

# PATHWAYS FOR YOUR FUTURE

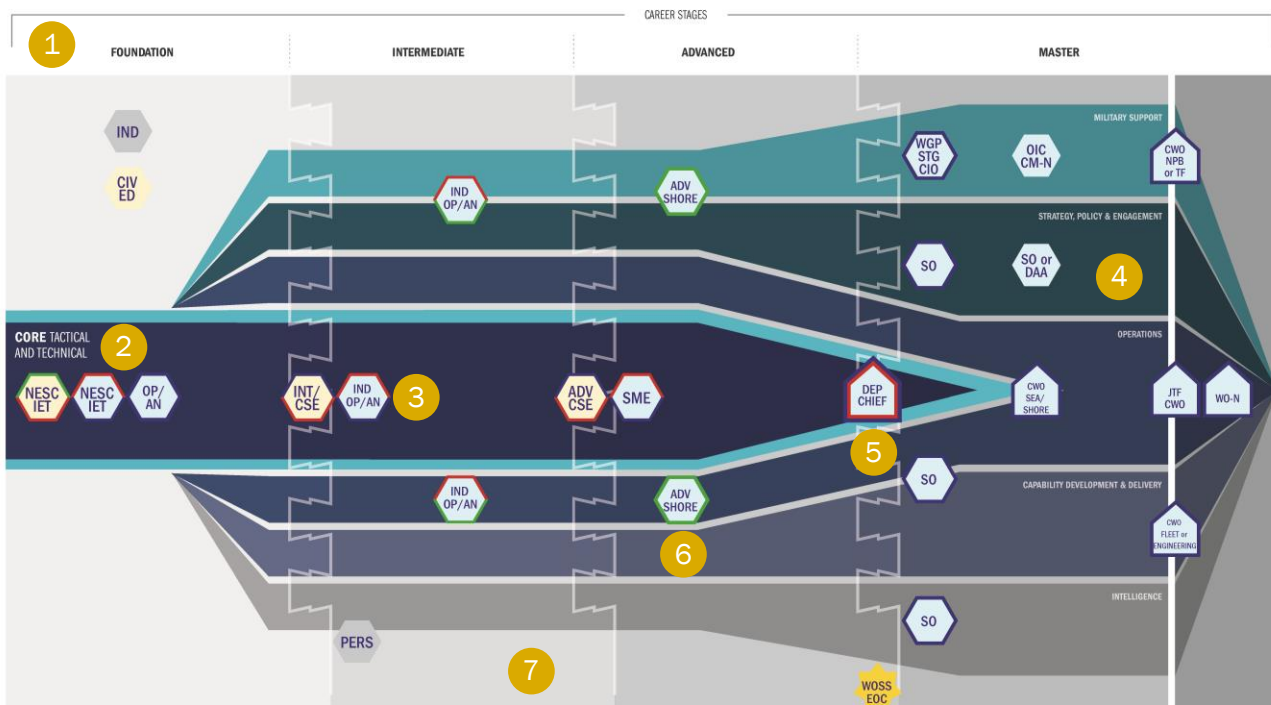


Mastery Career Pathways (MCP) are new and interactive documents to support members in charting their careers and their mastery journey.

They help people visualise the options and opportunities they have at the different phases of their career; building core tactical and technical skills, knowledge, attributes and proficiencies; growing flexibility in operational and organisational roles; and moving into strategic and enterprise environments, where they are responsible for integrating military capability and effects in senior leadership roles.

MCPs will replace the current career continuums and provide more choice for members to design a career around their ambitions, Navy's requirements, their life commitments, and levels of maritime, technical and social mastery.

A generic sailor career pathway may look like this:



The key elements of the MCP are:

1. The four stages of Mastery
2. **Core tactical and technical:** The centre of the MCP is about the roles you need to perform to develop your core workgroup mastery, with an emphasis on delivering capability.
3. **Core roles** are contained within each workgroup, including baseline roles.
4. **Five joint streams:** Military Support; Strategy, Policy and Engagement; Operations; Capability Development and Delivery; Intelligence.
5. **Headmark positions:** Positions of significance for a workgroup.
6. **Sea/Shore positions:** Incorporating workforce generation systems for Ready, Readying and Reset positions.
7. **The grey section** includes opportunities and roles that may not be strictly in the core tactical and technical area, or may be outside of Defence.

As MCPs are built out for each workgroup, members will work with their supervisors and career managers to plan their postings and career progression – making sure they meet all baseline requirements and take advantage of broadening opportunities to move to the next stage of Mastery.