

## Command Philosophy

*"The only regiment in the Corps that is in constant contact with its objective 30 days a month, without let up, is the recruiting service. It's the toughest job, at any grade, in the Marine Corps." –General Mundy*



Today's security environment has proven to be extremely complex and unpredictable. The fluid nature of this environment demands a versatile force populated with America's most talented youth. Achieving this end state starts with the Marine Recruiter. The disaggregated nature of this assignment demands mature, self-confident, trustworthy, and cooperative Marines capable of performing their duties without direct supervision. Each of you have met this criteria as you were thoroughly screened and selected to fill our station's ranks. Having met the prerequisites, I believe success hinges upon our ability to adhere to the following:

**Know your stuff.** You must know your job. If you do not know your job, have the humility to admit you do not and learn it. Learning is continuous and doesn't stop upon completion of Recruiters School. Avoid a once taught, perpetually trained mentality. Time is always a constraint. You must be organized and manage your time wisely.

**Professionalism in all things.** We are the face of our Corps within the community. Your conduct must be impeccable. Marines do the right thing always. Do not succumb to temptation. The team will suffer from a lapse in judgement. This job is hard enough when fully staffed. Focus on the things you can influence and change. Do not compromise your integrity to circumvent an arduous process. Continue to uphold the standards which make our institution unique and set us apart from our sister services. Set the example for our poolees and candidates. Gain and maintain their trust as a coach and mentor. Develop and prepare them for the challenges they will soon face. The time you invest in your Pool will speak for itself on graduation day.

**We must work as a team.** The Recruiter isn't successful until the Substation is successful. The Substation isn't successful until the Recruiting Station is successful, and so on up the chain. This requires commitment, sacrifice, and selfless service. The command group and staff are here to enable those in direct contact, the canvassing recruiter. We must build professional relationships based on communication, trust, and respect. Station Commanders are expected to lead from the front and enforce standards. Take care of your Marines.

**Achieve balance.** Problems at home only get worse on recruiting duty. Take care of your families and live within your means. Proper balance is not 50/50 because the Marines Corps will always get a greater chunk. Make the best use of your personal time with what is left. Work hard, get ahead, and take leave. This isn't an invitation to abandon your monthly mission letter or billet responsibilities. Every Marine gets 30 days of leave a year. If done correctly, a recruiter will recruit for eleven months each year.

Lastly, take pride in what you do for the Corps and country. Recruiting is the price we pay, as Americans, to have a free country.

A handwritten signature in black ink that reads "Joseph L. Gill II".

Major Joseph L. Gill II

Commanding Officer, Recruiting Station Jacksonville