

## Why a Senior Officer or Civilian Supervisor Should Care About JOAG



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The Junior Officer Advisory Group (JOAG) is a chartered group of the US Public Health Service Commissioned Corps (Corps) dedicated to serving the needs of junior officers. JOAG provides advice and consultation to the Surgeon General and other entities on the interests and concerns of junior officers, and serves as a resource and support network for all junior officers. Any junior officer (LCDR/O-4 and below) is encouraged to participate in JOAG, whether through engagement with a JOAG committee or by making themselves available to JOAG's professional development or community service activities.

We cordially request senior officers and civilians supervising junior officers to support JOAG because it can help junior officers in their professional development, leadership, and other skills that, in turn, help them succeed in their positions. In contrast to the high pressure and consequential nature of many federal agency jobs, JOAG offers a way for junior officers to learn leadership and collaboration skills in a low-pressure environment where mistakes can be made without dire consequences and the emphasis is on growth.

### Role Models and Leaders

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If you're still not convinced of JOAG's value and why JOAG matters, consider a fellow senior officer's perspective, given by CAPT Sara Newman, senior advisor to JOAG: "JOAG involvement, and particularly Voting Membership, is a tremendous opportunity for junior officers to take on fulfilling, challenging and career-enhancing leadership roles in one of the Commissioned Corps' most influential organizations.

JOAG members are role models and leaders. Through JOAG involvement, they gain skills and create opportunities, shaping them to become the top leaders and decision makers in the Corps.

Additionally, the work done by JOAG members has long-term impacts on the future success and viability of the USPHS and the Corps. All senior

officers and civilian supervisors should highly recommend junior officers to become active JOAG participants and seek leadership positions within JOAG. JOAG is a phenomenal practical leadership opportunity for every junior officer. I am very glad I began my Corps leadership engagement with JOAG!"

To learn more about JOAG and the roles senior officers or civilian supervisors can have in promoting JOAG and helping to develop a strong corps of junior officers, contact CAPT Michael Long at [mzlong@bop.gov](mailto:mzlong@bop.gov).

### Esprit de Corps

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If you serve in an area with few other officers, junior officer engagement in JOAG can be the link to the Corps that gives them a sense of belonging and helps them better understand that they're part of something bigger than just what happens at their immediate duty station.

Some of the ways JOAG serves as a support network to junior officers include:

- Peer-to-Peer Network — Newly commissioned junior officers are paired with experienced junior officers to serve as mentors to ease the transition into the Corps. Visit [https://dcp.psc.gov/OSG/JOAG/resources\\_peertopeernetwork.aspx](https://dcp.psc.gov/OSG/JOAG/resources_peertopeernetwork.aspx)
- Meet & Greets — Organized in local areas throughout the country in order to get local officers together to build a greater sense of community within the Corps locally.
- Community service opportunities — Help support the National Prevention Strategy and other initiatives of the Surgeon General while working to integrate the Corps into communities and local networks.

Do your part to help strengthen the leadership, stature, and unity of the Corps by informing junior officers about JOAG and the resources and opportunities it provides!

### Career Development Program

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One way senior officers can become directly involved with JOAG is through the Career Development Program, a professional, career development and exploration activity that offers the opportunity to spend time with a more senior professional currently working in a person's field of interest. Junior officers who shadow get to observe the day-to-day activities of someone in the current workforce in-person, over-the-phone, virtual, or area wide/agency wide presentation platforms to actively engage with more senior officers. To learn more about the program or sign up, visit [https://dcp.psc.gov/OSG/JOAG/resources\\_jobshadowingprogram.aspx](https://dcp.psc.gov/OSG/JOAG/resources_jobshadowingprogram.aspx).



### Resources

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As a resource for new officers, JOAG also provides an excellent way for junior officers to learn more about the Corps. JOAG's Listserv is a fantastic way to stay abreast of its many activities. Other JOAG resources include:

- Cyber-Gram — Published quarterly to inform Commissioned Corps junior officers of new Commissioned Corps directives, instructions, personnel policy, and operations memorandums that are relevant to their career development.
- Junior Officer Chronicles — JOAG's quarterly journal.
- Journeyman Speaker Series — Junior officers learn about a wide range of timely topics presented by an expert every other month.
- Professional Development Book Club — Junior officers learn about leadership and other skills important to professional development. Visit [https://dcp.psc.gov/OSG/JOAG/resources\\_trainingandeducation.aspx](https://dcp.psc.gov/OSG/JOAG/resources_trainingandeducation.aspx)
- Tip of the Month — A resource focusing on personal development, such as coping with stress and the characteristics of a great mentor.

For more information, visit JOAG's website at

<https://dcp.psc.gov/osg/JOAG/>

You can also check JOAG out on Social Media by clicking on the symbol:

