



CAREER PATHWAYS

A career development resource for PHS officers

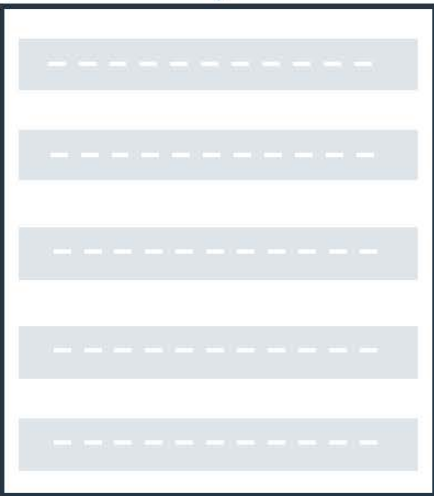
CAREER PATHWAY ELEMENTS

CAREER TRACKS, CAREER LEVELS, AND TRACK DESCRIPTIONS ARE KEY ELEMENTS OF EACH CAREER PATHWAY

CAREER PATHWAYS
highlight the main career options available

- Clinical Care
- Applied Public Health
- National Security
- Health Strategy and Innovation

CAREER TRACKS
display choices for progression within a career pathway



CAREER LEVELS
display progression options within a career track

- Junior Officer (O2-O3)
- Mid-level Officer (O4)
- Senior Officer / Executive (O5-Flag)

TRACK DESCRIPTIONS
provide information to support career exploration and planning

- Example Job Duties
- Sample Mission Priority Positions
- Competencies/Skills
- Future Outlook
- Sample Learning Opportunities
- Sample Development Opportunities

See page 2 for a description of the career levels



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CAREER LEVELS

CAREER LEVELS ILLUSTRATE TYPICAL ADVANCEMENT OPPORTUNITIES WITHIN EACH TRACK

Officer levels were determined based on the typical officer level of sample billets/positions and may vary – not all officer levels may apply to each track.

JUNIOR OFFICER

Officer Levels 02-03

A **junior PHS officer** is building competencies and using foundational skills. The PHS officer may rely on mentors and supervisors to provide guidance or direction and is growing in their abilities to navigate more varied and complex tasks.

MID-LEVEL OFFICER

Officer Level 04

A **mid-level PHS officer** has a strong base of skills and knowledge, competently navigates more complex situations, and manages projects and/or the work of junior staff. The PHS officer may be sought out to provide advice, insight, direction, or mentorship to junior PHS officers, and programmatic input to senior leaders.

SENIOR OFFICER/EXECUTIVE

Officer Levels 05-Flag

A **senior PHS officer or executive** is a role model exhibiting the highest caliber of public health leadership. The PHS officer formulates solutions and strategies and/or policies and may organize others to accomplish the mission. The PHS officer also practices life-long learning and inspires others to do the same.