



DEPARTMENT OF THE NAVY
HEADQUARTERS UNITED STATES MARINE CORPS
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WASHINGTON, DC 20350-3000

IN REPLY REFER TO:
CMC-MP

AUG 28 2007

WHITE LETTER NO. 03-07

From: Commandant of the Marine Corps
To: All General Officers
All Commanding Officers
All Officers in Charge

Subj: CIVILIAN MARINE LEADERSHIP AND PROFESSIONAL DEVELOPMENT

1. Civilian Marines are a valuable asset to our Total Force. They provide critical support in numerous areas throughout the Corps. We have seen many improvements in the management of our civilian workforce to include establishing the Civilian Career Advocacy Board, publishing the Civilian Workforce Campaign Plan, deploying the Civilian Workforce Development Application, standing up the Communities of Interest, and implementing our Civilian Career and Leadership Development Programs. I intend to continue our efforts to institutionalize how we manage and develop our Civilian Marines.
2. The Deputy Commandant for Manpower and Reserve Affairs, Senior Executives, and Commanders are charged with managing our Civilian Marine workforce. The Civilian Workforce Campaign Plan will continue to provide the strategic cornerstone for management and professional development.
3. I expect leaders at all levels to encourage Civilian Marines to reach their full potential by taking advantage of the available resources and programs. Civilian Marines may participate in local Civilian Career and Leadership Development Programs, take part in the Civilian Mentorship Program, and compete for Centrally Managed Program development opportunities. Other resources include the Civilian Workforce Development Application and the Acculturation Program designed to teach Civilian Marines about our Corps and its history. Your awareness of these programs and their effectiveness is an essential part of Civilian Marine Development and therefore our success.
4. Just as we are fully committed to the professional development of our Marines, we remain equally committed to our Civilian Marines. To achieve victory in the Long War and posture the Corps for the future, the expertise and competency of Civilian Marines are essential to ensuring the success of our Total Force team.


James T. Conway