

U.S. Marine Corps to Civilian Career Map: Enlisted

Military Enlisted Career Development

Years	5		10		15		20		25		30		35		40	
Rank	Pvt / PFC / LCpl	Corporal	Sergeant	Staff Sergeant	Gunnery Sergeant	Master Sergeant / First Sergeant	Master Gunnery Sergeant / Sergeant Major									
Key Positions and Assignments	Fire Team Leader		Squad Leader		Section Chief / Platoon Sergeant		Operations Chief (Ops) / Company First Sergeant		O5-O6 Level Ops Chief / O5-O6 Level Sergeant Major			Ops Chief / O7-O10 Level Sergeant Major				
Professional Military Education	Lance Corporal Leadership and Ethics Seminar	Corporals Course	Sergeants Course	Career Course / SLS	Advance Course / SLS	First Sergeant School (1stSgt Only)		Cornerstone (SgtMaj Only)			Keystone					
Martial Arts	Tan / Grey	Green-Black, Green - Black Instructor		Black Belt Instructor Trainer												
Broadening Opportunities	Marine Security Guard Watch Stander		Drill Instructor / Recruiter / Career Recruiter / Marine Security Guard (MSG) Watch Stander / MSG Detachment Commander / Combat Instructor / Military Occupational Specialty Instructor													
Military Training	Combat Casualty Care / Incidental Tactical Licenses	Marksmanship Coach / Marksmanship Trainer / Combat Instructor of Water Survival / Command Physical Training Representative / Force Fitness Instructor														
Self-Development			Associates Degree		Baccalaureate Degree		Graduate Degree				Professional Certifications					

Use this career map to see how your position and rank, training, and education align with different security roles.

Identify which ASIS certification will best demonstrate your mastery of the key skills necessary for you to stand out for a new position.

Civilian Security Professional Career Development

Years	5		10		15		20		25		30		35		40			
Position	Specialist		Manager	Senior Security Manager		Director of Security		Senior Director of Security		VP of Security		Chief Security Officer						
Institutional Education	Associate Degree		Baccalaureate Degree			Graduate Degree												
ASIS International Certification	APP		CPP										Wharton / ASIS Program for Security Executives					
Key Developmental Positions	Security Operations Coordinator		Security Operations Manager		Senior Security Operations Manager		Director of Security Operations		Senior Director of Investigations, Compliance, and Ethics			VP of Security						
	Security Services Technician		Security Program Manager		Services Integration Manager		Emergency Management Director											
			Security Operations Center Manager		Senior Manager of Investigations		Director of Infrastructure Security											
			Security Services Operations Manager															



The career map is a graphic representation and may not match your specific experience.

U.S. Marine Corps to Civilian Career Map: Reconnaissance Enlisted

Reconnaissance Enlisted Career Development (0321)

Years	5	10	15	20	25	30	35	40	
Rank	Pvt / PFC / LCpl	Corporal	Sergeant	Staff Sergeant	Gunnery Sergeant	Master Sergeant / First Sergeant	Master Gunnery Sergeant / Sergeant Major		
Key Positions and Assignments	Reconnaissance Team Member		Assistant Team Leader / Team Leader / Special Equipment Non-Commissioned Officer	Platoon Sergeant / Special Equipment Non-Commissioned Officer	Operations Chief (Ops) / Company First Sergeant	Ops Chief / O5-O6 Level Sergeant Major	Ops Chief / O7-O10 Level Sergeant Major		
Professional Military Education	Lance Corporal Leadership and Ethics Seminar	Corporals Course	Sergeants Course	Career Course / SLS	Advanced Course / SLS	First Sergeant School (1stSgt Only)	Cornerstone (SgtMaj Only)	Keystone	
Martial Arts	Tan / Grey	Green-Black, Green - Black Instructor	Black Belt Instructor Trainer						
Broadening Opportunities	Basic Reconnaissance School Instructor / Combat Dive School Instructor / Airborne Instructor / Survival Evasion Resistance Escape (SERE) Instructor / Intelligence Survey Program Deployment								
Military Training	Combat Casualty Care / Incidental Tactical Licenses	Airborne, Static Line Jump Master / SERE / Combatant Diver / Joint Fires Controller / Joint Terminal Attack Controller / HRST Master / Sniper / Reconnaissance Team Leaders Course / Range Safety Officer / Mountain Leader / Ranger		Military Freefall / Freefall Jumpmaster / Tandem Offset Resupply Delivery System (TORDS) / TORDS Master / Dive Supervisor / Advanced Sniper Courses / Marine Corps Tactics and Operations Group / Joint Service Training Program					
Self-Development		Associates Degree		Baccalaureate Degree		Graduate Degree			
	Professional Certifications								

Civilian Security Professional Career Development

Years	5	10	15	20	25	30	35	40
Position	Specialist	Manager	Senior Security Manager		Director of Security	Senior Director of Security	VP of Security	Chief Security Officer
Institutional Education	Associate Degree	Baccalaureate Degree		Graduate Degree				
ASIS International Certification	APP	CPP				Wharton / ASIS Program for Security Executives		
		PSP						
		PCI						
Key Developmental Positions	Security Operations Coordinator	Security Operations Manager	Senior Security Operations Manager	Director of Security Operations	Senior Director of Investigations, Compliance, and Ethics		VP of Security	
	Security Services Technician	Security Program Manager	Services Integration Manager	Emergency Management Director				
		Security Operations Center Manager	Senior Manager of Investigations	Director of Infrastructure Security				
		Security Services Operations Manager						



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U.S. Marine Corps to Civilian Career Map: Special Operations Enlisted

MARSOC Enlisted Career Development

Years	5	10	15	20	25	30	35	40
Rank		Sgt-SSgt	SSgt-GySgt	GySgt-MSgt	MSgt-MCySgt	Senior Enlisted Advisor		
Professional Military Education		Sergeants Course	Senior Enlisted Academy					
		SNCO Academy	Joint Special Operations Academy PME					
Additional Training		Weapons Expert 18B	Dive Supervisor	HRST / Cast Master				
		Team Engineer 18C	ASOT LVL 2 / TSO	ASOT LVL 3				
		Communications / Data 18E	Freefall / Tords Jump Master					
		Free Fall Jump / Combat Diver						
		Marine Sniper / Breacher		MASC Sniper / Advanced Breacher				
Key Developmental Assignments		Element Member / Assistant Element Leader / Element Leader	Element Leader / Operations Chief	Company Operations Chief	Battalion Operations Chief	Regimental Operations Chief		
Self Development		Associate / Baccalaureate Degree	Baccalaureate / Graduate Degree			Multiple Degrees / Doctorate Degree		
	Professional Certifications							

Use this career map to see how your position and rank, training, and education align with different security roles.

Identify which ASIS certification will best demonstrate your mastery of the key skills necessary for you to stand out for a new position.

Civilian Security Professional Career Development

Years	5	10	15	20	25	30	35	40	
Position	Specialist	Manager	Senior Security Manager	Director of Security	Senior Director of Security	VP of Security	Chief Security Officer		
Institutional Education	Associate Degree	Baccalaureate Degree	Graduate Degree						
ASIS International Certification	APP	CPP					Wharton / ASIS Program for Security Executives		
		PSP							
		PCI							
Key Developmental Positions	Security Operations Coordinator	Security Operations Manager	Senior Security Operations Manager	Director of Security Operations	Senior Director of Investigations, Compliance, and Ethics		VP of Security		
	Security Services Technician	Security Program Manager	Services Integration Manager	Emergency Management Director					
		Security Operations Center Manager	Senior Manager of Investigations	Director of Infrastructure Security					
		Security Services Operations Manager							



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U.S. Marine Corps to Civilian Career Map: Enlisted Infantry

Infantry Enlisted Career Development (0300)

Years	5	10	15	20	25	30	35	40	
Rank	E-1-E-3	Corporal	Sergeant	Staff Sergeant	Gunnery Sergeant	Master Sergeant / First Sergeant	Master Gunnery Sergeant / Sergeant Major		
Key Positions and Assignments	Infantry or LAR Company Rifleman	Assistant Team Leader / Fire Team / Squad Leader	Operations Chief / Platoon Sergeant / Section Leader / Company Gunnery Sergeant / Team Leader / Special Equipment NCO		Operations Chief (Ops) / Company First Sergeant	O5-O6 Level Ops Chief / O5-O6 Level Sergeant Major		Ops Chief / O7-O10 Level Sergeant Major	
Professional Military Education	Lance Corporal Leadership and Ethics Seminar	Corporals Course	Sergeants Course	Career Course	Advanced Course	E-8 Seminar / SEPME	Cornerstone	Keystone	
Martial Arts	Tan / Grey	Green-Black, Green - Black Instructor	Black Belt Instructor Trainer						
Broadening Opportunities	Marine Security Guard Watch Stander	Drill Instructor / Recruiter / Career Recruiter / Marine Security Guard (MSG) Watch Stander / MSG Detachment Commander / Combat Instructor / Military Occupational Specialty Instructor							
Military Training	Combat Casualty Care / Incidental Tactical Licenses	Marksmanship Coach / Marksmanship Trainer / Combat Instructor of Water Survival / Command Physical Training Representative / Force Fitness Instructor			Infantry Operations Chief Course				
Self-Development		Associate Degree		Baccalaureate Degree		Graduate Degree			
	Professional Certifications								

Use this career map to see how your position and rank, training, and education align with different security roles.

Identify which ASIS certification will best demonstrate your mastery of the key skills necessary for you to stand out for a new position.

Civilian Security Professional Career Development

Years	5	10	15	20	25	30	35	40	
Position	Specialist	Manager	Senior Security Manager		Director of Security	Senior Director of Security		VP of Security	Chief Security Officer
Institutional Education	Associate Degree	Baccalaureate Degree		Graduate Degree					
ASIS International Certification	APP	CPP				Wharton / ASIS Program for Security Executives			
		PSP							
		PCI							
Key Developmental Positions	Security Operations Coordinator	Security Operations Manager	Senior Security Operations Manager	Director of Security Operations	Senior Director of Investigations, Compliance, and Ethics		VP of Security		
	Security Services Technician	Security Program Manager	Services Integration Manager	Emergency Management Director					
		Security Operations Center Manager	Senior Manager of Investigations	Director of Infrastructure Security					
		Security Services Operations Manager							



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U.S. Marine Corps to Civilian Career Map: Enlisted Counterintelligence

Counterintelligence Enlisted Career Development (0211)

Years	5	10	15	20	25	30	35	40
Rank	Corporal	Sergeant	Staff Sergeant	Gunnery Sergeant	Master Sergeant	Master Gunnery Sergeant		
Key Positions and Assignments	CI / HUMINT Team Member	Team Leader	CI / HUMINT Ops Chief	CI / HUMINT Staff NCOIC	CI / HUMINT Senior Enlisted Advisor	CI / HUMINT Chief		
Professional Military Education	MAGTF CI / HUMINT Course / Defense Language Institute		Technical Surveillance Countermeasures	Cyber Counterintelligence / Advanced Interrogation / Counterterrorism		Executive Leadership Programs		
Broadening Opportunities	Joint Service Assignments / Marine Expeditionary Unit Deployments			CI / HUMINT School Instructor / Policy Development Roles / Strategic Planning Positions	High-Level Interagency Assignments / International Liaison Roles / Participation in International Intelligence Forums / Contributions to Doctrine Development			
Military Training	Airborne School / Survival, Evasion, Resistance, and Escape School / Countersurveillance / Close-Quarters Battle / Vessel, Boarding, Search, and Seizure / Non-Combatant Evacuation			Rapid Response Planning Process / Sr. Enlisted Leadership Courses		Advanced Strategic Leadership Programs		
Self-Development	Relevant College Courses in Intelligence Studies, International Relations		Baccalaureate Degree in Intelligence or a Related Field	Master's Degree in Strategic Intelligence, Related Disciplines		Professional Seminars and Workshops Related to Intelligence and Continuous Learning Through Executive Education Programs		
Professional Certifications								

Use this career map to see how your position and rank, training, and education align with different security roles.

Identify which ASIS certification will best demonstrate your mastery of the key skills necessary for you to stand out for a new position.

Civilian Intelligence / Information Systems Security Career Development

Years	5	10	15	20	25	30	35	40
Position	Analyst	Senior Analyst	Manager	Director	Senior Director	Vice President	Chief Intelligence Officer	
Institutional Education	Baccalaureate Degree in Intelligence (e.g., B.A. in Intelligence Studies)	Master's Degree in Intelligence (e.g., M.S. in Strategic Intelligence)	Advanced Degrees (e.g., Ph.D. in Intelligence and Security Studies)	Executive Education Programs (e.g., Harvard Kennedy School)	Advanced Leadership Training (e.g., Leadership Development Programs)	Senior Executive Programs (e.g., National Defense University)	Executive Leadership Programs (e.g., Executive MBA)	
ASIS International Certification	APP	CPP				Wharton / ASIS Program for Security Executives		
		PSP						
		PCI						
Key Developmental Positions	Junior Analyst Roles	Senior Analyst Positions	Intelligence Team Lead	Intelligence Department Head	Senior Intelligence Leadership	Top Intelligence Positions	Chief Intelligence Officer	
Broadening Opportunities	Cross-Functional Teams	Interagency Collaboration	International Assignments	Policy Development Roles	Advisory Roles	Strategic Planning Roles	Strategic Advisory Roles	
Self-Development	Language Proficiency (e.g., proficiency in critical languages)	Advanced Degrees (e.g., M.A. in International Relations)	Professional Associations (e.g., membership in the Association of Former Intelligence Officers - AFIO)	Leadership Programs (e.g., Leadership in Intelligence Program)	Executive Education (e.g., courses at the Center for Strategic and International Studies - CSIS)	Mentorship Programs (e.g., mentorship through professional organizations)	Continued Education (e.g., ongoing professional development courses)	



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Legend: U.S. Marine Corps Enlisted

Rank Structure

SgtMaj	Sergeant Major
MGySgt	Master Gunnery Sergeant
1stSgt	First Sergeant
MSgt	Master Sergeant
GySgt	Gunnery Sergeant
SSgt	Staff Sergeant
Sgt	Sergeant
Cpl	Corporal
LCpl	Lance Corporal
PFC	Private First Class
Pvt	Private

Professional Military Education

Lance Corporal Leadership and Ethics Seminar	Professional Military Education for all Lance Corporals
Corporals Course	Professional Military Education for all Corporals
Sergeants Course	Professional Military Education for all Sergeants
Career Course	Professional Military Education for all Staff Sergeants
Advanced Course	Professional Military Education for all Gunnery Sergeants
SLS	Staff Noncommissioned Officer Leadership School (Staff Sergeant and Gunnery Sergeant)
First Sergeant School	Professional Military Education for First Sergeants
Cornerstone	O5 & O6 Level SgtMaj & Commanders Course
Keystone	O7 - O10 Level SgtMaj & MGySgts
MAGTF CI / HUMINT	Marine Air-Ground Task Force Counterintelligence / Human Intelligence Course
DLI	Defense Language Institute
TSCM	Technical Surveillance Countermeasures
CCI	Cyber Counterintelligence
AI	Advanced Interrogation
CT	Counterterrorism Training
ELP	Executive Leadership Programs
SEPME	Senior Enlisted Professional Military Education
Joint Special Operations Academy PME	A specialized educational track that prepares MARSOC operators for high-level, joint-force integration, interagency coordination, and multinational special operations missions.
Weapons Expert 18B	Employs conventional and unconventional warfare tactics and techniques in individual and small unit infantry operations during unilateral, combined, coalition, joint, interagency, and multinational operations.
Team Engineer 18C	Employs conventional and unconventional warfare tactics and techniques in unilateral, combined, coalition, joint, interagency, and multinational operations. Performs in combat engineer role and maintains detachment engineer equipment and supplies.
Communications Data 18E	Employs conventional and unconventional warfare tactics and techniques in providing communications training and support during unilateral, combined, coalition, joint, interagency, and multinational operations.
Free Fall Jump / Combat Diver	Specialized training in High-Altitude, Low-Opening (HALO) and High-Altitude, High-Opening (HAHO) parachute insertions, combined with combat diving for amphibious operations.
Marine Sniper / Breacher	Combines sniper training with breaching techniques, making the Marine an asset in both precision engagements and structural entry operations.
Dive Supervisor	A leadership qualification for overseeing combat diving operations, underwater demolitions, and submerged reconnaissance missions.
ASOT LVL 2 / TSO (Advanced Special Operations Techniques Level 2 / Technical Surveillance Operator)	Focuses on covert intelligence gathering, surveillance detection, and clandestine operations critical for strategic reconnaissance and counterintelligence.
Freefall / TORDS Jump Master (Tandem Offset Resupply Delivery System)	Certifies an operator as a Jumpmaster, responsible for planning, safety, and execution of airborne infiltration operations.
MASC Sniper / Advanced (Marine Advanced Sniper Course)	Trains MARSOC operators in long-range precision engagements, counter-sniper tactics, and advanced ballistic calculations.
HRST / Cast Master (Helicopter Rope Suspension Training / Cast Master)	Prepares operators for fast-rope insertions, rappelling, and maritime infiltration / exfiltration techniques.
ASOT LVL 3 (Advanced Special Operations Techniques Level 3)	An elite-level course preparing operators for deep-cover intelligence work, source handling, and psychological warfare tactics.

Key Positions and Assignments (Enlisted Infantry / Reconnaissance / Counterintelligence / MARSOC Marine)

Pvt / Pfc / LCpl / Cpl	Fire Team Leader / Team Member / Reconnaissance Team Member / Marine
Cpl	Squad Leader / Team Member / Reconnaissance Team Member / Fire Team Leader
Sgt	Assistant Team Leader / Team Leader / Squad Leader / Fire Team Leader / Critical Skills Operator / Marine Raider / Element Member
SSgt	Section Chief / Platoon Sergeant / Team Leader or Special Equipment Noncommissioned Officer / Platoon Sergeant / Operations Chief / Critical Skills Operator / Marine Raider / Assistant Element Leader / Element Leader
GySgt	Section Chief / Platoon Sergeant / Company Gunnery Sergeant / Critical Skills Operator / Marine Raider / Operations Chief / Team Chief
MSgt	Operations Chief (Ops) / Company Operations Chief / Critical Skills Operator / Marine Raider / Team Chief
1stSgt	Company First Sergeant
MGySgt	O5 through O10 Level Operations Chief / Critical Skills Operator / Marine Raider / Battalion / Joint Special Operations Task Force / Regiment Operations Chief
SgtMaj	O5 through O10 Level Sergeant Major