, 0205, 0206, 0207, 0210, and 2602.
- (4) **Free MOSs (FMOS)**. Non-PMOSs that can be filled by any Marine regardless of primary MOS. A FMOS requires skill sets unrelated to primary skills. For example, the MOS 0510, Basic Information Operations Staff Officer, is an MOS that can be assigned to any officer that completes the Intermediate Marine Corps Information Operations Practitioner's Course (I-MIOPC).
- (5) **Exception MOSs (EMOSs)**. Non-PMOSs that are generally FMOSs but include exceptions that require a PMOS. For example, linguist MOSs are EMOSs used in conjunction with the 2641, Cryptologic Language Analyst, and 2691, Signals Intelligence/Electronic Warfare/Cyberspace Operations Chief, Primary MOS or Necessary MOS 2642, Advanced Cryptologic Language Analyst, that indicate specialized foreign language skills.
- (6) **Additional MOSs (AMOSs)**. Any existing MOS awarded to a Marine who already holds a PMOS. Marines are not promoted in an AMOS. For example, after a lateral move to the PMOS of 0402, the Marine's previous PMOS of 0602 becomes an AMOS.

Officers are generally assigned PMOSs by their type of commission or appointment. The three groups of MOSs that are assigned as PMOSs to officers are: Group I MOSs suitable for assignment to unrestricted Regular/Reserve Officers; Group II MOSs suitable for assignment to LDO; and Group III MOSs suitable for assignment to Regular/Reserve WOs.

The MOS system consists of a four-digit number used in conjunction with a descriptive title to identify Marine Corps occupational requirements and personnel skills capability. The first two digits of a four-digit number and a descriptive title identify the OccFld. The OccFld is a grouping of related MOSs. The MOS describes a group of skills and related duties that extend over one or more grades.

PRIMARY MOS LIST

The following are the 26 Group I PMOSs suitable for assignment to unrestricted Regular/Reserve Officers. MOSs with an (*) are not assignable to student officers in the ROCP.

- 0102 Manpower Officer
- 0203 Ground Intelligence Officer
- 0204 Counterintelligence/Human Source Intelligence Officer
- 0206 Signals Intelligence Officer
- 0207 Air Intelligence Officer
- 0302 Infantry Officer
- 0402 Logistics Officer
- 0602 Communications Officer
- 0802 Field Artillery Officer
- 1302 Combat Engineer Officer

- 1702 Cyberspace Officer*
- 1802 Tank Officer
- 1803 Assault Amphibious Vehicle Officer
- 3002 Ground Supply Officer
- 3404 Financial Management Officer*
- 4402 Judge Advocate*
- 4502 Communication Strategy and Operations Officer*
- 5803 Military Police Officer
- 6002 Aircraft Maintenance Office
- 6602 Aviation Supply Officer
- 7204 Low Altitude Air Defense Officer
- 7208 Air Support Control Officer
- 7210 Air Defense Control Officer
- 7220 Air Traffic Control Officer
- 7315 Unmanned Aircraft System MAGTF Electronic Warfare Officer
- 7599 Flight Student*

pay and compensation, and individual and family readiness.

COMMON FIRST TOUR ASSIGNMENTS and RESPONSIBILITIES

The majority of Manpower Officers in their first tour assignments are in operational commands that comprise each element of the MAGTF. First-tour assignments also include commands in the supporting establishment, typically at the installation level or, in some cases, training commands. Manpower Officers will serve as the unit Adjutant at an O-5 (Lieutenant Colonel) command, generally a squadron or battalion comprised of 400-1200 assigned personnel, for 12 to 24 months or more. Following this assignment, and depending upon on-hand inventory and unit staffing levels, Manpower Officers may rotate to higher-level staffs at the O-6 (Colonel) level where they will typically serve as the Adjutant. They may be assigned to a General Officer (G-level) staff at a MAW, MARDIV, or MLG within local proximity of their initial command, enabling their further development and understanding of operational planning while serving as an Exercise Officer, Manpower Officer, or Assistant G-1 Operations Officer.

The Adjutant’s scope of responsibility varies by command but typically includes coordination and execution of administrative services by supporting Personnel Administration Centers, daily confirmation and certification of on-hand personnel, deployable strength reporting, military justice, mailroom operations, and casualty response operations. Adjutants will become familiar with Defense Travel System application, the approval and procurement process for government travel in support of official events and training, routine and special correspondence, maintenance of files and directives, personnel strength reporting, and processing individual military awards and decorations. The majority of Adjutants are entrusted with the collateral responsibility of Legal Officer, which is vital to maintaining good order and discipline in units. As the key advisor to the commander on all matters related to manpower, the Adjutant must possess interpersonal skills, be mature, and perceptive. Other desirable include discretion, empathy, and trust. Adjutants typically have three to 15 Marines under their supervision, several of whom are NCOs and SNCOs. This small number of personnel is responsible for supporting and enabling the Corps’ greatest resource, its Marines.

For a detailed description of additional duties and responsibilities of a Manpower Officer, see MSTP Pamphlet 6-0.1, *Command and Staff Action*. For more information on the Personnel Administration School, watch a brief overview documentary on <https://www.dvidshub.net/video/511590/personnel-administration-school>. For detailed information on the Marine Forces Reserve (MARFORRES) and each MEF’s subordinate units and locations, see Appendix C, D, E, and F.

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REFLECT ON WHAT YOU'VE LEARNED

Take some time to reflect on what you've learned about this MOS, and analyze the attributes you may like or dislike about the duties and responsibilities associated with this field.

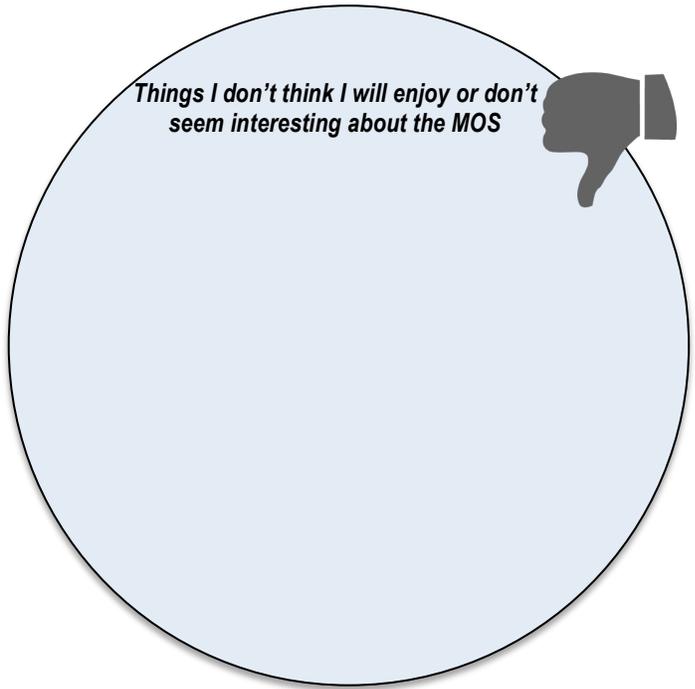


Things I may enjoy or that seem interesting about the MOS





Things I don't think I will enjoy or don't seem interesting about the MOS



Training, degrees, hobbies and/or interests I have that may compliment this MOS:

THINGS TO KNOW FOLLOWING MOS ASSIGNMENT

01XX Advocate

Advocates are the Deputy Commandant or Counsel for the Commandant assigned to represent the Marine Corps as well as identify and prioritize capabilities required for specific organizational and functional areas. The 01XX advocate is the Deputy Commandant, Manpower and Reserve Affairs (M&RA).

Other MOSs in the 01, Manpower and Administration OccFld

- 0111: *Administrative Specialist (MGySgt to Pvt) PMOS*
- 0147: *Equal Opportunity Advisor (EOA) (MGySgt to SSgt) FMOS*
- 0149: *Substance Abuse Control Specialist (MGySgt to SSgt) FMOS*
- 0149: *Substance Abuse Control Officer (SACO) (Gen to 2ndLt) FMOS*
- 0160: *Postal Officer (CWO5 to WO) PMOS*
- 0161: *Postal Clerk (MGySgt to Pvt) PMOS*
- 0170: *Personnel Officer (CWO5 to WO) PMOS*
- 0171: *Manpower Information Systems (MIS) Analyst (MGySgt to Cpl) NMOS (0111)*

PREPARE FOR YOUR OWN SUCCESS

The following is provided for continued training and professional development in your assigned MOS.

Suggested Online Courses

Source	Course Code	Course Title
<input type="checkbox"/> MarineNet	0102MODA0A	0102 Manpower Module A
<input type="checkbox"/> MarineNet	0102MODB0A	0102 Manpower Module B
<input type="checkbox"/> MarineNet	ADMNPREC01	Prepare Administrative Correspondence
<input type="checkbox"/> MarineNet	ADMNPROC01	Process Administrative Correspondence
<input type="checkbox"/> FVAP	FVAP Training	https://www.fvaptraining.com/FVAPTraining/
<input type="checkbox"/> MarineNet	UT03AO0000	Unit Training Management – Platoon Level
<input type="checkbox"/> MarineNet	GCSS11BC01	GCSS-MC Welcome to GCSS Basics
<input type="checkbox"/> MarineNet	GCS01RO101	Responsible Officer 101
<input type="checkbox"/> DTS TraX	Travel Card 101	Travel Card Program (https://www.defensetravel.dod.mil/site/trax.cfm)
<input type="checkbox"/> MarineNet	MCIZ0112DZ	Counseling Marines
<input type="checkbox"/> MarineNet	ADMNJAGC01	JAG Command Investigation
<input type="checkbox"/> MarineNet	MOOSPEA01Z	Getting Started with SharePoint 2010
<input type="checkbox"/> MarineNet	XL2010ZZZZ	Microsoft Office 2010: Beginning Excel
<input type="checkbox"/> MarineNet	WD2010ZZZZ	Microsoft Office 2010: Beginning Word
<input type="checkbox"/> MarineNet	PW201000ZZ	Microsoft Office 2010: Beginning PowerPoint

Recommended Reading

Title of Book and Author

- Turn the Ship Around: The True Story of Turning Followers into Leaders. *L. David Marquet*
- The Culture Code: The Secrets of Highly Successful Groups. *Daniel Coyle*
- The Spy and the Traitor: The Greatest Espionage Story of the Cold War. *Ben Macintyre*
- The Forgotten 500: The Untold Story of the Men who Risked all for the Greatest Rescue Mission of World War II. *Gregory A. Freeman*
- Outlaw Platoon: Heroes, Renegades, Infidels, and the Brotherhood of War in Afghanistan. *Sean Parnell*

RESOURCES

Take advantage of the opportunity to visit and review the below websites and publications to learn more about the MOS producing school, your community, or the doctrine relevant to your field.

- (1) Personnel Administration School website: <https://www.trngcmd.marines.mil/Units/South-Atlantic/MCCSSS/MCCSSS-Schools/Personnel-Administration-School/>
- (2) Manpower & Reserve Affairs website: <https://www.manpower.usmc.mil/webcenter/portal/MRAHome>
- (3) 01XX WIKI webpage: <https://www.manpower.usmc.mil/webcenter/portal/AdminForum>
- (4) Defense Travel System website: <https://www.defensetravel.dod.mil/site/training.cfm>
- (5) Federal Voting Assistance Program website: <https://www.fvap.gov/vao/training>
- (6) Inspector General (IG) Functional Area Checklists: <https://www.hqmc.marines.mil/igmc/Resources/Functional-Area-Checklists/>
- (7) Marine Corps Administrative Analysis Team (MCAAT): <https://www.manpower.usmc.mil/webcenter/portal/MI/page12>
- (8) Manpower Information Support System Office (MISSO)/Manpower Information Support System Activity (MISSA) Portal <https://eis.usmc.mil/sites/missa/default.aspx>
- (9) Administrative Reference Guide: <https://www.trngcmd.marines.mil/Portals/207/Docs/MCCSSS/PAS/Administration%20Reference%20Guide.pdf>
- (10) NAVMC 3500.3D, Personnel and Administration Training and Readiness Manual (Chapter 4)
- (11) SECNAV M-5216.5 W/CH 1, Department of the Navy Correspondence Manual
- (12) DoD Instruction 1000.04, Federal Voting Assistance Program
- (13) MCO 5216.20B, Marine Corps Supplement to the Department of the Navy Correspondence Manual
- (14) MCWP 5-10, Marine Corps Planning Process

(15) MSTP Pamphlet 6-0.1, Command and Staff Action

BUILD YOUR NETWORK

Use this space to record the name and contact information of Marine Officers with the 0102 MOS that you have met and talked to or that you hear are in the community and would like to meet. The professionals within the Manpower and Administration community can provide valuable experience-based feedback that can shape your understanding of the MOS and, as an added benefit, would enthusiastically continue to serve as mentors as you progress through your career.

YOU'RE IN CHARGE

As you begin to visualize yourself executing the duties and responsibilities of your MOS, you should also visualize what you would expect of the Marines that work under your charge. In accordance with MCO 1610.7A, *Performance Evaluation System*, you are required to conduct an initial counseling within the first 30 days of establishing the RS/MRO relationship. The initial counseling should establish, formalize, or review the Marine’s billet description and cover his or her duties and responsibilities and your expectations. You can review the responsibility of each MOS within NAVMC 1200.1D, *MOS Manual*, and the Training and Readiness Manual listed in the Resources section above. Additionally, use this opportunity to familiarize yourself with the MOS Roadmaps of your subordinates and consider roadmap information as a mentoring tool in recommending billet assignments and overseeing the individual development of assigned Marines. MOS Roadmaps can be found here: <https://mctims.usmc.mil>.

Begin to consider your expectations in relation to each Marine’s billet description.

Begin to develop your expectations as a Marine leader and Reporting Senior.

What goals or targets will you establish for your Marines within the reporting period?

As a leader, it is your privilege to develop Marines and sailors in order to sustain the transformation, help them achieve their full potential, and prepare them for long-term personal and professional success. Consider the following focus areas as a framework for your coaching/counseling sessions.



Baseline counseling sessions:

- Establishment of RS/MRO relationship
- Issuance of a fitness report
- Proficiency/Conduct marking assignment
- Eligibility for promotion
- Joining a new unit
- Permanent Change of Station orders
- Assignment to Force Preservation
- Major changes in billet responsibilities

Additional References

- MCO 1500.61, Marine Leader Development (MLD)
- MLD website: <https://www.usmcu.edu/Academic-Programs/Lejeune-Leadership-Institute/Marine-Leader-Development/>
- NAVMC 2795, User’s Guide to Counseling

MCIS aboard the NAS Oceana Dam Neck Annex, VA. TIOC is a prerequisite for the 0203, 0204, 0206, and 0207 MOSs and is designed to train Marine Officers in the combat, operational, and administrative skills required of an Intelligence Officer in the Operating Forces. The learning objectives are achieved through reading doctrinal publications, policy, and emerging concepts followed by guided discussion, informal lectures, or group practical application instructional methodologies. Course length is 45 training days.

COMMON FIRST TOUR ASSIGNMENTS and RESPONSIBILITIES

A typical first tour assignment for a Ground Intelligence Officer is as either the unit Intelligence Officer or the Assistant Intelligence Officer (S-2 or S-2A) within an O-5 (Lieutenant Colonel) or O-6 (Colonel) level command at either one of the battalions or regiments within either the MARDIV or the MLG as part of the GCE or LCE of the MAGTF, respectively. Ground Intelligence Officers can serve as Scout Sniper Platoon Commanders but can also be assigned to a company within an Intelligence Battalion as part of the CE of the MAGTF or to the G-2 at a MARDIV in support of a Major or Lieutenant Colonel on a General Officer staff.

Ground Intelligence Officers in their first tour are generally responsible for leading, training, and employing Marines under their charge, briefing intelligence updates to the staff and commander, and executing security management functions. They may also serve in a specialized intelligence role as a Targeting Officer or Collections Officer, or potentially serve as a Ground Sensor Platoon Commander or a Company Executive Officer. As Scout Sniper Platoon Commanders or Reconnaissance Platoon Commanders, they command, train, and employ 15-30 specialized infantry Marines to support the battalion’s collection plan in support of offensive and defensive operations across the entire spectrum of conflict.

For a detailed description of additional duties and responsibilities of an Intelligence Officer, see MCWP 2-10, *Intelligence Operations*, as well as the Marine Corps Recruiting video on Roles in the Corps: Intelligence Officer found here: <https://www.youtube.com/watch?v=1RqCCB3jtug>. For more information on MCIS, watch a brief overview documentary here: <https://www.dvidshub.net/video/517720/marine-corps-intelligence-schools>. For detailed information on the MARFORRES and each MEF’s subordinate units and locations, see Appendix C, D, E, and F.

ADDITIONAL OPPORTUNITIES and CONSIDERATIONS

0307 Expeditionary Ground Reconnaissance (EGR) Officer

Additional opportunities for 0203 Ground Intelligence Officers include consideration for the 0307 Expeditionary Ground Reconnaissance (EGR) Officer NMOS. EGR Officers are the commanders or assistants commanders in the reconnaissance battalions and force reconnaissance companies. As such, EGR Officers plan, direct and assist in the deployment and tactical employment of Reconnaissance units. To fulfill these responsibilities, they evaluate intelligence; estimate the operational situation; and formulate, coordinate and execute appropriate plans for ground reconnaissance, amphibious reconnaissance, raids, fire support, special insertion and extraction, communications, operational logistics and maintenance. EGR Officers are also responsible for the discipline, morale and welfare of their units’ Marines.

PREREQUISITES

- (1) Must be a U.S. citizen.

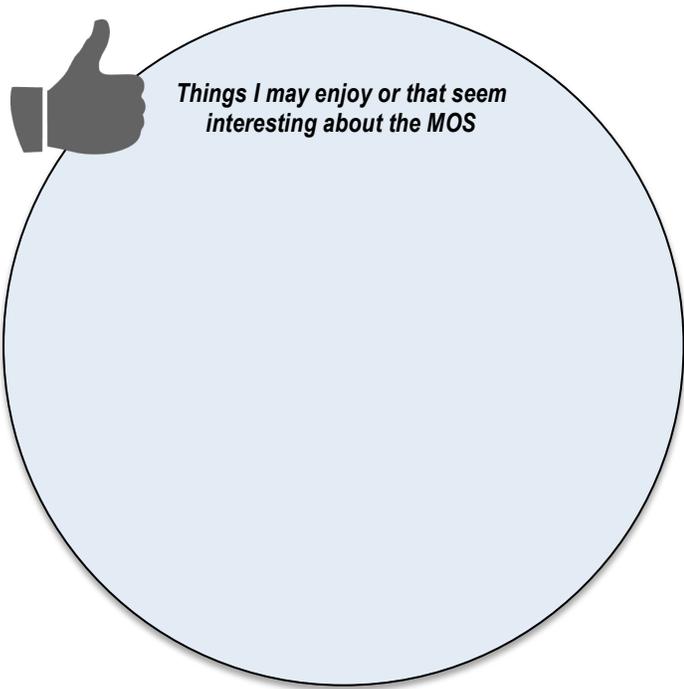
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REFLECT ON WHAT YOU'VE LEARNED

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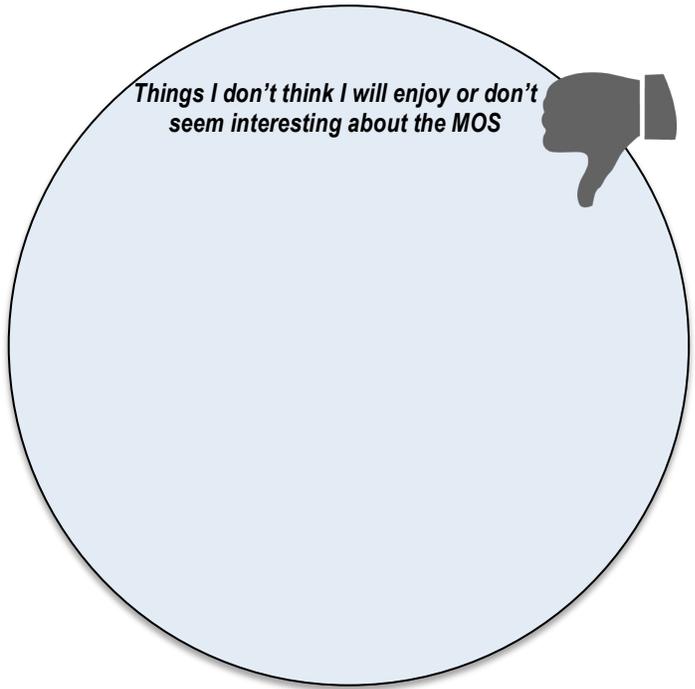


Things I may enjoy or that seem interesting about the MOS





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Training, degrees, hobbies and/or interests I have that may compliment this MOS:

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- 0277: *Weapons and Tactics Instructor (WTI) Intelligence Officer NMOS (LtCol to 2ndLt) and (CWO5 to WO) NMOS (0202, 0203, 0204, 0205, 0206, 0207, 0210, 2602)*
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Recommended Reading

For more selections, visit <https://www.hqmc.marines.mil/intelligence/Leaders/DIRINT/Reading-List-4/>.

Title of Book and Author

- The Great Game: The Myth and Reality of Espionage. Frederick P. Hitz*
- The Secrets of Inchon. Eugene Clark*
- The Psychology of Intelligence Analysis. Richard Heuer*
- Asking the Right Questions: A Guide to Critical Thinking, Ninth Edition. Neil Browne and Stuart M. Keeley*
- Force Recon Command: 3rd Force Recon Company in Vietnam, 1969-70. Alex Lee*

RESOURCES

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- (1) MCIS website: <https://www.trngcmd.marines.mil/Northeast/MCIS/Regional-MARDETS/MARDET-Dam-Neck/>
- (2) Scout Sniper Instructor School website: <https://www.trngcmd.marines.mil/Northeast/Weapons-Training-Battalion/Scout-Sniper-Instructor-School/>
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- (4) Reconnaissance Training Company website: <https://www.trngcmd.marines.mil/Units/West/SOI-W/AITB/RTC/>
- (5) Deputy Commandant, Information website: <https://www.hqmc.marines.mil/Agencies/Deputy-Commandant-Information/>
- (6) NAVMC 3500.100B, Intelligence Training and Readiness Manual (Chapter 5)
- (7) NAVMC 3500.44C W/CH 1, Infantry Training and Readiness Manual (Chapter 9)
- (8) NAVMC 3500.55C W/CH 1, Reconnaissance Training and Readiness Manual
- (9) FMFRP 12-16, Frontline Intelligence
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- Joining a new unit
- Permanent Change of Station orders
- Assignment to Force Preservation
- Major changes in billet responsibilities

Additional References

- MCO 1500.61, Marine Leader Development (MLD)
- MLD website: <https://www.usmcu.edu/Academic-Programs/Lejeune-Leadership-Institute/Marine-Leader-Development/>
- NAVMC 2795, User’s Guide to Counseling

Camp Smedley D. Butler, Okinawa, Japan (III MIG). CI/HUMINT Officers in their first tour typically serve as a Platoon Commander or CI/HUMINT Detachment (CHD) Commander. CI/HUMINT Officers may also serve as the CI/HUMINT Company Executive Officer.

CI/HUMINT Officers in their first tour are typically responsible for managing, training, and employing the 15-30 CI/HUMINT Specialists under their charge and are organized as CI/HUMINT Detachments (CHDs) to support MAGTF operations. This support encompasses the full range of tactical CI and HUMINT operations, including screening operations, interrogation/debriefing of enemy prisoners of war and persons of intelligence interest, conduct of CI force protection source operations, conduct of CI surveys and investigations, preparation of CI estimates and plans, translation of documents, and limited exploitation of captured material.

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The PMOS is granted upon completion the following requirement.

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After obtaining the 0202 PMOS, MAGTF Intelligence Officers are considered the subject matter experts on all intelligence disciplines and their application across the spectrum of military operations. They formulate plans, policies, and procedures pertaining to intelligence operations at all levels of the Operating Forces, Supporting Establishment, and Joint Commands.

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- How to Lie with Statistics. Darrell Huff and Irving Geis*
- Intelligence in War: Knowledge of the Enemy from Napoleon to Al-Qaeda. John Keegan*
- The Interrogators: Inside the Secret War Against Al Qaeda. Chris Mackey and Greg Miller*
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- The Secrets War for the Union: The Untold Story of Military Intelligence in the Civil War. Edwin C. Fishel*
- Intelligence and Military Operations. Michael I. Handel*
- Superforecasting: The Art and Science of Prediction. Philip E. Tetlock and Dan Gardner*
- The Interrogator: The Story of Hanns Joachim Scharff, Master Interrogator of the Luftwaffe. Raymond F. Toliver*

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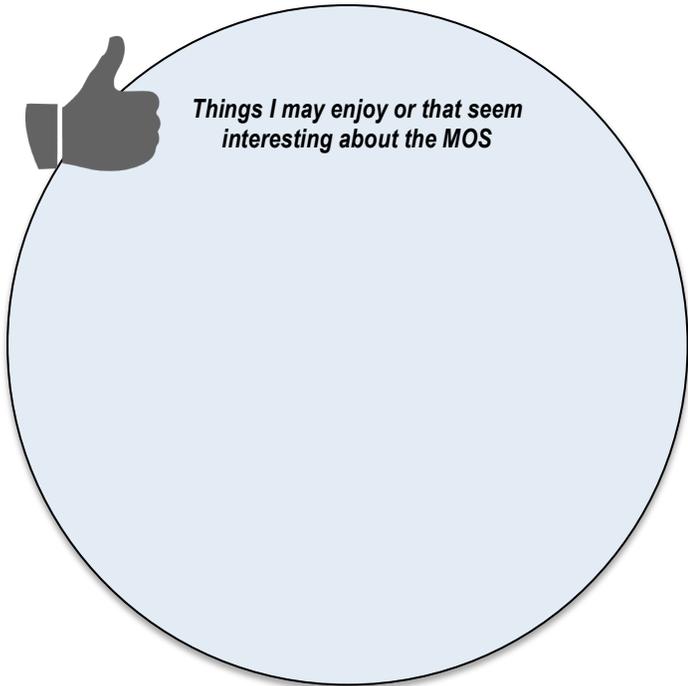
- MCO 1500.61, Marine Leader Development (MLD)
- MLD website: <https://www.usmcu.edu/Academic-Programs/Lejeune-Leadership-Institute/Marine-Leader-Development/>
- NAVMC 2795, User's Guide to Counseling

REFLECT ON WHAT YOU'VE LEARNED

Take some time to reflect on what you've learned about this MOS, and analyze the attributes you may like or dislike about the duties and responsibilities associated with this field.

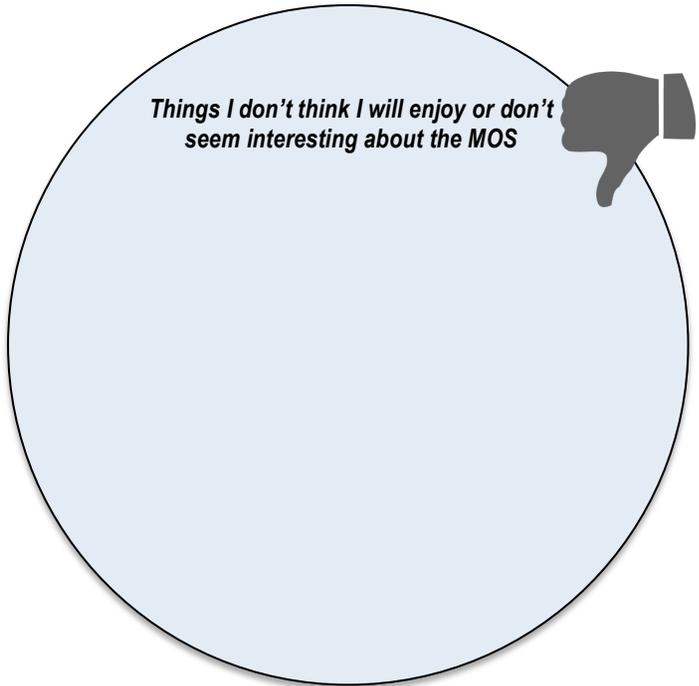


Things I may enjoy or that seem interesting about the MOS





Things I don't think I will enjoy or don't seem interesting about the MOS



Training, degrees, hobbies and/or interests I have that may compliment this MOS:

THINGS TO KNOW FOLLOWING MOS ASSIGNMENT

02XX Advocate

Advocates are the Deputy Commandant or Counsel for the Commandant assigned to represent the Marine Corps as well as identify and prioritize capabilities required for specific organizational and functional areas. The 02XX advocate is the Deputy Commandant, Information.

Other MOSs in the 02, Intelligence OccFld

- 0204: *Counterintelligence/Human Source Intelligence Officer (1stLt to 2ndLt) PMOS*
- 0205: *Master Analyst (CWO5 to WO) PMOS*
- 0206: *Signals Intelligence/Ground Electronic Warfare Officer (1stLt to 2ndLt) PMOS*
- 0207: *Air Intelligence Officer (1stLt to 2ndLt) PMOS*
- 0210: *Counterintelligence/Human Source Intelligence Operations Officer (CWO5 to WO) PMOS*
- 0211: *Counterintelligence/Human Source Intelligence Specialist (MSgt to Cpl) PMOS*
- 0212: *Technical Surveillance Countermeasures (TSCM) Specialist (MSgt to Sgt) NMOS (0211)*
- 0231: *Intelligence Tactics Instructor (MSgt to Sgt) NMOS (0211, 0231, 0241, 0261)*
- 0233: *Intelligence Tactics Instructor (LtCol to 2ndLt), (CWO5 to WO), and (MSgt to Sgt) NMOS (0202, 0203, 0204, 0205, 0206, 0207, 0210, 0211, 0231, 0241, 0261, 2602)*
- 0241: *Imagery Analysis Specialist (MSgt to Sgt) PMOS*
- 0261: *Geographic Intelligence Specialist (MSgt to Pvt) PMOS*
- 0271: *Aviation Intelligence Specialists (GySgt to Pvt) NMOS (0231)*

- 0277: *Weapons and Tactics Instructor (WTI) Intelligence Officer NMOS (LtCol to 2ndLt) and (CWO5 to WO) NMOS (0202, 0203, 0204, 0205, 0206, 0207, 0210, 2602)*
- 0277 *Weapons and Tactics Intelligence (WTI) Intelligence Marine (MGySgt to Pvt) NMOS (0211, 0231, 0241, 0261, 0291, 2611, 2621, 2629, 2631, 2641, 2651, 2691)*

PREPARE FOR YOUR OWN SUCCESS

The following is provided for continued training and professional development in your assigned MOS.

Suggested Online Courses

Source	Course Code	Course Title
<input type="checkbox"/> NKO	CNI CNI-ISA-R-0400.01	<i>CNI-ISA-R-Unit 4 – Intelligence Fundamentals</i>
<input type="checkbox"/> MarineNet	C0389DDIZZ	<i>Targeting Process</i>
<input type="checkbox"/> MarineNet	UT03AO0000	<i>Unit Training Management – Platoon Level</i>
<input type="checkbox"/> MarineNet	GCSS11BC01	<i>GCSS-MC Welcome to GCSS Basics</i>
<input type="checkbox"/> MarineNet	GCS01RO101	<i>Responsible Officer 101</i>
<input type="checkbox"/> DTS TraX	Travel Card 101	<i>Travel Card Program (https://www.defensetravel.dod.mil/site/trax.cfm)</i>
<input type="checkbox"/> MarineNet	MCIZ0112DZ	<i>Counseling Marines</i>
<input type="checkbox"/> MarineNet	0102MODA1A	<i>Manpower 1: Military Justice System, Proficiency/Conduct Marks, and PES</i>
<input type="checkbox"/> MarineNet	ADMNJAGC01	<i>JAG Command Investigation</i>
<input type="checkbox"/> MarineNet	MOOSPEA01Z	<i>Getting Started with SharePoint 2010</i>
<input type="checkbox"/> MarineNet	XL2010ZZZZ	<i>Microsoft Office 2010: Beginning Excel</i>
<input type="checkbox"/> MarineNet	WD2010ZZZZ	<i>Microsoft Office 2010: Beginning Word</i>
<input type="checkbox"/> MarineNet	PW201000ZZ	<i>Microsoft Office 2010: Beginning PowerPoint</i>

Recommended Reading

For more selections, visit <https://www.hqmc.marines.mil/intelligence/Leaders/DIRINT/Reading-List-4/>.

Title of Book and Author

- Intelligence Analysis: How to Think in Complex Environments. Wayne Michael Hall and Gary Citrenbaum*
- The Art of Intelligence: Lessons from a Life in the CIA's Clandestine Service. Henry A. Crumpton*
- The Sword and the Shield: The Mitrokhin Archive and the Secret History of the KGB. Christopher Andrew*
- The Secrets of Inchon. Eugene Franklin Clark*
- How to Lie with Maps, Second Edition. Mark Monmonier and H.J. de Blij*

RESOURCES

Take advantage of the opportunity to visit and review the below websites and publications to learn more about the MOS producing school, your community, or the doctrine relevant to your field.

- (1) MCIS website: <https://www.trngcmd.marines.mil/Northeast/MCIS/Regional-MARDETS/MARDET-Dam-Neck/>
- (2) MCIA website: <https://www.hqmc.marines.mil/intelligence/Units/MCIA/>
- (3) Deputy Commandant, Information website: <https://www.hqmc.marines.mil/Agencies/Deputy-Commandant-Information/>
- (4) NAVMC 3500.100B, Intelligence Training and Readiness Manual (Chapter 5)
- (5) FMFRP 12-16, Frontline Intelligence
- (6) MCDP 2, Intelligence
- (7) MCWP 2-10, Intelligence Operations
- (8) MCWP 2-10A, MAGTF Intelligence Collection
- (9) MCWP 2-10B, MAGTF Intelligence Production and Analysis
- (10) MCWP 5-10, Marine Corps Planning Process
- (11) MCRP 2-10B.1, Intelligence Preparation of the Battlespace
- (12) MSTP Pamphlet 6-0.1, Command and Staff Action

BUILD YOUR NETWORK

Use this space to record the name and contact information of Marine Officers with the 02XX MOS that you have met and talked to or that you hear are in the community and would like to meet. The professionals within the Intelligence community can provide valuable experience-based feedback that can shape your understanding of the MOS and, as an added benefit, would enthusiastically continue to serve as mentors as you progress through your career.

YOU'RE IN CHARGE

As you begin to visualize yourself executing the duties and responsibilities of your MOS, you should also visualize what you would expect of the Marines that work under your charge. In accordance with MCO 1610.7A, *Performance Evaluation System*, you are required to conduct an initial counseling within the first 30 days of establishing the RS/MRO relationship. The initial counseling should establish, formalize, or review the Marine's billet description and cover his or her duties and responsibilities and your expectations. You can review the responsibility of each MOS within NAVMC 1200.1D, *MOS Manual*, and the Training and Readiness Manual listed in the Resources section above. Additionally, use this opportunity to familiarize yourself with the MOS Roadmaps of your subordinates and consider roadmap information as a mentoring tool in recommending billet assignments and overseeing the individual development of assigned Marines. MOS Roadmaps can be found here: <https://mctims.usmc.mil>.

Begin to consider your expectations in relation to each Marine's billet description.

Begin to develop your expectations as a Marine leader and Reporting Senior.

What goals or targets will you establish for your Marines within the reporting period?

As a leader, it is your privilege to develop Marines and sailors in order to sustain the transformation, help them achieve their full potential, and prepare them for long-term personal and professional success. Consider the following focus areas as a framework for your coaching/counseling sessions.



Baseline counseling sessions:

- Establishment of RS/MRO relationship
- Issuance of a fitness report
- Proficiency/Conduct marking assignment
- Eligibility for promotion
- Joining a new unit
- Permanent Change of Station orders
- Assignment to Force Preservation
- Major changes in billet responsibilities

Additional References

- MCO 1500.61, Marine Leader Development (MLD)
- MLD website: <https://www.usmcu.edu/Academic-Programs/Lejeune-Leadership-Institute/Marine-Leader-Development/>
- NAVMC 2795, User's Guide to Counseling

the MAGTF. Billets typically include: Rifle Platoon Commander, Weapons Platoon Commander, Combined Anti-Armor Team (CAAT) Platoon Commander, 81mm Mortar Platoon Commander, Scout Sniper Platoon Commander, or Company Executive Officer.

Infantry Officers assigned to an Infantry Battalion in their first tour typically train and employ a platoon of roughly 45 Marines to meet the objectives of the battalion to which they are assigned. As a Scout Sniper Platoon Commander, Infantry Officers command, train, and employ 15-30 specialized infantry Marines to support the battalion's collection plan in support of offensive and defensive operations across the entire spectrum of conflict.

For a detailed description of additional duties and responsibilities of an Infantry Officer, see MCRP 3-10A.2, *Infantry Company Operations*. Additionally, see the Marine Corps Recruiting video on Roles in the Corps: Infantry Officer found on https://www.youtube.com/watch?v=tUv6S6eoa_o. For detailed information on the MARFORRES and each MEF's subordinate units and locations, see Appendix C, D, E, and F.

ADDITIONAL OPPORTUNITIES and CONSIDERATIONS

0303 Light Armored Reconnaissance (LAR) Officer

Following successful completion of IOC, some Infantry Officers are assigned to one of three Light Armored Reconnaissance (LAR) Battalions and must obtain the 0303 LAR Officer NMOS. LAR Officers are the commanders or assistants to the commanders in the LAR Battalions or Supporting Establishment designated billets. As such, LAR Officers plan, direct and assist in the tactical employment and deployment of LAR units. To fulfill these responsibilities, they: collect information requirements; evaluate intelligence; estimate the operational situation; and formulate, coordinate and execute appropriate plans for armored reconnaissance and surveillance, armored security in support of maneuver, offensive and defensive actions, fire support, raids, communications, operational logistics, and maintenance.

PREREQUISITES

- (1) Must be a U.S. citizen.
- (2) Must be an 0302 Infantry Officer.
- (3) Must have normal color vision.
- (4) Must have WS-B (+) Water Survival.
- (5) Adjudicated secret security clearance and TS/SCI security clearance eligible.
- (6) Must meet MCSs prior to graduating from TBS. See the MOS Classification Standards section in Chapter 1 for specific requirements.

The NMOS is granted upon completion the following requirement.

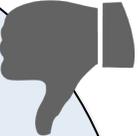
- (1) **NMOS School:** Complete the Light Armored Reconnaissance Leader Course (LARLC) at the School of Infantry (West) aboard the MCB Pendleton, CA. Course length is 40 training days.
 - a. **Purpose:** To train LAR Marines assigned to Marine Corps LAR units to command and control LAR operations at the platoon level. The course provides detailed instruction on the following tasks: Armored Reconnaissance Operations; Armored Security Operations; LAR tactics, techniques, and procedures; direct and indirect fire planning; LAR scout employment; LAV-25A2 weapon systems employment; operation of LAR communication systems; field logistics; and Preventative Maintenance Checks and Services (PMCS) for the LAV-25A2. Upon successful completion of the course, a Marine is capable of performing as a LAR

REFLECT ON WHAT YOU'VE LEARNED

Take some time to reflect on what you've learned about this MOS, and analyze the attributes you may like or dislike about the duties and responsibilities associated with this field.



Things I may enjoy or that seem interesting about the MOS



Things I don't think I will enjoy or don't seem interesting about the MOS

Training, degrees, hobbies and/or interests I have that may compliment this MOS:

THINGS TO KNOW FOLLOWING MOS ASSIGNMENT**03XX Advocate**

Advocates are the Deputy Commandant or Counsel for the Commandant assigned to represent the Marine Corps as well as identify and prioritize capabilities required for specific organizational and functional areas. The 03XX advocate is the Deputy Commandant, Plans, Policies, and Operations.

Other MOSs in the 03, Infantry OccFld

- 0306, *Infantry Weapons Officer (III) (CWO5 to CWO2) PMOS*
- 0311, *Rifleman (Sgt to Pvt) PMOS*
- 0313, *Light Armored Reconnaissance Marine (Sgt to Pvt) PMOS*
- 0316, *Combat Rubber Reconnaissance Craft (CRRC) Coxswain (SSgt to PFC) NMOS (0311, 0321, 0369)*
- 0317, *Scout Sniper (GySgt to LCpl) NMOS (0311, 0321, 0331, 0341, 0351, 0352, 0369)*
- 0321, *Reconnaissance Marine (MGySgt to Pvt) PMOS*
- 0323, *Reconnaissance Marine, Parachute Qualified (MGySgt to Pvt) NMOS (0321)*
- 0324, *Reconnaissance Marine, Combatant Diver Qualified (MGySgt to Pvt) NMOS (0321)*
- 0326, *Reconnaissance Marine, Parachute and Combatant Diver Qualified (MGySgt to Pvt) NMOS (0321)*
- 0331, *Machine Gunner (Sgt to Pvt) PMOS*
- 0341, *Mortarman (Sgt to Pvt) PMOS*
- 0351, *Infantry Assault Marine (Sgt to Pvt) PMOS*
- 0352, *Antitank Missile Gunner (Sgt to Pvt) PMOS*
- 0363, *Light Armored Reconnaissance Unit Leader (GySgt to SSgt) PMOS*

- 0365, *Infantry Squad Leader (Sgt) PMOS*
- 0367, *Light Armored Reconnaissance Master Gunner (MGySgt to Sgt) NMOS (0313, 0363, 0393)*
- 0369, *Infantry Unit Leader (GySgt to SSgt) PMOS*
- 0372, *Critical Skills Operator (MGySgt to Sgt) PMOS*
- 0393, *Light Armored Reconnaissance Operations Chief (MGySgt to MSgt) PMOS*
- 0399, *Operations Chief (MGySgt to MSgt) PMOS*
- 0370, *Special Operations Officer (LtCol to Capt) PMOS*

PREPARE FOR YOUR OWN SUCCESS

The following is provided for continued training and professional development in your assigned MOS.

Suggested Online Courses

Source	Course Code	Course Title
<input type="checkbox"/> MarineNet	RTAMRSOCAA	<i>Range Safety</i>
<input type="checkbox"/> MarineNet	MTESD0CHC1	<i>Combat Hunter Curriculum</i>
<input type="checkbox"/> MarineNet	TACP00CUR1	<i>Tactical Air Control Party (TACP) Primer</i>
<input type="checkbox"/> MarineNet	UT03AO0000	<i>Unit Training Management – Platoon Level</i>
<input type="checkbox"/> MarineNet	GCSS11BC01	<i>GCSS-MC Welcome to GCSS Basics</i>
<input type="checkbox"/> MarineNet	GCS01RO101	<i>Responsible Officer 101</i>
<input type="checkbox"/> DTS TraX	Travel Card 101	<i>Travel Card Program (https://www.defensetravel.dod.mil/site/trax.cfm)</i>
<input type="checkbox"/> MarineNet	MCIZ0112DZ	<i>Counseling Marines</i>
<input type="checkbox"/> MarineNet	0102MODA1A	<i>Manpower I: Military Justice System, Proficiency/Conduct Marks, and PES</i>
<input type="checkbox"/> MarineNet	ADMNJAGC01	<i>JAG Command Investigation</i>
<input type="checkbox"/> MarineNet	MOOSPEA01Z	<i>Getting Started with SharePoint 2010</i>
<input type="checkbox"/> MarineNet	XL2010ZZZZ	<i>Microsoft Office 2010: Beginning Excel</i>
<input type="checkbox"/> MarineNet	WD2010ZZZZ	<i>Microsoft Office 2010: Beginning Word</i>
<input type="checkbox"/> MarineNet	PW201000ZZ	<i>Microsoft Office 2010: Beginning PowerPoint</i>

Recommended Reading

Title of Book and Author

- Grunts: Inside the American Infantry Combat Experience, World War II through Iraq. John C. McManus*
- The Last Stand of Fox Company: A True Story of Marines in Combat. Bob Drury and Tom Clavin*
- The Village. Bing West*
- Sources of Power. Gary A. Klein*
- Emotional Intelligence 2.0. Daniel Goleman*

RESOURCES

Take advantage of the opportunity to visit and review the below websites and publications to learn more about the MOS producing school, your community, or the doctrine relevant to your field.

- (1) LAR Training Company website: <https://www.trngcmd.marines.mil/Units/West/SOI-W/AITB/LARTC/>
- (2) Reconnaissance Training Company website: <https://www.trngcmd.marines.mil/Units/West/SOI-W/AITB/RTC/>
- (3) MOS Specific Physical Standards checklists: <https://www.fitness.marines.mil/>
- (4) NAVMC 3500.44C W/CH 1, Infantry Training and Readiness Manual (Chapter 9)
- (5) NAVMC 3500.16B W/CH 1, Light Armored Reconnaissance Training and Readiness Manual
- (6) NAVMC 3500.55C W/CH 1, Reconnaissance Training and Readiness Manual
- (7) MCWP 5-10, Marine Corps Planning Process
- (8) MCRP 3-10A.2, Infantry Company Operations
- (9) MCRP 3-10F.2, Supporting Arms Observer, Stopper, and Controller
- (10) MCTP 3-01A, Scouting and Patrolling
- (11) MCTP 3-10A, Marine Infantry Battalion
- (12) MCTP 3-10D, Employment of the Light Armored Reconnaissance Battalion
- (13) MCTP 3-10F, Fire Support Coordination in the Ground Combat Element

(14) ATP 3-09.32, Multi-Service Tactics, Techniques, and Procedures for the Joint Application of Firepower (JFIRE)

BUILD YOUR NETWORK

Use this space to record the name and contact information of Marine Officers with the 0302 MOS that you have met and talked to or that you hear are in the community and would like to meet. The professionals within the Infantry community can provide valuable experience-based feedback that can shape your understanding of the MOS and, as an added benefit, would enthusiastically continue to serve as mentors as you progress through your career.

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Baseline counseling sessions:

- Establishment of RS/MRO relationship
- Issuance of a fitness report
- Proficiency/Conduct marking assignment
- Eligibility for promotion
- Joining a new unit
- Permanent Change of Station orders
- Assignment to Force Preservation
- Major changes in billet responsibilities

Additional References

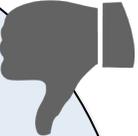
- MCO 1500.61, Marine Leader Development (MLD)
- MLD website: <https://www.usmcu.edu/Academic-Programs/Lejeune-Leadership-Institute/Marine-Leader-Development/>
- NAVMC 2795, User's Guide to Counseling

REFLECT ON WHAT YOU'VE LEARNED

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Things I may enjoy or that seem interesting about the MOS



Things I don't think I will enjoy or don't seem interesting about the MOS

Training, degrees, hobbies and/or interests I have that may compliment this MOS:

THINGS TO KNOW FOLLOWING MOS ASSIGNMENT

04XX Advocate

Advocates are the Deputy Commandant or Counsel for the Commandant assigned to represent the Marine Corps as well as identify and prioritize capabilities required for specific organizational and functional areas. The 04XX advocate is the Deputy Commandant, Installations and Logistics.

Other MOSs in the 04, Logistics OccFld

- 0405, *Aerial Delivery Officer (Capt to 2ndLt) NMOS (0402)*
- 0407, *Personnel Retrieval and Processing Officer (I) (Capt to 2ndLt) FMOS*
- 0411, *Maintenance Management Specialist (MGySgt to Pvt) PMOS*
- 0430, *Mobility Officer (II/III) (LtCol to Capt) and (CW05 to WO) PMOS*
- 0431, *Logistics/Embarkation Specialist (SSgt to Pvt) PMOS*
- 0477, *Expeditionary Logistics Instructor (LtCol to Capt) NMOS (0402, 3002, 1302)*
- 0451, *Airborne and Air Delivery Specialist (MGySgt to Pvt) PMOS*
- 0471, *Personnel Retrieval and Processing Specialist (SSgt to Pvt) PMOS*
- 0472, *Personnel Retrieval and Processing Technician (SSgt to Pvt) FMOS*
- 0430, *Mobility Officer (II/III) (LtCol to Capt) and (CW05 to WO) PMOS*
- 0477, *Expeditionary Logistics Instructor (LtCol to Capt) NMOS (0402, 3002, 1302)*
- 0477, *Expeditionary Logistics Instructor, (MGySgt to GySgt) NMOS (0451, 0491, 1371, 2181, 3043, 3537)*
- 0481, *Landing Support Specialist (SSgt to Pvt) PMOS*

- 0491, *Logistics/Mobility Chief (MGySgt to GySgt) PMOS*

PREPARE FOR YOUR OWN SUCCESS

The following is provided for continued training and professional development in your assigned MOS.

Suggested Online Courses

Source	Course Code	Course Title
<input type="checkbox"/> MarineNet	UT03AO0000	<i>Unit Training Management – Platoon Level</i>
<input type="checkbox"/> MarineNet	GCSS11BC01	<i>GCSS-MC Welcome to GCSS Basics</i>
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<input type="checkbox"/> MarineNet	MCIZ0112DZ	<i>Counseling Marines</i>
<input type="checkbox"/> MarineNet	0102MODA1A	<i>Manpower 1: Military Justice System, Proficiency/Conduct Marks, and PES</i>
<input type="checkbox"/> MarineNet	ADMNJAGC01	<i>JAG Command Investigation</i>
<input type="checkbox"/> MarineNet	MOOSPEA01Z	<i>Getting Started with SharePoint 2010</i>
<input type="checkbox"/> MarineNet	XL2010ZZZZ	<i>Microsoft Office 2010: Beginning Excel</i>
<input type="checkbox"/> MarineNet	WD2010ZZZZ	<i>Microsoft Office 2010: Beginning Word</i>
<input type="checkbox"/> MarineNet	PW201000ZZ	<i>Microsoft Office 2010: Beginning PowerPoint</i>

Recommended Reading

Title of Book and Author

- The Soldier's Load and the Mobility of a Nation. S.L.A Marshall*
- Logistics in the Falklands War. Kenneth L. Privratsky*
- Supplying War: Logistics from Wallenstein to Patton. Martin Van Creveld*
- The Lieutenant Don't Know: One Marine's Story of Warfare and Combat Logistics in Afghanistan. Jeffrey Clement*
- Blind Spot: Hidden Biases of Good People. Mahzarin R. Banaji and Antony G. Greenwald*

RESOURCES

Take advantage of the opportunity to visit and review the below websites and publications to learn more about the MOS producing school, your community, or the doctrine relevant to your field.

- (1) Logistics Operations School website: <https://www.trngcmd.marines.mil/Units/South-Atlantic/MCCSSS/MCCSSS-Schools/Logistics-Operations-School/>
- (2) Deputy Commandant, Installations and Logistics website: <https://www.iandl.marines.mil/>
- (3) NAVMC 3500.27C W/CH 1-3, Logistics Training and Readiness Manual (Chapter 4)
- (4) MCDP 4, Logistics
- (5) MCWP 3-40, Logistics Operations
- (6) MCWP 5-10, Marine Corps Planning Process
- (7) MCTP 3-40A, Health Service Support Operations
- (8) MCTP 3-40B, Tactical-Level Logistics
- (9) MCTP 3-40C, Operational-Level Logistics
- (10) MCTP 3-40D, General Engineering
- (11) MCTP 3-40E, Maintenance Operations
- (12) MCTP 3-40F, Transportation Operations
- (13) MCTP 3-40G, Services in an Expeditionary Environment
- (14) MCTP 3-40H, MAGTF Supply Operations
- (15) MSTP Pamphlet 4-0.2, Logistics Planner's Guide
- (16) MSTP Pamphlet 6-0.1, Command and Staff Action

BUILD YOUR NETWORK

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YOU'RE IN CHARGE

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- Proficiency/Conduct marking assignment
- Eligibility for promotion
- Joining a new unit
- Permanent Change of Station orders
- Assignment to Force Preservation
- Major changes in billet responsibilities

Additional References

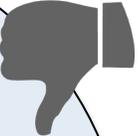
- MCO 1500.61, Marine Leader Development (MLD)
- MLD website: <https://www.usmcu.edu/Academic-Programs/Lejeune-Leadership-Institute/Marine-Leader-Development/>
- NAVMC 2795, User's Guide to Counseling

REFLECT ON WHAT YOU'VE LEARNED

Take some time to reflect on what you've learned about this MOS, and analyze the attributes you may like or dislike about the duties and responsibilities associated with this field.



Things I may enjoy or that seem interesting about the MOS



Things I don't think I will enjoy or don't seem interesting about the MOS

Training, degrees, hobbies and/or interests I have that may compliment this MOS:

THINGS TO KNOW FOLLOWING MOS ASSIGNMENT**06XX Advocate**

Advocates are the Deputy Commandant or Counsel for the Commandant assigned to represent the Marine Corps as well as identify and prioritize capabilities required for specific organizational and functional areas. The 06XX advocate is the Deputy Commandant, Information.

Other MOSs in the 06 Communications OccFld

- 0602, *Communications Officer (I) (LtCol to 2ndLt) PMOS*
- 0603, *Marine Air-Ground Task Force (MAGTF) Communications Planner (I) (LtCol to Capt) NMOS (0602)*
- 0605, *Cyber Network Operations Officer (II) (LtCol to Capt) PMOS*
- 0620, *Space and Waveform Integration Officer (SWIO) (III) (CWO5 to WO) PMOS*
- 0621, *Transmissions System Operator (Sgt to Pvt) PMOS*
- 0623, *Troposcatter Transmissions System Operator (Sgt to Pvt) NMOS (0621)*
- 0627, *Satellite Transmissions System Operator (Sgt to Pvt) PMOS*
- 0629, *Transmissions Chief (GySgt to SSgt) PMOS*
- 0630, *Network Engineering Officer (III) (CWO5 to WO) PMOS*
- 0631, *Network Administrator (Sgt to Pvt) PMOS*
- 0633, *Network Transport Technician (Sgt to Pvt) NMOS (0631)*
- 0639, *Network Chief (GySgt to SSgt) PMOS*
- 0640, *Strategic Electromagnetic Spectrum Officer (III) (CWO4 to WO) PMOS*
- 0648, *Spectrum Manager (MSgt to Sgt) NMOS (0621, 0627, 0629, 0699)*

- 0670, *Data Systems Engineering Officer (III) (CWO5 to WO) PMOS*
- 0671, *Data Systems Administrator (Sgt to Pvt) PMOS*
- 0673, *Applications Developer (GySgt to Sgt) NMOS (0671, 0679)*
- 0679, *Data Systems Chief (GySgt to SSgt) PMOS*
- 0681, *Information Security Technician (MGySgt to SSgt) PMOS*
- 0688, *Defensive Cyberspace Operator (GySgt to Sgt) PMOS*
- 0689, *Defensive Cyberspace Chief (MGySgt to MSgt) PMOS*
- 0691, *Communications Training Instructor (LtCol to Capt) and (CWO5 to WO) NMOS (0602, 0605, 0620, 0630, 0640, 0670)*
- 0691, *Communications Training Instructor (MGySgt to SSgt) NMOS (0629, 0639, 0679, 0681, 0688, 0689, 0699)*
- 0699, *Communications Chief (MGySgt to MSgt) PMOS*

PREPARE FOR YOUR OWN SUCCESS

The following is provided for continued training and professional development in your assigned MOS.

Suggested Online Courses

Source	Course Code	Course Title
<input type="checkbox"/> MarineNet	IOMAGTF001	<i>MAGTF Information Operations</i>
<input type="checkbox"/> MarineNet	BCF00100ZZ	<i>Basic Communications Officer Fundamentals</i>
<input type="checkbox"/> MarineNet	SCR00100ZZ	<i>Basic Communications Officer Single Channel Radio</i>
<input type="checkbox"/> MarineNet	0600ZZ0000	<i>Basic Communications Officer Course</i>
<input type="checkbox"/> MarineNet	MCIZ2540AZ	<i>Communications Plans and Orders</i>
<input type="checkbox"/> MarineNet	UT03AO0000	<i>Unit Training Management – Platoon Level</i>
<input type="checkbox"/> MarineNet	GCSS11BC01	<i>GCSS-MC Welcome to GCSS Basics</i>
<input type="checkbox"/> MarineNet	GCS01RO101	<i>Responsible Officer 101</i>
<input type="checkbox"/> DTS TraX	Travel Card 101	<i>Travel Card Program (https://www.defensetravel.dod.mil/site/trax.cfm)</i>
<input type="checkbox"/> MarineNet	MCIZ0112DZ	<i>Counseling Marines</i>
<input type="checkbox"/> MarineNet	0102MODA1A	<i>Manpower I: Military Justice System, Proficiency/Conduct Marks, and PES</i>
<input type="checkbox"/> MarineNet	ADMNJAGC01	<i>JAG Command Investigation</i>
<input type="checkbox"/> MarineNet	MOOSPEA01Z	<i>Getting Started with SharePoint 2010</i>
<input type="checkbox"/> MarineNet	XL2010ZZZZ	<i>Microsoft Office 2010: Beginning Excel</i>
<input type="checkbox"/> MarineNet	WD2010ZZZZ	<i>Microsoft Office 2010: Beginning Word</i>
<input type="checkbox"/> MarineNet	PW201000ZZ	<i>Microsoft Office 2010: Beginning PowerPoint</i>

Recommended Reading

Title of Book and Author

- The Inevitable: Understanding the Technological Forces that will Shape our Future. Kevin Kelly*
- Command in War. Martin Van Creveld*
- Secret and Lies: Digital Security in a Networked World. Bruce Schneier*
- The Innovators: How a Group of Hackers, Geniuses, and Geeks Created the Digital Revolution. Walter Isaacson*
- Unbroken: A World War II Story of Survival, Resilience, and Redemption. Laura Hillenbrand*

RESOURCES

Take advantage of the opportunity to visit and review the below websites and publications to learn more about the MOS producing school, your community, or the doctrine relevant to your field.

- (1) BCOC website: <https://www.trngcmd.marines.mil/Units/West/MCCES/Communications-Training-Battalion/>
- (2) NAVMC 3500.56B W/ CH 1, Communications Training and Readiness Manual (Chapter 5)
- (3) JP 6-0, Joint Communications System
- (4) JP 6-01, Joint Electromagnetic Spectrum Management Operations
- (5) MCDP 6, Command and Control
- (6) MCWP 5-10, Marine Corps Planning Process
- (7) MCRP 3-30B.2, MAGTF Communications Systems
- (8) MCRP 8-10B.10, Radio Operator's Handbook

- (9) MCTP 3-30B, Information Management
- (10) MSTP Pamphlet 6-0.1, Command and Staff Action

BUILD YOUR NETWORK

Use this space to record the name and contact information of Marine Officers with the 0602 MOS that you have met and talked to or that you hear are in the community and would like to meet. The professionals within the Communications community can provide valuable experience-based feedback that can shape your understanding of the MOS and, as an added benefit, would enthusiastically continue to serve as mentors as you progress through your career.

YOU'RE IN CHARGE

As you begin to visualize yourself executing the duties and responsibilities of your MOS, you should also visualize what you would expect of the Marines that work under your charge. In accordance with MCO 1610.7A, *Performance Evaluation System*, you are required to conduct an initial counseling within the first 30 days of establishing the RS/MRO relationship. The initial counseling should establish, formalize, or review the Marine's billet description and cover his or her duties and responsibilities and your expectations. You can review the responsibility of each MOS within NAVMC 1200.1D, *MOS Manual*, and the Training and Readiness Manual listed in the Resources section above. Additionally, use this opportunity to familiarize yourself with the MOS Roadmaps of your subordinates and consider roadmap information as a mentoring tool in recommending billet assignments and overseeing the individual development of assigned Marines. MOS Roadmaps can be found here: <https://mctims.usmc.mil>.

Begin to consider your expectations in relation to each Marine's billet description.

Begin to develop your expectations as a Marine leader and Reporting Senior.

What goals or targets will you establish for your Marines within the reporting period?

As a leader, it is your privilege to develop Marines and sailors in order to sustain the transformation, help them achieve their full potential, and prepare them for long-term personal and professional success. Consider the following focus areas as a framework for your coaching/counseling sessions.



Baseline counseling sessions:

- Establishment of RS/MRO relationship
- Issuance of a fitness report
- Proficiency/Conduct marking assignment
- Eligibility for promotion
- Joining a new unit
- Permanent Change of Station orders
- Assignment to Force Preservation
- Major changes in billet responsibilities

Additional References

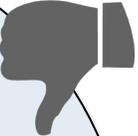
- MCO 1500.61, Marine Leader Development (MLD)
- MLD website: <https://www.usmcu.edu/Academic-Programs/Lejeune-Leadership-Institute/Marine-Leader-Development/>
- NAVMC 2795, User's Guide to Counseling

REFLECT ON WHAT YOU'VE LEARNED

Take some time to reflect on what you've learned about this MOS, and analyze the attributes you may like or dislike about the duties and responsibilities associated with this field.



Things I may enjoy or that seem interesting about the MOS



Things I don't think I will enjoy or don't seem interesting about the MOS

Training, degrees, hobbies and/or interests I have that may compliment this MOS:

THINGS TO KNOW FOLLOWING MOS ASSIGNMENT

08XX Advocate

Advocates are the Deputy Commandant or Counsel for the Commandant assigned to represent the Marine Corps as well as identify and prioritize capabilities required for specific organizational and functional areas. The 08XX advocate is the Deputy Commandant, Combat Development and Integration.

Other MOSs in the 08, Field Artillery OccFld

- 0803, *Target Acquisition Officer (III) (CWO5 to WO) PMOS*
- 0811, *Field Artillery Cannoneer (MGySgt to Pvt) PMOS*
- 0814, *High Mobility Artillery Rocket System (HIMARS) Operator (MGySgt to PVT) NMOS (0811)*
- 0840, *Naval Surface Fire Support Planner (Gen to 2ndLt) FMOS*
- 0842, *Field Artillery Radar Operator (Sgt to Pvt) PMOS*
- 0844, *Field Artillery Fire Control Marine (Sgt to Pvt) PMOS*
- 0847, *Field Artillery Sensor Support Marine (Sgt to Pvt) PMOS*
- 0848, *Field Artillery Operations Chief (MGySgt to SSgt) PMOS*
- 0861, *Fire Support Marine (MGySgt to Pvt) PMOS*

PREPARE FOR YOUR OWN SUCCESS

The following is provided for continued training and professional development in your assigned MOS.

Suggested Online Courses

Source	Course Code	Course Title
<input type="checkbox"/> MarineNet	MCIZ0827ZZ	<i>M777A2 Basic Cannoneer</i>
<input type="checkbox"/> MarineNet	MCIZ0819ZZ	<i>M777A2 Howitzer Section Chief</i>
<input type="checkbox"/> MarineNet	MCIZ0861AZ	<i>Basic Forward Observation Procedures</i>
<input type="checkbox"/> MarineNet	MC00CAPZZZZ	<i>Combined Arms Planning Tool</i>
<input type="checkbox"/> MarineNet	TACP00CUR1	<i>Tactical Air Control Party (TACP) Primer</i>
<input type="checkbox"/> MarineNet	UT03AO0000	<i>Unit Training Management – Platoon Level</i>
<input type="checkbox"/> MarineNet	GCSS11BC01	<i>GCSS-MC Welcome to GCSS Basics</i>
<input type="checkbox"/> MarineNet	GCS01RO101	<i>Responsible Officer 101</i>
<input type="checkbox"/> DTS TraX	Travel Card 101	<i>Travel Card Program (https://www.defensetravel.dod.mil/site/trax.cfm)</i>
<input type="checkbox"/> MarineNet	MCIZ0112DZ	<i>Counseling Marines</i>
<input type="checkbox"/> MarineNet	0102MODA1A	<i>Manpower 1: Military Justice System, Proficiency/Conduct Marks, and PES</i>
<input type="checkbox"/> MarineNet	ADMNJAGC01	<i>JAG Command Investigation</i>
<input type="checkbox"/> MarineNet	MOOSPEA01Z	<i>Getting Started with SharePoint 2010</i>
<input type="checkbox"/> MarineNet	XL2010ZZZZ	<i>Microsoft Office 2010: Beginning Excel</i>
<input type="checkbox"/> MarineNet	WD2010ZZZZ	<i>Microsoft Office 2010: Beginning Word</i>
<input type="checkbox"/> MarineNet	PW201000ZZ	<i>Microsoft Office 2010: Beginning PowerPoint</i>

Recommended Reading**Title of Book and Author**

- Matterhorn: An Novel of the Vietnam War. *Karl Marlantes*
- What now Lieutenant? Leadership Forged from Events in Vietnam, Desert Storm, and Beyond. *Richard Neal*
- On Gunnery. *Michael Grice*
- Lightning from the Sky, Thunder from the Sea. *Thomas Petri*
- The Logic of Failure: Recognizing and Avoiding Errors in Complex Situations. *Dietrich Dorner*

RESOURCES

Take advantage of the opportunity to visit and review the below websites and publications to learn more about the MOS producing school, your community, or the doctrine relevant to your field.

- (1) U.S. Field Artillery School website: <http://sill-www.army.mil/usafas/>
- (2) Deputy Commandant, Combat Development and Integration website, <https://www.mccdc.marines.mil/>
- (3) MOS Specific Physical Standards checklists: <https://www.fitness.marines.mil/>
- (4) NAVMC 3500.7B W/CH 1-2, Artillery Training and Readiness Manual (Chapter 10)
- (5) MCWP 5-10, Marine Corps Planning Process
- (6) MCRP 3-10E.4, Tactics, Techniques, and Procedures for the Field Artillery Manual Cannon Gunnery
- (7) MCRP 3-10F.2, Supporting Arms Observer, Stopper, and Controller
- (8) MCRP 3-16A, Tactics, Techniques, and Procedures for the Targeting Process
- (9) MCTP 3-10E, Artillery Operations
- (10) MCTP 3-10F, Fire Support Coordination in the Ground Combat Element
- (11) ATP 3-09.32, Multi-Service Tactics, Techniques, and Procedures for the Joint Application of Firepower (JFIRE)

BUILD YOUR NETWORK

Use this space to record the name and contact information of Marine Officers with the 0802 MOS that you have met and talked to or that you hear are in the community and would like to meet. The professionals within the Field Artillery community can provide valuable experience-based feedback that can shape your understanding of the MOS and, as an added benefit, would enthusiastically continue to serve as mentors as you progress through your career.

YOU'RE IN CHARGE

As you begin to visualize yourself executing the duties and responsibilities of your MOS, you should also visualize what you would expect of the Marines that work under your charge. In accordance with MCO 1610.7A, *Performance Evaluation System*, you are required to conduct an initial counseling within the first 30 days of establishing the RS/MRO relationship. The initial counseling should establish, formalize, or review the Marine's billet description and cover his or her duties and responsibilities and your expectations. You can review the responsibility of each MOS within NAVMC 1200.1D, *MOS Manual*, and the Training and Readiness Manual listed in the Resources section above. Additionally, use this opportunity to familiarize yourself with the MOS Roadmaps of your subordinates and consider roadmap information as a mentoring tool in recommending billet assignments and overseeing the individual development of assigned Marines. MOS Roadmaps can be found here: <https://mctims.usmc.mil>.

Begin to consider your expectations in relation to each Marine's billet description.

Begin to develop your expectations as a Marine leader and Reporting Senior.

What goals or targets will you establish for your Marines within the reporting period?

As a leader, it is your privilege to develop Marines and sailors in order to sustain the transformation, help them achieve their full potential, and prepare them for long-term personal and professional success. Consider the following focus areas as a framework for your coaching/counseling sessions.



Baseline counseling sessions:

- Establishment of RS/MRO relationship
- Issuance of a fitness report
- Proficiency/Conduct marking assignment
- Eligibility for promotion
- Joining a new unit
- Permanent Change of Station orders
- Assignment to Force Preservation
- Major changes in billet responsibilities

Additional References

- MCO 1500.61, Marine Leader Development (MLD)
- MLD website: <https://www.usmcu.edu/Academic-Programs/Lejeune-Leadership-Institute/Marine-Leader-Development/>
- NAVMC 2795, User's Guide to Counseling

REFLECT ON WHAT YOU'VE LEARNED

Take some time to reflect on what you've learned about this MOS, and analyze the attributes you may like or dislike about the duties and responsibilities associated with this field.

Things I may enjoy or that seem interesting about the MOS

Things I don't think I will enjoy or don't seem interesting about the MOS

Training, degrees, hobbies and/or interests I have that may compliment this MOS:

THINGS TO KNOW FOLLOWING MOS ASSIGNMENT

13XX Advocate

Advocates are the Deputy Commandant or Counsel for the Commandant assigned to represent the Marine Corps as well as identify and prioritize capabilities required for specific organizational and functional areas. The 13XX advocate is the Deputy Commandant, Installation and Logistics.

Other MOSs in the 13 Engineer, Construction, Facilities, and Equipment OccFld

- 1310, *Engineer Equipment Officer (III) (CWO5 to WO) PMOS*
- 1316, *Metal Worker (SSgt to Pvt) PMOS*
- 1330, *Facilities Management Officer (Gen to 2ndLt) FMOS*
- 1341, *Engineer Equipment Mechanic (SSgt to Pvt) PMOS*
- 1342, *Small Craft Mechanic (SSgt to LCpl) NMOS (1341)*
- 1345, *Engineer Equipment Operator (SSgt to Pvt) PMOS*
- 1349, *Engineer Equipment Chief (MGySgt to GySgt) PMOS*
- 1361, *Engineer Assistant (GySgt to Pvt) PMOS*
- 1371, *Combat Engineer (MGySgt to Pvt) PMOS*
- 1372, *Assault Breacher Vehicle (ABV)/Armored Vehicle Launched Bridge (AVLB) Marine (GySgt to LCpl) NMOS (1371)*
- 1390, *Bulk Fuel Officer (III) (CWO5 to WO) PMOS*
- 1391, *Bulk Fuel Specialist (MGySgt to Pvt) PMOS*

PREPARE FOR YOUR OWN SUCCESS

The following is provided for continued training and professional development in your assigned MOS.

Suggested Online Courses

Source	Course Code	Course Title
<input type="checkbox"/> MarineNet	MCIZ1328FZ	<i>Engineer Equipment Chief</i>
<input type="checkbox"/> MarineNet	MCIWRLO142	<i>Facility Construction, Repair, and Demolition</i>
<input type="checkbox"/> MarineNet	CE03BL0000	<i>Building Layout</i>
<input type="checkbox"/> MarineNet	CE07DR0000	<i>Drainage</i>
<input type="checkbox"/> MarineNet	UT03AO0000	<i>Unit Training Management – Platoon Level</i>
<input type="checkbox"/> MarineNet	GCSS11BC01	<i>GCSS-MC Welcome to GCSS Basics</i>
<input type="checkbox"/> MarineNet	GCS01RO101	<i>Responsible Officer 101</i>
<input type="checkbox"/> DTS TraX	Travel Card 101	<i>Travel Card Program (https://www.defensetravel.dod.mil/site/trax.cfm)</i>
<input type="checkbox"/> MarineNet	MCIZ0112DZ	<i>Counseling Marines</i>
<input type="checkbox"/> MarineNet	0102MODA1A	<i>Manpower I: Military Justice System, Proficiency/Conduct Marks, and PES</i>
<input type="checkbox"/> MarineNet	ADMNJAGC01	<i>JAG Command Investigation</i>
<input type="checkbox"/> MarineNet	MOOSPEA01Z	<i>Getting Started with SharePoint 2010</i>
<input type="checkbox"/> MarineNet	XL2010ZZZZ	<i>Microsoft Office 2010: Beginning Excel</i>
<input type="checkbox"/> MarineNet	WD2010ZZZZ	<i>Microsoft Office 2010: Beginning Word</i>
<input type="checkbox"/> MarineNet	PW201000ZZ	<i>Microsoft Office 2010: Beginning PowerPoint</i>

Recommended Reading***Title of Book and Author***

- Clearing the Way: Combat Engineers in Kandahar. *Mark Gasparotto*
- Breaching Fortress Europe: The Story of U.S. Engineers in Normandy on D-Day. *Sid Berger*
- The Role of Failure in Successful Design. *Henry Petroski*
- On Desperate Ground: The Marines at the Reservoir, the Korean War's Greatest Battle. *Hampton Sides*
- Thoughts of a Philosophical Fighter Pilot. *James B. Stockdale*

RESOURCES

Take advantage of the opportunity to visit and review the below websites and publications to learn more about the MOS producing school, your community, or the doctrine relevant to your field.

- (1) Marine Corps Engineer School website: <https://www.trngcmd.marines.mil/Units/South-Atlantic/MCES/>
- (2) Deputy Commandant, Installation and Logistics website, <https://www.iandl.marines.mil/>
- (3) MOS Specific Physical Standards checklists: <https://www.fitness.marines.mil/>
- (4) NAVMC 3500.12B W/CH 1-8, Engineer and Utilities Training and Readiness Manual (Chapter 13)
- (5) MCWP 3-10, Ground Combat Operations
- (6) MCWP 3-17.4, Engineer Reconnaissance
- (7) MCWP 3-34, Engineering Operations
- (8) MCWP 4-11.5, Seabee Operations in the MAGTF
- (9) MCWP 5-10, Marine Corps Planning Process
- (10) MCRP 12-10B.1, Military Operations on Urbanized Terrain (MOUT)
- (11) MCTP 11-10C, The Law of Land Warfare

BUILD YOUR NETWORK

Use this space to record the name and contact information of Marine Officers with the 1302 MOS that you have met and talked to or that you hear are in the community and would like to meet. The professionals within the Engineer, Construction, Facilities, and Equipment community can provide valuable experience-based feedback that can shape your understanding of the MOS and, as an added benefit, would enthusiastically continue to serve as mentors as you progress through your career.

YOU'RE IN CHARGE

As you begin to visualize yourself executing the duties and responsibilities of your MOS, you should also visualize what you would expect of the Marines that work under your charge. In accordance with MCO 1610.7A, *Performance Evaluation System*, you are required to conduct an initial counseling within the first 30 days of establishing the RS/MRO relationship. The initial counseling should establish, formalize, or review the Marine's billet description and cover his or her duties and responsibilities and your expectations. You can review the responsibility of each MOS within NAVMC 1200.1D, *MOS Manual*, and the Training and Readiness Manual listed in the Resources section above. Additionally, use this opportunity to familiarize yourself with the MOS Roadmaps of your subordinates and consider roadmap information as a mentoring tool in recommending billet assignments and overseeing the individual development of assigned Marines. MOS Roadmaps can be found here: <https://mctims.usmc.mil>.

Begin to consider your expectations in relation to each Marine's billet description.

Begin to develop your expectations as a Marine leader and Reporting Senior.

What goals or targets will you establish for your Marines within the reporting period?

As a leader, it is your privilege to develop Marines and sailors in order to sustain the transformation, help them achieve their full potential, and prepare them for long-term personal and professional success. Consider the following focus areas as a framework for your coaching/counseling sessions.



Baseline counseling sessions:

- Establishment of RS/MRO relationship
- Issuance of a fitness report
- Proficiency/Conduct marking assignment
- Eligibility for promotion
- Joining a new unit
- Permanent Change of Station orders
- Assignment to Force Preservation
- Major changes in billet responsibilities

Additional References

- MCO 1500.61, Marine Leader Development (MLD)
- MLD website: <https://www.usmcu.edu/Academic-Programs/Lejeune-Leadership-Institute/Marine-Leader-Development/>
- NAVMC 2795, User's Guide to Counseling

REFLECT ON WHAT YOU'VE LEARNED

Take some time to reflect on what you've learned about this MOS, and analyze the attributes you may like or dislike about the duties and responsibilities associated with this field.

Things I may enjoy or that seem interesting about the MOS

Things I don't think I will enjoy or don't seem interesting about the MOS

Training, degrees, hobbies and/or interests I have that may compliment this MOS:

_____	_____
_____	_____
_____	_____

THINGS TO KNOW FOLLOWING MOS ASSIGNMENT

17XX Advocate

Advocates are the Deputy Commandant or Counsel for the Commandant assigned to represent the Marine Corps as well as identify and prioritize capabilities required for specific organizational and functional areas. The 17XX advocate is the Deputy Commandant, Information.

Other MOSs in the 17, Cyberspace Operations OccFld

- 1705, *Cyberspace Warfare Development Officer (LtCol to Capt) PMOS*
- 1710, *Offensive Cyberspace Warfare Officer (CWO5 to WO) PMOS*
- 1711, *Cyberspace Exploitation Operator (GySgt to SSgt) PMOS*
- 1720, *Defensive Cyberspace Warfare Officer (CWO5 to WO) PMOS*
- 1721, *Cyberspace Defensive Operator (GySgt to Pvt) PMOS*
- 1799, *Cyberspace Operations Chief (MGySgt to MSgt) PMOS*

PREPARE FOR YOUR OWN SUCCESS

The following is provided for continued training and professional development in your assigned MOS.

Suggested Online Courses

Source	Course Code	Course Title
<input type="checkbox"/> JKO	T-US1221	<i>Establishing a Cyberspace Situational Awareness Capability Course</i>
<input type="checkbox"/> JKO	P-US1344	<i>JFC 100 Module 09: Cyberspace Operations Awareness</i>
<input type="checkbox"/> MarineNet	IOMAGTF001	<i>MAGTF Information Operations</i>
<input type="checkbox"/> MarineNet	UT03AO0000	<i>Unit Training Management – Platoon Level</i>
<input type="checkbox"/> MarineNet	GCSS11BC01	<i>GCSS-MC Welcome to GCSS Basics</i>
<input type="checkbox"/> MarineNet	GCS01RO101	<i>Responsible Officer 101</i>
<input type="checkbox"/> DTS TraX	Travel Card 101	<i>Travel Card Program (https://www.defensetravel.dod.mil/site/trax.cfm)</i>
<input type="checkbox"/> MarineNet	MCIZ0112DZ	<i>Counseling Marines</i>
<input type="checkbox"/> MarineNet	0102MODA1A	<i>Manpower 1: Military Justice System, Proficiency/Conduct Marks, and PES</i>
<input type="checkbox"/> MarineNet	ADMNJAGC01	<i>JAG Command Investigation</i>
<input type="checkbox"/> MarineNet	MOOSPEA01Z	<i>Getting Started with SharePoint 2010</i>
<input type="checkbox"/> MarineNet	XL2010ZZZZ	<i>Microsoft Office 2010: Beginning Excel</i>
<input type="checkbox"/> MarineNet	WD2010ZZZZ	<i>Microsoft Office 2010: Beginning Word</i>
<input type="checkbox"/> MarineNet	PW201000ZZ	<i>Microsoft Office 2010: Beginning PowerPoint</i>

Recommended Reading**Title of Book and Author**

- Cyber War: The Next Threat to National Security and What to do About it. *Richard A. Clarke and Robert Knake*
- Counterstrike: The Untold Story of America's Secret Campaign against Al Qaeda. *Eric Schmitt and Thorn Shanker*
- Little Brother. *Cory Doctorow*
- Inside Cyber Warfare: Mapping the Cyber Underworld. *Jeffrey Carr*
- The Starfish and the Spider: The Unstoppable Power of Leaderless Organizations. *Ori Brafman and Rod A. Beckstrom*

RESOURCES

Take advantage of the opportunity to visit and review the below websites and publications to learn more about the MOS producing school, your community, or the doctrine relevant to your field.

- (1) U.S. Army's Cyber Center of Excellence website: <https://cybercoe.army.mil/home.html>
- (2) Cyber Defense Review: <https://cyberdefensereview.army.mil/>
- (3) Army Cyber Institute: <https://cyber.army.mil/>
- (4) Deputy Commandant, Information website: <https://www.hqmc.marines.mil/Agencies/Deputy-Commandant-Information/>
- (5) NAVMC 3500.124, Cyberspace Training and Readiness Manual (Chapter 4)
- (6) JP 3-12, Cyberspace Operations
- (7) MCWP 3-32, MAGTF Information Operations
- (8) MCWP 5-10, Marine Corps Planning Process
- (9) MCRP 3-30B.2, MAGTF Communication Systems
- (10) MCTP 3-10F, Fire Support Coordination in the Ground Combat Element
- (11) FM 3-38, Cyber Electromagnetic Activities

BUILD YOUR NETWORK

Use this space to record the name and contact information of Marine Officers with the 1702 MOS that you have met and talked to or that you hear are in the community and would like to meet. The professionals within the Cyberspace Operations community can provide valuable experience-based feedback that can shape your understanding of the MOS and, as an added benefit, would enthusiastically continue to serve as mentors as you progress through your career.

YOU'RE IN CHARGE

As you begin to visualize yourself executing the duties and responsibilities of your MOS, you should also visualize what you would expect of the Marines that work under your charge. In accordance with MCO 1610.7A, *Performance Evaluation System*, you are required to conduct an initial counseling within the first 30 days of establishing the RS/MRO relationship. The initial counseling should establish, formalize, or review the Marine's billet description and cover his or her duties and responsibilities and your expectations. You can review the responsibility of each MOS within NAVMC 1200.1D, *MOS Manual*, and the Training and Readiness Manual listed in the Resources section above. Additionally, use this opportunity to familiarize yourself with the MOS Roadmaps of your subordinates and consider roadmap information as a mentoring tool in recommending billet assignments and overseeing the individual development of assigned Marines. MOS Roadmaps can be found here: <https://mctims.usmc.mil>.

Begin to consider your expectations in relation to each Marine's billet description.

Begin to develop your expectations as a Marine leader and Reporting Senior.

What goals or targets will you establish for your Marines within the reporting period?

As a leader, it is your privilege to develop Marines and sailors in order to sustain the transformation, help them achieve their full potential, and prepare them for long-term personal and professional success. Consider the following focus areas as a framework for your coaching/counseling sessions.



Baseline counseling sessions:

- Establishment of RS/MRO relationship
- Issuance of a fitness report
- Proficiency/Conduct marking assignment
- Eligibility for promotion
- Joining a new unit
- Permanent Change of Station orders
- Assignment to Force Preservation
- Major changes in billet responsibilities

Additional References

- MCO 1500.61, Marine Leader Development (MLD)
- MLD website: <https://www.usmcu.edu/Academic-Programs/Lejeune-Leadership-Institute/Marine-Leader-Development/>
- NAVMC 2795, User's Guide to Counseling

REFLECT ON WHAT YOU'VE LEARNED

Take some time to reflect on what you've learned about this MOS, and analyze the attributes you may like or dislike about the duties and responsibilities associated with this field.

Things I may enjoy or that seem interesting about the MOS

Things I don't think I will enjoy or don't seem interesting about the MOS

Training, degrees, hobbies and/or interests I have that may compliment this MOS:

_____	_____
_____	_____
_____	_____

THINGS TO KNOW FOLLOWING MOS ASSIGNMENT

18XX Advocate

Advocates are the Deputy Commandant or Counsel for the Commandant assigned to represent the Marine Corps as well as identify and prioritize capabilities required for specific organizational and functional areas. The 18XX advocate is the Deputy Commandant, Plans, Policies, and Operations.

Other MOSs in the 18, Tank, Assault Amphibious Vehicle and Amphibious Combat Vehicle OccFld

- 1803, *Assault Amphibious Vehicle (AAV) Officer (1) (LtCol to 2ndLt) PMOS*
- 1812, *Armor Marine (MGySgt to Pvt) PMOS*
- 1833, *Assault Amphibious Vehicle (AAV) Crewmember (MGySgt to Pvt) PMOS*
- 1834, *Amphibious Combat Vehicle (ACV) Crewmember (MGySgt to Pvt) PMOS*
- 1867, *M1A1 Tank Master Gunner (MGySgt to Sgt) NMOS (1812)*

PREPARE FOR YOUR OWN SUCCESS

The following is provided for continued training and professional development in your assigned MOS.

Suggested Online Courses

Source	Course Code	Course Title
<input type="checkbox"/> MarineNet	MCIZ1844AZ	<i>MIAI Armament and Ammunition</i>
<input type="checkbox"/> MarineNet	MCIZ1846AZ	<i>Tank Gunnery</i>
<input type="checkbox"/> MarineNet	GCSS11BC01	<i>GCSS-MC Welcome to GCSS Basics</i>
<input type="checkbox"/> MarineNet	GCS01RO101	<i>Responsible Officer 101</i>
<input type="checkbox"/> DTS TraX	Travel Card 101	<i>Travel Card Program (https://www.defensetravel.dod.mil/site/trax.cfm)</i>
<input type="checkbox"/> MarineNet	MCIZ0112DZ	<i>Counseling Marines</i>
<input type="checkbox"/> MarineNet	0102MODA1A	<i>Manpower 1: Military Justice System, Proficiency/Conduct Marks, and PES</i>
<input type="checkbox"/> MarineNet	ADMNJAGC01	<i>JAG Command Investigation</i>
<input type="checkbox"/> MarineNet	MOOSPEA01Z	<i>Getting Started with SharePoint 2010</i>
<input type="checkbox"/> MarineNet	XL2010ZZZZ	<i>Microsoft Office 2010: Beginning Excel</i>
<input type="checkbox"/> MarineNet	WD2010ZZZZ	<i>Microsoft Office 2010: Beginning Word</i>
<input type="checkbox"/> MarineNet	PW201000ZZ	<i>Microsoft Office 2010: Beginning PowerPoint</i>

Recommended Reading

Title of Book and Author

- The Fires of Babylon: Eagle Troops and the Battle of 73 Easting. *Mike Guardia*
- The Defense of Hill 781: An Allegory of Modern Mechanized Combat. *James R. McDonough*
- Thunder Run: The Armored Strike to Capture Baghdad. *David Zucchini and Mark Bowden*
- Marine Tank Battles in the Middle East. *Oscar E. Gilbert*
- Lead Yourself First: Inspiring Leadership through Solitude. *Raymond M. Kethledge and Michael S. Erwin*

RESOURCES

Take advantage of the opportunity to visit and review the below websites and publications to learn more about the MOS producing school, your community, or the doctrine relevant to your field.

- (1) U.S. Army Armor School website: <https://www.benning.army.mil/Armor/>
- (2) AOBLC Facebook page: <http://www.facebook.com/ABOLC>
- (3) Deputy Commandant, Plans, Policies, and Operations website: <https://www.hqmc.marines.mil/ppo/>
- (4) MOS Specific Physical Standards checklists: <https://www.fitness.marines.mil/>
- (5) NAVMC 3500.121A W/CH 1, Tank Training and Readiness Manual (Chapter 7)
- (6) MCWP 3-17.8, Combined Arms Mobility
- (7) MCWP 5-10, Marine Corps Planning Process
- (8) MCRP 3-10B.1, Tank Platoon
- (9) MCRP 12-10B.1, Military Operations on Urbanized Terrain (MOUT)
- (10) MCRP 3-16A, Tactics, Techniques, and Procedures for the Targeting Process
- (11) MCTP 3-01C, Machine Guns and Machine Gun Gunnery
- (12) MCTP 3-10B, Marine Corps Tank Employment
- (13) MCTP 3-10F, Fire Support Coordination in the Ground Combat Element
- (14) MCTP 12-10A, Mountain Warfare Operations
- (15) MCTP 12-10D, Desert Operations
- (16) ATP 3-09.32, Multi-Service Tactics, Techniques, and Procedures for the Joint Application of Firepower (JFIRE)

BUILD YOUR NETWORK

Use this space to record the name and contact information of Marine Officers with the 1802 MOS that you have met and talked to or that you hear are in the community and would like to meet. The professionals within the Tank, AAV and ACV community can provide valuable experience-based feedback that can shape your understanding of the MOS and, as an added benefit, would enthusiastically continue to serve as mentors as you progress through your career.

YOU'RE IN CHARGE

As you begin to visualize yourself executing the duties and responsibilities of your MOS, you should also visualize what you would expect of the Marines that work under your charge. In accordance with MCO 1610.7A, *Performance Evaluation System*, you are required to conduct an initial counseling within the first 30 days of establishing the RS/MRO relationship. The initial counseling should establish, formalize, or review the Marine's billet description and cover his or her duties and responsibilities and your expectations. You can review the responsibility of each MOS within NAVMC 1200.1D, *MOS Manual*, and the Training and Readiness Manual listed in the Resources section above. Additionally, use this opportunity to familiarize yourself with the MOS Roadmaps of your subordinates and consider roadmap information as a mentoring tool in recommending billet assignments and overseeing the individual development of assigned Marines. MOS Roadmaps can be found here: <https://mctims.usmc.mil>.

Begin to consider your expectations in relation to each Marine's billet description.

Begin to develop your expectations as a Marine leader and Reporting Senior.

What goals or targets will you establish for your Marines within the reporting period?

As a leader, it is your privilege to develop Marines and sailors in order to sustain the transformation, help them achieve their full potential, and prepare them for long-term personal and professional success. Consider the following focus areas as a framework for your coaching/counseling sessions.



Baseline counseling sessions:

- Establishment of RS/MRO relationship
- Issuance of a fitness report
- Proficiency/Conduct marking assignment
- Eligibility for promotion
- Joining a new unit
- Permanent Change of Station orders
- Assignment to Force Preservation
- Major changes in billet responsibilities

Additional References

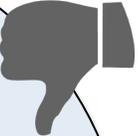
- MCO 1500.61, Marine Leader Development (MLD)
- MLD website: <https://www.usmcu.edu/Academic-Programs/Lejeune-Leadership-Institute/Marine-Leader-Development/>
- NAVMC 2795, User's Guide to Counseling

REFLECT ON WHAT YOU'VE LEARNED

Take some time to reflect on what you've learned about this MOS, and analyze the attributes you may like or dislike about the duties and responsibilities associated with this field.



Things I may enjoy or that seem interesting about the MOS



Things I don't think I will enjoy or don't seem interesting about the MOS

Training, degrees, hobbies and/or interests I have that may compliment this MOS:

THINGS TO KNOW FOLLOWING MOS ASSIGNMENT

18XX Advocate

Advocates are the Deputy Commandant or Counsel for the Commandant assigned to represent the Marine Corps as well as identify and prioritize capabilities required for specific organizational and functional areas. The 18XX advocate is the Deputy Commandant, Plans, Policies, and Operations.

Other MOSs in the 18, Tank, Assault Amphibious Vehicle and Amphibious Combat Vehicle OccFld

- 1802, *Tank Officer (1) (LtCol to 2ndLt) PMOS*
- 1812, *Armor Marine (MGySgt to Pvt) PMOS*
- 1833, *Assault Amphibious Vehicle (AAV) Crewmember (MGySgt to Pvt) PMOS*
- 1834, *Amphibious Combat Vehicle (ACV) Crewmember (MGySgt to Pvt) PMOS*
- 1867, *M1A1 Tank Master Gunner (MGySgt to Sgt) NMOS (1812)*

PREPARE FOR YOUR OWN SUCCESS

The following is provided for continued training and professional development in your assigned MOS.

Suggested Online Courses

Source	Course Code	Course Title
<input type="checkbox"/> MarineNet	MCIZ1831CZ	<i>Field Operation and Employment of the Assault Amphibian Vehicle</i>
<input type="checkbox"/> MarineNet	MCIZ1800ZZ	<i>AAV RAM/RS Crew Functions</i>
<input type="checkbox"/> MarineNet	MCIZ1834CZ	<i>AAVP7A1 Logbook and Communications</i>
<input type="checkbox"/> MarineNet	GCSS11BC01	<i>GCSS-MC Welcome to GCSS Basics</i>
<input type="checkbox"/> MarineNet	GCS01RO101	<i>Responsible Officer 101</i>
<input type="checkbox"/> DTS TraX	Travel Card 101	<i>Travel Card Program (https://www.defensetravel.dod.mil/site/trax.cfm)</i>
<input type="checkbox"/> MarineNet	MCIZ0112DZ	<i>Counseling Marines</i>
<input type="checkbox"/> MarineNet	0102MODA1A	<i>Manpower 1: Military Justice System, Proficiency/Conduct Marks, and PES</i>
<input type="checkbox"/> MarineNet	ADMNJAGC01	<i>JAG Command Investigation</i>
<input type="checkbox"/> MarineNet	MOOSPEA01Z	<i>Getting Started with SharePoint 2010</i>
<input type="checkbox"/> MarineNet	XL2010ZZZZ	<i>Microsoft Office 2010: Beginning Excel</i>
<input type="checkbox"/> MarineNet	WD2010ZZZZ	<i>Microsoft Office 2010: Beginning Word</i>
<input type="checkbox"/> MarineNet	PW201000ZZ	<i>Microsoft Office 2010: Beginning PowerPoint</i>

Recommended Reading**Title of Book and Author**

- Across the Reef: The Marine Assault of Tarawa. *Col Joseph H. Alexander*
- Alligators, Buffaloes, and Bushmasters: The History of the Development of the LVT through World War I. *Alfred D. Bailey*
- Gallipoli. *Peter Hart*
- Discipline Equals Freedom: Field Manual. *Jocko Willink*
- Whistling Vivaldi: How Stereotypes Affect Us and What We Can Do. *Claude M. Steele*

RESOURCES

Take advantage of the opportunity to visit and review the below websites and publications to learn more about the MOS producing school, your community, or the doctrine relevant to your field.

- (1) Assault Amphibian School Battalion website: <https://www.trngcmd.marines.mil/Units/West/Assault-Amphibian-School-Battalion/>
- (2) Deputy Commandant, Plans, Policies, and Operations website: <https://www.hqmc.marines.mil/ppo>
- (3) MOS Specific Physical Standards checklists: <https://www.fitness.marines.mil/>
- (4) NAVMC 3500.2C W/CH 1, Assault Amphibious Vehicle Training and Readiness Manual
- (5) JP 3-02, Amphibious Operations
- (6) MCWP 3-31.5, Ship-to-Shore Movement
- (7) MCWP 5-10, Marine Corps Planning Process
- (8) MCRP 3-16A, Tactics, Techniques, and Procedures for the Targeting Process
- (9) MCTP 3-01C, Machine Guns and Machine Gun Gunnery
- (10) MCTP 3-10C, Employment of Amphibious Assault Vehicles
- (11) MCTP 3-10F, Fire Support Coordination in the Ground Combat Element
- (12) ATP 3-09.32, Multi-Service Tactics, Techniques, and Procedures for the Joint Application of Firepower (JFIRE)

BUILD YOUR NETWORK

Use this space to record the name and contact information of Marine Officers with the 1803 MOS that you have met and talked to or that you hear are in the community and would like to meet. The professionals within the Tank, AAV and ACV community can provide valuable experience-based feedback that can shape your understanding of the MOS and, as an added benefit, would enthusiastically continue to serve as mentors as you progress through your career.

YOU'RE IN CHARGE

As you begin to visualize yourself executing the duties and responsibilities of your MOS, you should also visualize what you would expect of the Marines that work under your charge. In accordance with MCO 1610.7A, *Performance Evaluation System*, you are required to conduct an initial counseling within the first 30 days of establishing the RS/MRO relationship. The initial counseling should establish, formalize, or review the Marine's billet description and cover his or her duties and responsibilities and your expectations. You can review the responsibility of each MOS within NAVMC 1200.1D, *MOS Manual*, and the Training and Readiness Manual listed in the Resources section above. Additionally, use this opportunity to familiarize yourself with the MOS Roadmaps of your subordinates and consider roadmap information as a mentoring tool in recommending billet assignments and overseeing the individual development of assigned Marines. MOS Roadmaps can be found here: <https://mctims.usmc.mil>.

Begin to consider your expectations in relation to each Marine's billet description.

Begin to develop your expectations as a Marine leader and Reporting Senior.

What goals or targets will you establish for your Marines within the reporting period?

As a leader, it is your privilege to develop Marines and sailors in order to sustain the transformation, help them achieve their full potential, and prepare them for long-term personal and professional success. Consider the following focus areas as a framework for your coaching/counseling sessions.



Baseline counseling sessions:

- Establishment of RS/MRO relationship
- Issuance of a fitness report
- Proficiency/Conduct marking assignment
- Eligibility for promotion
- Joining a new unit
- Permanent Change of Station orders
- Assignment to Force Preservation
- Major changes in billet responsibilities

Additional References

- MCO 1500.61, Marine Leader Development (MLD)
- MLD website: <https://www.usmcu.edu/Academic-Programs/Lejeune-Leadership-Institute/Marine-Leader-Development/>
- NAVMC 2795, User's Guide to Counseling

REFLECT ON WHAT YOU'VE LEARNED

Take some time to reflect on what you've learned about this MOS, and analyze the attributes you may like or dislike about the duties and responsibilities associated with this field.



Things I may enjoy or that seem interesting about the MOS



Things I don't think I will enjoy or don't seem interesting about the MOS

Training, degrees, hobbies and/or interests I have that may compliment this MOS:

THINGS TO KNOW FOLLOWING MOS ASSIGNMENT

30XX Advocate

Advocates are the Deputy Commandant or Counsel for the Commandant assigned to represent the Marine Corps as well as identify and prioritize capabilities required for specific organizational and functional areas. The 30XX advocate is the Deputy Commandant, Installations and Logistics.

Other MOSs in the 30, Supply Chain Management OccFld

- 3006, *Operational Contract Support (OCS) Officer (LtCol to Capt) NMOS (3002)*
- 3010, *Ground Supply Operations Officer (III) (CWO5 to WO) PMOS*
- 3043, *Supply Chain and Materiel Management Specialist (MGySgt to Pvt) PMOS*
- 3044, *Operational Contract Support (OCS) Specialist (MGySgt to Sgt) PMOS*
- 3051, *Inventory Management Specialist (MGySgt to Pvt) PMOS*
- 3052, *Packaging Specialist (MGySgt to Pvt) PMOS*

PREPARE FOR YOUR OWN SUCCESS

The following is provided for continued training and professional development in your assigned MOS. For Defense Acquisition University courses, visit <http://icatalog.dau.mil/onlinecatalog/tabnav.aspx>. For Total Workforce Management Services (TWMS) training, visit tab https://twms.navy.mil/selfservice/online_Training/?tab=5 and click the 'Online TWMS' tab.

Suggested Online Courses

Source	Course Code	Course Title
<input type="checkbox"/> MarineNet	MCIZ303IZZ	<i>Warehousing Operations</i>
<input type="checkbox"/> DTS TraX	DTS 101	<i>DTS Travel Documents (https://www.defensetravel.dod.mil/site/trax.cfm)</i>
<input type="checkbox"/> DAU	CLG 001	<i>DoD Government-wide Commercial Purchase Card Overview</i>
<input type="checkbox"/> DAU	CLG 006	<i>Certifying Officer Legislation Training for Purchase Card Payments</i>
<input type="checkbox"/> TWMS	TWMX-648088	<i>DON2017 Initial and Annual Ethics Training</i>
<input type="checkbox"/> MarineNet	GCSS11BC01	<i>GCSS-MC Welcome to GCSS Basics</i>
<input type="checkbox"/> MarineNet	GCS01RO101	<i>Responsible Officer 101</i>
<input type="checkbox"/> DTS TraX	Travel Card 101	<i>Travel Card Program (https://www.defensetravel.dod.mil/site/trax.cfm)</i>
<input type="checkbox"/> MarineNet	MCIZ0112DZ	<i>Counseling Marines</i>
<input type="checkbox"/> MarineNet	0102MODA1A	<i>Manpower 1: Military Justice System, Proficiency/Conduct Marks, and PES</i>
<input type="checkbox"/> MarineNet	ADMNJAGC01	<i>JAG Command Investigation</i>
<input type="checkbox"/> MarineNet	MOOSPEA01Z	<i>Getting Started with SharePoint 2010</i>
<input type="checkbox"/> MarineNet	XL2010ZZZZ	<i>Microsoft Office 2010: Beginning Excel</i>
<input type="checkbox"/> MarineNet	WD2010ZZZZ	<i>Microsoft Office 2010: Beginning Word</i>
<input type="checkbox"/> MarineNet	PW201000ZZ	<i>Microsoft Office 2010: Beginning PowerPoint</i>

Recommended Reading**Title of Book and Author**

- Pacific Express: The Critical Role of Military Logistics in World War II. *William L. McGee*
- Supplying War: Logistics from Wallenstein to Patton. *Martin Van Creveld*
- Out of the Mountains: The Coming Age of the Urban Guerilla. *David Kilcullen*
- The Science of War: Defense Budgeting, Military Technology, Logistics, and Combat Outcomes. *Michael E. O'Hanlon*
- Start with Why: How Great Leaders Inspire Everyone to Take Action. *Simon Sinek*

RESOURCES

Take advantage of the opportunity to visit and review the below websites and publications to learn more about the MOS producing school, your community, or the doctrine relevant to your field.

- (1) Ground Supply School website: <https://www.trngcmd.marines.mil/Units/South-Atlantic/MCCSSS/MCCSSS-Schools/Ground-Supply-School/>
- (2) Ground Supply School SharePoint website: <https://vce.tecom.usmc.mil/MCCSSS/SUP/default.aspx>
- (3) Deputy Commandant, Installations and Logistics website: <https://www.iandl.marines.mil/>
- (4) NAVMC 3500.64C, Ground Supply Training and Readiness Manual
- (5) NAVMC 2664, Financial Guidebook for Commanders
- (6) NAVMC 4500.5C, Supply Officer's Internal Controls Handbook
- (7) MCO 4400.201 Volumes 1-17, Management of Property in the Possession of the Marine Corps
- (8) MCO 7300.21B, Marine Corps Financial Management Standard Operating Procedure Manual
- (9) MCBUL 4440.4 Financial Liability Investigation of Property Loss
- (10) MCWP 5-10, Marine Corps Planning Process
- (11) MCTP 3-40H, MAGTF Supply Operations
- (12) MSTP Pamphlet 6-0.1, Command and Staff Action

BUILD YOUR NETWORK

Use this space to record the name and contact information of Marine Officers with the 3002 MOS that you have met and talked to or that you hear are in the community and would like to meet. The professionals within the Supply Chain Management community can provide valuable experience-based feedback that can shape your understanding of the MOS and, as an added benefit, would enthusiastically continue to serve as mentors as you progress through your career.

YOU'RE IN CHARGE

As you begin to visualize yourself executing the duties and responsibilities of your MOS, you should also visualize what you would expect of the Marines that work under your charge. In accordance with MCO 1610.7A, *Performance Evaluation System*, you are required to conduct an initial counseling within the first 30 days of establishing the RS/MRO relationship. The initial counseling should establish, formalize, or review the Marine's billet description and cover his or her duties and responsibilities and your expectations. You can review the responsibility of each MOS within NAVMC 1200.1D, *MOS Manual*, and the Training and Readiness Manual listed in the Resources section above. Additionally, use this opportunity to familiarize yourself with the MOS Roadmaps of your subordinates and consider roadmap information as a mentoring tool in recommending billet assignments and overseeing the individual development of assigned Marines. MOS Roadmaps can be found here: <https://mctims.usmc.mil>.

Begin to consider your expectations in relation to each Marine's billet description.

Begin to develop your expectations as a Marine leader and Reporting Senior.

What goals or targets will you establish for your Marines within the reporting period?

As a leader, it is your privilege to develop Marines and sailors in order to sustain the transformation, help them achieve their full potential, and prepare them for long-term personal and professional success. Consider the following focus areas as a framework for your coaching/counseling sessions.



Baseline counseling sessions:

- Establishment of RS/MRO relationship
- Issuance of a fitness report
- Proficiency/Conduct marking assignment
- Eligibility for promotion
- Joining a new unit
- Permanent Change of Station orders
- Assignment to Force Preservation
- Major changes in billet responsibilities

Additional References

- MCO 1500.61, Marine Leader Development (MLD)
- MLD website: <https://www.usmcu.edu/Academic-Programs/Lejeune-Leadership-Institute/Marine-Leader-Development/>
- NAVMC 2795, User's Guide to Counseling

REFLECT ON WHAT YOU'VE LEARNED

Take some time to reflect on what you've learned about this MOS, and analyze the attributes you may like or dislike about the duties and responsibilities associated with this field.

Things I may enjoy or that seem interesting about the MOS

Things I don't think I will enjoy or don't seem interesting about the MOS

Training, degrees, hobbies and/or interests I have that may compliment this MOS:

_____	_____
_____	_____
_____	_____

THINGS TO KNOW FOLLOWING MOS ASSIGNMENT

34XX Advocate

Advocates are the Deputy Commandant or Counsel for the Commandant assigned to represent the Marine Corps as well as identify and prioritize capabilities required for specific organizational and functional areas. The 34XX advocate is the Deputy Commandant, Program and Resources.

Other MOSs in the 34, Financial Management OccFld

- 3402, Finance Officer (III) (CWO5 to WO) PMOS
- 3408, Financial Management Resource Officer (III) (CWO5 to WO) PMOS MOS 3450, Planning, Programming, Budgeting and Execution (PPBE) Officer (LtCol to Capt) FMOS
- 3432, Finance Technician (MGySgt to Pvt) PMOS
- 3451, Financial Management Resource Analyst (FMRA) (MGySgt to Pvt) PMOS

PREPARE FOR SUCCESS

The following is provided for continued training and professional development in your assigned MOS. To access Financial Management (FM) Online, visit <https://fmonline.ousdc.osd.mil/Certification/Certification-Level-1.aspx>. For more information on the DoD FM Certification Program, visit <https://comptroller.defense.gov/External-Links/FMCert/>.

Suggested Online Courses

Source	Course Code	Course Title
<input type="checkbox"/> MarineNet	MCIZ3422CZ	<i>Basic Pay and Allowances</i>
<input type="checkbox"/> FM Online	Certification Level 1	<i>DoD FM Certification Program Level 1</i>
<input type="checkbox"/> MarineNet	GCSS11BC01	<i>GCSS-MC Welcome to GCSS Basics</i>
<input type="checkbox"/> MarineNet	GCS01RO101	<i>Responsible Officer 101</i>
<input type="checkbox"/> DTS TraX	Travel Card 101	<i>Travel Card Program (https://www.defensetravel.dod.mil/site/trax.cfm)</i>
<input type="checkbox"/> MarineNet	MCIZ0112DZ	<i>Counseling Marines</i>
<input type="checkbox"/> MarineNet	0102MODA1A	<i>Manpower 1: Military Justice System, Proficiency/Conduct Marks, and PES</i>
<input type="checkbox"/> MarineNet	ADMNJAGC01	<i>JAG Command Investigation</i>
<input type="checkbox"/> MarineNet	MOOSPEA01Z	<i>Getting Started with SharePoint 2010</i>
<input type="checkbox"/> MarineNet	XL2010ZZZZ	<i>Microsoft Office 2010: Beginning Excel</i>
<input type="checkbox"/> MarineNet	WD2010ZZZZ	<i>Microsoft Office 2010: Beginning Word</i>
<input type="checkbox"/> MarineNet	PW201000ZZ	<i>Microsoft Office 2010: Beginning PowerPoint</i>

Recommended Reading

Title of Book and Author

- The Science of War: Defense Budgeting, Military Technology, Logistics, and Combat Outcomes. *Michael E. O'Hanlon*
- The Ascent of Money: A Financial History of the World. *Niall Ferguson*
- Boomerang: Travels in the New Third World. *Michael Lewis*
- The Five Dysfunctions of a Team. *Patrick Lencioni*
- The Outpost: An Untold Story of American Valor. *Jake Tapper*

RESOURCES

Take advantage of the opportunity to visit and review the below websites and publications to learn more about the MOS producing school, your community, or the doctrine relevant to your field.

- (1) Financial Management School website: <https://www.trngcmd.marines.mil/Units/South-Atlantic/MCCSSS/MCCSSS-Schools/Financial-Management/>
- (2) Marine Corps Combat Service Support Schools website: www.mccsss.marines.mil
- (3) Marine Corps Combat Service Support Schools Facebook page: <http://www.facebook.com/MCCSSS/>
- (4) Marine Corps Financial Management Standard Operating Procedures: https://www.marines.mil/Portals/59/MCO_7300.21B_FINAL_SIGNED.pdf
- (5) DoD Financial Management Certification website: <https://fmonline.ousdc.osd.mil/>
- (6) DoD Financial Management Certification Program Handbook: https://fmonline.ousdc.osd.mil/Assets/documents/docs-certification/DoD_FMCertification_Handbook.pdf
- (7) Deputy Commandant, Program and Resources website: <https://www.hqmc.marines.mil/pandr/Leaders/Deputy-Commandant-DC/>
- (8) NAVMC 3500.69C, Financial Management Training and Readiness Manual (Chapter 5)
- (9) DoD 7000.14-R, Department of Defense Regulation (DoD FMR)
- (10) DoD Instruction 1300.26, Operation of the DoD Financial Management Certification Program
- (11) JP 1-06, Financial Management Support in Joint Operations
- (12) MCO 7300.21B, Marine Corps Financial Management Standard Operating Procedure Manual
- (13) MCWP 5-10, Marine Corps Planning Process
- (14) MSTP Pamphlet 6-0.1, Command and Staff Action

BUILD YOUR NETWORK

Use this space to record the name and contact information of Marine Officers with the 3404 MOS that you have met and talked to or that you hear are in the community and would like to meet. The professionals within the Financial Management community can provide valuable experience-based feedback that can shape your understanding of the MOS and, as an added benefit, would enthusiastically continue to serve as mentors as you progress through your career.

YOU'RE IN CHARGE

As you begin to visualize yourself executing the duties and responsibilities of your MOS, you should also visualize what you would expect of the Marines that work under your charge. In accordance with MCO 1610.7A, *Performance Evaluation System*, you are required to conduct an initial counseling within the first 30 days of establishing the RS/MRO relationship. The initial counseling should establish, formalize, or review the Marine's billet description and cover his or her duties and responsibilities and your expectations. You can review the responsibility of each MOS within NAVMC 1200.1D, *MOS Manual*, and the Training and Readiness Manual listed in the Resources section above. Additionally, use this opportunity to familiarize yourself with the MOS Roadmaps of your subordinates and consider roadmap information as a mentoring tool in recommending billet assignments and overseeing the individual development of assigned Marines. MOS Roadmaps can be found here: <https://mctims.usmc.mil>.

Begin to consider your expectations in relation to each Marine's billet description.

Begin to develop your expectations as a Marine leader and Reporting Senior.

What goals or targets will you establish for your Marines within the reporting period?

As a leader, it is your privilege to develop Marines and sailors in order to sustain the transformation, help them achieve their full potential, and prepare them for long-term personal and professional success. Consider the following focus areas as a framework for your coaching/counseling sessions.



Baseline counseling sessions:

- Establishment of RS/MRO relationship
- Issuance of a fitness report
- Proficiency/Conduct marking assignment
- Eligibility for promotion
- Joining a new unit
- Permanent Change of Station orders
- Assignment to Force Preservation
- Major changes in billet responsibilities

Additional References

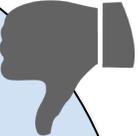
- MCO 1500.61, Marine Leader Development (MLD)
- MLD website: <https://www.usmcu.edu/Academic-Programs/Lejeune-Leadership-Institute/Marine-Leader-Development/>
- NAVMC 2795, User's Guide to Counseling

REFLECT ON WHAT YOU'VE LEARNED

Take some time to reflect on what you've learned about this MOS, and analyze the attributes you may like or dislike about the duties and responsibilities associated with this field.



Things I may enjoy or that seem interesting about the MOS



Things I don't think I will enjoy or don't seem interesting about the MOS

Training, degrees, hobbies and/or interests I have that may compliment this MOS:

THINGS TO KNOW FOLLOWING MOS ASSIGNMENT

44XX Advocate

Advocates are the Deputy Commandant or Counsel for the Commandant assigned to represent the Marine Corps as well as identify and prioritize capabilities required for specific organizational and functional areas. The 44XX advocate is the Counsel for the Commandant.

Other MOSs in the 44, Legal Support OccFld

- 4405, *Master of International Law (LtCol to Maj) NMOS (4402)*
- 4406, *Master of Environmental Law (LtCol to Maj) NMOS (4402)*
- 4407, *Master of Labor Law (LtCol to Maj) NMOS (4402)*
- 4408, *Master of Procurement Law (Maj) NMOS (4402)*
- 4409, *Master of Criminal Law (Col to Maj) NMOS (4402)*
- 4410, *Master of Law (General) (LtCol to Maj) NMOS (4402)*
- 4421, *Legal Services Specialist (MGySgt to Pvt) PMOS*
- 4422, *Legal Services Court Reporter (MGySgt to Cpl) NMOS (4421)*
- 4430, *Legal Administrative Officer (III) (CWO5 to WO) PMOS*

PREPARE FOR YOUR OWN SUCCESS

The following is provided for continued training and professional development in your assigned MOS.

Suggested Online Courses

Source	Course Code	Course Title
<input type="checkbox"/> MarineNet	CL11A0ZZZ	<i>Case Law and Application of Force</i>
<input type="checkbox"/> JKO	J6S N-US299	<i>CyberLaw 2 Course</i> https://jkodirect.jten.mil/html/COI.xhtml?course_prefix=J6S&course_number=N-US299
<input type="checkbox"/> MarineNet	GCSS11BC01	<i>GCSS-MC Welcome to GCSS Basics</i>
<input type="checkbox"/> MarineNet	GCS01RO101	<i>Responsible Officer 101</i>
<input type="checkbox"/> DTS TraX	Travel Card 101	<i>Travel Card Program</i> (https://www.defensetravel.dod.mil/site/trax.cfm)
<input type="checkbox"/> MarineNet	MCIZ0112DZ	<i>Counseling Marines</i>
<input type="checkbox"/> MarineNet	0102MODA1A	<i>Manpower 1: Military Justice System, Proficiency/Conduct Marks, and PES</i>
<input type="checkbox"/> MarineNet	ADMNJAGC01	<i>JAG Command Investigation</i>
<input type="checkbox"/> MarineNet	MOOSPEA01Z	<i>Getting Started with SharePoint 2010</i>
<input type="checkbox"/> MarineNet	XL2010ZZZZ	<i>Microsoft Office 2010: Beginning Excel</i>
<input type="checkbox"/> MarineNet	WD2010ZZZZ	<i>Microsoft Office 2010: Beginning Word</i>
<input type="checkbox"/> MarineNet	PW201000ZZ	<i>Microsoft Office 2010: Beginning PowerPoint</i>

Recommended Reading

Title of Book and Author

- Marines and Military Law in Vietnam: Trial by Fire.* Gary D. Solis
- The Law of Armed Conflict: International Humanitarian Law in War.* Gary D. Solis
- A Question of Loyalty: Gen. Billy Mitchell and the Court-Martial that Grippped the Nation.* Douglas Waller
- The Peers Inquiry of the Massacre at My Lai.* William R. Peers
- Thank You for Arguing, Third Edition: What Aristotle, Lincoln, and Homer Simpson Can Teach Us About the Art of Persuasion.* Jay Heinrichs

RESOURCES

Take advantage of the opportunity to visit and review the below websites and publications to learn more about the MOS producing school, your community, or the doctrine relevant to your field.

- (1) Naval Justice School website: <http://www.jag.navy.mil/njs.htm>
- (2) Naval Law Review website: http://www.jag.navy.mil/njs_publications.htm
- (3) Navy and Marine Corps Court of Criminal Appeals website: <http://www.jag.navy.mil/nmcca.htm>
- (4) United States Court of Appeals for the Armed Forces website: <https://www.armfor.uscourts.gov/>
- (5) JAG Corps Blog: <http://jag.navylive.dodlive.mil/>
- (6) CAAFlog Blog: <http://www.caaflog.com/>
- (7) JAG Corps Facebook page: www.facebook.com/navyjag
- (8) The Judge Advocate General's Legal Center and School Lifelong Learning Resources website: <https://tjaglcpublic.army.mil/lifelong-learning>
- (9) Trial Counsel Assistance Program website: <https://www.hqmc.marines.mil/sja/Branches/Trial-Counsel-Assistance-Program-TCAP/>
- (10) Counsel for the Commandant website <https://www.hqmc.marines.mil/Agencies/Counsel-for-the-Commandant/>
- (11) NAVMC 3500.82A W/CH 1, Legal Services Training and Readiness Manual (Chapter 4)
- (12) JAGINST 5800.7F W/CH 1, Manual of the Judge Advocate General (JAGMAN)
- (13) JAGMAN Investigations Handbook
- (14) Manual for Courts-Martial (MCM), United States (2016 Edition)
- (15) USN/USMC Commander's Quick Reference Legal Handbook (QUICKMAN)
- (16) MCO 5800.16, Legal Support and Administration Manual (LSAM)
- (17) MSTP Pamphlet 6-0.1, Command and Staff Action

BUILD YOUR NETWORK

Use this space to record the name and contact information of Marine Officers with the 4402 MOS that you have met and talked to or that you hear are in the community and would like to meet. The professionals within the Legal Support community can provide valuable experience-based feedback that can shape your understanding of the MOS and, as an added benefit, would enthusiastically continue to serve as mentors as you progress through your career.

YOU'RE IN CHARGE

As you begin to visualize yourself executing the duties and responsibilities of your MOS, you should also visualize what you would expect of the Marines that work under your charge. In accordance with MCO 1610.7A, *Performance Evaluation System*, you are required to conduct an initial counseling within the first 30 days of establishing the RS/MRO relationship. The initial counseling should establish, formalize, or review the Marine's billet description and cover his or her duties and responsibilities and your expectations. You can review the responsibility of each MOS within NAVMC 1200.1D, *MOS Manual*, and the Training and Readiness Manual listed in the Resources section above. Additionally, use this opportunity to familiarize yourself with the MOS Roadmaps of your subordinates and consider roadmap information as a mentoring tool in recommending billet assignments and overseeing the individual development of assigned Marines. MOS Roadmaps can be found here: <https://mctims.usmc.mil>.

Begin to consider your expectations in relation to each Marine's billet description.

Begin to develop your expectations as a Marine leader and Reporting Senior.

What goals or targets will you establish for your Marines within the reporting period?

As a leader, it is your privilege to develop Marines and sailors in order to sustain the transformation, help them achieve their full potential, and prepare them for long-term personal and professional success. Consider the following focus areas as a framework for your coaching/counseling sessions.



Baseline counseling sessions:

- Establishment of RS/MRO relationship
- Issuance of a fitness report
- Proficiency/Conduct marking assignment
- Eligibility for promotion
- Joining a new unit
- Permanent Change of Station orders
- Assignment to Force Preservation
- Major changes in billet responsibilities

Additional References

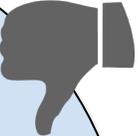
- MCO 1500.61, Marine Leader Development (MLD)
- MLD website: <https://www.usmcu.edu/Academic-Programs/Lejeune-Leadership-Institute/Marine-Leader-Development/>
- NAVMC 2795, User's Guide to Counseling

REFLECT ON WHAT YOU'VE LEARNED

Take some time to reflect on what you've learned about this MOS, and analyze the attributes you may like or dislike about the duties and responsibilities associated with this field.



Things I may enjoy or that seem interesting about the MOS



Things I don't think I will enjoy or don't seem interesting about the MOS

Training, degrees, hobbies and/or interests I have that may compliment this MOS:

THINGS TO KNOW FOLLOWING MOS ASSIGNMENT

45XX Advocate

Advocates are the Deputy Commandant or Counsel for the Commandant assigned to represent the Marine Corps as well as identify and prioritize capabilities required for specific organizational and functional areas. The 45XX advocate is the Deputy Commandant, Information.

Other MOSs in the 45, Communication Strategy and Operations OccFld

- 4503, *Visual Information Officer (III) (CWO5 to WO) PMOS*
- 4505, *Communication Strategy and Operations Planner (LtCol to Capt) NMOS (4502)*
- 4511, *Recruiting Station Marketing & Communication Marine (Sgt) NMOS (4512, 4531, 4541, 4571)*
- 4512, *Combat Graphics Specialist (Sgt to Pvt) PMOS*
- 4531, *Combat Mass Communicator (Sgt to Pvt) PMOS*
- 4541, *Combat Photographer (Sgt to Pvt) PMOS*
- 4571, *Combat Videographer (Sgt to Pvt) PMOS*
- 4591, *Communication Strategy and Operations Chief (MGySgt to SSgt) PMOS*

PREPARE FOR YOUR OWN SUCCESS

The following is provided for continued training and professional development in your assigned MOS.

Suggested Online Courses

Source	Course Code	Course Title
<input type="checkbox"/> MarineNet	IOMAGTF001	<i>MAGTF Information Operations</i>
<input type="checkbox"/> MarineNet	GCSS11BC01	<i>GCSS-MC Welcome to GCSS Basics</i>
<input type="checkbox"/> MarineNet	GCS01RO101	<i>Responsible Officer 101</i>
<input type="checkbox"/> DTS TraX	Travel Card 101	<i>Travel Card Program (https://www.defensetravel.dod.mil/site/trax.cfm)</i>
<input type="checkbox"/> MarineNet	MCIZ0112DZ	<i>Counseling Marines</i>
<input type="checkbox"/> MarineNet	0102MODA1A	<i>Manpower 1: Military Justice System, Proficiency/Conduct Marks, and PES</i>
<input type="checkbox"/> MarineNet	ADMNJAGC01	<i>JAG Command Investigation</i>
<input type="checkbox"/> MarineNet	MOOSPEA01Z	<i>Getting Started with SharePoint 2010</i>
<input type="checkbox"/> MarineNet	XL2010ZZZZ	<i>Microsoft Office 2010: Beginning Excel</i>
<input type="checkbox"/> MarineNet	WD2010ZZZZ	<i>Microsoft Office 2010: Beginning Word</i>
<input type="checkbox"/> MarineNet	PW201000ZZ	<i>Microsoft Office 2010: Beginning PowerPoint</i>

Recommended Reading**Title of Book and Author**

- Inappropriate Conduct: Mystery of a Disgraced War Correspondent. *Don Nort*
- D-Day through German Eyes: The hidden Story of June 6th, 1944. *Holger Eckhertz*
- Trust Me, I'm Lying: Confessions of a Media Manipulator. *Ryan Holiday*
- The Revenge of Geography: What the Map Tells us about Coming Conflicts and the Battle Against Fate. *Richard D. Kaplan*
- Duty: Memoirs of a Secretary of State. *Robert M. Gates*

RESOURCES

Take advantage of the opportunity to visit and review the below websites and publications to learn more about the MOS producing school, your community, or the doctrine relevant to your field.

- (1) Defense Information School (DINFOS) website: <https://www.dinfos.dma.mil/>
- (2) Marine Corps Detachment Fort Meade website: <https://www.trngcmd.marines.mil/Northeast/Weapons-Training-Battalion/MARDET-Fort-Meade/>
- (3) Deputy Commandant, Information website: <https://www.hqmc.marines.mil/Agencies/Deputy-Commandant-Information/>
- (4) NAVMC 3500.9B, Public Affairs Training and Readiness Manual
- (5) SECNAVINST 5720.44C W/CH 1, Department of the Navy Public Affairs Policy and Regulations
- (6) JP 3-13 W/CH 1, Information Operations
- (7) MCO 5720.77, Marine Corps Public Affairs (PA) Order
- (8) MCWP 5-10, Marine Corps Planning Process
- (9) MCTP 3-30F, Marine Corps Public Affairs
- (10) MSTP Pamphlet 6-0.1, Command and Staff Action
- (11) FM 3-13, Information Operations
- (12) FM 3-61, Public Affairs Operations

BUILD YOUR NETWORK

Use this space to record the name and contact information of Marine Officers with the 4502 MOS that you have met and talked to or that you hear are in the community and would like to meet. The professionals within the Communication Strategy and Operations community can provide valuable experience-based feedback that can shape your understanding of the MOS and, as an added benefit, would enthusiastically continue to serve as mentors as you progress through your career.

YOU'RE IN CHARGE

As you begin to visualize yourself executing the duties and responsibilities of your MOS, you should also visualize what you would expect of the Marines that work under your charge. In accordance with MCO 1610.7A, *Performance Evaluation System*, you are required to conduct an initial counseling within the first 30 days of establishing the RS/MRO relationship. The initial counseling should establish, formalize, or review the Marine's billet description and cover his or her duties and responsibilities and your expectations. You can review the responsibility of each MOS within NAVMC 1200.1D, *MOS Manual*, and the Training and Readiness Manual listed in the Resources section above. Additionally, use this opportunity to familiarize yourself with the MOS Roadmaps of your subordinates and consider roadmap information as a mentoring tool in recommending billet assignments and overseeing the individual development of assigned Marines. MOS Roadmaps can be found here: <https://mctims.usmc.mil>.

Begin to consider your expectations in relation to each Marine's billet description.

Begin to develop your expectations as a Marine leader and Reporting Senior.

What goals or targets will you establish for your Marines within the reporting period?

As a leader, it is your privilege to develop Marines and sailors in order to sustain the transformation, help them achieve their full potential, and prepare them for long-term personal and professional success. Consider the following focus areas as a framework for your coaching/counseling sessions.



Baseline counseling sessions:

- Establishment of RS/MRO relationship
- Issuance of a fitness report
- Proficiency/Conduct marking assignment
- Eligibility for promotion
- Joining a new unit
- Permanent Change of Station orders
- Assignment to Force Preservation
- Major changes in billet responsibilities

Additional References

- MCO 1500.61, Marine Leader Development (MLD)
- MLD website: <https://www.usmcu.edu/Academic-Programs/Lejeune-Leadership-Institute/Marine-Leader-Development/>
- NAVMC 2795, User's Guide to Counseling

the direct supervision and coordination of military police personnel performing Law Enforcement Operations, Criminal Investigations, and Support Services.

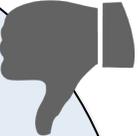
For a detailed description of the duties and responsibilities of a Military Police Officer, see MCTP 10-10F, *Military Police Operations*, as well as the Marine Corps Recruiting video on Roles in the Corps: Military Police Officer found on <https://www.youtube.com/watch?v=1kLtyhJ3cDw>. For more information on the Marine Corps Detachment Fort Leonardwood, watch a brief overview documentary here: <https://www.trngcmd.marines.mil/Units/South-Atlantic/MCCSSS/Training-Media/Video/videoid/576129/>. For detailed information on the MARFORRES and each MEF's subordinate units and locations, see Appendix C, D, E, and F.

REFLECT ON WHAT YOU'VE LEARNED

Take some time to reflect on what you've learned about this MOS, and analyze the attributes you may like or dislike about the duties and responsibilities associated with this field.



Things I may enjoy or that seem interesting about the MOS



Things I don't think I will enjoy or don't seem interesting about the MOS

Training, degrees, hobbies and/or interests I have that may compliment this MOS:

THINGS TO KNOW FOLLOWING MOS ASSIGNMENT

58XX Advocate

Advocates are the Deputy Commandant or Counsel for the Commandant assigned to represent the Marine Corps as well as identify and prioritize capabilities required for specific organizational and functional areas. The 58XX advocate is the Deputy Commandant, Plans, Policies, and Operations.

Other MOSs in the 58, Military Police, Investigations, and Corrections OccFld

- 5804, *Corrections Officer (III) (CWO5 to WO) PMOS*
- 5805, *Criminal Investigation Officer (III) (CWO5 to WO) PMOS*
- 5811, *Military Police (MGySgt to Pvt) PMOS*
- 5812, *Military Working Dog Handler (MSgt to Pvt) NMOS (5811)*
- 5813, *Traffic Management and Collision Investigator (TMCI) (GySgt to Cpl) NMOS (5811)*
- 5814, *Physical Security Specialist (GySgt to Cpl) NMOS (5811)*
- 5816, *Special Reaction Team (SRT) Member (GySgt to Cpl) NMOS (5811)*
- 5819, *Military Police Investigator (MPI) (GySgt to Cpl) NMOS (5811)*
- 5821, *Criminal Investigator CID Agent (MGySgt to Sgt) PMOS*
- 5822, *Forensic Psycho-Physiologist (Polygraph Examiner) (GySgt to SSgt) NMOS (5821)*
- 5831, *Correctional Specialist (MGySgt to Pvt) PMOS*
- 5832, *Correctional Counselor (MGySgt to Cpl) NMOS (5831)*

PREPARE FOR YOUR OWN SUCCESS

The following is provided for continued training and professional development in your assigned MOS.

Suggested Online Courses

Source	Course Code	Course Title
<input type="checkbox"/> MarineNet	MPADV0000	<i>Military Police Advance Course</i>
<input type="checkbox"/> MarineNet	MCIZ5813ZZ	<i>Corrections</i>
<input type="checkbox"/> MarineNet	MCIZ582AZZ	<i>Corrections Supervisor</i>
<input type="checkbox"/> MarineNet	MCIZ5812BZ	<i>Military Police Interview/Interrogation Forms</i>
<input type="checkbox"/> MarineNet	MCIZ5804ZZ	<i>Physical Security Chief</i>
<input type="checkbox"/> MarineNet	MCIZ5803ZZ	<i>Physical Security Specialist</i>
<input type="checkbox"/> MarineNet	CL11A0ZZZ	<i>Case Law and Application of Force</i>
<input type="checkbox"/> MarineNet	GCSS11BC01	<i>GCSS-MC Welcome to GCSS Basics</i>
<input type="checkbox"/> MarineNet	GCS01RO101	<i>Responsible Officer 101</i>
<input type="checkbox"/> DTS TraX	Travel Card 101	<i>Travel Card Program (https://www.defensetravel.dod.mil/site/trax.cfm)</i>
<input type="checkbox"/> MarineNet	MCIZ0112DZ	<i>Counseling Marines</i>
<input type="checkbox"/> MarineNet	0102MODA1A	<i>Manpower 1: Military Justice System, Proficiency/Conduct Marks, and PES</i>
<input type="checkbox"/> MarineNet	ADMNJAGC01	<i>JAG Command Investigation</i>
<input type="checkbox"/> MarineNet	MOOSPEA01Z	<i>Getting Started with SharePoint 2010</i>
<input type="checkbox"/> MarineNet	XL2010ZZZZ	<i>Microsoft Office 2010: Beginning Excel</i>
<input type="checkbox"/> MarineNet	WD2010ZZZZ	<i>Microsoft Office 2010: Beginning Word</i>
<input type="checkbox"/> MarineNet	PW201000ZZ	<i>Microsoft Office 2010: Beginning PowerPoint</i>

Recommended Reading**Title of Book and Author**

- Verbal Judo: The Gentle Art of Persuasion. *George J. Thompson*
- The Outward Mindset: Seeing Beyond Ourselves. *The Arbinger Institute*
- Torture and Truth: America, Abu Ghraib, and the War on Terror. *Mark Danner*
- Letters from Long Binh: Memoirs of a Military Policeman in Vietnam. *Randy Mixer*
- Warrior Police: Rolling with America's Military Police in the World's Trouble Spots. *Gordon Cucullu*

RESOURCES

Take advantage of the opportunity to visit and review the below websites and publications to learn more about the MOS producing school, your community, or the doctrine relevant to your field.

- (1) U.S. Army Military Police School website: <https://home.army.mil/wood/index.php/units-tenants/USAMPS>
- (2) Marine Corps Detachment Fort Leonard Wood website: <https://www.tecom.marines.mil/Units/Training-Command/Detachments/Marine-Corps-Detachment-Fort-Leonard-Wood/MPIC/>
- (3) Headquarters Marine Corps Security Division website: <https://www.hqmc.marines.mil/ppo/Units/Security-Division-PS/>
- (4) Deputy Commandant, Plans, Policies, and Operations website: <https://www.hqmc.marines.mil/ppo/>
- (5) NAVMC 3500.10D W/CH 1, Military Police Investigations and Corrections Training and Readiness Manual (Chapter 8)
- (6) MCO 3661.1, Enemy Prisoners of War, Retained Personnel, Civilian Internees and Other Detainees
- (7) MCWP 5-10, Marine Corps Planning Process
- (8) MCRP 3-03.D1, Multi-Service Tactics, Techniques, and Procedures for Advising Foreign Security Forces
- (9) MCTP 10-10F, Military Police Operations
- (10) ATP 3-39.10, Police Operations
- (11) ATP 3-39.20, Police Intelligence Operations

BUILD YOUR NETWORK

Use this space to record the name and contact information of Marine Officers with the 5803 MOS that you have met and talked to or that you hear are in the community and would like to meet. The professionals within the MP, Investigations, and Corrections community can provide valuable experience-based feedback that can shape your understanding of the MOS and, as an added benefit, would enthusiastically continue to serve as mentors as you progress through your career.

YOU'RE IN CHARGE

As you begin to visualize yourself executing the duties and responsibilities of your MOS, you should also visualize what you would expect of the Marines that work under your charge. In accordance with MCO 1610.7A, *Performance Evaluation System*, you are required to conduct an initial counseling within the first 30 days of establishing the RS/MRO relationship. The initial counseling should establish, formalize, or review the Marine's billet description and cover his or her duties and responsibilities and your expectations. You can review the responsibility of each MOS within NAVMC 1200.1D, *MOS Manual*, and the Training and Readiness Manual listed in the Resources section above. Additionally, use this opportunity to familiarize yourself with the MOS Roadmaps of your subordinates and consider roadmap information as a mentoring tool in recommending billet assignments and overseeing the individual development of assigned Marines. MOS Roadmaps can be found here: <https://mctims.usmc.mil>.

Begin to consider your expectations in relation to each Marine's billet description.

Begin to develop your expectations as a Marine leader and Reporting Senior.

What goals or targets will you establish for your Marines within the reporting period?

As a leader, it is your privilege to develop Marines and sailors in order to sustain the transformation, help them achieve their full potential, and prepare them for long-term personal and professional success. Consider the following focus areas as a framework for your coaching/counseling sessions.



Baseline counseling sessions:

- Establishment of RS/MRO relationship
- Issuance of a fitness report
- Proficiency/Conduct marking assignment
- Eligibility for promotion
- Joining a new unit
- Permanent Change of Station orders
- Assignment to Force Preservation
- Major changes in billet responsibilities

Additional References

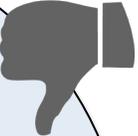
- MCO 1500.61, Marine Leader Development (MLD)
- MLD website: <https://www.usmcu.edu/Academic-Programs/Lejeune-Leadership-Institute/Marine-Leader-Development/>
- NAVMC 2795, User's Guide to Counseling

REFLECT ON WHAT YOU'VE LEARNED

Take some time to reflect on what you've learned about this MOS, and analyze the attributes you may like or dislike about the duties and responsibilities associated with this field.



Things I may enjoy or that seem interesting about the MOS



Things I don't think I will enjoy or don't seem interesting about the MOS

Training, degrees, hobbies and/or interests I have that may compliment this MOS:

THINGS TO KNOW FOLLOWING MOS ASSIGNMENT**60XX Advocate**

Advocates are the Deputy Commandant or Counsel for the Commandant assigned to represent the Marine Corps as well as identify and prioritize capabilities required for specific organizational and functional areas. The 60XX advocate is the Deputy Commandant, Aviation.

Other MOSs in the 60, Aircraft Maintenance OccFld

- 6004, *Aircraft Maintenance Engineer Officer (II/III) (LtCol to Capt) and (CW05 to WO) PMOS*
- 6012, *Aviation Maintenance Controller/Safe for Flight Controller (MSgt to Sgt) NMOS (any PMOS from 60/61/62/63/64/65)*
- 6016, *Collateral Duty Inspector (MGySgt to LCpl) NMOS (any PMOS from 60/61/62/63/64/65)*
- 6017, *Quality Assurance Representative (QAR), Collateral Duty Quality Assurance Representative (CDQAR) (GySgt to Cpl) NMOS (any PMOS from 60/61/62/63/64/ 65)*
- 6018, *Multi System Aviation Quality Assurance Representative (QAR) (GySgt to Sgt) NMOS (any PMOS from 60/61/62/63/64/65)*
- 6019, *Aircraft Maintenance Chief (MGySgt to MSgt) PMOS*
- 6023, *Aircraft Power Plants Test Cell Operator (GySgt to Cpl) NMOS (6122, 6123, 6124, 6216, 6222, 6223, 6227)*
- 6033, *Aircraft Nondestructive Inspection Technician (GySgt to Cpl) NMOS (6062, 6092, 615X, 625X)*
- 6035, *Joint Strike Fighter (JSF) Maintenance Specialist (MGySgt to Pvt) NMOS (6046, 6048, 6694)*
- 6042, *Individual Material Readiness List (IMRL) Asset Manager (MGySgt to Pvt) PMOS*
- 6043, *Aircraft Welder (GySgt to LCpl) NMOS (6092)*
- 6046, *Aviation Maintenance Data Specialist (MGySgt to Pvt) PMOS*

- 6048, *Flight Equipment Technician (GySgt to Pvt) PMOS*
- 6049, *Aviation Data Analyst (MGySgt to Sgt) NMOS (6046)*
- 6053, *CH-53K Maintenance Specialist (GySgt to Pvt) NMOS (6113, 6153, 6173, 6323)*
- 6062, *Aircraft Intermediate Level Hydraulic/Pneumatic Mechanic (GySgt to Pvt) PMOS*
- 6073, *Support Equipment Electrician/Refrigeration and Engine/Gas Turbine Technician (GySgt to Pvt) PMOS*
- 6074, *Cryogenics Equipment Operator (GySgt to Pvt) PMOS*
- 6092, *Aircraft Intermediate Level Structures Mechanic (GySgt to Pvt) PMOS*

PREPARE FOR YOUR OWN SUCCESS

The following is provided for continued training and professional development in your assigned MOS. For Defense Acquisition University courses, visit <http://icatalog.dau.mil/onlinecatalog/tabnav.aspx>.

Suggested Online Courses

Source	Course Code	Course Title
<input type="checkbox"/> DAU	DAU ACQ 101	<i>Fundamentals of System Acquisition Management</i>
<input type="checkbox"/> NKO	CNIC-TRTAS-1.1	<i>Active Shooter</i>
<input type="checkbox"/> NKO	CNATT-008-000-001-008	<i>Introduction to Aviation Fundamentals</i>
<input type="checkbox"/> NKO	CNALL-008-100-001-001	<i>Introduction to Naval and Marine Corps Aviation Community</i>
<input type="checkbox"/> NKO	NETC-LSSWB-1.0	<i>Lean Six Sigma White Belt Course</i>
<input type="checkbox"/> NKO	NAVAIR-LCM-0001.3	<i>Logistics Chain Management</i>
<input type="checkbox"/> MarineNet	MCIZ6019ZZ	<i>Aircraft Maintenance Chief</i>
<input type="checkbox"/> MarineNet	GCSS11BC01	<i>GCSS-MC Welcome to GCSS Basics</i>
<input type="checkbox"/> MarineNet	GCS01RO101	<i>Responsible Officer 101</i>
<input type="checkbox"/> DTS TraX	Travel Card 101	<i>Travel Card Program (https://www.defensetravel.dod.mil/site/trax.cfm)</i>
<input type="checkbox"/> MarineNet	MCIZ0112DZ	<i>Counseling Marines</i>
<input type="checkbox"/> MarineNet	0102MODA1A	<i>Manpower 1: Military Justice System, Proficiency/Conduct Marks, and PES</i>
<input type="checkbox"/> MarineNet	ADMNJAGC01	<i>JAG Command Investigation</i>
<input type="checkbox"/> MarineNet	MOOSPEA01Z	<i>Getting Started with SharePoint 2010</i>
<input type="checkbox"/> MarineNet	XL2010ZZZZ	<i>Microsoft Office 2010: Beginning Excel</i>
<input type="checkbox"/> MarineNet	WD2010ZZZZ	<i>Microsoft Office 2010: Beginning Word</i>
<input type="checkbox"/> MarineNet	PW201000ZZ	<i>Microsoft Office 2010: Beginning PowerPoint</i>

Recommended Reading

Title of Book and Author

- The Things our Gathers Saw: The Untold Stories of the World War II Generation. Matthew Rozell*
- Guadalcanal Diary. Richard Tregaskis*
- Gear Up, Mishaps Down: The Evolution of Naval Aviation Safety 1950-2000. Robert Dunn*
- Hal Moore on Leadership: Winning when Outgunned and Outmanned. Harold G. Moore*
- Nudge: Improving Decisions About Health, Wellness, and Happiness. Richard H. Thaler*

RESOURCES

Take advantage of the opportunity to visit and review the below websites and publications to learn more about the MOS producing school, your community, or the doctrine relevant to your field.

- (1) CNATT website: https://www.public.navy.mil/netc/centers/cnatt/cnatt_det_whiting_field/Courses.aspx#tab2
- (2) Marine Aviation Training Support Group 23 (MATSG-23) website:
<https://www.trngcmd.marines.mil/Units/Southeast/MATSG-23/>
- (3) Deputy Commandant, Aviation website: <https://www.aviation.marines.mil/>
- (4) NAVMC 4790.1A, Aviation Maintenance Training and Readiness Manual
- (5) COMNAVAIRFORINST 4790.2C, The Naval Aviation Maintenance Program (NAMP)
- (6) OPNAVINST 4790.2J, The Naval Aviation Maintenance Program (NAMP)
- (7) NAVSUP Publication 485, Operational Supply Procedures, Vol. I

- (8) MCWP 3-20, Aviation Operations
- (9) MCTP 3-40E, Maintenance Operations

BUILD YOUR NETWORK

Use this space to record the name and contact information of Marine Officers with the 6002 MOS that you have met and talked to or that you hear are in the community and would like to meet. The professionals within the Aircraft Maintenance community can provide valuable experience-based feedback that can shape your understanding of the MOS and, as an added benefit, would enthusiastically continue to serve as mentors as you progress through your career.

YOU'RE IN CHARGE

As you begin to visualize yourself executing the duties and responsibilities of your MOS, you should also visualize what you would expect of the Marines that work under your charge. In accordance with MCO 1610.7A, *Performance Evaluation System*, you are required to conduct an initial counseling within the first 30 days of establishing the RS/MRO relationship. The initial counseling should establish, formalize, or review the Marine’s billet description and cover his or her duties and responsibilities and your expectations. You can review the responsibility of each MOS within NAVMC 1200.1D, *MOS Manual*, and the Training and Readiness Manual listed in the Resources section above. Additionally, use this opportunity to familiarize yourself with the MOS Roadmaps of your subordinates and consider roadmap information as a mentoring tool in recommending billet assignments and overseeing the individual development of assigned Marines. MOS Roadmaps can be found here: <https://mctims.usmc.mil>.

Begin to consider your expectations in relation to each Marine’s billet description.

Begin to develop your expectations as a Marine leader and Reporting Senior.

What goals or targets will you establish for your Marines within the reporting period?

As a leader, it is your privilege to develop Marines and sailors in order to sustain the transformation, help them achieve their full potential, and prepare them for long-term personal and professional success. Consider the following focus areas as a framework for your coaching/counseling sessions.



Baseline counseling sessions:

- Establishment of RS/MRO relationship
- Issuance of a fitness report
- Proficiency/Conduct marking assignment
- Eligibility for promotion
- Joining a new unit
- Permanent Change of Station orders
- Assignment to Force Preservation
- Major changes in billet responsibilities

Additional References

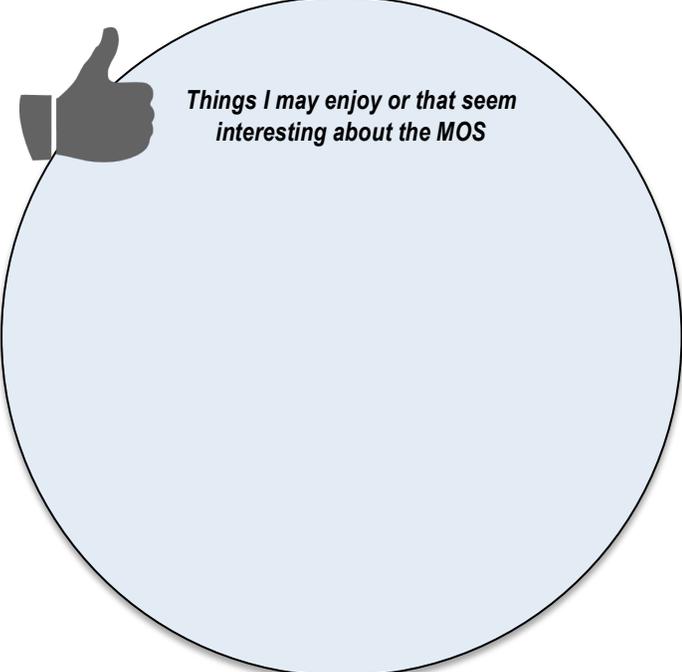
- MCO 1500.61, Marine Leader Development (MLD)
- MLD website: <https://www.usmcu.edu/Academic-Programs/Lejeune-Leadership-Institute/Marine-Leader-Development/>
- NAVMC 2795, User’s Guide to Counseling

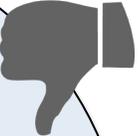
REFLECT ON WHAT YOU'VE LEARNED

Take some time to reflect on what you've learned about this MOS, and analyze the attributes you may like or dislike about the duties and responsibilities associated with this field.

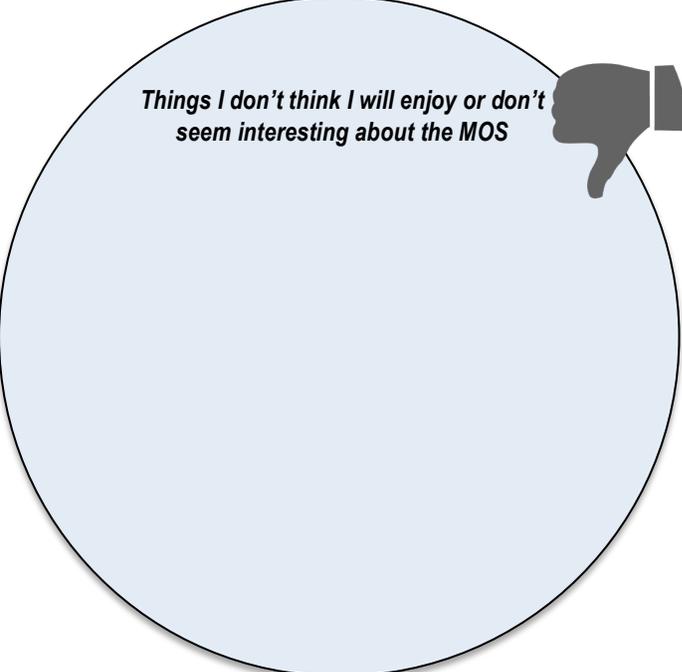


Things I may enjoy or that seem interesting about the MOS





Things I don't think I will enjoy or don't seem interesting about the MOS



Training, degrees, hobbies and/or interests I have that may compliment this MOS:

THINGS TO KNOW FOLLOWING MOS ASSIGNMENT**66XX Advocate**

Advocates are the Deputy Commandant or Counsel for the Commandant assigned to represent the Marine Corps as well as identify and prioritize capabilities required for specific organizational and functional areas. The 66XX advocate is the Deputy Commandant, Aviation.

Other MOSs in the 66, Aviation Logistics OccFld

- 6604, *Aviation Supply Operations Officer (III) (CWO5 to WO) PMOS*
- 6607, *Aviation Logistician (LtCol to 2ndLt) and (CWO5 to WO) NMOS (6002, 6302, 6502, 6602)*
- 6608, *AIRSpeed Officer (LtCol to 2ndLt) and (CWO5 to WO) NMOS (6XXX)*
- 6617, *Enlisted Aviation Logistician (MGySgt to GySgt) NMOS (6042, 6391, 6591, 6672)*
- 6618, *Enlisted AIRSpeed Coordinator (MGySgt to Sgt) NMOS (6019, 6062, 6073, 6391, 6469, 6672)*
- 6672, *Aviation Supply Specialist (MGySgt to Pvt) PMOS*
- 6694, *Aviation Logistics Information Management System (ALIMS) Specialist (MGySgt to Pvt) PMOS*

PREPARE FOR YOUR OWN SUCCESS

The following is provided for continued training and professional development in your assigned MOS. For Defense Acquisition University courses, visit <http://icatalog.dau.mil/onlinecatalog/tabnav.aspx>.

Suggested Online Courses

Source	Course Code	Course Title
<input type="checkbox"/> DAU	DAU ACQ 101	<i>Fundamentals of System Acquisition Management</i>
<input type="checkbox"/> NKO	CNALL-008-100-001-001	<i>Introduction to Naval and Marine Corps Aviation Community</i>
<input type="checkbox"/> NKO	NETC-LSSWB-1.0	<i>Lean Six Sigma White Belt Course</i>
<input type="checkbox"/> MarineNet	GCSS11BC01	<i>GCSS-MC Welcome to GCSS Basics</i>
<input type="checkbox"/> MarineNet	GCS01RO101	<i>Responsible Officer 101</i>
<input type="checkbox"/> DTS TraX	Travel Card 101	<i>Travel Card Program (https://www.defensetravel.dod.mil/site/trax.cfm)</i>
<input type="checkbox"/> MarineNet	MCIZ0112DZ	<i>Counseling Marines</i>
<input type="checkbox"/> MarineNet	0102MODA1A	<i>Manpower 1: Military Justice System, Proficiency/Conduct Marks, and PES</i>
<input type="checkbox"/> MarineNet	ADMNJAGC01	<i>JAG Command Investigation</i>
<input type="checkbox"/> MarineNet	MOOSPEA01Z	<i>Getting Started with SharePoint 2010</i>
<input type="checkbox"/> MarineNet	XL2010ZZZZ	<i>Microsoft Office 2010: Beginning Excel</i>
<input type="checkbox"/> MarineNet	WD2010ZZZZ	<i>Microsoft Office 2010: Beginning Word</i>
<input type="checkbox"/> MarineNet	PW201000ZZ	<i>Microsoft Office 2010: Beginning PowerPoint</i>

Recommended Reading

Title of Book and Author

- A Higher Call: An Incredible True Story of Combat and Chivalry in the War-Torn Skies of World War II. *Adam Makos and Larry Alexander*
- Keep Your Airspeed Up: The Story of a Tuskegee Airman. *Harold H. Brown and Marsha S. Bordner*
- What it's Like to go to War. *Karl Marlantes*
- Switch: How to Change things When Change is Hard. *Chip Heath and Dan Heath*
- The Box: How the Shipping Container made the World Smaller and the Economy Bigger. *Marc Levinson*

RESOURCES

Take advantage of the opportunity to visit and review the below websites and publications to learn more about the MOS producing school, your community, or the doctrine relevant to your field.

- (1) CNATT website: https://www.public.navy.mil/netc/centers/cnatt/cnatt_det_whiting_field/Courses.aspx#tab2
- (2) Marine Aviation Training Support Group 23 (MATSG-23) website: <https://www.trngcmd.marines.mil/Units/Southeast/MATSG-23/>
- (3) Deputy Commandant, Aviation website: <https://www.aviation.marines.mil/>
- (4) NAVMC 3500.14C, Aviation Training and Readiness Manual
- (5) NAVSUP Publication 485, Operational Supply Procedures, Volume I
- (6) MCO 4400.177G, Marine Corps Aviation Supply Desktop Procedures with Continuous Process Improvement
- (7) MCWP 3-20, Aviation Operations
- (8) MCWP 3-25.3, Marine Air Command and Control System Handbook
- (9) MCWP 5-10, Marine Corps Planning Process
- (10) MCTP 3-20B, Aviation Ground Support
- (11) MCTP 3-20A, Aviation Logistics
- (12) MCTP 5-10A, MAGTF Aviation Planning

BUILD YOUR NETWORK

Use this space to record the name and contact information of Marine Officers with the 6602 MOS that you have met and talked to or that you hear are in the community and would like to meet. The professionals within the Aviation Logistics community can provide valuable experience-based feedback that can shape your understanding of the MOS and, as an added benefit, would enthusiastically continue to serve as mentors as you progress through your career.

YOU'RE IN CHARGE

As you begin to visualize yourself executing the duties and responsibilities of your MOS, you should also visualize what you would expect of the Marines that work under your charge. In accordance with MCO 1610.7A, *Performance Evaluation System*, you are required to conduct an initial counseling within the first 30 days of establishing the RS/MRO relationship. The initial counseling should establish, formalize, or review the Marine's billet description and cover his or her duties and responsibilities and your expectations. You can review the responsibility of each MOS within NAVMC 1200.1D, *MOS Manual*, and the Training and Readiness Manual listed in the Resources section above. Additionally, use this opportunity to familiarize yourself with the MOS Roadmaps of your subordinates and consider roadmap information as a mentoring tool in recommending billet assignments and overseeing the individual development of assigned Marines. MOS Roadmaps can be found here: <https://mctims.usmc.mil>.

Begin to consider your expectations in relation to each Marine's billet description.

Begin to develop your expectations as a Marine leader and Reporting Senior.

What goals or targets will you establish for your Marines within the reporting period?

As a leader, it is your privilege to develop Marines and sailors in order to sustain the transformation, help them achieve their full potential, and prepare them for long-term personal and professional success. Consider the following focus areas as a framework for your coaching/counseling sessions.



Baseline counseling sessions:

- Establishment of RS/MRO relationship
- Issuance of a fitness report
- Proficiency/Conduct marking assignment
- Eligibility for promotion
- Joining a new unit
- Permanent Change of Station orders
- Assignment to Force Preservation
- Major changes in billet responsibilities

Additional References

- MCO 1500.61, Marine Leader Development (MLD)
- MLD website: <https://www.usmcu.edu/Academic-Programs/Lejeune-Leadership-Institute/Marine-Leader-Development/>
- NAVMC 2795, User's Guide to Counseling

Appendix B for specific requirements.

(2) **Additional Schools:** Complete the Aviation Command and Control Common Course (AC2CC) at MCCES aboard MCGACC Twentynine Palms, CA. Course length is 24 training days.

a. **Purpose:** To provide a 1000 level aviation command and control knowledge base that will establish an entry-level training paradigm creating Marine Air Command and Control Squadron (MACCS) Officers who understand all facets of MACCS employment, not just that of their primary MOS. The AC2CC builds MOS proficiency and promotes standardization and cross training for the 7204, 7208, and 7210 officer accession pipelines (7220 via accession or skills progression) necessary to support current and future MACCS concepts of operations. Emphasis is placed on civil/military airspace, fires integration, digital interoperability, planning and employment of the MACCS agencies, and instruction in joint and coalition operations. Students will have the opportunity to conduct practical application exercises of lessons they have learned prior to their performance-based examination.

COMMON FIRST TOUR ASSIGNMENTS and RESPONSIBILITIES

A typical first tour assignment for LAAD Officer is as a LAAD Section Leader or Platoon Commander within an O-5 (Lieutenant Colonel) command within a LAAD Battalion as part of the ACE of the MAGTF. There is one LAAD Battalion assigned to the Marine Air Control Group (MACG) within both 2nd and 3rd MAW: 2nd LAAD Battalion aboard MCAS Cherry Point, NC (2nd MACG) and 3rd LAAD Battalion aboard MCB Camp Pendleton, CA (3rd MACG). LAAD Section Leaders and LAAD Platoon Commanders are responsible for the tactical employment, collective training, administration, personnel management, and logistics of their section/platoon. LAAD Officers will employ their unit in support of the Battalion’s overall mission to provide close in, low altitude, surface to air weapons fires in defense of MAGTF assets by defending forward combat areas, maneuver forces, vital areas, installations, and/or units.

LAAD Officers in their first tour may also serve as Executive Officers within a firing battery or as a Staff Officer within the battalion headquarters or Headquarters & Service (H&S) Battery.

For more information on the function and responsibilities of LAAD Officers, see MCRP 3-20F.9, *Low Altitude Air Defense Gunner’s Handbook*. For more information on the MCCES, watch a brief overview documentary on: <https://www.trngcmd.marines.mil/?videoid=537412>. For detailed information on the MARFORRES and each MEF’s subordinate units and locations, see Appendix C, D, E, and F.

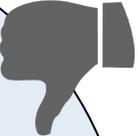
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REFLECT ON WHAT YOU'VE LEARNED

Take some time to reflect on what you've learned about this MOS, and analyze the attributes you may like or dislike about the duties and responsibilities associated with this field.



Things I may enjoy or that seem interesting about the MOS



Things I don't think I will enjoy or don't seem interesting about the MOS

Training, degrees, hobbies and/or interests I have that may compliment this MOS:

THINGS TO KNOW FOLLOWING MOS ASSIGNMENT

72XX Advocate

Advocates are the Deputy Commandant or Counsel for the Commandant assigned to represent the Marine Corps as well as identify and prioritize capabilities required for specific organizational and functional areas. The 72XX advocate is the Deputy Commandant, Aviation.

Other MOSs in the 72, Aviation Command and Control Operations OccFld

- 7202, Air Command and Control Officer (I) (LtCol to Maj) PMOS
- 7208, Air Support Control Officer (I) (Capt to 2nd Lt) PMOS
- 7210, Air Defense Control Officer (I) (Capt to 2ndLt) PMOS
- 7220, Air Traffic Control Officer (I) (Capt to 2ndLt) PMOS
- 7277, Weapons and Tactics Instructor-Air Command and Control (LtCol to 1stLt) and (CWO5 to CWO2) NMOS (7202, 7204, 7208, 7210, 7220, 5902, 5910, 5950, 5970, 0602)
- 7212, Low Altitude Air Defense (LAAD) Gunner (MGySgt to Pvt) PMOS
- 7236, Tactical Air Defense Controller (MGySgt to Pvt) PMOS
- 7242, Air Support Operations Operator (MGySgt to Pvt) PMOS
- 7251, Air Traffic Controller-Trainee (Sgt to Pvt) PMOS
- 7252, Air Traffic Controller-Tower (GySgt to Pvt) NMOS (7257, 7291)
- 7253, Air Traffic Controller-Radar Arrival/Departure Controller (GySgt to Pvt) NMOS (7257, 7291)
- 7254, Air Traffic Controller-Radar Approach Controller (GySgt to Pvt) NMOS (7257, 7291)
- 7257, Air Traffic Controller (SSgt to Pvt) PMOS

- 7277, *Weapons and Tactics Instructor-Air Command and Control (MGySgt to SSgt) NMOS (7212, 7236, 7242, 7291)*
- 7291, *Senior Air Traffic Controller (MGySgt to GySgt) PMOS*

PREPARE FOR YOUR OWN SUCCESS

The following is provided for continued training and professional development in your assigned MOS.

Suggested Online Courses

Source	Course Code	Course Title
<input type="checkbox"/> MarineNet	MAWTS8000X	ACPM-8000 MACCS
<input type="checkbox"/> MarineNet	MAWTS8020X	ACPM-8020 ACE
<input type="checkbox"/> MarineNet	MAWTS8040X	ACPM-8040 Threat
<input type="checkbox"/> MarineNet	MAWTS8060X	ACPM-8060 MAGTF
<input type="checkbox"/> MarineNet	MAWTS8080X	ACPM-8080 Joint Air Operations
<input type="checkbox"/> MarineNet	CC03AO0000	EWS: Graphic and Airspace Control Measures
<input type="checkbox"/> MarineNet	GCSS11BC01	GCSS-MC Welcome to GCSS Basics
<input type="checkbox"/> MarineNet	GCS01RO101	Responsible Officer 101
<input type="checkbox"/> DTS TraX	Travel Card 101	Travel Card Program (https://www.defensetravel.dod.mil/site/trax.cfm)
<input type="checkbox"/> MarineNet	MCIZ0112DZ	Counseling Marines
<input type="checkbox"/> MarineNet	0102MODA1A	Manpower 1: Military Justice System, Proficiency/Conduct Marks, and PES
<input type="checkbox"/> MarineNet	ADMNJAGC01	JAG Command Investigation
<input type="checkbox"/> MarineNet	MOOSPEA01Z	Getting Started with SharePoint 2010
<input type="checkbox"/> MarineNet	XL2010ZZZZ	Microsoft Office 2010: Beginning Excel
<input type="checkbox"/> MarineNet	WD2010ZZZZ	Microsoft Office 2010: Beginning Word
<input type="checkbox"/> MarineNet	PW201000ZZ	Microsoft Office 2010: Beginning PowerPoint

Recommended Reading

Title of Book and Author

- Da Nang: Diary: A Forward Air Controller's Gunsight View of Flying with SOG. *Tom Yarborough*
- Steel My Soldiers' Hearts: The Hopeless to Hardcore Transformation of U.S. Army, 4th Battalion, 39th Infantry, Vietnam. *Col David H. Hackworth*
- Charlie Wilson's War. *George Crile*
- Directorate S: The C.I. A. and America's Secret Wars in Afghanistan and Pakistan. *Steve Coll*
- On Air Defense. *James D. Crabtree*

RESOURCES

Take advantage of the opportunity to visit and review the below websites and publications to learn more about the MOS producing school, your community, or the doctrine relevant to your field.

- (1) MCCES website: <https://www.trngcmd.marines.mil/Units/West/MCCES/>
- (2) Deputy Commandant, Aviation website: <https://www.aviation.marines.mil/>
- (3) NAVMC 3500.14C, Aviation Training and Readiness Program Manual
- (4) NAVMC 3500.57A, Low Altitude Air Defense Training and Readiness Manual
- (5) MCWP 3-20, Aviation Operations
- (6) MCWP 3-25, Control of Aircraft and Missiles
- (7) MCWP 3-25.3, Marine Air Command and Control System Handbook
- (8) MCRP 3-20F.2, Tactical Air Command Center Handbook
- (9) MCRP 3-20F.6, Tactical Air Operations Center Handbook
- (10) MCRP 3-25E, Multi-Service Tactics, Techniques, and Procedures for Integrated Air Defense System
- (11) MCRP 3-20F.9, Low Altitude Air Defense Gunner's Handbook
- (12) MCTP 3-20C, Antiair Warfare
- (13) MCTP 5-10A, MAGTF Aviation Planning

BUILD YOUR NETWORK

Use this space to record the name and contact information of Marine Officers with the 7204 MOS that you have met and talked to or that you hear are in the community and would like to meet. The professionals within the Aviation Command and Control Operations community can provide valuable experience-based feedback that can shape your understanding of the MOS and, as an added benefit, would enthusiastically continue to serve as mentors as you progress through your career.

YOU'RE IN CHARGE

As you begin to visualize yourself executing the duties and responsibilities of your MOS, you should also visualize what you would expect of the Marines that work under your charge. In accordance with MCO 1610.7A, *Performance Evaluation System*, you are required to conduct an initial counseling within the first 30 days of establishing the RS/MRO relationship. The initial counseling should establish, formalize, or review the Marine's billet description and cover his or her duties and responsibilities and your expectations. You can review the responsibility of each MOS within NAVMC 1200.1D, *MOS Manual*, and the Training and Readiness Manual listed in the Resources section above. Additionally, use this opportunity to familiarize yourself with the MOS Roadmaps of your subordinates and consider roadmap information as a mentoring tool in recommending billet assignments and overseeing the individual development of assigned Marines. MOS Roadmaps can be found here: <https://mctims.usmc.mil>.

Begin to consider your expectations in relation to each Marine's billet description.

Begin to develop your expectations as a Marine leader and Reporting Senior.

What goals or targets will you establish for your Marines within the reporting period?

As a leader, it is your privilege to develop Marines and sailors in order to sustain the transformation, help them achieve their full potential, and prepare them for long-term personal and professional success. Consider the following focus areas as a framework for your coaching/counseling sessions.



Baseline counseling sessions:

- Establishment of RS/MRO relationship
- Issuance of a fitness report
- Proficiency/Conduct marking assignment
- Eligibility for promotion
- Joining a new unit
- Permanent Change of Station orders
- Assignment to Force Preservation
- Major changes in billet responsibilities

Additional References

- MCO 1500.61, Marine Leader Development (MLD)
- MLD website: <https://www.usmcu.edu/Academic-Programs/Lejeune-Leadership-Institute/Marine-Leader-Development/>
- NAVMC 2795, User's Guide to Counseling

a. Purpose: To provide a 1000 level aviation command and control knowledge base that will establish an entry-level training paradigm creating MACCS Officers who understand all facets of MACCS employment, not just that of their primary MOS. The AC2CC builds MOS proficiency and promotes standardization and cross training for the 7204, 7208, and 7210 officer accession pipelines (7220 via accession or skills progression) necessary to support current and future MACCS concepts of operations. Emphasis is placed on civil/military airspace, fires integration, digital interoperability, planning and employment of the MACCS agencies, and instruction in joint and coalition operations. Students will have the opportunity to conduct practical application exercises of lessons they have learned prior to their performance-based examination.

(3) Additional Schools: Additional follow-on schools may include the Joint Fires Observe Course at the U.S. Army Field Artillery School on Fort Sill, OK, and the Joint Multi-Tactical Data Link Course on Fort Bragg, NC.

COMMON FIRST TOUR ASSIGNMENTS and RESPONSIBILITIES

A typical first tour assignment for Air Support Control Officer is within an O-5 (Lieutenant Colonel) command in a Marine Air Support Squadron (MASS) as part of the ACE of the MAGTF. There is one MASS subordinate to each active duty MACG as well as to 4th MAW as part of MARFORRES: MASS-3 aboard MCB Camp Pendleton, CA (MACG-38); MASS-1 aboard MCAS Cherry Point (MACG-28); MASS-2 aboard MCAS Futenma, Okinawa, Japan (MACG-18); and MASS-6 in Chicopee, MA (MACG-48). Air Support Control Officers in their first four to six months of being assigned to a MASS are focused on obtaining the control of aircraft qualifications.

Air Support Control Officers in their first tour may serve as Platoon Commander or Company Executive Officers within the MASS. They may also serve as Air Support Element (ASE) OICs responsible for performing various air support control functions or as an Air Support Liaison Team OICs responsible for maintaining face-to-face liaison between the DASC and FSCC. There is one ASE aboard every MEU, comprised of two Air Support Control Officers and team of up to 18 Marines from the MASS. The Air Support Liaison Team OIC may serve as either the Tactical Air Director or Helicopter Director, and sometimes both. Air Support Control Officers may also serve in Joint Commands with the U.S. Air Force within the E-8J Joint Surveillance and Target Attack Radar (JSTAR) community or as part of the U.S. Air Force 607th Air Support Operations Group (ASOG) aboard Osan Air Base in Osan, Republic of Korea. Additional Joint Command billets exist depending on the MASS to which you are assigned.

For more information on the functions and responsibilities of the DASC, see MCRP 3-20F.5, *Direct Air Support Center Handbook*. For more information on the MCCES, watch a brief overview documentary here:

<https://www.trngcmd.marines.mil/?videoid=537412>. For detailed information on the MARFORRES and each MEF's subordinate units and locations, see Appendix C, D, E, and F.

REFLECT ON WHAT YOU'VE LEARNED

Take some time to reflect on what you've learned about this MOS, and analyze the attributes you may like or dislike about the duties and responsibilities associated with this field.



Things I may enjoy or that seem interesting about the MOS



Things I don't think I will enjoy or don't seem interesting about the MOS

Training, degrees, hobbies and/or interests I have that may compliment this MOS:

THINGS TO KNOW FOLLOWING MOS ASSIGNMENT

72XX Advocate

Advocates are the Deputy Commandant or Counsel for the Commandant assigned to represent the Marine Corps as well as identify and prioritize capabilities required for specific organizational and functional areas. The 72XX advocate is the Deputy Commandant, Aviation.

Other MOSs in the 72, Aviation Command and Control Operations OccFld

- 7202, Air Command and Control Officer (I) (LtCol to Maj) PMOS
- 7204, Low Altitude Air Defense Officer (I) (Capt to 2nd Lt) PMOS
- 7210, Air Defense Control Officer (I) (Capt to 2ndLt) PMOS
- 7220, Air Traffic Control Officer (I) (Capt to 2ndLt) PMOS
- 7277, Weapons and Tactics Instructor-Air Command and Control (LtCol to 1stLt) and (CWO5 to CWO2) NMOS (7202, 7204, 7208, 7210, 7220, 5902, 5910, 5950, 5970, 0602)
- 7212, Low Altitude Air Defense (LAAD) Gunner (MGySgt to Pvt) PMOS
- 7236, Tactical Air Defense Controller (MGySgt to Pvt) PMOS
- 7242, Air Support Operations Operator (MGySgt to Pvt) PMOS
- 7251, Air Traffic Controller-Trainee (Sgt to Pvt) PMOS
- 7252, Air Traffic Controller-Tower (GySgt to Pvt) NMOS (7257, 7291)
- 7253, Air Traffic Controller-Radar Arrival/Departure Controller (GySgt to Pvt) NMOS (7257, 7291)
- 7254, Air Traffic Controller-Radar Approach Controller (GySgt to Pvt) NMOS (7257, 7291)
- 7257, Air Traffic Controller (SSgt to Pvt) PMOS

- 7277, *Weapons and Tactics Instructor-Air Command and Control (MGySgt to SSgt) NMOS (7212, 7236, 7242, 7291)*
- 7291, *Senior Air Traffic Controller (MGySgt to GySgt) PMOS*

PREPARE FOR YOUR OWN SUCCESS

The following is provided for continued training and professional development in your assigned MOS.

Suggested Online Courses

Source	Course Code	Course Title
<input type="checkbox"/> MarineNet	MAWTS8000X	ACPM-8000 MACCS
<input type="checkbox"/> MarineNet	MAWTS8020X	ACPM-8020 ACE
<input type="checkbox"/> MarineNet	MAWTS8040X	ACPM-8040 Threat
<input type="checkbox"/> MarineNet	MAWTS8060X	ACPM-8060 MAGTF
<input type="checkbox"/> MarineNet	MAWTS8080X	ACPM-8080 Joint Air Operations
<input type="checkbox"/> MarineNet	TBMCS00AZZ	Theater Battle Management Core System (TBMCS)
<input type="checkbox"/> MarineNet	CC03AO0000	EWS: Graphic and Airspace Control Measures
<input type="checkbox"/> MarineNet	GCSS11BC01	GCSS-MC Welcome to GCSS Basics
<input type="checkbox"/> MarineNet	GCS01RO101	Responsible Officer 101
<input type="checkbox"/> DTS TraX	Travel Card 101	Travel Card Program (https://www.defensetravel.dod.mil/site/trax.cfm)
<input type="checkbox"/> MarineNet	MCIZ0112DZ	Counseling Marines
<input type="checkbox"/> MarineNet	0102MODA1A	Manpower 1: Military Justice System, Proficiency/Conduct Marks, and PES
<input type="checkbox"/> MarineNet	ADMNJAGC01	JAG Command Investigation
<input type="checkbox"/> MarineNet	MOOSPEA01Z	Getting Started with SharePoint 2010
<input type="checkbox"/> MarineNet	XL2010ZZZZ	Microsoft Office 2010: Beginning Excel
<input type="checkbox"/> MarineNet	WD2010ZZZZ	Microsoft Office 2010: Beginning Word
<input type="checkbox"/> MarineNet	PW201000ZZ	Microsoft Office 2010: Beginning PowerPoint

Recommended Reading

Title of Book and Author

- Viper Pilot: A Memoir of Air Combat. *Dan Hampton*
- Project CHECO Southeast Asia Report, IV DASC Operations 1965-1969. *Headquarters Pacific Air Forces*
- Marines at War: Stories from Afghanistan and Iraq. *Paolo G. Tripodi and Kelly Frushour*
- The Culture Code: The Secrets of Highly Successful Groups. *Daniel Coyle*
- Red Platoon: A True Story of American Valor. *Clinton Romesha*

RESOURCES

Take advantage of the opportunity to visit and review the below websites and publications to learn more about the MOS producing school, your community, or the doctrine relevant to your field.

- (1) MCCES website: <https://www.trngcmd.marines.mil/Units/West/MCCES/>
- (2) Deputy Commandant, Aviation website: <https://www.aviation.marines.mil/>
- (3) NAVMC 3500.14C, Aviation Training and Readiness Program Manual
- (4) NAVMC 3500.120A, Direct Air Support Center Training and Readiness Manual (Chapter 7)
- (5) MCWP 3-20, Aviation Operations
- (6) MCWP 3-25, Control of Aircraft and Missiles
- (7) MCWP 3-25.3, Marine Air Command and Control System Handbook
- (8) MCWP 3-20F.5, Direct Air Support Center Handbook
- (9) MCWP 5-10, Marine Corps Planning Process
- (10) MCTP 3-10F, Fire Support Coordination in the Ground Combat Element
- (11) MCTP 3-20C, Antiair Warfare
- (12) MCTP 5-10A, MAGTF Aviation Planning

BUILD YOUR NETWORK

Use this space to record the name and contact information of Marine Officers with the 7208 MOS that you have met and talked to or that you hear are in the community and would like to meet. The professionals within the Aviation Command and Control Operations community can provide valuable experience-based feedback that can shape your understanding of the MOS and, as an added benefit, would enthusiastically continue to serve as mentors as you progress through your career.

YOU'RE IN CHARGE

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Begin to consider your expectations in relation to each Marine's billet description.

Begin to develop your expectations as a Marine leader and Reporting Senior.

What goals or targets will you establish for your Marines within the reporting period?

As a leader, it is your privilege to develop Marines and sailors in order to sustain the transformation, help them achieve their full potential, and prepare them for long-term personal and professional success. Consider the following focus areas as a framework for your coaching/counseling sessions.



Baseline counseling sessions:

- Establishment of RS/MRO relationship
- Issuance of a fitness report
- Proficiency/Conduct marking assignment
- Eligibility for promotion
- Joining a new unit
- Permanent Change of Station orders
- Assignment to Force Preservation
- Major changes in billet responsibilities

Additional References

- MCO 1500.61, Marine Leader Development (MLD)
- MLD website: <https://www.usmcu.edu/Academic-Programs/Lejeune-Leadership-Institute/Marine-Leader-Development/>
- NAVMC 2795, User's Guide to Counseling

accession pipelines (7220 via accession or skills progression) necessary to support current and future MACCS concepts of operations. Emphasis is placed on civil/military airspace, fires integration, digital interoperability, planning and employment of the MACCS agencies, and instruction in joint and coalition operations. Students will have the opportunity to conduct practical application exercises of lessons they have learned prior to their performance-based examination.

COMMON FIRST TOUR ASSIGNMENTS and RESPONSIBILITIES

A typical first tour assignment for an Air Defense Control Officer is within an O-5 (Lieutenant Colonel) command in a MACS detachment as part of the ACE of the MAGTF. There is one MACS subordinate to each active duty MACG as well as to 4th MAW as part of MARFORRES: MACS-1 aboard MCAS Miramar, CA (MACG-38); MACS-2 aboard MCAS Cherry Point (MACG-28); MACS-4 aboard MCAS Futenma, Okinawa, Japan (MACG-18); and MACS-24 in Virginia Beach, VA (MACG-48). Air Defense Control Officers in their first six-months of being assigned to a MACS are focused on obtaining the control of aircraft and missile qualifications. Following qualification, Air Defense Control Officers may serve as Air Intercept Control (AIC) Officers, Weapons Directors, and/or Surveillance Directors.

Air Defense Control Officers in their first tour may also serve as Platoon Commanders or Company Executive Officers within the MACS or may serve in Joint Commands with the U.S. Air Force within the E-3 Sentry AWACS community.

For a detailed description of the duties and responsibility of an Air Defense Control Officer, see MCRP 3-20F.6, *Tactical Air Operations Center Handbook*. For more information on the MCCES, watch a brief overview documentary on <https://www.trngcmd.marines.mil/?videoid=537412>. For detailed information on the MARFORRES and each MEF’s subordinate units and locations, see Appendix C, D, E, and F.

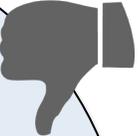
Blank lined area for notes or additional information.

REFLECT ON WHAT YOU'VE LEARNED

Take some time to reflect on what you've learned about this MOS, and analyze the attributes you may like or dislike about the duties and responsibilities associated with this field.



Things I may enjoy or that seem interesting about the MOS



Things I don't think I will enjoy or don't seem interesting about the MOS

Training, degrees, hobbies and/or interests I have that may compliment this MOS:

THINGS TO KNOW FOLLOWING MOS ASSIGNMENT

72XX Advocate

Advocates are the Deputy Commandant or Counsel for the Commandant assigned to represent the Marine Corps as well as identify and prioritize capabilities required for specific organizational and functional areas. The 72XX advocate is the Deputy Commandant, Aviation.

Other MOSs in the 72, Aviation Command and Control Operations OccFld

- 7202, Air Command and Control Officer (I) (LtCol to Maj) PMOS
- 7204, Low Altitude Air Defense Officer (I) (Capt to 2nd Lt) PMOS
- 7208, Air Support Control Officer (I) (Capt to 2ndLt) PMOS
- 7220, Air Traffic Control Officer (I) (Capt to 2ndLt) PMOS
- 7277, Weapons and Tactics Instructor-Air Command and Control (LtCol to 1stLt) and (CWO5 to CWO2) NMOS (7202, 7204, 7208, 7210, 7220, 5902, 5910, 5950, 5970, 0602)
- 7212, Low Altitude Air Defense (LAAD) Gunner (MGySgt to Pvt) PMOS
- 7236, Tactical Air Defense Controller (MGySgt to Pvt) PMOS
- 7242, Air Support Operations Operator (MGySgt to Pvt) PMOS
- 7251, Air Traffic Controller-Trainee (Sgt to Pvt) PMOS
- 7252, Air Traffic Controller-Tower (GySgt to Pvt) NMOS (7257, 7291)
- 7253, Air Traffic Controller-Radar Arrival/Departure Controller (GySgt to Pvt) NMOS (7257, 7291)
- 7254, Air Traffic Controller-Radar Approach Controller (GySgt to Pvt) NMOS (7257, 7291)
- 7257, Air Traffic Controller (SSgt to Pvt) PMOS

- 7277, *Weapons and Tactics Instructor-Air Command and Control (MGySgt to SSgt) NMOS (7212, 7236, 7242, 7291)*
- 7291, *Senior Air Traffic Controller (MGySgt to GySgt) PMOS*

PREPARE FOR YOUR OWN SUCCESS

The following is provided for continued training and professional development in your assigned MOS.

Suggested Online Courses

Source	Course Code	Course Title
<input type="checkbox"/> MarineNet	MAWTS8000X	ACPM-8000 MACCS
<input type="checkbox"/> MarineNet	MAWTS8020X	ACPM-8020 ACE
<input type="checkbox"/> MarineNet	MAWTS8040X	ACPM-8040 Threat
<input type="checkbox"/> MarineNet	MAWTS8060X	ACPM-8060 MAGTF
<input type="checkbox"/> MarineNet	MAWTS8080X	ACPM-8080 Joint Air Operations
<input type="checkbox"/> MarineNet	TBMCS00AZZ	Theater Battle Management Core System (TBMCS)
<input type="checkbox"/> MarineNet	CC03AO0000	EWS: Graphic and Airspace Control Measures
<input type="checkbox"/> MarineNet	GCSS11BC01	GCSS-MC Welcome to GCSS Basics
<input type="checkbox"/> MarineNet	GCS01RO101	Responsible Officer 101
<input type="checkbox"/> DTS TraX	Travel Card 101	Travel Card Program (https://www.defensetravel.dod.mil/site/trax.cfm)
<input type="checkbox"/> MarineNet	MCIZ0112DZ	Counseling Marines
<input type="checkbox"/> MarineNet	0102MODA1A	Manpower 1: Military Justice System, Proficiency/Conduct Marks, and PES
<input type="checkbox"/> MarineNet	ADMNJAGC01	JAG Command Investigation
<input type="checkbox"/> MarineNet	MOOSPEA01Z	Getting Started with SharePoint 2010
<input type="checkbox"/> MarineNet	XL2010ZZZZ	Microsoft Office 2010: Beginning Excel
<input type="checkbox"/> MarineNet	WD2010ZZZZ	Microsoft Office 2010: Beginning Word
<input type="checkbox"/> MarineNet	PW201000ZZ	Microsoft Office 2010: Beginning PowerPoint

Recommended Reading

Title of Book and Author

- Court-Martial at Parris Island: The Ribbon Creek Incident. *John C. Stevens III*
- Command and Control: Nuclear Weapons, the Damascus Accident, and the Illusion of Safety. *Eric Schlosser*
- Thirteen Days: A Memoir of the Cuban Missile Crises. *Robert F. Kennedy*
- Countdown to Zero Day: Stuxnet and the Launch of the World's First Digital Weapon. *Kim Zetter*
- The Twilight Warriors. *Robert Gandt*

RESOURCES

Take advantage of the opportunity to visit and review the below websites and publications to learn more about the MOS producing school, your community, or the doctrine relevant to your field.

- (1) MCCES website: <https://www.trngcmd.marines.mil/Units/West/MCCES/>
- (2) Deputy Commandant, Aviation website: <https://www.aviation.marines.mil/>
- (3) NAVMC 3500.119 W/CH 1, Tactical Air Operations Center Training and Readiness Manual (Chapter 10)
- (4) MCWP 3-20, Aviation Operations
- (5) MCWP 3-25, Control of Aircraft and Missiles
- (6) MCWP 3-25.3, Marine Air Command and Control System Handbook
- (7) MCWP 5-10, Marine Corps Planning Process
- (8) MCRP 3-20F.6, Tactical Air Operations Center Handbook
- (9) MCTP 3-20C, Antiair Warfare
- (10) MCTP 5-10A, MAGTF Aviation Planning

BUILD YOUR NETWORK

Use this space to record the name and contact information of Marine Officers with the 7210 MOS that you have met and talked to or that you hear are in the community and would like to meet. The professionals within the Aviation Command and Control Operations community can provide valuable experience-based feedback that can shape your understanding of the MOS and, as an added benefit, would enthusiastically continue to serve as mentors as you progress through your career.

YOU'RE IN CHARGE

As you begin to visualize yourself executing the duties and responsibilities of your MOS, you should also visualize what you would expect of the Marines that work under your charge. In accordance with MCO 1610.7A, *Performance Evaluation System*, you are required to conduct an initial counseling within the first 30 days of establishing the RS/MRO relationship. The initial counseling should establish, formalize, or review the Marine's billet description and cover his or her duties and responsibilities and your expectations. You can review the responsibility of each MOS within NAVMC 1200.1D, *MOS Manual*, and the Training and Readiness Manual listed in the Resources section above. Additionally, use this opportunity to familiarize yourself with the MOS Roadmaps of your subordinates and consider roadmap information as a mentoring tool in recommending billet assignments and overseeing the individual development of assigned Marines. MOS Roadmaps can be found here: <https://mctims.usmc.mil>.

Begin to consider your expectations in relation to each Marine's billet description.

Begin to develop your expectations as a Marine leader and Reporting Senior.

What goals or targets will you establish for your Marines within the reporting period?

As a leader, it is your privilege to develop Marines and sailors in order to sustain the transformation, help them achieve their full potential, and prepare them for long-term personal and professional success. Consider the following focus areas as a framework for your coaching/counseling sessions.



Baseline counseling sessions:

- Establishment of RS/MRO relationship
- Issuance of a fitness report
- Proficiency/Conduct marking assignment
- Eligibility for promotion
- Joining a new unit
- Permanent Change of Station orders
- Assignment to Force Preservation
- Major changes in billet responsibilities

Additional References

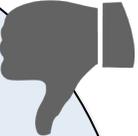
- MCO 1500.61, Marine Leader Development (MLD)
- MLD website: <https://www.usmcu.edu/Academic-Programs/Lejeune-Leadership-Institute/Marine-Leader-Development/>
- NAVMC 2795, User's Guide to Counseling

REFLECT ON WHAT YOU'VE LEARNED

Take some time to reflect on what you've learned about this MOS, and analyze the attributes you may like or dislike about the duties and responsibilities associated with this field.



Things I may enjoy or that seem interesting about the MOS



Things I don't think I will enjoy or don't seem interesting about the MOS

Training, degrees, hobbies and/or interests I have that may compliment this MOS:

THINGS TO KNOW FOLLOWING MOS ASSIGNMENT

72XX Advocate

Advocates are the Deputy Commandant or Counsel for the Commandant assigned to represent the Marine Corps as well as identify and prioritize capabilities required for specific organizational and functional areas. The 72XX advocate is the Deputy Commandant, Aviation.

Other MOSs in the 72, Aviation Command and Control Operations OccFld

- 7202, Air Command and Control Officer (I) (LtCol to Maj) PMOS
- 7204, Low Altitude Air Defense Officer (I) (Capt to 2nd Lt) PMOS
- 7208, Air Support Control Officer (I) (Capt to 2ndLt) PMOS
- 7210, Air Defense Control Officer (I) (Capt to 2ndLt) PMOS
- 7277, Weapons and Tactics Instructor-Air Command and Control (LtCol to 1stLt) and (CWO5 to CWO2) NMOS (7202, 7204, 7208, 7210, 7220, 5902, 5910, 5950, 5970, 0602)
- 7212, Low Altitude Air Defense (LAAD) Gunner (MGySgt to Pvt) PMOS
- 7236, Tactical Air Defense Controller (MGySgt to Pvt) PMOS
- 7242, Air Support Operations Operator (MGySgt to Pvt) PMOS
- 7251, Air Traffic Controller-Trainee (Sgt to Pvt) PMOS
- 7252, Air Traffic Controller-Tower (GySgt to Pvt) NMOS (7257, 7291)
- 7253, Air Traffic Controller-Radar Arrival/Departure Controller (GySgt to Pvt) NMOS (7257, 7291)
- 7254, Air Traffic Controller-Radar Approach Controller (GySgt to Pvt) NMOS (7257, 7291)
- 7257, Air Traffic Controller (SSgt to Pvt) PMOS

- 7277, *Weapons and Tactics Instructor-Air Command and Control (MGySgt to SSgt) NMOS (7212, 7236, 7242, 7291)*
- 7291, *Senior Air Traffic Controller (MGySgt to GySgt) PMOS*

PREPARE FOR OWN SUCCESS

The following is provided for continued training and professional development in your assigned MOS.

Suggested Online Courses

Source	Course Code	Course Title
<input type="checkbox"/> MarineNet	MAWTS8000X	ACPM-8000 MACCS
<input type="checkbox"/> MarineNet	MAWTS8020X	ACPM-8020 ACE
<input type="checkbox"/> MarineNet	MAWTS8040X	ACPM-8040 Threat
<input type="checkbox"/> MarineNet	MAWTS8060X	ACPM-8060 MAGTF
<input type="checkbox"/> MarineNet	MAWTS8080X	ACPM-8080 Joint Air Operations
<input type="checkbox"/> MarineNet	TBMCS00AZZ	Theater Battle Management Core System (TBMCS)
<input type="checkbox"/> MarineNet	CC03AO0000	EWS: Graphic and Airspace Control Measures
<input type="checkbox"/> MarineNet	GCSS11BC01	GCSS-MC Welcome to GCSS Basics
<input type="checkbox"/> MarineNet	GCS01RO101	Responsible Officer 101
<input type="checkbox"/> DTS TraX	Travel Card 101	Travel Card Program (https://www.defensetravel.dod.mil/site/trax.cfm)
<input type="checkbox"/> MarineNet	MCIZ0112DZ	Counseling Marines
<input type="checkbox"/> MarineNet	0102MODA1A	Manpower 1: Military Justice System, Proficiency/Conduct Marks, and PES
<input type="checkbox"/> MarineNet	ADMNJAGC01	JAG Command Investigation
<input type="checkbox"/> MarineNet	MOOSPEA01Z	Getting Started with SharePoint 2010
<input type="checkbox"/> MarineNet	XL2010ZZZZ	Microsoft Office 2010: Beginning Excel
<input type="checkbox"/> MarineNet	WD2010ZZZZ	Microsoft Office 2010: Beginning Word
<input type="checkbox"/> MarineNet	PW201000ZZ	Microsoft Office 2010: Beginning PowerPoint

Recommended Reading

Title of Book and Author

- Collision Course: Ronald Reagan, the Air Traffic Control and the Strike that Changed America. *Joseph A. McCartin*
- Nothing to Envy: Ordinary Lives in North Korea. *Barbara Demick*
- Treacherous Alliance: The Secret Dealings of Israel, Iran, and the United States. *Trita Parsi*
- Fatal Words: Communication Clashes and Aircraft Crashes. *Steven Cushing*
- Leaders Eat Last: Why Some Teams Pull Together and Others Don't. *Simon Sinek*

RESOURCES

Take advantage of the opportunity to visit and review the below websites and publications to learn more about the MOS producing school, your community, or the doctrine relevant to your field.

- (1) MCCES website: <https://www.trngcmd.marines.mil/Units/West/MCCES/>
- (2) NATCC website: <https://www.public.navy.mil/netc/centers/cnatt/nattc/Default.aspx>
- (3) Deputy Commandant, Aviation website: <https://www.aviation.marines.mil/>
- (4) NAVMC 3500.94A, Marine Air Traffic Control Training and Readiness Manual
- (5) MCWP 3-20, Aviation Operations
- (6) MCWP 3-25, Control of Aircraft and Missiles
- (7) MCWP 3-25.3, Marine Air Command and Control System Handbook
- (8) MCWP 5-10, Marine Corps Planning Process
- (9) MCRP 3-20F.6, Tactical Air Operations Center Handbook
- (10) MCTP 3-20C, Antiair Warfare
- (11) MCTP 5-10A, MAGTF Aviation Planning

BUILD YOUR NETWORK

Use this space to record the name and contact information of Marine Officers with the 7220 MOS that you have met and talked to or that you hear are in the community and would like to meet. The professionals within the Aviation Command and Control Operations community can provide valuable experience-based feedback that can shape your understanding of the MOS and, as an added benefit, would enthusiastically continue to serve as mentors as you progress through your career.

YOU'RE IN CHARGE

As you begin to visualize yourself executing the duties and responsibilities of your MOS, you should also visualize what you would expect of the Marines that work under your charge. In accordance with MCO 1610.7A, *Performance Evaluation System*, you are required to conduct an initial counseling within the first 30 days of establishing the RS/MRO relationship. The initial counseling should establish, formalize, or review the Marine's billet description and cover his or her duties and responsibilities and your expectations. You can review the responsibility of each MOS within NAVMC 1200.1D, *MOS Manual*, and the Training and Readiness Manual listed in the Resources section above. Additionally, use this opportunity to familiarize yourself with the MOS Roadmaps of your subordinates and consider roadmap information as a mentoring tool in recommending billet assignments and overseeing the individual development of assigned Marines. MOS Roadmaps can be found here: <https://mctims.usmc.mil>.

Begin to consider your expectations in relation to each Marine's billet description.

Begin to develop your expectations as a Marine leader and Reporting Senior.

What goals or targets will you establish for your Marines within the reporting period?

As a leader, it is your privilege to develop Marines and sailors in order to sustain the transformation, help them achieve their full potential, and prepare them for long-term personal and professional success. Consider the following focus areas as a framework for your coaching/counseling sessions.



Baseline counseling sessions:

- Establishment of RS/MRO relationship
- Issuance of a fitness report
- Proficiency/Conduct marking assignment
- Eligibility for promotion
- Joining a new unit
- Permanent Change of Station orders
- Assignment to Force Preservation
- Major changes in billet responsibilities

Additional References

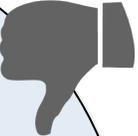
- MCO 1500.61, Marine Leader Development (MLD)
- MLD website: <https://www.usmcu.edu/Academic-Programs/Lejeune-Leadership-Institute/Marine-Leader-Development/>
- NAVMC 2795, User's Guide to Counseling

REFLECT ON WHAT YOU'VE LEARNED

Take some time to reflect on what you've learned about this MOS, and analyze the attributes you may like or dislike about the duties and responsibilities associated with this field.



Things I may enjoy or that seem interesting about the MOS



Things I don't think I will enjoy or don't seem interesting about the MOS

Training, degrees, hobbies and/or interests I have that may compliment this MOS:

THINGS TO KNOW FOLLOWING MOS ASSIGNMENT**73XX Advocate**

Advocates are the Deputy Commandant or Counsel for the Commandant assigned to represent the Marine Corps as well as identify and prioritize capabilities required for specific organizational and functional areas. The 73XX advocate is the Deputy Commandant, Aviation.

Other MOSs in the 73, Navigators and Unmanned Aircraft Systems Officers/Operators OccFld

- 7377, Weapons and Tactics Instructor (WTI) Unmanned Aircraft Systems Officers (LtCol to Capt) NMOS (7315)
- 7380, Tactical Systems Officer/Mission Specialist (III) (CWO5 to WO) PMOS
- 7313, Helicopter Specialist, AH-1Z/UH-1Y (MGySgt to Pvt) NMOS (6048, 6114, 6124, 6154, 6174, 6324, 6531)
- 7314, Unmanned Aircraft System (UAS) Operator (MGySgt to Pvt) PMOS
- 7316, External Unmanned Aerial Vehicle (UAV) Operator (MGySgt to Sgt) NMOS (7314)
- 7372, Tactical Systems Operator/Mission Specialist (MGySgt to LCpl) PMOS
- 7377, Weapons and Tactics Instructor (WTI) Unmanned Aircraft Systems (MGySgt to Sgt) NMOS (7314)

PREPARE FOR YOUR OWN SUCCESS

The following is provided for continued training and professional development in your assigned MOS.

Suggested Online Courses

Source	Course Code	Course Title
<input type="checkbox"/> MarineNet	TACP00CUR1	<i>Tactical Air Control Party (TACP) Primer</i>
<input type="checkbox"/> MarineNet	MAWTS8000X	<i>ACPM-8000 MACCS</i>
<input type="checkbox"/> MarineNet	MAWTS8020X	<i>ACPM-8020 ACE</i>
<input type="checkbox"/> MarineNet	MAWTS8040X	<i>ACPM-8040 Threat</i>
<input type="checkbox"/> MarineNet	MAWTS8060X	<i>ACPM-8060 MAGTF</i>
<input type="checkbox"/> MarineNet	MAWTS8080X	<i>ACPM-8080 Joint Air Operations</i>
<input type="checkbox"/> MarineNet	TBMCS00AZZ	<i>Theater Battle Management Core System (TBMCS)</i>
<input type="checkbox"/> MarineNet	CC03AO0000	<i>EWS: Graphic and Airspace Control Measures</i>
<input type="checkbox"/> MarineNet	GCSS11BC01	<i>GCSS-MC Welcome to GCSS Basics</i>
<input type="checkbox"/> MarineNet	GCS01RO101	<i>Responsible Officer 101</i>
<input type="checkbox"/> DTS TraX	Travel Card 101	<i>Travel Card Program (https://www.defensetravel.dod.mil/site/trax.cfm)</i>
<input type="checkbox"/> MarineNet	MCIZ0112DZ	<i>Counseling Marines</i>
<input type="checkbox"/> MarineNet	0102MODA1A	<i>Manpower I: Military Justice System, Proficiency/Conduct Marks, and PES</i>
<input type="checkbox"/> MarineNet	ADMNJAGC01	<i>JAG Command Investigation</i>
<input type="checkbox"/> MarineNet	MOOSPEA01Z	<i>Getting Started with SharePoint 2010</i>
<input type="checkbox"/> MarineNet	XL2010ZZZZ	<i>Microsoft Office 2010: Beginning Excel</i>
<input type="checkbox"/> MarineNet	WD2010ZZZZ	<i>Microsoft Office 2010: Beginning Word</i>
<input type="checkbox"/> MarineNet	PW201000ZZ	<i>Microsoft Office 2010: Beginning PowerPoint</i>

Recommended Reading**Title of Book and Author**

- Soonish: Ten Emerging Technologies that'll Improve and/or Ruin Everything. Kelly Weinersmith and Zach Weinersmith*
- Escape from Camp 14: One Man's Remarkable Odyssey from North Korea to Freedom in the West. Blaine Harden*
- The New Rules of War: Victory in the Age of Durable Disorder. Sean McFate*
- Swarm Troopers: How Small Drones will Conquer the World. David Hambling*
- Predator: The Remote-Control Air War over Iraq and Afghanistan. Matt J. Martin and Charles W. Sasser*

RESOURCES

Take advantage of the opportunity to visit and review the below websites and publications to learn more about the MOS producing school, your community, or the doctrine relevant to your field.

- (1) USAF Air Education and Training Command website: <https://www.af.mil/About-Us/Fact-Sheets/Display/Article/104471/air-education-and-training-command/>
- (2) 558th Flight Training Squadron website: <http://www.jbsa.mil/Mission-Partners/12th-Flying-Training-Wing/12th-Operations-Group/>
- (3) NAVMC 3500.14C, Aviation Training and Readiness Program Manual
- (4) NAVMC 3500.34A, RQ-7B Unmanned Aircraft Systems Training and Readiness Manual
- (5) NAVMC 3500.107A, Group 1 Unmanned Aircraft Systems Training and Readiness Manual
- (6) MCWP 2-10, Intelligence Operations
- (7) MCWP 3-20, Aviation Operations
- (8) MCWP 3-25.3, Marine Air Command and Control System Handbook
- (9) MCWP 5-10, Marine Corps Planning Process
- (10) MCRP 3-10F.2, Supporting Arms Observer, Stopper, and Controller
- (11) MCRP 2-10B.5, Imagery Intelligence
- (12) MCRP 3-20.5, Unmanned Aerial Vehicle Operations
- (13) MCRP 3-20F.6, Tactical Air Operations Center Handbook
- (14) MCTP 3-20C, Antiair Warfare

(15) MCTP 5-10A, MAGTF Aviation Planning

BUILD YOUR NETWORK

Use this space to record the name and contact information of Marine Officers with the 7315 MOS that you have met and talked to or that you hear are in the community and would like to meet. The professionals within the Navigators and UAS Officers/Operators community can provide valuable experience-based feedback that can shape your understanding of the MOS and, as an added benefit, would enthusiastically continue to serve as mentors as you progress through your career.

YOU'RE IN CHARGE

As you begin to visualize yourself executing the duties and responsibilities of your MOS, you should also visualize what you would expect of the Marines that work under your charge. In accordance with MCO 1610.7A, *Performance Evaluation System*, you are required to conduct an initial counseling within the first 30 days of establishing the RS/MRO relationship. The initial counseling should establish, formalize, or review the Marine's billet description and cover his or her duties and responsibilities and your expectations. You can review the responsibility of each MOS within NAVMC 1200.1D, *MOS Manual*, and the Training and Readiness Manual listed in the Resources section above. Additionally, use this opportunity to familiarize yourself with the MOS Roadmaps of your subordinates and consider roadmap information as a mentoring tool in recommending billet assignments and overseeing the individual development of assigned Marines. MOS Roadmaps can be found here: <https://mctims.usmc.mil>.

Begin to consider your expectations in relation to each Marine's billet description.

Begin to develop your expectations as a Marine leader and Reporting Senior.

What goals or targets will you establish for your Marines within the reporting period?

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Baseline counseling sessions:

- Establishment of RS/MRO relationship
- Issuance of a fitness report
- Proficiency/Conduct marking assignment
- Eligibility for promotion
- Joining a new unit
- Permanent Change of Station orders
- Assignment to Force Preservation
- Major changes in billet responsibilities

Additional References

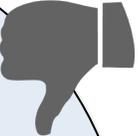
- MCO 1500.61, Marine Leader Development (MLD)
- MLD website: <https://www.usmcu.edu/Academic-Programs/Lejeune-Leadership-Institute/Marine-Leader-Development/>
- NAVMC 2795, User's Guide to Counseling

REFLECT ON WHAT YOU'VE LEARNED

Take some time to reflect on what you've learned about this MOS, and analyze the attributes you may like or dislike about the duties and responsibilities associated with this field.



Things I may enjoy or that seem interesting about the MOS



Things I don't think I will enjoy or don't seem interesting about the MOS

Training, degrees, hobbies and/or interests I have that may compliment this MOS:

THINGS TO KNOW FOLLOWING MOS ASSIGNMENT

75XX Advocate

Advocates are the Deputy Commandant or Counsel for the Commandant assigned to represent the Marine Corps as well as identify and prioritize capabilities required for specific organizational and functional areas. The 75XX advocate is the Deputy Commandant, Aviation.

Other MOSs in the 75, Pilots/Naval Flight Officers OccFld

- 7502, Forward Air Controller/Air Officer (I) (Col to 2ndLt) FMOS
- 7503, Billet Designator – Fixed Wing Pilot (LtCol to 2ndLt) FMOS
- 7504, Billet Designator – Naval Flight Officer (LtCol to 2ndLt) FMOS
- 7505, Billet Designator – Helicopter Pilot (LtCol to 2ndLt) FMOS
- 7506, Billet Designator – Any Pilot/Naval Flight Officer (LtCol to 2ndLt) FMOS
- 7507, Pilot VMA FRS Basic AV-8B Pilot (I (LtCol to 2ndLt) PMOS
- 7509, Pilot VMA AV-8B Qualified (I) (LtCol to 2ndLt) PMOS
- 7511, Pilot Helicopter CH-53K (LtCol to 2ndLt) NMOS (7566)
- 7513, Pilot Helicopter AH-1Z/UH-1Y (LtCol to 2ndLt) NMOS (7563, 7565)
- 7516, Pilot VMFA FRS Basic F-35B Pilot (I) (LtCol to 2ndLt) PMOS
- 7517, VH-92, Presidential Helicopter Pilot (Col to Capt) NMOS (Any PMOS from 756X and 7532 and 8042)
- 7518, Pilot VMFA FRS F-35B Qualified (I) (LtCol to 2ndLt) PMOS
- 7521, Pilot VMFA FRS Basic F/A-18 Pilot (I) (LtCol to 2ndLt) PMOS
- 7523, Pilot VMFA F/A-18 Qualified (LtCol to 2ndLt) PMOS

- 7524, *Naval Flight Officer (NFO) FRS Basic F/A-18D Weapons Systems*
- 7525, *Naval Flight Officer (NFO) Qualified F/A-18D WSO (I) (LtCol to 2ndLt) PMOS*
- 7531, *Pilot VMM FRS Basic V-22 Pilot (I) (LtCol to 2ndLt) PMOS*
- 7532, *Pilot VMM V-22 Qualified (I) (LtCol to 2ndLt) PMOS*
- 7533, *Aircraft Section Lead (SL) (Col to 2ndLt) NMOS (any PMOS from OccFld 75 and 8042)*
- 7534, *Aircraft Division Lead (DL) Qualification (Col to 2ndLt) NMOS (any PMOS from OccFld 75 and 8042)*
- 7535, *Flight Leader (FL) Qualification (Col to 2ndLt) NMOS (7532, 7563, 7565, 7566, 8042)*
- 7536, *AV-8B Weapons Training Officer (WTO) Qualification (Col to 2ndLt) NMOS (7509, 8042)*
- 7537, *Marine Division Tactics Instructor (MDTI) (Col to 2ndLt) NMOS (7518, 7523, 7525, 8042)*
- 7538, *EA-6B Defensive Tactics Instructor (DEFTACTI) Qualification (Col to 2ndLt) NMOS (7543, 7588, 8042)*
- 7539, *AV-8B Air Combat Tactics Instructor (ACTI) Qualification (Col to 2ndLt) NMOS (7509, 8042)*
- 7542, *Strike Fighter Tactics Instructor (Col to 2ndLt) NMOS (7518, 7523, 7525, 8042)*
- 7543, *Pilot VMAQ EA-6B Qualified (I) (LtCol to 2ndLt) PMOS*
- 7544, *Forward Air Controller (Airborne) Instructor (FAC(AI)) Qualification (Col to 2ndLt) NMOS (7509, 7518, 7523, 7525, 7563, 7565, 8042)*
- 7547, *Night Systems Instructor (NSI) Qualification (Col to 2ndLt) NMOS (any PMOS from OccFld 75 and 8042)*
- 7551, *Pilot VMR C-9 Qualified (I) (LtCol to 2ndLt) FMOS*
- 7553, *Pilot VMR C-20/C-37 Qualified (I) (LtCol to 2ndLt) FMOS*
- 7554, *Pilot VMR UC-35 Qualified (I) (LtCol to 2ndLt) FMOS*
- 7555, *Pilot VMR UC-12B Qualified (I) (LtCol to 2ndLt) FMOS*
- 7556, *Pilot VMGR KC-130 Co-Pilot (T2P/T3P) (I) (LtCol to 2ndLt) PMOS*
- 7557, *Pilot VMGR KC-130 Aircraft Commander (I) (LtCol to 2ndLt) PMOS*
- 7560, *Pilot HMH FRS Basic/CH-53E Pilot (I) (LtCol to 2ndLt) PMOS*
- 7562, *Pilot HMH/M/L/A CH-46 Qualified (I) (LtCol to 2ndLt) PMOS*
- 7563, *Pilot HMLA UH-1Y Qualified (I) (LtCol to 2ndLt) PMOS*
- 7564, *Pilot HMH CH-53D Qualified (I) (LtCol to 2ndLt) PMOS*
- 7565, *Pilot HMLA AH-1 Qualified (I) (LtCol to 2ndLt) PMOS*
- 7566, *Pilot HMH CH-53E Qualified (I) (LtCol to 2ndLt) PMOS*
- 7567, *Pilot HMLA FRS Basic UH-1Y (I) (LtCol to 2ndLt) PMOS*
- 7568, *Pilot HMLA FRS Basic AH-1 (I) (LtCol to 2ndLt) PMOS*
- 7570, *VH-60N Presidential Helicopter Pilot Qualified (I) (Col to Capt) NMOS (7532, 7562, 7563, 7564, 7565, 7566, 8042)*
- 7571, *VH-3D Presidential Helicopter Pilot Qualified (I) (Col to Capt) NMOS (7532, 7562, 7563, 7564, 7565, 7566, 8042)*
- 7573, *Strategic Refueling Area Commander (STRATRAC) (Col to 2ndLt) NMOS (7557, 8042)*
- 7577, *Weapons and Tactics Instructor (Col to 2ndLt) FMOS*
- 7578, *Naval Flight Officer (NFO) Student (TBS) (I) (LtCol to 2ndLt) PMOS*
- 7580, *Naval Flight Officer (NFO) Tactical Navigator Flight Student (NATC) (I) (LtCol to 2ndLt) PMOS*
- 7588, *Naval Flight Officer (NFO) Qualified EA-6B Electronic Warfare Officer (I) (LtCol to 2ndLt) PMOS*
- 7589, *V/STOL Training Landing Signal Officer (Col to Capt) NMOS (7509, 8042)*
- 7591, *Short Takeoff and Vertical Landing (STOVL) Training Landing Signal Officer (TLSO) (Col to Capt) NMOS (7518, 8042)*
- 7594, *Landing Signal Officer (I) (LtCol to 2ndLt) FMOS*
- 7595, *Test Pilot/Flight Test Project Officer (Col to 2ndLt) FMOS*
- 7596, *Aviation Safety Officer (Col to 2ndLt) FMOS*
- 7597, *Basic Rotary Wing Pilot (I) (LtCol to 2ndLt) PMOS*
- 7598, *Basic Fixed-Wing Pilot (I) (LtCol to 2ndLt) PMOS*

PREPARE FOR YOUR OWN SUCCESS

The following is provided for continued training and professional development in your assigned MOS.

Suggested Online Courses

Source	Course Code	Course Title
<input type="checkbox"/> MarineNet	MAWTS8000X	ACPM-8000 MACCS
<input type="checkbox"/> MarineNet	MAWTS8020X	ACPM-8020 ACE

<input type="checkbox"/>	MarineNet	MAWTS8040X	<i>ACPM-8040 Threat</i>
<input type="checkbox"/>	MarineNet	MAWTS8060X	<i>ACPM-8060 MAGTF</i>
<input type="checkbox"/>	MarineNet	MAWTS8080X	<i>ACPM-8080 Joint Air Operations</i>
<input type="checkbox"/>	MarineNet	GCSS11BC01	<i>GCSS-MC Welcome to GCSS Basics</i>
<input type="checkbox"/>	MarineNet	GCS01RO101	<i>Responsible Officer 101</i>
<input type="checkbox"/>	DTS TraX	Travel Card 101	<i>Travel Card Program (https://www.defensetravel.dod.mil/site/trax.cfm)</i>
<input type="checkbox"/>	MarineNet	MCIZ0112DZ	<i>Counseling Marines</i>
<input type="checkbox"/>	MarineNet	0102MODA1A	<i>Manpower 1: Military Justice System, Proficiency/Conduct Marks, and PES</i>
<input type="checkbox"/>	MarineNet	ADMNJAGC01	<i>JAG Command Investigation</i>
<input type="checkbox"/>	MarineNet	MOOSPEA01Z	<i>Getting Started with SharePoint 2010</i>
<input type="checkbox"/>	MarineNet	XL2010ZZZZ	<i>Microsoft Office 2010: Beginning Excel</i>
<input type="checkbox"/>	MarineNet	WD2010ZZZZ	<i>Microsoft Office 2010: Beginning Word</i>
<input type="checkbox"/>	MarineNet	PW201000ZZ	<i>Microsoft Office 2010: Beginning PowerPoint</i>

Recommended Reading

Title of Book and Author

- Chickenhawk. *Robert Mason*
- All the Shah's Men: An American Coup and the Roots of Middle East Terror. *Stephen Kinzer*
- Fighter Pilot: The Memoirs of Legendary Ace Robin Olds. *Ed Rasmus and Christina Olds*
- The Hundred Year Marathon: China's Strategy to Replace America as the Global Superpower. *Michael Pillsbury*
- Devotion: An Epic Story of Heroism, Friendship, and Sacrifice. *Adam Makos*

RESOURCES

Take advantage of the opportunity to visit and review the below websites and publications to learn more about the MOS producing school, your community, or the doctrine relevant to your field.

- (1) Naval Aviation Schools Command website: <https://www.public.navy.mil/netc/centers/cnatt/nascweb/IFS.aspx>
- (2) 2018 Marine Aviation Plan website: <https://www.aviation.marines.mil/Portals/11/2018%20AvPlan%20.pdf>
- (3) Deputy Commandant, Aviation website: <https://www.aviation.marines.mil/>
- (4) NAVMC 3500.14C, Aviation Training and Readiness Manual
- (5) NAVMC 3500.50C, FA-18 Training and Readiness Manual
- (6) NAVMC 3500.51B W/CH 1, AV-8B Training and Readiness Manual
- (7) NAVMC 3500.118, F-35B Training and Readiness Manual, Phases 2000-8000
- (8) NAVMC 3500.53D, KC-130J Training and Readiness Manual
- (9) NAVMC 3500.47C, CH-53E Training and Readiness Manual
- (10) NAVMC 3500.104B, AH-1Z Training and Readiness Manual
- (11) NAVMC 3500.20C, UH-1Y Training and Readiness Manual
- (12) NAVMC 3500.11E, MV-22B Training and Readiness Manual
- (13) MCWP 3-20, Aviation Operations
- (14) MCWP 3-25, Control of Aircraft and Missiles
- (15) MCWP 3-25.3, Marine Air Command and Control System Handbook
- (16) MCWP 3-20F.5, Direct Air Support Center Handbook
- (17) MCWP 5-10, Marine Corps Planning Process
- (18) MCRP 3-20F.2, Marine Tactical Air Command Center Handbook
- (19) MCRP 3-20F.6, Tactical Air Operations Center Handbook
- (20) MCTP 5-10A, MAGTF Aviation Planning

BUILD YOUR NETWORK

Use this space to record the name and contact information of Marine Officers with the 75XX MOS that you have met and talked to or that you hear are in the community and would like to meet. The professionals within the Pilots/Naval Flight Officers community can provide valuable experience-based feedback that can shape your understanding of the MOS and, as an added benefit, would enthusiastically continue to serve as mentors as you progress through your career.

YOU'RE IN CHARGE

As you begin to visualize yourself executing the duties and responsibilities of your MOS, you should also visualize what you would expect of the Marines that work under your charge. In accordance with MCO 1610.7A, *Performance Evaluation System*, you are required to conduct an initial counseling within the first 30 days of establishing the RS/MRO relationship. The initial counseling should establish, formalize, or review the Marine's billet description and cover his or her duties and responsibilities and your expectations. You can review the responsibility of each MOS within NAVMC 1200.1D, *MOS Manual*, and the Training and Readiness Manual listed in the Resources section above. Additionally, use this opportunity to familiarize yourself with the MOS Roadmaps of your subordinates and consider roadmap information as a mentoring tool in recommending billet assignments and overseeing the individual development of assigned Marines. MOS Roadmaps can be found here: <https://mctims.usmc.mil>.

Begin to consider your expectations in relation to each Marine's billet description.

Begin to develop your expectations as a Marine leader and Reporting Senior.

What goals or targets will you establish for your Marines within the reporting period?

As a leader, it is your privilege to develop Marines and sailors in order to sustain the transformation, help them achieve their full potential, and prepare them for long-term personal and professional success. Consider the following focus areas as a framework for your coaching/counseling sessions.



Baseline counseling sessions:

- Establishment of RS/MRO relationship
- Issuance of a fitness report
- Proficiency/Conduct marking assignment
- Eligibility for promotion
- Joining a new unit
- Permanent Change of Station orders
- Assignment to Force Preservation
- Major changes in billet responsibilities

Additional References

- MCO 1500.61, Marine Leader Development (MLD)
- MLD website: <https://www.usmcu.edu/Academic-Programs/Lejeune-Leadership-Institute/Marine-Leader-Development/>
- NAVMC 2795, User's Guide to Counseling

CHAPTER 4

Opportunities Beyond the Next Ridgeline

As the Nation's expeditionary force-in-readiness, the Marine Corps must maintain itself for immediate employment in "any clime and place" and in any type of conflict. All peacetime activities should focus on achieving combat readiness.

—MCDP-1, *Warfighting*

OFFICER PROMOTIONS OVERVIEW

Officers are selected for promotion for their potential to carry out the duties and responsibilities of the next higher grade based upon past performance as indicated in their OMPF. Promotions should not be considered a reward for past performance, but as an incentive to excel in the next higher grade. Officer promotions are governed by Federal statute, DoD and Secretary of the Navy regulations, with the promotion system for both Regular and Reserve officer detailed in MCO P1400.31C W/ CH 1, *Marine Corps Promotion Manual, Volume 1, Officer Promotions*.

Promotion Boards

The Secretary of the Navy convenes a promotion board for all officers beyond the rank of first lieutenant to determine which officers are most qualified for advancement to the next rank. Section 623 of Title 10, U.S.C. and SECNAVINST 1420.1B, *Promotion, Special Selection, Selective Early Retirement, and Selective Early Removal Boards for commissioned Officers of the Navy and Marine Corps*, require that before the convening of selection boards to consider officers for promotion, the Secretary of the Navy shall establish a promotion zone for officers serving in each grade and competitive category to be considered by the selection board. For promotion to the grades of CWO 3 through CWO5 and Captain through Colonel, three primary promotion zones may exist: Above-Zone, In-Zone, and Below-Zone. Zone charts can be found on the M&RA website under the Manpower Plans and Policy Division.

Officer promotion boards are based on a fiscal year schedule. In the second quarter of each fiscal year, Manpower Management Promotion Branch (MMPR) publishes the board schedule via a MARADMIN on www.marines.mil for the succeeding fiscal year. In addition to the board convening dates, this message contains information on reviewing and updating an officer's OMPF, instructions on submitting photographs, and other administrative instructions that are applicable to all promotion boards.

The convening of an officer promotion board is directed by a precept – the legal document issued by the Secretary of the Navy that governs the proceedings of the board and appoints the president, members, and recorded to the selection board. Within the precept to the selection board the Secretary of the Navy may provide special consideration for items deemed important for consideration. While these special considerations are considered by the selection board, precepts clearly establish that the selection standard for all eligible officers is “best and fully qualified” for promotion to the next higher grade. It is important to note that the composition of officer promotion boards reflects the spectrum of diversity, military occupational specialties, and composition of the Officer Corps.

Preparing for a Board

To be competitive for promotion, you must:

- Demonstrate performance. This is the most important thing you can do to ensure your competitiveness and potential to carry out the duties and responsibilities of the next higher grade.
- Ensure your record is complete and accurate. The primary source of information furnished to a selection board is your OMPF, which contains your fitness reports, awards, official photograph (within 12 months of the board convening), and other information specified in MCO P1070.12K W/CH 1, *Individual Records Administration Manual (IRAM)*. Additionally, your Master Brief Sheet (MBS) is a tool used by the board members to assist in reviewing your official records.
- Complete required PME for your grade and ensure your completion certificates are scanned and submitted to Manpower Management Records and Performance (MMRP).
- Take advantage of the Career Counseling services offered by MMRP. Information on how to prepare for and request a career counseling can be found on <https://www.manpower.usmc.mil>.

CAREER DESIGNATION

Career Designation (CD), detailed in MCO 1001.65, *Officer Retention and Prior Service Accessions*, is the process used to determine which company grade officers will be offered the opportunity for continued active service beyond their initial active service

obligation. Career Designation accomplishes the objectives of retaining the best qualified officers on active duty and maintaining the active component (AC) officer population in each year of commissioned service (YCS) at a level that supports the promotion timing and opportunity guidelines to the rank of major, as established by Section 619 of Title 10, U.S.C. Qualified officers may be offered CD upon graduation from TBS, through the Commanding General (CG) Meritorious CD Program, or by being considered and offered CD by an Officer Retention Board (ORB).

TBS Meritorious Career Designation Program

The CG, Marine Corps Combat Development Command (MCCDC) is authorized to nominate the top five percent of officers graduating from each TBS BOC class for the Meritorious CD Program. Upon receipt, MMOA, Plans and Programs Section (MMOA-3) shall confirm eligibility and accomplish appropriate actions within the Marine Corps Total Force System (MCTFS) and other related administrative programs of record.

Prerequisites for the TBS Meritorious Career Designation Program

- (1) Must be a U.S. citizen.
- (2) Must be able to complete 20 years of active commissioned service before attainment of age 62. In computing service, a fractional year of six months or more shall count as a whole year.
- (3) Must possess a baccalaureate degree or higher from an accredited institution.
- (4) Must be certified as medically qualified by the CO, TBS.
- (5) Nominees must have completed TBS in the top five percent of the class.

Commanding General Meritorious Career Designation Program

Commanding Generals of MARFORCOM, MARFORPAC, Marine Corps Installations Command (MCICOM), Marine Corps Recruiting Command (MCRC), TECOM, and Marine Corps Logistics Command (MARCORLOGCOM) shall each have a set number of quotas that correspond to the percentage of the total eligible population for each command. The CMC (MMOA-3) determines the number of quotas available to each command and publishes them on the announcing MARADMIN of each ORB. If assigned a quota, CGs are authorized to nominate Marines who are eligible, but who were not selected on the most recent ORB.

General Career Designation Program

This is the primary program for selecting officers for retention on the Active Duty List (ADL). The ORB will review the official records of all officers who meet the eligibility requirements prescribed by MCO 1001.65, *Officer Retention and Prior Service Accessions*. The ORB will recommend the best qualified officers for CD to meet the inventory requirements.

Prerequisites for the General and CG Meritorious Programs

- (1) Must be a U.S. citizen.
- (2) Must be able to complete 20 years of active commissioned service before attainment of age 62. In computing service, a fractional year of six months or more shall count as a whole year.
- (3) Officers must have less than nine years of total commissioned service.
- (4) Must possess a baccalaureate degree or higher from an accredited institution.
- (5) Commands may verify the amount of time covered by observed performance evaluations on any officers in question by contacting either MMRP or by checking the MMRP website. Officers who have served continuously on active duty since appointment as a second lieutenant must have a minimum of 540 days of observed performance only in years when career designation is conducted separately from selection to Captain. Observed time begins with the first observed performance evaluation after graduation from the PMOS school. For aviators, performance evaluations received while in FRS are counted as observed time only when marked other than not observed.
- (6) Officers may extend on active duty (EAD) for the purpose of attaining the requisite observed time to be considered for CD or to ensure sufficient time for transition from the Marine Corps if not selected for CD. All officers on active duty, regardless of category, must have at least four months of active duty time remaining after the ORB convening date. Specific cut-off dates are prescribed in the announcing MARADMIN. Additional guidelines for EAD are found in enclosure (2) of MCO 1001.65, *Officer Retention and Prior Service Accessions*.

Officers are considered for CD in six competitive categories in the MOSs listed below.

- Combat Arms: MOS 0302, 0802, 1802, and 1803
- Combat Service Support: MOS 0102, 02XX, 0402, 0602, 1302, 1702, 3002, 4502, and 5803
- Aviation Ground: MOS 6002, 6602, 7204, 7208, 7210, 7220, and 7315

- Law: MOS 4402
- Aviation: MOS 75XX
- Financial Management: MOS 3404

Consideration Opportunities

Active component officers on the ADL serving their initial tour of active duty shall be provided at least one opportunity to be considered for general CD before reaching their end of active service (EAS). Officers who do not meet the eligibility requirements before reaching their EAS may request an administrative extension of their EAS to MMOA-3 in order to have at least one consideration opportunity. Officers eligible for CD who request not to be considered by the ORB, and officers selected for CD by the ORB who decline to accept an offer of CD, shall not be granted an administrative extension in order to receive additional CD opportunities. Those officers not selected for CD will have their names forwarded for reappointment to the Reserve Active Status List (RASL) to complete their obligated service requirements.

Preparing for a Board

To be competitive for CD, you must:

- Demonstrate performance. This is the most important thing you can do to ensure your competitiveness for continued service.
- Ensure your record is complete and accurate. The primary source of information furnished to a selection board is your OMPF, which contains your fitness reports, awards, official photograph (within 12 months of the board convening), and other information specified in MCO P1070.12K W/CH 1, *Individual Records Administration Manual (IRAM)*. Additionally, your MSB is a tool used by the board members to assist in reviewing your official records.

ORB Results

Officers selected for CD by the ORB will incur a two-year active duty obligation of service from the date specified in the announcement MARADMIN. Officers will be required to notify MMOA of their intent to accept CD via Marine Online within 14 days after release of the ORB results. Officers who either fail to respond or decline CD after the 14-day window has elapsed will be separated at their EAS. Officers who fail to be selected for CD will normally be separated at their EAS (per initial service obligation). Officers who either fail to be selected for or decline CD will not be eligible for reconsideration for CD without MMOA-3 approval.

Current information related to the conduct of the ORB and verification of the eligible population is maintained by MMOA-3 at <https://www.manpower.usmc.mil/webcenter/portal/OA3RR/CareerDesignation>. Additionally, check the MARADMIN page on www.marines.mil regularly for board announcements and results.

OFFICER PROFESSIONAL MILITARY EDUCATION

The objectives of the Marine Corps Officer PME Program articulated in MCO 1553.4B, *Professional Military Education (PME)*, are to: develop officers educated and skilled in the employment of combat forces and the conduct of war; develop officers with the knowledge and critical thinking skills to analyze situations, in an environment of ambiguity and uncertainty, then make sound decisions in progressively more demanding positions; develop officers whose professional backgrounds and military education will improve the operational excellence of both single-service and joint military forces throughout the spectrum of war; and develop strategic thinkers and operational level warfighters that excel in the application of MAGTF combat power throughout the spectrum of conflict.

Officer Professional Military Education by Grade

Second Lieutenant (O-1), First Lieutenant (O-2)

Marines in the grades of O-1 and O-2 do not have formal PME responsibilities aside from the professional self-study outlined in the Marine Corps Professional Reading Program. Marines in these grades are expected to focus on developing into proficient practitioners within their occupational fields. First Lieutenants and CWO2s are eligible to enroll in the career level PME Expeditionary Warfare School Distance Education Program (EWSDEP).

Captain (O-3)

To be considered PME complete for the grade of O-3, Marine captains must:

- (1) Be board selected on the Commandants Career Level Education Board (CCLEB), attend and complete the EWS resident program, OR
- (2) Complete EWSDEP, OR

- (3) Attend and complete career level equivalent warfare specialty schools known as Army Captains Career Courses (ACCCs). Refer to MCO 1553.4B, page 1-6 for specific Army courses. A complete list of applicable ACCCs is also included in the annual Career Level School selection board convening MARADMIN.

See enclosures (1) and (2) in MCO 1553.4B, *Professional Military Education (PME)*, for a detailed list of PME requirements for all other officer and enlisted grades.

Expeditionary Warfare School

Expeditionary Warfare School (EWS) can be completed by attending the resident school or through the EWSDEP. Either program meets all the requirements for career level PME. EWS enables captains to command or to serve as a primary staff officer in their MOS, integrate the capabilities resident within their element of the MAGTF, integrate their element within the MAGTF, and understand the functioning of the other elements of the MAGTF.

EWS Resident School

The EWS provides Marine Captains career level PME and oversees their professional military training in command and control, MAGTF operations ashore, and naval expeditionary operations. The 10-month resident program also includes training opportunities during the embedded occupational field expansion course.

EWS Distance Education Program

Expeditionary Warfare School Distance Education Program is the program for officers who do not attend the resident school to complete their career level PME. The curriculum provides a baseline education that is derived from and closely parallels the curriculum offered by the resident program.

Army Captains Career Course

Marine officers may attend career level equivalent warfare specialty schools known as Army Captains Career Courses (ACCCs). The below list provides the ACCCs available for career level participation.

- Air Defense Artillery Officer Advanced Course
- Armor Captains Career Course (ACCC)
- Aviation Captain Career Course
- Chemical Captain Career Course (CCCC)
- Combined Logistics Captain Career Course (CLCCC)
- Engineer Captain Career Course (ECCC)
- Field Artillery Captain Career Course (FACCC)
- Infantry Captain Career Course (ICCC)
- Military Police Captain Career Course (MPCCC)

Other Selective Program Opportunities

A host of other selective program opportunities exist for interested and competitive officers via the CCLEB and other special boards.

Congressional Fellowship Program (CFP)

The Marine Corps CFP offers participants the opportunity to work in the legislative branch of the federal government for one session of Congress. Eligible candidates include Marine Officers, staff noncommissioned officers (SNCOs), and Civilian Marines. The CFP consists of three components: (1) a Master's in Public Policy (MPP) program at George Mason University's Schar School of Policy and Government for selected Fellows or training and education through the Government Affairs Institute at Georgetown University, (2) serve as a personal staff member on Capitol Hill in the office of a Senator or Member of Congress for one year, and (3) a two-year utilization tour immediately upon completion of the fellowship. Per federal law (10 USC § 2603), each applicant who is accepted for the CFP must agree in writing to a three-year service obligation that begins immediately upon completion of the fellowship. For more information, reference applicable MARADMINs on www.marines.mil or visit the Office of Legislative Affairs website: <https://www.hqmc.marines.mil/Agencies/Office-of-Legislative-Affairs/Congressional-Fellowship-Program/>

International Affairs Program (IAP)

The Marine Corps IAP selects and assigns Marines to several competitive programs, to include the Foreign Area Officer (FAO) Program. The IAP serves to better educate and train our Marines to succeed in distributed operations and increasingly complex environments. IAP also strengthens irregular warfare capabilities and improves Marine Corps integration with the Interagency. Foreign Area Officers develop professional Language skills, Regional Expertise, and Cultural knowledge (LREC) capabilities and

insights to help MAGTF, Joint, and Coalition commanders understand the complex human environment where Marines deploy. Foreign Area Officer training focuses on the three skill sets of the LREC continuum: regionally focused graduate education, foreign language proficiency, and direct experience through regional immersion and travel. The in country/regional immersion prepares FAOs to understand historical context, cultural significance, and social perspectives of foreign societies and militaries. For more information, reference MCO 1520.11F, *International Affairs Program (IAP)*, as well as applicable MARADMINS on www.marines.mil.

Special Education Programs (SEP)

The concept of the SEP is to annually select, through a formal selection board process, qualified officers to be educated in skills that will allow them to fill billets requiring graduate education. The education is designed to provide the essential graduate level skills necessary for an officer to satisfactorily function in a SEP billet. Special Education Program students attend the Naval Postgraduate School (NPS) at Monterey, CA, the Air Force Institute of Technology (AFIT) at Dayton, OH, or accredited civilian schools. Included in SEP is a special program for 4402 Judge Advocates, which provides an advanced legal education in the fields of international law, environmental/land use law, labor law, procurement law, criminal law, or general law. For more information on program prerequisites and other offered SEP graduate curricula, reference MCO 1520.9G W/ CH 1, *Special Education Programs (SEP)*, as well as applicable MARADMINS on www.marines.mil

Advanced Degree Programs (ADP)

The concept of the ADP is to annually select, through a formal selection board process, qualified officers to be educated in skills that will allow them to fill billets requiring graduate education. The education is designed to provide the essential graduate level skills necessary for an officer to satisfactorily function in a SEP billet. This program serves both the Marine Corps and the individual buy providing a means for officers, when their academic aspirations are in consonance with the Marine Corps needs to pursue graduate level education that fulfills Marine Corps requirements. The ADP augments the SEP by providing an additional source of graduate trained officers from civilian institutions on a partially funded basis. For more information on program prerequisites and ADP graduate curricula, reference MCO 1560.19E W/CH 1, *Advanced Degree Program (ADP)*, as well as applicable MARADMINS on www.marines.mil.

The following AMOSs are associated with the corresponding SEP and ADP graduate education disciplines and schools are detailed in Figure 4-1, *SEP/ADP Graduate Education Disciplines and Schools*.

SEP/ADP Graduate Education Disciplines and Schools		
AMOS	Discipline	School
3006	Contingency Contracting	NPS
4505	Public Affairs Management	San Diego State University
8802	Education	Civilian
8803	Leadership Development (LEAD)	George Washington University
8820	Aeronautical Engineering	AFIT
8824	Electrical Engineering	NPS
8825	Modeling and Simulation	NPS
8826	Combat Systems Science and Technology	NPS
8831	Environmental Engineering	AFIT
8834	Information Warfare System	NPS
8840	Manpower Management	NPS

8844	Financial Management	NPS
8846	Computer Science	NPS
8848	Information Systems Management	NPS
8850	Operations Analysis	NPS
8852	Defense Systems Analysis	NPS
8858	Joint C4I	NPS
8862	Material Logistics Support Management	NPS
8866	Space Systems Operations	NPS
8870	Special Operations (Irregular Warfare)	NPS

Figure 4.1. SEP/ADP Graduate Education Disciplines and Schools

Law Education Program (LEP)

In meeting the needs of the Navy and Marine Corps for career judge advocates, it is Department of the Navy policy to use LEP and Excessive Leave Programs (Law) [ELP(L)] to attract career-oriented commissioned officers, distributed among year groups, to serve as judge advocates by providing an opportunity to obtain a fully-funded legal education. Officers accessioned through LEP bring valuable experience and diversity to the judge advocate community.

The Marine Corps offers two opportunities for officers to laterally move to the primary MOS of 4402—the FLEP and ELP(L).

- Funded Law Education Program: Pursuant to section 2004 of Title 10, U.S.C. as implemented by DoD Directive 1322.12, *Funded Legal Education*, commissioned officers of the Marine Corps, while continuing to draw full pay and allowances, may be ordered as students at Government expense to American Bar Association (ABA) accredited law schools located in the United States for education leading to the degree of Juris Doctor.
- Excessive Leave Programs (Law): Commissioned officers of the Marine Corps may be placed in excess leave to attend ABA accredited law schools located in the United States for a period not to exceed 36 months leading to a Juris Doctor and completion of legal licensing requirements. It is not charged against an officer's leave account and does not have to be repaid. Pursuant to section 502 Title 37, U.S.C., no pay and allowances are authorized for such periods, and ordinary leave is not accumulated. Officers continue to accrue time for promotion and retirement purposes, and remain eligible for other active duty benefits. Officers in the ELP(L) must, at a minimum, pursue a normal course schedule with the objective of receiving a Juris Doctor within 36 months, and such other requirements established by the CMC.

For more information on the LEP, reference SECNAVINST 1520.7G, *Law Education Program*, as well as applicable MARADMINs on www.marines.mil.

The Judge Advocate General's Legal Center and School (TJAGLCS)

The Judge Advocate General's Legal Center and School (TJAGLCS) is an Army operated curriculum geared at educating, developing, and inspiring the Judge Advocate General's Corps, the Department of Defense, and other legal personnel to provide the most competent and comprehensive legal services. Competitive 4402 Judge Advocates can apply to attend a 41-week graduate program that prepares military attorneys for future service in senior Judge Advocate positions. The course requirements equal or exceed those of graduate programs at other law schools. Students who successfully complete all Graduate Course requirements for a Master of Laws (LL.M.) degree receive an LL.M. in Military Law that is recognized by the ABA Section on Legal Education and Admission to the Bar. For more information on the TJAGLCS, reference the TJAGLCS website <https://tjaglcspublic.army.mil> as well as applicable MARADMINs on www.marines.mil.

Olmsted Scholar Program (OSP)

The Olmsted Foundation selects the finest young military officers to become Olmsted Scholars. For more than five decades Olmsted Scholars have pursued graduate studies at foreign universities in topics ranging from political science and history to literature. But the true power of the Olmsted Scholar Program comes from the experience of full immersion in foreign countries and cultures across the

globe. Top candidates show an aptitude for leadership and the qualities that accompany it: self-discipline, drive, a spirit of adventure, and a history of personal achievement. To qualify, candidates must be active duty officers in the U.S. Armed Forces and be within three to 11 years of total active federal military service. They must also demonstrate outstanding performance and serve primarily in operational career fields. For more information and specific eligibility guidelines, reference the Olmstead Foundation website, <http://www.olmstedfoundation.org/>, as well as applicable MARADMINs on www.marines.mil.

Junior Officer Strategic Intelligence Program (JOSIP)

Junior Officer Strategic Intelligence Program (JOSIP) is a graduate level program to promote in-depth knowledge and understanding of the national intelligence community among selected Marine Intelligence Officers. Junior Officer Strategic Intelligence Program selectees attend the National Intelligence University (NIU) Strategic Studies curriculum, where they attain a Master's Degree in Strategic Intelligence or Technical Intelligence. Following graduate study, participants serve as interns at a number of organizations within the National Capital Region. Internships will be coordinated by Intelligence Futures Assessments Branch, Intelligence Department, HQMC. After completion of the JOSIP program, officers are required to return to the operating forces. For more information and specific eligibility guidelines, reference the Intelligence Department website, <https://www.hqmc.marines.mil/intelligence/Divisions/IFA/JOSIP/>, as well as applicable MARADMINs on www.marines.mil.

Junior Officer Cryptologic Career Program (JOCCP)

The purpose of the JOCCP is to broaden the education and experience of Marine Intelligence Officers who have demonstrated potential for future leadership in the Intelligence Community. This program provides an intensive three-year internship at the National Security Agency (NSA) in the fundamentals of cryptologic skills and management. For more information and specific eligibility guidelines, reference the applicable MARADMINs on www.marines.mil.

APPENDIX A

MOS Allocations for a Notional BOC Company

MOS	First 1/3	Second 1/3	Third 1/3	Total
0102 Manpower Officer	2	2	2	6
0203 Ground Intelligence Officer	5	5	5	15
0204 CI/HUMINT Officer	1	0	1	2
0206 Signals Intelligence Officer	1	1	1	3
0207 Air Intelligence Officer	2	3	2	7
0302 Infantry Officer	10	10	10	30
0402 Logistics Officer	10	10	10	30
0602 Communications Officer	6	6	6	18
0802 Field Artillery Officer	4	5	5	14
1302 Combat Engineer Officer	2	2	3	7
1702 Cyberspace Officer ¹	-	-	-	-
1802 Tank Officer	1	1	1	3
1803 Assault Amphibious Vehicle Officer	1	1	0	2
3002 Ground Supply Officer	4	3	3	10
3404 Financial Management Officer	1	0	1	2
4402 Judge Advocate	-	-	-	-
4502 Communication Strategy and Operations Officer	1	1	1	3
5803 Military Police Officer	2	2	2	6
6002 Aircraft Maintenance Officer	1	1	1	3
6602 Aviation Supply Officer	1	1	0	2
7204 Low Altitude Air Defense Officer	1	1	0	2
7208 Air Support Control Officer	2	2	2	6
7210 Air Defense Control Officer	2	2	2	6
7220 Air Traffic Control Officer	0	0	0	0
7315 UAS/MAGTF Electronic Warfare Officer ¹	-	-	-	-
7599 Naval Aviator ¹	-	-	-	-

¹Students assigned the designated MOSs will be notified prior to final MOS assignment and removed from the ground assignable population.

APPENDIX B

MOS Specific Physical Standards (MSPS)

MOS	Task	Task Description	Standard
GCE MOSs & LAAD	Casualty Evacuation	While wearing a fighting load and carrying a service rifle, sprint 25m to a simulated casualty, evacuate the casualty 25m.	54 Sec
0302	Rush 300m to Objective	While wearing a fighting load and carrying a service rifle, run/rush for 300m through a course with an agility network.	3 Min 56 Sec
1302	150m Movement with APOBS	While wearing a fighting load and carrying a service rifle, with an APOBS pack assembly, run/rush 150m through a course with a agility network.	1 Min 12 Sec
0802	Lift & Carry 5x Artillery Rounds 50m to 7 Ton	Lift artillery round from deck to shoulder height and carry 50m – press overhead to handoff to Marine receiving round from bed of 7-ton truck. Perform five times.	4 Min 56 Sec
0802	Load 5x 155mm Rounds on Feed Tray	Lift artillery round from deck to waist height and carry 5m from ammunition staging point to howitzer then lift to place on loading tray. Perform five times to simulate maximum rate of fire.	1 Min 15 Sec
GCE MOSs & LAAD	MK-19 Lift	Perform a single lift of a mock-up MK-19 from ground to overhead wherein the elbows momentarily lock out.	Pass
1802, 1803, 0302 ¹	Tank, AAV & LAV Towbar Lift	Deadlift and hold Olympic bar with total weight of 150lbs at knuckle height for 30 seconds (Surrogate).	Pass
1802, 1803, 0802, 0302 ¹	Tank, AAV, & LAV MTRV CASEVAC	Clean and press Olympic bar with total weight of 115lbs.	Pass
1302	HESCO Lift	Clean and press Olympic bar with total weight of 100lbs.	Pass
1802	Open & secure Tank TC hatch	One handed overhead press to open and secure TC hatch.	30 Sec
1802	Lift 3x Tank batteries to back deck	Lift tank battery from the deck and clean to chest height in order to hand off to a Marine receiving battery from tank rear deck. Perform three times.	1 min 50 Sec
0302	Scale a Wall ²	Scale a 56" wall unassisted while wearing the Fighting Load and carrying a service rifle.	30 Sec
0302, 7204	15km Hike ²	Conduct a 15km movement in 3 hours or less (4 hours for LAAD) while carrying a 105lbs approach march load (with assault load and stinger load for LAAD).	3 Hours 4 Hours
0302, 1302	Breach Door with Battering Ram ³	While wearing a fighting load and carrying a service rifle, breach a door with a battering ram.	14 Sec
1802	Load 120mm Round	Perform the actions of a loader in an M1A1 Tank crew by transitioning 120mm rounds from the stowed position to the main gun breach.	7 Sec

¹Students assigned the 0302 MOS will complete LAR requirement.

²Graduation requirement executed during BOC POI.

³Conducted during BOC POI.

1st Dental Battalion	MCB Camp Pendleton, CA
3rd Marine Aircraft Wing	
Marine Wing Headquarters Squadron 3	MCAS Miramar, CA
Marine Aircraft Group 11	MCAS Miramar, CA
Marine All Weather Fighter Attack Squadron 225	MCAS Miramar, CA
Marine Fighter Attack Squadron 232	MCAS Miramar, CA
Marine Fighter Attack Squadron 314	MCAS Miramar, CA
Marine Fighter Attack Squadron 323	MCAS Miramar, CA
Marine Fighter Attack Training Squadron 101	MCAS Miramar, CA
Marine Aerial Refueler Transport Squadron 352	MCAS Miramar, CA
Marine Aviation Logistics Squadron 11	MCAS Miramar, CA
Marine Aircraft Group 13	MCAS Yuma, AZ
Marine Fighter Attack Squadron 122	MCAS Yuma, AZ
Marine Fighter Attack Squadron 211	MCAS Yuma, AZ
Marine Attack Squadron 214	MCAS Yuma, AZ
Marine Attack Squadron 311	MCAS Yuma, AZ
Marine Unmanned Aerial Vehicle Squadron 1	MCAS Yuma, AZ
Marine Aviation Logistics Squadron 13	MCAS Yuma, AZ
Marine Aircraft Group 16	MCAS Miramar, CA
Marine Medium Tiltrotor Squadron 161	MCAS Miramar, CA
Marine Medium Tiltrotor Squadron 163	MCAS Miramar, CA
Marine Medium Tiltrotor Squadron 165	MCAS Miramar, CA
Marine Medium Tiltrotor Squadron 166	MCAS Miramar, CA
Marine Medium Tiltrotor Squadron 363	MCAS Miramar, CA
Marine Heavy Helicopter Squadron 361	MCAS Miramar, CA
Marine Heavy Helicopter Squadron 462	MCAS Miramar, CA
Marine Heavy Helicopter Squadron 465	MCAS Miramar, CA
Marine Heavy Helicopter Squadron 466	MCAS Miramar, CA
Marine Aircraft Group 39	MCAS Camp Pendleton, CA
Marine Light Attack Helicopter Squadron 169	MCAS Camp Pendleton, CA
Marine Light Attack Helicopter Squadron 267	MCAS Camp Pendleton, CA
Marine Light Attack Helicopter Squadron 369	MCAS Camp Pendleton, CA
Marine Light Attack Helicopter Squadron 469	MCAS Camp Pendleton, CA
Marine Light Attack Helicopter Training Squadron 303	MCAS Camp Pendleton, CA
Marine Medium Tiltrotor Squadron 164	MCAS Camp Pendleton, CA
Marine Medium Tiltrotor Squadron 364	MCAS Camp Pendleton, CA
Marine Aviation Logistics Squadron 39	MCAS Camp Pendleton, CA
Marine Air Control Group 38	MCAS Miramar, CA
Marine Tactical Air Control Squadron 38	MCAS Miramar, CA
Marine Wing Communication Squadron 38	MCAS Miramar, CA
Marine Air Control Squadron 1	MCAS Yuma, AZ
Marine Air Support Squadron 3	MCAS Camp Pendleton, CA
3rd Low Altitude Air Defense Battalion	MCB Camp Pendleton, CA
Marine Wing Support Group 37	MCAS Miramar, CA
Marine Wing Support Squadron 371	MCAS Yuma, AZ
Marine Wing Support Squadron 372	MCAS Camp Pendleton, CA
Marine Wing Support Squadron 373	MCAS Miramar, CA
Marine Wing Support Squadron 374	MCAS Miramar, CA
11th Marine Expeditionary Unit	MCB Camp Pendleton, CA
13th Marine Expeditionary Unit	MCB Camp Pendleton, CA
15th Marine Expeditionary Unit	MCB Camp Pendleton, CA

Marine Attack Squadron 542	MCAS Cherry Point, NC
Marine Attack Training Squadron 203	MCAS Cherry Point, NC
Marine Tactical Electronic Warfare Squadron 2	MCAS Cherry Point, NC
Marine Tactical Electronic Warfare Squadron 3	MCAS Cherry Point, NC
Marine Aerial Refueler Transport Squadron 252	MCAS Cherry Point, NC
Marine Aviation Logistics Squadron 14	MCAS Cherry Point, NC
Marine Unmanned Aerial Vehicle Squadron 2	MCAS Cherry Point, NC
Marine Aircraft Group 26	MCAS New River, NC
Marine Medium Tiltrotor Squadron 162	MCAS New River, NC
Marine Medium Tiltrotor Squadron 261	MCAS New River, NC
Marine Medium Tiltrotor Squadron 263	MCAS New River, NC
Marine Medium Tiltrotor Squadron 264	MCAS New River, NC
Marine Medium Tiltrotor Squadron 266	MCAS New River, NC
Marine Medium Tiltrotor Squadron 365	MCAS New River, NC
Marine Medium Tiltrotor Training Squadron 204	MCAS New River, NC
Marine Aircraft Group 29	MCAS New River, NC
Marine Heavy Helicopter Squadron 366	MCAS New River, NC
Marine Heavy Helicopter Squadron 461	MCAS New River, NC
Marine Heavy Helicopter Squadron 464	MCAS New River, NC
Marine Light Attack Helicopter Squadron 167	MCAS New River, NC
Marine Light Attack Helicopter Squadron 269	MCAS New River, NC
Marine Heavy Helicopter Training Squadron 302	MCAS New River, NC
Marine Aviation Logistics Squadron 29	MCAS New River, NC
Marine Aircraft Group 31	MCAS Beaufort, SC
Marine Fighter Attack Squadron 115	MCAS Beaufort, SC
Marine Fighter Attack Squadron 122	MCAS Beaufort, SC
Marine Fighter Attack Squadron 224	MCAS Beaufort, SC
Marine Fighter Attack Squadron 251	MCAS Beaufort, SC
Marine Fighter Attack Squadron 312	MCAS Beaufort, SC
Marine Fighter Attack Squadron 533	MCAS Beaufort, SC
Marine Fighter Attack Training Squadron 501	MCAS Beaufort, SC
Marine Aviation Logistics Squadron 31	MCAS Beaufort, SC
Marine Air Control Group 28	MCAS Cherry Point, NC
Marine Tactical Air Control Squadron 28	MCAS Cherry Point, NC
Marine Wing Communication Squadron 28	MCAS Cherry Point, NC
Marine Air Control Squadron 2	MCAS Cherry Point, NC
Marine Air Control Squadron 2, Detachment A	MCAS Beaufort, SC
Marine Air Support Squadron 1	MCAS Cherry Point, NC
2nd Low Altitude Air Defense Battalion	MCAS Cherry Point, NC
Marine Wing Support Group 27	MCAS Cherry Point, NC
Marine Wing Support Squadron 271	MCAS Cherry Point, NC
Marine Wing Support Squadron 272	MCAS New River, NC
Marine Wing Support Squadron 273	MCAS Beaufort, SC
Marine Wing Support Squadron 274	MCAS Cherry Point, NC
22nd Marine Expeditionary Unit	MCB Camp Lejeune, NC
24th Marine Expeditionary Unit	MCB Camp Lejeune, NC
26th Marine Expeditionary Unit	MCB Camp Lejeune, NC

APPENDIX E

III Marine Expeditionary Force Units and Locations

III MEF Information Group

III MEF Support Battalion
 5th ANGLICO
 3rd Intelligence Battalion
 3rd Radio Battalion
 3rd Law Enforcement Battalion
 7th Communications Battalion

Camp Hansen, MCB Butler, Okinawa
 MCB Hawaii, Kaneohe Bay, HI
 Camp Hansen, MCB Butler, Okinawa
 Camp Hansen, MCB Butler, Okinawa

3rd Marine Division

Headquarters Battalion
 3rd Marine Regiment
 1st Battalion
 2nd Battalion
 3rd Battalion
 4th Marine Regiment
 1st Battalion
 2nd Battalion
 3rd Battalion
 12th Marine Regiment
 1st Battalion
 3rd Battalion
 3rd Reconnaissance Battalion

Camp Courtney, MCB Butler, Okinawa
 Camp Courtney, MCB Butler, Okinawa
 MCB Hawaii, Kaneohe Bay, HI
 MCB Hawaii, Kaneohe Bay, HI
 MCB Hawaii, Kaneohe Bay, HI
 MCB Camp Pendleton, CA
 Camp Schwab, MCB Butler, Okinawa
 MCB Camp Pendleton, CA
 MCB Camp Pendleton, CA
 MCAGCC Twentynine Palms, CA
 Camp Hansen, MCB Butler, Okinawa
 MCB Hawaii, Kaneohe Bay, HI
 Camp Hansen, MCB Butler, Okinawa
 Camp Schwab, MCB Butler, Okinawa

3rd Marine Logistics Group

Combat Logistics Regiment 3
 3rd Transportation Support Battalion
 Combat Logistics Battalion 3
 Combat Logistics Battalion 4
 Combat Logistics Regiment 35
 3rd Supply Battalion
 3rd Maintenance Battalion
 Combat Logistics Regiment 37
 9th Engineer Support Battalion
 3rd Medical Battalion
 3rd Dental Battalion

Camp Foster, MCB Butler, Okinawa
 Camp Foster, MCB Butler, Okinawa
 Camp Foster, MCB Butler, Okinawa
 MCB Hawaii, Kaneohe Bay, HI
 Camp Foster, MCB Butler, Okinawa
 Camp Kinser, MCB Butler, Okinawa
 Camp Hansen, MCB Butler, Okinawa
 Camp Foster, MCB Butler, Okinawa
 Camp Foster, MCB Butler, Okinawa

1st Marine Aircraft Wing

Marine Wing Headquarters Squadron 1
 Marine Aircraft Group 12
 Marine All Weather Fighter Attack Squadron 242
 Marine Fighter Attack Squadron 121
 Marine Aerial Refueler Transport Squadron 152
 Marine Aviation Logistics Squadron 12
 Marine Wing Support Squadron 171
 Marine Aircraft Group 24
 Marine Medium Tiltrotor Squadron 268
 Marine Medium Tiltrotor Squadron 363
 Marine Light Attack Helicopter Squadron 367
 Marine Heavy Helicopter Squadron 463
 Marine Unmanned Aerial Vehicle Squadron 3
 Marine Aviation Logistics Squadron 24
 Marine Wing Support Detachment 24
 Marine Aircraft Group 36
 Marine Medium Tiltrotor Squadron 262

Camp Foster, MCB Butler, Okinawa
 Camp Foster, MCB Butler, Okinawa
 MCAS Iwakuni, Japan
 MCAS Kaneohe Bay, HI
 MCAS Futenma, Okinawa
 MCAS Futenma, Okinawa

Marine Medium Tiltrotor Squadron 265
Marine Aviation Logistics Squadron 36
Marine Wing Support Squadron 172
Marine Air Control Group 18
Marine Tactical Air Control Squadron 18
Marine Wing Communication Squadron 18
Marine Air Control Squadron 4
Marine Air Support Squadron 2

31st Marine Expeditionary Unit

MCAS Futenma, Okinawa
MCAS Futenma, Okinawa
Camp Foster, MCB Butler, Okinawa
MCAS Futenma, Okinawa
Camp Hansen, MCB Butler, Okinawa

APPENDIX F

Marine Forces Reserve Units and Locations

Force Headquarters Group

Headquarters Battalion
 3rd ANGLICO
 4th ANGLICO
 6th ANGLICO
 Intelligence Support Battalion
 4th Law Enforcement Battalion
 6th Communications Battalion
 1st Civil Affairs Group
 2nd Civil Affairs Group
 3rd Civil Affairs Group
 4th Civil Affairs Group
 Marine Corps Individual Reserve Support Activity
 Deployment Processing Command/Reserve Support Unit East
 Deployment Processing Command/Reserve Support Unit West

New Orleans, LA
 New Orleans, LA
 Bell, CA
 West Palm Beach, FL
 JB Lewis-McChord, WA
 New Orleans, LA
 Saint Paul, MN
 Brooklyn, NY
 MCB Camp Pendleton
 Washington, DC
 Great Lakes, IL
 Hialeah, FL
 New Orleans, LA
 MCB Camp Lejeune, NC
 MCB Camp Pendleton, CA

4th Marine Division

Headquarters Battalion
 4th Tank Battalion
 4th Light Armored Reconnaissance Battalion
 4th Reconnaissance Battalion
 4th Combat Engineer Battalion
 4th Assault Amphibian Battalion
 3rd Force Reconnaissance Company
 4th Force Reconnaissance Company

23rd Marine Regiment
 Headquarters Company
 1st Battalion
 2nd Battalion
 3rd Battalion
 2nd Battalion, 24th Marines

25th Marine Regiment
 Headquarters Company
 1st Battalion
 2nd Battalion
 3rd Battalion
 1st Battalion, 24th Marines

14th Marine Regiment
 Headquarters Battery
 2nd Battalion
 3rd Battalion
 5th Battalion

New Orleans, LA
 New Orleans, LA
 San Diego, CA
 MCB Camp Pendleton, CA
 San Antonio, TX
 Baltimore, MD
 Tampa, FL
 Mobile, AL
 Alameda, CA
 San Bruno, CA
 San Bruno, CA
 Houston, TX
 Pasadena, CA
 Bridgeton, MO
 Chicago, IL
 Fort Devens, MA
 Fort Devens, MA
 Fort Devens, MA
 Garden City, NY
 Brook Park, OH
 Detroit, MI
 NAS JRB Fort Worth, TX
 NAS JRB Fort Worth, TX
 NAS JRB Fort Worth, TX
 Philadelphia, PA
 Seal Beach, CA

4th Marine Aircraft Wing

Marine Wing Headquarters Squadron 4
 4th Marine Aircraft Wing Site Support
 Marine Aviation Training Support Group 42
 Marine Aircraft Group 41
 Marine Fighter Attack Squadron 112
 Marine Fighter Training Squadron 401
 Marine Medium Tiltrotor Squadron 764
 Marine Light Attack Helicopter Squadron 775
 Marine Transport Squadron 1
 Marine Aerial Refueler Transport Squadron 234

New Orleans, LA
 New Orleans, LA
 MCAS Miramar, CA
 NAS Pensacola, FL
 NAS JRB Fort Worth, TX
 NAS JRB Fort Worth, TX
 MCAS Yuma, AZ
 MCAS Miramar, CA
 MCAS Camp Pendleton, CA
 NAS JRB Fort Worth, TX
 NAS JRB Fort Worth, TX

Marine Unmanned Aerial Vehicle Squadron 4	MCB Camp Pendleton, CA
Marine Aviation Logistics Squadron 41	NAS JRB Fort Worth, TX
Marine Wing Support Squadron 471	Minneapolis, MN
Marine Wing Support Squadron 473	San Diego, CA
Marine Aircraft Group 49	JB McGuire-Dix-Lakehurst, NJ
Marine Heavy Helicopter Squadron 772	JB McGuire-Dix-Lakehurst, NJ
Marine Light Attack Helicopter Squadron 773	JB McGuire-Dix-Lakehurst, NJ
Marine Medium Tiltrotor Squadron 774	NAS Norfolk, VA
Marine Aerial Refueler Transport Squadron 452	Stewart ANG Base, NY
Marine Aviation Logistics Squadron 49	Stewart ANG Base, NY
Marine Wing Support Squadron 472	JB McGuire-Dix-Lakehurst, NJ
Marine Aircraft Control Group 48	Great Lakes, IL
Marine Wing Communications Squadron 48	Great Lakes, IL
Marine Tactical Air Command Squadron 48	Great Lakes, IL
Marine Air Control Squadron 24	Virginia Beach, VA
Marine Air Support Squadron 6	Chicopee, MA
4th Marine Logistics Group	New Orleans, LA
Combat Logistics Regiment 4	Kansas City, MO
Combat Logistics Battalion 23	JB Lewis-McChord, WA
Combat Logistics Battalion 453	Buckley AFB, CO
Combat Logistics Regiment 45	Marietta, GA
Combat Logistics Battalion 25	Red Bank, NJ
Combat Logistics Battalion 451	Charlotte, NC
6th Engineer Support Battalion	Portland, OR
4th Medical Battalion	San Diego, CA
4th Dental Battalion	Marietta, GA

GLOSSARY

AAV.....	Assault Amphibious Vehicle
AAW.....	Antiair Warfare
ABA.....	American Bar Association
AC.....	Active Component
AC2CC.....	Aviation Command and Control Common Course
ACCC.....	Army Captain Career Course
ACE.....	Aviation Combat Element
ACV.....	Amphibious Combat Vehicle
ADL.....	Active Duty List
ADP.....	Advanced Degree Program
AIOC.....	Air Intelligence Officer Course
AME.....	Aviation Medical Examiner
AMO.....	Aircraft Maintenance Officer
AMOS.....	Additional Military Occupational Specialty
ANIT.....	Aviation Nautical Information Test
AOBLC.....	Armor Officer Basic Leader-Branch Course
AQR.....	Academic Qualification Rating
ARG.....	Amphibious Ready Group
ASE.....	Air Support Element
ASTB.....	Aviation Standard Test Battery
ATC.....	Air Traffic Control
BCOC.....	Basic Communications Officer Course
BMOC.....	Basic Manpower Officer Course
BMOS.....	Basic Military Occupational Specialty
BOC.....	Basic Officer Course
BRC.....	Basic Reconnaissance Course
CD.....	Career Designation
CE.....	Command Element
CEB.....	Combat Engineer Battalion
CEOC.....	Combat Engineer Officer Course
CFP.....	Congressional Fellowship Program
CFT.....	Combat Fitness Test
CG.....	Commanding General
CHD.....	Counterintelligence/Human Source Intelligence Detachment
CI/HUMINT.....	Counterintelligence/Human Source Intelligence
CLCCC.....	Combined Logistics Captain Career Course
CMC.....	Commandant of the Marine Corps
CNATT.....	Center for Naval Aviation Technical Training
CO.....	Commanding Officer
COMMSTRAT.....	Communication Strategy
CSS.....	Combat Service Support
CWO.....	Chief Warrant Officer
DASC.....	Direct Air Support Center
DCO.....	Defensive Cyber Operations
DCO-IDM.....	Defensive Cyber Operations-Internal Defensive Measures
DEP.....	Distance Education Program
DINFOS.....	Defensive Information School
DLAB.....	Defense Language Aptitude Battery
DOD.....	Department of Defense
DODIN.....	Department of Defense Information Network

DTS	Defense Travel System
EAD	Extended Active Duty
EAS	End of Active Service
EGR	Expeditionary Ground Reconnaissance
EMOS	Exception Military Occupational Specialty
ESB	Engineer Support Battalion
EW	Electronic Warfare
EWS	Expeditionary Warfare School
FAA	Federal Aviation Administration
FBO	Fixed Base Operator
FMF	Fleet Marine Force
FMOS	Free Military Occupational Specialty
FOAF	Flight Officer Aviation Fit
FOFAR	Flight Officer Flight Aptitude Rating
FRS	Fleet Replacement Squadron
FY	Fiscal Year
GCE	Ground Combat Element
GCSS-MC	Global Combat Support System-Marine Corps
HQMC	Headquarters Marine Corps
HOR	Home of Record
IFS	Initial Flight Screening
IOC	Infantry Officer Course
IPB	Intelligence Preparation of the Battlespace
JAGMAN	Judge Advocate General
JTF	Joint Task Force
LAAD	Low Altitude Air Defense
LAR	Light Armored Reconnaissance
LAV	Light Armored Vehicle
LCE	Logistics Combat Element
LSSS	Legal Services Support Section
LSST	Legal Services Support Team
M&RA	Manpower and Reserve Affairs
MACCS	Marine Air Command and Control Squadron
MACG	Marine Air Control Group
MAGTF	Marine Air-Ground Task Force
MALS	Marine Aviation Logistics Squadron
MANMED	Medical Department
MARDIV	Marine Division
MARFORCOM	Marine Corps Forces, Command
MARFORCYBER	Marine Corps Forces Cyberspace Command
MARFORPAC	Marine Corps Forces, Pacific
MAW	Marine Aircraft Wing
MBS	Master Brief Sheet
MCAGCC	Marine Corps Air Ground Combat Center
MCAS	Marine Corps Air Station
MCB	Marine Corps Base
MCCES	Marine Corps Communications-Electronics School
MCDP	Marine Corps Doctrinal Publication
MCES	Marine Corps Engineer School
MCRP	Marine Corps Reference Publication
MCPP	Marine Corps Planning Process
MCS	MOS Classification Standards
MCTP	Marine Corps Tactical Publication

MEB.....	Marine Expeditionary Brigade
MEF.....	Marine Expeditionary Force
MEF (FWD).....	Marine Expeditionary Force (Forward)
MEU.....	Marine Expeditionary Unit
MARFORRES.....	Marine Forces Reserve
MIG.....	Marine Expeditionary Force Information Group
MIOC.....	MAGTF Intelligence Officer Course
MLG.....	Marine Logistics Group
MMOA.....	Manpower Management Officer Assignments
MMOA-3.....	MMOA, Plans and Programs Section
MOS.....	Military Occupational Specialty
MP.....	Military Police
MPOBC.....	Military Police Officer Basic Course
MMRP.....	Manpower Management Records and Performance
MSC.....	Major Subordinate Command
MSE.....	Major Subordinate Element
MSPS.....	Military Occupational Specialty Specific Physical Standards
MWCS.....	Marine Wing Communication Squadron
MWSS.....	Marine Wing Support Squadron
NAS.....	Naval Air Station
NMOS.....	Necessary Military Occupational Specialty
OCCFLD.....	Occupational Field
OIC.....	Officer in Charge
OMPF.....	Official Military Personnel File
ORB.....	Officer Retention Board
PCS.....	Permanent Change of Station
PFT.....	Physical Fitness Test
PME.....	Professional Military Education
POI.....	Program of Instruction
PMOS.....	Primary Military Occupational Specialty
ROCP.....	Reserve Officer Commissioning Program
ROMO.....	Range of Military Operations
RPA.....	Remotely Piloted Aircraft
RS.....	Reporting Senior
SCI.....	Sensitive Compartmented Information
SIGINT/EW.....	Signals Intelligence/Electronic Warfare
SMCR.....	Selected Marine Corps Reserve
SNA.....	Student Naval Aviator
SPMAGTF.....	Special Purpose Marine Air-Ground Task Force
SSBI.....	Single Scope Background Investigation
SSO.....	Special Security Office
TAOC.....	Tactical Air Operations Center
TBS.....	The Basic School
TECOM.....	Training and Education Command
TIOC.....	Tactical Intelligence Officer Course
TOW.....	Tracked, Optical Wired Command Link Guided Missile
TS.....	Top Secret
UAS.....	Unmanned Aircraft System
UAS/MAGTF EWO.....	Unmanned Aircraft System/MAGTF Electronic Warfare Officer
UCMJ.....	Uniformed Code of Military Justice
WSB.....	Water Survival Basic

REFERENCES

Department of Defense Order

DoD Directive 1322.12, Funded Legal Education
 DoD 7000.14-R, Department of Defense Financial Management Regulation (DoD FMR)
 DoD Instruction 1000.04, Federal Voting Assistance Program
 DoD Instruction 1300.26, Operation of the DoD Financial Management Certification Program

Joint Publication

JP 1-06, Financial Management Support in Joint Operations
 JP 3-02, Amphibious Operations
 JP 3-12, Cyberspace Operations
 JP 3-13 W/CH 1, Information Operations
 JP 6-0, Joint Communications System
 JP 6-01, Joint Electromagnetic Spectrum Management Operations

Secretary of the Navy Instruction

SECNAVINST 1520.7G, Law Education Program
 SECNAVINST 1532.1A, U.S. Navy and Marine Corps Aviation Selection Test Battery
 SECNAVINST 1420.1B, Promotion, Special Selection, Selective Early Retirement, and Selective Early Removal Boards for
 Commissioned Officers of the Navy and Marine Corps
 SECNAVINST 5720.44C W/CH 1, Department of the Navy Public Affairs Policy and Regulations
 SECNAV M-5216.5 W/CH 1, Department of the Navy Correspondence Manual

Judge Advocate General Instruction

JAGINST 5800.7F W/CH 1, Manual of the Judge Advocate General (JAGMAN)
 JAGMAN Investigations Handbook

Navy/Marine Corps Order

NAVMC 1200.1D, Military Occupational Specialty (MOS) Manual
 NAVMC 2664, Financial Guidebook for Commanders
 NAVMC 2795, User's Guide to Counseling
 NAVMC 3500.2C W/CH 1, Assault Amphibious Vehicle Training and Readiness Manual
 NAVMC 3500.3D, Personnel and Administration Training and Readiness Manual
 NAVMC 3500.7B W/CH 1-2, Artillery Training and Readiness Manual
 NAVMC 3500.9B, Public Affairs Training and Readiness Manual
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