

Office of Director RCEME  
National Defence Headquarters  
Ottawa ON K1A 0K2



5000-4 (RCEME Coord)

*Date of e-signatures*

Distribution List

DIRECTOR RCEME COMMUNIQUÉ  
No 07/2025 – 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) in order to 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 Appendix 1 of Annex A. 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) 2026 are:

- a. Western Region. CFB Esquimalt, 1 PPCLI, 3 PPCLI, 19 MSS (Comox) and 1 Svc Bn;
- b. Central Region. 1 Cdn Fd Hosp, 1 RCR, 3 RCR, 2 Svc Bn, Tech Svc Petawawa, CFJSR, and 2 CER;

- c. Quebec Region. 1 R22eR, 2 ERC (Bagotville), and 5 RGC;
- d. Atlantic Region. 2 RCR, CFB Halifax, and 4 Regt (GS); and
- e. CANSOFCOM. JTF2, CSOR, and CJIRU.

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 interviews and Maint O boards are expected to follow the schedule below:
- a. Ealy September, T6 Communique released;
  - b. September through Mid-October, T6 succession interviews;
  - c. NLT 17 October 2025, T6 succession interview completed, and table of Tier 6 results sent to CM;
  - d. End October, Corps leadership update with CM;
  - e. November through January, Maint O boards; and
  - f. NLT 23 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. We thank you in advance for your leadership, time, and commitment dedicated to this highly valuable process for the Corps

*Arte et Marte*

D.R. Fontaine  
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 2026
Annex C	Table of Tier 6 Results

### Distribution List

#### Action

Senior Regional Representatives / Sub-Regional Representatives  
RCEME Officer CM

#### Info

CO Svc 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;
    - (3) ATOC; and
    - (4) USQ - Maint O (Pre-Maint O).
  - 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 positions:
    - (1) Ops O;
    - (2) Adj; and
    - (3) Instructor (RCEMES).
  - c. Selection for essential courses / PD:
    - (1) Bilingualism;
    - (2) CAFJOD;
    - (3) AOC; and
    - (4) USQ - 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.

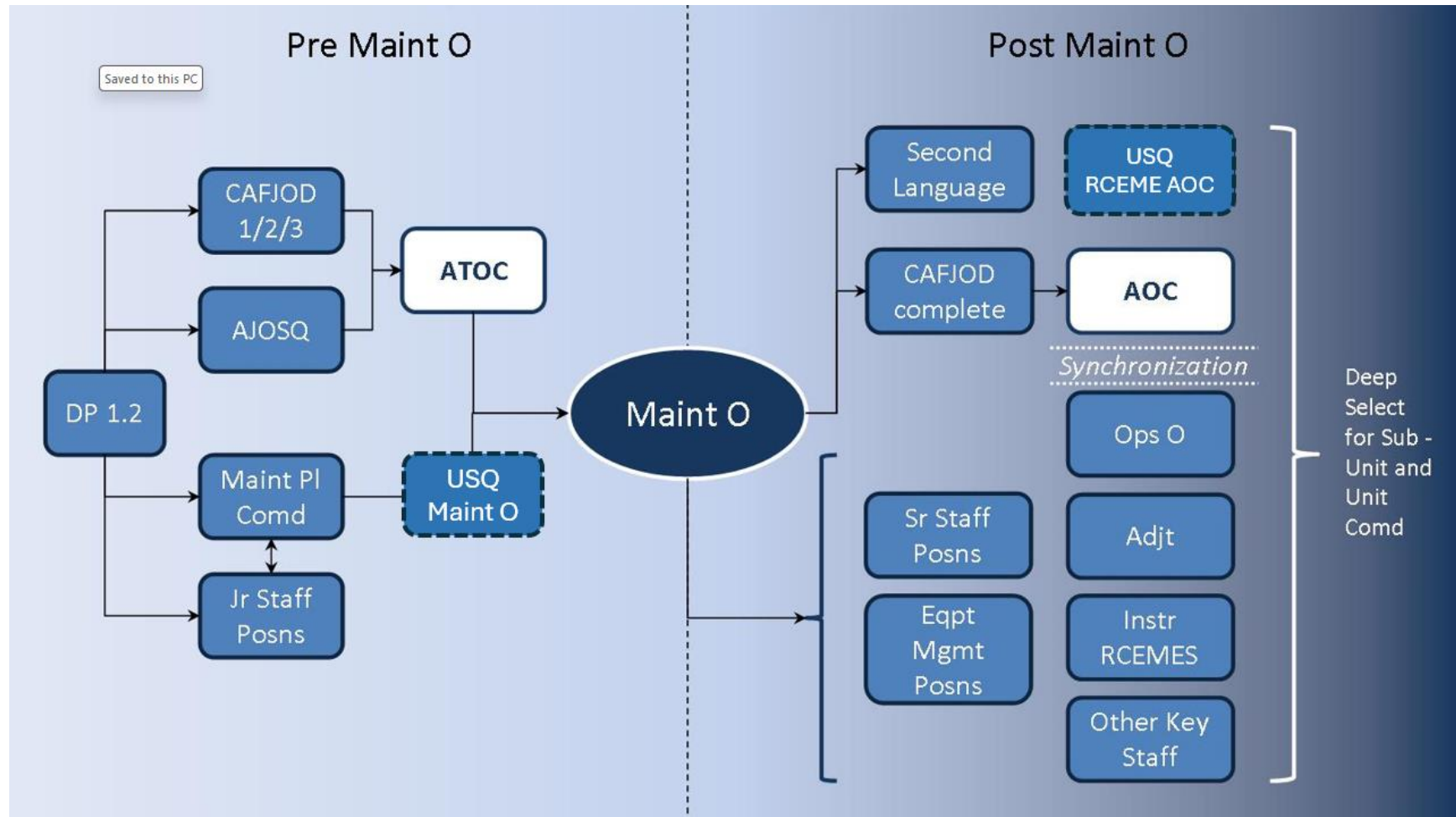
- (1) Meets some of the qualitative and quantitative criteria (Essential, Important and Desirable); and
- (2) Would be able to assume required positions and functions with additional or sustained guidance and mentoring.

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.

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 &amp; willing to serve. Expressed desire to pursue a Maintenance Officer position.</li> <li>➤ Dynamic &amp; enthusiastic. Expressed desire to serve and deploy with a Unit.</li> <li>➤ Displays desired behavioural competencies: integrity, judgment, critical thinking, and is a change agent.</li> </ul>	<ul style="list-style-type: none"> <li>➤ Proven ability to communicate (up, lateral, down), including ability to brief leadership on technical matters.</li> <li>➤ Tactical and technical acumen. Observed success on exercises and ops. Demonstrated interest in equipment technologies (Briefings, PD, BNs, svc papers, etc.). Proven ability to problem solve.</li> <li>➤ Fit to fight. Able to deploy. Enthusiastic to engage and lead PT.</li> </ul>	<ul style="list-style-type: none"> <li>➤ Pl Comd (or equivalent roles and responsibilities)</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>➤ Technical Experience</li> <li>➤ USQ - Maint O (Pre-Maint O)</li> </ul>
<b>Post Maint O</b>	<ul style="list-style-type: none"> <li>➤ Proven judgment, integrity, and critical thinking. Is an agent for positive cultural and organizational change.</li> <li>➤ Confirmed desire to Coy Comd.</li> <li>➤ Proven ability to lead. Maint O PAR potential 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. Empowers and motivates fitness in others.</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>➤ AOC</li> </ul>	<ul style="list-style-type: none"> <li>➤ Project Mgmt or technical PD (courses, PMCD, PMP, PEng, etc.)</li> <li>➤ USQ - RAOC</li> </ul>

EMPLOYMENT & COURSE FLOWCHART



MAINTENANCE OFFICER POSITION LIST – APS 2026

Position Number	Description	Unit	UIC	Location	Region	Language
40713	O MAINTENANCE	1 R22eR	1853	VALCARTIER, QC	QC	French
50851	TN/EME O	2 ERC	6807	BAGOTVILLE, QC	QC	Bilingual
34443	O MAINTENANCE	5 RGC	1779	VALCARTIER, QC	QC	French
3918	MAINTENANCE OFFICER	CFB ESQUIMALT	103	ESQUIMALT, BC	WEST	English
69749	MAINTENANCE OFFICER	3 PPCLI	3519	EDMONTON, AB	WEST	English
38082	MAINTENANCE OFFICER	1 PPCLI	1849	EDMONTON, AB	WEST	English
11092	W EME O	19 MSS	133	COMOX, BC	WEST	English
66823	MAINTENANCE OFFICER	1 Svc Bn	3446	EDMONTON, AB	WEST	English
455464	MAINTENANCE OFFICER	1 Cdn FD Hosp	2112	PETAWAWA, ON	CENTRAL	English
70627	MAINTENANCE OFFICER	3 RCR	3520	PETAWAWA, ON	CENTRAL	English
36331	MAINTENANCE OFFICER	1 RCR	1847	PETAWAWA, ON	CENTRAL	English
66823	MAINTENANCE OFFICER	2 Svc Bn	3446	PETAWAWA, ON	CENTRAL	English
33265	MAINTENANCE OFFICER	2 CER	1774	PETAWAWA, ON	CENTRAL	English
41552	MAINTENANCE OFFICER	CFJSR	3028	KINGSTON, ON	CENTRAL	English
43662	MAINTENANCE OFFICER	Tech Svcs PET	107	PETAWAWA, ON	CENTRAL	English
37209	MAINTENANCE OFFICER	2 RCR	1848	GAGETOWN, NB	ATLANTIC	Bilingual
2517	MAINTENANCE OFFICER	CFB Halifax	100	HALIFAX, ON	ATLANTIC	English
65465	MAINTENANCE OFFICER	4 Regt (GS)	3431	GAGETOWN, ON	ATLANTIC	Bilingual
309097	MAINTENANCE OFFICER	CSOR	6399	PETAWAWA, ON	SOF	English
425978	MAINTENANCE OFFICER	CJIRU	6399	TRENTON, ON	SOF	English
441416	MAINTENANCE OFFICER	JTF2	6399	OTTAWA, ON	SOF	English