



FY-22 Active Duty Line Community Brief Disclaimer

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Community leaders have provided these slides to community members for career planning purposes; however, strict adherence to the career progressions depicted in the slides is not a prerequisite for promotion.

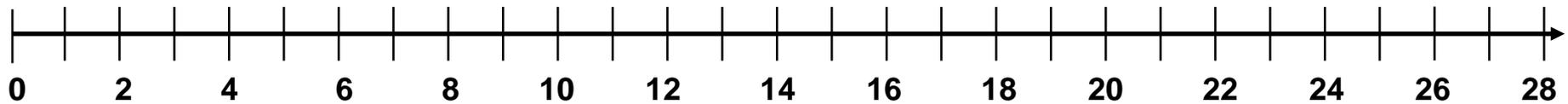
ONLY MATERIAL APPROVED BY THE SECRETARY OF THE NAVY WILL BE PRESENTED TO STATUTORY SELECTION BOARDS. THIS BRIEF HAS BEEN APPROVED BY SECNAV FOR USE BY THE FY-22 STATUTORY SELECTION BOARDS.



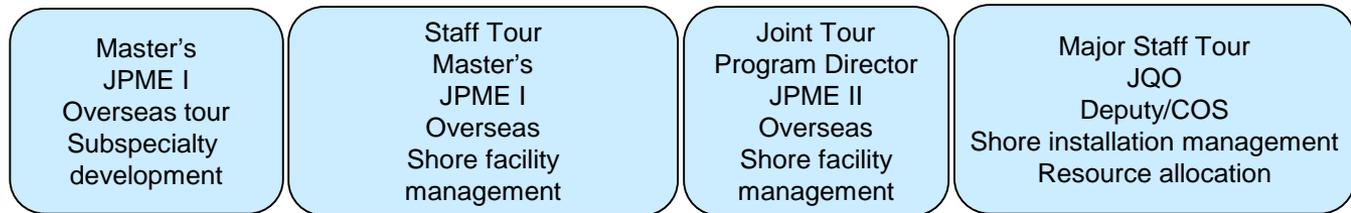
Fleet Support Officer

Career Progression

Career Path



Typical Billets



ADMINISTRATIVE BOARDS:	
XO/OIC:	N/A
CDR CMD:	N/A
MAJ CMD:	N/A



Fleet Support Officer

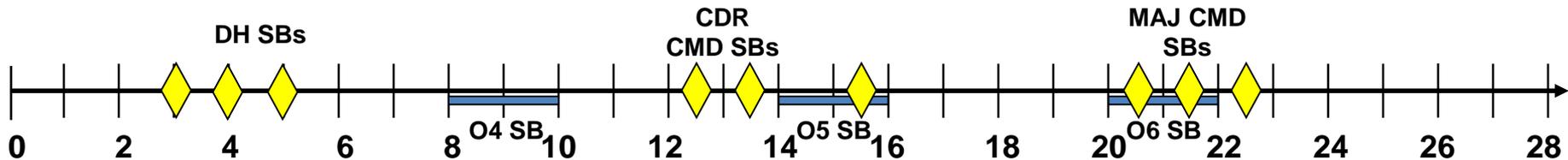
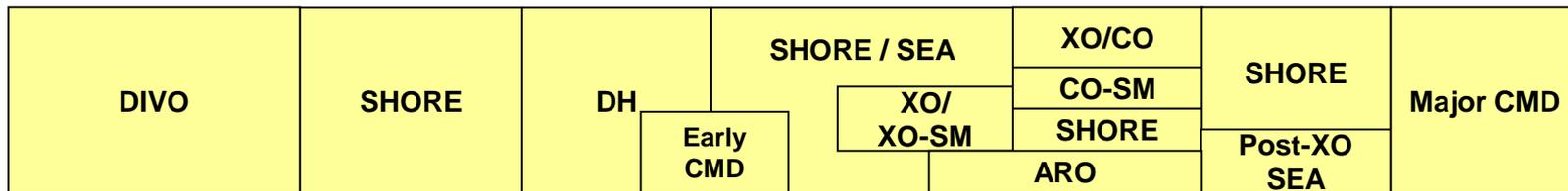
Community Values

- **Sustained Superior Performance**
 - In billets of increasing complexity, responsibility, and scope
- **Proven Leadership Positions in Shore or Joint Assignments**
 - Officers successfully serving as XO and CO ashore or in challenging joint assignments demonstrate the qualities required by the community
- **Career Paths**
 - Officers serving in leadership positions in critical specialty areas provide unique subject area expertise in the following areas:
 - Anti-submarine Warfare (IUSS)
 - Shore Installation Management (SIM)
 - Strategic Sealift Operations
 - Pol-Mil Affairs



Surface Warfare Officer Career Progression

Career Path



Typical Billets



CO-SM billets

- Milestone Screened
- Due Course
- Eligible for and have previously screened for Major Command / O6

XO-SM billets

- Milestone Screened
- Due Course
- Eligible for and have previously screened for O5 Command

ADMINISTRATIVE BOARD RATES:

DH BOARD (JUN 19):	60%
CDR CMD (DEC 19):	37%**
MAJ CMD (NOV 19):	42%

** 42% CO Afloat screen rate across 3 looks. Total milestone screen rate (CO Afloat, XO Afloat, CO-SM, and XO-SM) 70%. Major Command Screening includes CRUDES, Amphib, and Shore Major Screening.



Surface Warfare Officer

Community Values

▪ Valued achievements prior to LIEUTENANT COMMANDER

- Screened for and en route or already serving in a Department Head Afloat milestone – Timing may not allow all officers in zone to have a FITREP as a DH, or may have a short “P” or NOB FITREP, which should not be viewed negatively.
- Successful DIVO sea tours.
- Graduate Education and Talent Management special programs are highly valued by the SWO Community but sometimes result in NOB FITREPs. This should not be viewed negatively.
- Some DHs transfer to Surface Warfare Officer School up to 12 months prior to their class convening dates as a means of mitigating PCS costs. These short tours may result in Promotable or NOB promotion recommendations which should not be viewed negatively by the board.

▪ Valued achievements prior to COMMANDER

- ALL CDR Milestones (XO/CO, XO-Afloat, and XO-SM) are vital to SWO Community health. There is no “trade space” in SWO milestones.
 - Some officers may not have had full opportunity to screen for milestones. DH breakout performance must be considered.
- XO-SM officers (such as CVN, LHA/D AUXOs and DCAs) remain eligible for CDR CMD and are needed for future CDR operational/afloat staff billets. Officers who complete an XO tour at sea are awarded the LK9 AQD.
- Consistent superior performance (EP/MP) at sea as a DH Afloat (two DH tours or single longer tour).
 - Talented Post-DHs returned to sea in afloat staff and/or WTI billets should be viewed positively.

▪ Valued achievements prior to CAPTAIN

- Serving in or successfully complete a CDR CO tour onboard a ship.
 - May consider CO-SM officers who demonstrate superior performance in afloat/overseas operational post-CDR CO tour.
- Officers successfully serving in community, operational, or challenging joint assignments following their CO tour.
- Demonstrated leadership in shore and/or joint assignments.

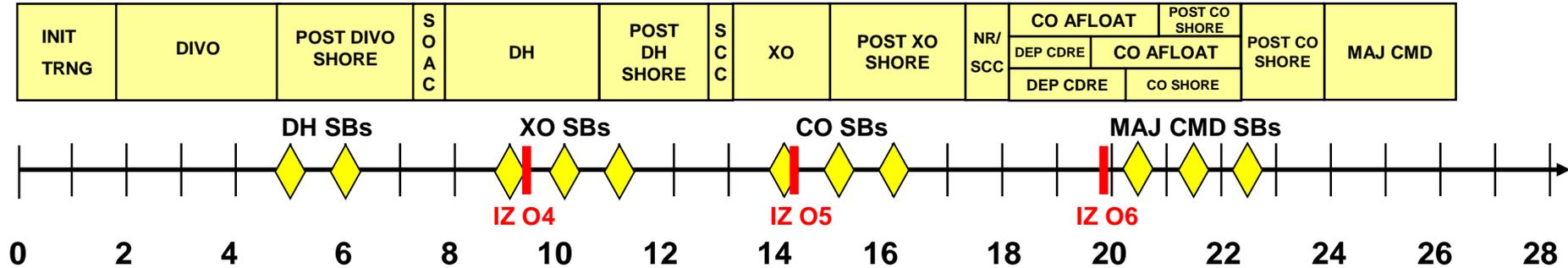
▪ Special Mission (SM) assignments

- Many SWOs filling CO-SM positions are leading Sailors in front-line, operational missions. Officers of this caliber may be eligible and have previously screened for Major Command.
- SWOs screened for or serving as AROs on CVNs are leading Sailors in critical operational assignments. Officers of this caliber are eligible for and have previously screened for Commander Command.



Submarine Warfare Officer Career Progression

Career Path



Typical Shore Billets

Waterfront Support (40%)
Instructor/Staff/Grad Ed

Waterfront Support (50%)
War College/Staff

Waterfront Support (30%)
War College/Joint/Staff

Waterfront Support (30%)
War College/Joint/Staff

COMMUNITY CORE VALUES:

- Sustained superior performance at sea
- Valued experience:
 - Strategic deterrence
 - National security tasking/theater USW
 - Naval Nuclear Propulsion Program
- Valued for promotion:
 - LCDR – Serving as DH
 - CDR – Serving as XO
 - CAPT – Serving as CO. Submarine Force career path timing and tour lengths result in most officers serving in command when IZ for O6. This timing is expected. Do not view it negatively.

ADMINISTRATIVE BOARD RATES:

DH SCREENING (Jun 20):	88%
XO SCREENING (Jun 20):	54%*
CO SCREENING (Jun 20):	73%*
MAJ CMD (Nov 19):	51%

*Combined XO/CO selection rates result in 28% opportunity for DHs to serve as CO



Submarine Warfare Officer

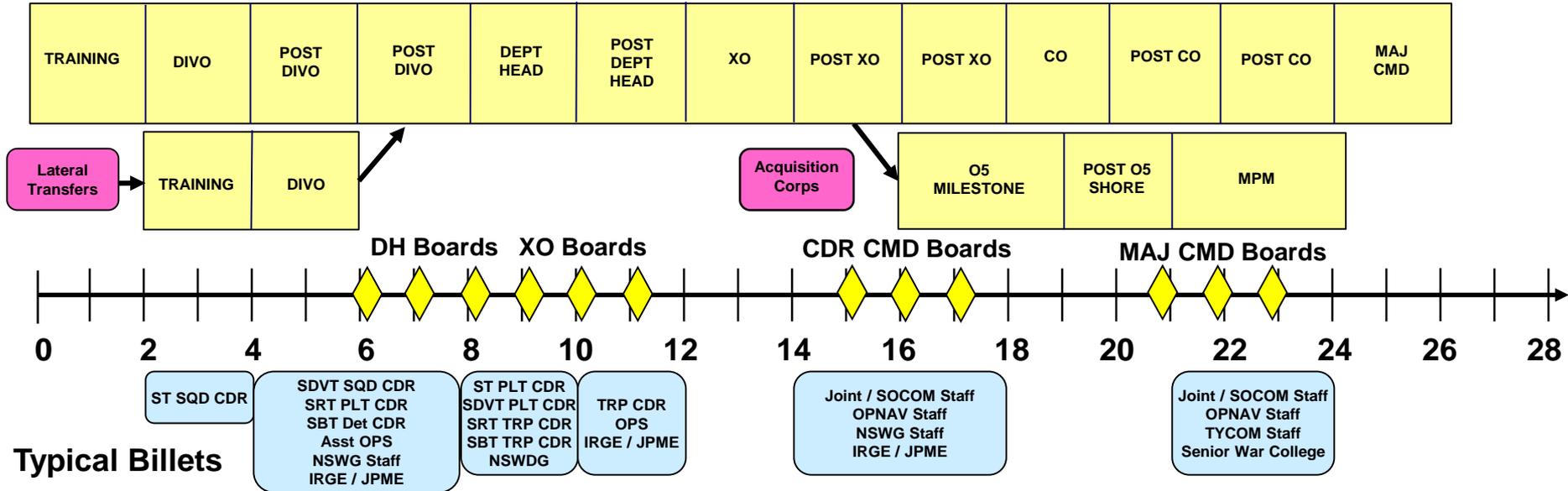
Community Values

- **Sustained superior performance at sea is most valued**
- **Valued achievements prior to LIEUTENANT COMMANDER**
 - Serving as DH at sea
- **Valued achievements prior to COMMANDER**
 - Serving as XO at sea
 - Operational/readiness/training command XO: Pre-Commissioning Unit XO, Submarine Learning Center/Facility XO, Naval Submarine Training Center/Detachment XO, Trident Training Facility XO, Nuclear Power Training Unit Moored Training Ship XO, Submarine Squadron Staff XO, Undersea Rescue Command XO
 - XO ashore assignments: Strategic Systems Programs Flight Test Unit XO, Undersea Warfighting Development Center Tactical Analysis Group XO, Base/Installation XO
 - CO/OIC or equivalent: NAUTILUS OIC, NSTCP DET Guam OIC, Nuclear Prototype Ops Officer, etc.
- **Valued achievements prior to CAPTAIN**
 - Serving as CO at sea. Submarine officers screen for CO during/after a successful XO tour and must pass rigorous nuclear engineering (NR) and at-sea tactical certifications (SCC) prior to taking command.
 - Operational readiness and training command CO assignments (priority order): Naval Submarine Support Command CO, Undersea Rescue Command CO, Unmanned Undersea Vehicle Squadron CO, Naval Ocean Processing Facility CO, Naval Data Center CO. The most competitive CO ashore officers serve as Deputy Squadron Commander prior to command.
 - Submarine Force career path timing and tour lengths result in most officers serving in command when IZ for O6. This timing is expected. Do not view it negatively.
- **Graduate education with or without a subspecialty and/or Joint Professional Military Education are valued regardless of source or method of achievement (e.g., War College, Naval Postgraduate School, civilian institution, distance learning)**



Special Warfare (SEAL) Officer Career Progression

Career Path



Typical Billets

NOTES

- It is common to see LTs and LCDRs "air gapped" in a group of Promotable rankings at the beginning of a SEAL Team Inter-deployment Training Cycle. This allows the CO to evaluate officers after completing key training events.
- NSW values all milestone tours equally (Afloat, Ashore, and Acquisition). A member's milestone tour may be the only shore tour during his career due to limited NSW inventory and operational requirements. Boards should evaluate all NSW milestone tours equally, regardless of the type of duty.

ADMINISTRATIVE BOARD RATES (5 YEAR AVERAGE ACROSS 3 LOOKS)

- XO: 78%
- CDR CMD: 67%
- MAJ CMD: 50%

NSW ACRONYMS

- ST: SEAL TEAM
- SDVT: SEAL DELIVERY VEHICLE TEAM
- SRT: SPECIAL RECONNAISSANCE TEAM
- SBT: SPECIAL BOAT TEAM



Special Warfare (SEAL) Officer

Community Values

- **Sustained superior performance is the foundation of the NSW Community**

- **Valued achievements prior to LIEUTENANT COMMANDER**
 - Served/Serving Department Head

- **Valued achievements prior to COMMANDER**
 - Served/Serving XO (Afloat, Ashore, or Acquisitions), Operations Officer, or Troop Commander

- **Valued achievements prior to CAPTAIN**
 - Served/Serving CO (Afloat or Ashore) or Acquisitions O5 Milestone

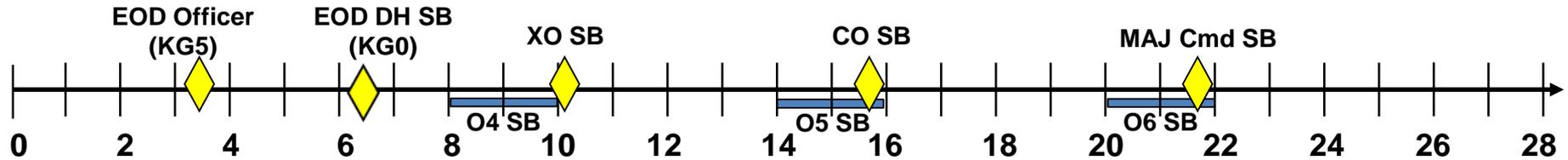
- **Graduate education in any field is valued regardless of source or method of achievement (e.g. civilian institution, NWC, NPS, distance learning)**



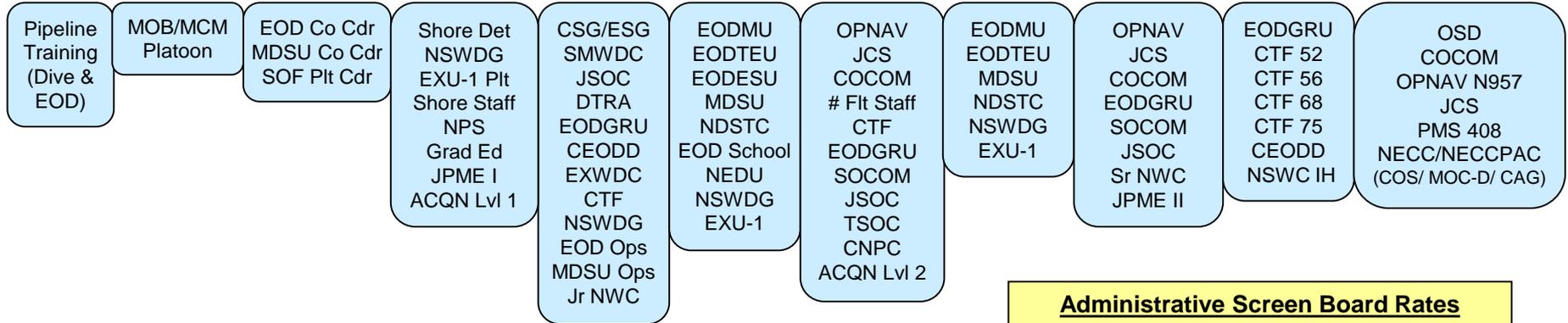
Explosive Ordnance Disposal Officer

Career Progression

Career Path



Typical Billets



Administrative Screen Board Rates	
DH Screening (Dec 19)	100%
XO Screening (Dec 19)	25%
CO Screening (Dec 19)	26%
MAJ CMD Screening (Nov 19)	33%



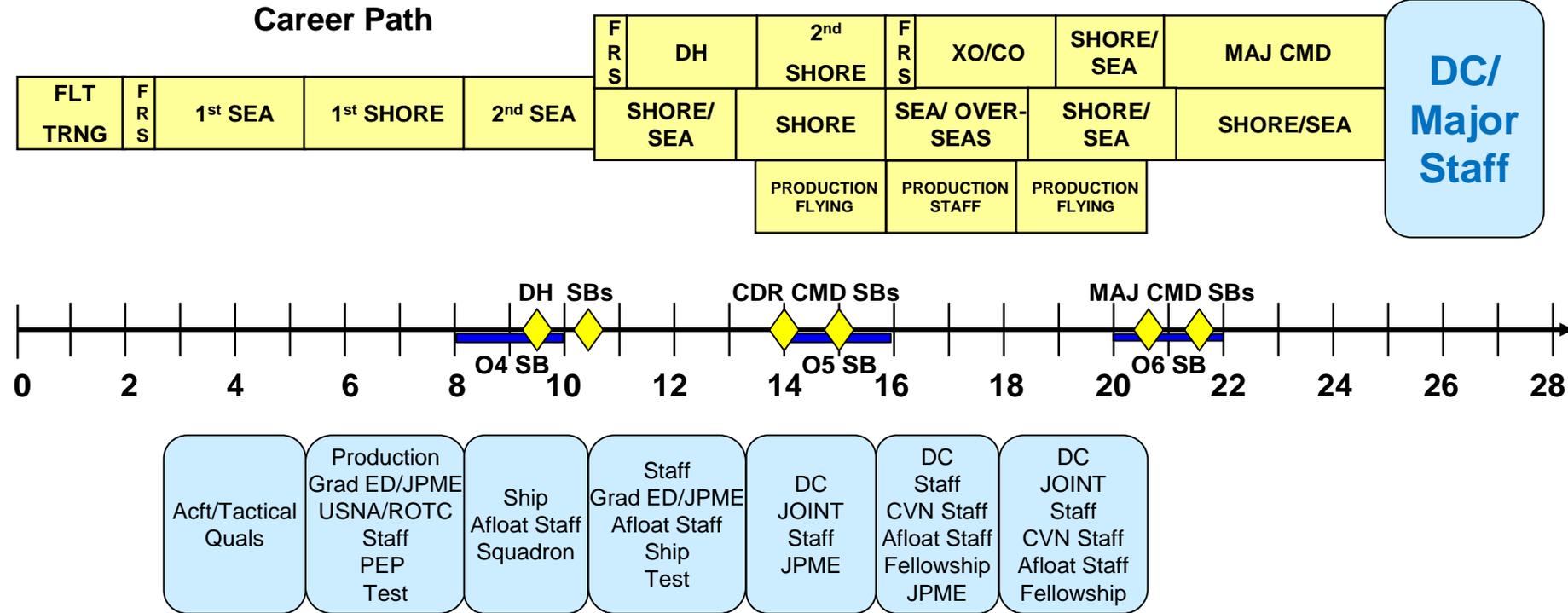
Explosive Ordnance Disposal Officer

Community Values

- **Valued achievements prior to LIEUTENANT COMMANDER**
 - Attained EOD Officer Warfare Qualification (KG5)
 - Administratively screened for EOD DH (KG0)
 - Valued: Sustained superior performance through Shore/Afloat staffs
- **Valued achievements prior to COMMANDER**
 - Served or serving as an EOD Executive Officer
 - Continued superior performance in Navy staff and joint duty assignments
 - Valued: Completed JPME Phase I
 - Valued: Superior performance in an Acquisition (ACQN) coded billet
- **Valued achievements prior to CAPTAIN**
 - Served or serving in O5/Commander Command
 - Continued superior performance in major Navy staff and joint duty assignments
 - Valued: Member of Acquisition Corps (AC)



Aviation Officer Career Progression



FY21 ADMIN SCREEN BOARD RATES:	
DH:	67%
CDR CMD:	34%
MAJ CMD:	45%



Aviation Officer

Community Values

- **Aviation officers have a long training pipeline, resulting in NOB FITREPS for the officer's first 3-4 years**
 - NA values early Graduate Education opportunities, but career timing must be closely managed
 - Min service requirement retains most aviators through first O-4 board promotion opportunity
 - Aviation requires reinvestment of Aviation skills at flight training units and centers of excellence that could limit options for tour assignment diversity, when compared to other officer communities

- **Valued achievements prior to LIEUTENANT COMMANDER**
 - Aviation LIEUTENANTS screen for DH tour following selection to LIEUTENANT COMMANDER
 - Superior performance in first sea and shore tours, attainment of initial warfare qualifications
 - NA values outstanding performance in an array of first shore tour billets...diversity of first shore tour assignments (especially production and test) throughout each cohort is vital to aviation community success
 - Due to excessive time to train in initial flight training, TACAIR aviators (VFA, VAQ, VAW) may not have a competitive first shore tour FITREP prior to in zone eligibility for O-4
 - Transitions into undermanned pilot communities are valued (i.e. Warfare Transition, NFO to Pilot, IST)
 - These officers may not have a competitive first shore tour assignment due to transition period
 - Due to compressed career path after winging, Graduate Education frequently not possible prior to LCDR

- **Valued achievements prior to COMMANDER**
 - Superior performance as a DH
 - Attainment of advanced warfare qualifications
 - Aviators serving as OP-T DHs develop essential training production skill sets valued by Aviation
 - Graduate Education post DH is valued for top tier Officers

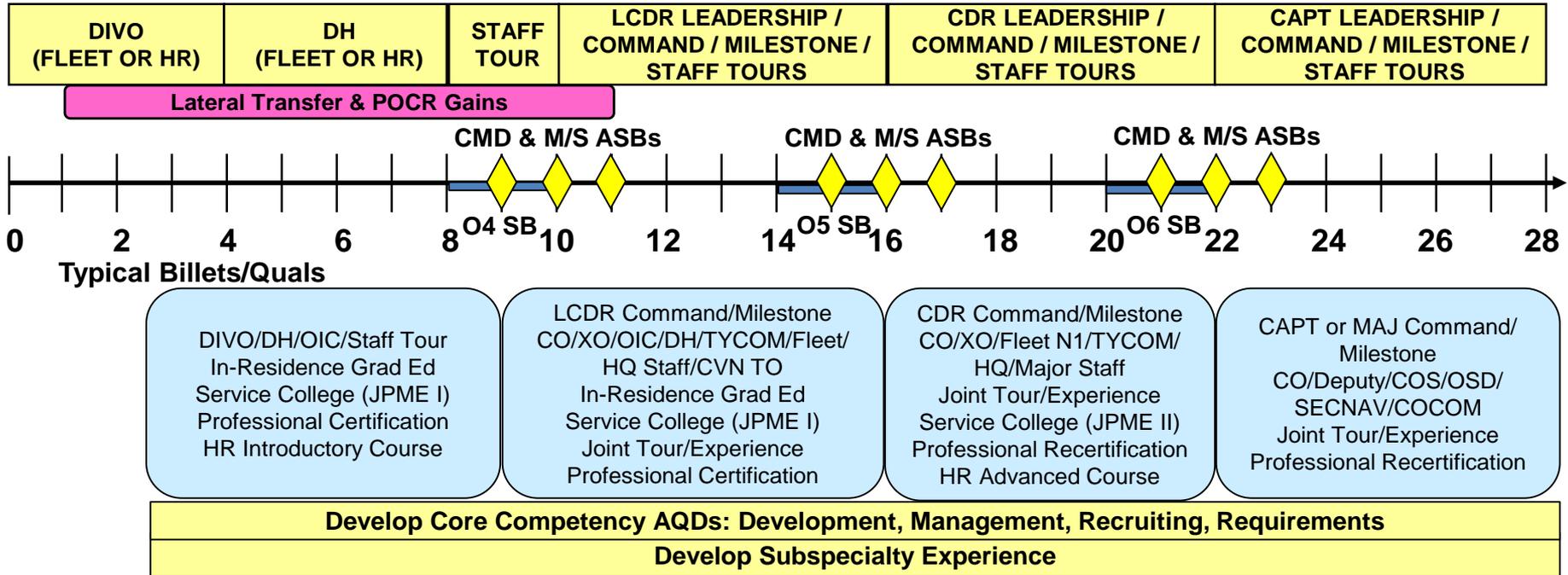
- **Valued achievements prior to CAPTAIN**
 - Superior performance as a Commanding Officer—OP, then OP-T followed by SM
 - OP-T COs lead mission essential training squadrons and afloat tactical air control units, and are highly valued. Many OP-T COs are needed as CAPTs to subsequently fill critical NAE O-6 billets as leaders aboard our nuclear Aircraft Carriers
 - SM COs are providing critical leadership vital to operational missions
 - Proven leadership in post-Command, Aviation specific community (sea duty), and/or Joint assignments
 - Graduate Education post-Command is highly valued prior to CAPTAIN



Human Resources Officer

Career Progression

Notional Career Path



HR VALUED SUBSPECIALTY CODES

31XX	Financial Management
3130	Manpower Systems Analysis
3150	Training & Education
321X	Operations Analysis
3XXX	Civilian Equivalent

EXPERIENCE CODES

S	18 Month Experience Tour
R	Two Separate 18 Mo. Tours - Proven
P	Graduate Degree
Q	(P) Degree followed by 18 Mo. Tour - Proven



Human Resources Officer

Community Values

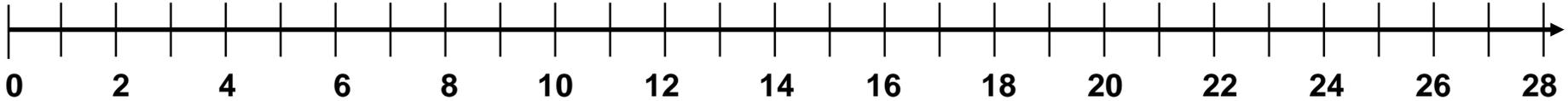
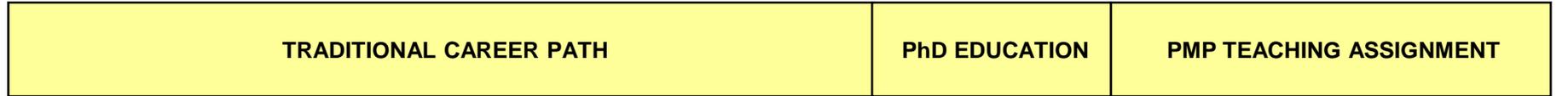
- **Valued achievements prior to LIEUTENANT COMMANDER**
 - Sustained superior performance in HR and/or source community tours
 - Attainment of source community qualifications
 - Command eligibility (AQD: 2D1)
 - Demonstration of increasing levels of responsibility and sound judgment
- **Valued achievements prior to COMMANDER**
 - Sustained superior performance in all assigned duties, especially while serving in LCDR HR command or milestone
 - Master's degree in HR related subspecialty
 - HR subspecialty experience: 311X, 3130, 3150, 321X
 - Command eligible or qualified (AQD: 2D1/2D2)
 - Professional Certification including PHR, SPHR, GPHR, CPT, CPLP, CDFM, CDFM-A
 - JPME I
- **Valued achievements prior to CAPTAIN**
 - Sustained superior performance in all assigned duties, especially while serving in CDR HR command or milestone
 - Master's degree in HR related subspecialty
 - HR proven subspecialty (Q/R suffix): 311X, 3130, 3150, 321X
 - Command eligible or qualified (AQD: 2D1/2D2)
 - Professional Certification including PHR, SPHR, GPHR, CPT, CPLP, CDFM, CDFM-A
 - JQO Progression: JPME I, JPME II and Joint Tour



Permanent Military Professor

Career Progression

Career Path



ADMINISTRATIVE BOARDS:	
XO/OIC:	N/A
CDR CMD:	N/A
MAJ CMD:	N/A



Permanent Military Professor

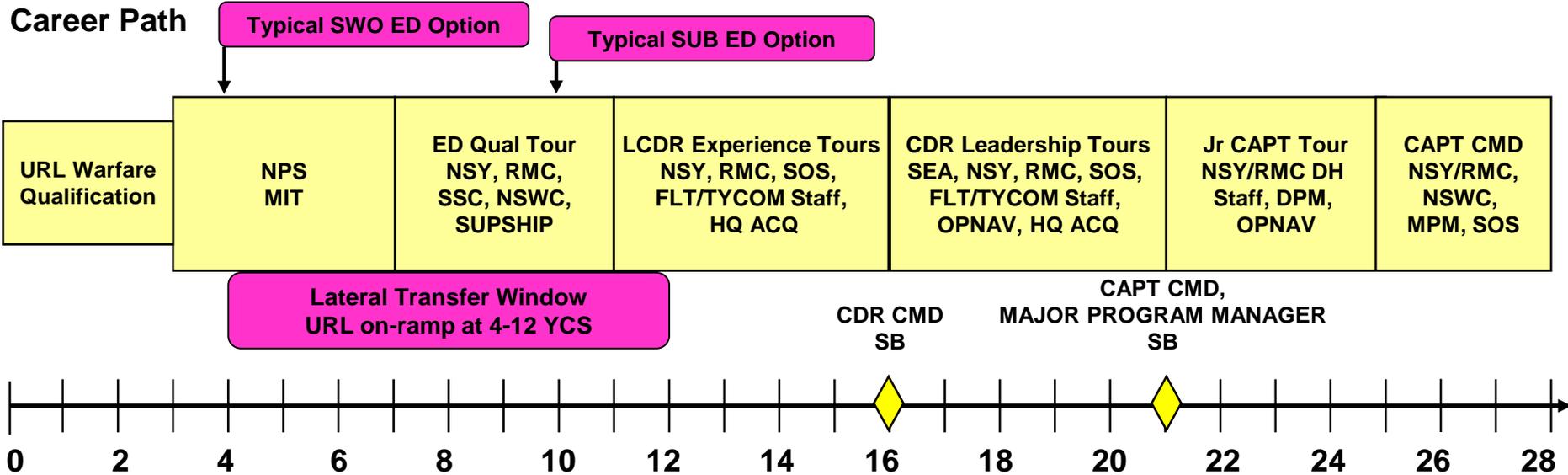
Community Values

- **As members of the academic professoriate, PMPs:**
 - Have completed PhD within expected timeframe: 3 years (NPS); 4 years (CIVINS)
 - Demonstrate sustained superior performance in teaching, research, leadership, service

- **Valued achievements prior to CAPTAIN**
 - Demonstrated mastery in teaching as a doctoral-level practitioner
 - Expertise in teaching and development of both introductory and advanced courses
 - Active mentorship of students outside the classroom
 - Established record of research/scholarly activity on a specialized topic at the PhD level
 - Recognized expert in one's discipline, with peer-reviewed publication as the “gold standard” for recognition of academic expertise
 - Build and maintain collaborative relationships with external research entities
 - Leadership having command-wide and/or USN, DoD impact
 - Includes management of and collaboration with other faculty and staff
 - Other significant contribution in service at both departmental and institutional level
 - Often manifested by active participation in major standing or ad hoc committees

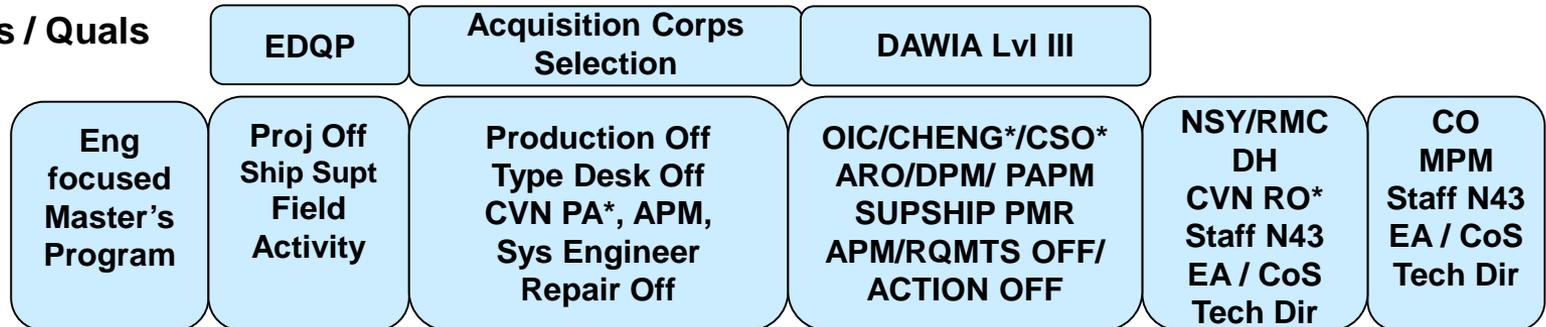


Engineering Duty Officer Career Progression



Each individual's ED career path is tailored based on past experience, accession timing, and education.

Typical Billets / Quals



*Sea Duty – CVN billets



Engineering Duty Officer

Community Values

▪ Valued achievements prior to LIEUTENANT COMMANDER

- Warfare qualification
- Proven performance at sea
- 1440 or 1460

▪ Valued achievements prior to COMMANDER

- 1440 (technical Masters degree and ED qualification tour completed)
- 1460 with proven performance during ED qualification tour
- Acquisition Corps member (ACQ FULL QUAL (APM) AQD)
- Superior performance in core competency area assignments
- Qualified to serve in nuclear billets (SPECIAL QUALIFICATION “NUENGSURF” – AQD KD2)

▪ Valued achievements prior to CAPTAIN

- 1440 (technical Masters degree and ED qualification tour completed)
- Acquisition Corps member (APM AQD)
- Level III DAWIA certification in primary career field, w/conferred AQD (e.g., Program Management (AA3), Engineering (AS3), Production Quality Management (AG3))
- Superior performance in core competency area assignments



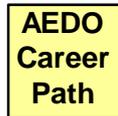
Aerospace Engineering Duty Officer

Career Progression

Career Path



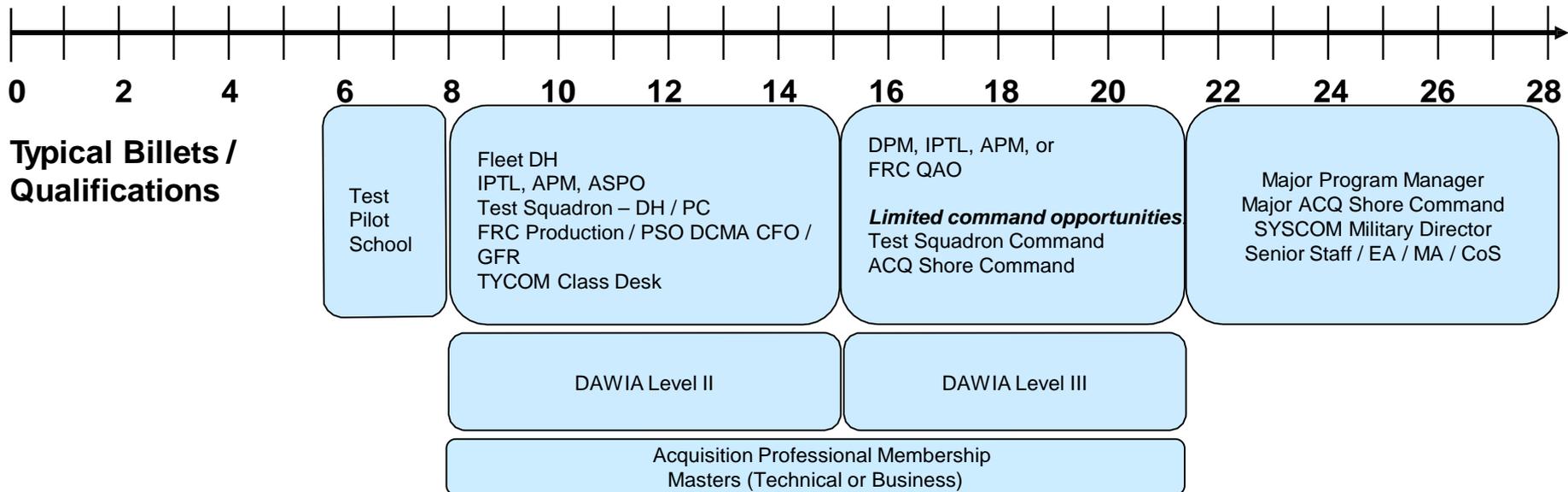
Lateral-Transfer Window
URL on-ramp to AEDO at 8 - 15 YCS



- DPM: Deputy Program Manager
- APM: Assistant Program Manager
- IPTL: Integrated Product Team Lead
- ASPO: Avionics Systems Project Officer
- PC: Platform Coordinator
- PSO: Production Support Officer
- CFO: Chief of Flight Operations
- GFR: Government Flight Representative
- FRC: Fleet Readiness Center (Gov't organic depot)
- DCMA: Defense Contract Management Agency



AEDO career paths are tailored based on accession timing, diversity of experience, and acquisition lines of effort





Aerospace Engineering Duty Officer

Community Values

- **AEDO is a lateral transfer-only community with accessions solely from warfare-qualified Aviation Warfare (13XX) officers who support three major acquisition lines of effort:**
 - PM: Program Management (SYSCOMs - NAVAIR, NAVWAR)
 - T&E: Test & Evaluation (VX/HX/UX Squadrons/Wings, USNTPS)
 - FS&P: Fleet Support and Production (DCMA, FRC, TYCOM Class Desk)

- **Valued achievements prior to LIEUTENANT COMMANDER**
 - Proven operational and/or acquisition performance
 - Aviation warfare training, qualifications, and designations commensurate with community

- **Valued achievements prior to COMMANDER**
 - Superior performance in Fleet or AEDO LCDR experience tours
 - Master's degree complete (technical or business preferred) - Desired
 - DAWIA Level II certification - Desired

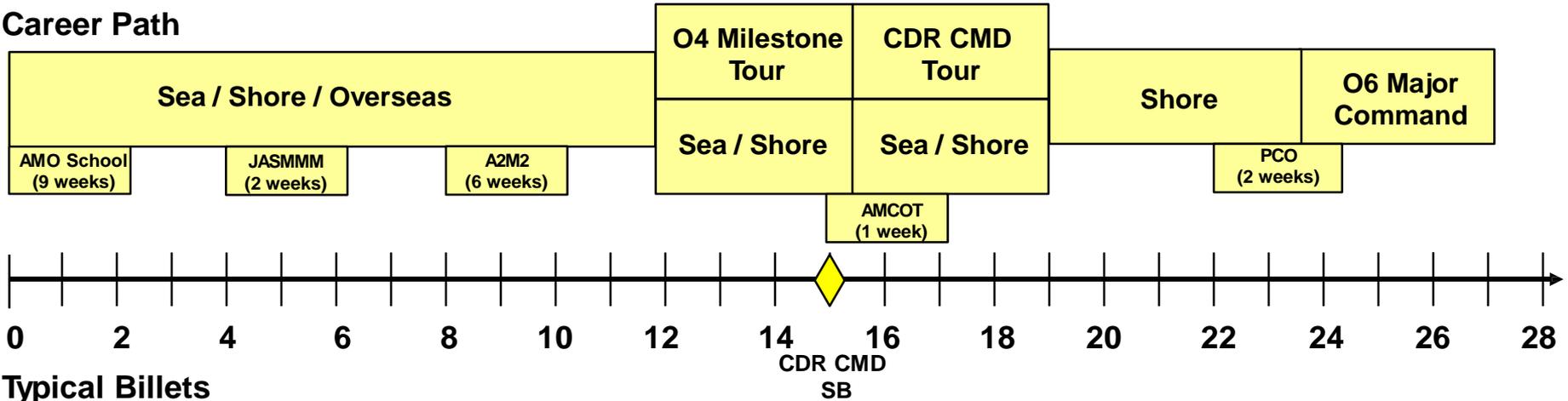
- **Valued achievements prior to CAPTAIN**
 - Superior performance in AEDO CDR command screened positions (limited opportunities) and/or listed non-command screened leadership positions of significant authority, responsibility, and accountability
 - Master's degree complete (technical or business preferred)
 - DAWIA Level III certification in one area (additional acquisition certifications desired)
 - ACQ Full Qual (APM) AQD - Acquisition Professional Membership



Aerospace Maintenance Duty Officer

Career Progression

Career Path



Typical Billets

<ul style="list-style-type: none"> AMO, MMCO, QAO, DIVO (O & I Level) Fleet Support Staff Acquisition Staff PG School 	<ul style="list-style-type: none"> AIMD OIC CAGMO CVN IM1 L-Class MO SQDN AMO 	<ul style="list-style-type: none"> CDR CMD - CVN AIMDO - FRC OIC - JSF CO - O5 ASC 	<ul style="list-style-type: none"> NAVAIR ACQ Cmd Fleet Support Staff FRC Production Wing MO SYSCOMs OPNAV 	<ul style="list-style-type: none"> Major Prgm Mgr Major Shore Cmd
<ul style="list-style-type: none"> Professional Aviation Maintenance Officer (PAMO) Designation DAWIA Level I PQM 	<ul style="list-style-type: none"> DAWIA Level II PQM (LCL, PM) DoN Acquisition Professional Membership (APM) 	<ul style="list-style-type: none"> DAWIA Level III PQM (LCL, PM) 	<ul style="list-style-type: none"> DAWIA (Executive Mgmt) 	
<ul style="list-style-type: none"> Business/Technical Masters Program (MBA, Aero, IT, OA) Acquisition Continuing Education throughout career (DAWIA Level I/II/III) 			<p>ADMINISTRATIVE BOARDS: CDR CMD (Mar 20): 21%</p>	



Aerospace Maintenance Duty Officer

Community Values

▪ Valued achievements prior to LIEUTENANT COMMANDER

- O and I Level Maintenance junior officer tours
- Proven “at sea” performance
- Professional Aviation Maintenance Officer desired (IL6: PAMO PQS)
- Acquisition Production, Quality, Manufacturing Level I (AG1: ACQ PQM LV1)

▪ Valued achievements prior to COMMANDER

- Proven performance in O4 milestone tour - CAGMO, CVN IM1, AIMD OIC, L-Class MO, Squadron AMO
- Professional Aviation Maintenance Officer qualified (IL6: PAMO PQS)
- Acquisition Production, Quality, Manufacturing Level II (AG2: ACQ PQM LV2); additional acquisition certifications desired
- DoN Acquisition Professional Membership (APM: ACQ FULL QUAL)
- Master’s degree desired

▪ Valued achievements prior to CAPTAIN

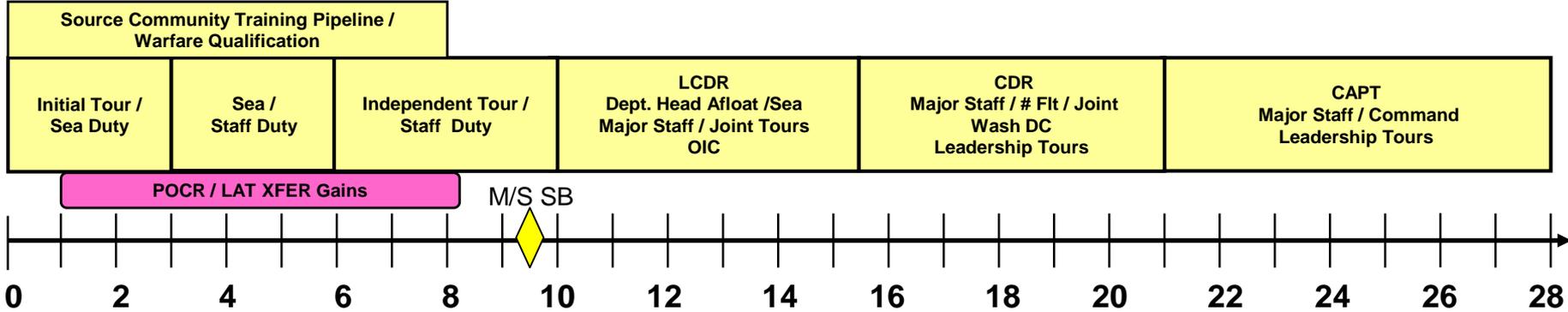
- Successful performance in O5 Command tour/O5 Acquisition Shore Command (ASC) tour (IL5: LOG MJ/AIMD)
- Corporate Tour (CE(x): CMDSHR xxx)
- Acquisition Production, Quality, Manufacturing Level III (AG3: ACQ PQM LV3); additional acquisition certifications desired
- Master’s degree complete



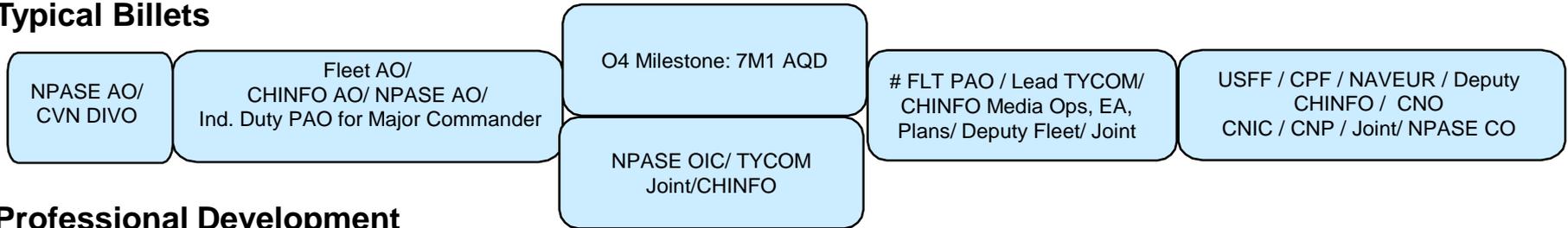
Public Affairs Officer

Career Progression

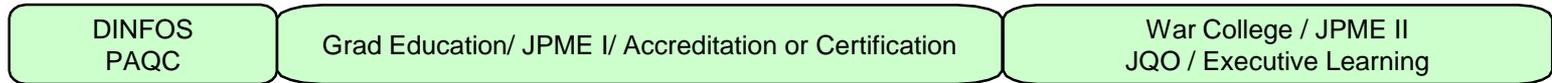
Career Path



Typical Billets



Professional Development



O4 Milestone Administrative Screening Board
 (FY19): First board conducted Nov. 2018: 67.5%
 (FY20): Second board conducted Dec. 2019: 37.5%



Public Affairs Officer

Community Values

- **Career progression produces senior PAOs with communication expertise demonstrated by strategy development, tactical execution, enterprise leadership, and providing astute counsel. Sustained superior performance in diverse jobs balancing operational and joint staffs, direct senior leader support, Wash DC HQ billets, and community leadership.**

- **Valued achievements prior to LIEUTENANT COMMANDER**
 - Successful initial/accession tactical-level tour
 - Subsequent independent duty or staff tour developing/executing aligned communication supporting operational/strategic objectives
 - Graduate Education highly desired
 - JPME I highly desired

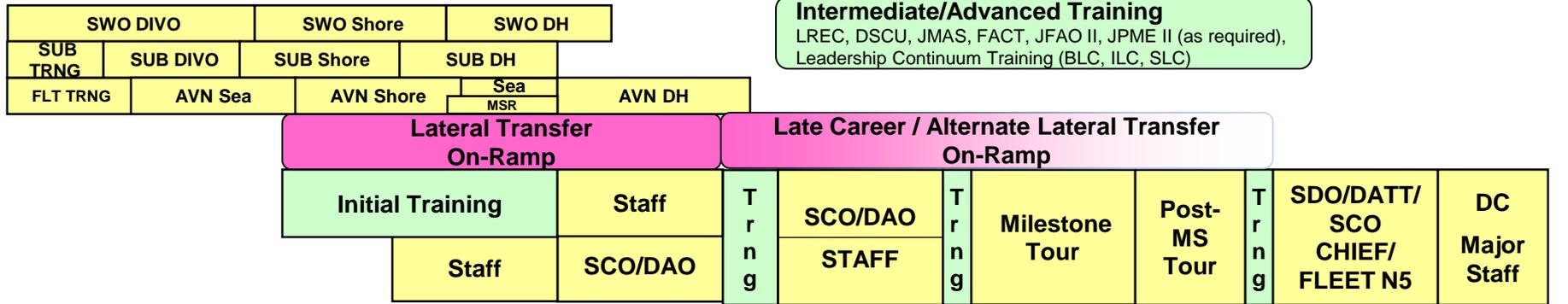
- **Valued achievements prior to COMMANDER**
 - Superior performance in O4 milestone tour, awarded 7M1 AQD
 - Completion of graduate education
 - Increased scope of PA responsibilities and leadership, demonstrated advanced communication knowledge, strategy development, and communication advisory role for leaders and staff via operational or staff tour.
 - JPME I
 - Certifications and Accreditations: APR/APR+M/CMP/SCMP (all valued equally) are highly desired
 - Experience working in the National Capital Region

- **Valued achievements prior to CAPTAIN**
 - Emphasis on communication planning and integration, critical thinking, enterprise leadership, community mentorship, executive vision & strategic-level special advisor roles
 - Superior performance in billets such as:
 - Fleet Ops: Numbered Fleet
 - Major Staff: USFF/CPF Deputy, Lead TYCOMS, CHINFO, OCM, OLA
 - Joint Tour (COCOM, OSD, JCS)
 - Certifications and Accreditations: APR/APR+M/CMP/SCMP (all valued equally) are highly desired
 - War College/JPME II

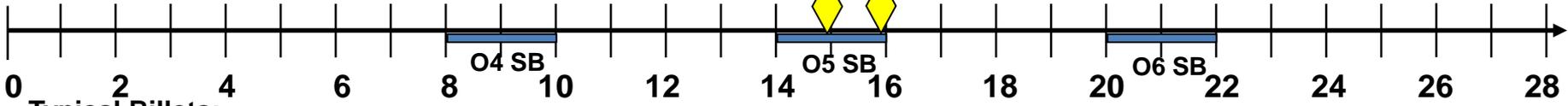


Foreign Area Officer Career Progression

Career Path Depicts three primary source communities
All communities eligible to lateral transfer



Intermediate/Advanced Training
LREC, DSCU, JMAS, FACT, JFAO II, JPME II (as required), Leadership Continuum Training (BLC, ILC, SLC)



Typical Billets:

- Warfare qualification
Competitive FITREPs
- Grad Ed
Language
In-Theater
JPME I
JFAO I
"FAO Q"
- NCC/Fleet
CCMD
OPNAV
Joint Staff
NIPO
PEP
Foreign War College
- Security Cooperation Office
 - SCO Chief, Navy Program Manager, Dep. Prgm Mgr, Operations Officer
 - Defense Attaché Office
 - Senior Defense Official/Defense Attaché, Naval Attaché, Asst. Naval Attaché
- NCC
Fleet
CCMD
OPNAV
JS
DSCA
NIPO
State
- SCO
 - SCO Chief, Navy Program Manager
 - DAO
 - SDO/DATT Naval Attaché
- NCC
Fleet
CCMD
OPNAV
JS
DSCA
NIPO
State

Alt On-Ramp: LCDRs should have at least 2 of the following 3: 6 months in region, 2/2 in regional language, regionally focused Master's Degree
LCDRs with 3 or more years TIG should have all 3.

2x Looks for Milestone Screen (M/S)
Held at Year of Selection and Year of Selection +1
O5 ~ 50-55% (*% adjusted to meet requirements)



Foreign Area Officer

Community Values

▪ Valued achievements prior to **LIEUTENANT COMMANDER**

- Sustained superior performance and warfare qualified in source community
- Progress towards FAO qualification with consideration given to re-designation timing
- Demonstration of increasing levels of responsibility and sound judgment

▪ Valued achievements prior to **COMMANDER**

- Completion of FAO qualification (FAO Qual [Region] AQD)
- Sustained superior performance in increasing levels of responsibility at Staff, Defense Attaché or Security Assistance / Cooperation tour
- Demonstrated performance advancing NDS objectives w/emphasis on great power competitors in any region
- JPME Phase I

▪ Valued achievements prior to **CAPTAIN**

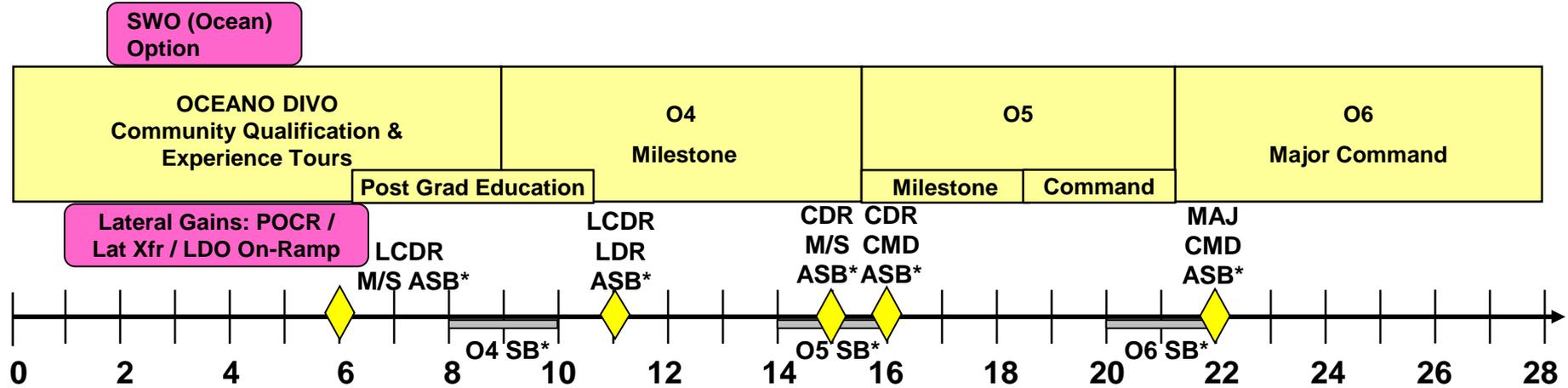
- Superior performance in O5 Milestone tour (with regional or global breakouts when possible)
- Demonstrated superior leadership in Attaché Duty, SCO, Major staff, or community leadership tours (Community Manager, Detailer, FAO Policy)
- Demonstrated leadership advancing NDS objectives with emphasis on great power competitors in any region
- Experience developing Globally Integrated Base Plans or Theater Security Cooperation plans
- Significant experience leading, planning, and executing GO/FO level international strategic dialogue
- Sustained foreign language proficiency level of 2/2
- Progressing toward the foreign language proficiency level (3/3/3)
- JQO, or significant progress toward (i.e., JQS Level II, III, IV, Full Joint Tour, JPME Phase II, etc.)



Oceanography Officer

Career Progression

Career Path



Typical Billets / Quals

<p><u>Sea:</u> DIVO (CRUDES, L-class, CVN) Deployable/Embedded Teams: - Hydrographic Team (FST) - UUV Platoon (MIW) - NOAT (ASW), NSW, SGOT</p> <p><u>Shore:</u> Detachment OIC Fleet Weather Centers (FWC) OCEANO Production Centers Post-Graduate Education IUSS/CUS (NOPF)</p>	<p><u>Sea:</u> O4 Milestone: - CSG, CVN, LHA/D Non-Milestone Duty: - FST, MIW, NSW</p> <p><u>Shore:</u> XO Detachment OIC Major Staff / HQ Education/PhD</p>	<p><u>Sea:</u> # FLT</p> <p><u>Shore:</u> Command Major Staff Headquarters XO</p>	<p><u>Sea:</u> CSG IW CDR</p> <p><u>Shore:</u> Command Major Staff Headquarters</p>
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Met/Ocean Master's, JPME I | Met or Ocean PhD, JPME II, NWC, JQO, ACQN I/II/III

Command and Milestone Administrative Screening Boards (FY20):	
LCDR Milestone: 91%	CDR Milestone: 56%
LCDR Leadership: 59%	CDR Command: 42%
	MAJ Command: 38%

*ASB: Administrative Screening Board
*SB: Statutory Board



Oceanography Officer

Community Values

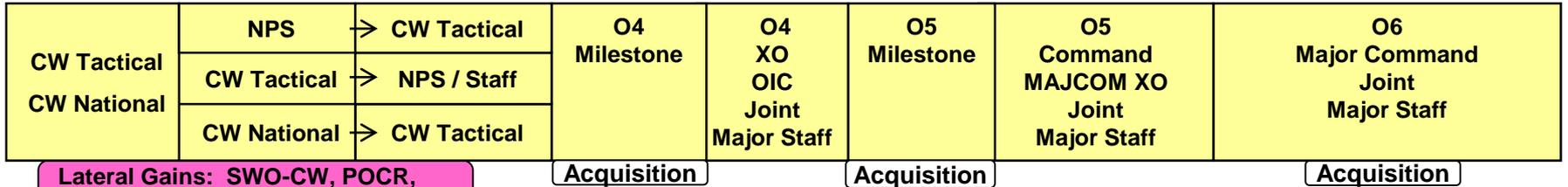
- **Sustained superior performance in leadership and operational billets**
- **Valued achievements prior to LIEUTENANT COMMANDER**
 - Information Warfare Officer Qualification
 - Strong operational tour(s)
- **Valued achievements prior to COMMANDER**
 - Superior performance in O4 milestone at-sea tour
 - Physics-based oceanography and meteorology Master's degree
 - Demonstrated leadership tour: XO, OIC
 - Major Staff, Joint, TYCOM
 - JPME I
- **Valued achievements prior to CAPTAIN**
 - O5 Command (~42% opportunity)
 - Superior performance in O5 milestone tour
 - Superior performance in positions of leadership and influence
 - Programmatic/policy experience: OPNAV / BUPERS / PERSCOM
 - Operational HQ / TYCOM experience: CNMOC / NAVIFOR
 - Joint Qualified Officer progression



Cryptologic Warfare Officer

Career Progression

Career Path

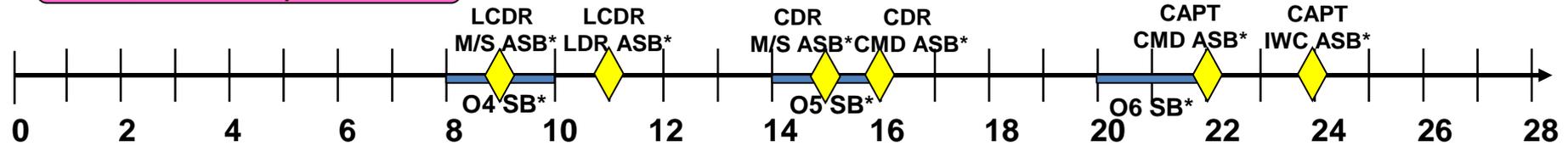


Lateral Gains: SWO-CW, POCR, Lat Xfr, LDO On-Ramp

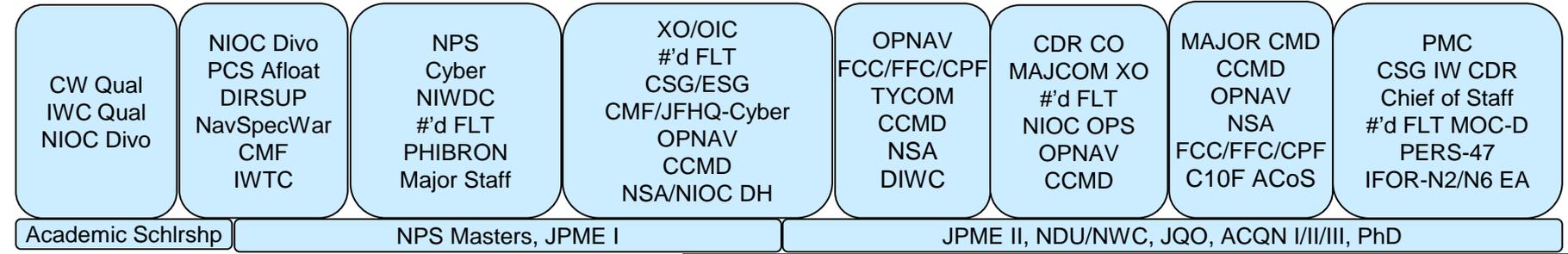
Acquisition

Acquisition

Acquisition



Typical Billets/Quals



Command and Milestone Administrative Screening Boards (FY20):

LCDR Milestone: 65%	CDR Milestone: 64%	MAJ Command: 20%
LCDR Leadership: 25%	CDR Command: 20%	

*ASB: Administrative Screening Board
*SB: Statutory Board



Cryptologic Warfare Officer

Community Values

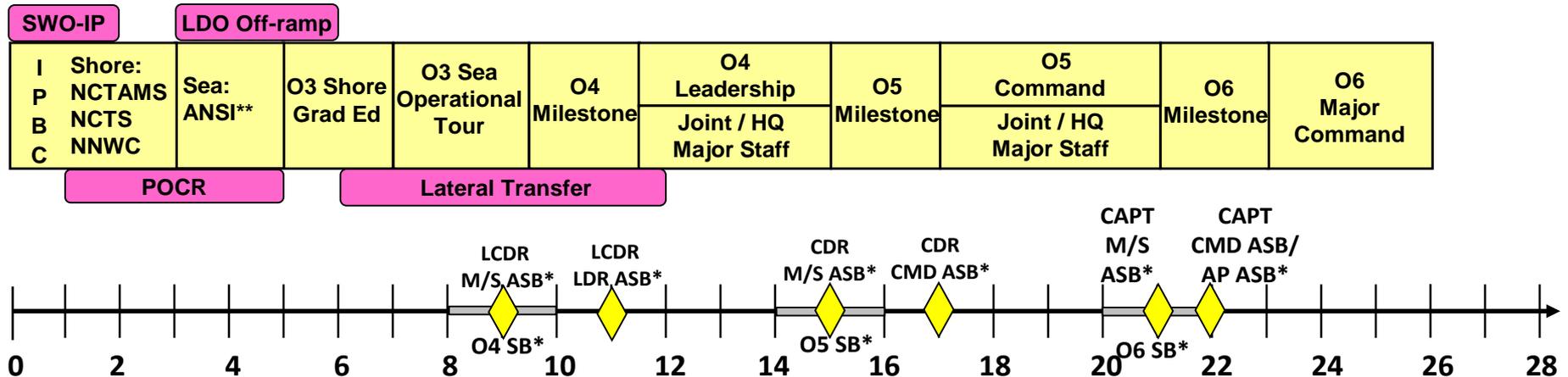
- **Sustained superior performance in leadership and operational billets**
- **Valued achievements prior to LIEUTENANT COMMANDER**
 - Information Warfare Officer Qualification
 - Strong performance in CW Surface, Subsurface, Air or Special Warfare tactical tours
 - Strong performance in National or Joint tours (NSA/NIOC, Cyber Mission Force)
 - Progress toward Advanced Degree
- **Valued achievements prior to COMMANDER**
 - Strong performance in O4 milestone tour
 - Strong performance in Leadership tour (XO/OIC)
 - Major Staff or Acquisition tour
 - Master's Degree (STEM valued) Complete
 - Joint Professional Military Education Phase I Complete
- **Valued achievements prior to CAPTAIN**
 - Strong performance in O5 Command, MAJCOM XO
 - Break out performance in O5 milestone tour; MS Complete
 - Strong performance in Major Staff, TYCOM, Joint tour, OPNAV, NPC/BUPERS
 - Joint Qualified Officer progress (JPME Phase II complete OR in/complete JDALtour)



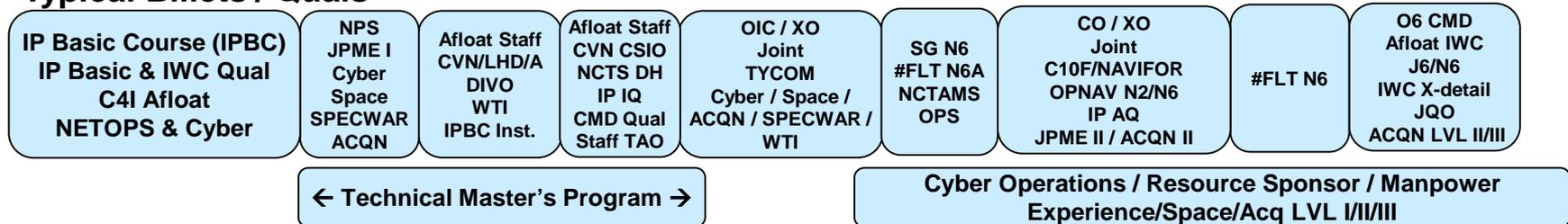
Information Professional Officer

Career Progression

Career Path



Typical Billets / Quals



Command and Milestone Administrative Screening Boards (ASB) (FY20):

LCDR Milestone: 77%	CDR Milestone: 64%	CAPT Milestone: 73%
LCDR Leadership: 29%	CDR Command: 13%	MAJ Command: 38%

* ASB: Administrative Screening Board
 * SB: Statutory Board
 ** ANSI: Afloat Network Security Initiative



Information Professional Officer

Community Values

- **Valued achievements prior to LIEUTENANT COMMANDER**
 - Superior performance in C4I operational tours afloat and ashore
 - IP Basic and Information Warfare Officer Qualification
 - Progress towards a technical Master's degree or a degree plan at a service college

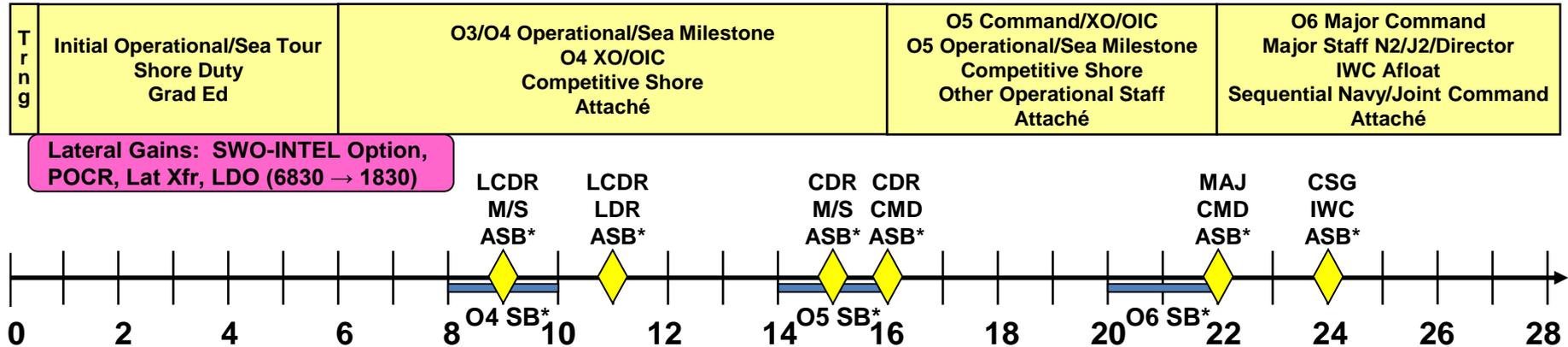
- **Valued achievements prior to COMMANDER**
 - Leadership tour (OIC or XO, ~20% opportunity)
 - Superior performance in O4 milestone
 - IP Intermediate Qualification
 - Technical Master's degree or completion of a degree plan at a service college
 - JPME Phase I
 - Major staff tour – CCMD (or other Joint tour) / OPNAV / TYCOM
 - Operational Planner / Space Cadre / Acquisition (NAVWAR) Experience

- **Valued achievements prior to CAPTAIN**
 - O5 Command (~10% command opportunity)
 - Superior performance in O5 milestone
 - IP Advanced Qualification
 - Technical Master's degree or completion of a degree plan at a service college
 - Joint Qualified Officer progression
 - Major Staff Tour – CCMD (or other Joint tour) / OPNAV / TYCOM
 - Space Cadre / Acquisition (NAVWAR) Experience

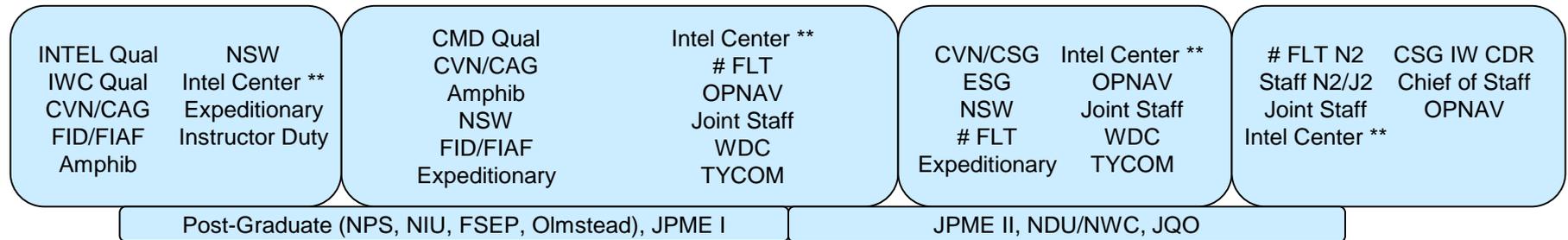


Intelligence Officer Career Progression

Career Path



Typical Billets/Quals



** Intel Center = ONI,
CCMD JIOC, Combat
Support Agency (CSA), etc.

Core Competency: Operational Intelligence (OPINTEL)
Additional Valued Skills:
CI/HUMINT ISR Collection Ops MPT&E
Operational Planning Regional Expertise Targeting

Command and Milestone Administrative Boards (FY20):
LCDR Milestone: 87% CDR Command: 7%
LCDR Leadership: 31% MAJ Command: 13%
CDR Milestone: 51% CSG IWC (all 18xx): 24%

* ASB: Administrative Screening Board / * SB: Statutory Board



Intelligence Officer

Community Values

▪ **Valued achievements prior to LIEUTENANT COMMANDER**

- Superior performance in initial operational/sea tours
- Information Warfare Officer Qualification
- Competitive intelligence center/staff tour (Navy or Joint)
- Demonstrated proficiency in OPINTEL

▪ **Valued achievements prior to COMMANDER**

- Screened for O4 XO/OIC leadership tour (limited opportunity)
- Superior performance in mid-career (O3/O4) operational/sea milestone tour
- Successful completion of Command Qualification Program
- Competitive intelligence center/staff tour (Navy or Joint) as O3 or O4
- Demonstrated proficiency in leading intelligence operations and integrating other IW disciplines
- Master's degree, JPME I

▪ **Valued achievements prior to CAPTAIN**

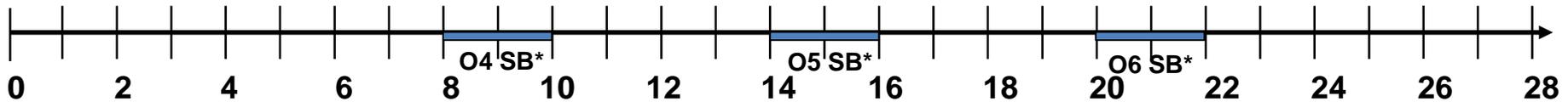
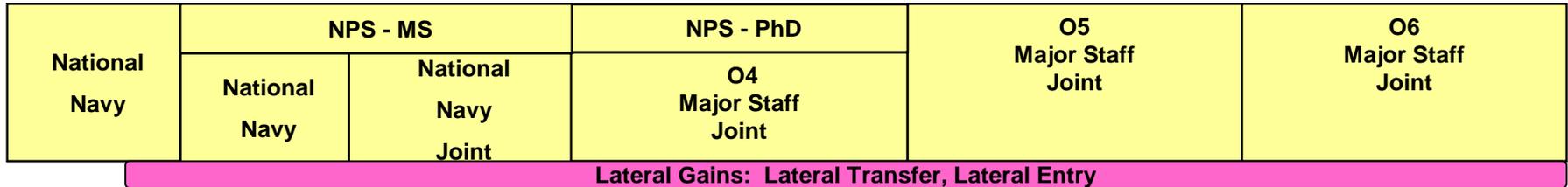
- Screened for O5 Command (limited opportunity)
- Superior performance in O5 operational/sea milestone tour
- Superior performance in position of leadership
- Competitive intelligence center/staff tour (Navy or Joint) as O4 or O5
- Demonstrated proficiency across IW disciplines
- Joint Qualified Officer progression



Cyber Warfare Engineer

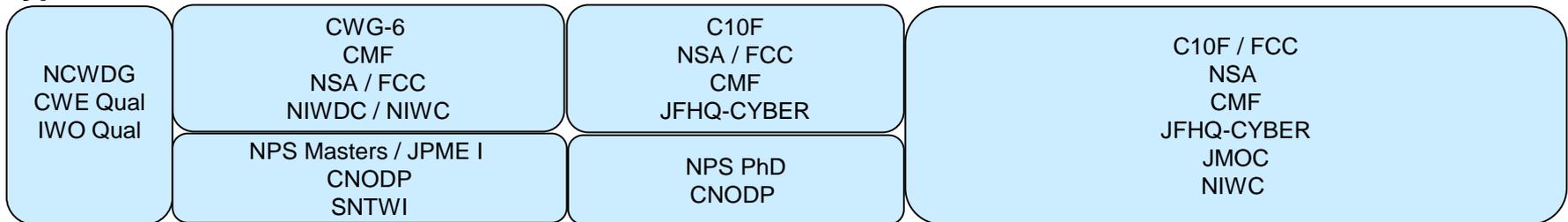
Career Progression

Career Path



*SB: Statutory Board

Typical Billets/Quals



Legacy Career Path: Prior to March 2019, CWEs were required to lateral transfer to CW or IP communities because there were no O4 or above authorizations. Former CWEs were allowed to return.

Lateral Entry: SECNAV authorized CWE for Lateral Entry/Constructive Grade Credit, which allows for CWEs to be accessed at paygrades above O1/ENS due to Education and/or Experience



Cyber Warfare Engineer

Community Values

- **Sustained superior performance in operational billets**
 - Outstanding leadership, vision, and execution
 - Technical acumen, creativity, curiosity, and deep expertise
 - Technical leadership, demonstrated excellence, delivering elegant solutions in complex environments

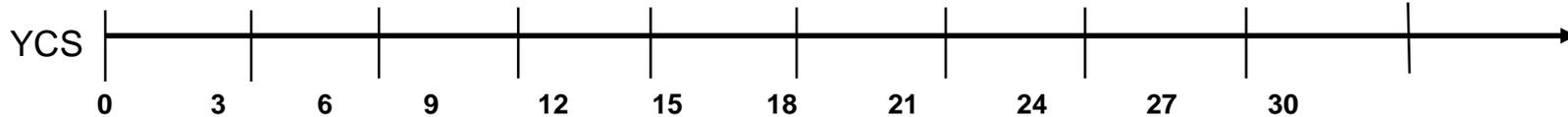
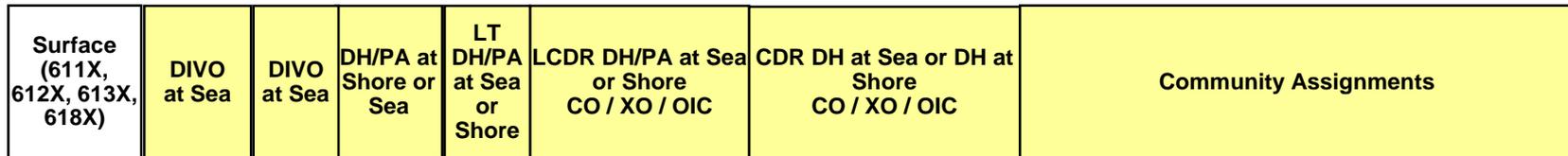
- **Valued achievements prior to LIEUTENANT COMMANDER**
 - Information Warfare Officer qualification
 - Demonstrated proficiency in vulnerability research, software development, and software testing
 - Superior performance in Navy tours (NCWDG, C10F, NIWDC, CWG-6 subordinate commands)
 - Superior performance in National or Joint tours (NSA, FCC, Cyber Mission Force)
 - Intern/Academic programs (Tours With Industry, CNODP)
 - Progress toward JPME Phase I AND Advanced Education

- **Valued achievements prior to COMMANDER**
 - Technical leadership of software development teams
 - Technical leadership of RF/Spectrum/EW capability development teams
 - Major Staff tour
 - Master's Degree (Cyber Operations, Computer Science valued) Complete
 - Joint Professional Military Education Phase I Complete

- **Valued achievements prior to CAPTAIN**
 - Superior performance as a technical director in Navy, Joint, or National tour
 - Progress toward Doctorate Degree



Limited Duty Officer (Surface) Career Progression



Basic Technical and Tactical Qualifications

Valued Career Credentials
Increasingly challenging technical and tactical leadership and management assignments.
Life-long learning (Technical certifications and/or degree completion)
Manpower, Personnel, Training, and Education Tours (MPT&E).

Milestone Assignments	
611X: O-3 1 st LT LPD O-4 1 st LT CVN	613X: O-3 MCM/LCS CHENG, LHD PA O-4 LSD/LCC/LPD CHENG, LHA/D MPA O-5 LHA/D CHENG
612X: O-4 CSG JICO, AOPS LHA/D O-5 Fleet/COCOM JICO	618X: O-4 GUN BOSS LHA/D, CSMO CVN, EMO LHA O-5 CSO CVN

Administrative Screenings
 Department Head Afloat: 3-5 years of commissioned service (3 opportunities)
 Commander Command: selected CDRs/CDRs (2 opportunities)
 Major Command: selected CAPTs/CAPTs (3 opportunities)



Limited Duty Officer (Surface)

Community Values

- **Valued achievements prior to LIEUTENANT COMMANDER**
 - Completed two successful Division Officer at-sea assignments
 - Sustained superior performance while serving in at-sea assignments
 - Screened for Department Head afloat
 - Sustained superior performance while serving in Department Head/Principle Assistant at-sea assignments

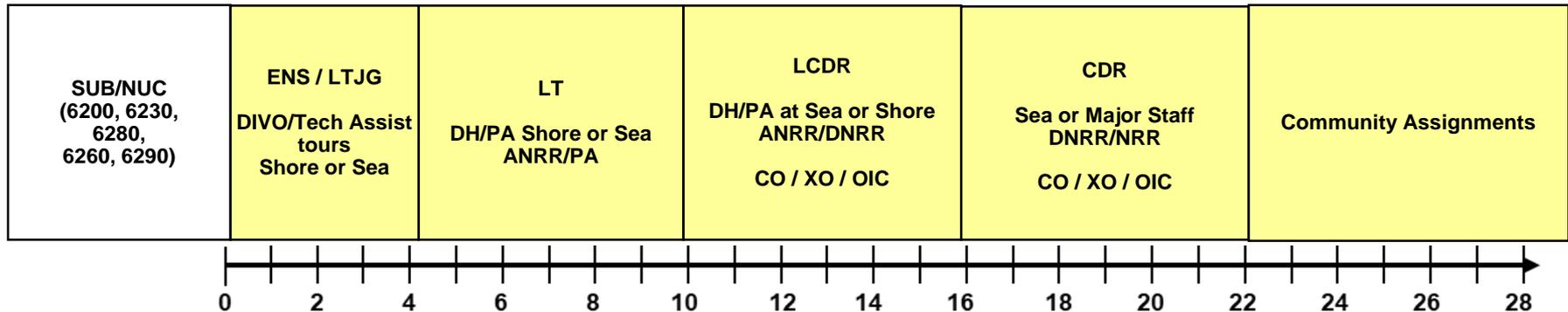
- **Valued achievements prior to COMMANDER**
 - Sustained superior performance while serving in Department Head/Principal Assistant at-sea assignments
 - Command ashore AQD (2D1) eligible
 - Sustained superior performance in early command if given the opportunity
Not all designators have early command opportunity
 - Sustained superior performance while serving in community assignments

- **Valued achievements prior to CAPTAIN**
 - Sustained superior performance in milestone O-5 assignment
 - Screened for Commander Command AQD (2D2)
 - Sustained superior performance while serving in command
 - Sustained superior performance while serving in community assignments



Limited Duty Officer (NUC/SUB)

Career Progression



Basic / Technical Qualifications

Valued Career Credentials
 Increasingly challenging technical and tactical leadership and management assignments.
 Life-long learning (Technical certifications and/or degree completion)
 Manpower, Personnel, Training, and Education Tours (MPT&E).

Milestone Assignments			
620X Fleet: O-3 CVN Technical Assistant O-4 CVN Principal Assistant O-5 CVN CHENG	620X NR: O-3 Assistant Naval Reactor Representative (NRR)/Principal Assistant O-4 Deputy NRR/Projects Lead O-5 NRR	628X: O-3 DH Sea/Shore, ONI, NOTU, Special Projects, AS, NRL, MATOFF O-4 AOIC/XO/OIC***, ISIC Staff MATOFF or equivalent O-5 XO/OIC***, MAJ Staff Off or equivalent	
623X: O-3 Special Project, Sea/Shore Repair, NSW, ISIC Staff O-4 MAJ Staff Off, AOIC/XO*** O-5 XO*** / MAJ STAFF or equivalent	626X: O-3 DH Shore/Sea, SWF/SSBN/AS, CSS, NMC, Insp. O-4 DH Shore/Sea, XO/AOIC/OIC, MAJ Staff Off O-5 XO/OIC***, Major Staff, NW Insp or equivalent 1820	629X: O-3 Staff COMMS/IT, STRATCOM, NSW, Wing O-4 DH, Overseas Numbered Fleet/CTF/CTG COMMO O-5 Major Staff/TYCOM N6 or Deputy N6, DIR for C4I 1820 Off-ramp available starting at 4-6 YCS	

*** few opportunities available

Administrative Screenings

Commander Command: selected CDRs/CDRs Major Command: selected CAPTs/CAPTs



Limited Duty Officer (NUC/SUB)

Community Values

- **For SUB LDO designators, any combination of in-designator jobs performed (within provided paygrades) is considered career enhancing (i.e. for 6230 O-3: Special Projects, repair, or NSW)**

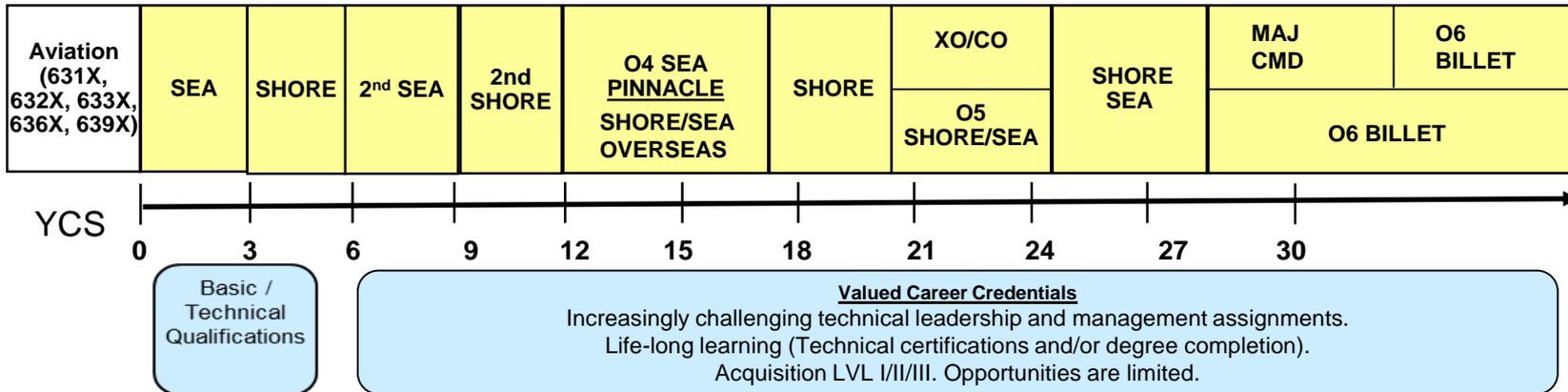
- **Valued achievements prior to LIEUTENANT COMMANDER**
 - Demonstrate superior TECHNICAL performance and leadership within their designator specialty (all designators)
 - Sustained superior performance while serving as Division Officer at sea or ashore (all designators), CVN Technical Assistant (Fleet 6200) or Naval Reactors (NR) Principal Assistant roles (NR 6200)
 - CVN EOOW AQD LC5 (Fleet 6200)

- **Valued achievements prior to COMMANDER**
 - Sustained superior performance while serving in community assignments
 - Sustained superior performance while serving in a Department Head at sea or ashore (all designators), CVN Principal Assistant (Fleet 6200), Deputy NRR/Assistant NRR/Department Head (NR 6200)
 - Sustained superior performance in XO/AOIC/OIC/CO
 - Command ashore AQD (2D1) eligible

- **Valued achievements prior to CAPTAIN**
 - Sustained superior performance in major staff and community assignments
 - Sustained superior performance while serving in a CVN CHENG (Fleet 6200) or NRR (NR 6200) assignments
 - Sustained superior performance in major command level positions (XO/OIC, etc.)



Limited Duty Officer (Aviation) Career Progression



Milestone Assignments

- 631X:**
O-3 CVN Flight Deck Officer/LHD Handler/Shooter
O-4 CVN Handler/NAVAIR/TYCOM Staff, NPC
O-5 CO/XO, CVN Gun Boss/SUP/SHIP CVN PJ/MAJ Staff
- 632X:**
O-3 TOC Watch Officer/OIC if available
O-4 CCSG/TYCOM Staff/PATWING INTEL/CNATTU/OIC
O-5 CO/XO, CVN Gun Boss, CVN PJ/NASC SCH ADMIN/CNATT Director/ED TRA PLN
- 633X:**
O-3 OIC, WING STAFF, AMO, MMCO, DET MO, QAO, MCO, DIV O
O-4 FRS MO. CVN IM1, LHA/D MO, CAGMO
O-5 NPC, WING MO, CO/XO, CVN Gun Boss, NATTC/CNATT, PAMO
- 636X:**
O-3 G-3/CAG Gunner/STF WEPS/Shore OIC/TYPE WING
O-4 CVN OHO/LHA/D Gun Boss/NPC/NAVCENT/NMC OIC, NPC
O-5 NPC, WING MO, CO/XO, CVN Gun Boss, NATTC/CNATT PAMO Qualified

- 639X:**
O-3 One Sea/Two Shore Tours or Two Sea/One Shore Tour
O-4 Pinnacle (Major Approach, FACSFAC, PMA-213), NATTC, OPNAV, Major Staff, CNIC, FAA HQ
O-5 CO/XO, OPNAV, NATTC, Major Staff, CNIC, FAA HQ

639X Notes:
1. A shore intensive community, limited sea tour opportunities

Administrative Screenings

Commander Command: selected CDRs/CDRs (average 5 opportunities)

Major Command: selected CAPTs/CAPTs (1 opportunity biannual)



Limited Duty Officer (Aviation)

Community Values

- **Valued achievements prior to LIEUTENANT COMMANDER**
 - Successful Division Officer tour
 - Competitive breakouts when ranked amongst peers
 - Acquisition level I/II completed (Limited Opportunity)

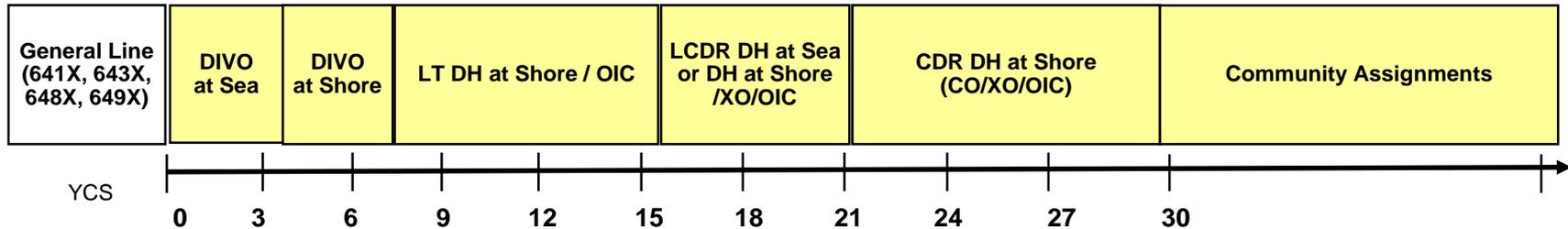
- **Valued achievements prior to COMMANDER**
 - Successful Department Head/Principal Assistant at Pinnacle tour with competitive breakout
 - Competitive breakouts when ranked amongst peers
 - Acquisition level I/II completed (Limited Opportunity)
 - Command ashore eligible

- **Valued achievements prior to CAPTAIN**
 - Completion of milestone O-5 tour (sea or shore)
 - Sustained performance while serving in Commander Command/O-5 shore command
 - Acquisition level I/II/III completed



Limited Duty Officer (General Line)

Career Progression



Basic Technical and Tactical Qualifications

Valued Career Credentials
 Increasingly challenging technical and tactical leadership and management assignments.
 Life-long learning (Technical certifications and/or degree completion)
 Manpower, Personnel, Training, and Education Tours (MPT&E).

Milestone Assignments

641X: O-3 Staff Flag Secretary O-3/4 AO AS or LHA/D O-4 AO CVN O-4/5 Major Staff Flag Secretary	643X: O-3 DIR. LARGE BAND O-4 XO/CO NAVSOM DIR, FBA
648X: O-3/4 Department Head O-4 TEU/NDSTC XO O-4 GRU N7 O-5 TEU CO	649X: O-3 LHA/D SECO O-4 SECO CVN O-4 Navy Installation or Region O-5 SECO CNIC HQ or Large Installation

Administrative Screenings

Commander Command: selected CDRs/CDRs (2 opportunities)	Major Command: selected CAPTs/CAPTs (3 opportunities)
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Limited Duty Officer (General Line)

Community Values

- **Valued achievements prior to LIEUTENANT COMMANDER**
 - Completed successful Division Officer at sea assignment
 - Sustained superior performance while serving in at sea assignments
 - Sustained superior performance while serving in community assignments

- **Valued achievements prior to COMMANDER**
 - Sustained superior performance while serving in Department Head at sea assignment
 - Command ashore AQD (2D1) eligible
 - Sustained superior performance while serving in community assignments

- **Valued achievements prior to CAPTAIN**
 - Sustained superior performance in milestone O-5 assignment
 - Screen for Commander Command AQD (2D2)
 - Sustained superior performance while serving in command
 - Sustained superior performance while serving in community assignments