

# Officer Career Development Briefs:

## *Narrative Guidance*

*Current as of 17 Jan 2023*



***Disclaimer:*** Career development briefs are generated by functional community leaders, coordinated with each MAJCOM, and approved by the SecAF on an annual basis. These briefs serve as reference material to educate mentors, hiring authorities, and promotion board members about various career fields. Briefs include typical career progression milestones, developmental guidance, and other unique considerations for officers within each core AFSC and/or functional community. These briefs are provided for career planning purposes; however, strict adherence to the career progression norms and developmental guidance depicted is not a prerequisite for promotion. Promotion is based on performance and demonstrated potential to serve in the next higher grade. To the extent that these briefs are inconsistent with the Secretary's memorandum of instructions (MOI) to a promotion board, the Secretary's MOI will take precedence.

# **Medical Service Corps (MSC)**

## **41A – Medical Service Corps Officer Career Development Guidance**

**AFSC Description:** Medical Service Corps officers are professional healthcare administrators who lead, manage, and direct personnel and resources while executing combat support capabilities for the Air Force and joint health care missions in the core areas of Medical Logistics, Medical Readiness, Aeromedical Evacuation, Resource Management, Health Information Management/Technology, Health Facilities Design, and Health Plan Management. As part of the medical team, MSC officer responsibilities include Financial Management, Manpower and Organization Requirements, managing Human Resources, developing Human Capital Strategies, applying Laws and Policies, providing Force Readiness, and serving as commanders, hospital/clinic administrators, director of operations, and senior staff advisors.

**Brief Developmental History:** In 2018, Architects trained to design military healthcare facilities transitioned to the Medical Service Corps with the AFSC 41AXA. Some legacy officer (FGO) records will reflect positions of the previous AFSC designator, 43EXC. Architect (41AXA) records will reflect specialization in Health Facilities Design with assignments primarily at headquarters or staff action officer positions, limiting flight command opportunities.

**Prior to Major:** 41As are expected to develop as a leader and tactical/operational advisor on matters across the core functional areas. They serve in a wide variety of developmental positions with the intent to build a high-level of depth and competence in one area and moderate experience in several other areas. This is solidified by the MSC Specialty Match process to a core functional skill. Ideally, the Group Practice Manager is a milestone position that provides officers with a broader perspective of organizational leadership.

**Prior to Lieutenant Colonel:** 41As are expected to further develop operational and strategic competence, planning, and communication skills through experience in various 41A staff-level positions, e.g. HAF/SG, Air Force Medical Readiness Agency, Defense Health Agency, etc. Board certification in a career field-related professional organization is encouraged. Demonstrated leadership and performance as an Administrator (SGA), or Director of Operations is an indicator of readiness for senior leadership opportunities. Most will develop leadership depth and competence in one core area and working knowledge in other core areas.

**Prior to Colonel:** 41As will further hone skills in the operational and strategic planning, joint, interoperable experience as a leader and on matters across the core areas. Most officers will compete for an opportunity to command as an O-5, or serve as an Administrator (SGA) or Director of Operations at least once and sometimes twice, depending on timing with other staff and developmental assignments. Officers who serve in the Administrator (SGA), Director of Operations, and squadron commander roles are considered senior level executive staff members. Officers may serve in any of these roles, in any order, and may also function as the Deputy MDG/AES Commander simultaneously. By this point, most 41As will have deployed at least once.

**Career Broadening Expectations:** Most 41As will not spend more than one assignment (~3 years) out of core positions unless selected for special career broadening programs such as instructor duty, AFPC assignment officer, recruiting officer, or executive officer (no more than 1 year).

**Advanced Academic Degree Expectations:** AADs are neither a requirement for promotion nor a guarantor of promotion. The value of specific AADs is important to professional development; and advanced degrees should be chosen to meet personal and professional goals. Those most relevant to the 41A community (in no particular order) are:

- Healthcare Administration/Management/Policy
- Business Administration
- Economics
- Finance/Accounting
- Marketing
- Statistics/Operations Research
- Information Systems Management
- Health Information Management
- Health Information Technology
- Emergency Management
- Architecture
- Architectural Engineering
- Civil Engineering
- Construction Management
- Logistics Supply Chain Management

# *Department of the Air Force*

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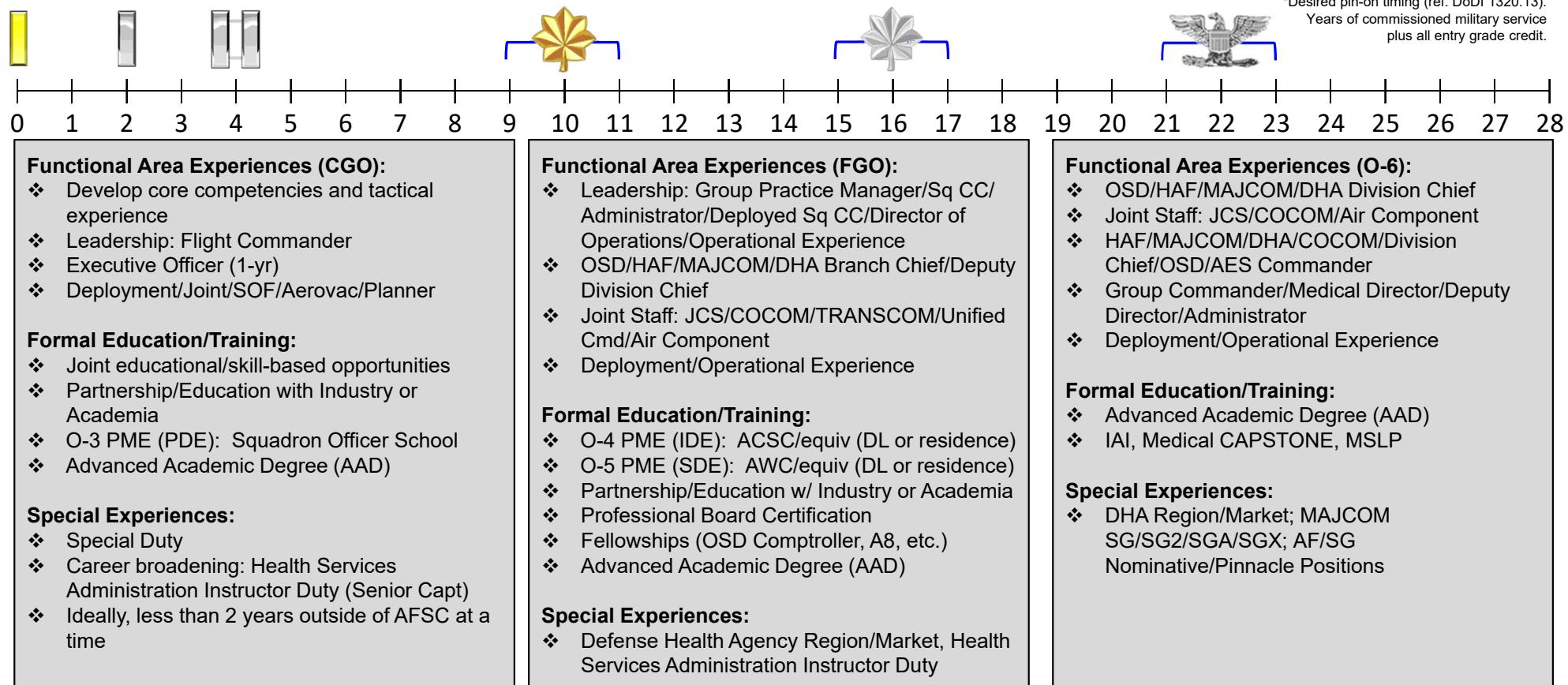
## Medical Service Corps (MSC)



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# Medical Service Corps Officer (41A) Career Progression



\*Desired pin-on timing (ref. DoDI 1320.13).  
Years of commissioned military service  
plus all entry grade credit.

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