



Roadshow Brief

Manpower Management Officer Assignments





Agenda



Introduction (2 Slides)

- **Mission**
- **Organization**

Assignments (6 Slides)

- **The Assignments Process**
- **Manpower for Commands**
- **Manpower for Movers**
- **Validating Requirements**

Planning Your Profession (12 Slides)

- **Career Progression**
- **Career Planning and Decisions**
- **Separations**

Conclusion (1 Slide)



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.

The most competitive Officers:

Continue
Military
Education

Maintain
PMOS
Credibility

Sustain
Superior
Performance



M&RA Organization

Deputy Commandant M&RA



Marine & Family
Programs

Manpower Plans
& Policy

Business & Support
Services

Manpower Information

Reserve Affairs



**Manpower
Management**

Wounded Warrior
Regiment

Senior Leaders
(MMSL)

Awards
(MMPB-3)

Records & Performance
(MMPB-2)

Integration
(MMIB)

Promotions Branch
(MMPB-1)

Separations & Retirements
(MMSR)

**Officer Assignments
(MMOA)**

Enlisted Assignments
(MMEA)

MMOA-1

Ground MOS

MMOA-2

Aviation MOS

MMOA-3

MMOA Operations

Plans

Graduate Education

Retention & Release

Joint Matters



The Assignments Process

Concept of Operations

Phase I: Talent Management

- Stage A: Preparation – Career Counseling (March – May)
- Stage B: Execution – Non-Statutory Board Support

Phase II: Manpower Management

- Stage A: Roadshow and Interviews
 - Failure to Select Counseling (October)
 - Mover Interviews (October – November)
- Stage B: Slating
 - Vacancy list and CSRs published on or about 20 Nov (D-Day).
 - OCONUS, Colonel, & Joint Slating
 - CONUS Slating

Talent Management Defined. “The institutionally faithful and transparent manpower processes and policies, from recruitment through separation or retirement, where each Marine is provided with the opportunity, mentorship, and guidance to develop and utilize their individual abilities and continue to effectively serve, based upon their demonstrated performance and future potential, in accordance with the needs of the Marine Corps.”

Source: MCO 5250.1 Human Resource Development Process

Critical Events

May - Jul: Promotion Boards

Jul: Authorized Strength Report

May - Sep: Boards and Panels

Jun - Sept: Boards and Panel Results

Oct - Nov: Mover Interviews

15 Oct: Engagement & Correspondence Due

Nov: Officer Staffing Goal Model Execution

~20 Nov: Vacancies Release & CSRs Publish

D+15: Begin OCONUS & Joint Orders Issue

D+45: 85% OCONUS & Joint Orders Issued

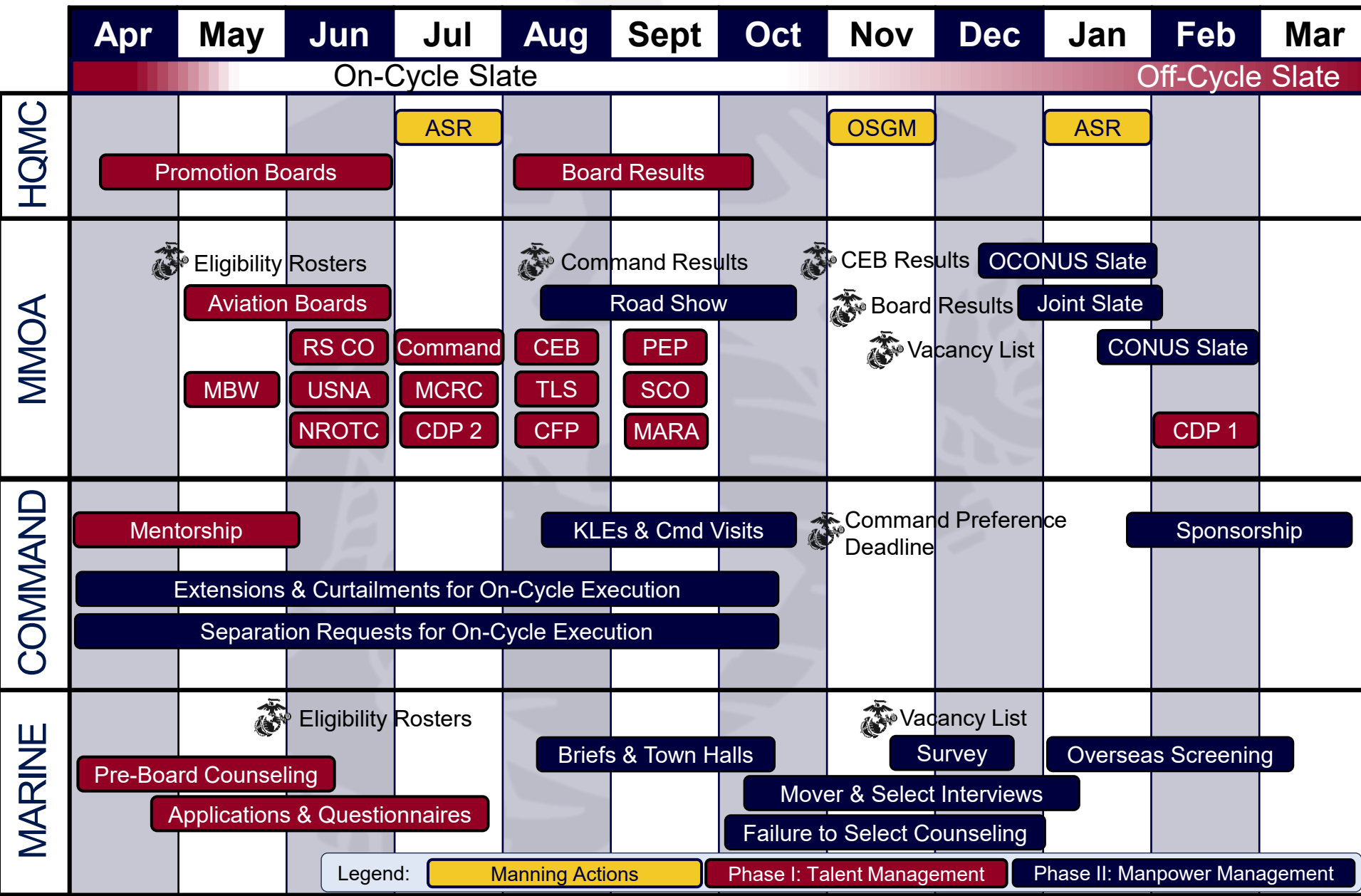
D+50: Begin CONUS Orders Issue

D+80: 85% CONUS Orders Issued

D+100: Slate Complete



The Assignments Process





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 219/26**.

Separations: Request by 15 October

- **MARADMIN 175/24:** Marines can submit 18 months prior to their EAS.
- **MARADMIN 219/26:** Request for an on-cycle EAS (1 June – 1 Oct) received by 15 Oct will generate a 2027 vacancy.
 - MMOA will approve off-cycle requests if a command accepts the staffing shortfall.

Tour Modifications: Request by 15 October

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

Command Preferences: Request by 15 October

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

Command Staffing Report

- Published by MMIB, CSRs displays inbound & outbound Marines, a unit's S/G, and how Marines are aligned.
- Review to anticipate staffing shortfalls.

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.



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.

Communication: Clear, Candid, & Consistent

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

Officer Career Counseling

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

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.

The Vacancy List

- Validate that you are or are not listed as a mover
- Vacancy lists are a snapshot in time. They **will** change.

Overseas Control Date

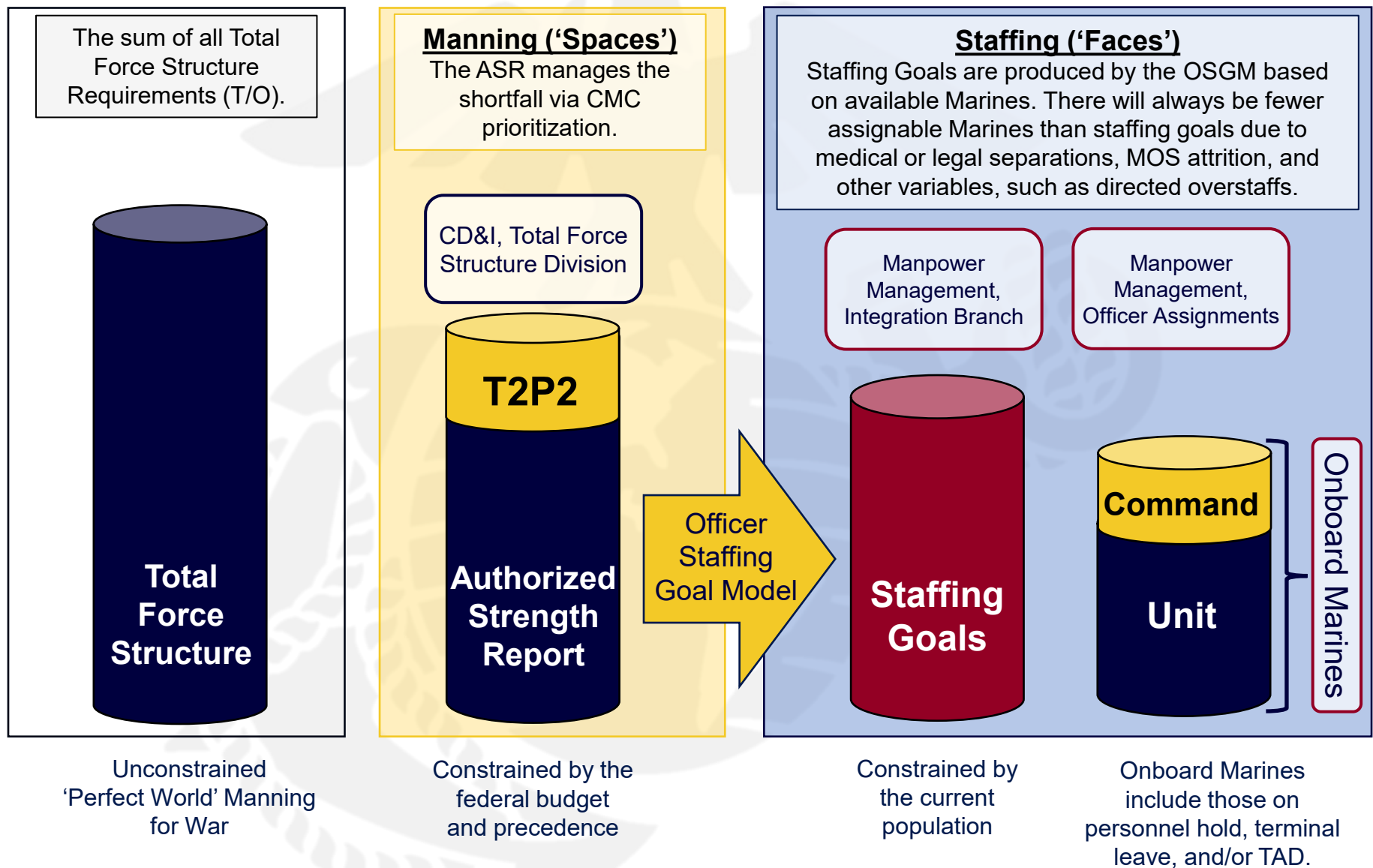
- Per MCO 1300.8, OCDs ensure “equitable burden sharing.” Know your OCD relative to your peers.

Exceptional Family Member Program

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



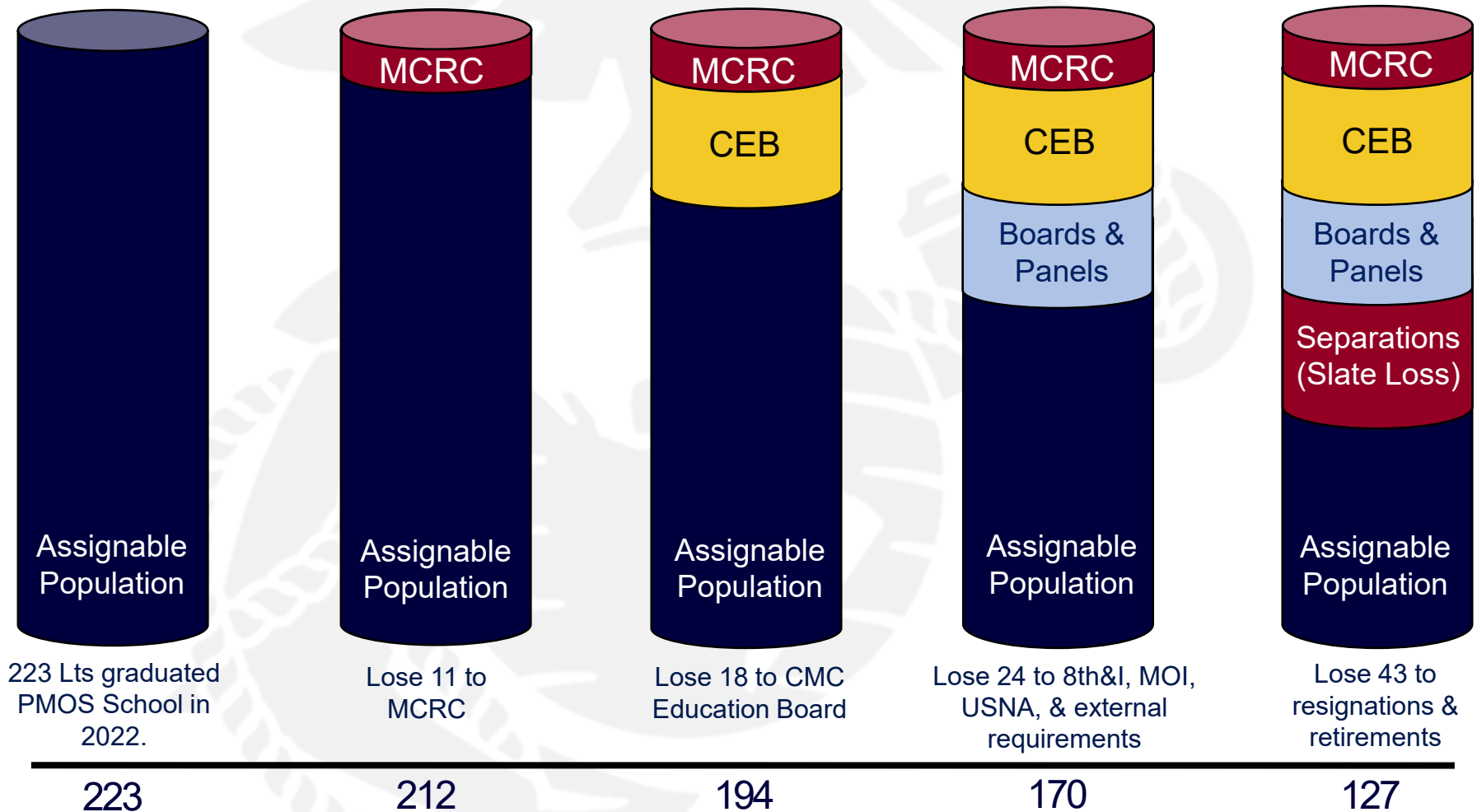
Validating Requirements





Assignable Population

The assignable population does not always support the number of requirements. This is demonstrated by the reduction in assignable infantry captains for the summer 2025 slate.





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Career Progression

Career Timing

- MMOA will immediately align officers to grade appropriate structure for their development.

Sustain Superior Performance

- Competitive Marines sustain superior performance throughout each tour in their career track.
- Marines that desire command should seek command and/or leadership tours at each grade.

Maintain PMOS Credibility

- 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.

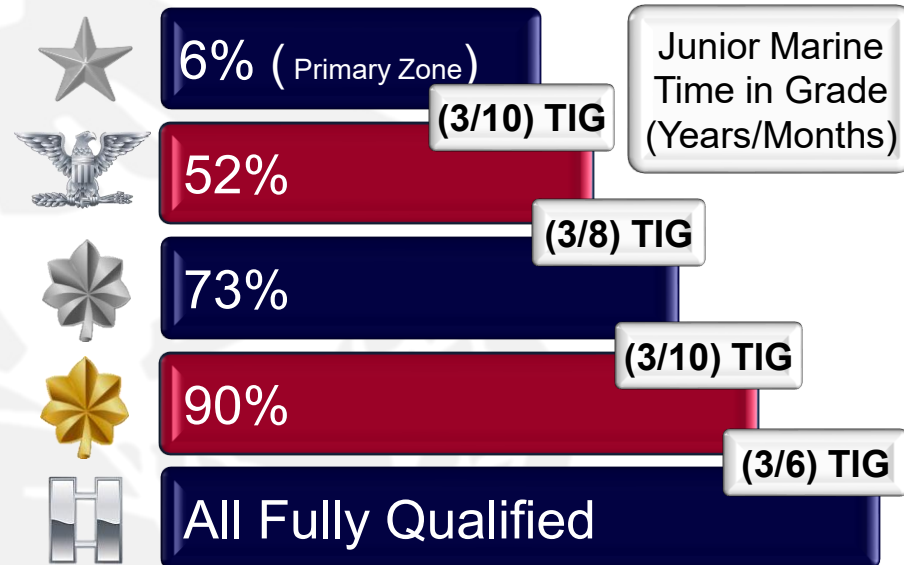
Continue Military Education

- Resident or non-resident PME prior to promotion board.

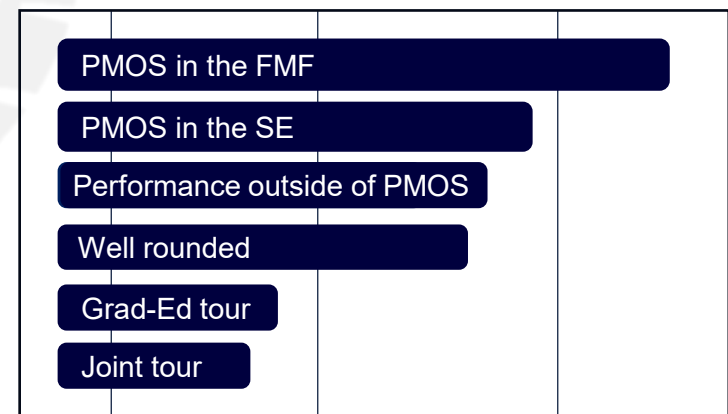
'Orders, not Options'

- MMOA must staff the hard jobs in the hard places while supporting officers' career progression.
- MCO 1300.8 directs the Monitor to prioritize the Marine's career progression above their preferences.

Time in Grade & Selection Rates



Command Board Debrief Point: Rank in order what you consider to be the most significant factors of strong performance





Lieutenant Career Planning

	2025	2026	2027	2028	2029	2030	2031	2032	2033	2034	2035	2036	2037	2038	2039	2040	2041
TiS	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
TiG	1	2	1	2	1	2	3	4	5	1	2	3	4	5	1	2	3
Rank	2ndLt		1stLt														
Board				CDP	Capt												
				CCLEB													
				MCRC													
Tour Type	TBS & PMOS	FMF PMOS															

Legend: Phase I: Talent Management Phase II: Manpower Management

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.
- Lieutenant FITREPS are important for selection to company-grade non-statutory boards but are of limited importance thereafter.



Decision Points

Career Designation



Career Designation Panel



Eligibility

- 540 Days of active service after PMOS School.



Rank

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



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.



Remove by Request

- Marines can request to be removed via endorsed AA Form (O5 Commander) to HQMC (MMAA-3).



Acceptance

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



Declination

- Officer executes current EAS; extensions are normally disapproved.

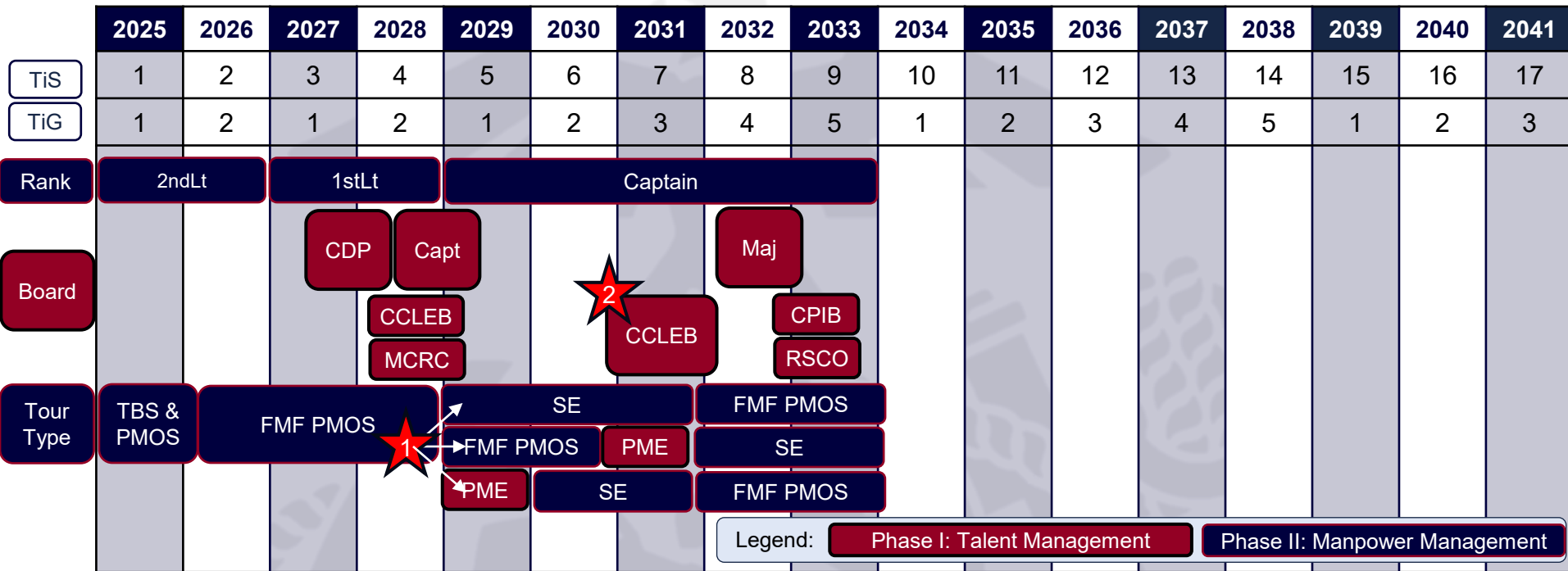


Service Obligation

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



Captain Career Planning



PMOS Credibility

- Demonstrate expertise in your PMOS while serving in the FMF.

Establish Performance

- Seek command opportunities as a captain.
- Competitive officers excel in FMF PMOS command.
- The most competitive receive recommendations for O5 command.

Decision Points



How am I establishing PMOS credibility in FMF as a captain?



When and how am I completing PME?



Company Grade Boards

MCRC: Company Grade

Eligibility

- Automatic Screening: All company grade officers scheduled to move in 2027.

Volunteer Incentive Program

- Qualified volunteers who are selected will receive priority slating for their preferred billet vacancies

Career Timing

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

Selection

63/1015; 6%

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 2027.

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.
- **FY27 CEB: 564** RBRs correctly submitted; 100% approved.
- **MMOA will not favorably endorse declinations.**

Selection

FY27 Selection Rate: *In Progress*

FY26 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



Major Career Planning

	2025	2026	2027	2028	2029	2030	2031	2032	2033	2034	2035	2036	2037	2038	2039	2040	2041
TiS	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
TiG	1	2	1	2	1	2	3	4	5	1	2	3	4	5	1	2	3
Rank	2ndLt		1stLt		Captain					Major							
Board			CDP	Capt				Maj					LtCol				
				CCLEB			CCLEB	CPIB			2 CPIB						
				MCRC				RSCO									
Tour Type	TBS & PMOS	FMF PMOS			SE			FMF PMOS	1	SE			FMF PMOS				
					FMF PMOS	PME		SE		FMF PMOS	PME		SE				
					PME	SE		FMF PMOS		PME	SE		FMF PMOS				
Legend:										Phase I: Talent Management				Phase II: Manpower Management			

PMOS Credibility

- Serve in your MOS in the FMF (MEF and below).
- Competitive majors succeed in high-profile, complex 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.

Decision Points



When am I establishing PMOS credibility in FMF?



When and how am I completing PME?



Field Grade Boards

Recruiting Station Commanding Officer

Eligibility

- Capt IZ for Major on CY26/FY28 PSB, Major Select, and Majors with DOR junior to 1 Sept 25
- Time on station greater than 23 months by June 2027

MCRC Opt In

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

Selection

FY27 Selection Rate: 18 / 625; 3%

FY26 Selection Rate: 17 / 483; 4%

Post Tour

RSCOs considered on the FY27 O5 CSB were selected at 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 2027.

Program Lengths

- Marines must **consider career timing** as they develop their preferences

Remove by Request

- Marines that are not interested are encouraged to RBR.
- **FY27 CEB: 564** RBRs correctly submitted; 100% approved.
- **MMOA will not favorably endorse declinations.**

Selection

FY27 Selection Rate: *In Progress*

FY26 Selection Rate: 189 / 560; 33%

Programs Offered

Resident PME

C&S, Joint PME, Foreign PME

Graduate Education

FAO, NPS, ACSP, Civilian Education

Special Programs

Olmsted, TJAGS, CMC Fellowships



LtCol Career Planning

	2029	2030	2031	2032	2033	2034	2035	2036	2037	2038	2039	2040	2041	2042	2043	2044	2045	
TiS	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	
TiG	1	2	3	4	5	1	2	3	4	5	1	2	3	4	5	1	2	
Rank	Captain					Major					Lieutenant Colonel					Colonel		
Board				Maj					LtCol					Col				
			CCLEB		CPIB		CPIB			O5 CSB	1	TLS		3		O6 CSB		
					RSCO													
Tour Type	SE		FMF PMOS		SE		FMF PMOS				Command		PME	2 SE, Joint		Command		
	FMF PMOS	PME	SE		FMF PMOS		PME	SE										
	PME	SE		FMF PMOS		PME	SE		FMF PMOS		SE		FMF PMOS		SE			
Legend: Phase I: Talent Management Phase II: Manpower Management																		

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.

Decision Points

- 1 When and how am I completing PME?
- 2 When or if I become a joint qualified officer?
- 3 Continue to serve or retire?

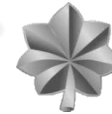


Command Screening

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.



FY27 Selection Rate: 149/690; 22%

FY26 Selection Rate: 143/676; 21%

FY25 Selection Rate: 168/660; 25%

FY24 Selection Rate: 147/641; 23%



FY27 Selection Rate: 62/178; 35%

FY26 Selection Rate: 63/178; 35%

FY25 Selection Rate: 62/187; 33%

FY24 Selection Rate: 54/157; 35%

Ineligibility Criteria

- Approved EAS or in the above zone
- **Joint:** In the first year of a JDAL
- **0505:** 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.
- **FY27 CSB:**
 - **05:** 284 RBRs correctly submitted; 100% approved.
 - **06:** 108 RBRs correctly submitted; 100% approved.
- Declinations after selection will prohibit future command screenings.



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 2027.
- Marines must be scheduled to complete their command tour in 2027.
- Marines who will have completed 24 months in their JDAL by 31 July 2027.

TLS Opt In

- Due the timing of the CY26/FY28 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.
- **FY27 TLS:** 309 RBRs correctly submitted; 100% approved.

Joint PME II Credit

- Only Department of War Schools provide JPME II credit.

Selection Rates

FY27 Selection Rate: 94/448; 21%

12% of selects did not hold O5 Command

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

Programs Offered

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

International
Inter-American Defense, NATO, etc

Fellowships
OSW, DHS, DoS, FBI, MIT, etc.



Joint Assignments

Joint Duty Assignment List

- USMC is directed to fill Joint Requirements by law.
- Only JDALs satisfy this obligation

Candidates & Tour Length

- Top 50% of candidates in O4-O6 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.



Separations & Retirements

Separating from the Service should be as carefully planned as all other previous career decisions and milestones.

Timelines

- **MARADMIN 175/24:** Requests must be submitted 6 months prior to desired EAS. Marines are now authorized to submit 18 months prior.
- **MARADMIN 219/26:** A request for an on-cycle EAS (1 June – 1 Oct) received by 15 Oct will register a 2027 backfill.
 - MMOA will endorse requests submitted after 15 Oct and/or for an off-cycle EAS if **local commands accept the staffing shortfall** the request produces.
- **Mandatory Separation Date:** Issued in accordance with service limitation.

Separating in Lieu of Orders

- Depart service on the last day of the month of the scheduled report date

Skill Bridge and Terminal Leave

- **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.

Reserves

- Reserve Commission typically requires 4 months to process

Obligation Events:

After Accepting

Career Designation: 24 Months
BRS Continuation Pay: 48 Months

After a PCS

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

Sustain
Superior
Performance

Continue
Military
Education

Maintain
PMOS
Credibility

