



# FY-23 Active-Duty Line Community Brief Disclaimer

**This community brief has been generated by the community leaders, including detailers and community managers. It has been vetted by Navy Personnel Command and OJAG for statutory compliance and approved by SECNAV.**

**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.**

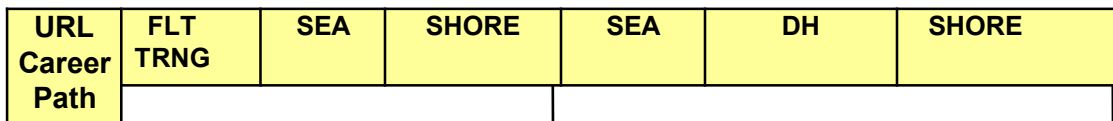
**ONLY MATERIAL APPROVED BY THE SECRETARY OF THE NAVY WILL BE PRESENTED TO STATUTORY SELECTION BOARDS. THIS BRIEF HAS BEEN APPROVED BY SECNAV FOR USE BY THE FY-23 STATUTORY SELECTION BOARDS.**



# Aerospace Engineering Duty Officer

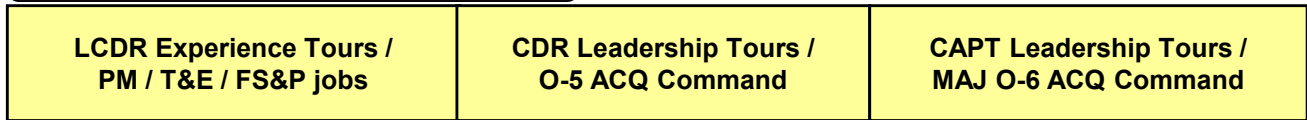
## Career Progression

### Career Path

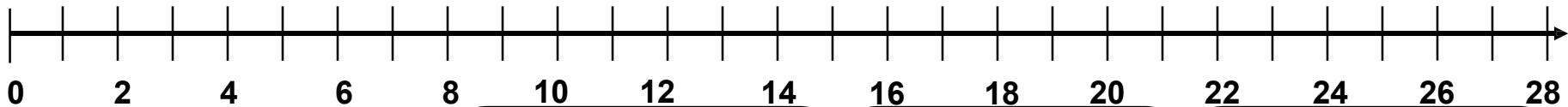


DPM: Deputy Program Manager  
 APM: Assistant Program Manager  
 IPTL: Integrated Product Team Lead  
 ASPO: Avionics Systems Project Officer  
 PC: Platform Coordinator  
 PSO: Production Support Officer  
 CFO: Chief of Flight Operations  
 GFR: Government Flight Representative  
 FRC: Fleet Readiness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

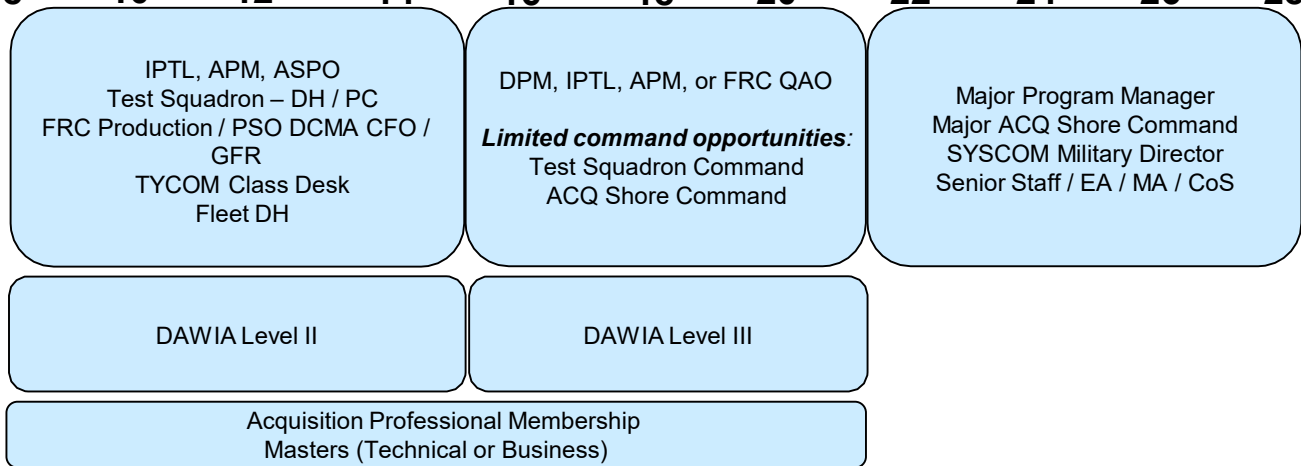
AEDO Career Path



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



### Typical Billets / Qualifications





# Aerospace Engineering Duty Officer

## *Community Values*

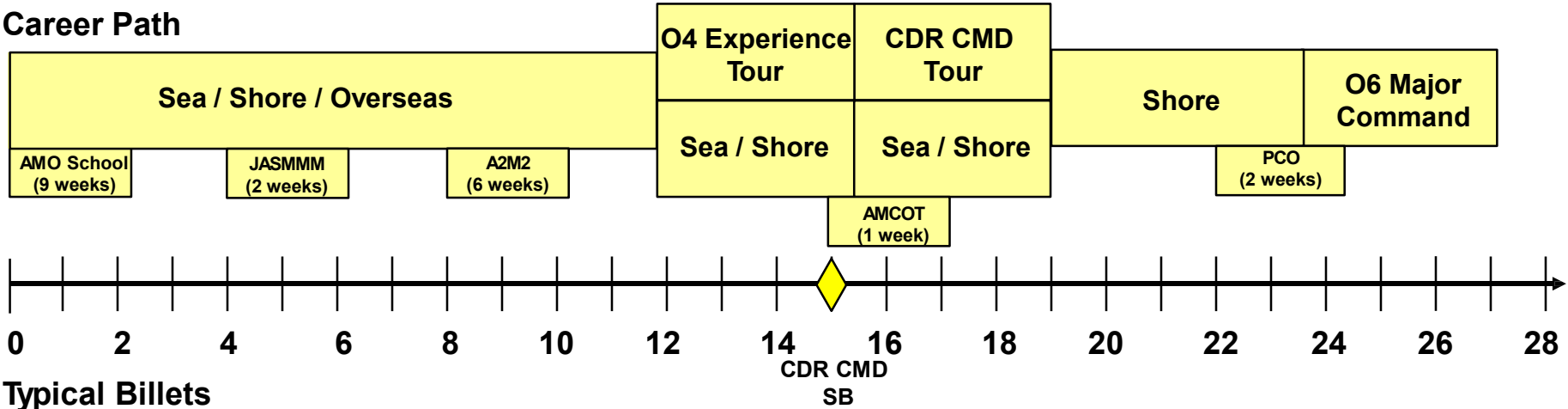
- **AEDO is a lateral transfer-only community with accessions solely from warfare-qualified Aviation Warfare (13XX) officers who support three major acquisition lines of effort:**
  - PM: Program Management (SYSCOMs - NAVAIR, NAVWAR)
  - T&E: Test & Evaluation (VX/HX/UX Squadrons/Wings, USNTPS)
  - FS&P: 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 operational and/or acquisition LCDR experience tours
  - Timely completion of LCDR milestone tours
  - Technical or Business Master's degree – Desired
  - DAWIA Level II certification – Desired
  
- **Valued achievements prior to CAPTAIN**
  - Superior performance in AEDO CDR command positions (limited opportunities) and/or listed acquisition 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



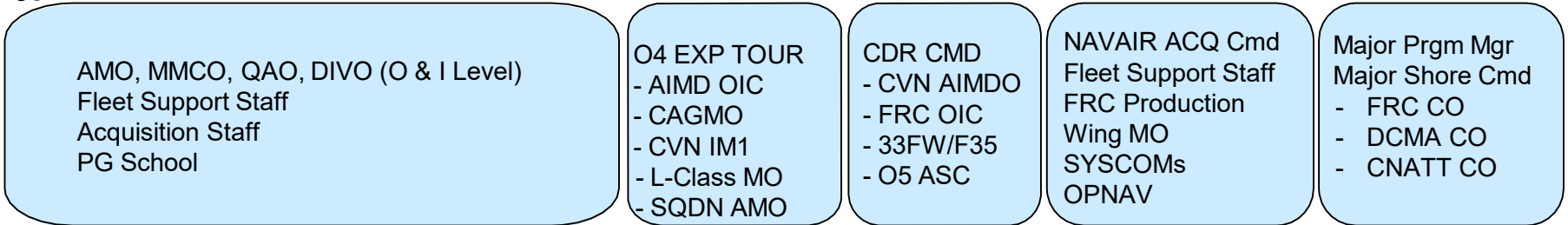
# Aerospace Maintenance Duty Officer

## Career Progression

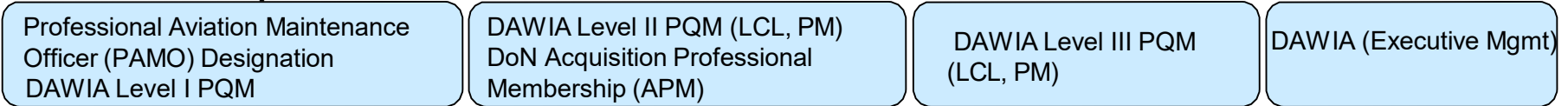
### Career Path



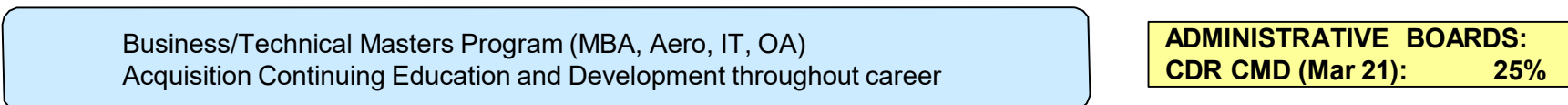
### Typical Billets



### Professional Development



### Education





# Aerospace Maintenance Duty Officer

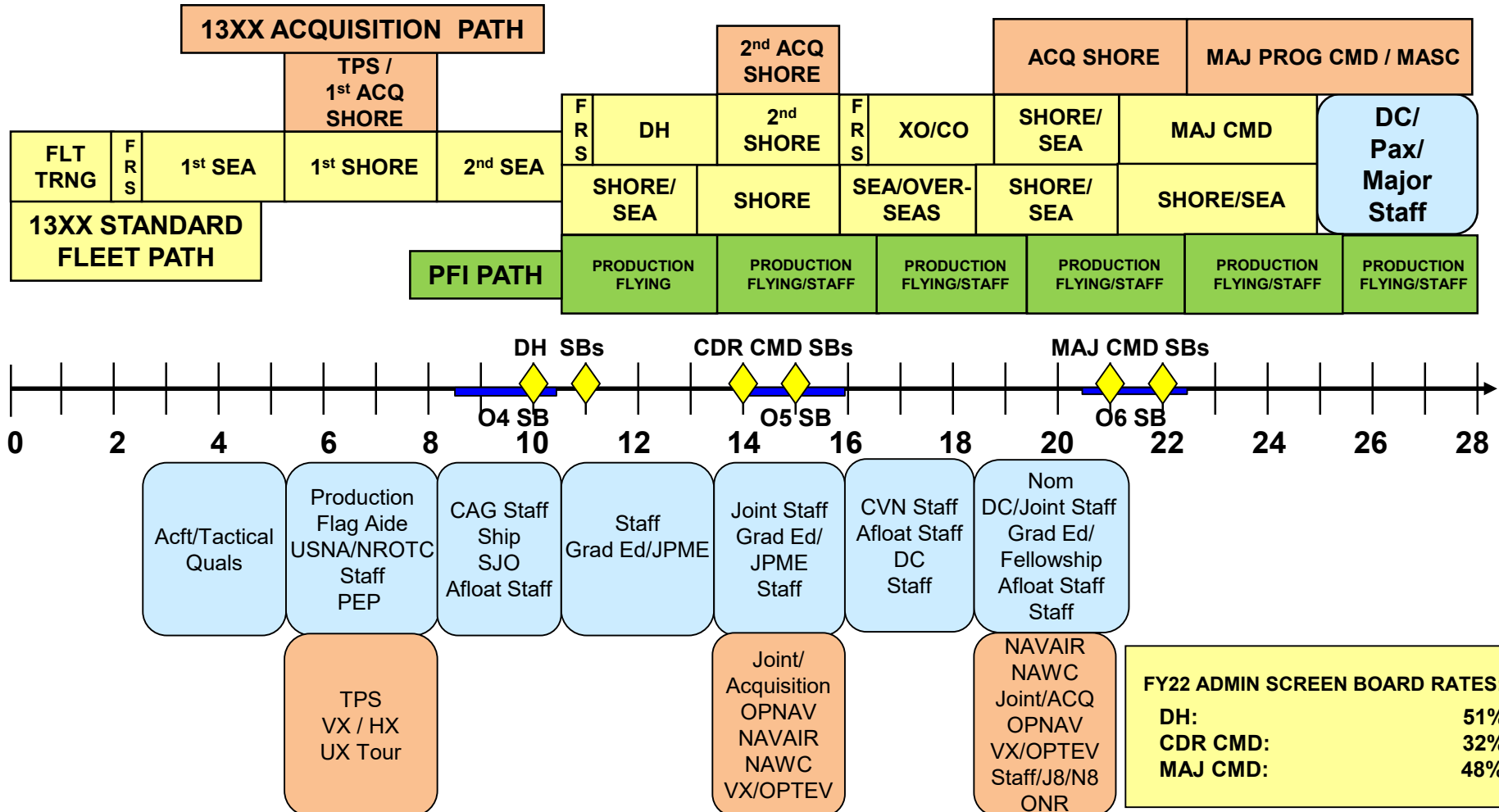
## *Community Values*

- **Throughout career**
  - Billets of diverse complexity, responsibility, and scope
  
- **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 during O4 Experience Tour: AIMD OIC, CAGMO, CVN IM1, L-Class MO, Squadron AMO as an O4
  - 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 Commander Command / Command Equivalent (ACSB) tour (IL5: LOG MJ/AIMD) / O5 Acquisition Shore Command (ASC) tour
  - Corporate Tour (CE(x): CMDSHR xxx)
  - Acquisition Production, Quality, Manufacturing Level III (AG3: ACQ PQM LV3); additional acquisition certifications desired
  - Master’s degree complete



# Aviation Officer Career Progression

## Aviation Career Paths





# Aviation Officer

## Community Values

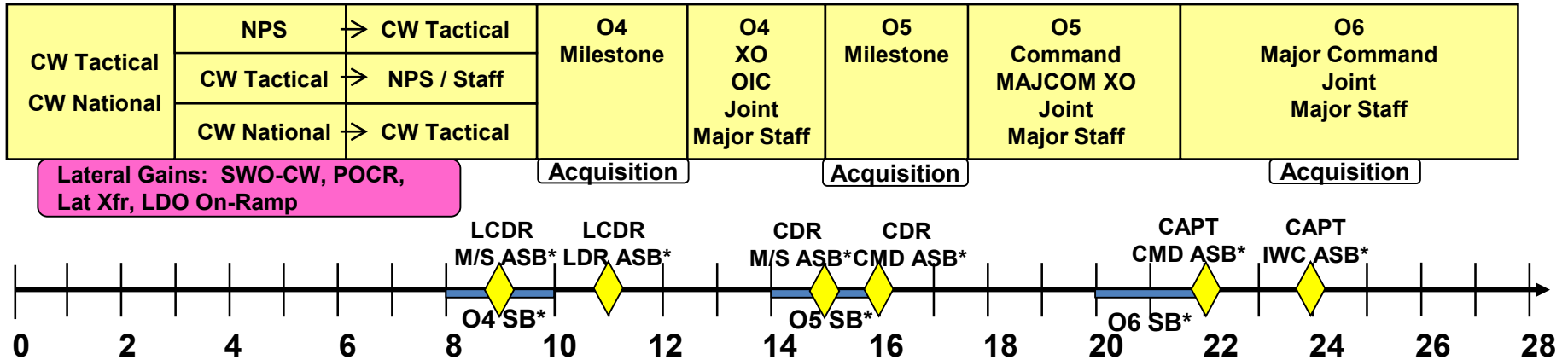
- **Aviation officers have a long training pipeline, resulting in NOB FITREPs for the officer's first 3-4 years**
  - Aviation requires reinvestment of Aviation skills at flight training units and centers of excellence that could limit options for tour assignment diversity, when compared to other officer communities
  - Min Service Requirement retains most aviators through first O-4 board promotion opportunity
  - NA values early graduate education opportunities, but career timing must be closely managed
  
- **Valued achievements prior 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, Inter-Service Transfer)
    - 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
  - Graduate education post DH is valued for top tier Officers
  - Aviators serving as OP-T DHs develop essential training production skill sets valued by Aviation
  
- **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



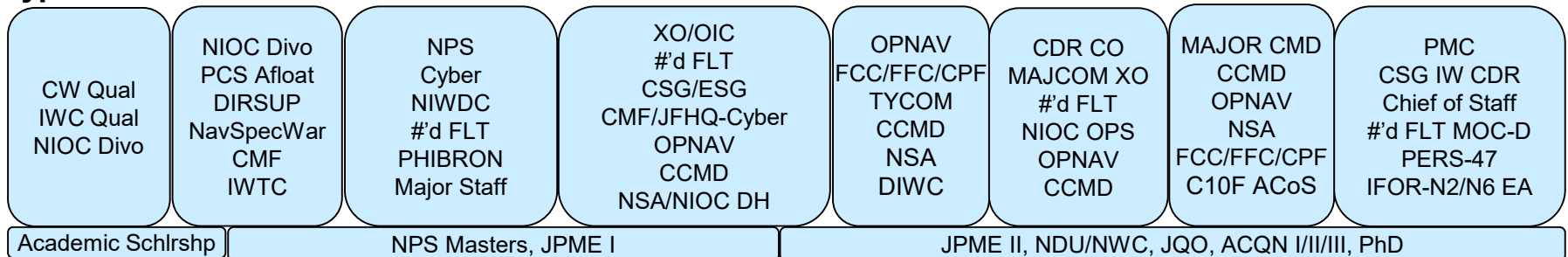
# Cryptologic Warfare Officer

## Career Progression

### Career Path



### Typical Billets/Quals



### Command and Milestone Administrative Screening Boards (FY21):

LCDR Milestone: 58%      CDR Milestone: 52%      MAJ Command: 14%  
 Lcdr Leadership: 27%      CDR Command: 19%

\*ASB: Administrative Screening Board

\*SB: Statutory Board





# Cryptologic Warfare Officer

## *Community Values*

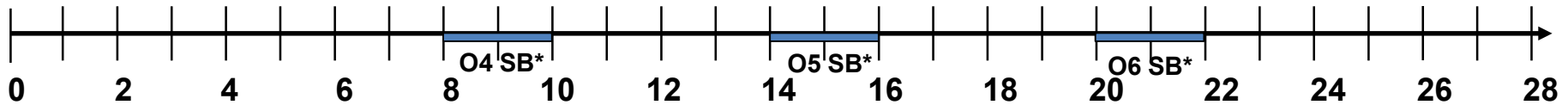
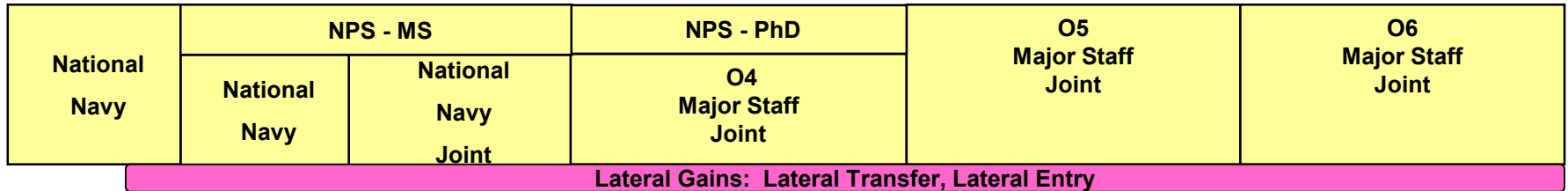
- **Sustained superior performance in leadership and operational billets**
- **Valued achievements prior to LIEUTENANT COMMANDER**
  - Information Warfare Officer Qualification
  - Strong performance in CW Surface, Subsurface, Air or Special Warfare tactical tours
  - Strong performance in National, Joint, or Cyber Operational tours (NSA, NIOC, NCDOC, CNMF)
  - 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)
  - Demonstrated proficiency across multiple IWC disciplines



# Cyber Warfare Engineer

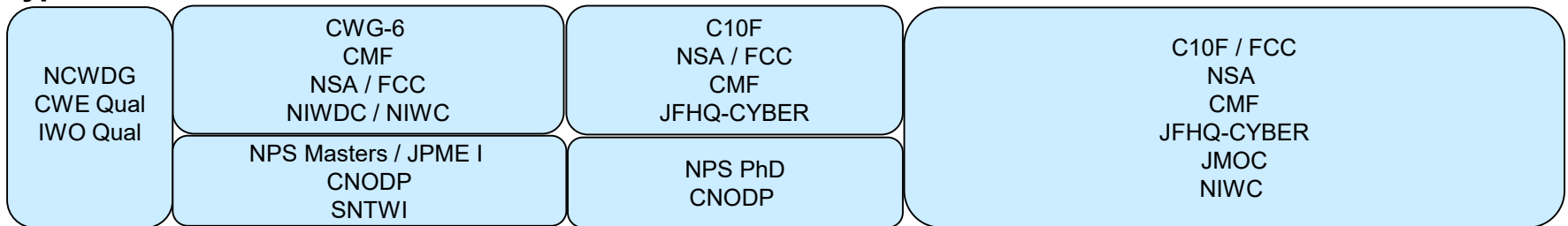
## Career Progression

### 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



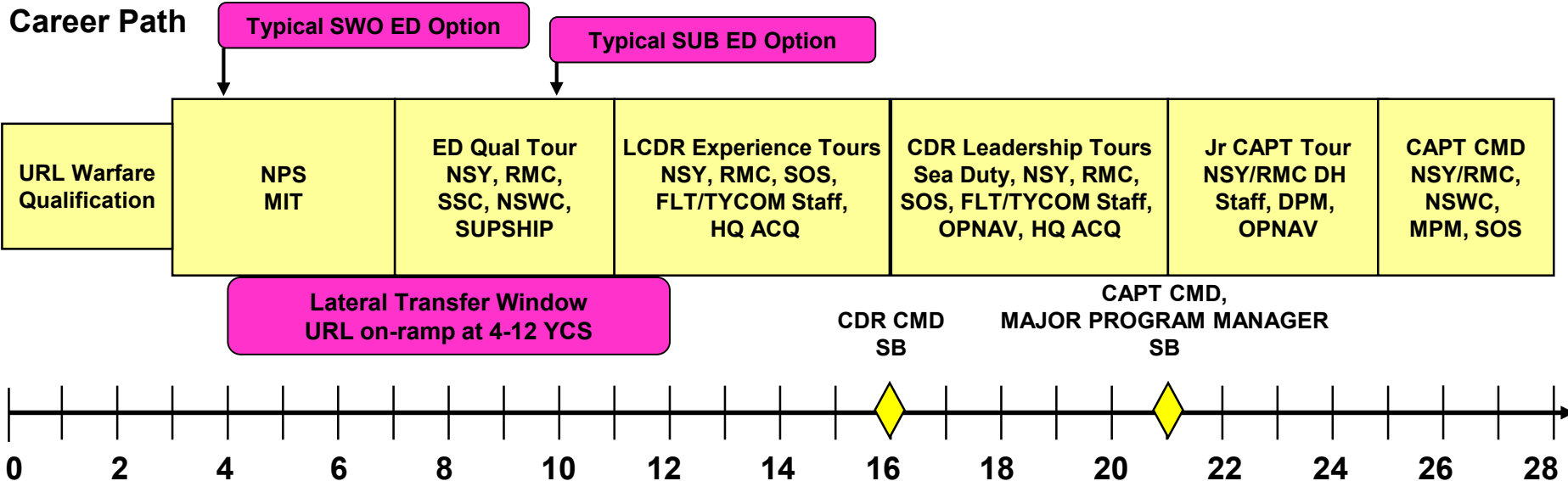
# Cyber Warfare Engineer

## *Community Values*

- **Sustained superior performance in technical leadership and operational support billets**
  
- **Valued achievements prior to LIEUTENANT COMMANDER**
  - Information Warfare Officer Qualification
  - Demonstrated proficiency in vulnerability research, software development/testing/deployment
  - Superior performance in Navy tours (NCWDG, C10F, NIWDC, CWG-6 subordinate commands, NCDOC)
  - 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
  - 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 DAWIA Acquisition qualification
  - Progress toward Doctorate Degree

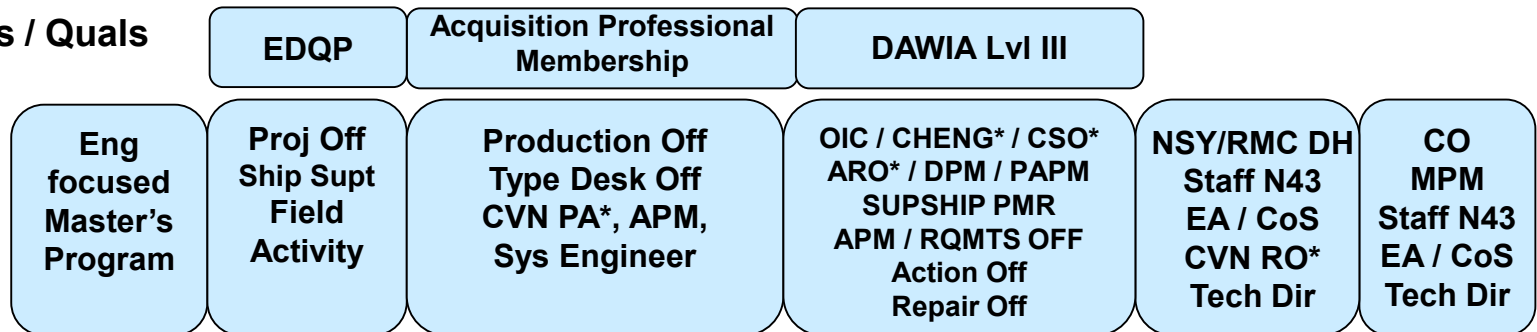


# Engineering Duty Officer Career Progression



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 operational and/or acquisition performance

### ▪ **Valued achievements prior to COMMANDER**

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

### ▪ **Valued achievements prior to CAPTAIN**

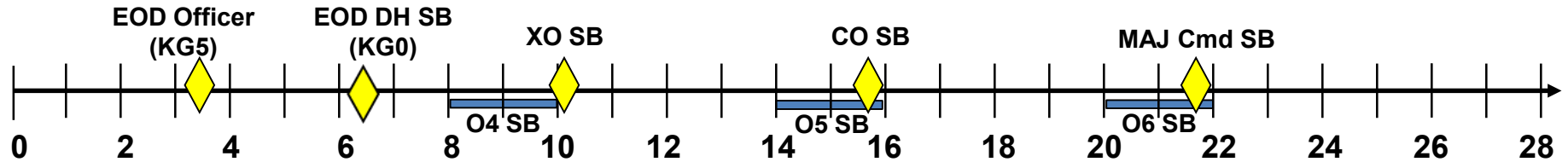
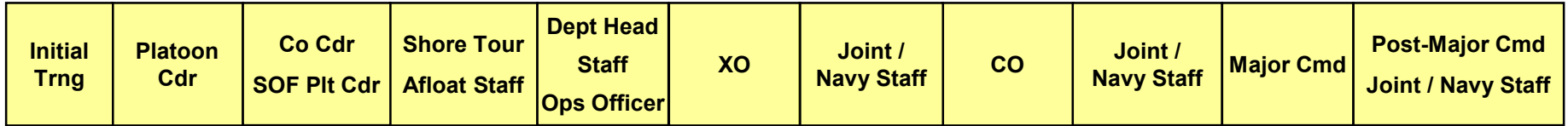
- 1440 (technical Masters degree and ED qualification tour completed)
- Acquisition Professional member (APM AQD)
- Level III DAWIA certification in primary career field, w/conferred AQD (e.g., Program Management (AA3), Engineering (AS3), Production Quality Management (AG3))
- Superior performance in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



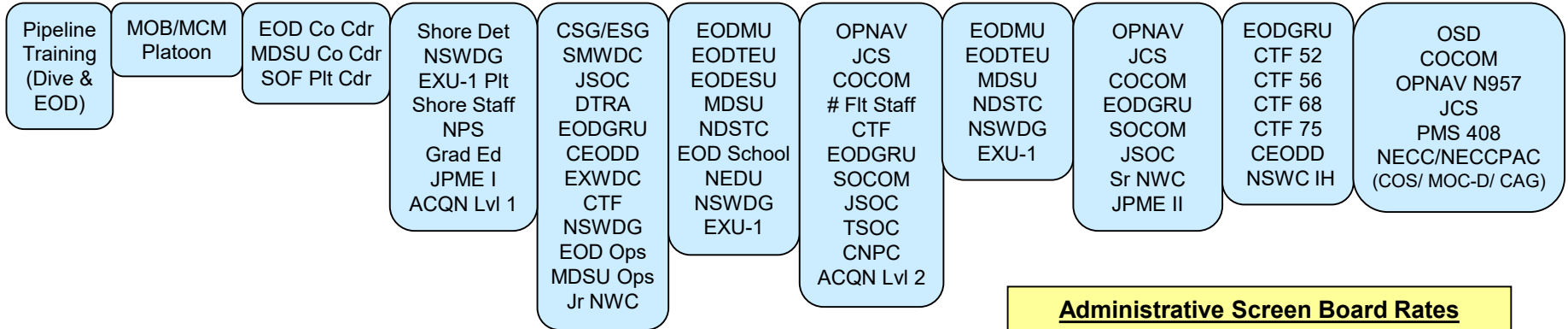
# Explosive Ordnance Disposal Officer

## Career Progression

### Career Path



### Typical Billets



Administrative Screen Board Rates	
DH Screening (Dec 20)	100%
XO Screening (Dec 20)	20%
CO Screening (Dec 20)	28%
MAJ CMD Screening (Nov 20)	23%



# Explosive Ordnance Disposal Officer

## *Community Values*

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### ▪ 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 tours

### ▪ 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

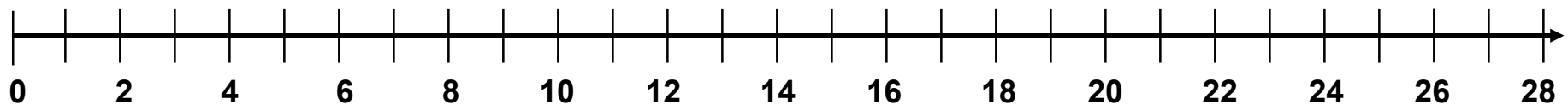
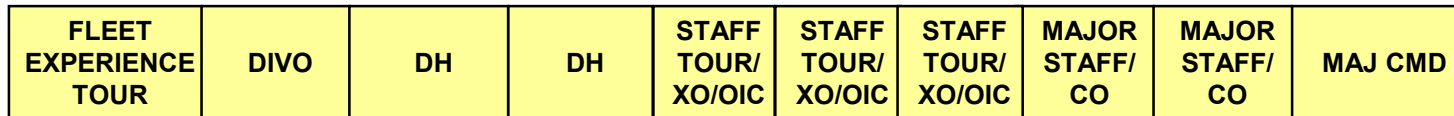
- Served or serving in O5/Commander Command
- Continued superior performance in major Navy staff and joint duty assignments
- Valued: Member of Acquisition Corps (AC)



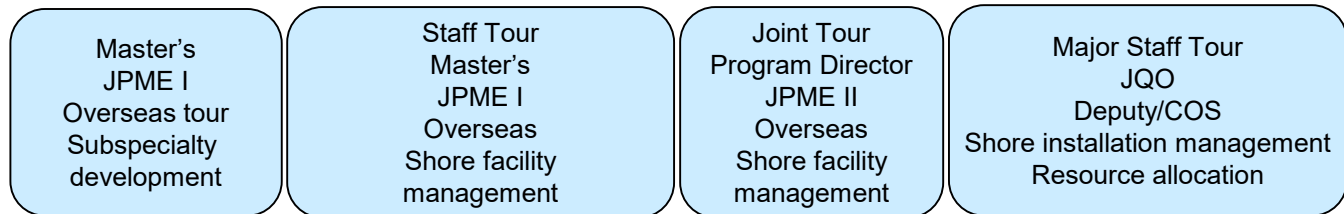
# Fleet Support Officer

## Career Progression

### Career Path



### Typical Billets



<b>ADMINISTRATIVE BOARDS:</b>	
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

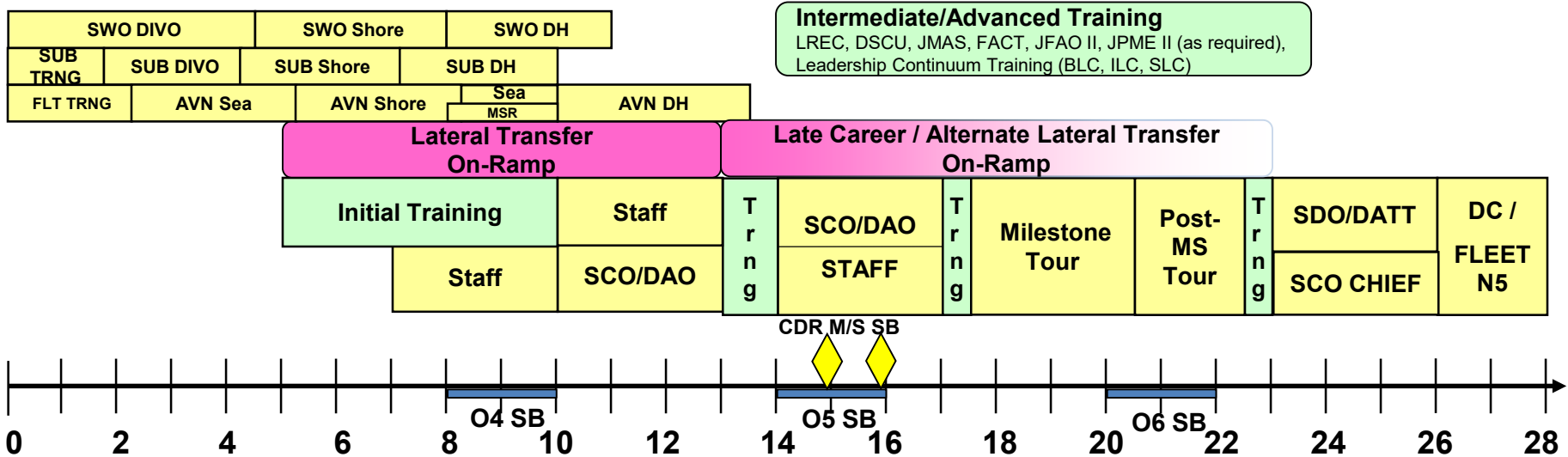
### ■ Career Paths

- 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



# Foreign Area Officer Career Progression

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



**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
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**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

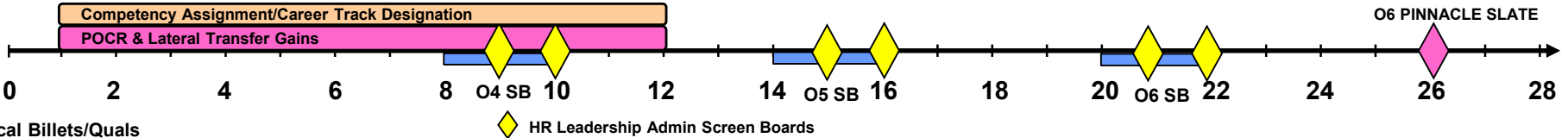
## *Community Values*

- **All valued achievements are listed in priority order for each rank**
- **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 Q [Region] AQD)
  - Sustained superior performance in increasing levels of responsibility at Staff, Defense Attaché Office (DAO) or Security Assistance / Security Cooperation Office (SCO) tour
  - Demonstrated performance advancing NDS objectives w/emphasis on great power rivals in any region
  - Documented foreign language proficiency level of 2/2 or better within previous two years
  - JPME Phase I
  - Fellowship, scholarship or continued education focused on strategic warfighting advantage
- **Valued achievements prior to CAPTAIN**
  - Superior performance in O5 Milestone tour (with regional or global breakouts when possible)
  - Demonstrated superior leadership in DAO, SCO, major staff, or community leadership tours (Community Manager, Detailer, FAO Policy)
  - Demonstrated leadership advancing NDS objectives with emphasis on great power rivals 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
  - Documented foreign language proficiency level of 2/2 or better within previous two years
  - JQO, or significant progress toward (i.e., JQS Level II, III, IV, Full Joint Tour, JPME Phase II, etc.)
  - Fellowship, scholarship or continued education focused on strategic warfighting advantage



# Human Resources Officer Career Progression

DIVO / DH (SOURCE COMMUNITY OR HR) / STAFF TOURS / GRAD ED / INITIAL EXPERIENCE TOUR / BROADENING TOUR	LCDR LEADERSHIP TOUR HR HQ / COMPETENCY EXPERIENCE / JOINT / BROADENING TOUR	CDR LEADERSHIP TOUR HR HQ / COMPETENCY EXPERIENCE / JOINT / BROADENING TOUR	MAJ CMD / TYCOM, COCOM N1 HR HQ / EXPERTISE / JOINT	CAPT PINNACLE HR HQ / UTILIZATION
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Typical Billets/Quals

	NOVICE	INTERMEDIATE	ADVANCED	EXPERT	PINNACLE
<b>Force Development</b>	Graduate Education Department Heads Action Officers Small Detachment OICs	Small Unit Commanding Officers Executive Officers Officers in Charge Afloat TRAINOs Branch Heads	Commanding Officers Large unit/system Executive Officers Deputy Commanders Division Directors	Major Commanders Directors Division Directors	Chiefs of Staff
<b>Force Rqmts / Resourcing</b>	Graduate Education Department Heads Action Officers Analysts	Branch Heads Lead Analysts	Large unit/system Executive Officers Section Heads Deputy Directors Program Leads	Major Commander Program Managers Deputies	ES Deputy PMC DIVDIR
<b>Force Management</b>	Graduate Education Department Heads Action Officers Small Detachment OICs	Small Unit Commanding Officers Executive Officers Officers in Charge Branch Heads	Commanding Officers Large Detachment OICs N1 / J1 Division Directors N1 / J1 Deputies Large Branch Heads	Major Commander Directors Division Directors N1 / J1	PMC DIVDIR Fleet N1Bs
	HR Masters, JPME I, HR Introductory Course, HR-Valued Professional Certification		JPME II, JQO, HR Advanced Course, HR-Valued Professional Recertification, SME Development		

VALUED BILLET DESCRIPTIONS
<b>Broadening Tours:</b> Career broadening outside of MyNavy HR (e.g., Flag Aide, EA, DEA, Tour with Industry, Joint, In-Residence Grad Ed)
<b>Experience Tours:</b> Expertise development via Fleet/Staff Action Officer tours within MyNavyHR (e.g., Divo, DH, OIC/Staff, Detailer)
<b>HR Headquarters Tours:</b> Represent challenging HR staff assignments at SECNAV/ASN, CNP/OPNAV, DCNP/NPC commands
<b>Leadership Tours:</b> Board screened command positions at LCDR - CAPT
<b>Milestone Tours:</b> Most difficult non-command tours filled by highly skilled screened officers. (e.g., Finance Mgmt/OA, N1/J1 Expanded Opportunities)
<b>Pinnacle Billets:</b> Most challenging senior O6 HR billets – must be well-rounded and fully qualified to hold (e.g., N10B, ES Deputy, USFFC N1B, or PACFLT N1B).
<b>Sea Tours:</b> Deployable HR assignments within type 2 or type 4 commands

CAREER TRACK AQDS	
Force Development (FD)	
Force Management (FM)	
Force Rqmt/Resourcing (FR2)	

Competency Level	Min. Requirements
Novice	1 Tour
Intermediate	≥ 2 Tours + PQS
Advanced	≥ 3 Tours + PQS
Expert	≥ 4 Tours

VALUED SUBSPECIALTIES			
31XX	Financial Management	3150	Training & Education
3130	Manpower Systems Analysis	321X	Operations Analysis
S	18 Month Experience Tour	P	Graduate Degree
R	Two Separate 18 Mo. Tours - Proven	Q	(P) Degree + 18 Mo. Tour – Proven

CAREER DEVELOPMENT AQDS	
HR Leadership / Sea	HR Headquarters
Pers, Pay, & Policy	Manpower Rqmts
Financial Rqmts	N1
Enterprise Support	Recruiting



# Human Resources Officer

## Community Values

- Career progression produces senior HR Officers with deliberately developed expertise in one of three career tracks: Force Development (FD), Force Management (FM), and Force Requirements and Resourcing (FR2).
- In CY 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. In CY 2021 completion of an HR Leadership (CO/XO/OIC) tour and an HR Headquarters (SECNAV/OPNAV/NPC) tour as a LCDR or CDR were added as community values.
- **Valued achievements prior to LIEUTENANT COMMANDER**
  - Sustained superior performance in HR and/or source community tours
  - Attainment of source community qualifications
  - Progress toward or completion of HR-related (3XXX) graduate education (Operations Analysis, Manpower Systems Analysis, Financial Management, Education and Training Management or civilian equivalent). NOB FITREP from in-residence education should not be viewed negatively.
  - Command eligibility (AQD: 2D1)
  - Current Professional certification: PHR, SPHR, GPHR, CPT, CPLP, CDFM, CDFM-A
- **Valued achievements prior to COMMANDER**
  - Sustained superior performance in all assigned duties, especially in LCDR HR Command / Leadership / Sea Screened tour (CO/XO/OIC/Sea Duty)
  - Sustained superior performance in LCDR HR Milestone tour
  - Intermediate or higher in primary career track
  - Completion of HR-related graduate education
  - Command eligible (AQD: 2D1) or Command qualified (AQD:2D2)
  - Current Professional Certification: PHR, SPHR, GPHR, CPT, CPLP, CDFM, CDFM-A
  - Completion of JPME I
- **Valued achievements prior to CAPTAIN**
  - Sustained superior performance in all assigned duties, especially in CDR HR Command / Leadership Screen (CO/XO/OIC) tour
  - Sustained superior in CDR HR Milestone tour
  - Superior performance in HR Leadership (CO/XO/OIC) tour and HR Headquarters (SECNAV/OPNAV/NPC) tour
  - Advanced or higher in primary career track
  - Documented completion of Major Command eligibility
  - Current Professional Certification: PHR, SPHR, GPHR, CPT, CPLP, CDFM, CDFM-A
  - JQO Progression: JPME II and/or Joint Tour



# Information Professional Officer

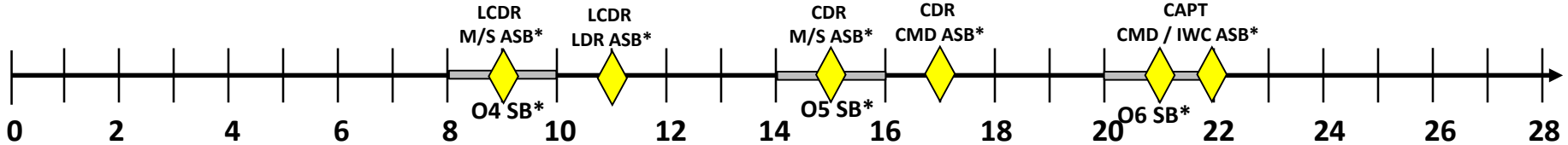
## Career Progression

### Career Path

SWO-IP LDO Off-ramp

I P B C	O1 Qual Tour	O2 Sea ANSI**	O3 Sea / Operational	O4 Milestone	O4 Leadership	O5 Milestone	O5 Command	O6 CMD	IWC Afloat PMC***
			O3 Shore		Detailer / OCM		O5 XO		
			Grad Ed / Specialty		Joint / HQ Major Staff		Joint / HQ Major Staff		
					Grad Ed / Specialty		Specialty		

POCR / Lateral Transfer



### Professional Development / Quals

IP Basic Course (IPBC) IP Basic / IWO Qual	IP Intermediate / IWC CMD Qual Technical Masters/ In-Residence Ed / JPME I	IP Advanced JPME II / JQO	JQO
CORE COMPETENCIES: C4I/Cyber			

### Typical Billets

Qual Tour ANSI: C4/ Cyber Afloat	CVW/DESRON/PHIBRON N6 CVN/LHD/LHA DIVO Op Shore DH/DIVO: NNWC/ NCTAMS/ NCTS /CMF Specialty: NSW / ACQN IW Instructor / WTI	O4 Milestone (GB1)	O4 OIC / XO (GC3) Op Shore DH/DIVO: NNWC/ NCTAMS/ NCTS OPNAV / TYCOM Specialty: NSW / ACQN IW Instructor /WTI	O5 Milestone (GB2)	O5 CO / XO Joint OPNAV / TYCOM Specialty: NSW / ACQN	O6 CMD / IWC Afloat / PMC Joint OPNAV / TYCOM / Fleet staff Specialty: Cyber / NSW / C4 / ACQN
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- \* ASB: Administrative Screening Board
- \* SB: Statutory Board
- \*\* ANSI: Afloat Network Security Initiative
- \*\*\* PMC: Post Major Command

<b>Command and Milestone Administrative Screening Boards (ASB) (FY21):</b>		
LCDR Milestone: 60%	CDR Milestone: 64%	MAJ Command: 30%
LCDR Leadership: 14%	CDR Command: 12%	



# Information Professional Officer

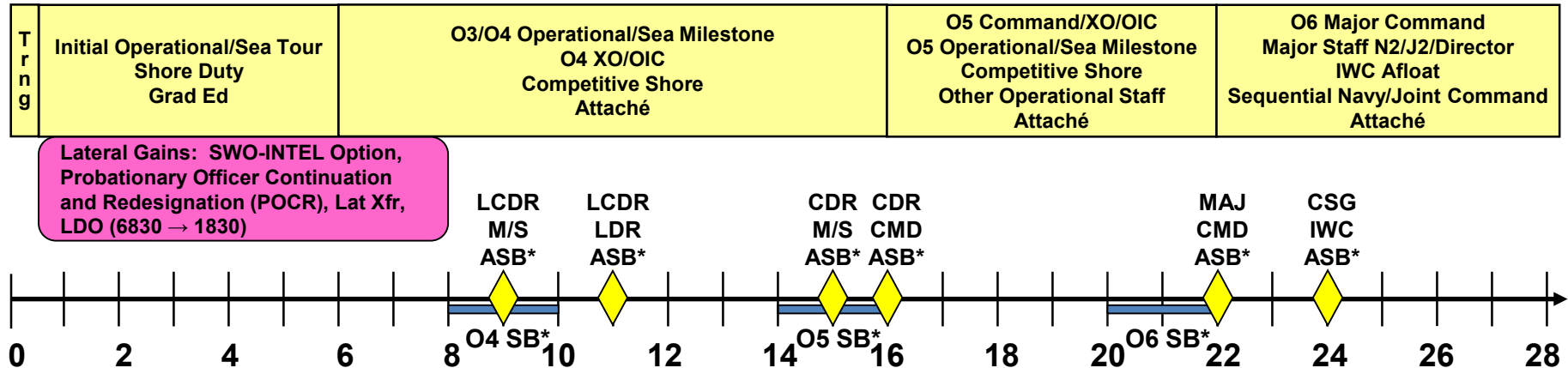
## *Community Values*

- **Valued achievements prior to LIEUTENANT COMMANDER**
  - Superior performance in C4/Cyber operational tours afloat and ashore
  - IP Basic and Information Warfare Officer Qualification
  - Superior performance in an Instructor billet or WTI duty
  - Progress towards a technical Master's degree / in-residence education
- **Valued achievements prior to COMMANDER**
  - Superior performance in O4 milestone
  - O4 Leadership tour (XO/OIC, AQD: GC3, ~15% opportunity)
  - IP Intermediate Qualification
  - IWC Command Qualification
  - Technical Master's degree / in-residence education
  - JPME Phase I
  - Major staff tour – OPNAV / TYCOM / Fleet / JCS / CCMD
- **Valued achievements prior to CAPTAIN**
  - Superior performance in O5 milestone
  - O5 Command (~10% command opportunity)
  - IP Advanced Qualification
  - Technical Master's degree / in-residence education
  - Progress towards Joint Qualified Officer (Joint tour / JPME II)
  - Major Staff Tour – OPNAV / TYCOM / Fleet / JCS / CCMD

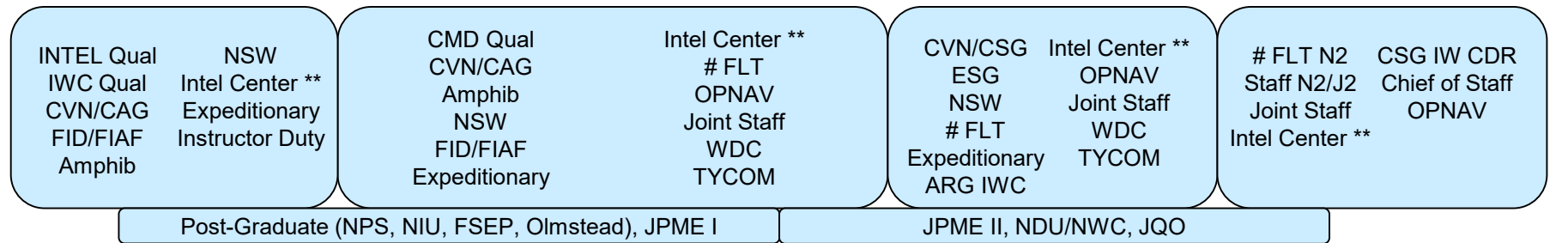


# Intelligence Officer Career Progression

## Career Path



## Typical Billets/Quals



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

Core Competency: Operational Intelligence (OPINTEL)

Additional Valued Skills:

Acquisitions Exp.	MPT&E	Targeting
CI/HUMINT	Operational Planning	WTI
ISR Collection Ops	Strategic Competition	

Command and Milestone Administrative Boards (FY21):

LCDR Milestone: 67%	CDR Command: 4%
LCDR Leadership: 24%	MAJ Command: 7%
CDR Milestone: 50%	CSG IWC (all 18xx): 18.5%

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





# Intelligence Officer

## *Community Values*

### ▪ Valued achievements prior to LIEUTENANT COMMANDER

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

### ▪ Valued achievements prior to COMMANDER

- **Superior performance in mid-career (O3/O4) operational/sea milestone tour\***
- Screened for O4 XO/OIC leadership tour (limited opportunity)
- 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

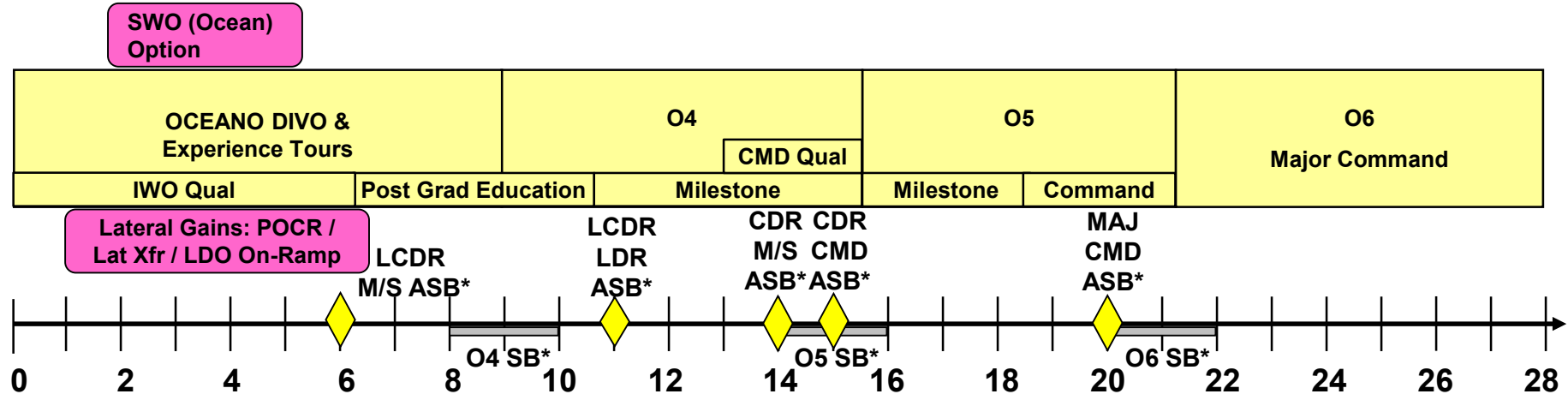
- **Superior performance in O5 operational/sea milestone tour\***
- Screened for O5 Command (limited opportunity)
- Superior performance in position of leadership
- Competitive intelligence center/staff tour (Navy or Joint) as O4 or O5
- Demonstrated proficiency across IW disciplines
- Joint Qualified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



# 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> O5/O6 METOC Commands Detachment OIC IUSS/CUS (NOPF) Post-Graduate Education</p>	<p><u>Sea:</u> O4 Milestone: - CSG, CVN, LHAD 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 (FY21):	
LCDR Milestone: 88%	CDR Milestone: 53%
LCDR Leadership: 62%	CDR Command: 38%
	MAJ Command: 38%

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



# Oceanography Officer

## *Community Values*

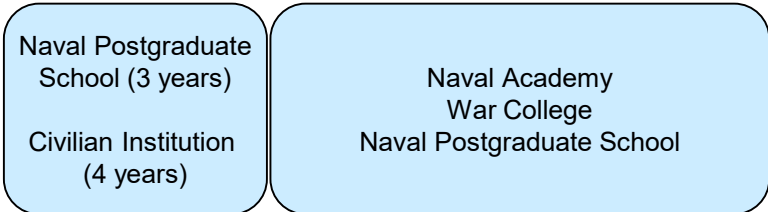
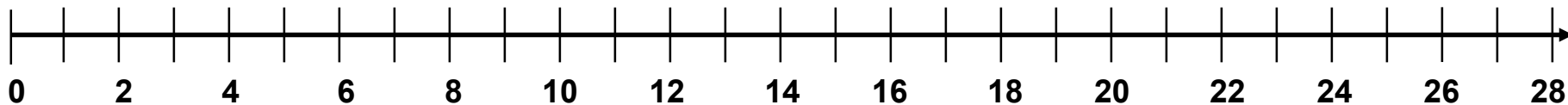
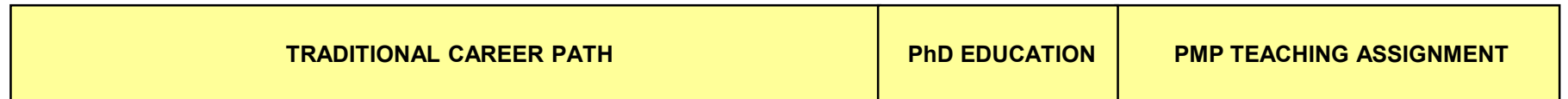
- **Sustained superior performance in leadership and operational billets**
- **Valued achievements prior to LIEUTENANT COMMANDER**
  - Information Warfare Officer Qualification
  - Strong operational tour(s)
- **Valued achievements prior to COMMANDER**
  - Superior performance in O4 milestone at-sea tour
  - Physics-based oceanography and meteorology Master's degree
  - Demonstrated leadership tour: XO, OIC
  - Major staff experience including: Joint, OPNAV, TYCOM, USFFC, and CNMOC
  - JPME I
- **Valued achievements prior to CAPTAIN**
  - O5 command
  - 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



# 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**

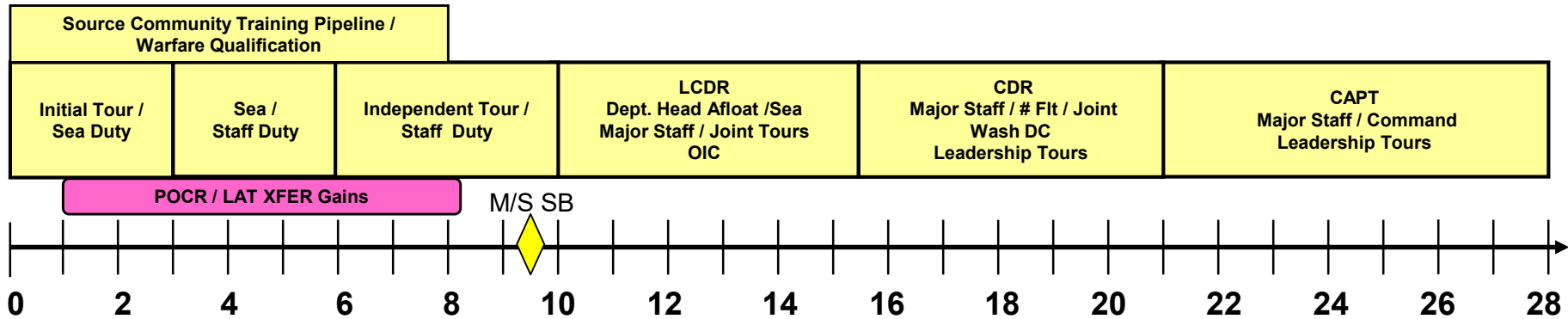
- Demonstrated mastery in teaching as a doctoral-level practitioner
  - Expertise in teaching and development of both introductory and advanced courses
  - Active mentorship of students outside the classroom
- Established record of research/scholarly activity on a specialized topic at the PhD level
  - 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



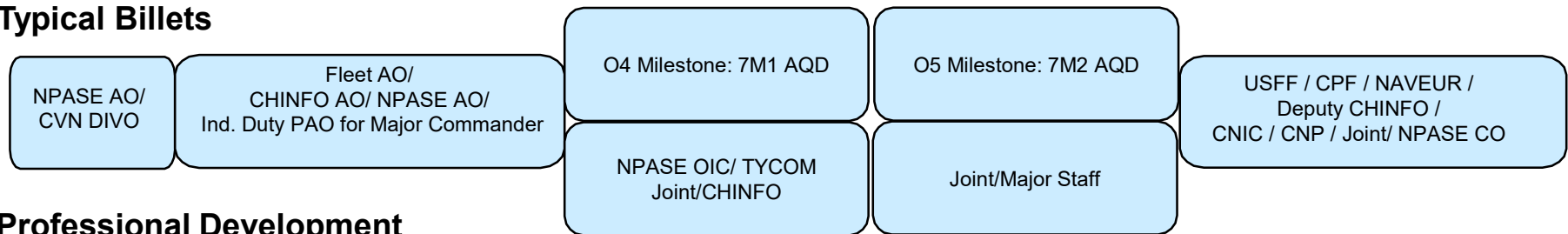
# Public Affairs Officer

## Career Progression

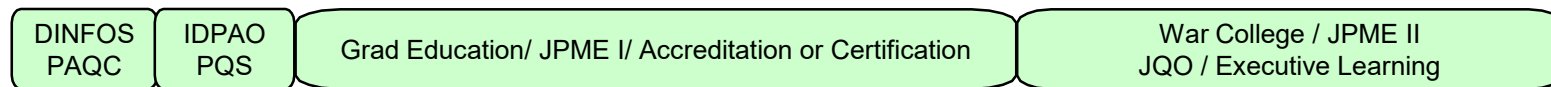
### Career Path



### Typical Billets



### Professional Development



O4 Milestone Administrative Screening Board  
 (FY19): First board conducted Nov. 2018: 67.5%  
 (FY20): Second board conducted Dec. 2019: 47.5%  
 (FY21): Third board conducted Dec. 2020: 57.7%



# Public Affairs Officer

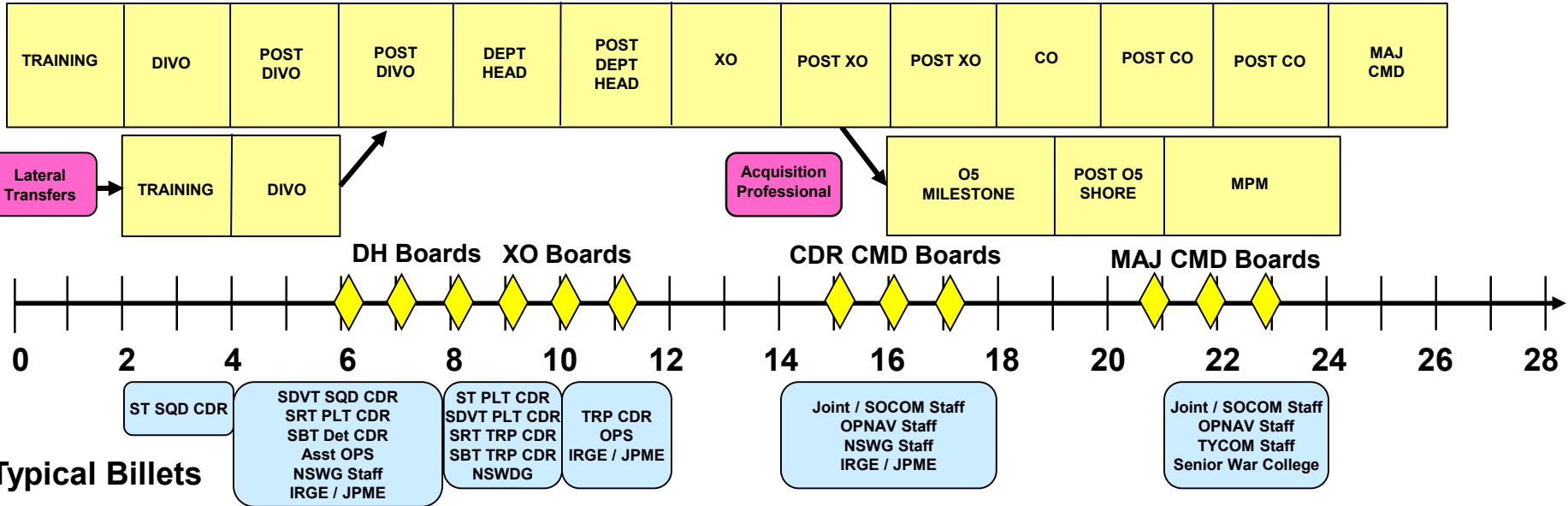
## *Community Values*

- **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 (awarded 7IC AQD) or staff tour developing/executing aligned communication supporting operational/strategic objectives
  - Graduate Education highly desired
  - JPME I highly desired
  - Independent Duty PQS Complete, awarded 7IQ AQD
  
- **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 O5 milestone tour, awarded 7M2 AQD
  - Superior performance in billets such as:
    - Major Staff: USFF/CPF Deputy, 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



# 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.
- NSWG 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 (3 YEAR AVERAGE ACROSS 3 LOOKS)

- DH: 87% (FY22)
- XO: 74%
- CDR CMD: 68%
- MAJ CMD: 44%

### NSW ACRONYMS

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





# Special Warfare (SEAL) Officer

## *Community Values*

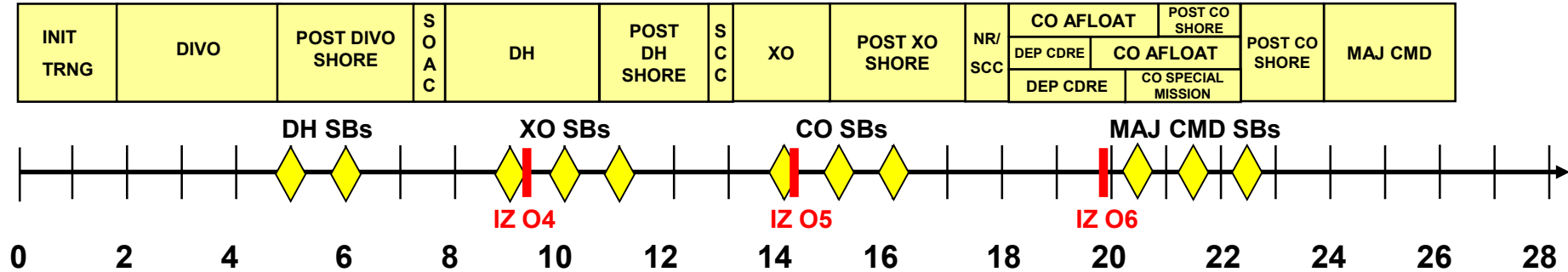
- **Sustained superior performance is the foundation of the NSW Community**
- **Requirements prior to LIEUTENANT COMMANDER**
  - Served/Serving Department Head or Operations Officer (Afloat or Ashore)
- **Requirements prior to COMMANDER**
  - Served/Serving XO (Afloat, Ashore, or Acquisitions) or Troop Commander
- **Requirements 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)**



# 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 (Apr 21):	94%
XO SCREENING (Apr 21):	56%*
CO SCREENING (Apr 21):	57%*
MAJ CMD (Dec 20):	60%

\*Combined XO/CO selection rates result in 31% opportunity for DHs to serve as CO



# Submarine Warfare Officer

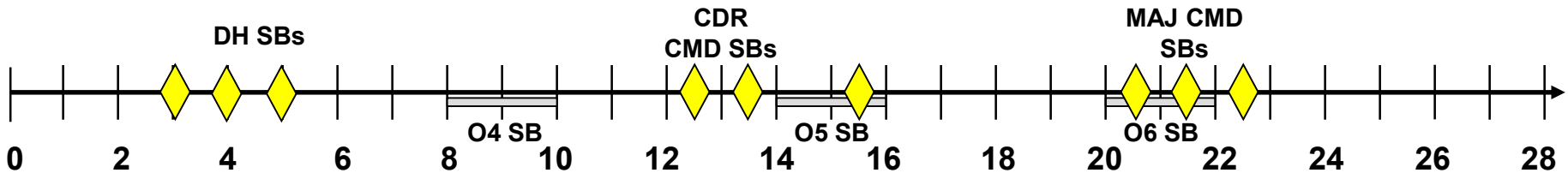
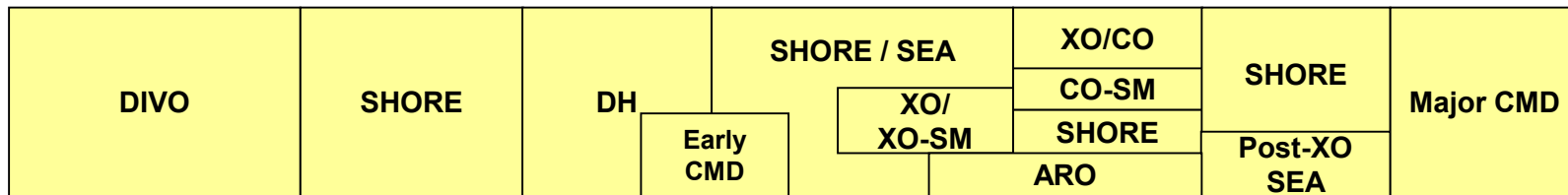
## Community Values

- **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): Submarine Readiness Squadron CO (previously called 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 Special Mission 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)**



# Surface Warfare Officer Career Progression

## Career Path



### Typical Billets

SWO/EOOW  
Quals

Masters  
USNA  
Staff  
WTI Tour

TAO Qual

DC  
JOINT  
JPME  
Staff

DC  
JOINT  
CSG/ESG  
Staff

DC  
JOINT  
CSG/ESG  
Staff

### 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 (AUG 20):** 63%
- CDR CMD (DEC 20):** 35%\*\*
- MAJ CMD (NOV 20):** 35%

\*\* 42% CO Afloat screen rate across 3 looks. Total milestone screen rate (CO Afloat, XO Afloat, CO-SM, and XO-SM) 68%. Major Command Screening includes CRUDES, Amphib, and Shore Major Screening.



# Surface Warfare Officer

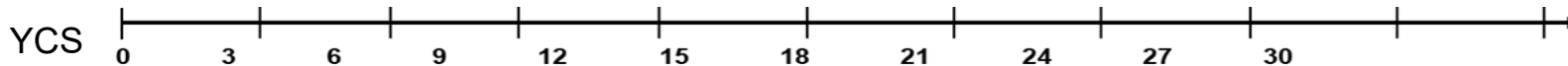
## *Community Values*

- **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.
  - Production Tours, training individual and units, are highly valued by the SWO Community.
  - Graduate Education is also highly valued but sometimes result in NOB FITREPs. This should not be viewed negatively.
  - Some DHs transfer to Surface Warfare Schools Command 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**
  - 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 in Production Tours should be viewed positively.
  - ALL CDR Milestones are vital to Community health and are BOARD SELECTED for positions of greater responsibility.
    - Some officers may not have had full opportunity to screen for milestones. DH breakout performance must be considered.
    - All O5 milestone screened officers (such as XO-USS, CVN / LHA/D CICO, C5I, AUXOs and DCAs) remain eligible for CDR CMD until their 3<sup>rd</sup> look, and are needed for future CDR operational/afloat staff billets. Officers who complete an XO tour at sea are awarded the LK9 AQD.
- **Valued achievements prior to CAPTAIN**
  - Serving in or successfully complete a CDR CO tour onboard a ship.
    - CO-SM officers who demonstrate superior performance in afloat/overseas operational post-CDR CO tour are competitive.
  - 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 are 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.



# Limited Duty Officer (Aviation) Career Progression

Aviation (631X, 632X, 633X, 636X, 639X)	SEA	SHORE	2nd SEA	2nd SHORE	O4 SEA <u>PINNACLE</u> SHORE/SEA OVERSEAS	SHORE	XO/CO	SHORE SEA	MAJ CMD	O6 BILLET
							O5 SHORE/SEA			O6 BILLET



Basic /  
Technical  
Qualifications

**Valued Career Credentials**  
Increasingly challenging technical leadership and management assignments.  
Life-long learning (Technical certifications and/or degree completion).  
Acquisition LVL I/II/III. Opportunities are limited.

<u>Assignments</u>		
<b>631X:</b> O-3 CVN Flight Deck Officer, LHD Handler, PEP France, CNIC O-4 CVN Handler, NAVAIR, TYCOM Staff, NPC, NATTC/CNET O-5 CO/XO, CVN DH, SUPSHIP CVN PJ, Major Staff, CNATT Director, ED TRA PLN, NAWCAD	<b>632X:</b> O-3 CVN TAO, MTOC (OIC if available) O-4 CCSG (Pinnacle), Overseas TOC OIC O-5 CO/XO, CVN DH, NASC SCH ADMIN, CNATT Director	<b>633X:</b> O-3 OIC, WING STAFF, AMO, MMCO, DET MO, QAO, MCO, DIV O O-4 FRS MO, CVN IM1, CAG MO, LHA/D MO, OIC O-5 CO/XO, NPC, Wing MO, CVN DH, 05 OIC billet
<b>636X:</b> O-3 CVN G-3, CVW Gunner, TYCOM/Type Wing Staff Weapons, NMC OIC O-4 CVN OHO, LHA/D DH, TYCOM/Type Wing Staff Weapons, NMC OIC, NPC, Shore XO O-5 CO/XO, NPC, CVN DH, NATTC/CNATT, Major Staff Weapons	<b>639X:</b> O-3 One Sea/Two Shore Tours or Two Sea/One Shore Tour O-4 Pinnacle (COMTACGRU ONE, Major Approach Control, FACSFAC Airspace, PMA-213) O-5 CO/XO, OPNAV (N98), NATTC, Major Staff, CNIC, FAA HQ	<b>639X Notes:</b> 1. A shore intensive community, limited sea tour opportunities 2. Major Approach Controls: NAS Lemoore, NBVC Point Mugu, NAS Oceana, NAS Fallon, NAS Patuxent River, NAS Kingsville, NAS Whidbey Island, NAS Meridian and NAS Key West

<u>Administrative Screenings</u>	
Commander Command: selected CDRs/CDRs (average 5 opportunities)	Major Command: selected CAPTs/CAPTs (1 opportunity biannual)



# Limited Duty Officer (Aviation)

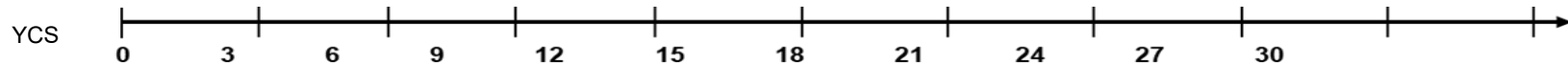
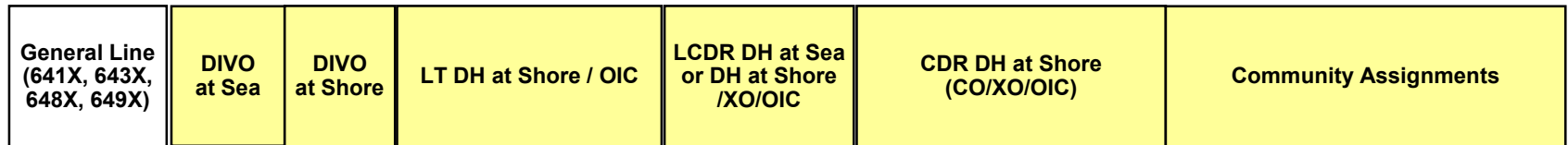
## *Community Values*

- **Valued achievements prior to LIEUTENANT COMMANDER**
  - Successful Division Officer tour
  - Competitive breakouts when ranked amongst peers, soft breakouts, at or above CO RSCA
  - Acquisition level I/II completed (Limited Opportunity)
  - Demonstrate life-long learning (Technical certificates and/or higher education degree completion)
  
- **Valued achievements prior to COMMANDER**
  - Successful Department Head/Principal Assistant at Pinnacle tour with competitive breakout
  - Competitive breakouts when ranked amongst peers, soft breakouts, at or above CO RSCA
  - Acquisition level I/II completed (Limited Opportunity)
  - Command ashore eligible (2D1 prior to O5 board)
  - Demonstrate life-long learning (Technical certificates and/or higher education degree completion)
  
- **Valued achievements prior to CAPTAIN**
  - Completion of or currently serving in a milestone O5 tour (sea or shore)
  - Sustained performance while serving in Commander Command/O5 Shore Command or O5 milestone tour at sea
  - Sustained superior performance while serving in an O6 (Branch Head) billet
  - Acquisition level I/II/III completed
  - Demonstrate life-long learning (Technical certificates and/or higher education degree completion)



# 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).

<u>Assignments</u>	
<b>641X:</b> O-3 Flag Secretary O-3/4 AO AS, LCC or LHA/D O-4 AO CVN O-4/5 Major Staff Flag Secretary	<b>643X:</b> O-3 DIR. LARGE BAND O-4 XO/CO NAVSOM DIR, FBA
<b>648X:</b> O-3/4 Department Head O-4 TEU XO, EODGRU N7 O-5 TEU CO	<b>649X:</b> O-3 LHA/D /SWF/ Small Installation O-4 CVN SECO/ Medium Installation / XO O-5 Large Installation/ CNIC Region/ CO

<u>Administrative Screenings</u>	
Commander Command: selected CDRs/CDRs (2 opportunities)	Major Command: selected CAPTs/CAPTs (3 opportunities)





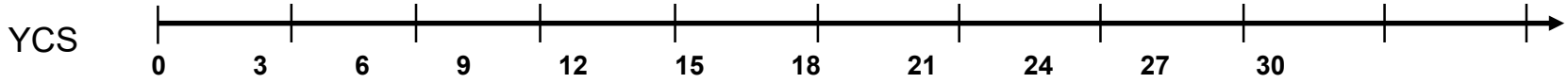
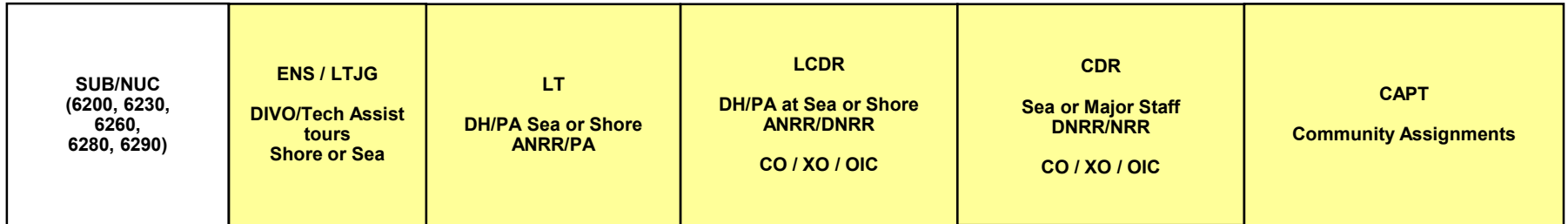
# Limited Duty Officer (General Line)

## *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
  - Demonstrate life-long learning (Technical certificates and/or higher education degree completion)
  
- **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
  - Demonstrate life-long learning (Technical certificates and/or higher education degree completion)
  
- **Valued achievements prior to CAPTAIN**
  - Sustained superior performance in milestone O-5 assignment
  - Screen for Commander Command AQD (2D2)
    - \*\*Command opportunity not available to all AQD (2D2) eligible\*\*
  - Sustained superior performance while serving in command
  - Sustained superior performance while serving in community assignments
  - Demonstrate life-long learning (Technical certificates and/or higher education degree completion)



# 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 college degree progression/completion).  
 Manpower, Personnel, Training, and Education Tours (MPT&E).

<u>Assignments</u>		
<b>620X Fleet:</b> O-3 CVN Technical Assistant O-4 CVN PA (SMM, RMA, RMO, CRA, O-4 ELECTRO) O-5 CVN CHENG	<b>623X:</b> O-3 Special Project, Sea/Shore Repair, NSW, ISIC Staff O-4 MAJ Staff Off, AOIC/XO*** O-5 XO*** / MAJ STAFF or equivalent	<b>628X:</b> 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
<b>620X NR:</b> O-3 Assistant Naval Reactor Representative PA O-4 Deputy NRR/Projects Lead O-5 NRR	<b>626X:</b> 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	<b>629X:</b> 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 C41 * 1820 Off-ramp available starting at 4-6 YCS

\*\*\* few opportunities available

Administrative Screenings

Commander Command: selected CDRs/CDRs  
 Major Command: selected CAPTs/CAPTs  
 \*\*\*Command screening does not apply to 620X designator prior to O6 selection\*\*\*



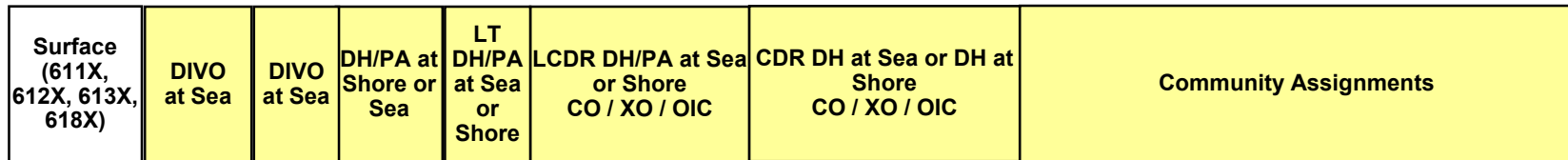
# Limited Duty Officer (NUC/SUB)

## *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 or CVN Division Officer (Fleet 6200) or Naval Reactors (NR) Principal Assistant roles (NR 6200), SSBN AWEPS (6260), CSS WEPS (6260), AS39/40 DH 62XX)
  - CVN EOOW AQD LC5 (Fleet 6200)
  - Demonstrate life-long learning (Technical certificates and/or higher education degree completion)
  
- **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
  - Demonstrate life-long learning (Technical certificates and/or higher education degree completion)
  
- **Valued achievements prior to CAPTAIN**
  - Sustained superior performance in major staff and community assignments
  - Sustained superior performance as a serving or served CVN CHENG (Fleet 6200) or NRR (NR 6200) assignment, Chief Nuclear Weapons Inspectors (6260),
  - Sustained superior performance in command level positions (CO/XO/OIC,CSO, etc.)
  - Demonstrate life-long learning (Technical certificates and/or higher education degree completion)



# 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).

**Assignments**

<b>611X:</b> O-3 1 <sup>st</sup> LT LPD, LHA/LHD Asst 1 <sup>ST</sup> O-4 1 <sup>st</sup> LT CVN O-5 Command Ashore, INSURV Deck Senior Inspector, Director LDO/CWO Academy, XO Major Installation	<b>612X:</b> O-4 CSG JICO, AOPS LHA/D O-5 Fleet/COCOM JICO
<b>613X:</b> O-3 MCM/LCS CHENG, LHD PA O-4 LSD/LCC/LPD CHENG, LHA/D MPA, 3MO CVN O-5 Command Ashore, LHA/D CHENG	<b>618X:</b> O-4 GUN BOSS LHA/D, CSMO CVN, EMO LHA, 3MO CVN O-5 CSO CVN, CO/XO NMC/COMOMAG/CSCS, Major Fleet Staff, COMUSSOCOM, INSURV Senior CS Inspector, NPC Enlisted Branch Head

**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
  - Screen for Department Head afloat
  - Sustained superior performance while serving in Department Head/Principle Assistant at-sea assignments
  - Demonstrate life-long learning (Technical certificates and/or higher education degree completion)
  
- **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 while serving in community assignments
  - Demonstrate life-long learning (Technical certificates and/or higher education degree completion)
  
- **Valued achievements prior to CAPTAIN**
  - Sustained superior performance in milestone O-5 assignment
  - Screen for Commander Command AQD (2D2)  
\*\*Command opportunity not available to all AQD (2D2) eligible\*\*
  - Sustained superior performance while serving in command
  - Sustained superior performance while serving in community assignments
  - Demonstrate life-long learning (Technical certificates and/or higher education degree completion)