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Distribution List

DIRECTOR RCEME COMMUNIQUÉ No 03/2022 –  
THE CORPS OF RCEME TIER 6 SUCCESSION PLANNING

References: A. CAO 11-79 Army Succession Planning

B. [Senior Regional Representative Network Map](#)

AIM

1. The aim of this communique is to provide transparency by iterating the process by which The Corps of RCEME approaches succession planning at the Tier 6 (T6) level for Regular Force RCEME officers, as outlined in reference A.

BACKGROUND

2. The primary goal of T6 Succession Planning is to identify officers that have the potential to be a Maintenance Officer (Maint O) and lead our technicians. The secondary goal is to identify the potential of post-Maint O officers to command at Tier 5 and potentially Tier 4 (sub-unit & unit). This process should also assist in identifying and synchronizing the right training at the right time for junior officers. In addition, the information provided by the T6 Succession Planning process assists in making decisions around the annual posting plot and helps offer our junior officers the required opportunities for development in a timely manner.

3. The table at Annex A lists the criteria to track the potential of our junior officers. Essential criteria for pre and post-Maint O members have been adjusted, and these changes in Annex A, Appendix 1 are highlighted in bold. This criteria must be evaluated in all T6 succession planning.

PROCESS

4. Senior Regional Representatives (Snr Reg Reps), IAW reference B, are responsible for developing a Regional RCEME Corps Succession Plan for the Captains and Lieutenants in their region. These plans should be developed in collaboration with Unit Commanding Officers and the RCEME Career Manager (CM). This regional assessment will be constructed using the tier descriptors in Annex A and the template at Annex C, assessing the officers as high, medium, or low in T6 based on potential. Officers must also be ranked within these sub-categories. As part of the T6 succession planning process, potential Maint O candidates must inform their respective Reg Reps of their preferred Maint O positions, and mobility situation. The anticipated Maint O openings at Active Posting Season (APS) 2023 are:

- a. Western Region: LdSH(RC), 1 CER, 1 RCHA, CFB Cold Lake, CFB Winnipeg;
- b. Central Region: RCD, 2 RCHA, 2 Svc Bn, TSO London, CFB Borden;

- c. Quebec Region: 5 RALC, 12 RBC, 2 R22eR, 5 Svc Bn, 2 CDSB Det Montreal, CFB Bagotville;
- d. Atlantic Region: 4 Regt (GS); and
- e. CANSOFCOM: No vacancies.

5. Following T6 succession, the regions will hold their Maint O boards to select individuals for the upcoming position openings. RCEME Officers have the option to elect to compete within regions other than their own, but must identify this during their T6 succession interview. Interested parties must also inform their CoC that they have made the notification of interest. In addition, any further inquiries to Snr Reg Reps must be made through the CoC. Maint O candidates may only elect to compete within one region outside of their own; NCR-based RCEME officers may elect to up to two regions. Selection to compete in another region's board is not guaranteed and is at the discretion of the Reg Rep based on the T6 succession results. Regional boundaries are detailed within reference B. There is no guarantee in receiving a Maint O position within a candidate's preference list; only an opportunity to apply and have one's preferences considered as part of the selection process. By electing to compete within another region, it demonstrates a level of mobility and the candidate may be posted to that region at a location other than one within their preferences. If there are specific personal concerns that could prevent a posting, e.g. dependant's specialist medical requirements, these should be identified to the Snr Reg Rep. Disclosure of sensitive details is not required.

6. The T6 Succession Planning Report (Annex C) must be reviewed annually. Reg Reps are to provide their T6 Succession Planning results to the Officer CM no later than 15 November 2022. There will be two follow-on conferences between the Snr Reg Reps, Officer CM, CANSOFCOM, and COS RCEME; to identify number of likely required posting credits and to confirm the posting plot post-Maint O boards.

7. T6 succession and Maint O boards are expected to follow the following anticipated timeline:

- a. October, T6 communique released;
- b. October through November, T6 interviews;
- c. End November, Corps leadership update with CM;
- d. January through February, Maint O boards; and
- e. March, Corps leadership engagement with CM, initial Maint O posting plot complete.

## CONCLUSION

8. Early identification of future potential is essential for ensuring a successful, effective, RCEME Officer Corps. Planning at the Regional level will facilitate this and ensure that opportunities for both the individual and the Corps are not missed. Thank you in advance to all who will participate and lead this process, your time and commitment to this endeavour is of great value to the Corps.

*Arte et Marte*

E.J.R.C. Gauthier  
Colonel  
Director RCEME

K.S. Northorp  
Chief Warrant Officer  
RCEME Corps SM

Annexes

Annex A – Tier 6 Succession Planning Goals and Assessment Criteria

Appendix 1 – Assessment Criteria

Appendix 2 – Employment and Course Flowchart

Annex B – Maint O position detail list (TBD)

Annex C – Table of Tier 6 Results

Distribution List

Action

Senior Regional Representatives  
RCEME Officer CM

Info

CO Svcs Bns / Tech Svcs

## TIER 6 SUCCESSION PLANNING GOALS AND ASSESSMENT CRITERIA

### GOALS

1. **Career Phase: Pre Maint O**
  - a. Observe and communicate the potential to benefit from a Maint O position.
  - b. Ensure the progress of identified individuals with respect to essential courses and professional development (PD) *prior to* employment as a Maint O:
    - (1) CAFJODs 1, 2, 3;
    - (2) AJSO; and
    - (3) ATOC.
  - c. Coordinate the right job at the right time between geographic regions.
2. **Career Phase: Post Maint O**
  - a. Early identification of Tier 5 & 4 command potential (sub-unit / unit).
  - b. Synchronization of key employment:
    - (1) Ops O;
    - (2) Adj; and
    - (3) Instructor (RCMES).
  - c. With essential courses / PD:
    - (1) Bilingualism;
    - (2) CAFJOD;
    - (3) AOC; and
    - (4) RCEME AOC.

### RANKING OF OFFICERS

3. The Tier 6 succession planning is a tool that empowers the regions to better track the potential of their junior officers. It is also employed by the Career Manager to properly nominate the right candidate on different courses and training which junior officers require throughout their careers. Since Tier 6 succession is based on two career phases, guidelines define Tier 6 High, Medium, Low nomenclature to ensure that all regions share a common standard. Essential, Important and Desirable assessment criteria are presented at Appendix 1. Furthermore, it is important to note that our junior officers can fluctuate

from Low to High according to their experience gained, the mentorship they receive, and their performance and potential. This is why these evaluations are required on an annual basis:

- a. Tier 6 High Potential
  - (1) Meets both the qualitative and quantitative criteria with excellence (Essential, Important and Desirable); and
  - (2) Can assume challenging positions and functions immediately with minimal to no guidance and mentoring.
- b. Tier 6 Medium Potential
  - (1) Meets all Essential criteria and demonstrates very good growth with respect to the other qualitative and quantitative criteria (Important & Desirable); and
  - (2) Would be able to assume challenging positions and functions with some guidance and mentoring.
- c. Tier 6 Low Potential
  - (1) Meets some of the qualitative and quantitative criteria (Essential, Important and Desirable); and
  - (2) Would be able to assume required positions and functions with additional or sustained guidance and mentoring.

Note: The factors above are not to be used simply as a scoring criterion, but rather as an indicator of future potential or where to invest efforts. For example, a Captain that is considered to have great potential, but lacks a language profile, is someone who the Corps would want to put forward as a strong candidate for language training.

ASSESSMENT CRITERIA

Tier 6 Succession Planning Guidance	Assessment Criteria				
	Qualitative			Quantitative	
	Essential	Important	Essential	Important	Desirable
<b>Pre Maint O</b>	<ul style="list-style-type: none"> <li>- Committed and willing to serve. Expressed desire to pursue a <b>Maintenance Officer position.</b></li> <li>- Dynamic and enthusiastic. Expressed desire to serve and deploy with a Unit.</li> <li>- <b>Displays desired behavioural competencies: integrity, judgement, critical thinking, and is a change agent</b></li> </ul>	<ul style="list-style-type: none"> <li>- Proven ability to communicate (up, lateral, down), including ability to brief leadership on <b>technical matters.</b></li> <li>- Tactical and technical acumen. Observed success on exercises and ops. Demonstrated interest in equipment technologies (Briefings, PD, BNs, svc papers, LEMS Journal articles, etc.).</li> <li>- <b>Proven ability to problem solve.</b></li> <li>- Fit to fight. Able to deploy.</li> <li>- <b>Enthusiastic to engage and lead PT.</b></li> </ul>	<ul style="list-style-type: none"> <li>- Maint PI Comd</li> </ul>	<ul style="list-style-type: none"> <li>- Second Language Profile</li> <li>- ATOC</li> <li>- CAFJOD complete</li> </ul>	<ul style="list-style-type: none"> <li>- Engineering Education</li> </ul>
<b>Post Maint O</b>	<ul style="list-style-type: none"> <li>- <b>Proven judgment, integrity, and critical thinking. Is an agent for positive cultural and organizational change.</b></li> <li>- Confirmed desire to Coy Comd.</li> <li>- Proven ability to lead. Maint O PER Sect 6 explicitly or implicitly identifies sub-unit command potential.</li> </ul>	<ul style="list-style-type: none"> <li>- Proven ability to communicate (up, lateral, down). Effective briefs and written comms.</li> <li>- Proven performance record as a Maint O.</li> <li>- Fit to fight. Able to deploy.</li> <li>- <b>Empowers and motivates fitness in others.</b></li> </ul>	<ul style="list-style-type: none"> <li>- Maint O</li> <li>- CAFJOD complete</li> </ul>	<ul style="list-style-type: none"> <li>- Second Language Profile (BBB)</li> <li>- Undergrad degree</li> <li>- <b>AOC</b></li> </ul>	<ul style="list-style-type: none"> <li>- Project Management or technical PD (courses, PMCD, PMP, PEng, etc.)</li> <li>- <b>RAOC</b></li> </ul>

\* Changes are identified in bold

EMPLOYMENT & COURSE FLOWCHART

