



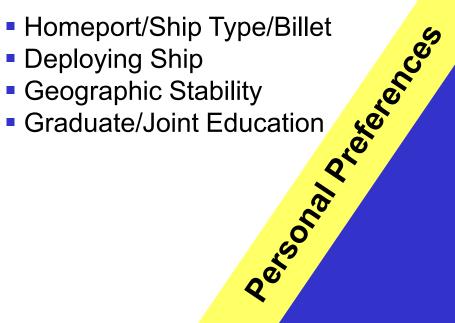
Career Management Team

- CAPT Matt Curnen, Head SWO(N) Assignments, PERS 424 / 41N
 - CO/XO, USS DONALD COOK (DDG 75)
 - REA, USS HARRY S. TRUMAN (CVN 75); OPS, USS STOUT (DDG 55)
 - SWO(N) detailing and placement Post PA and senior
 - Coordinates with PERS 43 on CVN XO/CO placement
- LCDR Derek Mockel, SWO(N) Detailer, PERS 412N
 - RTA, PCU JOHN F. KENNEDY (CVN 79); OPS, USS GRIDLEY (DDG 101)
 - SWO(N) detailing and placement PA and junior
- LCDR Aaron Jean, SWO(N) Community Manager, PERS 42D1
 - RTA, USS CARL VINSON (CVN 70); PTO, USS CARNEY (DDG 64)
 - Community tracking and monitoring, nominations, pay, AQD Mgmt, NR liaison
- LCDR Eric Kalick, SWO(N) Program Manager, OPNAV N133C2
 - REA, USS GEORGE H.W. BUSH (CVN 77); PTO/OPS, USS RAFAEL PERALTA (DDG 115)
 - Policy/Instruction issues, Diversity Coordination, Lateral Transfer
- LT Ben Miller, SWO(N) 1st Tour Divo and New Accessions Detailer, PERS 4120
 - RC Divo, USS THEODORE ROOSEVELT (CVN 71), CE Divo, USS STOCKDALE (DDG 106)
 - Details all SWO New Accessions and SWO(N)s to Nuclear Power School

Your SWO(N) Career Advocates!



Detailing Triad



- Deploying Ship
- Geographic Stability
- Graduate/Joint Education

- Qualifications
- Timing for Screening
- Career Progression
- Assignment Diversity

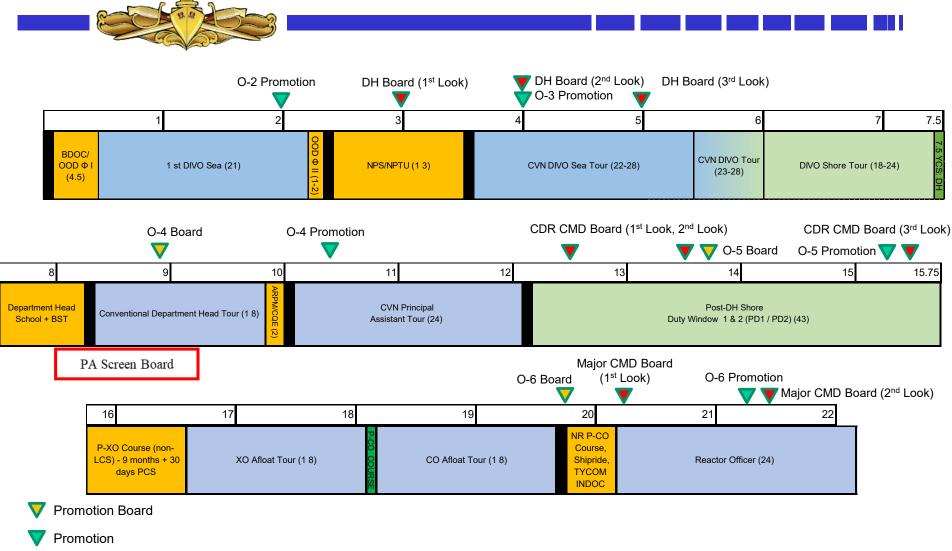
Needs of the Navy

Deliver the Right Skills, at the Right Time, for the Right Job



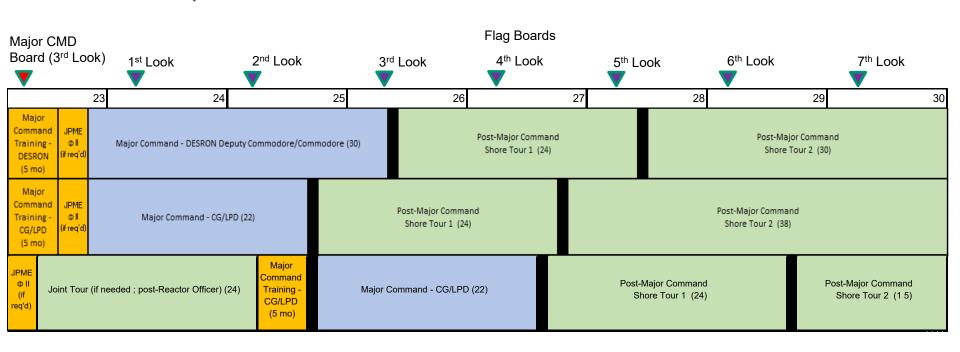
Administrative Board

SWO(N) Career Path



PERSONNEL COMMAND

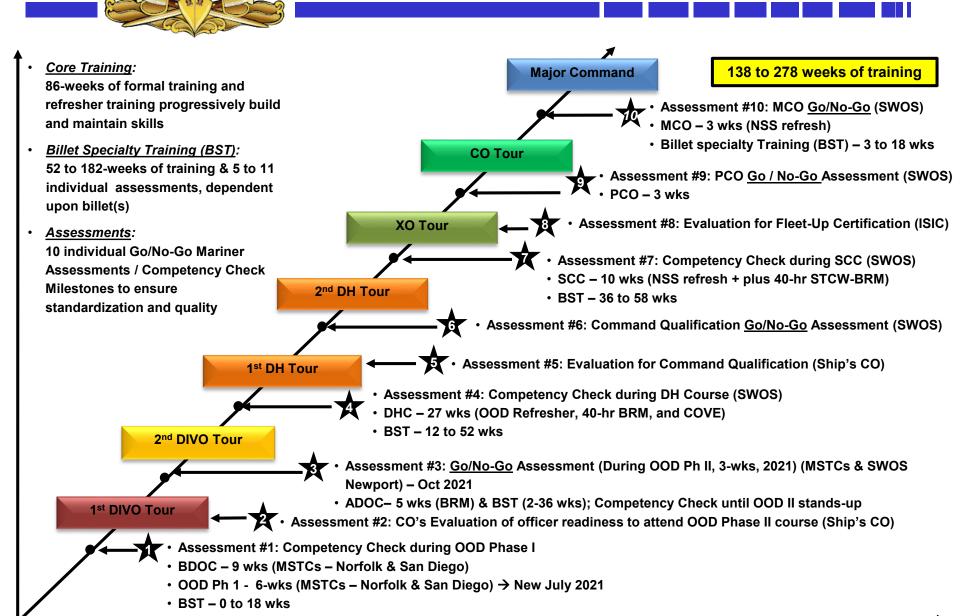
SWO(N) Career Path



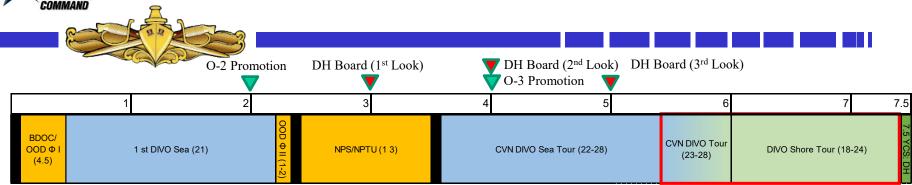
Administrative Board

Flag Board

Training and Assessment Continuum



First Shore Tour



Shore Duty Options:

- Nuclear Shore Duty
- Conventional Shore Duty
- Slates conducted quarterly + TM Board
- Detailed ~6-7 months from PRD
- Provide prioritized list to the detailer
- Ranked by performance at sea
 - FITREP performance (Trait average vs. RSCA)
 - Advanced Qualification (PPWO = EOOW credit, CVN EOOW = TAO credit)
- DHRB Signer Benefits Executive Detailing and Billet Eligibility

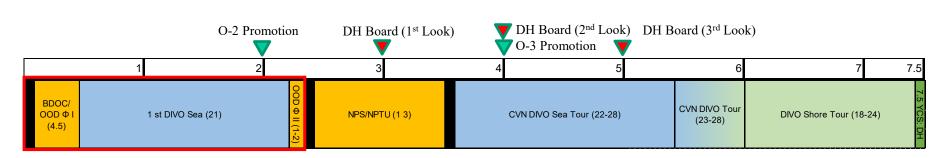
Nominally 24 months:

- Target DH School at 7.5 YCS
 - Aligns timing with conventional peers to allow max opportunities for competitive HBO in 1DH Tour
- Goal: Complete career needs & recharge prior to 1DH

SHORE DUTY: WORTH IT!

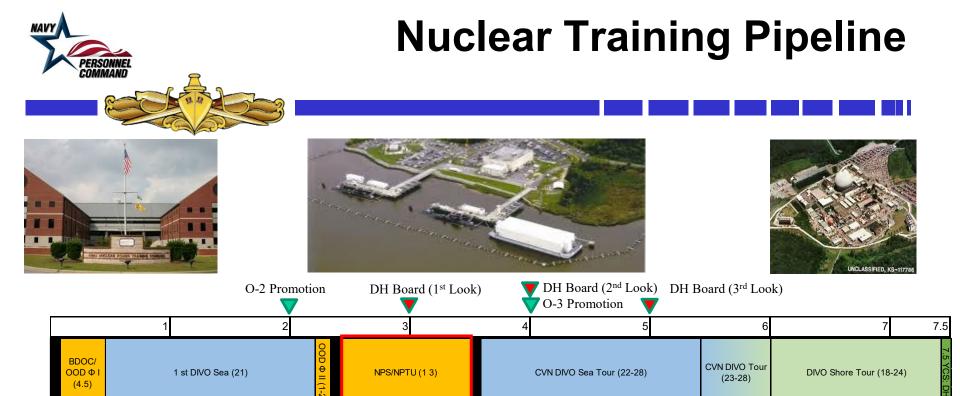
PERSONNEL COMMAND

First Division Officer Tour



- BDOC + OOD Phase I + 21 Month Conventional DIVO Tour + OOD Phase II
 - Detailed to operational tour to earn OOD/SWO quals:
 - Gain shiphandling/navigation experience
 - Build maritime warfare/tactical skillset
 - Earn DH Afloat recommendation
- SWO(N)s shall not serve in an Engineering tour IAW MPM 1301-223

Leading Sailors, Developing SWO Skills



- 7 months at Nuclear Power School in Charleston, SC
 - Includes a 3 week pre-school, mandatory for all SWO(N)s
- 6 months at Prototype in Charleston, SC or Ballston Spa, NY
- Same nuclear training as submarine community and CVN Executive Officers

Challenging and Rewarding Graduate-Level Training Pipeline

PERSONNEL COMMAND

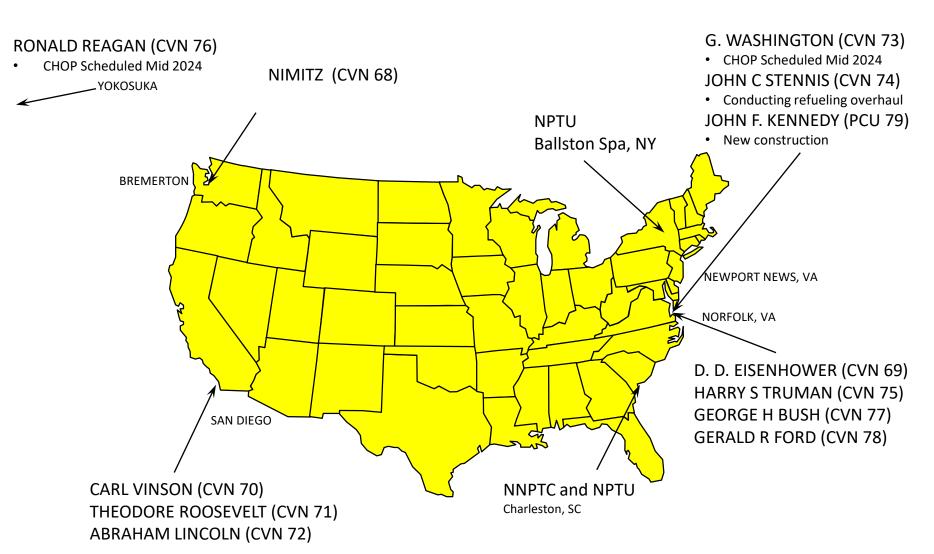
Nuclear Power School

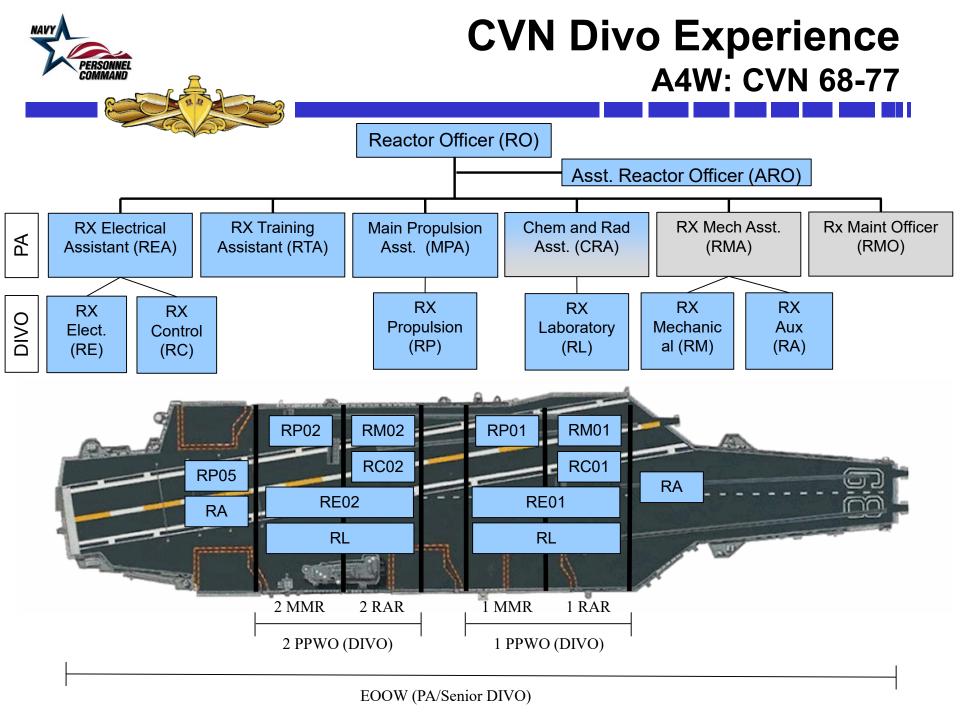
- Naval Nuclear Power Training Command (NNPTC) in Charleston, SC
- 3 Week Pre-School + Six month curriculum
 - Take three courses at a time (e.g. Math, Physics, Water Chemistry, Engineering, Power Plant Operations, etc.)

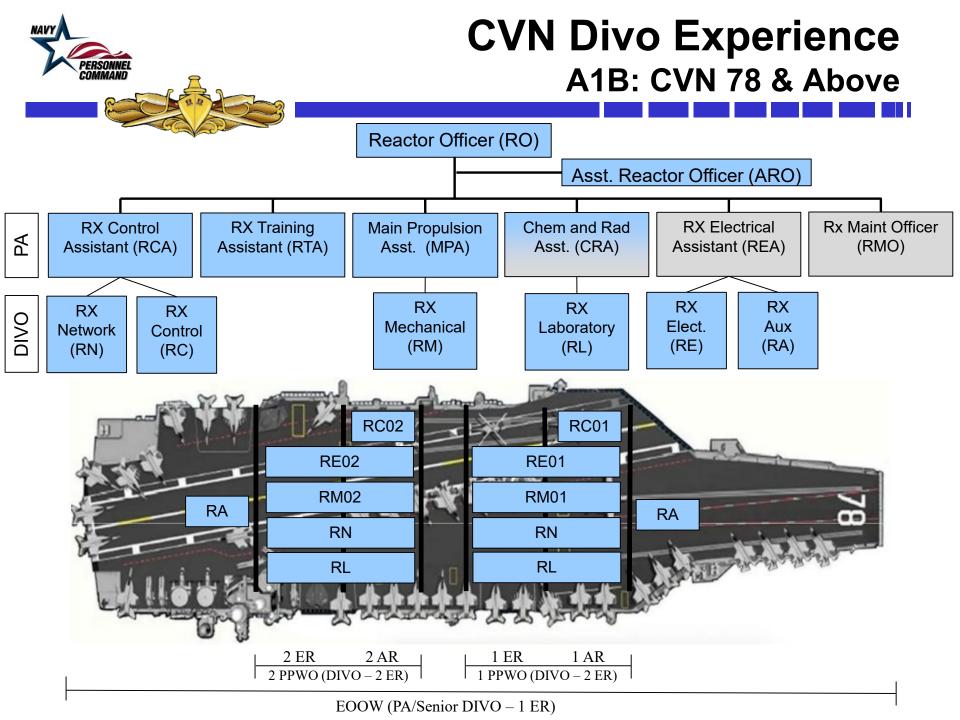
WEEKS																							
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24
Mathematics Electrical Engineering									Core	e Char	acter		Com										
RPS	RPS Heat Transfer and Fluid Flow					Reactor Dynamics Materials			Radiological Fundamentals														
Physics					С	hemis	stry			Asp	ects o	of Rea	actor F	Plant (Opera	tions		nsive					

PERSONNEL COMMAND

The Surface Nuclear Fleet







CVN DIVO Sea Tour (22-28)

DIVO Shore Tour (18-24)

(23-28)

- Qualify PPWO & Qualify NEO
- -28 Month CVN DIVO Tour

1 st DIVO Sea (21)

00DФ

(4.5)

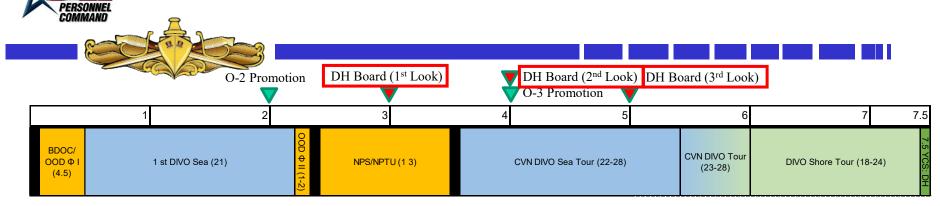
- May be reduced to 22 months if:
 - Complete PNEO and take orders as NPTU Shift Engineer, or

NPS/NPTU (13)

- Signs a DHRB contract and
 - » Successfully completes PNEO
 - » Accrues a minimum of 4 months aboard post-PNEO
 - » Reactor Officer concurs with early transfer
- May be reduced to 25 months if:
 - Accepts follow-on orders to shore duty and meets the 3 requirements above

Lead Sailors, Operate and Maintain the Plant

Department Head Screening



- Department Head Screening Board YCS 3, 4, 5
- Factors that contribute to screening:
 - SWO Pin (required)
 - DH Recommendation in Block 40 (required)
 - At or Above CO's RSCA / Summary Group AVG
 - Soft Breakouts in Block 41
 - No Declining Performance
 - No PFA Failures
 - No legal trouble / pending investigations

First Shore Tour – Max Flexibility!



Talent Management Board

- Every August awards high demand/profile
- No penalty to apply! You decide to accept awarded program

Nuclear Shore Tours

- Jobs that give you nuclear experience credit
- Slate directly with me! No commitment until awarded billet

Recharge, Masters, JPME I

SWO(N) Required Jobs

- NROTC units have 1 nuclear trained officer
- Compete against SUB officers

Conventional Shore Slate

- Commit to shore upon submitting preference sheet
- Slate calculation used to determine selection order (DHRB to top)



Talent Management Programs

- Board conducted annually in the summer. Contact your detailer for specific timing.
- Don't need to be a DHRB signer to compete
- Applications require:
 - willingness to sign DHRB (required to accept billet)
 - a letter indicating the programs you wish to apply for
 - a letter of endorsement from your
 Chain of Command
 - any other special reqs...GPA, GRE

Programs include:

- FSEP (Fleet Scholar Education Program)
- USNA GE+T (Graduate Education and Teaching), LEAD (Leadership, Education, and Development)
- GEV (Graduate Education Voucher)
- SECNAV TWI/WTI (Tours with Industry)
- GTRI (Georgia Tech Research Institute), PMRI (Purdue Military Research Initiative)
- MIT-WHOI (Massachusetts Institute for Technology/Woods Hole)
- Professional Exchange Program (PEP)
 (England, Canada, Spain, France, Australia, Italy, Belgium, Portugal, etc)
- NROTC (Naval Reserve Officer Training Corps)

Exceptional Opportunity, NO Risk



SWO(N) Shore Requirements

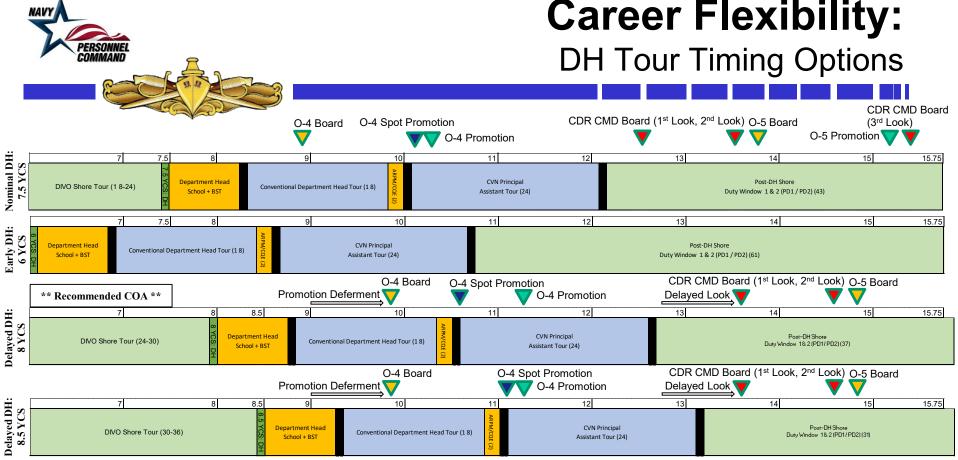
Post Division Officer, O-3 (33)	Post-PA, O-4 (17)	Post-PA, O-5 (4)
NR A4W/A1B Fleet LT (3)*	CNAP CVN N43 Maint.	Desk (1) MTG Det Yoko OIC (1)
NPTU Ballston Spa (1-2)	CNAL CVN N43 Maint. I	Desk (1) MTG Det Bremerton OIC (1)
NPTU Charleston (4-5)	CNAL/CNAP FRTA (2)	CNAL N9 MTG OIC (1)
NNPTC Charleston (7)	MTT Deputy Lant (1) an	d Pac (1) NPTU Charleston Site XO (1)
MTT Lant MTT LT (1), PNEO (2)	NPEB Lant (2) and Pac	(2)
MTT Pac MTT LT (1), PNEO (1)	NPTU Charleston MTS	XO (1-2) Post Commanding Officer, O-5 (4)
MTT PNW PNEO Coord (1)	NNPTC DOD (1)	MTT Lant/Pac OIC (2)
OPNAV N133 Nuclear Programs	(1) NR Exec Asst./Tech Ass	st. (2) NPTU Ballston Spa CO (1)
CNRC NTO (6) – Millington, TN ((4) OPNAV N133, Program	Mgr (1) PERS 424 (1)
Norfolk, VA (1)	PERS 412N, JO/PA Det	ailer (1)
– Jacksonville, Fl	L (1) PERS 42D1, Communit	y Mgr (1) Post Reactor Officer, O-6 (4)
NSTC ROTC Coord. – Great Lakes		rleston Student CNAL/CNAF N9 (2)
PERS 412O, JO/New Acc Detaile	er (1)* Control Officer (1)	NR Line Locker (1)
(New-2023) USNA SEANAV Bille	et (1)*	CNAP N9 Det Bremerton (1)

Numerous and Diverse Options for Nuclear Shore!

NPTU Follow-on Program



- 18 months as a Shift Engineer (vice normal 24 months)(DHRB only)
- Up to 12 months of dedicated study time (sabbatical)(DHRB only)
 - Masters Degree and/or JPME for 12 months prior to Department Head School
 - Protected sabbatical time w/ career flexibility tour of significant value
 - Study plan submitted to NPTU XO
 - Potential to complete JPME/Grad Ed at Naval War College
- Commit to Shift Engineer early (~9 months)
 - Allows detailer enough time to identify a relief
 - Reduces CVN DIVO tour to as short as 22 months
- Shift Engineer Incentive Pay (SEIP)
 - \$1000 per month bonus for the length of assignment (<u>including</u> sabbatical period)
- Silver Bullet for DH slating (homeport, billet, or platform)



- Early DH School
 - Maximizes opportunities during post-PA shore duty window (PD1/PD2)
- Delayed DH school
 - O4 promotion deferment could provide favorable FITREP timing during 1DH tour
 - CVN PA Spot Promote to O4 partially offsets pay reduction from delayed O4 promotion (if starting DH School at 8 YCS)
 - O4 promotion deferment resets promotion timeline (promotion year group) and results in a delayed look for CDR Command

Deferment: Career Flexibility, Remain Competitive



Career Flexibility:

Career Intermission Program

- Program Intent offers additional career flexibility to pursue personal and professional endeavors during a successful naval career. Duration: 1-3 years.
- Benefits: TRICARE coverage for member and dependents, Stipend (1/15th Basic Pay), Funded PCS Moves to and from and CONUS location.
- Limitations
 - Must apply ≥12 mos from PRD
 - Exempted from promotion consideration
 - IRR Time not counted for retirement eligibility or retired pay computation
 - Bonus (e.g. COBO), Special Pays, Incentives not paid while in IRR status
- Program Administration
 - Officer's DOR adjusted one day for every day of participation on CIP
 - Requires 1 month of obligated service for every month of participation
- If you are interested:
 - 5 SWO(N)s have successfully completed the program. Contact your detailer, if interested!
 - Additional Info: OPNAVINST 1330.2C (Navy CIP Guidelines): See Reference Page 1

CIP Provides Additional Career Flexibility

Resignations



- MPM 1920-190, 1920-200
- Should be submitted 9-12 months prior to the desired separation date
- Expect separation orders 5-6 months from approved separation date
- See PERS-451 website for more info: See Reference Page 2
 - Career management → Personnel Conduct & Sep → Officer Resignations
- All resignations/retirements will be submitted, routed and adjudicated via NSIPS
- Detailer has the ultimate responsibility for determining obligated service and dates concerning resignation

Communicate with Detailer beforehand!

Lateral Transfer



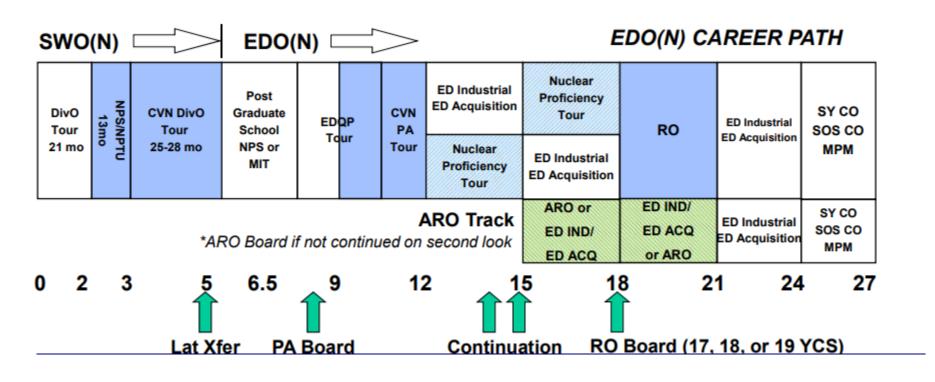
- Managed by Year Group
- Examples include: EDO(N), IP, HR, FAO, INTEL, IW, etc.
- EDO(N)
 - Should be pursued during CVN DIVO tour
 - Pursuing EDO(N) after CVN DIVO tour is possible but delays training and milestones required to screen O5.
- Case-by-case exceptions for other communities:
 - Following PNEO qualification
 - When YG on track to meet PA requirements
- Board held semi-annually
- Must be released by both SWO and SWO(N) community

Balancing Requirements and Desires with the Needs of the Navy

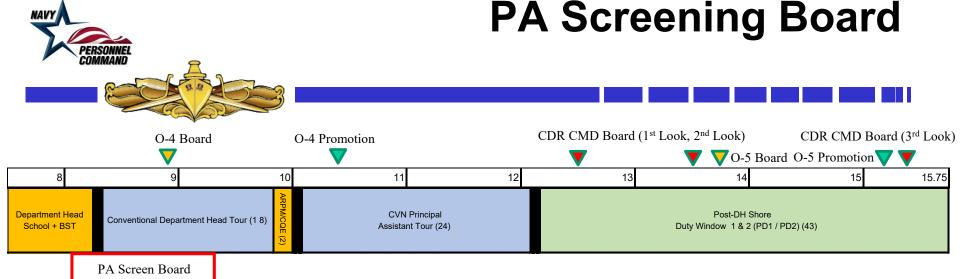


EDO(N) Program Career Path

Goal: Produce officers competitive for selection as Reactor Officer on a CVN in RCOH, Inactivation or New Construction



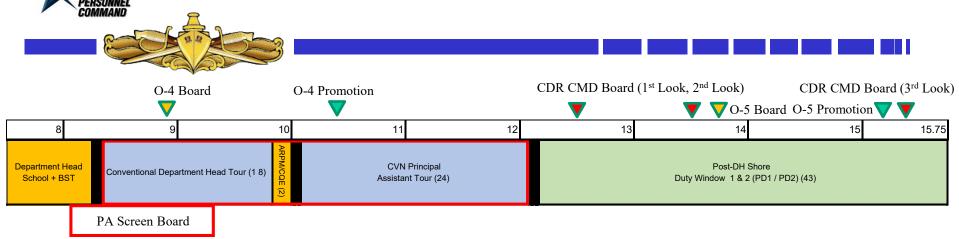
- PA tour: preferentially detailed to CVN in RCOH / NEWCON / extended avail (DPIA)
- EDO(N)s are eligible for COBO (\$35k(\$40k if >12YCS) / year)
- EDO(N)s alternate between nuclear and non-nuclear tours



- Administrative Screening Board held in Millington
- Board occurs 9-20 months before conventional DH PRD
- Keys to screening: Sustained superior performance during 1st DIVO tour, CVN DIVO tour, and nuclear shore duty (if applicable)

Improving Readiness through Selectivity

DH/Principal Assistant Tours



1DH Tour: 18 Months

- Options:
 - CSO (LPD/LHA/LHD)
 - 1st LT (LSD)
 - OPS (DDG/LSD)
 - WEPS (CG/DDG)
- Operational Detailing: Limits time in SY

Goals:

- Build topside and tactical experience during 1DH Tour
- Pass Command Assessment before PA Tour
- Build Nuclear experience prior to RO Tour

*** Performance in these tours is VITAL for future selection boards! ***

CVN PA Tour: 24 Months

- Options:
 - RTA, REA (A4W), MPA, RCA (A1B), and some CRA (all are spot promote)
- Slating timeline: ~7-10 months from 1DH PRD
- Attend ARPM & CQE following 1DH

Superior DH Performance Is Your Path to Command

PERSONNEL COMMAND

Command Qualification

- Governing instruction CNSFINST 1412.7A ACN One (OCT 2022)
 - CQE Bibliography (11) (Updated Mar 2023): See Reference Page 2
 - Updated Periodically on MyNavyPortal Website
- Requirements:
 - Minimum shipboard experience & complete Qual Card
 - Earn SWO, TAO, & EOOW qualifications
 - Pass Command Assessment (CA) (SWOS)
 - Shiphandling and Tactical Scenarios
 - Examination: RoR, CM, MR, NSS, MW
 - Recommendation from an Afloat CO while serving afloat
 - Command Oral board

Best Practices:

- Ensure Qualification Card line items a-f are signed by your 1st DH CO prior to detaching for 1st DH tour
- Build shiphandling competence and confidence: Spend time in local shiphandling simulators prior to CA

Expectation: Finish PA tour fully qualified for command (CA and Oral Board complete)

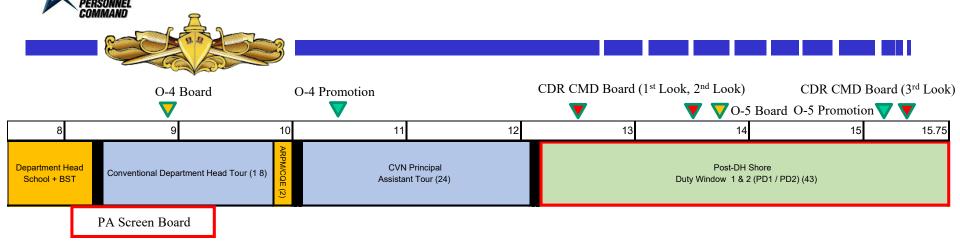
YOU Drive This Bus!

Commander Command Board



- CDR CMD Board timing will be anchored to YCS 12
 - 1st look YCS 12, 2nd look YCS 13, 3rd look YCS 15
- Dec 2023 CDR CMD Board Eligibles
 - 1st look: December following 12 YCS
 - YG11 officers (commissioned between 01 Oct 10 30 Sep 11)
 - 2nd look: December following 13 YCS
 - YG10 officers who remain eligible for CDR Command Afloat, XO Afloat, XO Afloat*, or XO-SM milestones
 - Remainder of YG09 and senior officers who promoted to LCDR in FY20
 - 3rd look: December following 15 YCS
 - LCDR PYG 18 3rd Look in Dec 2023 (CO Afloat or CO-SM)
 - PYG18 XO Afloat, XO Afloat*, or XO-SM screened officers w/ CMD qual eligibility

Post-Principal Assistant Shore Tour



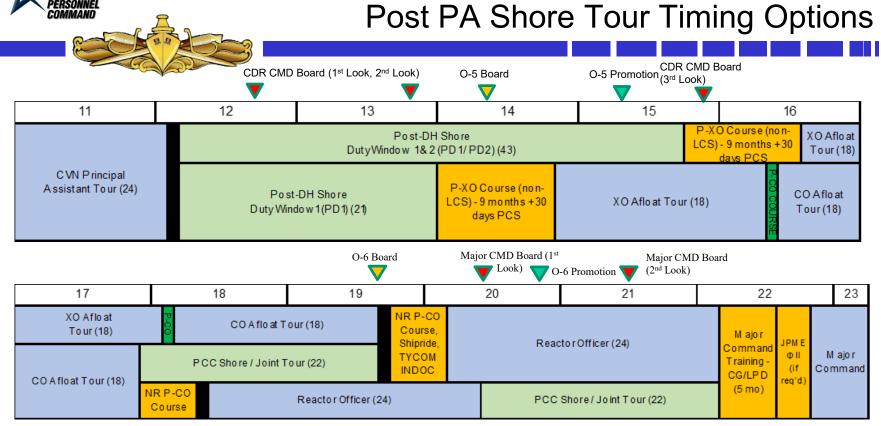
PD1:

- Complete nuclear shore duty, if not yet complete
- First two looks for CDR CMD typically occur in PD1
- Serve in SWO Community/OPNAV Staff Jobs to support CDR Command Screening

PD2:

- Complete JPME I, if not complete (a prerequisite for CDR Command)
- Options determined by milestone-screening status at CDR Command Board
 - If screened CO Afloat complete joint tour
 - If screened XO Afloat, XO Afloat*, or XO-SM, serve in milestone billet to improve chances
 of screening CDR Command Afloat or CDR Command-Special Mission

Complete Career Requirements and Develop Skills



Career Flexibility:

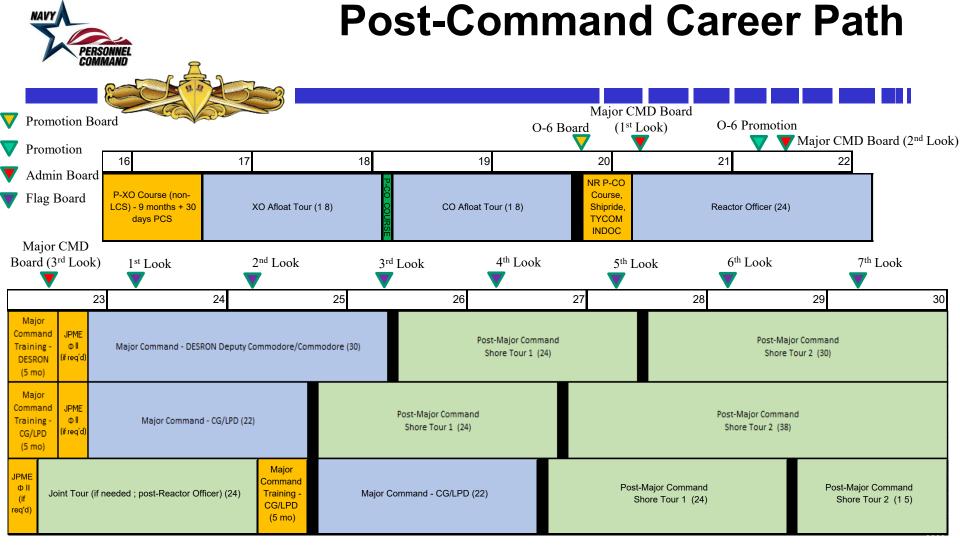
Early CO Tour

- Available to officers who select for CDR CMD in first or second look
- Will delay reporting to XO until promoted to CDR

More Options Post Command

- Allows for breaks PCC or Post-RO before continuing to Major Command
- RO inventory projections determine shore tour length conversation with detailer is key

Continued Flexibility, Remain Competitive



- Reactor Officer tour length is 24 months
- XO-SM, XO Afloat, XO Afloat*, and CO-SM screened officers eligible to serve as ARO
- Executing a shore tour pre/post-RO depends on desire for flag viability and RO inventory

SWO Bonuses and NOBIP



Compensation For Two Skillsets

SWO: Warfighting Skills (DHRB/LRB/SORB)

- NOBIP: Nuclear Talent (AIP/COBO/SEIP)
- No interlock between SWO & Nuke Contracts

Bonuses: Over \$1,341,000 during a 30 year career!

DHRB Payment Schemes



- New scheme allows screeners up to 3 years to commit without sacrificing total payout
- Legal restraints to DHRB:
 - Yearly payments cannot exceed \$25k
 - No payments past YCS10
- 1st look screeners
 - Commit before YCS6 \$105k
 - Commit before YCS7 \$100k
 - Commit before YCS8 \$75k
- 2nd look screeners
 - Commit before YCS7 \$95k
 - Commit before YCS8 \$75k
- 3rd look screeners
 - Commit before YCS8 \$75k

		1st Look Screened Payment Scheme											
before	YCS4	20											
	YCS5	10	10										
ived	YCS6	15	25	25									
9	YCS7	15	25	25	25								
ct re	YCS8	15	15	25	25	25							
Contract	YCS9	15	15	15	25	25							
Ö	YCS10	15	15	15	25	25							
	Total	105	105	105	100	75							

		2nd Look Screened Payment Scheme									
ore	YCS4	10									
before	YCS5	10	10								
ceived	YCS6	15	25	25							
	YCS7	15	15	25	20						
ct re	YCS8	15	15	15	25	25					
Contract	YCS9	15	15	15	25	25					
COI	YCS10	15	15	15	25	25					
	Total	95	95	95	95	75					

	3rd Look Screened Payment Scheme									
ore	YCS6	15								
ct rcvd before	YCS7	15	15							
	YCS8	15	20	25						
	YCS9	15	20	25						
Contract	YCS10	15	20	25						
Ö	Total	75	75	75						

Up to \$385,000 Total Bonus for 2 DH Tours!

Nuclear Officer Bonus & Incentive Pay
(NOBIP)

- Continuation Bonus (COBO): up to \$50,000 Annually
 - Initial 4- or 5-Year Contracts \$35k/year
 - Initial 6- or 7-Year Contracts \$40k/year (for payments before 12 YCS)
 - Renegotiated / Follow on Contracts \$40k/year before 12 YCS, \$45k/year after 12 YCS (rate based on YCS on the date of payment)
 - Serving/Served Major Commanders \$50k/year for 2- to 4-Year Contracts (obligates to follow on tour or statutory retirement); 1-Year at \$45k (cannot sign consecutive 1-Year contracts)
- Annual Incentive Pay (AIP): \$12,500 Annually
 - Paid every 30 SEP for the <u>previous</u> fiscal year (\$22K for MC serving/served or O-6 w ≥ 26 YCS)
 - Pro-rated from date of PNEO qual or 5 yr MSR (whichever is later)
- Timing Considerations
 - Minimum contract extension is 3 years (1 year for Major Commanders) unless aligning to your commissioning date
 - Renegotiate if the rate goes up prior to your final COBO payment
 - Contact LCDR Jean prior to submitting your contracts!!

Compensation Reflects Value of Your Job

The Surface Warfare Family of Funds

LCDR Retention Bonus (LRB)



- Apply between 11 and 12 YCS (may apply early)
- Must successfully complete 2 DH Tours (exception made if still on PA tour)
- Payment starts 2 years after **permanent** promotion to O-4 (not spot)
- First payment \$22,000, then \$12,000 the next two years
- OBLISERVE is one year after last payment (5 years after promotion to O-4)
- COBO dates are either current contract date or commissioning date
- Cannot alter COBO dates to align with LRB on most occasions

LCDRs: YOU MUST SUBMIT AN APPLICATION PRIOR TO 12 YCS!!

\$226,000 Total Bonus for 2 LCDR Shore Tours!

The Surface Warfare Family of Funds

Senior Officer Retention Bonus (SORB)



- Apply between 18 and 19 YCS (may apply early)
- Must be permanently appointed O5 serving in or complete with milestone tour (XO/CO Fleet-up, XO-A, XO-A*, XO-SM)
- \$12,000 payment received on 19th, 20th, 21st, and 22nd YCS anniversary
- OBLISERVE is through completion of 23 YCS
- NAVADMIN 036/22: See Reference Page 2
- Can align COBO to commissioning date to match obligation on most occasions

CDRs: YOU MUST SUBMIT AN APPLICATION PRIOR TO 19 YCS!!

\$228,000 Total Bonus for RO Tour

SWO(N) Retirement Compensation

- BRS retirement pay as a Commander (O-5) at 20 years yields \$46,675 annually before taxes not including cost-of-living adjustment (COLA)
- Veteran's benefits (VA health care, VGLI, potential disability pay)
- Retirement in mid-40s or able to earn a second retirement if desired
- Does not account for time at USNA or continued service (SORB, O-6 retirement pay, major command COBO)
- Consider the value and flexibility of a guaranteed income after working only 20 years, not an option anywhere in the civilian sector
- https://militarypay.defense.gov/Calculators/Blended-Retirement-System-Standalone-Calculator/

You are compensated on the back end!

PERSONNEL COMMAND

Your Service Record

- Qualifications Detailers can update quals & AQDs (e.g.):
 - OOD (LB2)
 - SWO (LA9)
 - PPWO/PNEO (KD1/2)
 - CVN EOOW (LC5)
 - TAO (LF6/7)
 - ECO (BS1/BS2)
 - ASWE (BA1/BA2)
 - BMDO (BM1)
- Picture Get it done each time you promote.
 Required in your record. Update via BOL.

- PFA PRIMS
- Awards NDAWS
 - Command Award Authority updates (YN/PS)
 - OSR pulls from NDAWS
- FITREPS sent to PERS-32
 - 1 of 1 resubmit, or email detailer if missing
 - Competitive must be submitted by command
- My Record; view your record (OMPF-My Record) and ODC/OSR/PSR via Bupers Online or My Navy Portal – MyRecord

Record Management Tools:

- Officer Record Management guide: See Reference Page 3
- "Board Prep" Ready Reference posted on SWO(N) webpage: See Reference Page 3

It's **YOUR** Record, Own It!



Statutory Board Considerations

- Ensure promotion recommendation included in Block 41
- Screening status is not part of record the FITREP must tell the board what the Community has decided
- Lead FITREP bullets should read:
 - MAJOR COMMAND: Screened Major Command
 - CO-Afloat screened officers: Screened Commander Command Afloat
 - CO-SM screened officers: Screened Commander Command
 - XO-Afloat screened officers: Screened for Executive Officer Afloat
 - XO-SM screened officers: Screened for Executive Officer
 - DH screened officers: Screened for Department Head
 - DH screened officers w/contract: Screened for Department Head/DH Contract
 Signed

Document Success at Sea to Support Promotion



FITREPS:

Know the reference! (BUPERSINST 1610.10E)

What's the message:

- Hard break out?
- Soft break out?
- Caught in traffic?
- Boss's RSCA?
- Recommendation?
- Progression?
- Air gap?

Block 41 must tell a clear story – can you lead at the next level?

White space GOOD!

45. Signature of Reporting Senior

5.00

Member Trait Average:

SCP, Dept Head, X	may be for com	dividual for next of petitive schools of ajor Command, V	r duty assignmen	its such as:		Х	O/CO AFLOAT	PC COMMAND
41. COMMENTS O Font must be 10 or 1	N PERFORMA 2 Pitch (10 or 12	NCE: * All 1.0 ma Point) only. Use u	rks, three 2.0 mar apper and lower ca	ks, and 2.0 marks use.	in Block 34 must	be specifically	substantiated in comments. C	Comments must be verifiable
** LT							t any CHENG in	
DARBERT III							RONT-RUNNER!!	
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Date:

4.86

Summary Group Average

46. Signature of Individual evaluated. "I have seen this report, been apprised of my performance, and understand my right to submit a statement."

I do not intend to submit a statement.

I intend to submit a statement.

Career Tools



- Biennial Newsletter
- SWO(N) Grams (stay in the loop on shore duty send us your e-mail address)
- SWO(N) Facebook Page
- SWO(N) Facebook Mentorship Network Page
- SWO(N) Webpage on MyNavyHR
- www.mynavyhr.navy.mil
- www.facebook.com/NukeSWO
- SWO(N) Facebook Mentorship Network Group: Search "SWO(N) Mentorship Network" on Facebook or see Reference Page 3
- www.facebook.com/PERS41
- Call Customer Service: (833) 330-MNCC

Stay Engaged in SWO(N) Community



Career Path Education Initiatives

- PERS-41 YouTube Videos:
 - 1. 1DV to 2DV Slating
 - 2. Career Path Overview
 - 3. 2DV to Shore Slating
 - 4. Talent Management Board
 - 5. 1DH Slating
 - 6. O-4 Statutory Board
 - 7. 2DH Slating
 - 8. Reconciliation Process
 - 9. DH Board
 - 10. Commander Command Board
 - 11. Major Command Board
 - 12. Debrief Best Practices
 - 13. Detailer Handoff from ENS to CAPT

- Quarterly Facebook Live Sessions
- Career Path Planning Tool available on MyNavyHR
- Eight hours of record management and board process curriculum added to the P-XO and P-DH SWSC curriculums taught by PERS-41 personnel

PERS-41 YouTube

PERS-41 Facebook



Empowering your career ownership and improving process transparency!



Points of Contact

PERS 41N/424

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OPNAV N133C2

LCDR Eric Kalick SWO(N) Program Manager

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PERS 4120

LT Ben Miller SWO(N) 1st Tour Divo and New Accessions Detailer

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NSIPS – Keep your contact information up to date please!

Takeaways



- Performance at sea is the bedrock of your record!
 - DIVO FITREPs → DH / PA Screening → O4
 - DH FITREPs → CDR Command Screening → O5
 - CDR CMD FITREPs → Major Command Screening
- Nuclear shore duty early adds flexibility later
- Communicate your preferences
- Track your bonus timing
- NEVER HESITATE TO CONTACT US!!!

Know Your Career Path! We are here to Help!

Questions?





References and Links

Page 1

Career Flexibility: Promotion Deferment Slide:

- Promotion Deferment NAVADMIN (134/23):

https://www.mynavyhr.navy.mil/Portals/55/Messages/NAVADMIN/NAV2023/NAV23134.txt?ver=FUA58dtkSxLOZLPe1ofgrA%3d%3d

Promotion Board Webpage:

https://www.mynavyhr.navy.mil/Career-Management/Boards/Active-Duty-Officer/

Promotion Board Deferment Guidance:

https://www.mynavyhr.navy.mil/Portals/55/Boards/Active%20Duty%20Officer/documents/PSB_Deferment_(Opt-

Out) Policy Implementation Procedural Guidance-Final (27 Sep 2019).pdf

Career Flexibility: Career Intermission Program Slide:

– OPNAVINST 1330.2C (Navy CIP Guidelines):

https://www.secnav.navy.mil/doni/Directives/01000%20Military%20Personnel%20Support/01-

300%20Assignment%20and%20Distribution%20Services/1330.2C.pdf



References and Links

Page 2

Resignations

PERS_451 Website for Resignations

https://www.mynavyhr.navy.mil/Career-Management/Personnel-Conduct-Sep/Officer-Resignations/

Command Qualification

CQE Bibliography 11 (Note: Works best on Google Chrome)
 https://www.milsuite.mil/book/groups/swos-command-assessment

SWO SORB

NAVADMIN 036/22

https://www.mynavyhr.navy.mil/Portals/55/Messages/NAVADMIN/NAV2022/NAV2036.txt?ver=xgoU-OQF9t4O_CrjSSEdvw%3d%3d



References and Links

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Your Service Record

Officer Record Management guide

https://www.mynavyhr.navy.mil/Portals/55/Career/Detailing/Officer/SurfaceWarfare/Detailers/SWO-

N/Record Management NOV23.pdf?ver=PcWGOF2eBBfKkbUnX9bXWA%3d%3d d

"Board Prep" Ready Reference posted on SWO(N) webpage

https://www.mynavyhr.navy.mil/Portals/55/Career/Detailing/Officer/SurfaceWarfare/Detailers/SWO-N/SWO(N)%20Ready%20Reference%20-%20Board%20Prep%20SEP%2022.pdf?ver=8qzMe8Xs7HuiOZonV2owYA%3d%3d

Career Tools

MyNavyHR SWO(N) Webpage:

https://www.mynavyhr.navy.mil/Career-Management/Detailing/Officer/Pers-41-SWO/Detailers/SWO-N/

SWO(N) Facebook Mentorship Network Group:

https://www.facebook.com/groups/1890240891100295/