



DEPARTMENT OF THE NAVY
OFFICE OF THE JUDGE ADVOCATE GENERAL
1322 PATTERSON AVENUE SE, SUITE 3000
WASHINGTON NAVY YARD DC 20374-5066

JAGINST 1150.2F CH-2
28 Jan 25

JAG INSTRUCTION 1150.2F CHANGE TRANSMITTAL 2

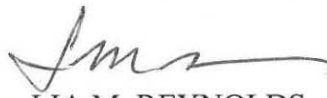
From: Judge Advocate General of the Navy

Subj: MILITARY JUSTICE LITIGATION CAREER TRACK

Ref: (a) E.O., "Initial Rescissions of Harmful Executive Orders and Actions," of 20 Jan 25
(b) E.O., "Defending Women from Gender Ideology Extremism and Restoring Biological Truth to the Federal Government," of 20 Jan 25
(c) E.O., "Ending Radical and Wasteful Government DEI Programs and Preferencing," of 20 Jan 25
(d) E.O., "Ending Illegal Discrimination and Restoring Merit-Based Opportunity," of 21 Jan 25

Encl: (1) Revised Page 2
(2) Revised Page 4
(3) Revised Page 5
(4) Revised Page 6
(5) Revised Enclosure (7), Page 1

1. Purpose. Change issued in accordance with references (a) through (d).
2. Action. Remove pages 2, 4, 5, 6, and page 1 of enclosure (7) and replace with enclosures (1) through (5), respectively. Remove Page 7.


LIA M. REYNOLDS
Acting

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DEPARTMENT OF THE NAVY
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1322 PATTERSON AVENUE SE SUITE 3000
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JAGINST 1150.2F CH-1
Code 05
9 Apr 23

JAGINST 1150.2F CHANGE TRANSMITTAL 1

From: Judge Advocate General

Subj: MILITARY JUSTICE LITIGATION CAREER TRACK

Encl: (1) Revised Enclosure (7) MJLCT Track Billets

1. **Purpose.** This change is issued to update the billets designated as Military Justice Litigation Career Track (MJLCT) billets in light of the implementation of the Office of Special Trial Counsel and other billet changes.

2. **Action.** Remove enclosure (7) to the basic instruction and replace with enclosure (1) of this change transmittal.

D. E. Crandall
D. E. CRANDALL

Distribution:

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IN REPLY REFER TO:

JAGINST 1150.2F
Code 05
26 Jan 22

JUDGE ADVOCATE GENERAL INSTRUCTION 1150.2F

From: Judge Advocate General

Subj: MILITARY JUSTICE LITIGATION CAREER TRACK

Ref: (a) NAVPERS 15839I, Volume I
(b) MILPERSMAN 1214-010
(c) JAGINST 1520.1B
(d) JAG/CNLSCINST 1500.2

Encl: (1) Sample MJLCT Career Path
(2) MJLCT Experience Standards
(3) MJLQ Selection Board Application Summary Sheet
(4) Sample Request for Qualification
(5) MJLQ Officer Appraisal Form
(6) Non-MJLQ Officer Appraisal Form
(7) MJLCT Track Billets

1. Purpose. To provide information and procedural guidance for the Navy Judge Advocate General's (JAG) Corps Military Justice Litigation Career Track (MJLCT) program and to establish guidelines for the selection, professional development, and detailing of Military Justice Litigation Qualified (MJLQ) officers.

2. Cancellation. JAGINST 1150.2E

3. Discussion

a. MJLCT Mission. The delivery of military justice is both a core competency and a primary mission of the JAG Corps. Good order and discipline enables the operational readiness of the Navy and requires a military justice process that is, and is perceived to be, just. To meet this mission, the JAG Corps has established a litigation career track to identify, select, develop, train, and retain judge advocates who have demonstrated an aptitude for military justice litigation. The MJLCT is only open to active duty Navy judge advocates. Reserve judge advocates interested in serving in military justice litigation billets should make their interest known to the Deputy Director for Military Justice, Navy Reserve Law Program. The purpose of the MJLCT is to provide excellence in courts-martial litigation and in other accountability actions, to enable good order and discipline, and to ensure that courts-martial results at trial and on appeal are just and reliable. The JAG Corps is committed to providing MJLQ officers education, training, and courtroom experience to develop and maintain the critical skill sets

needed to litigate and preside over complex criminal cases, including cases involving sexual assault charges. MJLQ officers fill litigation-intensive billets, ensure the effectiveness and efficiency of the courts-martial process, and are available for emergent assignments that require expertise in military justice and criminal litigation. MJLQ officers embody a warfighting spirit, lead with character and integrity, embrace accountability, promote a culture of learning, and encourage innovation.

b. The Chief Judge, Department of the Navy (CJDON) is the community sponsor for the litigation career track and is responsible for ensuring MJLQ officers are provided the requisite leadership, training, and duty assignments for professional development as litigators and as naval officers. Within the career track, officers apply for three levels of MJLQ expertise in sequence, as described in paragraph 4 below. Officers enter the MJLCT and advance in qualification level through application to an annual MJLCT Selection Board (Board), as described in paragraph 5 below.

c. Enclosure (1) provides a sample MJLCT career path and the types of billets MJLQ officers will be expected to fill over the course of a career.

4. Qualifications and Standards

a. Standards

(1) SPECIALIST I. A judge advocate may qualify as SPECIALIST I, the entry point for admission to the MJLCT, after demonstrating military justice litigation proficiency and MJLCT potential. Candidates are first eligible for SPECIALIST I **four years** from the date of NJS graduation.

(2) SPECIALIST II. A judge advocate may qualify as SPECIALIST II after sufficient additional qualitative and quantitative military justice litigation experience and professional development as a naval officer. Candidates will first be eligible for SPECIALIST II **five years** from the date of their SPECIALIST I selection announcement.

(3) EXPERT. A judge advocate may qualify as EXPERT after significant additional military justice litigation experience and demonstrated leadership of judge advocates. The designation of EXPERT is ordinarily reserved for those judge advocates who are eligible for assignment to senior MJLCT positions. To ensure broader knowledge of the naval service for those in leadership positions, applicants for EXPERT MJLQ should generally have served in at least one non-litigation billet. To ensure a full understanding of the roles within military justice, applicants for EXPERT MJLQ are required to have completed at least a single tour as both government and defense counsel. Candidates will first be eligible for EXPERT **five years** from the date of their SPECIALIST II selection announcement.

b. Experience. Although not binding on the selection board, designation as SPECIALIST I, SPECIALIST II, and EXPERT will generally require the experience outlined in enclosure (2).

c. Application Contents. Applicants unable to meet any application or experience requirement shall submit a waiver pursuant to paragraph 4d. Applications should contain the following documents, in order:

(1) MJLQ Selection Board Application Summary Sheet (enclosure (3));

(2) Command Endorsement Letter;

(3) Request for Qualification (see enclosure (4) for content requirements);

(4) Applicant JAG-Link Biography;

(5) Officer Fitness Reports—Include all fitness reports (reverse chronological order) received since submitting the application for the officer's current designation (*e.g.*, Expert applicants will submit all fitness reports received since the date of their Specialist II application. If applying for Specialist I, include all fitness reports);

(6) Officer Summary Record;

(7) Performance Summary Record;

(8) Two MJLQ Officer Appraisals—Submit two MJLQ Officer appraisals (enclosure (5)) that are current. At least one appraisal shall be completed by a sitting Navy active duty military judge before whom the applicant has practiced. The second appraisal may be completed by any senior MJLQ officer in the paygrade O-5 or above;

(9) One non-MJLQ Officer Appraisal—Submit one additional appraisal from a senior non-MJLQ Officer in the paygrade of O-5 or above (enclosure (6));

(10) Writing Sample (less than 10 pages) or Argument Excerpt (less than 15 pages) (for SPECIALIST I applicants only).

d. Waivers. In exceptional cases, an applicant may be fully qualified for the next MJLQ designation despite being unable to meet one or more of the above mentioned experience or application requirements. Applicants seeking exemption from any time or experience requirements or any required application components (to include deviation from the required appraisals) must include a paragraph requesting waiver of such requirements in their request for qualification. In this request, the applicant must provide a justification and demonstrate good cause for an exemption. Waiver requests will be adjudicated during the MJLCT Board. Applicants whose waiver requests are denied will be notified after publication of selection results.

5. MJLCT Board Procedures

28 Jan 25

a. The JAG will convene an annual MJLCT Board (Board), administered by the CJDON at a date, time, and location convenient to the administration of the Board, to review applications and select judge advocates for initial admission into the career track as SPECIALIST I officers and for designation of MJLQ officers as SPECIALIST II or EXPERT. The Board membership will include the CJDON and other active-duty judge advocates with significant military justice litigation experience and such other judge advocates as may be appointed, including at least one non-MJLQ officer in addition to the President of the Board (typically a non-MJLQ flag officer).

b. The Board will review all timely applications and requests for waivers. Selection for qualification will be in accordance with a precept approved by the JAG. The number of judge advocates qualified each year may be expanded or limited by the JAG based on the anticipated needs of the JAG Corps.

c. Applications for SPECIALIST I, SPECIALIST II, and EXPERT must be submitted to the President of the Board via the chain-of-command.

6. MJLCT Detailing Considerations

a. MJLCT Billets. As reflected in Enclosure (7), the JAG has designated as MJLCT billets (track billets) those JAG Corps billets that require significant litigation and military justice knowledge and experience. A central tenet of the MJLCT program is that officers should remain predominantly in litigation and military justice billets to develop and maintain perishable litigation skills. MJLQ officers should expect to be detailed primarily to these identified track billets over the course of their career, although they should also expect to complete some associated tours to further their development as naval officers and their understanding of the Navy, as indicated in the following paragraph.

b. Non-Track Billets. As judge advocates seek MJLQ advancement, they will be required to demonstrate greater courtroom expertise, the leadership skills expected of naval officers, and familiarity with the broader mission of the Navy. MJLQ officers and judge advocates interested in applying for the career track are encouraged to seek out non-track billets that will enhance their Fleet perspective and develop leadership skills, particularly sea duty, overseas duty, and staff judge advocate positions with a military justice portfolio. As noted in paragraph 4a(3), applicants for EXPERT MJLQ designation should have experience in such non-litigation billets prior to their application.

7. AQDs, SSP Officer Codes, and Postgraduate Education

a. Additional Qualification Designations (AQDs). In accordance with reference (a), MJLQ officers receive an AQD that reflects the officer's status as SPECIALIST I, SPECIALIST II, or EXPERT. The AQDs are documented in the applicant's Official Military Personnel File (OMPF) upon selection by the Board.

b. Subspecialty Officer Codes (SSP). SSP are part of the Bureau of Naval Personnel's Officer Subspecialty System governed by references (a) and (b). For MJLQ officers, SSPs supplement the AQDs discussed above and pertain to the MJLCT as follows:

(1) In accordance with the 1202 SSP Core Skills Requirements (CSR), MJLQ officers are designated 1202S (denoting significant experience) upon selection as SPECIALIST I. Upon completion of an LL.M. in trial advocacy, officers are designated as 1202P. Upon completion of a tour in a 1202P-coded billet, officers receive a 1202Q designation. Officers who have not attended post-graduate school may apply for a 1202R designation upon completion of 36 months in a 1202-coded or other litigation intensive billet.

(2) Like AQDs, SSP officer codes are documented in the OMPF. MJLQ officers should monitor their OMPF to ensure their SSP officer code has been properly documented. The JAG Corps Postgraduate School Coordinator (PERS-4416B) maintains the 1202 SSP CSR, and changes require the concurrence of the CJDON.

c. Trial Advocacy Postgraduate Education. Detailing of officers to postgraduate school will be in accordance with reference (c) and this instruction.

(1) A judge advocate will not be assigned to trial advocacy postgraduate curriculum without first qualifying as SPECIALIST I. Judge advocates participating in Navy-funded postgraduate education are required to complete subsequent assignments utilizing their trial advocacy postgraduate education in accordance with reference (d).

(2) The JAG Corps Postgraduate School Coordinator (PERS-4416B) maintains the Trial Advocacy Curriculum, the 1202 SSP Educational Skills Requirements (ESR), and the list of schools approved for the trial advocacy curriculum. Changes to the curriculum or the ESR require the concurrence of the CJDON.

d. Command. All MJLQ officers are required to request command screening upon their selection to O-6. If not successfully screened, they are required to request screening again at the next command screening board. Service in NLSC and other senior litigation leadership billets is expected of senior MJLQ officers.

8. Recruiting, Mentoring, and Training

a. The underlying premise of the MJLCT is that excellence in military justice litigation is dependent on three factors: selection and detailing of the correct judge advocates for the career track, careful cultivation of junior judge advocates in military justice litigation, and direct involvement of senior MJLQ officers in military justice cases in order to increase litigation proficiency and to help develop junior counsel.

(1) Recruiting. To build and sustain the career track, senior MJLQ officers are expected to identify junior judge advocates with an aptitude for litigation and to assist those officers in building the skills necessary for selection as a MJLQ officer.

(2) Mentoring. Senior MJLQ officers shall facilitate the training, experience, and professional development of junior MJLQ officers to ensure continued progression, as appropriate, in the career track. To avoid the potential for conflicts, senior MJLQ officers shall not establish a mentor/mentee relationship with a junior counsel whose role conflicts with that of the senior officer. For example, a military judge is prohibited from initiating or accepting a mentor/mentee relationship with a trial counsel, defense counsel, or victims' legal counsel practicing in their circuit. If at any point the mentor or mentee enters a billet that results in a conflict, or if either party otherwise perceives a potential conflict, the mentor/mentee relationship should be suspended until one of the two officers transfers to a new billet or the conflict is resolved. In such circumstances, an interim or additional mentor can be assigned to the junior MJLQ officer to ensure continuity in mentorship.

(3) Training. MJLQ officers serving in supervisory positions shall develop and implement litigation training plans in accordance with reference (d) to cultivate the critical skills necessary for the success of the junior judge advocate litigators under their supervision. All MJLQ officers in litigation billets are expected to participate actively in case preparation with junior judge advocates and to litigate courts-martial as counsel of record with junior judge advocates.

9. MJLCT Board of Advisors (MBOA). The MBOA shall provide recommendations regarding strategic guidance to CJDON about MJLCT development and improvement, including recommendations regarding changes to this instruction, training, utilization tours for MJLCT members, detailing of judge advocates, and recruitment or identification of new MJLCT candidates. The MBOA shall meet at the call of the chair, and may do so virtually. The MBOA shall be comprised of CJDON as the Chair, the senior MJLQ judge advocate within the trial judiciary, the senior MJLQ judge advocate within the appellate judiciary, the Directors of the Trial and Defense Counsel Assistance Programs, and the Division Director, Criminal Law Division (OJAG (Code 20)). CJDON may appoint *ad hoc* members who are detailed to MJLQ-required billets not represented by the permanent membership.

10. Point of Contact. Special Assistant to the CJDON at (202) 685-5920 DSN 325.

/s/

D. E. CRANDALL

Distribution:

Electronic only, via Navy Directives website, <http://doni.daps.dla.mil>; and the OJAG website, <http://www.jag.navy.mil>.

Sample Career Path

YEAR	ASSIGNMENT	EXPLANATION	
LIEUTENANT*			
0 to 2	First Tour Judge Advocate	Judge advocates must have at least 4 years since NJS graduation to apply for SPECIALIST I qualification.	
2 to 4	RLSO/DSO Counsel Installation SJA/SAUSA NJS/USNA Instructor CVN #2 OJAG Action Officer Appellate Counsel		
Selected as SPECIALIST I			
4 to 8	RLSO/DSO Counsel Installation SJA/NCIS SJA/Felony SAUSA NJS Instructor CVN #2 OJAG Action Officer Appellate Counsel Military Commissions VLC Rotational Assignment – U.S. Attorney’s Office	First tour SPECIALIST I officers should focus on development of litigation skills and mentoring new counsel. Eligible for S-Code (1202).	<p><i>Generally, officers should serve as a SPECIALIST I for at least 5 years before seeking designation as a SPECIALIST II</i></p>
LIEUTENANT COMMANDER*			
7 to 11	STC/ASTC/SDC/ASDC TYCOM or Region DSJA NCIS HQ, CNP, NAVIG, or VCNO DSJA NJS Instructor/Dep’t Head CVN #1 OJAG Branch Head TCAP/DCAP Dep Dir Military Commissions LL.M. in Trial Advocacy (or equivalent) VLC Rotational Assignment – U.S. Attorney’s Office	SPECIALIST I officers can seek to develop their skills as both a litigator and as a naval officer through a variety of both track and non-track billets. If they have not already served on both sides of the aisle, it is highly encouraged that Specialist I officers seek to do so.	
Selected as SPECIALIST II			
10 to 12	STC/ASTC/SDC/ASDC TYCOM or Region DSJA NCIS HQ, CNP, NAVIG, or VCNO DSJA NJS Instructor/Dep’t Head CVN #1 SPCM Judge/Military Magistrate OJAG Branch Head TCAP/DCAP Dep Dir LL.M. in Trial Advocacy (or Equivalent) Military Commissions VLC	Eligible for P-Code (1202) after completion of LL.M.	<p><i>Generally, officers should serve as a SPECIALIST II for at least 5 years before seeking designation as an EXPERT</i></p>
COMMANDER*			
12 to 18	RLSO XO/STC/ASTC DSO XO/OIC/SDC/ASOC TYCOM DJSA NCIS HQ SJA	SPECIALIST II judge advocates should experience the wide variety of skills demanded of courtroom counsel, should have served in both trial and	

	<p>OJAG Dep Dir Trial/Appellate Judge TCAP/DCAP Dir/Dep Dir LL.M. in Trial Advocacy (or Equivalent)</p>	<p>defense billets before seeking EXPERT designation, and should have served in significant leadership billets prior to seeking EXPERT designation.</p>
<p>Selected as EXPERT</p>		
<p>CAPTAIN*</p>		
<p>17 to 30</p>	<p>RLSO/DSO CO Circuit Trial Judge/Senior Appellate Judge OJAG Dir TCAP/DCAP Dir Chief Trial/Appellate Judge</p>	<p>Upon selection to O-6, MJLQ officers must request screening for command. EXPERT judge advocates are responsible for identifying, recruiting, and developing junior judge advocates with an aptitude for litigation, and for training and mentoring junior MJLQ judge advocates.</p>
<p>Capstone: CHIEF JUDGE, DEPARTMENT OF THE NAVY / COMMANDER, NAVAL LEGAL SERVICE COMMAND</p>		
<p>*MJLQ officers are highly recommended to spend a minimum of 50% of their career in the courtroom.</p>		

MJLCT Experience Standards

Generally, applicants for SPECIALIST I (SPEC I), SPECIALIST II (SPEC II), and EXPERT (EXP) should meet the experience standards set forth below. These standards are guideposts, provided to assist you in quantifying your experience for the selection board. They are not intended as strict minimums for selection.

	<u>SPEC I</u>	<u>SPEC II</u>	<u>EXP</u>
Time (years) in service	4	9	14
Time in litigation billets	2	7	12
Time in previous qualification	N/A	5	5
Courts-martial/Complex Hearings (in any capacity)	10	20	50

	<u>SPEC I</u>	<u>SPEC II</u>	<u>EXP</u>
<u>Other Experience</u>			
Witness Examination	25	50	100
Expert Witness Preparation	5	10	25
Oral Advocacy/Argument	10	20	50
Written Advocacy/Argument	25	50	100
Instructor (Litigation Courses)	N/A	10	25

You should identify all litigation experience in which you substantially participated. Ordinarily, this would include participation as military judge, trial counsel, or defense counsel (including at the Military Commissions), but may also include experience as Victims' Legal Counsel, appellate counsel, counsel for respondent or recorder, SAUSA, or other advocacy-related tasks.

The selection board may consider designation based on a lesser number of submissions in any of these categories if the applicant clearly demonstrates sufficient active litigation participation to establish an enhanced level of experience warranting the qualification sought.

FY MJLCT Selection Board Application Cover Sheet

Name: Current Assignment:
Rank: NJS Graduation:
Date of Rank/Selection: Applying for: Applied before?
Current designation (if applicable): Year Selected:
Waiver Requested? Reason for Waiver:

Litigation Billets:

Job title, Command (year - year)

Non-Litigation Billets:

Job title, Command (year – year)

Summary of Litigation Experience:

Total GCMs:

Contested Members GCMs:

Contested Judge Alone GCMs:

Total GCMs as Lead Counsel:

Other Relevant Experience:

Total SpCMs:

Contested Members SpCMs:

Contested Judge Alone SpCMs:

Total SpCMs as Lead Counsel:

Guilty Pleas:

Admin. Boards:

(Continued on Page 2)

FY MJLCT Selection Board Application Cover Sheet (cont'd)

MJLQ Officer Appraisals:

Rank & Name

Verbal Articulation

Adaptability

Written Comm.

Ethics

Evidence/Procedure

Potential

Non-MJLQ Officer Appraisal:

Rank, Name, and Title

Officership

Understanding of Mission

Team & Mission Support

Adaptability/Accountability

Leadership (Potential)

Operational Understanding
(*SPEC I only*)

Sample Request for Qualification

Date

From: Name of Applicant
 To: President, Military Justice Litigation Qualification Selection Board
 Via: Reporting Senior

Subj: REQUEST FOR [insert designation] QUALIFICATION

Ref: (a) JAGINST 1150.2F

Encl: (1) Officer Fitness Reports (see instruction for requirements)
 (2) Officer Summary Record
 (3) Performance Summary Record
 (4) MJLQ Officer Appraisal #1
 (5) MJLQ Officer Appraisal #2
 (6) non-MJLQ Officer Appraisal
 (7) Writing Sample or Argument Excerpt (if applicable)

1. Pursuant to reference (a), I hereby request selection for [insert designation] Military Justice Litigation Qualification.

2. In addition to enclosures (1) through (), the following information is provided:

a. Summary of Litigation-Related Experience. (Explain how litigation-related experience meets the standards of enclosure (2), distinguishing between cases tried as trial or defense counsel, or in another role, such as VLC, and other hearings or proceedings. Summarize any other experience that merits the Board's consideration.)

b. Brief description of **three** cases in which the applicant participated. (Include a brief description of three cases, including the location of the trials, the approximate dates, the applicant's role at trial, and the judges before whom the cases were tried, as in example below. Ordinarily, these should be the most complex cases you have participated in or the ones that were particularly challenging, and you should highlight your efforts in those cases.)

(1) U.S. v. Example. General court-martial of a petty officer accused of killing his six-month-old child. The accused was initially charged in State court, but his statement to local police was ruled inadmissible by the trial judge and his case was dismissed. His statement was introduced at his subsequent court-martial; significant motions practice to pre-admit the accused's statement. Case involved presentation of complex medical evidence and expert testimony. Lead TC; San Diego, 2015; Military Judge - CAPT Smith.

c. List billet assignments and duty stations in reverse chronological order. (Include the number of attorneys supervised, if applicable.)

d. Summary of Leadership Experience. (For EXPERT designation only.) (Provide summary of significant leadership positions, experiences and challenges faced in litigation or in non-litigation billets.)

e. Career Aspirations. (For SPECIALIST I designation only.) (Provide a brief statement describing why you want to pursue a career as a MJLCT officer, your understanding of the importance of versatility and flexibility in the track both as to types of positions and geographically diverse assignments, and what you hope to accomplish as a MJLCT officer.)

f. Personal Statement. (Provide a brief statement describing your motivation for joining the MJLCT, and provide any additional information for the Board's consideration.)

APPLICANT'S SIGNATURE

MJLQ Officer Appraisal Form

1. General Information

- a. Name of Applicant:
- b. Name of Rater:
- c. Time you have known applicant:
- d. Nature of relationship between you and the Applicant:
- e. Number of Applicant's cases that you have personally observed:
- f. On a scale of 1 to 10 (10 being best), I give this Applicant an overall rating of
- g. My average rating (or range) for an Applicant for this qualification is

2. For all MJLQ Applicants. Rate the applicant's abilities in the following areas using a rating of 1 to 10 (10 being best). If you have not had a sufficient opportunity to observe the applicant in any area, indicate "no opinion."

- a. **Verbal Articulation.** The ability to communicate complex ideas to a variety of audiences, including courtroom arguments, classroom lectures, and other public speaking environments

(1) Against the standard, I rate this applicant as:

(2) Basis:

b. **Adaptability / Composure.** Flexibility in thought and behavior in both courtroom and command settings, an ability to confront crisis calmly, and reasonable temperament in the zealous representation of clients.

(1) Against the standard, I rate this applicant as:

(2) Basis:

c. **Written Communication.** Research and writing skills that cogently and creatively present the legal position while interweaving case theme and theory.

(1) Against the standard, I rate this applicant as:

(2) Basis:

d. **Ethical Decision-Making.** Maintaining the highest standards of professional ethical behavior and exemplary conduct. Loyalty and fidelity to the United States, to the law, and to clients both institutional and individual, must come before private gain or personal interest.

(1) Against the standard, I rate this applicant as:

(2) Basis:

e. **Evidence and Procedure.** Strong technical abilities with the rules of court.

(1) Against the standard, I rate this applicant as:

(2) Basis:

f. **Potential.** Potential to qualify as EXPERT in the future.

(1) Against the standard, I rate this applicant as:

(2) Basis:

3. **For EXPERT Applicants.**

a. **Extensive Experience as Counsel.** EXPERT is reserved for those who have significant experience and demonstrated leadership in the senior-most military justice litigation positions. Qualified judge advocates must have demonstrated substantial aptitude as courts-martial-level trial and defense counsel through significant participation ***as counsel of record*** in a variety of complex courts-martial. The judge advocate's experience must also demonstrate the currency and topicality of his or her military justice litigation abilities.

(1) Against the standard, I rate this applicant as:

(2) Basis:

b. **Experience in Non-Litigation Billets.** The EXPERT judge advocate must have sufficient breadth of experience through service in non-litigation billets to understand both the active-duty Sailor and Marine Fleet/FMF experience, and the role of line and Marine commanders, particularly as it relates to discharging convening authority responsibilities. The EXPERT judge advocate must understand the impact of misconduct on operations, the administrative procedures relating to minor misconduct, and the role of good order and discipline in operational and shore-based environments. The EXPERT judge advocate must also be familiar with organizational functions necessary for the fair, effective, and efficient management of the Department of the Navy's military justice system as well as of the JAG Corps as a component of the larger Navy.

(1) Against the standard, I rate this applicant as:

(2) Basis:

c. **Leadership and Mentoring Skills.** Assignment of an EXPERT judge advocate to a senior litigation-related leadership billet assists in the professional development of our junior judge advocates. The EXPERT judge advocate will spend a significant portion of his or her assignment working with new and inexperienced counsel. He or she will evaluate their work product and provide counseling and mentorship, and must have the demonstrated ability to both lead and to try complex cases at the same time. He or she will teach the law, leadership, and the value of naval service through the intense, adversarial, and public interaction of courts-martial. He or she will identify and develop future members of the MJLCT.

(1) Against the standard, I rate this applicant as:

(2) Basis:

4. **Additional comments, if desired, may be added below:**

Rater's Signature

Date

Non-MJLQ Officer Appraisal Form

1. General Information.

Rank/Name of Applicant:

Rank/Name of Rater:

Position of Rater:

Time you have known Applicant:

Nature of relationship:

Role in which you supervised Applicant (if any):

2. Rating.

You are being asked to evaluate a candidate for selection into the Navy JAG Corps' Military Justice Litigation Career Track (MJLCT). Officers in the MJLCT serve in a wide variety of roles, including as defense attorneys, trial counsel (prosecutors), victims' legal counsel, trial and appellate judges, supervisory counsel, and COs, XOs, and OICs to junior litigators, as well as in the Trial and Defense Counsel Assistance Programs. The purpose of the MJLCT is to provide excellence in courts-martial litigation and other accountability actions, to enable good order and discipline, and to ensure that courts-martial results at trial and on appeal are just and reliable.

The ideal candidate for MJLCT selection is an officer who is not only a talented courtroom litigator but also a well-rounded Naval Officer who understands the importance of the military justice process to the Navy's mission. He or she should have the drive and capacity to serve in a variety of military justice roles and should demonstrate an interest in devoting a substantial portion of their career in these billets. He or she can be trusted to lead and mentor junior counsel who aspire to join the MJLCT to be zealous and ethical. The MJLCT does not benefit from adding officers who view trials as a "game" or those officers who will prioritize their own egos or a desire to win above their ethical obligations. **For each category, please start by rating the Applicant on a scale of 1-10, with 10 being the best.** With these ideals in mind, please rate this Applicant's:

(evaluation begins on next page)

- a. **Officership.** The ability to carry oneself as a Naval Officer, including military bearing, professionalism, character, physical fitness, adherence to Navy Core Values, and embodiment of the governing principles of the JAG Corps. *Further, the ability to clearly and effectively communicate ideas to a broad range of audiences. If possible, describe observed interactions with junior and senior personnel.

Additionally, please evaluate the extent to which the Applicant's experiences and relationships outside of military justice enhance the Applicant's ability to succeed:

- b. **Understanding of Mission.** Assess the Applicant's understanding of the relationship between the legal function and the operational readiness of today's Navy, the importance of military justice to the overall Navy mission, the impact of misconduct on operations, and the role of line and Marine commanders in military justice. Is the Applicant prepared to serve on both sides of the aisle as trial and defense counsel?

- f. ***For Specialist I: Understanding of Fleet Operations.*** Rate the Applicant's familiarity and/or experience with Fleet Operations and operational settings. Applicants should have a fundamental understanding of the operational Navy and how it accomplishes its mission.

3. Additional Comments, if desired, may be attached separately or added below.

*Please also specifically address any known ethical complaints, issues, or concerns in which the Applicant has been involved.

Rater's Signature

Date

Litigation Career Track Billets

<u>BILLET</u>	<u>DUTY STATION</u>	<u>PAYGRADE</u>
Chief Judge, DON	WNY	CAPT
Assistant to Chief Judge, DON	WNY	LCDR
Appellate Judge NMCCA	WNY	CAPT
Appellate Judge NMCCA	WNY	CAPT
Appellate Judge NMCCA	WNY	CAPT
Chief Trial Judge, NMCTJ	WNY	CAPT
Circuit Judge, Central Circuit	Norfolk	CAPT
Military Judge, Central Circuit	Norfolk	CDR
Military Judge, EURAFCENT Circuit	WNY	CAPT/CDR
Military Judge, Northern Circuit	WNY	CDR
Circuit Judge, Northwest Circuit	Bremerton	CDR
Circuit Judge, Pacific Circuit	Yokosuka	CAPT
Circuit Judge, Southern Circuit	Jacksonville	CAPT/CDR
Military Judge, Southern Circuit	Mayport	CDR
Circuit Judge, Southwest Circuit	San Diego	CAPT
Military Judge, Southwest Circuit	San Diego	CDR
SPCM Judge, East	Norfolk	LCDR
SPCM Judge, West	Bremerton/ San Diego	LCDR
Division Director, Code 20	WNY	CAPT
Deputy Director, Code 20	WNY	CDR
Branch Head, Code 20	WNY	LCDR
Director, TCAP	WNY	CAPT/CDR
Deputy Director, TCAP	Flexible*	CDR/LCDR
TCAP Counsel	WNY	LCDR
Director, DCAP	WNY	CDR
Deputy Director, DCAP	Flexible*	CDR/LCDR
DCAP West Counsel	Flexible*	LCDR
NLSC Assistant for Prosecution Services	WNY	CAPT
Appellate Counsel, Code 45	WNY	LCDR
Appellate Counsel, Code 45	WNY	LT
Appellate Counsel, Code 46	WNY	LCDR
Appellate Counsel, Code 46	WNY	LT

* Flexible for NLSC billets means San Diego, Norfolk, WNY, Bremerton, or Jacksonville.

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<u>BILLET</u>	<u>DUTY STATION</u>	<u>PAYGRADE</u>
RLSO MIDLANT TDH	Norfolk	LCDR
RLSO MIDLANT TC	Norfolk	LT
RLSO NDW TDH	WNY	LCDR
RLSO NW TDH	Bremerton	LCDR
RLSO SE TDH	Jacksonville	LCDR
RLSO SW TDH	San Diego	LCDR
RLSO WESTPAC TDH	Yokosuka	LCDR
DSO NORTH CO (or XO)	WNY	CAPT/CDR
DSO NORTH SDC	WNY	LCDR
DSO NORTH Det EURAFSWA OIC	Naples	CDR/LCDR
DSO NORTH Det GLakes OIC	Great Lakes	LCDR/LT
DSO PAC CO (or XO)	Yokosuka	CAPT/CDR
DSO PAC SDC	Yokosuka	LCDR
DSO PAC HI OIC	Pearl Harbor	LCDR
DSO PAC HI DC	Pearl Harbor	LCDR/LT
DSO SE CO (or XO)	Norfolk	CAPT/CDR
DSO SE SDC	Norfolk	CDR
DSO SE ASDC (2 total)	Norfolk	LCDR
DSO SE DC	Norfolk	LCDR
DSO SE Det Mayport OIC	Mayport	CDR
DSO SE Branch JAX BH	Jacksonville	LCDR
DSO SE Branch JAX DC	Jacksonville/Mayport	LCDR
DSO SE Det Pensacola OIC	Pensacola	CDR/LCDR
DSO WEST CO (or XO)	San Diego	CAPT/CDR
DSO WEST SDC	San Diego	CDR
DSO WEST ASDC (2 total)	San Diego	LCDR
DSO WEST DC	San Diego	LCDR
DSO WEST Det NW OIC	Bremerton	CDR
DSO WEST Det NW DC	Bremerton	LCDR
DSO WEST Det NW DC	Bremerton	LT
NCIS HQ SJA	Quantico	LCDR
NCIS SAUSA (Felony SAUSA)	Norfolk	LT
VLC (4 total)	Norfolk/JAX San Diego/NW (location may vary)	LCDR/LT

<u>BILLET</u>	<u>DUTY STATION</u>	<u>PAYGRADE</u>
OMC Prosecution	Arlington	LCDR
OMC Prosecution	Arlington	LT
OMC Defense	Arlington	LCDR
OMC Defense	Arlington	LT
Military Justice Instructor, NJS (ADDU TCAP)	Newport	CDR/LCDR**
Military Justice Instructor, NJS (ADDU DCAP)	Newport	CDR/LCDR**
Military Justice Instructor, NJS	Newport	LCDR/LT
OSTC HQ, Lead STC	NDW	RDML
OSTC HQ, OSTC Deputy	NDW	CAPT
OSTC EAST Regional Lead	Norfolk	CAPT
OSTC EAST Norfolk Chief STC	Norfolk	CDR
OSTC EAST STC	Norfolk	LCDR
OSTC EAST STC	Norfolk	LCDR
OSTC EAST STC	Norfolk	LCDR
OSTC EAST STC	Norfolk	LCDR
OSTC EAST STC	Norfolk	LCDR
OSTC EAST Mayport Chief STC	Mayport	CDR
OSTC EAST STC	Mayport	LCDR
OSTC EAST STC	Mayport	LCDR
OSTC EAST WNY Chief STC	WNY	LCDR
OSTC EAST STC	WNY	LCDR
OSTC WEST Regional Lead	San Diego	CAPT
OSTC WEST San Diego Chief STC	San Diego	CDR
OSTC WEST STC	San Diego	LCDR
OSTC WEST STC	San Diego	LCDR
OSTC WEST STC	San Diego	LCDR
OSTC WEST Bremerton Chief STC	Bremerton	CDR/LCDR
OSTC WEST STC	Bremerton	LCDR
OSTC WEST STC	Bremerton	LCDR
OSTC WEST Yokosuka Chief STC	Yokosuka	LCDR
OSTC WEST STC	Yokosuka	LCDR
RLSO CO (or XO) (3 total)***	Various locations	CAPT/CDR

** One CDR and one LCDR billet. The CDR may be assigned as the Criminal Law Department Head.

*** Ideally, 3 RLSO CO or XO billets at various locations will be filled with MJLCT officers (O-5 and above) when MJLCT officer inventory supports this. The goal is to ensure that at least one senior MJLCT officer (O-5 or above) will serve as the commanding officer, executive officer, or officer-in-charge at every large litigation command within Naval Legal Service Command.