



THE SECRETARY OF THE NAVY

WASHINGTON DC 20350-1000

JAN 31 2024

From: Secretary of the Navy
To: Presidents, FY-25 Active-Duty Navy Commander Line
Promotion Selection Boards

Subj: ORDER CONVENING THE FY-25 PROMOTION SELECTION BOARDS TO
CONSIDER OFFICERS IN THE LINE ON THE ACTIVE-DUTY LIST OF
THE NAVY FOR PERMANENT PROMOTION TO THE GRADE OF
COMMANDER

Ref: (a) FY-25 Active-Duty Navy and Reserve Officer and Chief
Warrant Officer Promotion Selection Board Precept

Encl: (1) Board Membership
(2) Recorders and Assistant Recorders
(3) Administrative Support Staff
(4) Statutory and Regulatory Promotion Objectives

1. Date and Location

a. The promotion selection boards, consisting of you as presidents, the officers listed in enclosure (1) as members, the officers listed in enclosure (2) as recorders and assistant recorders, and the personnel listed in enclosure (3) as administrative support staff, are ordered to convene at Navy Personnel Command, Millington, TN, at 0800, February 13, 2024, or as soon as practicable thereafter.

b. The boards shall proceed in accordance with all guidance in this letter, the FY-25 Active-Duty Navy and Reserve Officer and Chief Warrant Officer Promotion Selection Board Precept, reference (a), and (as applicable) the Statutory and Regulatory Promotion Objectives, enclosure (4).

2. Promotion Board Authorized Selections

a. The total number of officers who may be recommended in each competitive category shall be the number that most closely approximates the percentage set forth below of in-zone eligible officers determined as of the date the boards convene. The Chief of Naval Personnel shall determine the number of in-zone and above-zone, not previously considered, eligible officers on the convening date, calculate the number that may be recommended

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for promotion under the percentages set forth in the FY-25 Active-Duty Navy Officer Promotion Plan, and furnish the number to the boards.

b. If the computation results in a fraction of a number of 0.5 or greater, that fraction is rounded up to the nearest whole number unless that rounded number is itself greater than 95% of the in-zone eligible officers, in which case the fraction is rounded down to the nearest whole number. If the computation results in a fraction of a number less than 0.5, that fraction is rounded down to the nearest whole number. The boards may recommend up to the number provided by the Chief of Naval Personnel.

<u>COMPETITIVE CATEGORY</u>	<u>PERCENT TO SELECT</u>
Unrestricted Line Officer	94
Special Duty Officer (Human Resources)	78
Engineering Duty Officer	93
Aerospace Engineering Duty Officer (Engineering)	92
Aerospace Engineering Duty Officer (Maintenance)	87
Special Duty Officer (Public Affairs)	80
Special Duty Officer (Foreign Area)	90
Special Duty Officer (Oceanography)	81
Special Duty Officer (Cryptologic Warfare)	79
Special Duty Officer (Information Professional)	81
Special Duty Officer (Intelligence)	95
Special Duty Officer (Cyber Warfare Engineer)	67
Special Duty Officer (Maritime Space)	75
Limited Duty Officer (Surface)	71
Limited Duty Officer (Nuclear/Submarine)	68
Limited Duty Officer (Aviation)	74
Limited Duty Officer (General Line)	70

3. Equal Consideration of Officers "In-Zone" and "Above-Zone".

As detailed above, the number of in-zone and above-zone, not previously considered, eligible officers is used only to calculate the total number of selects authorized. There are no individual zone selection limitations or expectations. Accordingly, in determining which officers are best and fully qualified for promotion, you are required to equally consider both above-zone and in-zone officers.

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4. Consideration of Officers "Below-Zone". The boards shall identify exceptional officers from below-zone and consider selecting them for promotion to the grade of commander. The boards must ensure that these exceptional below-zone candidates are fully considered for promotion if they meet the best and fully qualified standard. A number not to exceed 10 percent of the total selections authorized for each grade and competitive category may be selected from below-zone unless the number calculated is less than one, in which case the number that may be selected from below-zone is one.

5. Best and Fully Qualified Selection Standard

a. Fully Qualified. All officers recommended for promotion must be fully qualified; that is, each officer recommended must be capable of performing the duties of the next higher pay grade. Officers who do not meet that standard shall not be recommended for promotion. In this era of strategic competition, the Navy needs officers and leaders who are both skilled operators and skilled thinkers who have been exposed to an increasingly complex web of networks, people, and concepts. Our leaders must be evaluated for development of increasing talents in operational employment of naval capabilities, understanding of strategic competition, and exposure to the people, concepts, and educational experiences (including technology) to become transformational in the organization.

(1) Officers fully qualified for promotion demonstrate an appropriate level of both **competence**, as evidenced by a commitment to operational excellence and continual performance improvement, and **character**, as evidenced by the presence of the four core attributes of integrity, accountability, initiative, and toughness. Additionally, officers fully qualified for promotion adhere to Navy and Department of Defense (DoD) ethical standards, are physically fit, and demonstrate loyalty to the Navy Core Values.

(2) The Navy is composed of men and women representing dozens of different ethnic groups and hundreds of cultural heritages. Fully qualified officers must be capable of leading personnel from widely varying backgrounds and mentoring a diverse workforce while executing the Navy's strategic diversity initiatives. The Navy's ability to meet this leadership challenge depends, in part, on having leaders who reflect our very best, including performance, professional experience, and

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education. This capability is demonstrated by an officer's willingness and ability to be open to the diversity of ideas, experiences, and backgrounds of others. Conversely, factors which demonstrate a lack of this ability include, but are not limited to: substantiated equal opportunity/equal employment opportunity complaints and/or any substantiated finding of hazing, hostile work environment, or maltreatment.

(3) Officers fully qualified for promotion should show a readiness for leading and solving problems at larger and larger scales.

(a) Their performance must reflect Navy Core Values: Honor, accountability for behavior, mindful of the privilege to serve our fellow Americans; Courage, the moral and mental strength to do what is right, with confidence and resolution even in the face of temptation or adversity; and Commitment, joining together as a team to improve the quality of our work, our people, and ourselves.

(b) Upon this foundation of Navy Core Values, they must show a mindset of continuous self-improvement, a desire to "Get Real, Get Better" every day. This includes the ability to: self-assess, to be absolutely honest, humble, and transparent in determining the actual performance of themselves and their teams; self-correct, to apply problem solving frameworks to pursue root cause and solve the Navy's hardest problems in a lasting way; and always learn, to pursue knowledge and apply learning from diverse sources in order to make themselves and their teams better.

(c) In modeling this behavior, they must demonstrate an ability to build teams and rapidly collaborate across diverse organizations to solve problems and achieve lasting outcomes. In doing so, they will model the belief that our people and culture are the Navy's asymmetric advantage, showing dignity and respect for everyone, regardless of background or rank. In addition, they will measure themselves by creating opportunities to remove barriers to individual, team, and Navy warfighting excellence.

b. **Best Qualified.** Among the fully qualified officers, you must recommend for promotion the best qualified officers within their respective competitive category. Proven and sustained superior performance in command or other leadership positions in

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difficult and challenging assignments is a definitive measure of fitness for promotion. Furthermore, successful performance and leadership in combat conditions demonstrate exceptional promotion potential and should be given special consideration. Each board member shall apply this guidance when deliberating and voting. Additionally, members will use the considerations below to guide their determination of the best qualified officers.

(1) Command, whether at sea or ashore, is fundamentally about preparing for and leading in combat. You should select those officers who seize absolute ownership of their assigned mission and all that goes into its accomplishment. A command's mission is absolutely essential to the Navy's ability to fight and win. Look for those officers that imbue this belief in their team. Look for those that take fierce pride in this obligation. Select the officers that are the example their team reflects and those that embody humility, selflessness, and complete transparency.

(2) You must seek those officers that have been relentless in building a culture of the highest character and a tough, resilient team that wins. Our nation needs and expects their Navy to remain above reproach, as a force they admire and rely upon.

(3) Seek those officers that acknowledge the value of every Sailor and civilian. Consider those that take care of themselves and their teammates, embrace diversity of thought and background, and foster inclusion and connectedness. Seek those that always do the right thing, especially when it is hard. Consider those that keep close watch on their own mental, physical, and emotional health, and the health of those they lead.

c. **Skill Requirements**. The Navy must focus on the skills mandated by current needs and on developing the professional competencies required in our future leadership. The Navy and joint force leadership need to comprise a diverse blend of male and female officers who have excelled in both traditional and specialized career paths. Give due consideration to demonstrated performance and expertise in the competency/skill listed in order of significance below. For amplifying information, refer to the competency/skill information, reference (b) to reference (a).

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Unrestricted Line (11X0/13X0)

1. Financial Management (FM)
2. Joint Experience
3. Acquisition Corps
4. Requirements Management (RM)
5. Operations Analysis (OA)
6. Navy Operational Planner
7. Education and Training
8. Naval Strategist Subspecialty
9. Expeditionary Warfare (EXW)
10. Integrated Air and Missile Defense (IAMD)
11. Mine Warfare
12. Naval Special Warfare (NSW) Experience
13. Cyber Operations and Planning
14. Space Cadre
15. Unmanned Systems (UxS)
16. Shore Installation Leadership
17. Nuclear Weapons (NW) Technical Expertise
18. Human Intelligence (HUMINT)
19. Targeting
20. Attaché Duty
21. Language, Regional Expertise, and Cultural (LREC)
Experience
22. Recruiting Leadership
23. Astronaut Consideration

Human Resources (1200)

1. Operations Analysis (OA)
2. Education and Training
3. Joint Expertise
4. Requirements Management (RM)
5. Financial Management (FM)

Engineering Duty (14X0)

1. Acquisition Corps
2. Nuclear Weapons (NW) Technical Expertise

Aerospace Engineering Duty (Engineering) (1510)

1. Acquisition Corps
2. Space Cadre
3. Astronaut Consideration

Aerospace Engineering Duty (Maintenance) (1520)

1. Acquisition Corps

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Public Affairs (1650)

1. N/A

Foreign Area (17X0)

1. Language, Regional Expertise, and Cultural (LREC) Experience
2. Navy Operational Planner
3. Naval Special Warfare (NSW) Experience
4. Joint Experience
5. Attaché Duty
6. Personnel Exchange Program (PEP)

Oceanography (1800)

1. N/A

Cryptologic Warfare (1810)

1. Space Cadre

Information Professional (1820)

1. N/A

Intelligence (1830)

1. N/A

Maritime Space (1870)

1. N/A

Cryptologic Warfare Engineer (1840)

1. N/A

Limited Duty Officer (LDO) (Surface) (61XX)

1. N/A

Limited Duty Officer (Nuclear Submarine) (62XX)

1. Nuclear Trained Limited Duty Officers (LDOs)
2. Nuclear Weapons (NW) Technical Expertise

Limited Duty Officer (LDO) (Aviation) (63XX)

1. N/A

Limited Duty Officer (LDO) (General Line) (64XX)

1. N/A

d. **Additional Considerations.** The following are additional considerations in determining the best qualified officers:

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(1) Competence. In addition to proven and sustained superior performance in command or other leadership positions, competence also includes the following attributes:

(a) Commitment to Operational Excellence. Because Mission One for every officer is the operational readiness of our Navy, the best qualified officers will demonstrate an unrelenting commitment to operational excellence. This commitment will be evidenced by mastery of the skills critical to naval warfare. The Navy values service and superior performance on operational fleet and subordinate command staffs.

(b) Continual Performance Improvement. This attribute includes the ability to self-assess and self-correct, using a "Get Real, Get Better" mindset every day. It also includes the ability to develop a culture of learning in the teams they are called to lead, embracing meaningful feedback as an opportunity to get better.

(c) Education and Professional Development. Graduate-level education that develops naval warfare competencies and prepares officers to lead and think strategically is integral to developing warfighting advantage. Professional Military Education (PME), advanced degree programs, professional certifications, experiential learning, and other non-standard educational opportunities provide a rich portfolio for developing future leaders. The boards will actively seek those officers whose records reflect operational excellence and increasing education, and exposure to strategic concepts. Strategic competition demands leaders who possess the ability to outthink and outfight all competitors and adversaries.

1. In accordance with the Naval Education Strategy 2023 and Secretary of the Navy Memorandum "Continuous Learning for Naval Officers" dated August 26, 2021, the boards shall give favorable consideration to those officers with graduate education relevant to naval warfighting, experience in specialized areas, Navy PME and Joint PME (JPME). In May 2018, the Unrestricted Line (URL) instituted a board selection process for in-residence graduate education programs. That board selection process ensures that URL officers with superior performance records are afforded the opportunity for graduate education. Cultivation of our best and brightest officers through high quality in-residence, low-residence, and hybrid learning enhances critical thinking skills and warfighting

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expertise. Beginning with officers in year group 2015, graduate education will be required prior to assuming major command. In determining officers who are best and fully qualified for promotion, the board should give favorable consideration to officers who have obtained naval warfighting-relevant graduate education. Degrees earned through Department of the Navy funded Low-residency Graduate Education Program fulfill the graduate education requirement.

2. The Navy values graduate education and development of a subspecialty. Degrees and certificates from the Naval Postgraduate School, the Naval War College or equivalent Service institutions, and civilian education programs that result in assignment of a subspecialty code or award of Additional Qualification Designation (AQD) codes are desirable. Proven expertise from an experience tour utilizing that subspecialty is both valued and fundamental to development of Navy leaders.

3. The Navy values competitive scholarships and fellowships, examples of which include: Olmsted Scholar, Marshall Scholar, Rhodes Scholar, White House Fellowship, Secretary of Defense (SecDef) Corporate Fellowship, Tours with Industry, Legislative Fellowships, and Federal Executive Fellowships (e.g., politico-military and cyber).

4. Best qualified officers seek opportunities to broaden their cultural awareness through experiences and education to enable better communication in a global operating environment.

5. The Navy values the importance of Naval Reserve Officers Training Corps (NROTC), Officer Training Command (OTC), Recruit Training Command (RTC), and U.S. Naval Academy (USNA) duties in building and developing future Navy leaders. When reviewing an officer's qualifications for the next higher grade, you should give favorable consideration to NROTC/OTC/RTC/USNA assignments.

(d) Individual Augmentee (IA)/Global Support Assignment (GSA)/Overseas Contingency Operations (OCO)/Irregular Warfare/Afghanistan-Pakistan Hands (APH) Program Assignment

1. The boards may give favorable consideration to those officers who have displayed superior performance while

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serving in IA/GSA/OCO/APH assignments in direct support of OCO, Irregular Warfare, and the National Defense Strategy and, in particular, those IA/GSA/OCO/APH assignments that are extraordinarily arduous and/or involve significantly heightened personal risk. These individuals are developing valuable combat and nation-building skills under stressful conditions. Such assignments may not be typical of the officer's traditional community career path, and the officer may be rated by a reporting senior unfamiliar with the officer's specialty and the Navy fitness report system.

2. IA/GSA/OCO assignments may take an officer out of the normal community career path for periods up to one and a half years. APH assignments consist of extensive specialized training and multiple, non-standard deployments that may take an officer out of the normal community career path for periods of up to three and a half years.

(e) Ensures adherence to standards while fostering innovation. Every officer must build on an understanding of standards to think creatively, develop new ideas, take prudent risks, and deliver superior outcomes. Innovative officers, who can build great teams that innovate as they manage risk and ensure standards, may come from a variety of backgrounds.

(2) Character. In addition to competence, the best qualified officers will demonstrate the following attributes:

(a) Possesses and openly demonstrates the four core attributes. The challenges facing our Navy are growing in scope, scale, and pace. To meet these challenges, the Navy needs male and female leaders who have demonstrated estimable character and are prepared for decentralized operations. You should give careful consideration to officers who demonstrate the four core attributes that guide our decisions and actions: integrity, accountability, initiative, and toughness. Integrity may be demonstrated as an individual or as a team member by displaying conduct that is upright, honorable, and by working to strengthen the resolve of their peers, superiors, and subordinates. Accountability may be demonstrated by achieving and maintaining high standards, honestly assessing progress, and adjusting as required. Officers demonstrate initiative by taking ownership, acting to the limit of their authorities, and looking at new ideas with an open mind. Toughness can mean marshalling all sources of strength and resilience, including

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rigorous training; encouraging the fighting spirit of our people; and providing steadfast support to our families. Officers who demonstrate these core attributes ensure the Navy remains the world's finest navy and deserve your careful consideration when selecting officers who are best and fully qualified.

(b) Builds strong culture and teams while achieving measurable outcomes. You should give careful consideration to officers who demonstrate the following behaviors:

1. Relentlessly builds a culture of the highest character - a tough, resilient team that wins.

2. Acknowledges and honors the value of every Sailor and civilian.

3. Takes care of themselves and their teammates.

4. Embraces diversity of thought and background, and fosters inclusion and connectedness.

5. Always does the right thing, especially when it is hard.

6. Keeps close watch on their own mental, physical, and emotional health, and the health of those they lead.

(c) Demonstrates a commitment to personal and professional growth. You should give careful consideration to officers who build on our Core Values of commitment in how they demonstrate a "Get Real, Get Better" mindset; use data-driven insights; master the skills critical to naval warfare; and act transparently in how they receive feedback from seniors, peers, and subordinates alike.

(d) Builds connectedness and inclusion. You should give careful consideration to officers who lead with humility and consistently and sustainably inspire their teams to perform at their best, creating teams connected to each other and inclusive of everyone assigned, regardless of background. This trait includes active listening to subordinates of all ranks and

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backgrounds and the ability to self-assess so that personal biases do not affect decision making.

(e) Is loyal to and behaves consistently with the Navy's Core Values. You should give careful consideration to officers who actively pursue what is right and behave consistently with the Navy's Core Values. While we do not embrace a zero-defect officer corps, the best qualified officers will demonstrate consistency between the Navy's Core Values and their on- and off-duty behavior.

(3) Championing a Culture of Excellence. The boards should give favorable consideration to those officers who are deliberate in how they build great people, leaders and teams, achieving outcomes through a deep investment in their people.

(4) COVID-19 Vaccine Refusal Adverse Information. Promotion selection boards will not consider any adverse information related solely to COVID-19 vaccine refusal in cases in which an accommodation was requested. If adverse information related solely to COVID-19 vaccine refusal is identified in eligible officer's record, you will notify the boards' administrative support staff, who will direct you whether or not to consider the information.

(5) Indo-Pacific Area Expertise Considerations

(a) As indicated in the National Defense Strategy, China is leveraging military modernization and predatory economics to coerce neighboring countries to reorder the Indo-Pacific region to their advantage. As the PRC continues to seek economic and military dominance, it will continue to pursue a military modernization program that tries to displace the United States to achieve global preeminence in the future.

(b) Recognizing this challenge to U.S. national security interests, special consideration shall be given to officers who have excelled in their knowledge of the political-military affairs and U.S. strategic interests in the Indo-Pacific region, and operational contingency planning for Indo-Pacific war plans.

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(6) Joint Officer Considerations

(a) Our ability to operate effectively with the other Services is vital to our war-fighting capability. To foster this ability, a number of officers are assigned to joint duty with the Joint Staff, the other Services, and joint organizations. To ensure our ability to conduct joint operations, the Navy is firmly committed to placing as many officers as possible in joint duty assignment billets.

(b) Success in these assignments should be given special consideration, and the statutory joint promotion objectives, delineated in enclosure (4), represent critical requirements that warrant particular consideration when determining which officers are best qualified for promotion. However, these statutory joint promotion objectives do not alter the best and fully qualified selection standard. As such, members shall only select eligible officers who are best and fully qualified for promotion, even if doing so will result in a failure to meet the statutory joint promotion objectives.

(7) Acquisition Workforce Considerations. Acquisition Workforce officers possess the qualifications to manage the development, acquisition, and life cycle support of the Navy's current and future platforms and associated systems. The URL, Aerospace Engineering Duty Officers, and Engineering Duty Officer communities all contain Acquisition Workforce officers. In addition, contracting skills are based in the Supply Corps and Civil Engineer Corps. While there are specific needs and backgrounds in each community, there are overarching acquisition skill sets which are valued and found in all of these communities. Officers who possess these skills, regardless of the community to which they belong, are valued and necessary for the health of the Acquisition Workforce, and should be considered in the broad context of the Acquisition Workforce. Examples of these overarching skill sets include technical and operational knowledge of weapons and major weapons systems (e.g., ships and aircraft), Command, Control, Communications, Computers, and Intelligence (C4I), combat systems, unmanned systems, systems engineering, enterprise information systems, and information technology (IT). In determining the best and fully qualified officers for promotion, you shall give equal consideration to outstanding performance whether in an acquisition or non-acquisition position.

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6. Equal Opportunity and Diversity Guidance

a. Diversity is the strength of our Nation. The Navy benefits when we capitalize on the diverse experience, perspective, innovative spirit, background, and ideas in our ranks. Diversity is focused on maximizing the warfighting effectiveness of our Navy by drawing upon the entirety of our talents and backgrounds. Diversity is not founded on statistics, percentages, or quotas. Diversity is about achieving peak performance. Our Navy should draw upon the entire possible set of talents and backgrounds to maximize our warfighting capability, innovate to address new threats and challenges, and take advantage of emergent opportunities.

b. The Department of the Navy is dedicated to equality of treatment and opportunity for all personnel without regard to race, religion, color, sex (including pregnancy), gender, gender identity, sexual orientation, or national origin. The Navy strives to maintain a professional working environment in which any of these bases will not limit a Sailor's professional opportunities. Discrimination on any of these bases is contrary to the Department's Core Values of honor, courage, and commitment. Accordingly, within this board's charter to determine the officers who are "best and fully qualified," or "fully qualified," as applicable, you must ensure that officers of every race, religion, color, sex (including pregnancy), gender, gender identity, sexual orientation, and national origin are given fair and equitable consideration.

c. Your evaluation of all officers must be fair and equitable. You should be particularly vigilant in your evaluation of records to take care that no officer's promotion opportunity is disadvantaged by service utilization policies or practices. You should evaluate each officer's potential to assume the responsibilities of the next higher grade, including his or her ability to successfully lead a diverse organization, the overriding factor being performance of assigned duties.

d. Impermissible Considerations. Promotion boards are prohibited from considering the following:

(1) The marital status, civilian employment, religion, or volunteer service of an officer;

(2) Any information regarding an officer's spouse,

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including, but not limited to, civilian or military employment, education, race, religion, color, sex (including pregnancy), gender, gender identity, sexual orientation, national origin, and volunteer service;

(3) An officer's previous decision to opt out of a promotion selection board; and

(4) An officer's previous participation in the Career Intermission Program.

e. The Navy has assigned some officers outside of traditional career development patterns (e.g., institutional instructors, diversity officers, recruiting, and equal opportunity billets). These assignments, though greatly beneficial to the Navy, may have foreclosed to the officers so assigned opportunities available to other officers. In addition, other utilization policies or practices, such as those based on statutory restrictions on the assignment of women, may have had an effect on career opportunities. Such assignment practices should not prejudice the selection of these men and women for promotion; to do so may deny the Navy the diversity of talent, background, and experience we should seek and which is necessary for sustained success in our changing world. Successful performance of duties assigned is the key in measuring an officer's potential for promotion; duty performed well by men and women affected by such utilization policies or practices should be given weight equal to duty performed well by an officer not affected by such policies or practices.

f. This guidance shall not be interpreted as requiring or permitting preferential treatment of any officer or group of officers on the grounds of race, religion, color, sex (including pregnancy), gender, gender identity, sexual orientation, or national origin.

7. Unrestricted Line (URL) Considerations

a. Each URL Community has a separate and distinct career path, with milestones and milestone screening boards that do not necessarily correlate to one another. In determining best and fully qualified officers, the board may consider demonstrated superior performance in leadership positions and administrative screening board results as strong indication of future potential. However, the board should not view the absence of

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such experience or screening negatively where the typical career path does not include opportunities for equivalent leadership positions or screening opportunities across all officers of the URL. As always, sustained superior performance provides positive indication of future potential to serve in the next higher grade.

b. Aviation merit reorder slides guide the following discussion: Naval Aviation is a large and competitive community. Those officers who are consistently recognized as Early Promote performers in competitive summary groups during both sea and shore assignments should receive first priority for merit reordering. Priority should be given to officers who have earned a #1 EP FITREP in a competitive summary group as a Department Head of an Operational Aviation squadron. TACAIR/Rotary communities value longer periods of recognized performance, but Maritime communities do not discriminate by milestone duration. Naval aviation values follow-on shore tours in nominative assignments and NAE-valued community staff assignments (N98, PERS-43, NAWDC). Priority should be given to officers who earn an EP FITREP in one of these assignments. Finally, additional consideration should be given to officers who have completed graduate education, a tour in Financial Management, Operations Analysis, and/or officers who have completed an IA/GSA.

c. Surface Warfare merit reorder slides guide the following discussion: Surface Warfare is a large and competitive community. Those officers screened for or serving in XO/CO Fleet-up billets with stand-out performance as a DH Afloat (consistent MP/EP breakouts throughout DH tours) should receive first priority for merit reordering. Additional consideration should be given to officers with a completed Master's degree and either breakout performance in Early Command (EP hard break, #1 or #2 soft break) or post-DH stand-out performance in production and/or community tours (CNSP/CNSL, SWSC, N95/N96, NSMWDC, PERS-41).

d. Submarine merit reorder slides guide the following discussion: Those officers serving (or having served) as a XO afloat, and are recommended for CO afloat with recognized top performance as a department head and/or during post-department head shore duty should receive first priority for merit reordering. Additional consideration should be given to officers who have been consistently recognized as EP performers

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in competitive summary groups during both sea and shore assignments.

e. Naval Special Warfare merit reorder slides guide the following discussion: Those officers who are serving or served as Executive Officer and demonstrated sustained superior performance across all assignments through XO should receive first priority for merit reorder. Additional consideration should be given to those officers who demonstrate superior performance on a Flag or Joint staff and have completed both In-residence Graduate Education and JPME Phase 1.

f. EOD merit reorder slides guide the following discussion: EOD is a small and competitive community. Due consideration should be given to those officers who are consistently recognized as Early Promote (EP) performers in competitive summary groups both during sea and shore assignments. Priority should be given to officers awarded "EOD EXEC OFF" AQD (KG6) and at/above RSCA during their XO tour and Early Promote during their lieutenant commander staff tours. Additional consideration should be given to officers who have been recognized as a top performer in a Post-XO assignment including Echelon 1-4 staffs and joint billets. Finally, additional consideration should be given to officers who have successfully completed JPME Phase I and in-resident Graduate Education Programs.

8. Human Resources (HR) Community Considerations

a. The HR community provides core human resource expertise to define, attract, recruit, develop, assign, and retain America's best talent. Career progression produces HR officers serving in critical roles in leadership and major staff positions. Successful HR officers demonstrate sustained superior performance in all assignments and with increasing responsibilities across three billet types: command and leadership, sea duty (HR 1200 only), and milestone tours. In calendar year 2021, HR Command, Leadership, and Sea Screened billets (CO/XO/OIC/Sea Duty) were distinguished from HR Milestone billets to create a separate community value. Additionally, in calendar year 2021 completion of an HR Leadership (CO/XO/OIC) tour, HR Headquarters (SECNAV/OPNAV/NPC) tour as a LCDR or CDR, and career track competency development (Intermediate, Expert, and Advanced) were added as community values. The HR 1200 community implemented significant changes

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to their career progression with three distinct career tracks to deliberately develop high expertise competency levels in senior HR officers. The HR 1205 community implemented changes adding Fleet N1/J1 manpower and requirements billets as milestone as these are critical warfighter enablement capabilities.

b. Community values are listed in order of significance for each paygrade.

c. Officers who have a successful track record of sustained superior performance and an increasing scope of responsibilities in command, leadership, sea duty, staff, and/or milestone tours indicate potential to succeed at the level of commander.

d. Officers who have earned a master's degree, particularly HR-focused graduate education (3XXX) (including Operations Research Analysis, Manpower Systems Analysis, Financial Management, and Education and Training Management, or civilian equivalent, indicate an officer's potential to grasp complex human capital concepts, policy, and analytical accuracy as a leader in the HR community.

e. Officers who have developed competency level expertise and completed qualification standard requirements (to include HR command PQS) at the intermediate level or higher in their primary career track indicate potential to succeed at the level of Commander. Officers may have to complete tours outside of their primary track to achieve community values. For 1205 (HR SELRES), significant core competency area (CCA) depth with CCA breadth and the CO/OIC command qualification (2N1 or 2D1) indicates potential to succeed at the level of commander. For 1207 (HR TAR) significant core competency area (CCA) depth with CCA breadth and the CO/OIC command qualification (2D1 AQD) indicates potential to succeed at the level of commander.
Note: Career Tracks are only applicable to AC 1200 HR officers.

f. Officers who have HR-focused subspecialties (Manpower Systems Analysis, Operations Research Analysis, Financial Management, and Education and Training Management indicate prior application of human capital theories, concepts, policy, and analytical accuracy as an HR leader and are valued by the HR community.

g. Officers who maintain a current industry-recognized HR-related certification have demonstrated the ability to

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understand and apply human capital theories, concepts, and laws/regulations critical to policy development and execution across the Navy.

h. For 1200, completion of joint professional military education phase I is valued by the HR community. For 1207 and 1205, JQO progression is valued, but not required.

i. For merit reorder considerations, valued achievements prior to commander:

(1) Top recognized performer across all assignments, and completed or serving in two of the following tours lieutenant commander HR Command/Leadership/Sea Screened (CO/XO/OIC/Sea Duty) tour.

(2) Command eligible or qualified.

(3) HR career track Advanced.

(4) HR proven subspecialty experience (Q/R suffix): (321X, 3130, 3150, 311X).

9. Engineering Duty Officer (EDO) Community Considerations

a. Engineering Duty Officers design, develop, deliver, and sustain combat-ready naval power for our nation to fight and win - wherever, whenever, and however it chooses. We rarely take Direct Accessions into the community. Instead, we rely on the infusion of sea-experienced warfighters at the O-3/O-4 level via the lateral transfer process, Probationary Officer Continuation and Transfer (POCR) process, and the execution of surface and submarine ED Options after warfare qualifications. The sea going experience and attainment of a warfare qualification are major factors which allow us to be better prepared to accomplish our mission and enhance the development of career long credibility with our URL counterparts. Those officers accessed without a warfare qualification (typically Naval Reactor (NR) Instructors and Engineers - 1210/1220 designator) are typically sent to qualify for Submarine Engineering Duty (ED Dolphins). Those who are found to be not medically qualified to pursue ED Dolphins after becoming an EDO are given the opportunity to pursue the Information Warfare Officer (IWO) qualification.

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b. As part of the process to attain the Engineering Duty Officer designator (1440), all personnel who enter the community must either have or be sent to an institution of higher education to earn an approved subspecialty code (P, N, or D suffix) completing a Master's Degree in a technical or engineering curriculum. With experience in an appropriately coded billet, P, N or D suffixes will change to Q, M or C suffixes. Approved subspecialty codes are: 51XX (Naval Construction), 5200/5201/5202 (Nuclear Engineering), 53XX (Electrical Engineering), 55XX (Space Systems Engineering), 56XX (Naval Mechanical Engineering), 57XX (Applied Physics), 58XX (Systems Engineering), and 6203 (Computer Science). Some officers may lateral transfer into the community with a master's degree and subspecialty code. These cases are individually reviewed and the community may accept their existing graduate degree and subspecialty code such as the 5000 (General Engineering).

c. Career progression produces senior EDOs with developed expertise in at least one core skill area: Systems Acquisition (Combat Systems, C4I, Strategic Systems), Fleet Maintenance (Shipyards and Regional Maintenance Centers), Ship Acquisition (Surface, Submarine, and CVN new construction/sustainment) or Naval Reactors.

d. The community does not have traditional milestone billets. Command screening occurs after selection for Commander and Captain Command/Major Program Manager screening occurs after selection for captain. In lieu of milestone screening, EDO Flag approval is required for officers to serve in the following billets: CO, OIC, CVN CHENG/CSO/RO, Submarine Repair Officer (Tenders, I-level), Program Manager Representative (PMR), Detailer, OCM, EDO School Staff, and Doctoral (PhD) Studies at NPS or MIT. Director, Naval Nuclear Propulsion Program approval is required for all Naval Reactors EDO assignments.

e. Doctoral education is a strategic investment in the future. Advanced graduate education is an important element in maintaining a high velocity learning workforce that is resilient, knowledgeable, ready to address rapid technological advancements, and necessary to help the Navy solve problems, plan, lead, respond, adapt, and innovate in increasingly complex environments. As such, EDOs who obtain a technical doctorate

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degree from a military service college or civilian institution, either in a Navy-funded billet or independently, should be given favorable consideration.

f. Naval Reactors EDOs under consideration for promotion should demonstrate superior performance while assigned to a Division of Naval Reactors or its Field Offices in designated O-3 and O-4 experience tours. Officers who obtain a post-graduate degree from a military college or institution should be given favorable consideration, however, they are NOT required to obtain doctoral education. These officers perform a unique, highly complex duty that is critical to the successful employment of major nuclear combatant ships in the U.S. Navy and the superb safety record of the Naval Nuclear Propulsion Program. These officers support vital international programs, including the Presidential directed Australian, United Kingdom, United States (AUKUS), which should also be favorably considered. The continuity these individuals provide is critical to the continued success of the Nuclear Program and should be heavily weighted because they do not have the opportunity to earn a warfare qualification, serve on sea duty, or serve at multiple commands unless they are laterally transferred from another community. These factors shall not be held against them.

g. Fully qualified criteria:

(1) 1440 designator (qualified EDO).

(2) 1460 designator (EDO in training) with proven performance during ED qualification tour.

(3) 1440 Naval Reactors EDO: Naval Reactors/NR Field Office O-4 Experience tour.

h. Community values in descending order:

(1) Superior performance while serving in a position requiring EDO Flag or Director, Naval Nuclear Propulsion Program approval.

(2) Superior performance in core skill area assignments.

(3) Acquisition Professional member (ACQ FULL QUAL (APM) AQD) (Not applicable to 1440 Naval Reactors EDOs).

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(4) Qualified to serve in nuclear billets (SPECIAL QUALIFICATION "NUENGSURF" - AQD KD2) (Not applicable to 1440 Naval Reactors EDOs).

(5) Technical Doctorate degree (Not applicable to 1440 Naval Reactors EDOs).

i. For merit reorder consideration, officers who are top recognized performers over consecutive lieutenant commander tours should be given first consideration for merit reorder and placed higher on the promotion list. Proven performance in positions of leadership such as officer in charge, or EDO assignments such as overseas tours, sea duty, and INSURV, should be secondary considerations.

10. Aerospace Engineering Duty Officer (AEDO) (Engineering and Maintenance) Community Considerations

a. Board members should carefully examine an officer's entire record to assess leadership, performance, and career potential.

b. For merit reorder consideration, clear recommendations toward early promotion should accompany recognized sustained superior performance; officers should excel in billets of increasing complexity, responsibility, and scope.

c. Engineering (1510) officers under consideration for promotion to commander should demonstrate superior performance in a designated O-4 experience tour. Officers will have varying degrees of acquisition and operational fleet experience. Both are equally valuable for officers based on the span of the community's lateral transfer window.

d. Maintenance (1520) officers under consideration for promotion to commander should demonstrate superior performance in a designated O-4 leadership tour. Officer experience should include organizational and intermediate fleet maintenance experience at sea and ashore.

11. Public Affairs Officer (PAO) Community Considerations

a. PAOs use communication skills, strategies and tactics to support a commander's objectives. Career progression produces senior PAOs who can lead an organization's communication

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enterprise and demonstrate an awareness and ability to navigate the dynamics of the information environment to achieve desired communication end states. Successful senior PAOs communicate strategically, demonstrate critical thinking, conduct thorough problem set analysis, execute tactically, and provide astute counsel to flag officers and staffs. Providing direct support to three- and four-star flag and general officers, and senior executives, including political appointees, is the pinnacle of a PAO's career. As such, sustained superior performance in diverse billets, particularly direct senior leader support, operational staffs, community leadership, Washington, D.C. headquarters, and joint staffs, indicates strong potential for future success, keeping in mind though, that an officer's career track may not include all desired career milestones due to the recently enacted career milestone and progression model.

b. PAOs fully qualified for commander should have:

(1) Successfully completed and have demonstrated superior performance in a lieutenant commander milestone tour (CVN PAO, CSG 5/CTF-70, NECC, ESG, CTF 73, CTF-76, JRM-Guam), as demonstrated by earning the 7M1 AQD.

(2) Sustained superior performance in operational, major staff, and independent duty assignments of increased scope in public affairs responsibility at shore and sea billets.

(3) Experience providing operational-level counsel to one and/or two-star Flag/General officers.

(4) Completion of JPME I.

c. PAOs best qualified for O5 should have (in priority order):

(1) A post-graduate degree from a military service college or civilian institution, particularly communication-focused (4400P), either in a Navy-funded billet or independently.

(2) Civilian accreditation in public relations or certification as a communication management professional should be given favorable consideration. The following accreditations/certifications will be given equal consideration.

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(a) Accreditation in Public Relations (APR), AQD 7A1.

(b) Accreditation in Public Relations + Military (APRM), AQD 7A2.

(c) Certified Communication Management Professional (CMP), AQD 7C1.

(d) Certified Strategic Communication Management Professional (SCMP), AQD 7C2.

(3) Additional consideration should be given to officers who have made progress towards designation as a Joint Qualified Officer as demonstrated by completion of joint education and/or a successful tour in a joint billet.

d. Values for Merit Reorder (in order of priority):

(1) Sustained superior performance throughout their time in grade, with particular scrutiny of their performance in O-4 milestone.

(2) Superior performance in their assigned duties in operational or fleet tours should be weighted more heavily than earning degrees, accreditations, and certifications.

(3) Graduate degree in communications (4400P) and/or Naval War College/service school.

(4) Earned Advanced Certification (SCMP) or Accreditation (APR+M).

(5) Superior Performance in a Washington DC Headquarters assignment.

12. Foreign Area Officer (FAO) Community Considerations

a. FAOs are the Navy's globally embedded, persistently forward, strategic operators. Career progression produces officers who deliver assured global access and posture, interoperability with U.S. partners, and human information advantage for the Fleet. Successful FAOs demonstrate sustained superior performance and increasing responsibilities along three billet types: Security Cooperation (OPNAV, Fleet and CCMD Staff

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or Security Cooperation Offices (SCO)); Defense Attaché Service (Defense Attaché (DATT) or Naval Attaché (NATT)); and Strategy, Plans, and Policy (Navy, Joint, or Inter-Agency staffs).

b. Fully qualified FAOs receive the "FAO Q" AOD. This AOD requires: a political-military master's degree or equivalent; documented language proficiency at a level of 2 or higher in two of three modalities (listening, reading, speaking) with date of test not greater than two years old; and no less than six months of in-region experience. FAOs working toward full qualification hold the "FAO T" AOD.

c. Non-observed time for language study, master's-level education, and billet specific training is expected and should not be viewed negatively.

d. For merit reorder consideration, superior performance in arduous overseas assignment(s) typified by one or more of the following: duty in remote, austere, and challenging locations, typically with unstable governments, authoritarian or non-permissive regimes, or significant environmental hazards. Reserve Component FAOs serving on temporary periods of active-duty and considered for O-6 selection shall be considered for merit reorder under the same conditions.

e. Fully qualified officers have an "FA" AOD; completion of Joint Foreign Area Officer Phase I (JFAO Phase I) and JPME Phase I; and foreign language proficiency at 2/2 or above.

f. Best qualified officers demonstrate sustained superior performance leading their peers in at least one FAO billet. Key attributes include:

(1) Demonstrated ability to deliver strategic or operational outcomes while exemplifying Navy Core Values.

(2) Demonstrated ability to develop plans, self-assess, self-correct and contribute to problem-solving.

(3) Inclusive teammates who demonstrate initiative and collaboration with a variety of organizations (fleet, joint, interagency, international allies & partners).

g. At this level, the FAO community also values:

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(1) Completion of advanced strategic and operational courses (MSOC, MOPC, JAWS, JIOPC, etc.).

(2) Fellowships, scholarship programs, or continued education focused on Pol-mil, strategy, or integrated multi-domain warfighting planning.

13. **Information Warfare (IW) Community Considerations**

a. The IW community is comprised of officers in the Oceanography (180X), Cryptologic Warfare (181X), Information Professionals (182X), Naval Intelligence (183X), Cyber Warfare Engineer (184x), Maritime Space Officer (187X) and Maritime Cyber Warfare Officer (188X) communities. The IW community was created to more effectively and collaboratively lead and manage the officers who possess extensive skills in information-intensive specialties. The IW community aspires to assure command and control, generate predictive battle space awareness, and deliver integrated non-kinetic and kinetic fires, including effective maneuver across cyberspace, the electromagnetic spectrum, and space as a warfighting capability, within the fleet and joint force.

b. The Navy needs officers who possess unimpeachable credentials, have deep technical/operational experience in the IW community domain, are innovative and bold, think creatively and challenge assumptions, and take well-calculated risks to deliver outcomes. As such, board members should view an officer's performance in leadership assignments as an indicator of their ability to lead diverse organizations across the range of IW missions and functions. Best qualified candidates will be top performers and will have experience leading, planning, and executing operations across a range of IW disciplines.

c. As of May 31, 2013, all officers in competitive categories that compose the IW community began receiving rankings within combined IW summary groups in block 42 of fitness reports. However, officers in competitive categories that comprise the IW community continue to compete for promotion within their respective individual community categories. As such, summary group position may not fully show an officer's position relative to individual community peers.

d. Merit reorder consideration will be given to those IW officers with sustained superior performance, demonstrating

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exceptional proficiency within their specific IW community and across multiple IW disciplines afloat and ashore. Officers considered for merit reorder will possess an outstanding track record when ranked against their peers, within key operational milestone and leadership positions, and continued advancement of qualifications and higher education. Each IW community's specific merit reorder consideration criteria is provided in amplified merit reorder consideration slides and will be followed.

14. Oceanography (OCEANO) Community Considerations

a. The OCEANO community's core mission capability and capacity draws on experience and expertise in the fields of meteorology, oceanography, precise time and astrometry, bathymetry, geophysics, and hydrography, and is focused on providing timely and relevant support to fleet and joint operations. OCEANO officers typically develop foundational expertise in assignments at operational meteorology and oceanography (METOC) commands.

b. Demonstrated expertise in one or more of the core missions of meteorology, oceanography, precise time and astrometry, bathymetry, geophysics, and hydrography is the foundation of the OCEANO community. Expertise in multiple warfighting areas is highly valued. OCEANO officers should have balanced professional experience, to include demonstrated leadership, operational proficiency and qualifications, and technical expertise. Proven and sustained superior performance in documented positions of leadership and in difficult, challenging, and arduous operational assignments is the ultimate test of readiness for promotion selection.

c. Education is valuable and highly regarded for OCEANO officers. All officers will participate in advanced education leading to a Master's of Science degree in Meteorology and/or Physical Oceanography. Additional graduate level education is also valued. Officers who have participated in advanced education leading to a technical master's degree or a doctorate degree will have non-observed fitness reports covering significant periods of time in their careers. Board members should still consider these officers competitive for promotion based on their entire record.

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d. Officers in the OCEANO community are eligible for, and generally granted a scientific waiver for the JQO designation requirement for flag officer promotion. However, JPME and joint experience are highly valued.

e. Fully qualified OCEANO commanders will:

(1) Be currently assigned to or have completed a designated lieutenant commander operational milestone tour, with demonstrated operational leadership and experience at sea as senior lieutenants or lieutenant commanders. These assignments include ESG/CSG staff or CVN/LHA/LHD meteorology (OA/QO) division officer.

(2) Have completed a technical post-graduate education with associated subspecialty P- or Q-code.

f. Best qualified criteria is not a checklist, but rather a list of valued skills and achievements beyond the fully qualified criteria listed above that are indicative of officers prepared for selection to the next higher paygrade. The best qualified OCEANO commanders will have:

(1) Demonstrated superior performance and leadership in an operational O-4 milestone tour.

(2) Demonstrated superior performance in demanding and diverse leadership tours such as executive officer or officer-in-charge, and/or major staffs, joint positions and TYCOM staffs.

15. Cryptologic Warfare (CW) Community Considerations

a. Leadership and demonstrated excellence in the CW core mission areas of signals intelligence (SIGINT) and electronic warfare (EW) are the foundation for successful CW officers. The CW community values officers with deep expertise in the information warfare domain (specifically electromagnetic spectrum, space, and cyberspace) and a proven record in cryptologic tours afloat and ashore. Future CW leaders embrace a diverse range of assignments in support of naval and joint operations and have experience across the breadth of CW mission areas to include space or acquisition qualifications. With the establishment of the Maritime Cyber Warfare Officer (MCWO)/1880 community in June 2023, most CW cyber effects billets and

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functionalities within the Cyber Mission Force (CMF) and US Cyber Command (USCC) will transition to the MCWO community by the end of FY-25. However, CW Officers will continue to support cyberspace operations across the information warfare domain.

b. CW officers typically develop deep foundational SIGINT and cyber expertise in assignments at NIOCs and staffs aligned with Cryptologic Centers, Cyber Mission Force, and NSA/CSS. CW officers gain SIGINT and EW expertise in embedded maritime and expeditionary environments, assigned to surface combatants as ship's company or afloat staff, NAVSPECWAR commands/units, as a Direct Support Officer (aboard surface, subsurface, or airborne platforms), or IAs as an augmentee (Service, national, or joint). Experience in SIGINT is denoted by the BI-series AQDs, while EW experience is reflected through the BL-series AQDs. CW officers gain cyber expertise under the operational control of U.S. Cyber Command (USCYBERCOM), its naval component command, U.S. Fleet Cyber Command (FLTCYBERCOM), NSA, and joint arena (Joint Forces Headquarters/geographic combatant commands). These commands integrate tactically and operationally with fleet and joint forces in planning and executing operations worldwide. Cyber experience is documented through the BO-series AQDs. Additionally, CW officers make up a significant portion of the Navy's Space Cadre (VS-series AQDs) and can qualify for the Navy's Acquisition Corps (Acquisition series AQDs). The CW Community values officers with experience in Space and Acquisition.

c. Fully qualified CW commanders will be successfully performing in or have successfully completed an O-4 milestone tour.

d. Best qualified criteria is not a checklist, but rather a list of valued skills and achievements beyond the fully qualified criteria listed above that are indicative of officers prepared for selection to the next higher paygrade. The best qualified CW commanders will:

(1) Have demonstrated superior leadership and performance in an O-4 leadership tour (executive officer / officer-in-charge).

(2) Have demonstrated proficiency across more than one CW mission areas.

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(3) Have demonstrated superior performance in OPNAV or TYCOM assignments.

(4) Possess a post-graduate education (master's or doctorate).

(5) Have completed JPME Phase I.

16. **Information Professional (IP) Community Considerations**

a. Leadership and demonstrated excellence in C4 and Cyber in the maritime environment are the cornerstones of success for IP officers. Future leaders of the IP community must have a proven record at sea, in shore C4 and Cyber tours, and demonstrated technical IP expertise supporting naval and joint operations. Afloat and ashore tours in different geographic locations are highly valued as they demonstrate a breadth of experience and knowledge of global Navy operations.

b. The IP community gains a significant number of officers through lateral transfer or re-designation, typically at O-3 and O-4. For promotion eligibility purposes, these officers will not have completed the IP- milestone - assignments. As such, the board is encouraged to evaluate an officer's demonstrated sustained superior performance in warfare-appropriate billets (e.g., department head tours) and technical acumen to identify this aspect of a fully qualified officer. Officers are still expected to complete IP qualifications required for the promotion to the next paygrade.

c. Fully qualified IP commanders will:

(1) Be in or have completed their O-4 milestone assignment, or equivalent from previous community in the case of O-4 lateral transfers.

(2) Have completed the IP Intermediate Qualification.

d. Best qualified criteria is not a checklist, but rather a list of valued skills and achievements beyond the fully qualified criteria listed above that are indicative of officers prepared for selection to the next higher paygrade. The best qualified IP commanders will have:

(1) Demonstrated sustained superior performance in O-4

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milestone assignments.

(2) Demonstrated superior performance in OPNAV or TYCOM assignments.

(3) Completed a technical post-graduate degree or in-residence education.

(4) Completed JPME Phase I.

17. **Intelligence (Intel) Community Considerations**

a. Leadership, warfighting competence, and sustained superior performance are the hallmarks of a successful naval INTEL officer. Senior Intel officers must possess a well-rounded career that demonstrates proven leadership in operationally-challenging environments, Navy and joint operational warfighting proficiency in conducting the range of intelligence operations from all-source tactical intelligence (TACINTEL), to operational Intel (OPINTEL), to strategic intelligence. An Intelligence Officer should be able to demonstrate performance across all three. Intelligence officers must be experts on a wide range of transnational and state-based adversaries and associated threats, but we place increasing emphasis on developing expertise on, and gaining experience in dealing with, our nation's top strategic competitors, namely China and Russia. The Intel community also values additional specialty skills, which are documented in records as Intel-specific AQDs (typically 3XX alpha-numeric AQD series). A limited number of Naval Intelligence Officers (1830) are extensively screened and selected to undergo a rigorous National-level training pipeline and certification before being designated a Navy RAIDER CUTLASS officer. These officers demonstrate leadership and warfighting competence in arduous Navy, joint and interagency tours leading teams, managing sensitive programs and conducting engagements with foreign partners. These officers also serve in a multitude of OCONUS and CONUS based operational billets to address Fleet, Navy and DoD-wide strategic competition requirements. Promotable RAIDER CUTLASS officers are skilled in identifying enemy threats and developing significant expertise on strategic competitors around the globe. All officers should demonstrate progress toward completion of advanced education and JQO qualification.

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b. A very limited number of officers will have had the opportunity to serve in command, executive officer or officer-in-charge, and these positions are highly valued. Command/OIC-screened officers lacking a command and executive officer or officer-in-charge tours due to insufficient opportunity shall not be viewed negatively.

c. The Intel community gains a significant number of officers through lateral transfer or re-designation, typically at O-3 and below. Some officers will have a mix of assignments in both the Intel community and another Navy community (e.g., aviation, surface warfare, etc.) prior to re-designation into the Intel community. Both are equally valuable and board members are encouraged to examine an officer's entire record to assess career potential, leadership, and warfighting ability.

d. Fully qualified Intel commanders will:

(1) Be in or have successfully completed O-4/O-3 operational/sea milestone tour.

(2) Have completed JPME Phase 1.

e. Best qualified criteria is not a checklist, but rather a list of valued skills and achievements beyond the fully qualified criteria listed above that are indicative of officers prepared for selection to the next higher paygrade. The best qualified Intel commanders will:

(1) Have superior performance in O-4/O-3 operational milestone.

(2) Have demonstrated sustained superior performance in competitive summary groups as an O-4/O-3, with special consideration for performance at major intelligence centers, staffs, OPNAV, and/or TYCOM.

(3) Have demonstrated proficiency in leading Intel operations.

(4) Have superior performance in an O-4 XO/OIC leadership tour (limited opportunity).

(5) Possess a post-graduate education (master's or doctorate).

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18. **Cyber Warfare Engineer (CWE) Community Considerations**

a. The CWE community is built on the foundation of offensive and defensive cyberspace capability development (vulnerability research; development, testing, and deployment of software, hardware, radio frequency (RF) components; data analytics) and values officers with deep technical expertise and operational knowledge of the cyber domain. CWEs are high-demand, low-density leaders and subject matter experts who develop foundational expertise in assignments at NCWDG, U.S. TENTH Fleet/FLTCYBERCOM, and NSA. All CWEs are expected to engage in continuous learning to expand their technical abilities and keep pace with rapidly evolving technologies.

b. The CWE career path changed in Fiscal Year 2019 (FY-19) and moved away from a legacy path that called for CWEs to lateral transfer to the CW or IP designator between five and eight years of commissioned service. Former CWEs were allowed to return to the CWE community and will have records that show service as a CWE, then as a CW or IP, followed by a return to CWE. Additionally, under the Constructive Grade Credit authorities granted by the FY-19 National Defense Authorization Act, some CWEs may have been accessed into the Navy at a paygrade above ensign due to their advanced education and/or specialized experience. As a result, these officers will have less total time in service (and fewer fitness reports) than their peers competing for promotion to the same paygrade.

c. Part of the recent rapid CWE community growth has come through lateral transfer in senior paygrades O-4 through O-6. In some of these cases, the transferring officer may not have all of the hands-on development experience expected to be gained while a junior CWE. In these cases, superior performance in the officer's previous designator should be taken into consideration when evaluating an officer's promotion potential.

d. Fully qualified CWE commanders will:

(1) Have demonstrated experience in either offensive or defensive cyber warfare mission areas.

(2) Have demonstrated leadership (e.g., dept, div, team) in previous assignments.

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(3) Possess a post-graduate education (master's, engineer's, or doctorate) in a technical, cyber related field.

e. Best qualified criteria is not a checklist, but rather a list of valued skills and achievements beyond the fully qualified criteria listed above that are indicative of officers prepared for selection to the next higher paygrade. The best qualified CWE commanders will have:

(1) Documented expertise across multiple CWE core mission areas (e.g., hardware, software, RF spectrum capability, data analytics), as documented by a record of diverse offensive and defensive tours at warfare centers, fleet staffs, and national assignments.

(2) Demonstrated strong technical leadership of software development teams and/or RF Spectrum/EW capability development teams.

(3) Demonstrated continuous learning to promote a deep technical understanding in CWE-related fields (e.g., computer engineering, cyber operations, computer science, and electrical engineering).

(4) At least two (2) USCYBERCOM Capability Developer qualifications at the senior level, or a USCYBERCOM Master-level Developer qualification.

19. **Maritime Space Officer (MSO) Community Considerations**

a. Leadership and demonstrated excellence in the space domain is the cornerstone of success for MSO officers. Future leaders of the MSO community must have a documented record of outstanding performance in sea and shore tours with emphasis on technical expertise and operational experience in the space domain, integrating Naval, Joint and national space capabilities into maritime operations, or supporting Fleet and Joint commanders. MSOs should be well versed in technical capabilities, authorities for using space capabilities, adversary space capabilities, and joint and naval warfighting doctrine and operational concepts.

b. The MSO community currently gains all its officers via lateral transfer or re-designation, typically at the O-3 to O-6 level. For promotion eligibility purposes, the board is

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encouraged to evaluate an officer's performance and warfare qualifications prior to re-designation to identify those best qualified to serve in more senior MSO positions. The key characteristic the MSO community needs in its future leaders is demonstrated warfighting competence and leadership.

c. Fully qualified MSO commanders will:

- (1) Have demonstrated sustained strong performance.
- (2) Be warfare qualified in any warfare area.

d. Best qualified criteria is not a checklist, but rather a list of valued skills and achievements beyond the fully qualified criteria listed above that are indicative of officers prepared for selection to the next higher paygrade. The best qualified MSO commanders will have:

- (1) Demonstrated progress toward a graduate degree in a technical or national security-related field of study.
- (2) Demonstrated superior performance at major staffs (Fleet HQ/MOC, OPNAV, TYCOM, Combatant commands, Joint commands, etc.).
- (3) Documented expertise in space (Space series AQD).
- (4) Have earned their WTI qualification in any warfare area.
- (5) Have completed JPME Phase I.

20. **Active Limited Duty Officer (LDO) Considerations.** Active component LDO Officer Summary Groups changed October 1, 2017 to prepare for FY-21 selection boards. FY-25 is year five of promotion within competitive categories. Selection within the aggregate (LDO Line) has changed to four distinct competitive categories (Surface, NUC/SUB, Aviation and General Line). Best and fully qualified officers consistently excel in meeting individual designator attributes, within their competitive category, which are articulated on each competitive category's Community Values Slide denoting milestone/pinnacle assignments, valued achievements, command qualification (when eligibility and timing align per individual warfare enterprise), and self-driven, continuous learning when primary duties allow. As of

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October 1, 2018, the opportunity to qualify and receive a SWO pin was removed and should not be viewed negatively if opportunity after that date did not exist. Refer to the SECNAV approved Community Value Slides for amplifying information on specific valued achievements for each control grade within the competitive categories.

21. **Recommendation for Reorder of Officers of Particular Merit**

a. After the boards have determined all best and fully qualified officers who should be recommended for promotion, it shall proceed to determine whether any of the recommended officers are of particular merit to be placed higher on the promotion list than their lineal number would place them. The officers recommended for merit-based reordering are, in the opinion of the majority of the members of the board, to be placed higher on the promotion list and in the order recommended; or, no officers are recommended for merit-based reordering, in the opinion of the majority of the members of the board.

b. A number not to exceed 15 percent of the total selections authorized for each grade and competitive category may be placed higher on the promotion list unless the number calculated is less than 1, in which case the number that may be placed higher on the promotion list is 1. The boards may determine that no officers should be placed higher on the promotion list than their lineal number would place them.

c. Officers of particular merit are those officers whose records contain documented performance consistently superior to the performance of other officers recommended for promotion by these boards.

d. No officer recommended for promotion shall be moved down on the promotion list except by insertion of the name of an officer of particular merit above that officer's name.

e. If the boards recommend officers of particular merit be placed higher on the promotion list, then the boards shall recommend the order in which those officers should be placed on the list.



Carlos Del Toro

Statutory and Regulatory Promotion Objectives

PROMOTION SELECTION BOARDS

(These objectives DO NOT alter the best and fully qualified selection standard discussed in the convening order.)

1. Statutory Joint Objectives. For officers assigned to joint duty within the best and fully qualified standard, the board shall strive to ensure that the following statutory promotion objectives are achieved:

a. Officers who are serving, or have served, on the Joint Staff (JS) are expected, as a group, to be promoted to the next higher grade at a rate not less than the rate for officers in the same grade and competitive category who are serving on, or have served on, Navy Headquarters staff; and,

JS Rate \geq HQ Rate of Selection

b. Officers in the grades of lieutenant commander or above who have been designated as a joint qualified officer (JQO) are expected, as a group, to be promoted to the next higher grade at a rate not less than the rate for all officers in the same grade and competitive category.

JQO Rate \geq Overall Selection Rate for Category

2. Statutory Acquisition Workforce Objective. In accordance with 10 U.S.C. § 1731, Acquisition Workforce (AW) officers are expected, as a group, to be promoted at a rate not less than the rate for all line (or the equivalent) officers (both in-zone and below-zone) in the same grade.

AW Rate \geq All Line (or Equivalent) Rate (IZ & BZ)

3. Regulatory Objective. Although not contained in statute, the Secretary of Defense has established an additional promotion objective as a matter of policy. Officers who are serving, or have served since their last promotion board, on the staff of the Secretary of Defense are expected, as a group, to be promoted to the next higher grade at a rate not less than the rate for all officers in the same grade and competitive category who are serving, or who have served since their last promotion board, on the Navy Headquarters staff.

OSD Rate \geq HQ Rate of Selection

4. Prior to adjournment, the board must review the extent to which the statutory and regulatory promotion objectives have been met.