

Office of Director RCEME
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Distribution List

DIRECTOR RCEME COMMUNIQUÉ
No 05/2024 – 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 slightly adjusted at Annex A, Appendix 1. These 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) 2025 are:

- a. Western Region. 2 PPCLI, LdSH, 1 CER, CFB Cold Lake, 1 RCHA, CFB Winnipeg, and 1 Svc Bn;
- b. Central Region. CFB Borden, RCD, 2 RCHA, and 31 Svn Bn (London);

- c. Quebec Region. 5 RALC, 12 RBC, CFB Bagotville, 2 CDSB det Montreal, 2 R22eR, 3 R22eR, 5 CER, and 5 Bon Svc;
- d. Atlantic Region. CFB Greenwood and 4 ESR; and
- e. CANSOFCOM. JTF2.

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 their desire 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 (excluding CANSOFCOM Maint O applications); NCR-based RCEME officers may elect to up to two regions (also excluding CANSOFCOM Maint O applications). 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. 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 this timeline:

- a. August, T6 Communique released;
- b. September through October, T6 interviews;
- c. End October, Corps leadership update with CM;
- d. November through January, Maint O boards; and
- e. February, 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

A.B. Lapointe
Colonel
Director RCEME

N.L. Barrett
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 List – APS 2025
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) Adjt; and
 - (3) Instructor (RCEMES).
 - 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.

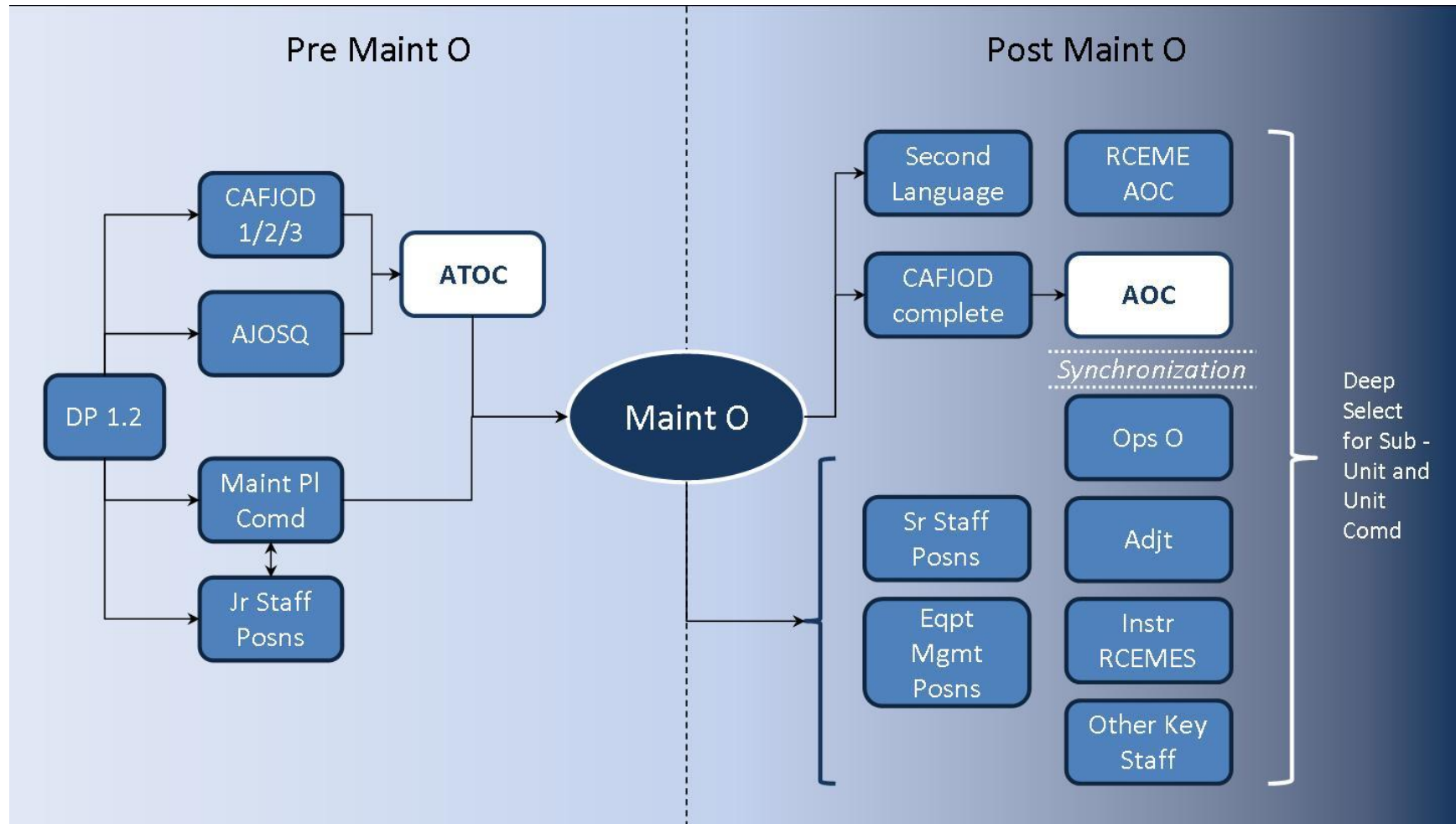
- c. Tier 6 Low Potential.
 - (1) Meets some of the qualitative and quantitative criteria (Essential, Important and Desirable); and
 - (2) Would be able to assume required positions and functions with additional or sustained guidance and mentoring.

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

EMPLOYMENT & COURSE FLOWCHART



MAINTENANCE OFFICER POSITION LIST – APS 2025

Position Number	Description	UNIT	UIC	LOCATION	Region	Language
2861	RCEMEO	CFB Greenwood	102	GREENWOOD, NS	Atlantic	Bilingual
295050	MAINT OFFR	4 ESR	1775	BURTON, NB	Atlantic	Bilingual
441416	MAINT O	CANSOFCOM/JTF2	6399	OTTAWA, ON	CANSOFCOM	English
6600	B MAINT OFFR	CFB Borden	113	BORDEN, ON	Central	Bilingual
31052	MAINT OFFR	RCD	1754	PETAWAWA, ON	Central	English
32153	MAINT OFFR	2 RCHA	1764	PETAWAWA, ON	Central	English
54990	TSO	31 Svc Bn	6698	LONDON, ON	Central	English
29775	MAINT OFFR	5 RALC	1735	VALCARTIER, QC	Quebec	French
122203	MAINT OFFR	12 RBC	5246	VALCARTIER, QC	Quebec	French
12993	OFFR GEM	CFB Bagotville	138	BAGOTVILLE, QC	Quebec	French
10478	CMDT TPT/MAINT MTL	2 CDSB Valcartier Det Montréal	130	MONTREAL, QC	Quebec	Bilingual
39836	MAINT OFFR	2 R22eR	1852	QUEBEC, QC	Quebec	French
71505	MAINT OFFR	3 R22eR	3521	VALCARTIER, QC	Quebec	French
34443	MAINT OFFR	5 CER	1779	VALCARTIER, QC	Quebec	French
44449	MAINT O	5 Bon Svc	2107	QUEBEC, QC	Quebec	French
38959	MAINT OFFR	2 PPCLI	1850	SHILO, MB	West	English
67817	MAINT OFFR	LdSH	3447	EDMONTON, AB	West	English
72479	MAINT O	1 CER	3543	EDMONTON, AB	West	English
11977	W EMO OFFR	CFB Cold Lake	134	MEDLEY, AB	West	Bilingual
31507	MAINT OFFR	1 RCHA	1763	SHILO, MB	West	English
7419	W EME O	CFB Winnipeg	117	WINNIPEG, MB	West	Bilingual
66823	MAINT O	1 Svc Bn	3446	EDMONTON, AB	West	English