



Roadshow Brief

Manpower Management Officer Assignments





Agenda

Introduction (4 Slides)

- **Mission**
- **Organization**
- **Roadshow Intent & Schedule**

Assignments (13 Slides)

- **Assignments Life Cycle**
- **Validating Requirements**
- **The Slating Process**
- **Manpower for Commands**
- **Manpower for Movers**

Planning Your Profession (21 Slides)

- **Boards and Preparation**
- **TMEP: Manage Your Talent**
- **Separations**

Conclusion (1 Slide)





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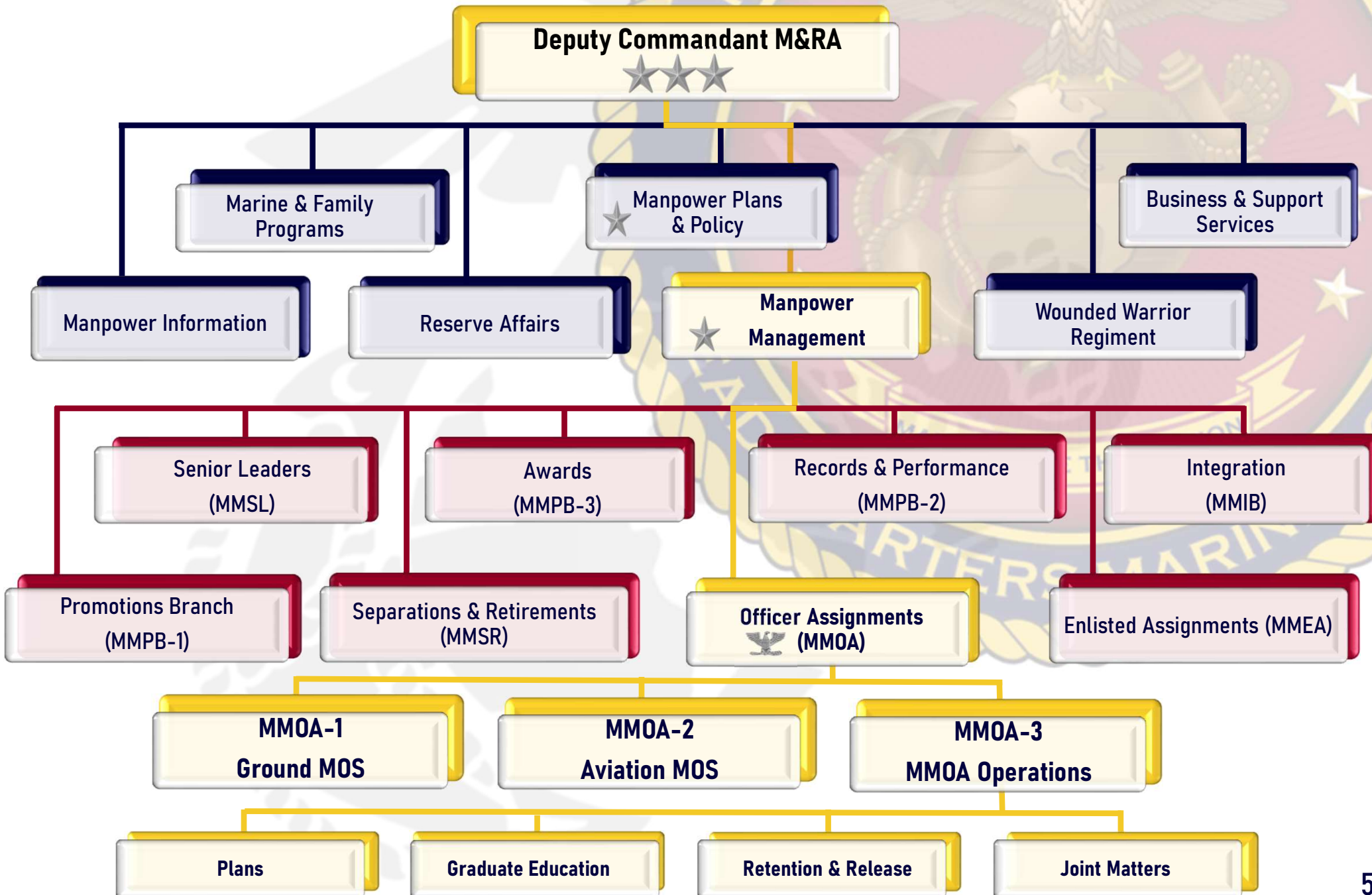
MMOA Mission

The mission of MMOA is to assign the **right officers** to the **right billets** at the **right time** and support command, education, and retention screening requirements to optimize Marine Corps **warfighting** capability and readiness.





M&RA Organization





Purpose of the Roadshow

Educate.

Engage.

Invest.





Roadshow Schedule

Marines must understand their part in the assignment process if the service is to evolve as directed by Talent Management 2030. The intent of the Road Show is to increase Marines' agency through transparency and education.

Now: MMOA Brief

- Explains policies, procedures, timelines, & shares best practices.
- This is intended to be a stand-alone product to support unit level PME's & self-study.

Fall: Virtual Interviews

- 1 on 1 virtual engagement with your PMOS monitor to discuss your career and consider assignments options.



Next: Town Halls

- Venues to engage your Monitor on MOS and grade specific issues in a discussion with your peers.

Ongoing: Command Engagements

- MMOA will discuss staffing requirements, priorities, and overall talent management with your commands.



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Conclusion (1 Slide)





C



The Assignment Life Cycle

Boards & Panels

Manning Actions

Staffing Actions

Admin Actions

Engagement

Apr

May

Jun

Jul

Aug

Sept

Oct

Nov

Dec

Jan

Feb

Mar

On-Cycle Slate

Off-Cycle Slate

HQMC

ASR

OSGM

ASR

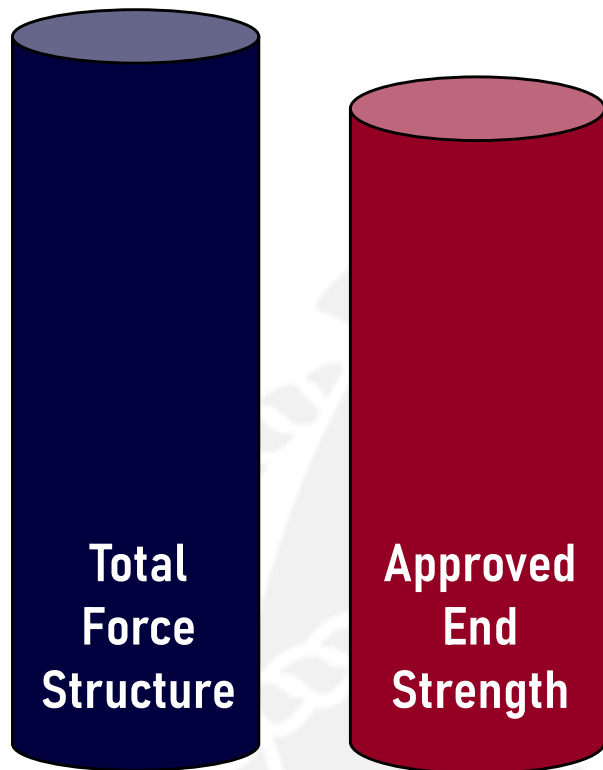
Promotion Boards

Board Results



Validating Vacancies

The sum of all Total Force Structure Requirements (T/O) is **greater** than the service's authorized end strength.

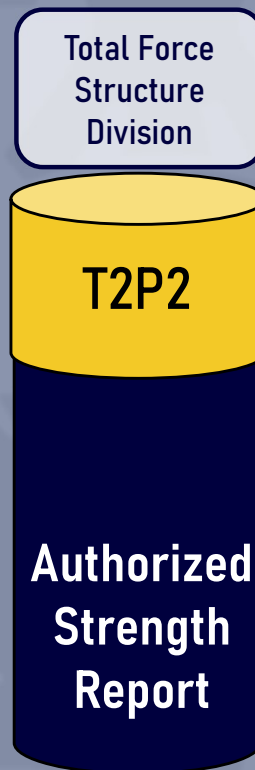


Unconstrained
'Perfect World'
Manning for
War

Total number
authorized by
Congress

Manning ('Spaces')

The ASR manages the shortfall via CMC prioritization.

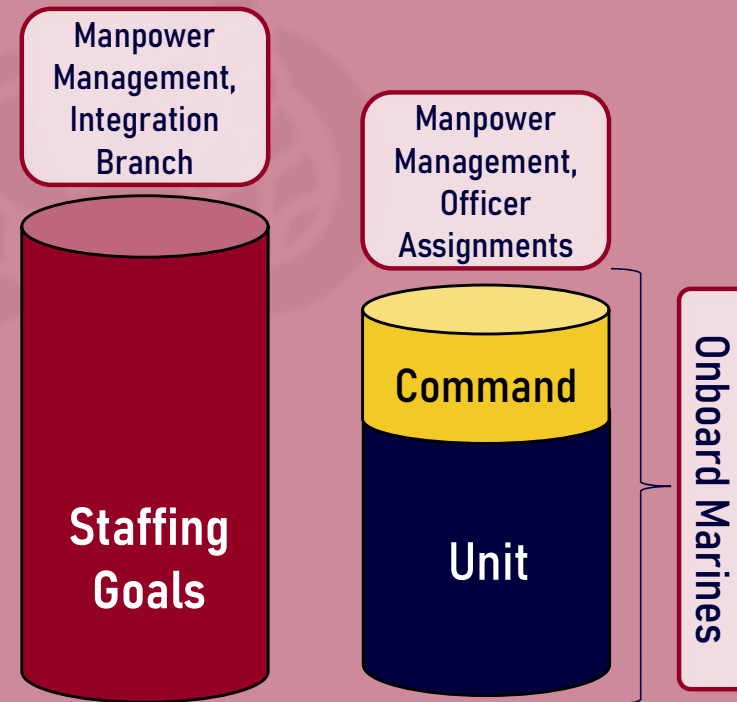


Constrained by
federal budget
and precedence

Officer Staffing
Goal Model

Staffing ("Faces")

Staffing Goals are produced by the OSGM based on available Marines. There will always be less assignable Marines than staffing goals due to medical or legal separations, MOS attrition, and other variables, such as directed overstaffs.



Constrained by
current population

Onboard Marines include
those on personnel hold,
terminal leave, and/or TAD.

OSGM
ASR + Rules
= S/G



When Will I Receive My Orders?

DC, M&RA successfully reduced the 'Flash to Bang' of the orders process to increase predictability for Marines & families in support of the 2025 slate. MMOA made additional changes to improve the process for summer 2026.

Optimizing the Service's Assignment Life Cycle

- In 2024, DC, M&RA shifted all statutory boards to support orders issue earlier in the calendar year.
- For the CY2025 slate, MMOA exceeded its internal slating timeline. 91% of orders were issued by 15 Jan 25, 80 calendar days earlier than 90% complete in 2024.
- For 2025, MMOA shifted all non-statutory boards to increase the pace of orders release and improve slating efficiency.

Conditions Based Concept of Operations

- MMOA **plans** to release its vacancy lists on or around 21 Nov (**D-Day**).
 - OCONUS, Colonel, & Joint Slating:
 - **D+15:** Begin
 - **D+45:** 85% Complete
 - CONUS Slating:
 - **D+50:** Begin
 - **D+80:** 85% Complete

Roadshow and Slating PACE Plan

- MMOA will post Road Show materials, products, and schedules on the website [<https://www.manpower.marines.mil/Manpower-Management/Officer-Assignments/>]
- Monitors will also disseminate products and status updates via TMEP.

Conditions Based ConOps

Jul: Authorized Strength Report

Sept: Promotions Results

1 Nov: Engagement & Correspondence Deadline

Nov: Officer Staffing Goal Model Execution

~21 Nov: Vacancies Release

D+15: OCONUS & Joint Orders Issue

D+45: 85% OCONUS & Joint Orders Issued

D+50: CONUS Orders Issue

D+80: 85% CONUS Orders Issued

D+100: Slate Complete



The Assignment Life Cycle

Boards & Panels

Manning Actions

Staffing Actions

Admin Actions

Engagement

Apr

May

Jun

Jul

Aug

Sept

Oct

Nov

Dec

Jan

Feb

Mar

On-Cycle Slate

Off-Cycle Slate

HQMC

ASR

OSGM

ASR

Promotion Boards

Board Results

MMOA

Planning

Board Support

Road Show

Model Run

Slating

MARA



Eligibility Rosters



Command Results



CEB Results

OCONUS

CONUS

Aviation Boards

Road Show



Board Results

Joint

PEP

USNA

Command

CEB



Vacancy List

CDP 1

SCO

CFP

CDP 2

TLS

OSGM

Scrub

MBW

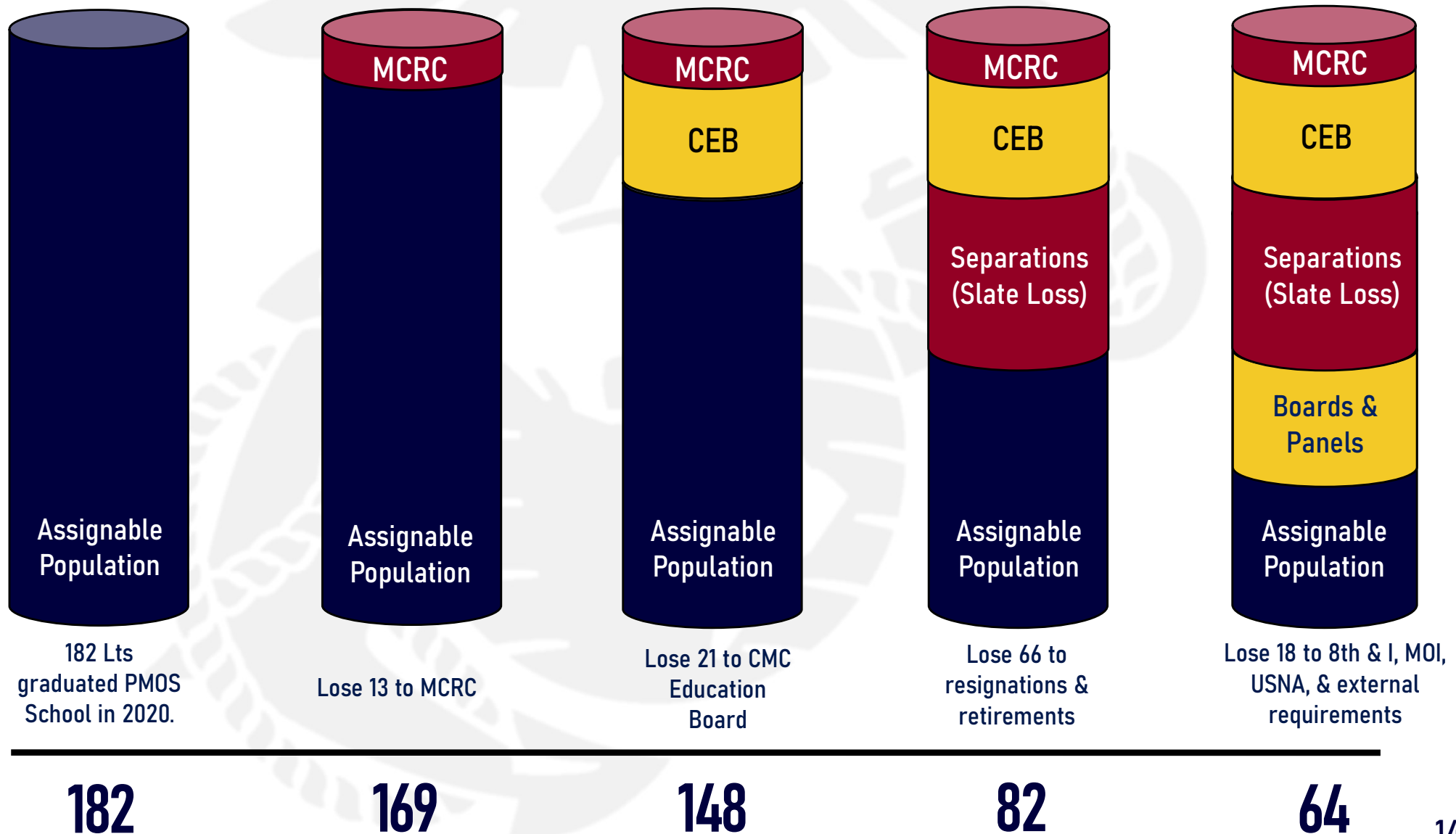
NROTC

MCRC



Identifying the Population

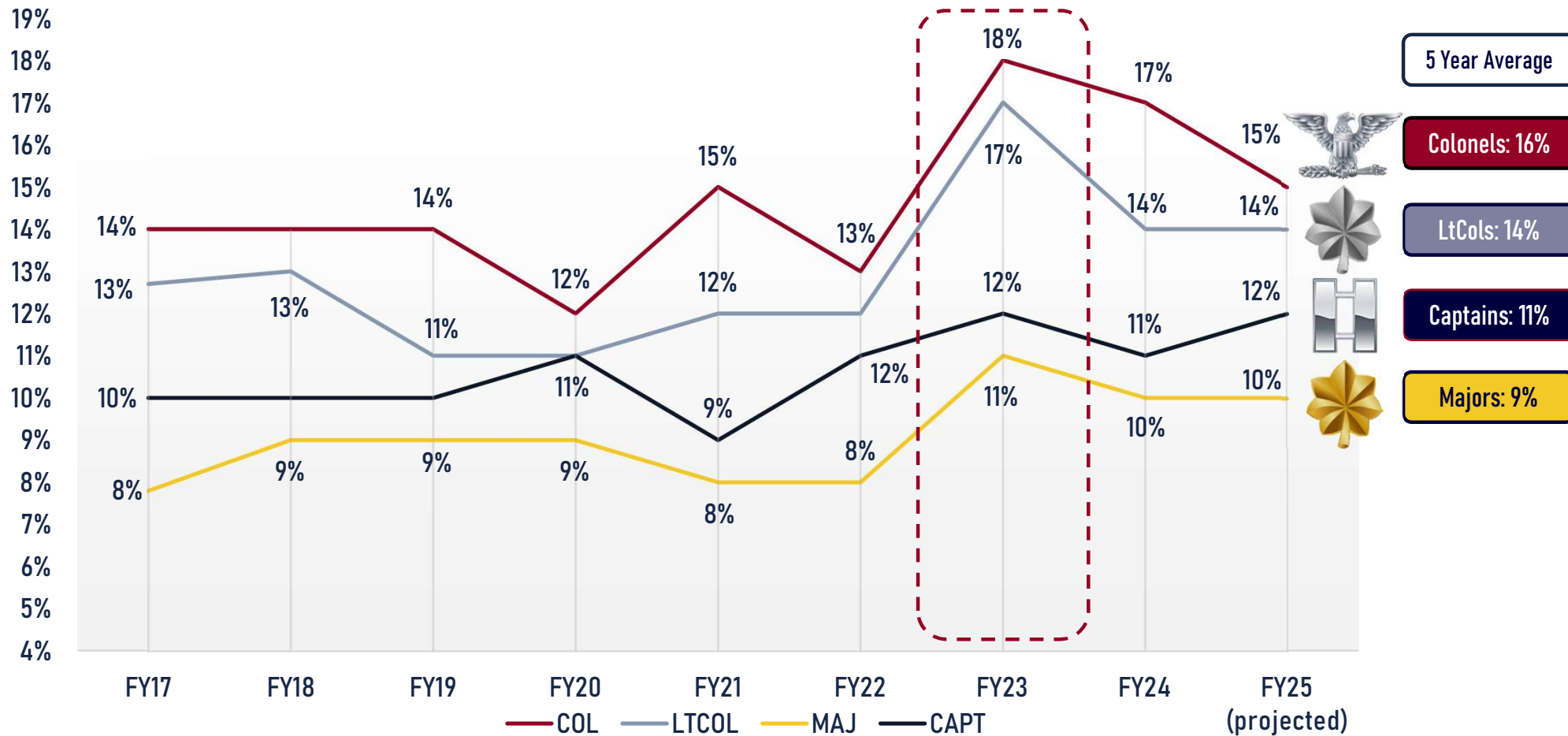
Mutually exclusive requirements impact the availability of Marines for assignment. Below highlights the sequential reduction through the Company Grade Combat Arms population for the summer 2023 slate.





Officer Attrition FY17-FY25

Promotion zones expand or contract to support end-strength requirements. The recent expansion of zones were due to Colonel shortfalls that were driven by incremental requirement increases & above average attrition in FY23.



Career
Designation
Acceptance

83%

80%

84%

85%

83.5%

83.5%

82.5%

79.5%

84%



Requirements vs Preferences

What is desired by the Marine does not always reconcile with what is required by the service. Below depicts 2025's staffing goals (all officers) and survey data for all movers (O3-O6).

Bodies to Seats: Mitigating Risk

- Population health drives the slate and what assignments are available to Marines.
 - ~800 vacant O4-O6 staffing goals
 - 26 vacant O6 requirements
 - 44 LtCols are 'Fleeted Up' to O6 billets
- Monitors must balance their non-PMOS requirements with the health of MOS communities across service.

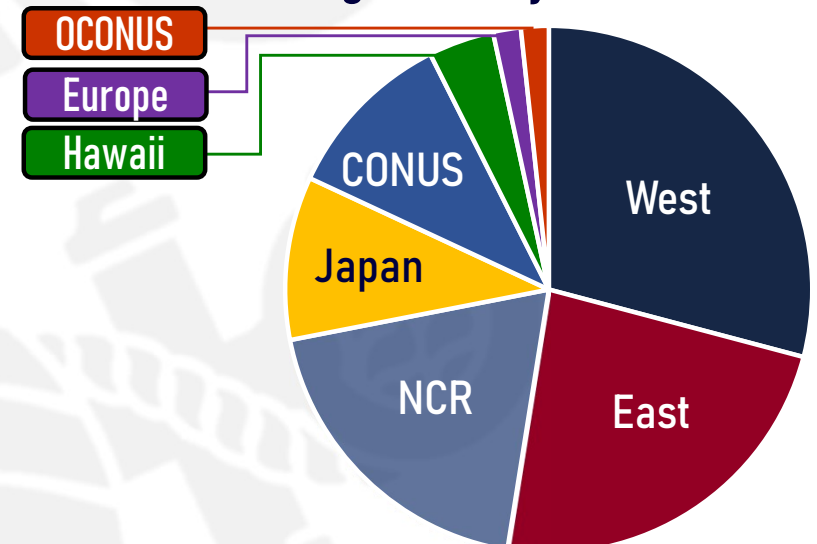
The Threat Remains the Priority

- Between 2024 and 2025, staffing to Indo-Pacific assignments increased by over 200 field grade officers.

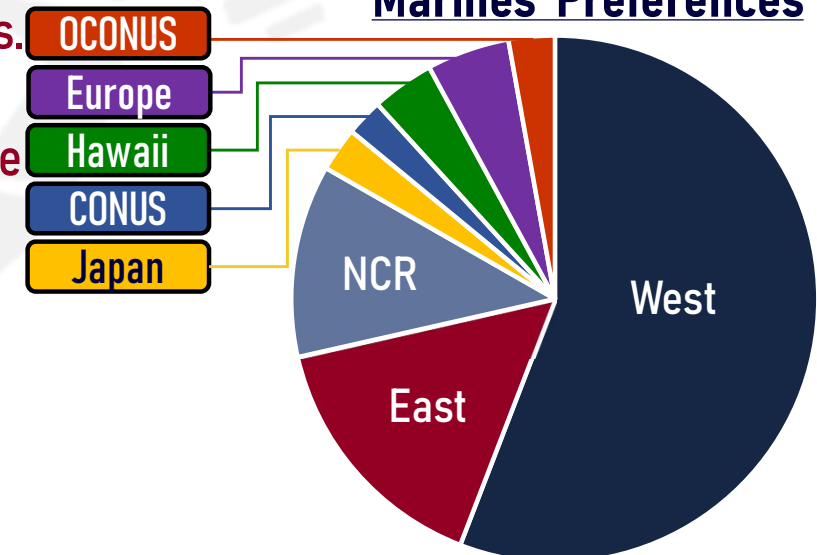
'Orders, not Options'

- MMOA **must** staff the **hard** jobs in the **hard** places while supporting officers' career progression.
- Career Progression requires assignments across the FMF and the Supporting Establishment.
 - For the O4 Combat Arms community, 76% of the population cannot homestead without sacrificing career progression.

Staffing Goals by Geo-Location



Marines' Preferences





The Slating Process

MCO 1300.8 directs MMOA to slate according to (1) Service Need, (2) Career Progression, (3) OCD, and (4) Marine preference. Below depicts three notional scenarios to highlight slating methodology.

Priorities per MCO 1300.8:

1. Service Need

2. Career Progression

3. OCD

4. Marine Preference

A qualified Marine prefers assignment to a valid vacancy.

Did the mover communicate clearly in interview & survey?

Will it be a vacancy?

Is it purchased?

Did it 'pull' a staffing goal?

Is it a staffing priority?

Does it support the mover's career progression?

Does the mover meet TIG?

Does the mover have the requisite qualifications?

Does the mover have the performance to support it?

What is the mover's OCD relative to peers?

Multiple qualified Marines prefer a single vacancy.

Compare where movers listed assignment in surveys.

Does either mover have an active-duty spouse?

Does either mover have EFMP considerations?

Are either of the movers MCRC Scholars?

Are either of the movers returning from OCONUS?

Did the command message a preference?

Which mover is more qualified?

Which mover is more competitive?

Is there a relevant difference in OCD?

Monitor must prioritize service requirements over Marine's preferences.

Confirm no mover preferred the assignment.

Is it a staffing priority?

Does it support the mover's career progression?

Does the mover meet TIG?

Does the mover have the requisite qualifications?

What is the mover's performance relative to peers?

What is the mover's OCD relative to their peers?

CMC

Force Design

MOS Health

OccFld

Unit TEEP

18



Manpower for Commands

Staffing decisions at all levels impact Marines, communities, & commands. Accurate data is required to build a deliberate plan that minimizes shortfalls and maximizes individual preference. Correspondence timelines are established in **MARADMIN 310/25**.

Separations: Due by 1 November

- **MARADMIN 175/24:** Marines can submit 18 months prior to their EAS.
- **MARADMIN 310/25:** Request for an on-cycle EAS (1 June – 1 Oct) received by 1 Nov will generate a 2026 vacancy.
 - MMOA will approve off-cycle requests if a command accepts the staffing shortfall.

AA Forms: Due by 1 November

- Modifying a Tour Control Factor requires an Administrative Action Form endorsed by a local command.

Command Preferences: Due by 1 November

- Preferences on 'fleet up' plans, PCA requests, and alignment of promotion selects.
- Selections for nominative positions, such as Aides or Staff Secretaries.

Requirements & By Name Requests

- True 'BNRs' come from a Genera/Flag Officer relating a Col. MMOA will support local command preferences if viable.

Command Staffing Report

- CSRs displays inbound & outbound Marines, a unit's S/G, and how Marines are aligned.

TOECRs

- The OSGM is based on the July ASR. A TOECR 'in the works' is not a valid requirement.

Marines Selected for Promotion

- MMOA will align Marines to appropriate structure as soon as possible.
- Requests to retain selects on a SG of the lesser rank will not often be approved.

20



Manpower for Movers

The manner and method in which viable, realistic, and informed preferences are communicated will increase MMOA's ability to align what you want with service needs.

Career Progression & Timing

- MMOA must ensure officers serve at least 12 months in a PMOS/FMF assignment per grade.
 - MMOA views FMF as MEF and below.

Communication: Clear, Candid, & Consistent

- Prepare for your interview. Discuss your objectives. Ask how decisions now impact options later.
- Submit honest & realistic preferences.

The Vacancy List

- Vacancy lists are a snapshot in time. They will change.

MOS Health

- A monitor's slate includes 'pass downs' to cover population shortfalls above & below your rank.

Overseas Control Date

- Per **MCO 1300.8**, OCDs ensure "equitable burden sharing." Know your OCD relative to your peers.

Exceptional Family Member Program

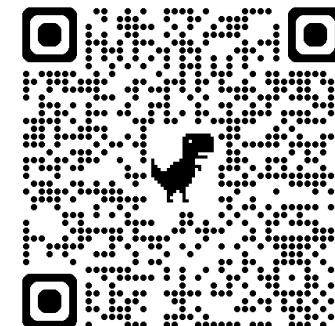
- Work with your Case Manager to ensure all EFMP requirements current to expedite screening and orders processing.

Officer Career Counseling

- MMOA assumed responsibilities for all officer career counseling.
- MMOA will provide 3 types of counseling during dedicated windows:
 - **Unchanged: Mover & Select Interview:** Oct – Nov
 - **Failure to Select Counseling:** Nov
 - **Board Prep & Record Audit:** Apr – May



Incentives & Flexibility



Marines may be eligible for incentives or flexibility options when executing orders. Marines must understand both existing and new policies which may support them & their families. Marines are advised to review the references & are encouraged to engage MMIB-3 for additional information.

Existing: Advance (or) Delayed Family Member Travel

- **MARADMIN 187/22:** When in receipt of orders, a Marine can request their dependents travel earlier or later than the Marine. Marines can submit a BAH waiver to MMIB-3.

Existing: Overseas Extensions and Consecutive Overseas Tours

- Marines who agree to extend overseas are entitled to monetary and non-monetary incentives.

Existing: Entitlements for Low-Cost PCS Orders

- Marines issued Low-Cost PCS Orders are eligible for entitlements not to exceed \$1,000.

New: Change in Policy Regarding Tour Conversion

- **MARADMIN 343/25:** Marines are eligible for a tour conversion without rotation tour date (RTD) reset if they meet the criteria highlighted in the MARADMIN
 - Minimum 12 months remaining on station after command sponsorship approval or dependent arrival, whichever is later.



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Boards: Introduction

Statutory vs Non-Statutory Boards

- **Statutory:** Must obey Title 10 rules
- **Non-Statutory:** Service policies and procedures

Board President

- Responsible for executing in accordance with precept.

Board Members

- 9-21 Board Members
- Representation from across the MAGTF.

Recorders

- Responsible for supporting board execution & recording proceedings.
- Commonly sourced from MMOA.





Boards: Execution



Duration, preparation, & brief times will be dependent on the population screened.

- Boards span 1-4 weeks in duration.
- Members have as little as 30 minutes to prep your 'Book.'
- Members have 2-7 minutes to deliver your brief.
- M&RA Boards are provided with a Briefing Guide as a common reference.

Common Discrepancies

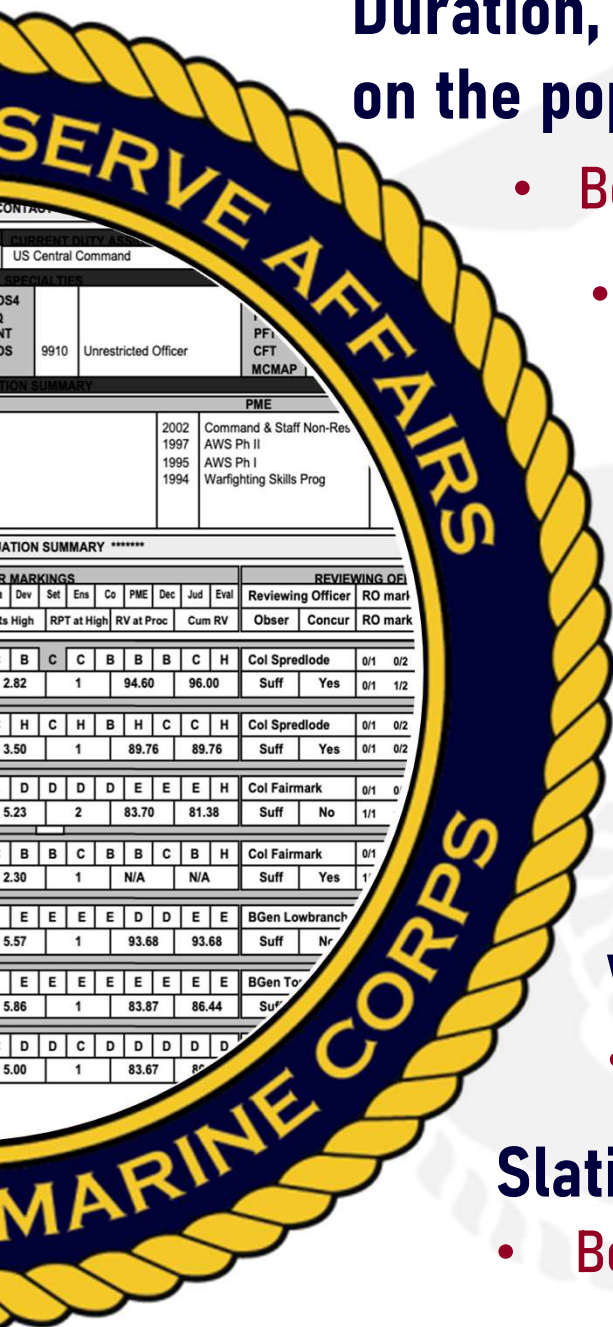
- Failure to complete questionnaire
- Missing Documentation (Awards, Training, Transcripts)
- Late FITREPS & Late Training (PFT, CFT)

Voting

- All Members vote after the conclusion of the brief.

Slating

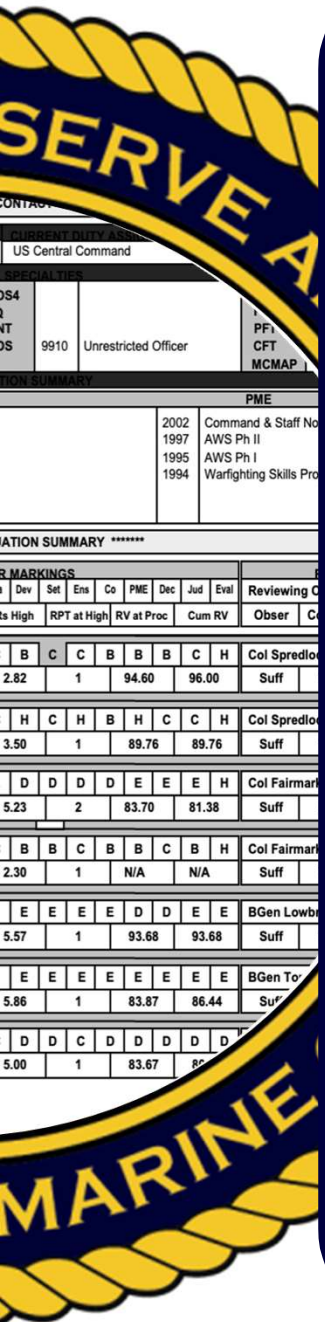
- Board slates with MMOA assistance.



CONTINGENT									
US Central Command									
SPECIALTY									
OS4									
NT									
OS	9910	Unrestricted Officer						PFT	CFT
MCMAP									
PME									
ATION SUMMARY *****									
MARKINGS									
Dev	Set	Ens	Co	PME	Dec	Jud	Eval	REVIEWING OFFICER	
ts High	RPT at High	RV at Proc	Cum RV					Reviewing Officer	RO mark
								Obser	Concur
									RO mark
B	C	C	B	B	B	C	H	Col Spreadlode	0/1 0/2
2.82		1		94.60			96.00	Suff	Yes
									0/1 1/2
H	C	H	B	H	C	C	H	Col Spreadlode	0/1 0/2
3.50		1		89.76			89.76	Suff	Yes
									0/1 0/2
D	D	D	D	E	E	E	H	Col Fairmark	0/1 0
5.23		2		83.70			81.38	Suff	No
									1/1
B	B	C	B	B	C	B	H	Col Fairmark	0/1
2.30		1		N/A			N/A	Suff	Yes
									1
E	E	E	E	D	D	E	E	BGen Lowbranch	
5.57		1		93.68			93.68	Suff	Nr
E	E	E	E	E	E	E	E	BGen To	
5.86		1		83.87			86.44	Suff	
D	D	C	D	D	D	D	D		
5.00		1		83.67					



Boards: Execution



Briefing Notes

Normal

Sans Serif

B

I

U

A

~~A~~

1/2

1/3

1/4

1/5

1/6

1/7

1/8

1. Grade/Name:

2. PME:

3. Brief as a #:

4. Current Billet:

5. Adverse material (if yes, explain reason and circumstances):

6. Letter to Board (quality of letter (e.g. is letter persuasive):

7. Rifle/Pistol/PFT/CFT/MCMAP (verify that they are current):

8. MIL Education:

9. CIV Education (e.g. institution; major; GPA):

10. Awards and personal decorations:

11. Summary of Assignments:

12. Highlights of billet accomplishments and pertinent excerpts from fitness reports:

13. General value/Relative Value/RO assessment

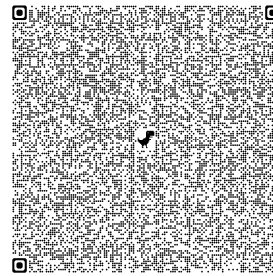
- At processing RS RVs:
- Cumulative RS RVs:
- At process RO RVs:
- Cumulative RO RVs:

14. RS/RO pertinent comments:

15. Restate briefer's assessment and recommendation:



Promotion Boards



Time In Grade (TIG)

- The Junior Marine in Zone's TIG is depicted in (Years/Months).
- The CY25/FY27 Promotion Plan reduced the TIG at each rank by ~2 months from the previous 2024 Promotion Plan.

Selection

- Authorized selection rates decreased for CY25; noted by (+/-%).
- MMOA is responsible for providing 'Failure to Select' Counseling.

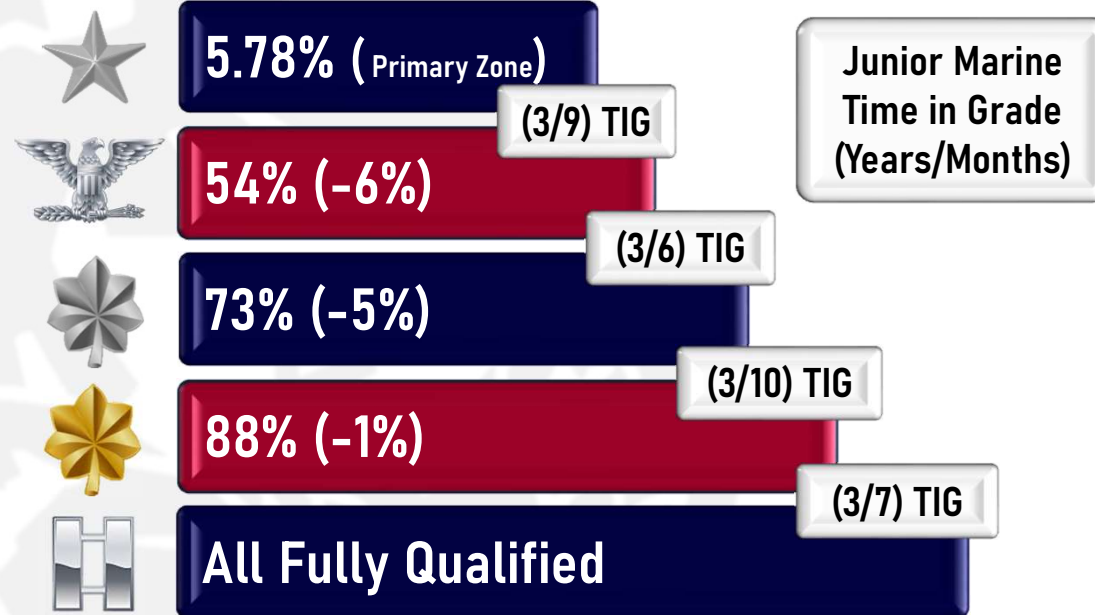
Continuation

- No action required by Marines
- Screens twice passed 03Es & 04s for continued service, per MARADMIN.
- AZ Marines screen until separation.

Special Selection Boards

- Non-Selection due to material error or omission that a Marine took reasonable diligence to correct.

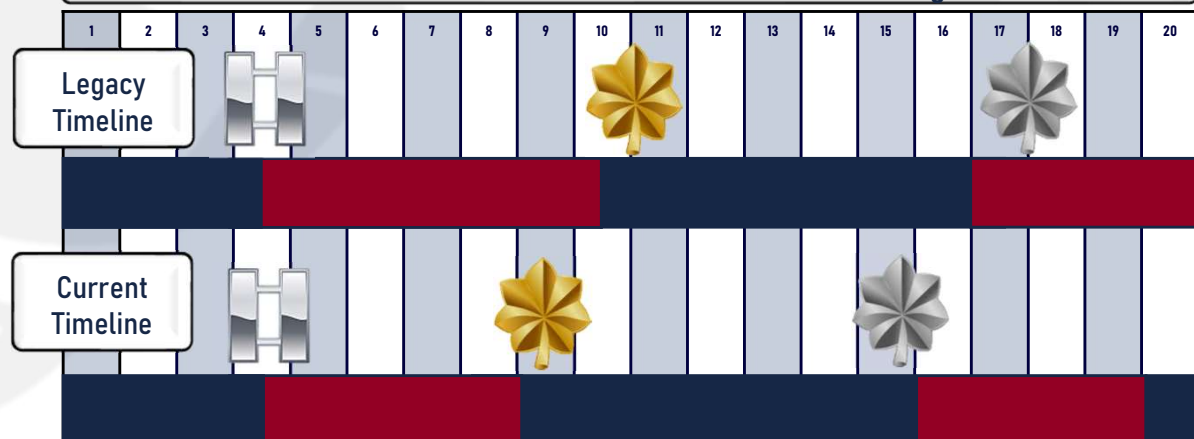
Time in Grade & Selection Rates



Junior Marine
Time in Grade
(Years/Months)

Traditional Timing Compared with Junior Marine in Zone

Marines will be screened at an accelerated timeline compared to their mentors. Below compares the career timing of the Junior Marine in Zone above with an 06 selected on the 2025 Command Screening Board.





Manage Your Talent

Career Timing

- Officers are screening for promotion earlier, leaving less time to accomplish traditional career milestones.
- MMOA will immediately align officers to grade appropriate structure for their development.

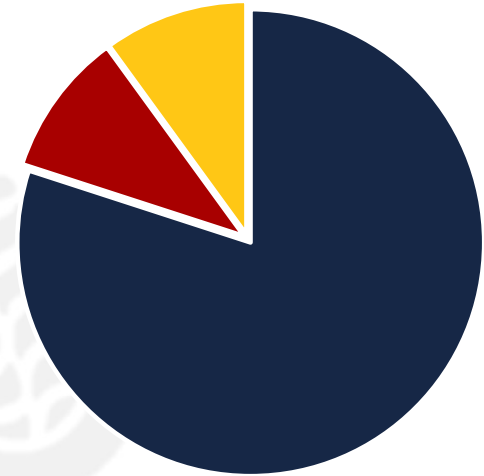
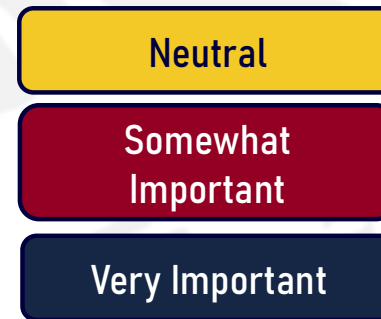
Career Progression & Trajectory

- Each assignment should increase the influence & impact of a Marine's leadership and decision-making.

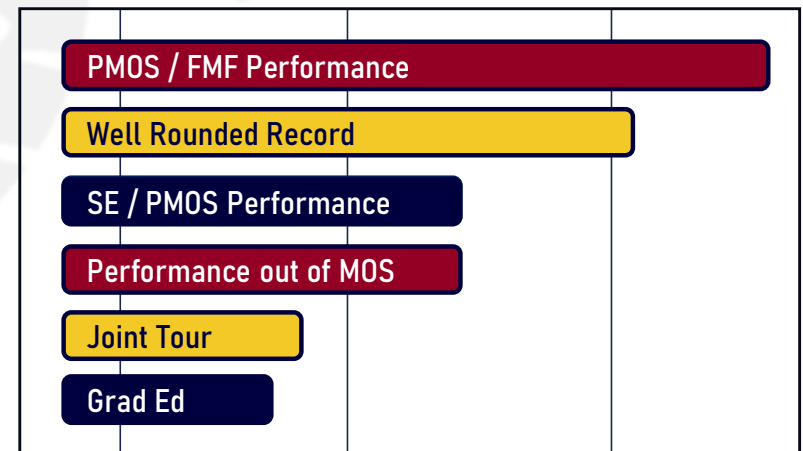
'Tours' versus 'Tracks'

- MCO 1300.8 directs the Monitor to **prioritize** the Marine's career progression above their preferences.
- Competitive Marines **sustain superior performance throughout each tour in their career track.**
- Education and Command Boards demonstrate that Marines who **establish PMOS credibility in their FMF tour** are the most competitive.
 - MMOA considers the FMF as MEF and below.
 - Marines in MOSs that have less FMF opportunities make themselves competitive by succeeding in demanding PMOS tours that demonstrate leadership and tactical proficiency.
- Marines that desire **command** should seek **command and/or leadership tours** at each grade.

Command Board Debrief Point: How important was time in an FMF/PMOS assignment in making a Marine competitive for command?



Command Board Debrief Point: Rank (1-6) how you weighted a Marine's performance in evaluating their record for command?





Manage Your Talent: TMEP



TMEP is designed to increase transparency and empower Marines, Commands, and HQMC to collaborate throughout the assignments process. Use its tools and resources to actively plan and manage your career.

Career Path Planner

Career Path Matrix Commands

	2018		2019		2020		2021		2022		2023		2024		2025		2026		2027		2028		2029		
	J-S	O-D	J-M	A-J	J-S	O-D	J-M	A-J	J-S	O-D	J-M	A-J	J-S	O-D	J-M	A-J	J-S	O-D	J-M	A-J	J-S	O-D	J-M	A-J	J-S
Age	23		24		25		26		27		28		29		30		31		32		33		34		
Time In Service	2		3		4		5		6		7		8		9		10		11		12		13		
Rank	Second Lieutenant		First Lieutenant		Captain		Major																		
Career Progression	FMP Co Grade CMD/Staff Positions				Co GRD PME				Fleet Co CMD/Staff Positions				SE/Development Billets				FLD GRD PME				FLD GRD Development Billets				
Duty Assignment					COMMUNICATIONS OFFICER (I)				MANAGEMENT DATA SYSTEMS OFFICER				INFORMATION SYSTEMS MANAGER												
Location	8TH COMM BN MIG II MEF				HQTRS MRSQ MARFORSC				USN POST GRADUATE SCHOOL (STUD PERS)				MAGTF STAFF TRNG PROG (MSTP) TECOM												

Reilly Age/Grade: 0 1 2 3 4 5 6 7 8 9

Pre-School Pre-K Kindergarten 1st Grade 2nd Grade 3rd Grade 4th Grade

Det Cmdr
Det OIC
OpsO
XO
Comm School Inst
MEU SGA

Save Reset

Select a Duty Assignment and Location as it relates to:

Year 8 Year 10 Year 11 Year 12 Year 13

Choose Assignment Choose Location Choose Assignment Choose Location Choose Assignment Choose Location Choose Assignment Choose Location

A Few Good... Links | Users Manual | Travel | **Talent Management** | My Account | My Messages | My Permissions | My OMPT | Trouble Ticket

Dashboard Widget

Welcome, Sarah

📍 **Current Assignment:** DC MPR AND RES AFFAIRS (M&RA)
DEPT HQMC

📅 **Projected Move Date:** 01/06/2027 (Winter Mover FY 2027)

👤 **Current Promotion Zone:** Below Zone (CY 2025)

👤 **Your monitor:** CAPT SMITH, JOHN A.

? [Frequently Asked Questions \(FAQ\)](#)

For comments/concerns or technical issues please contact the TMEP team at TMEP@usmc.mil

Planning Tools

- **Career Path:** Compare projected career progression with your preferences and family considerations.
- **Dashboard Widget:** Quick reference for promotion zones and scheduled move season.

Under Construction!

- The platform is still in development.
- Provide feedback via the TMEP Feedback button or TMEP@usmc.mil



Manage Your Talent: 1stLt

	2025	2026	2027	2028	2029	2030	2031	2032	2033	2034	2035	2036	2037	2038	2039	2040	2041
Age	25	26	27	28	29	30	32	33	34	35	36	37	38	39	40	41	42
TiS	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
Rank	1stLt																
Board	CDP																
Board	Capt																
Tour Type	FMF PMOS Company Grade																
Billet	Platoon Commander																
Unit	9th Comm Bn																

PMOS Credibility

- Gain tactical leadership experience & basic MOS skills.
- Demonstrate progression in handling additional staff responsibilities or leading Marines (Plt Cmdr -> Co XO).

Establish Performance

- Initial reports will often be short and/or on small profiles.
- Lt FITREPS will be critical for a Marine's promotion to Capt or selection to CCLEB but are of limited importance thereafter.

PME

- Build foundational MOS knowledge.
- Read the CMC Reading List.
- Write an article.
- Seek out collateral duties.



Career Designation Panel



Eligibility

- 540 Days of active service after PMOS School.



Acceptance or Declination

- Accept or decline via MOL.
- Failure to respond within 14 days is considered a declination.



Rank

- All 1stLts (DOR listed in MARADMIN) and Captains not previously selected for CD.



Declination

- Officer will execute current EAS & will not normally receive favorable endorsements to extend.

Screening Opportunities

- All Marines guaranteed one opportunity to screen.
- If not selected, a Marine may request an extension up to the date listed on the MARADMIN.



Service Obligation

- 24-month obligation. Start date designated in MARADMIN.
- Resign/Retire after obligation met.

Remove by Request

- Marines can request to be removed via endorsed AA Form (05 Commander) to HQMC (MMOA-3).



FY25 Selection

Law & Aviation = 99%
Ground MOSs = 99%



Manage Your Talent: Captain

	2025	2026	2027	2028	2029	2030	2031	2032	2033	2034	2035	2036	2037	2038	2039	2040	2041
Age	25	26	27	28	29	30	32	33	34	35	36	37	38	39	40	41	42
TiS	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
Rank	1stLt	Captain															
Board	CDP	CCLEB															
	Capt	MCRC															
Tour Type	FMF PMOS Company Grade																
Billet	Platoon Commander																
Unit	9th Comm Bn																

PMOS Credibility

- Competitive captains will demonstrate an increased ability to identify and mitigate risk.
- Non-PMOS SE assignments provide opportunities to demonstrate additional versatility.

Sustain Performance

- FITREPS may begin to include recommendations for resident PME or for more complex assignments.

PME

- Consider blended, distance, or resident PME.
- Earn advanced MOSs.
- Pursue civilian education.



Company Grade Boards

MCRC: Company Grade

Eligibility

- Automatic Screening: All company grade officers scheduled to move in 2026.

Career Timing

- Captains: Must be able to complete full 36-month tour prior to being IZ for Major.

Selection

49 / 596; 8%

Post Tour

Resident PME or geo-preference for future assignment

CMC's Career Level Education Board

Eligibility

- Automatic Screening: All company grade officers scheduled to move in 2026.

Program Lengths

- Marines must **consider career timing** as they develop their preferences
 - Short: 12 - 24 Months
 - Medium: 36 - 42 Months
 - Long: 48+ Months

Remove by Request

- Marines not interested are encouraged to RBR.
- FY26 CEB: 389 RBRs correctly submitted; 100% approved.**
- MMOA will not favorably endorse declinations.**

Selection

FY25 Selection Rate: 34%

FY24 Selection Rate: 34%

Programs Offered

Resident PME

EWS, USA Captains Career Course

Graduate Education

FAO, NPS, ACSP, Civilian Education

Special Programs

Olmsted, JOSIP, TJAGS, etc



Manage Your Talent: Captain

	2025	2026	2027	2028	2029	2030	2031	2032	2033	2034	2035	2036	2037	2038	2039	2040	2041
Age	25	26	27	28	29	30	32	33	34	35	36	37	38	39	40	41	42
TiS	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
Rank	1stLt	Captain															
Board	CDP	CCLEB MCRC															
Tour Type	FMF PMOS Company Grade	SE, Development															
Billet	Platoon Commander	Officer Selection Officer															
Unit	9th Comm Bn	12th Marine Corps District															

PMOS Credibility

- Prepare for the transition to Field Grade by increasing operational understanding of your MOS.
- For most communities, the FMF assignment culminates in **Company Level Command**.

Sustain Performance

- FITREPS may begin to include command recommendations.

PME

- Complete PME.
- Top 1/3rd selected for resident CCLEB programs.
- Pursue civilian education opportunities.



Manage Your Talent: Captain

	2025	2026	2027	2028	2029	2030	2031	2032	2033	2034	2035	2036	2037	2038	2039	2040	2041
Age	25	26	27	28	29	30	32	33	34	35	36	37	38	39	40	41	42
TiS	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
Rank	1stLt	Captain															
Board	CDP	CCLEB MCRC			CCLEB	Maj											
Tour Type	FMF PMOS Company Grade		SE, Development														
Billet	Platoon Commander		Officer Selection Officer														
Unit	9th Comm Bn		12th Marine Corps District			EWS											

Decision Point

Career Considerations

- Marine sustained performance through a demanding MCRC tour.
- Marine is outside of PMOS for ~4 years.
- Marine does not have an OCD. Outside of EWS, stationed only in Southern California.
- If desired, timing is ideal for a **lateral move to a new MOS.**

Assignment Options

- A non-PMOS SE tour after MCRC would place the Marine on a less competitive **'track.'**
- Prioritizing a SE or geographic stability for this assignment increases the odds OCONUS/PMOS **next.**
- An FMF/PMOS assignment would be considered the most competitive for command.



Manage Your Talent: Major

	2025	2026	2027	2028	2029	2030	2031	2032	2033	2034	2035	2036	2037	2038	2039	2040	2041
Age	25	26	27	28	29	30	32	33	34	35	36	37	38	39	40	41	42
TiS	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
Rank	1stLt	Captain					Major										
Board	CDP Capt	CCLEB MCRC			CCLEB	Maj				CPIB							
Tour Type	FMF PMOS Company Grade	SE, Development					FMF PMOS Field Grade										
Billet	Platoon Commander	Officer Selection Officer					Plans 0	Regiment S-6									
Unit	9th Comm Bn	12th Marine Corps District				EWS	III MEF	12th MLR									

PMOS Credibility

- Competitive majors succeed in high-profile, complex leadership and staff positions.
- High-visibility joint or interagency tours reinforce a record.

Sustained Performance

- Majors should consider who they are competing against on RS/RO profiles.
- FITREP comments emphasize the impact and influence of the Marine's decisions.
- Top performers will receive command recommendations.

PME

- Consider blended, distance or resident PME options.
- C&S complete Marines are often more competitive for selective CPIB programs, such as FPME or CMC Fellowships.



Field Grade Boards

MCRC: Recruiting Station Commanding Officer

Eligibility

- Capt IZ for Major on CY25/FY27 PSB, Major Select, and Majors with DOR junior to 1 Sept 24
- Scheduled 2026 mover

MCRC Opt In

- Majors that exceed TIG requirements can request an ETP to Opt-in.

Selection

FY26 Selection Rate: 17 / 483; 4%

FY25 Selection Rate: 12 / 235; 5%

Post Tour

RSCOs considered on the FY26 05 CSB were selected at nearly double the rate of their peers.

CMC's Professional Intermediate Education Board

Eligibility

- Majors, Major Selects, & Captains in zone that are scheduled to move in 2026.

Program Lengths

- Marines must **consider career timing** as they develop their preferences
 - Short: 12 - 24 Months
 - Medium: 36 - 42 Months
 - Long: 48+ Months

Remove by Request

- Marines that are not interested are encouraged to RBR.
- **FY26 CEB: 389 RBRs correctly submitted; 100% approved.**
- **MMOA will not favorably endorse declinations.**

Selection

FY26 Selection Rate: 189 / 560; 33%

FY25 Selection Rate: 189 / 585; 32%

Programs Offered

Resident PME

C&S, Joint PME, Foreign PME

Graduate Education

FAO, NPS, ACSP, Civilian Education

Special Programs

Olmsted, TJAGS, CMC Fellowships



Manage Your Talent: Major

	2025	2026	2027	2028	2029	2030	2031	2032	2033	2034	2035	2036	2037	2038	2039	2040	2041
Age	25	26	27	28	29	30	32	33	34	35	36	37	38	39	40	41	42
TiS	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
Rank	1stLt	Captain					Major										
Board	CDP Capt	CCLEB MCRC			CCLEB	Maj				CPIB		LtCol					
Tour Type	FMF PMOS Company Grade		SE, Development					FMF PMOS Field Grade									
Billet	Platoon Commander		Officer Selection Officer					Plans 0	Regiment S-6								
Unit	9th Comm Bn		12th Marine Corps District				EWS	III MEF	12th MLR		NWC						

Decision Point

Career Considerations

- Marine's body of work demonstrates sustained performance in & out of MOS.
- Marine succeeded across the MAGTF, excelling in the priority theater (III MEF).
- Marine has a fresh OCD.
- Marine will be selected for promotion and screen for command during next tour.

Assignment Options

- Performance & career timing supports a variety of follow-on assignments.
- Marine could pursue an O505 tour without impacting command screening timing.
- Longer programs – such as Attache – would.
- Marine will likely be in demand by multiple commands and units.



Joint Assignments

Mission: Assign officers to the Joint Force to achieve national strategic direction in accordance with Title 10 statutes.

Joint Duty Assignment List



- USMC is directed to fill Joint Requirements by law.
- Only JDALs satisfy this obligation
 - JDALs are 04-06 requirements that are validated by OSD.

Candidates & Tour Length



- Top 50% of candidates in 04-06 populations are nominated to JDAL positions.
- Marines must complete 24 months in a JDAL to receive full credit.

Promotion Requirements

- MMOA is required to ensure the service produces Colonels that are eligible for promotion to General Officer.



Tour Considerations

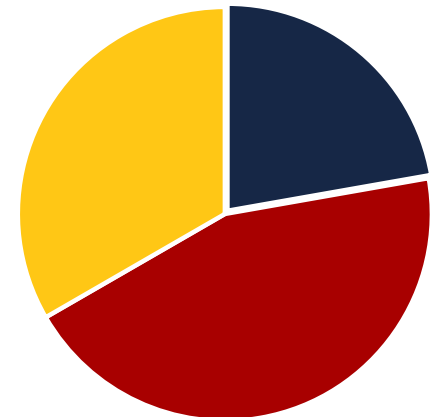
- An ideal candidate for a Joint Tour is a Marine that has established PMOS credibility or has the time in grade after their joint tour to do so.
- Senior Captains departing an FMF tour may be considered for select JDALs.
- Marines must find a **Senior Marine Reviewer** for their Joint FITREPS.

Command Board Debrief Point: A competitive joint tour made me more likely to vote for a Marine for O6 Command.

Neutral

Agree

Strongly Agree





Manage Your Talent: LtCol

	2025	2026	2027	2028	2029	2030	2031	2032	2033	2034	2035	2036	2037	2038	2039	2040	2041
Age	25	26	27	28	29	30	32	33	34	35	36	37	38	39	40	41	42
TiS	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
Rank	1stLt	Captain					Major						LtCol				
Board	CDP Capt	CCLEB MCRC			CCLEB	Maj				CPIB		LtCol	CSB				
Tour Type	FMF PMOS Company Grade	SE, Development					FMF PMOS Field Grade						SE, Joint				
Billet	Platoon Commander	Officer Selection Officer					Plans 0	Regiment S-6					J-6				
Unit	9th Comm Bn	12th Marine Corps District					EWS	III MEF	12th MLR		NWC	INDOPACOM					

PMOS Credibility

- Leads or plans the success of units at the tactical level.
- Gains operational or strategic experience with joint or interagency organizations.

Sustained Performance

- LtCols must consider who they are competing against on RS/RO profiles.
- Senior Marine comments in Joint FITREPS are critical.
- Top performers will begin to receive recommendations for O6 command.

PME

- Consider blended, distance or resident TLS options.
- Pursue JPME II after joint tour or experience.



Command Screening

Mission: To provide our Marines with the best and most fully qualified commanders to maintain a competent and well-balanced fighting force.

Command Tour Length Update

- Shorter command tours enable O5s with less time in grade the same opportunity to command as previous years.
- Flexible command tours support synchronization with a unit's operational cycle.

Ineligibility Criteria

- Approved EAS or in the above zone
- **Joint:** In the first year of a JDAL
- **O505:** Eligible after 12 months into utilization tour.
- **PHD:** Marines selected in the FY25 PHDP are ineligible until their **6-year utilization tour is complete.**

Remove by Request

- AA Form endorsed by Marine's reporting senior.
- **FY26 CSB:**
 - **O5:** 284 RBRs correctly submitted; 100% approved.
 - **O6:** 108 RBRs correctly submitted; 100% approved.
- Declinations after selection will prohibit future command screenings.



FY26 Selection Rate: 143/676; 21%

FY25 Selection Rate: 168/660; 25%

FY24 Selection Rate: 147/641; 23%

FY23 Selection Rate: 133/693; 19%



FY26 Selection Rate: 63/178; 35%

FY25 Selection Rate: 62/187; 33%

FY24 Selection Rate: 54/157; 35%

FY23 Selection Rate: 63/169; 37%



Top Level School

Mission: Select and slate officers best and fully qualified for Top Level School. Those selected should be, in the opinion of a majority of the board, those most likely to be promoted to senior positions within our Corps.

Eligibility

- LtCols and LtCol Selects who will have 24 months TOS by 31 July 2026.
- Marines must be scheduled to complete their command tour in 2026.
- Marines who will have completed 24 months in their JDAL by 31 July 2026.

TLS Opt In

- Due the timing of the CY25/FY27 Colonel Promotion Board, officers who had not been previously eligible to screen can 'Opt In' via contacting their monitor.

Remove by Request

- AA Form endorsed by Marine's reporting senior.
- **FY26 TLS:** 210 RBRs correctly submitted; 100% approved.

Joint PME II Credit

- Only Department of Defense Schools provide JPME II credit.

Selection Rates

FY26 Selection Rate: 100/450; 22%

0% of selects did not hold O5 Command

FY25 Selection Rate: 109/407; 27%

15% of selects did not hold O5 Command

FY24 Selection Rate: 105/428; 24%

3% of selects did not hold O5 Command

FY23 Selection Rate: 110/500; 22%

12% of selects did not hold O5 Command

Programs Offered

Department of Defense Schools
NWC, NDU, CIC, JAWS ,etc

International
Inter-American Defense, NATO, etc

Fellowships
OSD, DHS, DoS, FBI, MIT, & Harvard



Talent Managed: Colonel

	2025	2026	2027	2028	2029	2030	2031	2032	2033	2034	2035	2036	2037	2038	2039	2040	2041
Age	25	26	27	28	29	30	32	33	34	35	36	37	38	39	40	41	42
TiS	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
Rank	1stLt	Captain					Major						LtCol				
Board	CDP Capt	CCLEB MCRC			CCLEB	Maj			CPIB		LtCol		CSB			TLS	Col
Tour Type	FMF PMOS Company Grade	SE, Development					FMF PMOS Field Grade					SE, Joint		Command			
Billet	Platoon Commander	Officer Selection Officer					Plans 0	Regiment S-6				J-6		Commander			
Unit	9th Comm Bn	12th Marine Corps District					EWS	III MEF	12th MLR			NWC	INDOPACOM		7th Comm Bn		NDU

PMOS Credibility

- Served in leadership and staff positions, inside and outside of their MOS, across the MAGTF, the service, and the joint force.

Sustained Performance

- Sustained competitive performance supported assignment to increasingly demanding positions.

PME

- Holds advanced MOSs and/or qualifications.
- Completed PME at all ranks.
- Often earned advanced civilian degrees.
- A Joint Qualified Officer.



Separations

Timelines

- **MARADMIN 175/24:** Requests must be submitted 6 months prior to desired EAS. Marines are now authorized to submit 18 months prior.
- **MARADMIN 310/25:** A request for an on-cycle EAS (1 June – 1 Oct) received by 1 Nov will register a 2026 backfill.
 - MMOA will endorse requests submitted after 1 Nov and/or for an off-cycle EAS if **local commands accept the staffing shortfall** the request produces.

Separating in Lieu of Orders

- Depart service last day in month of scheduled report date

Skill Bridge

- **MARADMIN 280/24:** Provides service level guidance.
- Not a demand signal for a MMOA provided backfill.

Time in Grade Requirements

- O4s & above require 3 years TIG to retire at present rank.
- Mustangs: 10 years commissioned service to retire as an officer.

Temporary Early Retirement Authority (TERA)

- **MARADMIN 630/22:** Intent to support force shaping (and/or) Marines with extreme hardship.
- Cancels on 31 December 2025

Reserves

- Reserve Commission typically requires 4 months to process

After a PCS: Time on Station

OCONUS: 36 Months (JTR Dependent)

CONUS – CONUS: 24 Months

OCONUS – CONUS: 12 Months

Education Benefits

Tuition Assistance: 24 Months

Transfer of GI Bill: 48 Months

Schools & Training

Schools < 20 weeks: 12 Months

Schools > 20 weeks: 24 Months

Grad Ed < 12 Months: 36 Months

Grad Ed > 12 months: 48 Months

Fellowship (12 Months): 36 Months

Aviation Specific

WTI/TOPGUN: 24 Months

PEP/ISE: 24 Months

FRS/MATSG/Station: 36 Months

TPS: 60 Months

Transition/Conversion: 36-48 Months

Involuntary Conversion (53K): 24 Months



Conclusion: Guide to Success

**Continue
Military
Education.**

**Establish PMOS
Credibility.**

**Sustain
Superior
Performance.**

