



US Navy Civil Engineer Corps Collegiate Corner



12 February 2015

Greetings!

We hope those of you who received the first installment benefited from the information provided, and we welcome our newest accessions to the team! Congratulations to those who graduated in December and best wishes as you move on to OCS. For those still working hard toward the finish line, hopefully winter break has allowed you a chance to rest and recuperate!

As always it is the goal of the Accessions team to make sure you are knowledgeable about the CEC and are prepared for the challenges ahead. Each month, we will send out this newsletter to keep you informed about current events in the CEC, leadership development, and to answer questions you have with regards to the Navy, CEC, Seabees, etc. Each of the Accessions Officers' contact information is below for you to contact or pass along for questions, comments, and concerns. We're looking forward to you joining the ranks!

- CEC Accessions Team

LEADERSHIP TRAITS

The Marine Corps uses fourteen traits in defining what qualities all leaders embody and aspire to. In addition to the core Navy values of Honor, Courage, and Commitment, each month we will briefly discuss one of the leadership traits.

Judgement - Judgment is your ability to think about things clearly, calmly, and in an orderly fashion so that you can make good decisions.

Suggestions for Improvement: You can improve your judgment if you avoid making rash decisions. Approach problems with a common sense attitude.

CAREER FOCUS

It is important to begin this journey, whether it is a 4-year or 30-year endeavor, with clear vision and expectations to help you set and achieve goals. Below are a few notes on what to expect in the early stages of your career!

Career Development Considerations: In general there are three broad categories of duty available to a CEC officer:

- (1) Facilities Management and Acquisition,
- (2) Expeditionary Operations,
- (3) Navy/Joint Staff.



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Each area of duty offers an officer, positions of increasing responsibility and authority. As you progress in your naval career, you will find that success in the CEC is a result of sustained superior performance and continuous learning across the three broad categories of duty, while tackling increasingly challenging assignments. The strength of the Corps is founded in our officers' diverse job exposure, rich leadership experiences, and unique educational opportunities.

Career Stages: Tactical / Developmental – Ensigns, Lieutenant Junior Grades, and Lieutenants (O1-O3): During this stage of an officer's career, the officer develops an understanding of how the Navy and Department of Defense (DoD) are organized and how CEC officers are aligned to support them at the tactical level. Officers serve as front line leaders and supervisors and begin to hone leadership and management skills through interaction and responsibility with and for military, civilian, and construction contractor employees. Officers also develop foundational engineer-related experience and business acumen that spans operational and ashore assignments. Critical to this stage of a CEC career is to maximize professional development through sequential assignments to each of the billet types to obtain public works, construction/facilities contract management, and expeditionary competencies. Specialization in one type of duty is not desired nor normally permitted. Officers also begin to establish mentor-protégé relationships and develop their professional reputation and network.

Nature Of Assignments: It is clear that there is no single, ideal career path that guarantees success in the CEC. Consistent reviews of the career paths of accomplished senior CEC leaders validate this. A successful career is built on demonstrated performance in a variety of billets that provide increasing responsibility, experience, challenge, and opportunities to lead. Other factors such as geographic diversity, the ability to break out in competition, and independent leadership opportunities are important attributes of career planning and should be sought. Each of the three broad categories of duty offer CEC officers ample opportunity for growth through increasing responsibility, accountability, and authority. Ideally assignments will be made to a succession of jobs that rotate among the basic specialties so by the fifteenth year, a career officer should have worked in all areas to have a broad base of experience.

The chart below is a visual depiction of career milestones.

		ENS	LTJG	LT	LCDR	CDR	CAPT	
QUALS	WARFARE QUALIFICATION	SCW						
	PUBLIC WORKS ATTAINMENT	Lvl 1		Lvl 2	Lvl 3			
	ACQUISITION ATTAINMENT	Lvl 1		Lvl 2		DAC/Lvl 3		
	PROFESSIONAL/TECHNICAL	EIT/NCARB			PE/RA, MS/MBA			
ASSIGNMENTS	SUPPLEMENTARY EDUCATION				JPME 1		AMP, JPME 2	ETP
	EXPEDITIONARY	NMCB/ACB Pit Cdr, Det AOIC Ast CO Cdr		NMCB/ACB Co Cdr CBMU/UCT XO PEP/MEF/EOD NSW/GSA NCR/NGC/NECC	NMCB S3/S7/XO CBMU/UCT CO NSW/GSA NCR/NGC/NECC Staff ACB S7	NMCB/NCTC CO NCR/NGC CSO ACB XO/S3 NSW/GSA NCR/NGC/NECC Staff		CDRE NCR/NGC ACB CO NCR/NGC/NECC Staff
	FACILITIES MANAGEMENT & ACQUISITION	PWD/ROICC Project Eng, Construction Mgr, APWO		FEC/PWD/ROICC Production, FEAD, APWO		FEC/PWD/ROICC AOPS, ARE, FEAD, PWO		FEC OPS, XO, CO
	STAFF/INDEPENDENT DUTY		BUMED USMC PW Stf Fac Mgr	CECOS/USNA Instructor, Accessions Officer, Flag Aide/Executive Asst Detailer, WHMO, VP Residence, NSU Camp David, USMC PW, BUMED, Stf Fac Mgr			Joint Staff, CNIC, OPNAV, ASN Stf Fac Mgr	



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CEC OFFICER SPOTLIGHT:

Lieutenant Jonathan R. Horner, ENS/LTJG Detailer



LT Horner was born and raised in Heber City, Utah. He attended Utah State University, earning his BS in Civil Engineering in May 2005. He was first assigned to Public Works Department Ventura County, NAVFAC SW where he served as Safety Officer, Planning Officer, Seabee Branch Head and Senior Watch Officer for the base. In June 2008, he reported to Naval Mobile Construction Battalion FOUR, where he held several positions including Assistant Operations Officer, Future Operations Officer, Readiness Officer and Charlie Company Platoon Commander. In December of 2009 he was assigned to Officer in Charge of Construction Marine Corps Installations West (OICC MCIWEST) at Camp Pendleton and served as Operations Officer, Supervisory General Engineer and Senior Assistant Resident Officer in Charge of Construction. LT Horner reported to his current assignment with Naval Personnel Command as LTJG/ENS Detailer and DAWIA Community Manager for the Civil Engineer Corps in May of 2013.

LT Horner is a Seabee Combat Warfare Officer, a registered Professional Civil Engineer and is level two contracting certified under the Defense Acquisition Workforce Improvement Act. He is also a member of ASCE, SAME, and NSPE. His personal decorations and achievements include the Army Commendation Medal, Navy-Marine Corps Achievement Medal and 2011 NAVFAC SW Military Engineer of the Year.

LT Horner is married to the former Katie Probst of Heber City, Utah. He and his wife currently reside in Bartlett, Tennessee with their six children.

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