



# CAREER MANAGEMENT TEAM QUARTERLY NEWSLETTER

## MARADMIN UPDATE

**470/22:** SMCR Lateral Move, Career Progression MOS & MOS Proficiency Training Programs  
**569/22:** Interim Guidance for SMCR, IMA, IRR Marines, And Officer Candidates Authorized LOD Medical Health Care Benefits  
**589/22:** AR Enlisted Qualification Standards and Application Process for Accessions  
**620/22** CY 2023 Marine Corps Recruiting Command Enlisted to Officer Announcement Selection Boards  
**630/22** Marine Corps TERA Program  
**638/22** CY 2024 BRS Continuation Pay Program  
**659/22** OPT Out of Consideration For The Reserve FY 2025 Maj, LtCol, & Col Promotion Selection Boards  
**672/22** FY 2024 Enlisted to WO Reserve Selection Board  
**008/23** AR FY 2023 Total Force Integration Staff Training Continuum Courses Dates  
**035/23** Distribution Management 31XX Update to Online Marine-Net Training Courses  
**038/23** Training and Education 2030  
**051/23** Expansion of the Parental Leave Program  
**063/23** Update to Real-ID Guidance  
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## Status of Your Marine Corps Reserve

By: LtGen Bellon and SgtMaj Ruiz

If the Marine Corps Reserve is to continue its legacy of excellence, it must fully participate in the process to update doctrine, capabilities, capacity and advance technology development and employment. Here, we would like to share some actions, successes, and updates MARFORRES has made to position itself to better support and advance Service initiatives.

- The release of MARFORRES Campaign Plan 2030 (MARFORRES CP2030) in October 2021 was an initial milestone to focus the force on advancing Service initiatives. It laid out the enduring principles of the future force, the required efforts, significant stakeholders, and the challenges that must be overcome to build a more capable, lethal, and relevant Marine Corps Reserve.
- Along those efforts, The increased speed and dynamism of innovation, coupled with the raw drive by the inherent initiative of our Marines, is the core of the newly formed Marine Innovation Unit (MIU). The MIU seeks to support Service-level solutions to today and tomorrow's most pressing battlefield problems at the speed of relevance.
- Finally, in the last year, after the co-location of MARFOR SOUTH with MARFORRES in New Orleans, these three-star commands are functioning daily as fully operational and complementary staffs, meeting Title 10 requirements.

The Marine Corps Reserve possesses capabilities across the spectrum of military operations, from humanitarian assistance and disaster relief support to cyber operations to the most advanced kinetic capabilities in the world. The vision for MARFORRES is to be a ready trained force, led by bold, exceptional small-unit leaders, capable of short notice integration with the AC to fight and win our nation's hardest battles. The strategic themes Relevant, Ready and Responsive are just as appropriate today as they were yesterday and characterize the actions required to provide a sustainable force for the long-term defense of our nation. In 2023, we will publish the MARFORRES CP2030 Annual Update, which will reaffirm what the Marine Corps Reserve set out to do in the original Campaign Plan, what we learned and accomplished along the way, the challenges we experienced, and where we must adjust and evolve as part of the Total Force. In the end, Marines will continue to answer their "irrational call to service," and we will levy upon them the training and challenges worthy of their commitment.

Read more [here](#).

<https://www.marforres.marines.mil/Portals/116/Docs/CMT%20Quarterly/USMCR%20Actively%20Advancing%20Service%20Initiatives%2020230224.pdf>

# Who Are Your Mentors?

By: Col Francisco Delgado

## ***Mentors are everywhere.***

I have been blessed with a charmed career and have had the honor of being mentored informally by Marines of all ranks throughout the years. It started with my first Staff NCOs, many are now retired MGySgts and SgtsMaj, insightful beyond their years, they imparted advice that shaped my career choices as a junior officer. My first battery commanders candidly shared their career lessons learned. I have always had friends (in the Corps and otherwise) and family that knew me well – I sought and welcomed their perspectives. Last, I had a command team, peers and seniors that appreciated my potential and wanted to see me harness it. To me it's no surprise why the Corps' prescriptive mentoring program languished.



## ***Why?***

Because as Marines, we are all culturally driven to help each other – it's innate in our Leadership Traits and Principles. Culture will always transcend process, that is why it is the cornerstone of leading change. As a result, we truly do not need a formally assigned mentor, what we need is to engage the many mentors surrounding us. Conversely, as Marines, we need to be engaging. You can never have too much insight.

## ***What's your true north? Know your paradigm***

I recently helped my youngest son teach some of his fellow Boy Scouts how to use a compass. This triggered some significant LandNav flashbacks. We reviewed the difference in Grid North and True North. As we all know, recognizing which North you are referencing is essential. The Reserves are great because you can choose your journey more so than our active duty brethren. Conversely, the Reserves are scary as hell because there is less of a prescribed heading. You have to be self-aware, recognize your priorities at your point of inflection and to quote Covey, "start with the end in mind." A friend recently imparted on me his decision making paradigm (which he got from a mentor) – "Pick something that interests you and you will excel" that has always served him well as he weighed familial and personal capacity to serve in those roles. Another simple paradigm is "What's the worst thing that can happen?" Clearly understanding your heading and decision making paradigm are crucial to buttressing those important decisions.

## ***Decision Making***

I am regularly asked, "What's the difference between the Career Counselors and the CMT Mentors?" Simply put, Counselors are the science in career management and the Mentors are the art. Counselors will provide clinical insight on how to best fix your career documentation to best represent yourself for the various selection boards. Mentors will instead ask you to reflect on your priorities, drive you to consider your desired end state and challenge you on your personal capacity (and will) to fulfill the expectations of the role. Mentors will then provide you an unvarnished perspective and help educate you on the various billets, based on the data, our exposure and your desires. You should never have just one mentor – cast a wide net for information but recognize you must weigh the value and context of any perspective – their priorities and paradigm may not mirror yours.

## ***No single solution***

As I depart the Career Management Team there are several maxims I have found to be true: 1) There's no single path for success, but there are crucial ingredients that can help make for a more successful journey 2) No one cares more about your career than yourself – it's no one else's responsibility to find, fund or create a job for you 3) The Corps is a meritocracy – most of the time (not always) the organization gets it right; sometimes that is hard to accept (self-awareness) 4) Educate yourself and leverage the resource at your disposal (MARADMINs, Mentors, CMT, RA, etc.) to best prepare for boards and make decisions. I am grateful to those many mentors that have made my Marine Corps journey thus far, I only hope that I reflected their knowledge, grace, and humility in helping others. Live your dash and make a difference – rounds complete.

***Semper Fidelis - LIVE IT!***

# Meet Your Counselors >>>>>

## ***Lieutenant Colonel Ramona Van Irvin***

### CMT Officer Career Counselor

Lieutenant Colonel Van Irvin enlisted into the United States Navy in August 1996. She completed training as a Nuclear Machinist Mate in Orlando, FL and Charleston, SC. Lieutenant Colonel Van Irvin was commissioned into the United States Marine Corps in December 2004, via the Naval Reserve Officers Training Corps (NROTC) and designated as a Ground Supply Officer upon completion of The Basic School (TBS). She was assigned to 2nd Supply Battalion (2D SUPBN) and served as the Operations Officer for the Medical Logistics Company. From August 2007 to March 2008, Lieutenant Colonel Van Irvin deployed to Al Taqaddum, Iraq in support of Operation IRAQI FREEDOM, as the Battalion Supply Officer for 2DSUPBN(-)(REIN). Upon return, she was sent to Marine Corps Security Force Regiment (MCSFR), where she transferred off active duty and into the Marine Corps Reserves in August 2011.

From March 2014 to March 2017, Lieutenant Colonel Van Irvin served as the Assistant Division Supply Officer for 2nd Marine Division (2D MARDIV). During this time, she completed non-resident Expeditionary Warfare School (EWS) and Command and Staff College (CSC). From March 2017 to September 2018, she then served as the Supply Officer for Marine Air Control Squadron-24 (MACS-24). From May 2019 to September 2022, Lieutenant Colonel Van Irvin served as the Logistics Officer for Marine Air Group-49 (MAG-49). She currently serves as an Officer Career Counselor with the Career Management Team. As a civilian, she serves as a Patent Examiner with the U.S. Patent and Trademark Office. Lieutenant Colonel Van Irvin holds a BS and ME in Mechanical Engineering.



## ***Master Sergeant Tzu-Mei Lee***

### CMT Enlisted Career Counselor



On 16 October 2002, Master Sergeant Lee enlisted in the Marine Corps Delayed Entry Program. On 14 January 2003, she reported to recruit training at Marine Corps Recruit Depot, Parris Island, SC. After Marine Combat Training she attended the United States Army Quartermaster School at Fort Lee, Virginia to become a Bulk Fuel Specialist.

On 4 July 2003, Master Sergeant Lee reported to Marine Wing Support Squadron-473 Det (-) MCAS Miramar. In September 2004, Master Sergeant Lee deployed to Afghanistan with the unit in support of Operation ENDURING FREEDOM. In September 2007, she deployed to Iraq in support of Operation IRAQI FREEDOM. In February 2009, Master Sergeant Lee transitioned into the Reserves with the Reserve Support Unit at MCAS Miramar.

In October 2011, Master Sergeant Lee reported to 6th Engineer Support Battalion to serve as the Platoon Commander. In May 2013, Master Sergeant Lee reported to Environmental Service Division as a team-tech to support Marine Force Reserve by conducting Environmental Compliance Evaluations across the South-Eastern Region. In February 2017, Master Sergeant Lee reported to Marine Corps Security Cooperation Group. After completing the Marine Advisor Course, she served as a Regional Planner with an emphasis on the Pacific Command Region.

On the civilian side, Master Sergeant Lee holds a Master of Business Administration, and a double major in Business Management and Operations Management, with a minor in Geography. She currently works with Amazon as an Area Manager in Durham, NC.





**SAVE THE DATE:**  
**JUNE 27-29, 2023**

**WALTER E. WASHINGTON  
CONVENTION CENTER, D.C.**

**REGISTRATION OPENS 1 APRIL**



To register or for more  
information, go to  
[marinemilitaryexpos.com/  
modern-day-marine/home](https://marinemilitaryexpos.com/modern-day-marine/home)

Or scan this QR code

## PLANNED SHOW HIGHLIGHTS:

- A three day platform of professional development content and presentations from senior leaders from the USMC, DOD and industry partners.
- A Congressional Breakfast
- Wargaming Convention
- Military Spouse Employment Resources and Information Event
- Non-Commissioned Officer Leadership Symposium
- Inspirational and motivational leadership speakers

To showcase your products and services, please contact:  
Jaymie Nielsen at 980.328.8801 or [jaymie.nielsen@emeraldx.com](mailto:jaymie.nielsen@emeraldx.com)

For more information, please visit [moderndaymarine.com](https://moderndaymarine.com)

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# Changing Policy in the Reserve Component

By: Maj Shao

The Marine Corps Reserve Policy Board (MCRPB) is established to consider, recommend, and report to the Secretary of the Navy on reserve policy matters. These recommendations are generated by careful review of policy issues submitted from the Total Force.

Each year, the MCRPB solicits policy issues for consideration. Submission of policy issues from the Total Force are vital to the success of the board and help shape future policy of the Marine Corps Reserve.

The preferred/primary method for submission of issues is at the following website: <https://forms.osi.apps.mil/r/Bd4yKyaNK9>. If unable to access the above website, an "issue submission template" can be downloaded from the MCRPB webpage at <https://go.usa.gov/xuemy>. Additional slides, information papers, or other supporting documents may be included, if required. Each submission must summarize the issue, identify the specific policy or policies to be changed (e.g. Marine Corps Order, Secretary of the Navy Instruction, Department of Defense Instruction, U.S. Code), recommend a change to the policy, and clearly articulate how that policy affects the Reserve Component. If unable to complete the submission via the website, submit completed issue templates via email to the MCRPB Issues Committee, Major David Carpenter at [david.carpenter@usmc.mil](mailto:david.carpenter@usmc.mil).

The deadline to submit policy issues for consideration at the May 2023 board meeting is 2359 EDT, 21 April 2023. Policy issues received after the deadline may be considered at subsequent board meetings.



## CMT Center Desk POC

**Maj Jonathan Arnold**  
(703) 784-0556

**MSgt Shane Fisher**  
(703) 432-9347

**Sgt Maria Castro-Clark**  
(703) 432-9119

OMB: SMB\_manpower\_CAC@usmc.mil

Website:

[https://www.manpower.usmc.mil/webcenter/portaI/CMT/pages\\_home](https://www.manpower.usmc.mil/webcenter/portaI/CMT/pages_home)



## WO-CW05 Corner

By: CWO5 Figueroa



### Important MARADMINs

**MARADMIN 022/21 Professional Development Tours Funded by Reserve Affairs.** This MARADMIN talks about Professional Development Tour (PDT) for SMCR Marines. Up to 365 days for unrestricted officers, and up to 181 days for warrant officers and enlisted Marines to develop and hone in their MOS skills. Please review the MARADMIN for details.

**MARADMIN 672/22 Enlisted to Warrant Officer Reserve Selection Board convenes in June 2023.** Deadline for submission is 24 April. We are looking for a few good Marines in these MOSs to take the challenge and transition to WO: 0170, 0210, 0480, 0430, 0620, 0670, 0803, 1120, 1310, 1390, 1720, 2110, 2120, 2305, 2340, 3010, 3102, 3510, 5702, 5950, 6877. Duty Locations are listed in the MARADMIN.

You may contact CWO5 Alvin Figueroa at [alvin.figueroa@usmc.mil](mailto:alvin.figueroa@usmc.mil) with questions about duty locations.

**Promotions:** If you have not received your promotion warrant please e-mail promotions branch at [officerpromotions@usmc.mil](mailto:officerpromotions@usmc.mil) and attach the Officer Promotion Warrant Reprint Request located at Officer Promotions ([usmc.mil](mailto:usmc.mil)). This process takes about 2-3 weeks.

