

PATRIOTISM

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LEADERSHIP/MANAGEMENT
TRAINING & EXPERIENCE

CHALLENGE

POST-GRADUATE
EDUCATION

EQUAL
OPPORTUNITY

United States Marine Corps



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PATRIOTISM

For as long as our nation has stood, it has been the United States Marine Corps that has served as it's sharpened spear. This great nation has been tested many times, and Marines of every generation have risen to the challenge. For over 200 years, a simple promise of faithfulness has bonded these warriors and a nation.

As a Marine Officer, you will have the opportunity and honor to serve both your country and the Marine Corps



“Some people spend an entire lifetime wondering if they made a difference in the world. But, the Marines done have that problem.”

- Ronald Reagan
40th President of the United States



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Our Purpose – We make Marines. We win our nation's battles. We develop quality citizens.
These are the promises the Marines Corps makes to our nation and to our Marines.

TUITION ASSISTANCE

The Marine Corps provides a variety of ways to fund your post-graduate studies, from tuition assistance while on Active Duty to the GI Bill

- You'll receive 100% tuition assistance after 36 months active duty
- Basic eligibility established with 90 aggregate days of service
- You'll receive assistance for tuition, fees, books and supplies
- You may be eligible for a monthly housing stipend
- You also have the opportunity to transfer entitlement to a dependent
- Officers can receive \$45,000 tax free in order to pursue academic credit toward a graduate degree
- Funds are available for use after 24 months of active duty



[Education Benefits in the Marine Corps](#)

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LEADERSHIP/MANAGEMENT TRAINING & EXPERIENCE

Officer Candidates School (OCS) and The Basic School (TBS) offer the toughest and most thorough leadership curriculum in the nation. The lessons you learn here will stay with you for a lifetime.

- Leadership characteristics
 - Mission Accomplishment
 - Troop Welfare
 - Accept Responsibility
 - Take the initiative
 - Inspire and motivate others
 - Train other Marines
 - Manage time, material and resources
- Leadership training
 - Officer Candidates School
 - The Basic School
 - Schools for occupational specialties



“Welcome to the best management-training program in America.”

- David H. Freedman, Inc. Magazine



The motto of Officer Candidates School is Ductus Exemplo, or “Lead by Example.”

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CHALLENGE

To become a Marine Officer, you must prove yourself worthy.

The Challenge of Leadership –

The journey to becoming a Marine Officer is intentionally difficult. It has to be, as it prepares young men and women to lead under any condition. The challenges you will face focus on two profound responsibilities: accomplishing your mission and ensuring the welfare of the Marines you lead. To earn a commission as a Marine Officer, you must excel at both.



Mental Challenge

- Act decisively and without hesitation
- Solve challenging problems using imagination and individual initiative
- Adapt quickly to changing situations
- Develop your mental capacity to become a more productive and effective Marine
- Test yourself to determine what drives you

Physical Challenge

- Physical ability is as important as mental capacity
- Test your physical prowess through regularly scheduled Physical Fitness Tests (PFTs) and Combat Fitness Tests (CFTs)
- You will be tested constantly and are expected to push beyond previous limitations
- Learn combat skills and maintain your proficiency in the Marine Corps Martial Arts Program
- Transform yourself into a highly focused, elite warrior

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What it takes to become a Marine Officer

POST-GRADUATE EDUCATION

As a Marine Officer, many doors are open to you, including those of higher learning. The Marine Corps offers a wide array of programs that allow you to pursue an advanced degree, even while on active duty.



Tuition Assistance Program

- Pursue academic credit toward a graduate degree by attending an accredited college or university part time
- The Marine Corps covers 100 percent up to \$225 per credit and/or \$4,500 per year

The Special Education Program

- Pursue a postgraduate degree in such disciplines as engineering, communications, computers and management
- Work toward advanced degrees in your Military Occupational Specialty (MOS) at accredited colleges while receiving your full Marine Corps benefits

Advanced Degree Program (ADP)

- Officers receive regular pay and allowances while attending graduate school full time
- Under the ADP, the Marine Corps partially funds expenses for the cost of a master's degree

Funded Law Education Program

- Attend law school full time to pursue a Bachelor of Law or Juris Doctorate degree while receiving your regular Marine Officer pay and allowances

Fellowships

- Brookings Institution
- JFK School, Harvard University
- Johns Hopkins University

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EQUAL OPPORTUNITY

Commandant of the Marine Corps statement on equal opportunity

The Marine Corps stands at the threshold of great promise and opportunity. As we continue to write our own history, I envision the Marine Corps as a model of equal opportunity for all of society to emulate.

The Marine Corps policy on equal opportunity is clear: The Marine Corps will provide equal opportunity for all military members without regard to race, color, religion, gender, age or national origin, consistent with the law and the requirements for physical and mental abilities.

My message on this subject is equally clear. Not only is discrimination fundamentally inconsistent with our core values of honor, courage and commitment, it also impedes our ability to perform our mission. Discrimination, in any form and at any level, is not acceptable.

General James T. Conway
34th Commandant of the Marine Corps



Karla Cumbie has always had a warrior spirit. The challenge to earn the title was what attracted Captain Cumbie to the Marine Corps.

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PHYSICAL FITNESS

Marine Officers lead by example and always from the front. They expect the same physical and mental discipline from themselves as they do from the Marines for whom they are responsible.



Physical Fitness Expectations

- Officers are expected to maintain the highest physical standards in order to effectively lead in any environment
- Set the example and inspire subordinates

Continuing Fitness

- Organized Athletics
- Physical Fitness Tests
- USMC sports teams
- Recreational athletics and facilities
- Unit/Intramural sports
- Inter-base and inter-service competition
- Marine Corps Marathon



Every Marine Officer candidate must endure intense physical training during Officer Candidates School (OCS)

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PROFESSIONAL DEVELOPMENT & PERSONAL GROWTH

Those few who have what it takes to be a Marine Officer will be changed forever. The traits that are instilled during training such as determination, decisiveness, endurance and selflessness will guide your actions in the Marine Corps and in all that follows. You are no longer one of many. You will be part of a small, elite group of highly-skilled warriors and highly-trained leaders.



Military Occupational Specialty (MOS)

- Your MOS is an important factor affecting your assignments
- All lieutenants will be placed in positions of responsibility, from piloting multimillion dollar aircraft as Naval Aviators to managing complex data systems as Communications Officers
- Regardless of your MOS, your expertise and leadership abilities in challenging environments determine mission success

Constant Development / Continuing Education

- Marine Officers are expected to continuously study warfare and leadership in order to further develop themselves professionally
- Expeditionary Warfare School (EWS) provides Marine Captains with career-level Professional Military Education (PME)
- United States Marine Corps Professional Reading Program provides Marine Officers with a list of grade-specific recommended reading material on warfare and leadership

Cultural Awareness and Learning

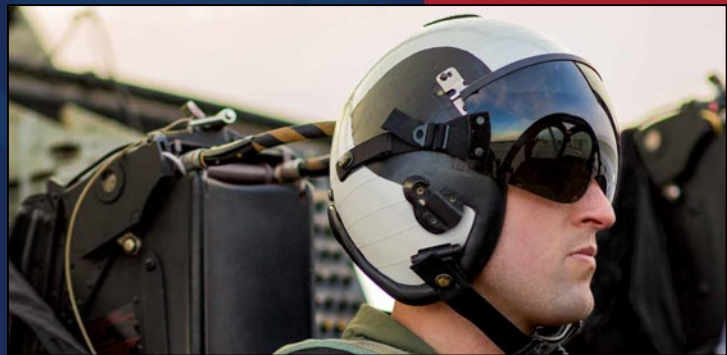
- The ability to forge quality relationships with people from varying backgrounds and cultures is paramount to mission success
- Understanding foreign cultures is an essential component of operational planning, training and execution
- As a Marine Officer, you will study how people and culture influence military operations

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CAREER VARIETY

New Marine Officers enter with a guarantee to serve in one of four basic accession tracks for Ground, Air, Cyber, and Law

The Marine Corps has a guaranteed flight contract option



- As a Marine Officer, there are no career limits placed on you; only opportunities.
- There are many Military Occupational Specialties (MOSs) available to lieutenants upon graduating from The Basic School (TBS) on a ground contract
 - Infantry Officer
 - Adjutant
 - Air Defense Officer
 - Air Support Control Officer
 - Air Traffic Control Officer
 - Aircraft Maintenance Officer
 - Armor Officer
 - Artillery Officer
 - Assault Amphibian Vehicle (AAV) Officer
 - Aviation Intelligence Officer
 - Aviation Supply Officer
 - Combat Engineer Officer
 - Communications Information Systems Officer
 - Financial Management Officer
 - Ground Intelligence Officer
 - Ground Supply Officer
 - Human Intelligence Officer
 - Light Armored Vehicle (LAV) Officer
 - Logistics Officer
 - Military Police Officer
 - Communication Strategy Officer
 - Signals Intelligence Officer

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FINANCIAL SECURITY ADVANCEMENTS & BENEFITS

- The Marine Corps provides Marine Officers with a salary and benefits package befitting their rank. It offers far more in terms of experience and advancement opportunities than a comparable job in the business world.

Base Pay (2020)					
	<2yrs	>2yrs	>3yrs	>4yrs	>6yrs
O-3 (Capt) 4+ Years			\$5,362.50	\$5,847.30	\$6,127.80
O-2 (1stLt) 2-4 Years		\$4,313.40	\$4,967.70	\$5,135.70	
O-1 (2ndLt) 0-2 Years	\$3,287.10	\$3,421.80			

Financial Security

- Guaranteed job with a steady income
- Receive regular cost-of-living pay increases
- Receive an additional housing allowance
- Get attractive retirement benefits
- Thrift Savings Plan (TSP) available
- Variety of incentive pay

Advancement

- Regular promotion opportunities based on job performance
 - With promotions come increased responsibilities

Benefits

- Enjoy 30 days paid vacation
- Medical care for you and your family
- Dental care for you and your family
- Tax free shopping available on base
- Special services discounts (tickets, etc.)
- Veterans Administration Loans
 - Purchase a home
 - Start a small business

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SELF-RELIANCE
DISCIPLINE
RESPONSIBILITY

- The lessons you learn as a Marine Officer become the foundation by which you will live and lead. These are the qualities necessary to command and inspire other Marines.



Self-Reliance

- Possess an inner strength to do what is right regardless of the difficulty of the task
- Be self-motivated, believe in yourself, and be decisive
- Able to work under the most challenging conditions
- Build confidence

Self-Discipline

- Follow through with your commitments
- Expect a higher standard from yourself and the Marines you lead
- Set your priorities and achieve them
- Have the moral strength to do what is right, even when no one is watching
- Learn from the seasoned officers you work with

Responsibility

- Be self-motivated
- Be a proven performer
- Think independently
- Become an experienced leader

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TRAVEL & ADVENTURE

- With 30 days of paid vacation a year and Marine bases located in every corner of the world, you'll find your travel and vacation options in the Marine Corps to be virtually endless
- As a Marine Officer, you will have ample opportunity to work and live at Marine Corps bases located in other countries
- Marines also serve aboard Navy ships that make port calls around the world
- Worldwide Marine Deployments
- Marine Corps Adventure
- Foreign Area Officer (FAO)
 - The FAO program trains and prepares participants for future assignments to intelligence billets, high-level staff assignments, and duty with the Defense Attache System
 - Most FAOs serve as attaches at U.S. embassies located throughout the world



Marine Corps Installations East

1. Marine Corps Logistics Base Albany
399 active-duty Marines
2. Marine Corps Base Camp Allen
1,653 active-duty Marines
3. Marine Corps Air Station Beaufort
3,425 active-duty Marines
4. Marine Corps Air Station Cherry Point
7,968 active-duty Marines
5. Marine Corps Base Camp Lejeune
29,699 active-duty Marines
6. Marine Corps Air Station New River
5,982 active-duty Marines

Marine Corps Installations National Capital Region

7. Headquarters and Service Battalion Headquarters Marine Corps Henderson Hall
1,964 active-duty Marines
8. Marine Corps Base Quantico (includes Marine Corps Air Facility)
6,321 active-duty Marines

Training and Education Command

9. Marine Corps Recruit Depot Parris Island
4,610 active-duty Marines
10. Marine Corps Recruit Depot San Diego
4,201 active-duty Marines

Marine Corps Installations West

11. Marine Corps Logistics Base Barstow
92 active-duty Marines
12. Marine Corps Air Station Miramar
6,768 active-duty Marines
13. Marine Corps Base Camp Pendleton (includes Marine Corps Air Station)
34,319 active-duty Marines
14. Marine Corps Air Station Yuma
3,525 active-duty Marines
15. Marine Corps Air-Ground Combat Center 29 Palms
8,518 active-duty Marines

Marine Corps Installations Middle Pacific

16. Marine Corps Base Hawaii
7,365 active-duty Marines

Marine Corps Installations Western Pacific

17. Marine Corps Base Camp Butler
9,665 active-duty Marines
18. Marine Corps Air Station Iwakuni
2,034 active-duty Marines

Marine Barracks, 8th and I

19. Marine Barracks, 8th and I
696 active-duty Marines

Marine Forces Reserve

20. Marine Forces Reserve New Orleans
334 active-duty Marines
21. Mobilization Command Kansas City
228 active-duty Marines

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PRIDE & HONOR OF A MARINE COMMISSION

You are at the beginning of a demanding journey, perhaps the most demanding of your life. In the Marine Corps, that journey is as important as the destination itself. When you complete it, you will have earned something few others have achieved: the pride and honor of being a Marine Officer. You will live by a timeless code of honor, courage and commitment that has remained unchanged for more than 240 years. You will be mentally and physically stronger than ever before and able to push yourself beyond any preconceived boundaries. Most of all, you will be one of the few who can lead Marines.



- In your first tour, take real responsibility and lead Marines in situations unparalleled compared to those experienced by your peers; many Marines reflect up their first tour as the most rewarding of their career
- Some of our country's most influential business leads – including CEOs of Fortune 500 companies – used what they learned in the Marine Corps as a springboard to success in the corporate world

TO BECOME ONE OF THE FEW

- Become a Marine and you will accomplish what only a few have achieved before you; earn your commission and you will accomplish far more
- Less than 12 percent of the United States armed forces claim the title Marine
- Become part of a legendary history that dates back to 1775
- Earn a title that has been claimed by some of history's most recognized leaders

TO BE ONE OF THE PROUD

- Marine Officers stand upon an exclusive, proud legacy passed from one generation to another
- Marine Officers are part of an elite group that includes some of the most highly-skilled and trained leaders in the world
- Marine Corps helicopter pilots are responsible for flying the President of the United States and other dignitaries around the world



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