

FACT SHEET

Career and Personal Development

Continue Transition to Next-Gen Career Management

Career Management - Navy was created, consisting of two Directorates; Directorate of Navy Career Management (DNCM), and Directorate of Navy Career Performance and Support (DNCPS). The creation has transformed the organisation into a people facing, 'principles based' career management (CM) agency, with greater focus on the member.

Benefits

- Greater trust and respect with CM-N

More Information

Directorate of Navy Career Management

DNCM's new operating model is based on two components to career management, a centralised strategic planning workforce and an empowered local waterfront service. It delivers a sustainable structure that combines officer, sailor and reserve career management in Canberra supported by integrated reserves and permanent career management elements at the LCMCs aligned to the Total Workforce System (TWS) principles. To achieve this, it was decided to form CM Families to provide strategic CM guidance and create six Local Career Management Centres (LCMCs) (Waterfront) with CM responsibilities for RCT – PO's. This allows for a more personalised CM approach providing 'local solutions to local problems.' LCMCs will career manage members in the RCT- PO cohort while the remaining Career Managers in Canberra are responsible for career management of RCT – PO in ACT and all CPO, WO and Officers.

Directorate of Navy Career Performance and Support

NGCM has allowed significant reform in processes within DNCPS aligning with Army and Air Force in the Joint Career Management space where possible such as:

- **Promotions.** Reform of Officer Promotion processes to support CDF direction through the Joint Workforce Steering Group to achieve career management harmonisation across the three services. Career Management Boards – Promotions are now aligned to the joint cycle with reduced administrative requirements and assessment criteria for LEUT - LCDR boards. A Career Development assessment for LCDRs and above was introduced to support longitudinal career and development planning for officers at these key ranks. Refinement of sailor promotion processes continue with improvements to the LS – PO process based on the outcomes of the LEUT – LCDR Boards from 2022.

Status: Work Underway
Lead: Deputy Chief of Navy

TARGETING

All Navy Personnel

WHEN

Launched March 2022

YOU GET

Decentralised career management 'principles based' with greater focus on the member.



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Submit your feedback and questions:
navy.retention@defence.gov.au



For more information visit:
navy.gov.au/stay-onboard

- **Transfers.** Feedback from career members has driven a review of the transfer of workgroup and commissioning processes which will be rolled out as part of the retention campaign. Increased transparency of targets and the ability to future date transfers will provide Navy's workforce with the ability to plan and posting certainty.
- **Entries.** A review of Officer Selection Boards and the introduction of the officer selection interview to replace a board for selected senior commissioning candidates has enabled a more streamlined and personal approach to the commission process.
- **Military Employment Classification Review Board (MERCBS)** has relocated from DNCM to DNCPS after internal review and discussion with both Army and Air Force. This will enable closer alignment of the MECRB process in the joint Career Management space as well as ensuring a robust and transparent process to support our members and capability.

NGCM has been the biggest reform to Navy Career Management since the formation of NPCMA in December 2010. NGCM now provides a modern people facing Career Management Agency making robust, repeatable, and transparent decisions on individuals and supported by Navy Career Performance and Support Agency as the enabling Directorate making robust, repeatable, and transparent decisions at system level to enable Career Managers. NGCM has ensured that CM-N is able to meet the future growth of the Navy as well as continued alignment in the Joint Career Management space.

Next Steps

- Career Management – Navy intranet site to be revamped to provide a better tool for members access
- Update AF031 Navy Career Planning Sheet
- Update Career Management – Navy Business Guides



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