



## ENGINEER PROFESSIONAL ADVISORY COMMITTEE ENGINEER OFFICER CAREER DEVELOPMENT MODEL



The purpose of this document is to enable Engineer officers to plan impactful careers in the US Public Health Service.

This figure presents a *best-qualified* Engineer officer described by official Commissioned Corps publications, including Promotion Benchmarks, Commissioned Corps Instructions (CCIs) and Directives (CCDs), Personnel Operations Manuals (POMs), guidance issued from Commissioned Corps Headquarters (CCHQ), and career information gathered by the Engineer Professional Advisory Committee (EPAC). This is not a checklist – officers are not expected to meet every benchmark nor conform to every item to be competitive for promotion. Official US Public Health Service guidance is authoritative and supersedes any information published by EPAC.

	TIS	0-4	4-8	8-13	13-20	20+	
	TED*	4-8	8-12	12-17	17-24	24+	
Precept 1 and 3	Rank	 LTJG	 LT	 LCDR	 CDR	 CAPT	
	Title	Assistant Engineer	Senior Assistant Engineer	Full Engineer	Senior Engineer	Engineer Director	
	Billet	O-2 or higher	O-3 or higher	O-4 or higher	O-5 or higher	O-6 or higher	
	Mobility	≤ 1 Geographic or Programmatic Move After CAD		≥ 2 Geographic or Programmatic Move After CAD	≥ 3 Geographic or Programmatic Move After CAD		
	Assignments	HHS Mission Priorities: IHS/ANTHC, DHS-IHSC, BOP HHS Assignments: FDA, CDC, ASPR, NIH, ATSDR, CMS, PSC, HRSA, ACF, DHS, OS, Legislative Affairs Liaison, Office of the Surgeon General, CCHQ Other Assignments: EPA, NPS, Office of the Secretary of Defense					
	Awards	CIT, UC	AM, UC	CM, UC	OSM, OUC		
	Professional Development	Credentials and Licensure EIT/EI (as applicable) Credentials, Licensure, and Professional Development PE (as applicable; <i>preparing</i> for at O-3, <i>completing</i> at O-4, <i>integrating/using knowledge</i> at O-5) Master's Degree and/or PhD ( <i>preparing</i> for at O-3, <i>completing</i> at O-4, <i>integrating/using knowledge</i> at O-5) Additional certifications based on role/discipline (e.g. PMP, REHS/RS, CQI/CQIA, CQE/CMQ/OE, etc.). <a href="#">See EPAC Credentials.</a> Agency Leader Development or <a href="#">SAME Leader Development Program</a>					
Precept 2	Professional Activities	EPAC, JOAG, or other SG-Chartered Adv. Group <i>Member</i>	EPAC, JOAG, or other SG-Chartered Adv. Group Subcommittee <i>Member</i>	EPAC, JOAG, or other SG-Chartered Adv. Group Subcomt. <i>Lead</i> or <i>Vice-Chair</i>	EPAC, JOAG, or other SG-Chartered Adv. Group Subcomt. <i>Chair/Vice-Chair</i>	EPAC, JOAG, or other SG-Chartered Adv. Group Subcomt. <i>Chair/Vice-Chair</i>	
		Prof. Association <i>Member</i> (SAME/ASME/ASCE/COA/AMSUS/etc.)	Prof. Association Local/Regional <i>Leader/Presenter</i>	Prof. Association Regional <i>Leader/Presenter</i>	Prof. Association Regional <i>Leader/Presenter</i>	Prof. Association Regional/National/International <i>Leader/Presenter</i>	
Precept 4	Professional Activities	Mentee/Mentor	Mentee/Mentor	Mentee/Mentor	Mentee/Mentor	Mentee/Mentor	
		Recruiting/Outreach	Recruiting/Outreach	Recruiting/Outreach	Recruiting/Outreach	Recruiting/Outreach	
Precept 4	Professional Activities	Publications/Presentations	Publications/Presentations	Publications/Presentations	Publications/Presentations	Publications/Presentations	
		Publications/Presentations	Publications/Presentations	Publications/Presentations	Publications/Presentations	Publications/Presentations	

\*Promotion eligibility is determined by Training and Education Date (TED). Promotion eligibility is based on each officer's TED credit at their initial appointment. This figure assumes an officer begins their USPHS career as an O-2 with exactly 4 years of TED credit – individual careers will vary based on each officer's TED credit. See CCI 332.01.

**References:**  
 Promotion Precepts: [USPHS Promotion Year 2023 Promotion Benchmarks and Precepts](#)  
 Rank/TIS/TED: [CCD 122.01: Promotions](#), [CCI 331.01: Permanent Promotions](#), [CCI 332.01: Temporary Promotions](#)  
 Title/Billet/Assignments: Available in the [Officer Secure Area](#) under "Positions and Billets." See also: [Career Paths of USPHS Engineers](#)  
 Training: [Commissioned Officer Training Academy \(COTA\)](#)  
 Office of Personnel Management (OPM) [Engineer Series](#)