



THE SECRETARY OF THE NAVY  
WASHINGTON DC 20350-1000

MAY 6 2025

From: Secretary of the Navy  
To: Presidents, FY-26 Active-Duty Navy Lieutenant Commander  
Line Promotion Selection Boards

Subj: ORDER CONVENING THE FY-26 PROMOTION SELECTION BOARDS TO  
CONSIDER OFFICERS IN THE LINE ON THE ACTIVE-DUTY LIST OF  
OF THE NAVY FOR PERMANENT PROMOTION TO THE GRADE OF  
LIEUTENANT COMMANDER

Ref: (a) FY-26 Active-Duty Navy and Reserve Officer and Chief  
Warrant Officer Promotion Selection Board Precept

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

1. Date and Location

a. The promotion selection boards, consisting of you as presidents, the officers listed in enclosure (1) as members, the officers listed in enclosure (2) as recorders and assistant recorders, and the personnel listed in enclosure (3) as administrative support staff, are ordered to convene at the Navy Personnel Command, Millington, TN, at 0800, May 12, 2025, or as soon as practicable thereafter.

b. The boards shall proceed in accordance with all guidance in this letter, the FY-26 Active-Duty Navy and Reserve Officer and Chief Warrant Officer Promotion Selection Board Precept, reference (a), and (as applicable) the Statutory and Regulatory Promotion Objectives, enclosure (4).

2. Promotion Board Authorized Selections

a. The total number of officers who may be recommended in each competitive category shall be the number that most closely approximates the percentage set forth below of in-zone eligible officers determined as of the date the boards convene. The Chief of Naval Personnel shall determine the number of in-zone and "above-zone, not previously considered" eligible officers on the convening date, calculate the number that may be recommended for promotion under the percentages set forth in the FY-26

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Active-Duty Navy Officer Promotion Plan, and furnish the number  
to the boards.

b. If the computation results in a fraction of a number of 0.5 or greater, that fraction is rounded up to the nearest whole number unless that rounded number is itself greater than 95% of the in-zone eligible officers, in which case the fraction is rounded down to the nearest whole number. In the case of any board marked with an asterisk (\*) where the number of in-zone eligible officers is one, the board is authorized to recommend a maximum of one officer. If the computation results in a fraction of a number less than 0.5, that fraction is rounded down to the nearest whole number. The boards may recommend up to the number provided by the Chief of Naval Personnel.

<u>COMPETITIVE CATEGORY</u>	<u>PERCENT TO SELECT</u>
Unrestricted Line Officer	95
Special Duty Officer (Human Resources)	90
Engineering Duty Officer	94
Aerospace Engineering Duty Officer (Engineering)	100*
Aerospace Engineering Duty Officer (Maintenance)	92
Special Duty Officer (Public Affairs)	90
Special Duty Officer (Foreign Area)	94
Special Duty Officer (Oceanography)	92
Special Duty Officer (Cryptologic Warfare)	90
Special Duty Officer (Information Professional)	79
Special Duty Officer (Intelligence)	95
Special Duty Officer (Cyber Warfare Engineer)	83
Special Duty Officer (Maritime Space)	67
Special Duty Officer (Maritime Cyber Warfare)	90
Limited Duty Officer (Surface)	85
Limited Duty Officer (Nuclear/Submarine)	84
Limited Duty Officer (Aviation)	86
Limited Duty Officer (General Line)	85

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

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

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

5. Best and Fully Qualified Selection Standard

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

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

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

(a) Their performance must reflect Navy Core Values: Honor, accountability for behavior, mindful of the privilege to serve our fellow Americans; Courage, the moral and mental

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strength to do what is right, with confidence and resolution even in the face of temptation or adversity; and Commitment, joining together as a team to improve the quality of our work, our people, and ourselves.

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

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

b. **Best Qualified.** Among the fully qualified officers, you must recommend for promotion the best qualified officers within their respective competitive category. Proven and sustained superior performance in command or other leadership positions in difficult and challenging assignments is a definitive measure of fitness for promotion. Furthermore, contributions to warfighters and warfighting through successful performance and leadership in combat conditions demonstrate exceptional promotion potential and should be given special consideration. Each board member shall apply this guidance when deliberating and voting. Additionally, members will use the considerations below to guide their determination of the best qualified officers.

(1) Command, whether at sea or ashore, is fundamentally about preparing for and leading in combat. You should select those officers who seize absolute ownership of their assigned mission and all that goes into its accomplishment. A command's mission is absolutely essential to the Navy's ability to fight

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and win. Look for those officers that imbue this belief in their team. Look for those that take fierce pride in this obligation. Select the officers that are the example their team reflects and those that embody humility, selflessness, and complete transparency.

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

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

c. **Skill Requirements.** Give due consideration to demonstrated performance and expertise in the competency/skill listed in order of significance below. For amplifying information, refer to the competency/skill information, reference (b) to reference (a).

Unrestricted Line (11X0/13X0)

1. N/A

Human Resources (1200)

1. Operations Analysis (OA)
2. Financial Management (FM)

Engineering Duty (14X0)

1. Nuclear Weapons (NW) Technical Expertise

Aerospace Engineering Duty (Engineering) (1510)

1. N/A

Aerospace Engineering Duty (Maintenance) (1520)

1. N/A

Public Affairs (1650)

1. N/A

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Foreign Area (17X0)

1. Language, Regional Expertise, and Cultural (LREC) Experience
2. Personnel Exchange Program (PEP)
3. Naval Special Warfare (NSW) Experience

Oceanography (1800)

1. N/A

Cryptologic Warfare (1810)

1. N/A

Information Professional (1820)

1. N/A

Intelligence (1830)

1. N/A

Cyber Warfare Engineer (1840)

1. N/A

Maritime Space (1870)

1. N/A

Maritime Cyber Warfare (1880)

1. N/A

Limited Duty Officer (Surface) (61X0)

1. N/A

Limited Duty Officer (Nuclear/Submarine) (62X0)

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

Limited Duty Officer (Aviation) (63X0)

1. N/A

Limited Duty Officer (General Line) (64X0)

1. N/A

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

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

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

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

(c) Education and Professional Development

1. In accordance with the Naval Education Strategy 2023 and Secretary of the Navy Memorandum "Continuous Learning for Naval Officers" dated August 26, 2021, the boards shall give favorable consideration to those officers with graduate education relevant to naval warfighting, experience in specialized areas, and Navy Professional Military Education (PME) and Joint PME (JPME). In May 2018, the Unrestricted Line (URL) instituted a board selection process for in-residence graduate education programs. That board selection process ensures that URL officers with superior performance records are afforded the opportunity for graduate education. Cultivation of our best and brightest officers through high quality in-residence, low-residence, and hybrid learning enhances critical thinking skills and warfighting expertise. Beginning with officers in year group 2015, graduate education will be required prior to assuming major command. In determining officers who are best and fully qualified for promotion, the board should give favorable consideration to officers who have obtained naval warfighting-relevant graduate education. Degrees earned through Department of the Navy funded Low-residency Graduate Education Program fulfill the graduate education requirement.

2. The Navy values graduate education and development of a subspecialty. Degrees and certificates from

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

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

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

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

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

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

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

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

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

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

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

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

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

3. Takes care of themselves and their teammates.

4. Leads with humility, with the ability to self-assess.

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

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

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

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

(3) Championing a Culture of Excellence. The boards should give favorable consideration to those officers who are deliberate in how they build great people, leaders, and teams. This is demonstrated through emotional intelligence, self-awareness, and investing in their people's needs.

(4) COVID-19 Vaccine Refusal Adverse Information. Promotion selection boards will not consider any adverse information related solely to COVID-19 vaccine refusal in cases in which an accommodation was requested. Additionally, you

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shall not consider any other adverse information related solely to COVID-19 vaccine refusal. If adverse information related solely to COVID-19 vaccine refusal is identified in eligible officer's record, you will notify the board administrative support staff.

(5) Indo-Pacific Area Expertise Considerations

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

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

(6) Joint Officer Considerations

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

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

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

#### 6. **Equal Opportunity**

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

b. Your evaluation of all officers must be fair and equitable. You should evaluate each officer's potential to assume the responsibilities of the next higher grade, with the overriding factor being performance of assigned duties.

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

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

(2) Any information regarding an officer's spouse, including, but not limited to, civilian or military employment, education, race, religion, color, sex (including pregnancy), sexual orientation, national origin, and volunteer service;

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

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

d. The Navy has assigned some officers outside of traditional career development patterns (including but not limited to the following types of assignments: institutional instructors, recruiting, and equal opportunity billets). These assignments, though greatly beneficial to the Navy, may have foreclosed to the officers so assigned opportunities available to other officers. In addition, other utilization policies or practices, such as those based on statutory restrictions on the assignment of women, may have had an effect on career opportunities previously. Such assignment practices should not prejudice the selection of these men and women for promotion. Successful performance of duties assigned is the key in measuring an officer's potential for promotion; duty performed well by men and women affected by such utilization policies or practices should be given weight equal to duty performed well by an officer not affected by such policies or practices.

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

#### **7. Unrestricted Line (URL) Considerations**

a. Each URL Community has a separate and distinct career path, with milestones that do not necessarily correlate to one another. In determining best and fully qualified officers, the board may consider demonstrated superior performance in

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leadership positions as strong indication of future potential. However, the board should not view the absence of such experience negatively where the typical career path does not include opportunities for equivalent lieutenant leadership positions across all officers of the URL. As always, sustained superior performance in any duties assigned is what provides positive indication of future potential to serve in the next higher grade.

b. Aviation merit reorder slides guide the following discussion: Naval aviation is a large and competitive community. Those officers who are consistently recognized as top performers in competitive summary groups during sea and shore assignments where timing allows, should receive first priority for merit reordering. Priority should be given to officers who have earned a top three Early Promote (EP) FITREP in a competitive summary group during their first sea tour while achieving advanced warfare qualifications for their specific Type/Model/Series. Naval Aviation highly values first shore production assignments (NAWDC, FRS, Weapons School, VT/HT, test). Priority should be given to those officers that excel in the production environment over others. Finally, career timing permitting, Aviation Officers are expected to fulfill a second sea tour as ship's company (ANAV, Shooter, OPS Admin), Weapons and Tactics Instructor (WTI), Super JO, or CAG Staff. Priority should be given to officers who earn an EP FITREP in a competitive summary group during their second sea tour. Additional consideration should be given to officers who have completed JPME Phase I or graduate education.

c. Surface Warfare merit reorder slides guide the following discussion: Surface Warfare is a large and competitive community. Those officers with consistently above-Reporting Senior's Cumulative Average (RSCA) performance at sea in DIVO tours, recommendations for Afloat DH in each DIVO tour, are screened for or serving as a DH Afloat, and completed an EOOW letter should receive first priority for merit reordering. Additional consideration should be given to officers with early EP performance in their DH tours and are screened for or are serving in Early Command (PC/MCM/MK6), completed a TAO letter, WTI qualification, JPME Phase I, and/or Master's degree.

d. Submarine merit reorder slides guide the following discussion: Those officers serving (or having served) as a department head afloat with recognized top performance as a

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division officer should receive first priority for merit reordering. Additional consideration should be given to officers who have been consistently recognized as EP performers in competitive summary groups during both sea and shore assignments.

e. Naval Special Warfare merit reorder slides guide the following discussion: Those officers who have completed their Department Head tour (reflected by AQD QD9) and were recognized as top performers in that position should receive first priority for merit reorder. Additional consideration should be given to those officers who are currently serving in post-Department Head operational leadership positions, such as Troop Commanders or Operations Officers, and have demonstrated sustained superior performance across all assignments.

f. EOD merit reorder slides guide the following discussion: EOD is a small and competitive community. Due consideration should be given to those officers who are consistently recognized as Early Promote (EP) performers in competitive summary groups during both sea and shore assignments. Priority should be given to officers with sustained superior performance through their initial tours. An officer with a soft break out as #1 or #2 as a Lieutenant Junior Grade Platoon Commander and Lieutenants with an Early Promote FITREP during their second operational tour as a Company or Platoon Commander have demonstrated sustained leadership and performance. Third tour top performance includes a competitive breakout FITREP, wherever assigned. Additional consideration should be given to officers who were recipients of the annually selected Kauffman Award. Finally, additional consideration should be given to officers who have successfully completed in-residence graduate education or JPME Phase I.

#### 8. Human Resources (HR) Community Considerations

a. The HR community provides core human resource expertise to define, attract, recruit, develop, assign, and retain America's best talent. Career progression produces HR officers serving in critical roles in leadership and major staff positions. Successful HR officers demonstrate sustained superior performance in all assignments and with increasing responsibilities across three billet types: command and leadership, sea duty, and milestone tours.

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(1) In calendar year 2021, HR Command, Leadership, and Sea Screened billets (CO/XO/OIC/Sea Duty) were distinguished from HR Milestone billets to create a separate community value.

(2) Additionally, in calendar year 2021 completion of an HR Leadership (CO/XO/OIC) tour, HR Headquarters (SECNAV/OPNAV/NPC) tour as a LCDR or CDR, and career track competency development (Intermediate, Expert, and Advanced) were added as community values.

(3) The HR 1200 community implemented significant changes to their career progression with three distinct career tracks to deliberately develop high expertise competency levels in senior HR officers.

(4) Officers may have to complete tours outside of their primary career track to achieve community values.

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

c. Almost all gains in the AC and TAR HR communities are from URL lateral transfers at the lieutenant level. SELRES gains are from lateral transfer, active to reserve transition, and direct commission. Most AC and TAR officers will have attained a warfare qualification and completed successful tours in their previous community. Officers who have a successful track record of sustained superior performance in their previous community or as an HR officer, indicate potential to succeed at the level of lieutenant commander.

d. Upon re-designation into the HR community, many AC and some TAR officers will be sent directly to Naval Postgraduate School to complete an HR-focused master's degree. Some will have non-observed fitness reports covering significant periods of time. Education is valued by the HR community. Officers who have made progress toward or completion of a master's degree, particularly HR-focused (3XXX)(including Operations Research Analysis, Manpower Systems Analysis, Financial Management, and Education and Training Management, or civilian equivalent, indicate an officer's potential to grasp complex human capital concepts, policy, and analytical accuracy as a leader in the HR community.

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e. Officers that have completed qualification standard requirements for command indicate potential to succeed at the level of lieutenant commander.

f. Officers who maintain a current industry-recognized HR-related certification have demonstrated the ability to understand and apply human capital theories, concepts, and laws/regulations critical to policy development and execution across the Navy.

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

(1) Top recognized performer in source community and/or subsequent HR tour(s).

(2) Completion of HR related Master's degree, particularly graduate education in Operations Research Analysis, Manpower Systems Analysis, Financial Management, Education and Training Management, or civilian equivalent.

(3) Command eligible, as demonstrated by "CMD ELIGIBLE" AQD.

(4) Developed competency level expertise and completed qualification standard requirements at the intermediate level in career track (FD/FM/FR2).

(5) Current Professional Certification including PHR, SPHR, or CDFM.

9. **Engineering Duty Officer (EDO) Community Considerations**

a. Engineering Duty Officers design, develop, deliver, and sustain combat-ready naval power for our nation to fight and win - wherever, whenever, and however it chooses. We rarely take Direct Accessions into the community. Instead, we rely on the infusion of sea-experienced warfighters at the O-3/O-4 level via the lateral transfer process, Probationary Officer Continuation and Transfer (POCR) process, and the execution of surface and submarine ED Options after warfare qualifications. The sea going experience and attainment of a warfare qualification are major factors which allow us to be better prepared to accomplish our mission and enhance the development of career long credibility with our URL counterparts. Those officers accessed

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without a warfare qualification (typically Naval Reactor (NR) Instructors and Engineers - 1210/1220 designator) are typically sent to qualify for Submarine Engineering Duty (ED Dolphins). Those who are found to be not medically qualified to pursue ED Dolphins after becoming an EDO are given the opportunity to pursue the Information Warfare Officer (IWO) qualification.

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

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

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

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e. Doctoral education is a strategic investment in the future. Advanced graduate education is an important element in maintaining a high velocity learning workforce that is resilient, knowledgeable, ready to address rapid technological advancements, and necessary to help the Navy solve problems, plan, lead, respond, adapt, and innovate in increasingly complex environments. As such, EDOs who obtain a technical doctorate degree from a military service college or civilian institution, either in a Navy-funded billet or independently, should be given favorable consideration.

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

g. Community Values:

(1) Warfare qualification or progress toward ED Dolphin qualification (Not applicable to 1440 Naval Reactors EDOs).

(2) Proven Naval Reactors staff performance, or proven operational and/or acquisition performance.

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

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

a. Board members should carefully examine an officer's entire record to assess leadership and performance in operational fleet and/or acquisition positions.

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

c. Most Engineering (1510) officers under consideration for promotion to lieutenant commander have been selected for lateral transfer based on their sustained superior fleet performance. As a result, officers will have varying degrees of operational fleet and acquisition experience, which are equally valuable.

d. Maintenance (1520) officers under consideration for promotion to lieutenant commander should demonstrate superior performance in O-3 experience tours. Officer experience should include various organizational and intermediate fleet tours.

**11. Public Affairs Officer (PAO) Community Considerations**

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

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b. PAOs are gained into the community via URL officer lateral transfer, Probationary Officer Continuation Boards, indefinite Reserve recalls, and direct OCS accessions. Due to the variance resulting from the individuals' accession source, the career paths of junior PAOs vary. If accessed later into the PAO community via a lateral transfer, the board should give appropriate weight to an attained warfare designation and/or sustained superior performance in the previous community. Upon entry into the PAO community, officers will be sent directly to the PAO Qualification Course at the Defense Information School before their first PAO assignment. Their first assignment is typically on a CVN or at a Navy Public Affairs Support Element (NPASE) depending upon billet vacancy. All new accession PAOs are required to attain their PAO qualification within 18 months of check-in to their initial 1650 assignment as demonstrated by earning the 7IQ AQD.

c. PAOs fully qualified for lieutenant commander should have:

(1) Sustained superior performance directly supporting senior leaders (O-6 or higher) in articulating and communicating the commander's vision, mission, and objectives; who can create, review, and distribute public affairs content and products; and, who can implement public affairs in an operational or high visibility environment with skilled communication counsel and execution indicate potential to succeed as a lieutenant commander.

(2) Sustained superior performance as deputies or action officers for senior PAOs (O-5/O-6).

d. PAOs best qualified for lieutenant commander should have (in priority order):

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

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

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

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

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

(2) Completed JPME Phase I.

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

(1) Emphasis should be placed on a sustained superior  
performance throughout their time in grade, with particular  
scrutiny of their performance in their TYCOM/numbered  
fleet/CHINFO tours as deputies/action officers.

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

(3) Selected as Junior Public Affairs Officer of the  
Year.

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

(5) Completed JPME Phase I.

(6) Complete post-graduate degree or submit official  
documentation reflecting the candidate is actively working  
towards a post-graduate degree from a military service college  
or civilian institution, particularly communication-focused  
(4400P).

## 12. Foreign Area Officer (FAO) Community Considerations

a. FAOs are the Navy's globally embedded, persistently  
forward, strategic operators. Career progression produces  
officers who deliver assured global access and posture,  
interoperability with U.S. partners, and human information  
advantage for the Fleet. Successful FAOs demonstrate sustained  
superior performance and increasing responsibilities along three  
billet types: Embassy Security Cooperation Officer; Defense  
Attaché Service (Senior Defense Official/Defense Attaché (DATT)  
or Naval Attaché (NATT)); and Strategy, Plans, and Policy (Navy,

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Joint, or Inter-Agency staffs). The SDO/DATT serves as both the senior attaché and the senior SCO.

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

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

d. For merit reorder consideration, superior performance in arduous overseas assignment(s) typified by one or more of the following: duty in remote, austere, and challenging locations, typically with unstable governments, authoritarian or non-permissive regimes, or significant environmental hazards.

e. Accession timing and lengthy training tracks (up to four years) prevent most lieutenants from full qualification. The best officers demonstrate:

(1) Sustained superior performance, leadership, and are warfare qualified while exemplifying Navy Core Values;

(2) Progress towards FAO qualification with consideration given to re-designation timing (completion of graduate education, proficiency in at least one foreign language at a DLPT level of 2/2 or above, and/or in region duty experience); and

(3) Teamwork demonstrating initiative, collaboration and increasing levels of responsibility and sound judgment.

f. Officers who transferred into the FAO community within the last 18 months should not be penalized for a lack of progress toward qualification, as entry into FAO training track can be delayed up to 18 months following re-designation. Decreases in reports from source community after lateral transfer to FAO should not disadvantage members with records that otherwise demonstrate sustained superior performance.

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13. Information Warfare (IW) Community Considerations

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

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

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

d. Merit reorder consideration will be given to those IW officers with sustained superior performance, demonstrating exceptional proficiency within their specific IW community and across multiple IW disciplines afloat and ashore. Officers considered for merit reorder will possess an outstanding track record when ranked against their peers, within key operational milestone and leadership positions, and continued advancement of qualifications and higher education. Each IW community's specific merit reorder consideration criteria is provided in

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amplified merit reorder consideration slides and will be followed.

14. Oceanography (OCEANO) Community Considerations

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

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

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

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

e. Most lieutenants will have a mix of assignments in both the OCEANO community and URL communities prior to lateral transition. Both are equally valuable and board members should

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examine an officer's entire record to assess career potential, leadership, and operational expertise to determine best qualified.

f. Fully qualified OCEANO lieutenant commanders will have demonstrated strong performance in one or more operational and/or leadership tours.

g. Best qualified criteria is not a checklist, but rather a list of valued skills and achievements beyond the fully qualified criteria listed above that are indicative of officers prepared for selection to the next higher paygrade. The best qualified OCEANO lieutenant commanders will have demonstrated sustained superior performance across multiple operational and/or leadership tours.

15. **Cryptologic Warfare (CW) Community Considerations**

a. Leadership and demonstrated excellence in the CW core mission areas of signals intelligence (SIGINT) and electronic warfare (EW) are the foundation for successful CW officers. The CW community values officers with deep expertise in the information warfare domain (specifically electromagnetic spectrum, space, and cyberspace) and a proven record in cryptologic tours afloat and ashore. Future CW leaders embrace a range of assignments in support of naval and joint operations and have experience across the breadth of CW mission areas to include space or acquisition qualifications. With the establishment of the Maritime Cyber Warfare Officer (MCWO)/1880 community in June 2023, most CW cyber effects billets and functionalities within the Cyber Mission Force (CMF) and US Cyber Command (USCC) will transition to the MCWO community by the end of FY26. However, CW Officers will continue to support cyberspace operations across the information warfare domain.

b. CW officers typically develop deep foundational SIGINT and cyber expertise in assignments at NIOCs and staffs aligned with Cryptologic Centers, Cyber Mission Force, and NSA/CSS. CW officers gain SIGINT and EW expertise in embedded maritime and expeditionary environments, assigned to surface combatants as ship's company or afloat staff, NAVSPECWAR commands/units, as a Direct Support Officer (aboard surface, subsurface, or airborne platforms), or IAs as an augmentee (Service, national, or joint). Experience in SIGINT is denoted by the BI-series AQDs, while EW experience is reflected through the BL-series AQDs. CW

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officers gain cyber expertise under the operational control of U.S. Cyber Command (USCYBERCOM), its naval component command, U.S. Fleet Cyber Command (FLTCYBERCOM), NSA, and joint arena (Joint Forces Headquarters/geographic combatant commands). These commands integrate tactically and operationally with fleet and joint forces in planning and executing operations worldwide. Cyber experience is documented through the BO-series AQDs. Additionally, CW officers make up a significant portion of the Navy's Space Cadre (VS-series AQDs) and can qualify for the Navy's Acquisition Corps (Acquisition series AQDs). The CW Community values officers with experience in Space and Acquisition.

c. The CW community is a mix of direct accessions (O-1) and lateral transfers from other communities (O-2 and O-3). Those officers who have laterally transferred to CW should have a successful track record in their previous community to indicate potential to succeed as a CW lieutenant commander.

d. Fully qualified CW lieutenant commanders will have:

(1) Earned their CW basic qualification (BI1).

(2) A successful track record in their previous community, or be in or complete with a tactical CW officer assignment. Tactical CW assignments include surface, subsurface, air, or special warfare assignments, either Permanent Change of Station-afloat or Direct Support (DIRSUP) and are reflected by the BI-series AQDs.

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

(1) Demonstrated strong operational leadership performance and innovation in ashore and tactical CW assignments.

(2) Superior performance as an instructor in CW/IW curriculums, including WTI.

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(3) Demonstrated progress toward an advanced degree  
(master's degree, post-graduate technical certification,  
doctorate degree).

16. Information Professional (IP) Community Considerations

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

b. The IP has transitioned to a direct-accession model, but there remains a significant number of officers gained from lateral transfer. Boards are encouraged to examine an officer's entire record to assess leadership, critical thinking, operational experience, advanced technical graduate education, and technical expertise. For promotion eligibility purposes, these officers may not have completed all IP milestone assignments. As such, the board is encouraged to evaluate an officer's demonstrated sustained superior performance in commensurate warfare-appropriate billets (e.g. department head tours) and technical acumen to assess this aspect of a fully qualified officer. Officers are still expected to complete IP qualifications required for the promotion to the next paygrade.

c. Fully qualified IP lieutenant commanders will have:

(1) Completed the IP Basic Qualification.

(2) Completed, or be in, an operational assignment afloat or ashore, as an IP officer or in a previous community.

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

(1) Demonstrated exceptional leadership and technical acumen in O-3 operational C4 or Cyber assignments, afloat or

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ashore.

(2) Demonstrated superior performance as an instructor  
in IP/IW curriculums, including WTI.

(3) Completed an advanced degree (master's or  
doctorate).

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

a. Leadership, warfighting competence, and sustained superior performance are the hallmarks of a successful naval INTEL officer. Senior Intel officers must possess a well-rounded career that demonstrates proven leadership in operationally-challenging environments, Navy and joint operational warfighting proficiency in conducting the range of intelligence operations from all-source tactical intelligence (TACINTEL), to operational Intel (OPINTEL), to strategic intelligence. An Intelligence Officer should be able to demonstrate performance across all three. Intelligence officers must be experts on a wide range of transnational and state-based adversaries and associated threats, but we place increasing emphasis on developing expertise on, and gaining experience in dealing with, our nation's top strategic competitors, namely China and Russia. The Intel community also values additional specialty skills, which are documented in records as Intel-specific AQDs (typically 3XX alpha-numeric AQD series). Consideration should be given to officers extensively screened, selected, and trained as RAIDER CUTLASS officers, executing specialized 1830 missions and sensitive programs in a variety of leadership, operational, and staff assignments around the globe.

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

c. The Intel community gains a significant number of officers through lateral transfer or re-designation, typically at O-3 and below. Some officers will have a mix of assignments in both the Intel community and another Navy community (e.g., aviation, surface warfare, etc.) prior to re-designation into the Intel community. Both are equally valuable and board

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members are encouraged to examine an officer's entire record to assess career potential, leadership, and warfighting ability.

d. Fully qualified Intel lieutenant commanders will have:

(1) Superior performance within their initial operational assignment afloat/ashore.

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

(1) Have demonstrated sustained superior performance in competitive summary groups, with special consideration for performance at major intelligence centers, staffs, OPNAV, or TYCOM.

(2) Have demonstrated proficiency in conducting Intel support to operations.

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

a. The CWE community is built around highly trained and specialized leaders that are focused in the areas of cyberspace capability development and operations, disruptive technologies, and vulnerability research. The community values officers with deep technical expertise and operational knowledge of the cyber domain. CWEs are high-demand, low density leaders and subject matter experts who develop foundational expertise in assignments at NCWDG, U.S. TENTH Fleet/FLTCYBERCOM, and NSA. All CWEs are expected to engage in continuous learning to expand their technical abilities and keep pace with rapidly evolving technologies.

b. The CWE career path changed in Fiscal Year 2019 (FY-19) and moved away from a legacy path that called for CWEs to lateral transfer to the CW or IP designator between five and eight years of commissioned service. Former CWEs were allowed to return to the CWE community and will have records that show service as a CWE, then as a CW or IP, followed by a return to CWE. Additionally, under the Constructive Grade Credit authorities granted by the FY-19 National Defense Authorization Act, some CWEs may have been accessed into the Navy at a

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paygrade above ensign due to their advanced education and/or specialized experience. As a result, these officers will have less total time in service (and fewer fitness reports) than their peers competing for promotion to the same paygrade.

c. Part of the recent rapid CWE community growth has come through an increase in direct accessions and lateral transfer in senior paygrades O-4 through O-6. In some of these cases, the transferring officer may not have all of the hands-on development experience expected of a CWE requiring repeat tours at commands that focus on cyber capability development. In these cases, superior performance in the officer's previous designator should be taken into consideration when evaluating an officer's promotion potential.

d. The CWE community is a mix of direct accessions (O-1) level and lateral transfers from other communities (O-2 and O-3). Those officers who have laterally transferred to CWE should have a successful track record in their previous community to indicate potential to succeed as a CWE lieutenant commander. Due to billet distribution, it is not uncommon for CWEs to conduct repeated tours at commands that focus on cyber capability development.

e. Fully qualified CWE lieutenant commanders will:

(1) Have demonstrated sustained superior performance.

(2) Be qualified CWE officers.

(3) Have demonstrated proficiency in vulnerability research, software development, and/or software testing.

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

(1) Demonstrated proficiency in at least one CWE core mission area (e.g., hardware, software, RF spectrum capability, data analytics).

(2) Documented superior performance in Navy, national, and joint assignments.

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(3) Progressed towards an advanced degree (master's or doctorate) in a technical, cyber related field.

(4) Engaged in continuous learning to promote a deep technical understanding in CWE-related fields (e.g., computer engineering, cyber operations, computer science, and electrical engineering). Documented progress beyond member's first USCYBERCOM Capability Developer Senior-level qualification.

(5) Completed IW Officer qualification under the IW Community Qualification Program.

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

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

b. The MSO community currently gains all its officers via lateral transfer or re-designation, typically at the O-3 to O-6 level. For promotion eligibility purposes, the board is encouraged to evaluate an officer's performance and warfare qualifications prior to re-designation to identify those best qualified to serve in more senior MSO positions. The key characteristic the MSO community needs in its future leaders is demonstrated warfighting competence and leadership.

c. Fully qualified MSO lieutenant commanders will:

(1) Have demonstrated sustained strong performance.

(2) Be warfare qualified in any warfare area.

d. Best qualified criteria is not a checklist, but rather a list of valued skills and achievements beyond the fully qualified criteria listed above that are indicative of officers

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prepared for selection to the next higher paygrade. The best qualified MSO lieutenant commanders will have:

(1) Demonstrated progress toward an advanced degree in a technical or national security-related field of study.

(2) Documented expertise in space (Space series AQD).

(3) Earned their WTI qualification in any warfare area.

**20. Maritime Cyber Warfare Officer (MCWO) Community Considerations**

a. Leadership, sustained superior performance, and technical expertise in Cyberspace Operations (CO) are the hallmarks of a successful naval MCWO officer. Within the MCWO core mission of CO, leadership and demonstrated excellence span both Offensive Cyberspace Operations (OCO) and Defensive Cyberspace Operations (DCO) with the objective of generating decisive advantage for Navy and Joint force through the monitoring, collection, analysis, and exploitation of cyberspace systems, threats, and vulnerabilities; as well as, the exquisite integration of CO with Navy, Joint and Allied maritime operations. The MCWO Community values officers who are able to think critically and leverage their operational acumen and warfighting intuition to inform commanders' decisions, integrate effects across warfare domains, and actively contribute to a culture of warfighting excellence.

b. MCWO officers gain operational expertise and develop technical acumen in assignments under the operational control of U.S. Cyber Command (USCYBERCOM), U.S. Fleet Cyber Command (FLTCYBERCOM), NSA, and various Joint force units (Joint Forces Headquarters/Geographic Combatant Commands). While executing these assignments, MCWOs integrate with Fleet and Joint forces at the tactical and operational levels as applicable to plan and execute CO worldwide. While breadth of experience between OCO and DCO, varied geographic mission areas, or differing adversary threats is valuable, development of deep expertise in specific technical capabilities, geographic mission areas, or adversaries is equally valuable. As a result, officers with multiple assignments to the same unit or aligned to the same geographic mission area or adversary shall not be viewed negatively. Cyber experience may be documented via the BO-series AQDs.

Subj: ORDER CONVENING THE FY-26 PROMOTION SELECTION BOARDS  
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LIEUTENANT COMMANDER

c. The MCWO community has very limited commanding officer, executive officer, and officer-in-charge (OIC) opportunities for its officers. While experience in these positions is highly valued, officers screened for Command/OIC have limited opportunities to serve as commanding officer, executive officer, or OIC. Command/OIC-screened officers who have not completed a commanding officer, executive officer, or OIC tour should not be viewed negatively due to insufficient opportunities within the MCWO Community.

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

e. Fully qualified MCWO Lieutenant Commanders will:

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

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

(1) Demonstrated superior performance in an operational role within either offensive or defensive cyber warfare mission areas.

(2) Qualified as an IW Officer under the IW Community Qualification Program.

(3) Demonstrated progress toward an advanced degree in a technical, cyber-related field.

(4) Demonstrated progress towards JPME Phase I.

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21. **Active Limited Duty Officer (LDO) Considerations.** Best and fully qualified officers consistently excel in meeting individual designator attributes, within their competitive category, which are articulated on each competitive category's Community Values Slide denoting milestone/pinnacle assignments, valued achievements, command qualification (when eligibility and timing align per individual warfare enterprise), and self-driven, continuous learning when primary duties allow. As of October 1, 2018, the opportunity to qualify and receive a SWO pin was removed and should not be viewed negatively if opportunity after that date did not exist. Refer to the SECNAV approved Community Value Slides for amplifying information on specific valued achievements for each control grade within the competitive categories.

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

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

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

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

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

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



John C. Phelan

MAY 6 2025

## Statutory and Regulatory Promotion Objectives

### PROMOTION SELECTION BOARDS

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

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

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

**JS Rate  $\geq$  HQ Rate of Selection**

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

**JQO Rate  $\geq$  Overall Selection Rate for Category**

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

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

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

**OSD Rate  $\geq$  HQ Rate of Selection**

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



# FY-26 Active-Duty Merit Reorder Disclaimer

**This information is provided to assist board members in identifying performance and career achievements which may indicate a record of particular merit. Board members are expected to use their experience and judgment after review of the records recommended for promotion to determine those records of particular merit. Information on these slides is not an all inclusive list and should not be used to exclude records that otherwise document particular merit. This information is not a checklist of traits required for merit and should not be a substitute for board discretion. It has been vetted by Navy Personnel Command and OJAG for statutory compliance and approved by SECNAV.**

**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-26 STATUTORY SELECTION BOARDS.**



# Aerospace Engineering Duty Officer

## *Merit Reorder Considerations*

- **AEDO is a lateral transfer-only community with accessions solely from warfare-qualified Aviation (13XX) officers who support three major acquisition lines of effort, each of which are equally weighted and important:**
  - FS&P: Fleet Support and Production (DCMA, FRC, TYCOM Class Desk)
  - PM: Program Management (ASN, F-35 JPO, NAVAIR, NAVSEA, NAWWAR, OPNAV)
  - T&E: Test & Evaluation (HX/UX/VX Squadron, Test Wing, USNTPS)
  
- **Valued achievements prior to LIEUTENANT COMMANDER**
  - Top recognized performer in operational and acquisition tours
  - Business or technical Master's degree desired
  - Any DAWIA certification
  
- **Valued achievements prior to COMMANDER**
  - Top recognized performer in two LCDR experience tours
  - Variety of experience, as demonstrated through tours spanning at least 2 out of the 3 lines of effort
  - DAWIA Practitioner certification
  - Business or technical Master's degree
  - ACQ Full Qual (APM) AQD – Acquisition Professional Membership
  
- **Valued achievements prior to CAPTAIN**
  - Top recognized performer in multiple CDR leadership tours, where at least one involved authority, responsibility, and accountability above the norm for CDR
  - Variety of experience, as demonstrated through tours spanning at least 2 out of the 3 lines of effort
  - Business or technical Master's degree
  - DAWIA PM Advanced certification and a certification in another area



# Aerospace Maintenance Duty Officer

## *Merit Reorder Considerations*

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- **Officers shall demonstrate steadfast leadership, character and consistent superior performance**
  
- **Valued achievements prior to LIEUTENANT COMMANDER**
  - Sustained superior performer across multiple tours and reporting seniors with consistent breakouts
  - Professional Aviation Maintenance Officer qualified
  - Life Cycle Logistics Foundational or Engineering & Technical Management Foundational
  - Master's degree (Business, Leadership, or STEM preferred)
  
- **Valued achievements prior to COMMANDER**
  - Sustained superior performer during O4 Leadership Tour (CAGMO, CVN IM1, LHD/LHA MO, OIC, Squadron AMO as an O4)
  - Sustained superior performer across multiple tours and reporting seniors with consistent breakouts
  - Corporate Tour(s), including Tour with Industry, complete
  - Acquisition certifications in more than one functional area
  - Acquisition Professional Membership
  - Master's degree (Business, Leadership, or STEM preferred)
  
- **Valued achievements prior to CAPTAIN**
  - Sustained superior performer in O5 Leadership Tour (ACQ Command, CVN AIMDO, FRC OIC, FRC Production Officer)
  - Sustained superior performer across multiple tours and reporting seniors with consistent breakouts
  - Corporate Tour(s), including Tour with Industry, complete
  - Life Cycle Logistics Advanced or Program Management Practitioner required



# Aviation Officer

## *Merit Reorder Considerations*

- **Aviation is a large and competitive community. Those officers who are consistently recognized as top performers during both sea and shore assignments should receive first priority for merit reordering**
- **Valued achievements prior to LIEUTENANT COMMANDER**
  - Minimum requirements: Top recognized performer in competitive summary groups during sea and shore assignments (when timing allows); advanced warfare qualifications
  - Secondary criteria: First shore assignment in production (NAWDC, FRS, Weapons School, VT/HT, test); officers that excel in the production environment prioritized over others
  - Tertiary criteria: Top recognized performer in three qualifying assignments should receive favorable consideration over their peers; JPME I, graduate education
- **Valued achievements prior to COMMANDER**
  - Minimum requirements: Top recognized performer in operational department head milestone assignment; TACAIR/ROTARY communities value longer periods of recognized performance; MARITIME communities do not discriminate by milestone duration
  - Secondary criteria: successful completion of nominative assignments, top recognized performer across multiple tours / reporting seniors and in community staff assignments
  - Tertiary criteria: In-residence graduate education; FM/OA experience; IA/GSA
- **Valued achievements prior to CAPTAIN**
  - Minimum requirements: Top recognized performer in operational command
  - Secondary criteria: successful completion of nominative assignments, top recognized performer at major staff assignments both afloat and ashore
  - Tertiary criteria: In-residence graduate education; FM/OA experience; Joint Qualified Officers



# Cryptologic Warfare Officer

## *Merit Reorder Considerations*

- **Merit reorder consideration should be given to sustained superior performance— trait average consistently above RSCA in all tours- and one or more of the following:**
- **Valued achievements prior to LIEUTENANT COMMANDER**
  - Superior performance in tactical CW assignments (Air, Surface, Subsurface, SPECWAR)
  - Demonstrated expertise in more than one CW core competency (SIGINT, Cyber, EW)
  - Significant post-graduate education progression
  - JPME Phase I progression
- **Valued achievements prior to COMMANDER**
  - Superior performance in O4 leadership tour (XO/OIC)
  - Superior performance in O4 Operational Milestone tour
  - Superior performance in major staff, OPNAV, or TYCOM assignment
  - Documented Joint Qualified Officer progress
    - In or complete JDAL tour OR JPME Phase II complete
- **Valued achievements prior to CAPTAIN**
  - Superior performance in O5 Command
  - Superior performance in Major Command XO and/or O5 ARG IWC, as assigned
  - Superior performance in O5 Operational Milestone tour
  - Superior performance in major staff, OPNAV, or TYCOM assignment
  - Joint Qualified Officer complete



# Cyber Warfare Engineer

## *Merit Reorder Considerations*

- **Merit reorder consideration should be given to sustained superior performance— trait average consistently at or above RSCA in all tours – and one or more of the following:**
- **Valued achievements prior to LIEUTENANT COMMANDER**
  - Superior performance in software development assignments with leadership responsibilities
  - Documented progress beyond member's first USCYBERCOM Capability Developer Senior Level Qualification
  - Complete an advanced degree (master's or doctorate) in a technical, cyber related field
- **Valued achievements prior to COMMANDER**
  - Superior performance across multiple CWE core mission areas (e.g. hardware, software, RF spectrum capability, data analytics)
  - Superior performance in O4 technical director role with leadership responsibilities
  - Completion of two USCYBERCOM Capability Developer qualifications at the senior level or USCYBERCOM Master-level Developer Qualification
  - Attain JPME Phase 1
- **Valued achievements prior to CAPTAIN**
  - Superior performance as a technical leader in a Navy, Joint, or National tour.
  - Superior performance in major staff O5 technical director role with leadership responsibilities—
    - Major staff technical director leading a team of engineers
  - Doctorate in a CWE-related field



# Engineering Duty Officer

## *Merit Reorder Considerations*

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- **Valued achievements prior to LIEUTENANT COMMANDER**
  - Minimum requirement: Top recognized performer over consecutive tours
  - Secondary criteria: Proven performance in EDO assignments such as overseas tours, sea duty, INSURV
  
- **Valued achievements prior to COMMANDER**
  - Minimum requirement: Top recognized performer over consecutive LCDR tours
  - Proven performance in positions of leadership, such as officer in charge
  - Proven performance in EDO assignments such as overseas tours, sea duty, INSURV
  
- **Valued achievements prior to CAPTAIN**
  - Minimum requirement: Top recognized performer over consecutive CDR tours
  - Proven performance in positions of leadership, such as command or as officer in charge
  - Proven performance in EDO assignments such as overseas tours, sea duty, INSURV



# Explosive Ordnance Disposal Officer

## *Merit Reorder Considerations*

- **Valued achievements prior to LIEUTENANT COMMANDER**
  - Minimum requirements: Superior performance across multiple tours/reporting seniors to include EODMU/MDSU/CTF Ops Officer or ECH IV and above staff
  - Secondary criteria: Kauffman Award recipient then those who completed in-resident graduate education or JPME Phase I
- **Valued achievements prior to COMMANDER**
  - Minimum requirements: Superior performance as an executive officer; awarded "EOD EXEC OFF" AQD (KG6)
  - Secondary Criteria: Top recognized performer in post-XO, Ech 1-4 Staff or joint billets
  - Tertiary criteria: Completed JPME Phase I and in-resident graduate education
- **Valued achievements prior to CAPTAIN**
  - Minimum requirements: Top recognized performer in O5/CDR Command; awarded "EOD CO" AQD (KG7)
  - Secondary criteria: Top recognized performer in Post-CO, Ech 1-4 major Navy/joint staff or sequential Command
  - Tertiary criteria: Completed joint tour or JPME Phase II



# Foreign Area Officer

## *Merit Reorder Considerations*

- All merit reorder values are listed in prioritized order for each rank
- **Valued achievements prior to LIEUTENANT COMMANDER**
  - Top performer in source community as evidenced in FITREPS and other administrative board selection (i.e. department head, etc.), and
  - Completion of FAO community qualifications (FAO Q [Region] AQD)
  - Other official or external recognition of leadership (i.e., Officer of the Year) or academic achievement awards earned during the FAO qualification track (i.e., NPS academic excellence award)
  - Clear recommendations in words/ranking towards early promotion
- **Valued achievements prior to COMMANDER**
  - Standout performance in an O5 billet in an arduous duty assignment
  - Standout performance in an O4 billet in an arduous duty assignment
- **Valued achievements prior to CAPTAIN**
  - Standout performance in an O6 billet in an arduous duty assignment
  - Standout performance in an O5 billet in an arduous duty assignment



# Human Resources Officer

## *Merit Reorder Considerations*

**Sustained superior performance –trait average consistently above RSCA- in positions of increased responsibility, complexity, and judgement should be the primary consideration for Merit Reorder.**

▪ **Valued achievements prior to LIEUTENANT COMMANDER**

- Top recognized performer consistently above RSCA with breakout performance (EP Hard break, #1 or #2 soft break in source community and/or subsequent HR tour(s))
- Completion of HR related Master's degree, particularly graduate education, in Operations Research Analysis, Manpower Systems Analysis, Financial Management, Education and Training Management, or civilian equivalent (3XXX).
- Command eligible (2D1)
- HR career track (FD, FM, FR2) Intermediate
- Current Professional Certification including PHR, SPHR, or CDFM

▪ **Valued achievements prior to COMMANDER**

- Top recognized performer consistently above RSCA with breakout performance (EP Hard break, #1 or #2 soft break across all assignments, and completed or serving in two of the following tours: lieutenant commander HR Command/Leadership/Sea Screened (CO/XO/OIC/Sea Duty) tour/ HR lieutenant commander milestone.
- Command eligible or qualified (2D1 / 2D2)
- Completion of HR related master's degree, particularly graduate education
- HR career track (FD, FM, FR2) Intermediate
- HR PROVEN subspecialty (Q/R suffix): 321X, 3130, 3150, 311X
- JPME I

▪ **Valued achievements prior to CAPTAIN**

- Top recognized performer consistently above RSCA with breakout performance (EP Hard break, #1 or #2 soft break across all assignments, and completed or serving in CDR HR Command / Leadership Screened (CO/XO/OIC) tour and CDR HR Milestone tour
- Major Command eligible (RLC)
- Completion of HR related master's degree, particularly graduate education
- Fleet N1/TYCOM/HQ/Major Staff experience
- HR PROVEN subspecialty (Q/R suffix): 321X, 3130, 3150, 311X
- HR career track (FD, FM, FR2) Expert
- JQO



# Information Professional Officer

## *Merit Reorder Considerations*

- **Merit reorder consideration should be given to sustained superior performance— trait average consistently above RSCA in all tours— and one or more of the following:**
- **Valued achievements prior to LIEUTENANT COMMANDER**
  - Exceptional leadership and technical acumen in O-3 operational C4 or Cyber assignments
  - Superior performance as an instructor in IP/IW curriculums, including WTI
  - Completed an advanced degree (master's or doctorate)
- **Valued achievements prior to COMMANDER**
  - Sustained superior performance and leadership in O-4 milestone assignments.
  - Superior performance and leadership in an O-4 leadership tour.
  - Superior performance at major headquarters such as OPNAV, Type Commander, and Fleet commands
  - Completed an advanced degree (master's or doctorate)
  - Attained JPME Phase I
- **Valued achievements prior to CAPTAIN**
  - Superior performance and leadership in O-5 milestone assignments
  - Superior performance and leadership in O-5 command
  - Superior performance at major headquarters such as OPNAV, Type Commander, and Fleet commands
  - Superior leadership and performance as O-5 major command executive officer and/or O-5 Amphibious Ready Group Information Warfare Commander
  - Have an advanced degree (master's or doctorate) in a STEM-related field or in-residence service school.
  - Completed JPME Phase II or Joint Tour



# Intelligence Officer

## *Merit Reorder Considerations*

- **Merit reorder consideration should be given to those officers with trait averages at or above RSCA, in combination with:**
- **Valued achievements prior to LIEUTENANT COMMANDER**
  - Top recognized performer at a competitive Intel center/staff tour (Navy or Joint) as an O3
  - Highlighted breakout performance in initial operational/sea tour
- **Valued achievements prior to COMMANDER**
  - Top recognized performer at a competitive Intel center/staff tour (Navy or Joint) as an O4/O3
  - Highlighted breakout performance in O4 Milestone tour as identified with hard break (EPs) or soft break (#1 or #2 of XX)
  - Successful performance in O4 Leadership tour (limited opportunity)
- **Valued achievements prior to CAPTAIN**
  - Successful performance in O5 Command (limited opportunity)
  - Successful performance in O5 MAJCOM XO and/or ARG IWC (limited opportunity)
  - Highlighted breakout performance in O5 Milestone tour as identified with hard break (EPs) or soft break (#1 or #2 of XX)
  - Top recognized performer at a competitive Intel center/staff tour (Navy or Joint) as an O5/O4



# Maritime Cyber Warfare Officer

## *Merit Reorder Considerations*

- **Merit reorder consideration should be given to sustained superior performance— trait average consistently at or above RSCA in all tours— and one or more of the following:**
- **Valued achievements prior to LIEUTENANT COMMANDER**
  - Demonstrated superior performance and leadership in Cyber work roles (NMT, CMT, CPT, CST)
  - Progress toward advanced degree in cyber-related field or continuing education demonstrated through cyber industry certifications (e.g., SEC+, PenTest+, CEH, CISSP, CCSP, CISM, OSCP)
- **Valued achievements prior to COMMANDER**
  - Demonstrated superior performance in a CMF leadership and/or staff tour
  - Joint Professional Military Education Phase I Complete
  - Progress toward advanced degree in cyber-related field or continuing education demonstrated through cyber industry certifications (e.g., SEC+, PenTest+, CEH, CISSP, CCSP, CISM, OSCP)
- **Valued achievements prior to CAPTAIN**
  - Demonstrated superior performance and leadership in senior CMF Staff tour (FCC/C10F, CMF PAC, USCC, JFHQ-C)
  - Superior performance in O5 Command tour (limited opportunity)
  - Be a Joint Qualified Officer



# Maritime Space Officer

## *Merit Reorder Considerations*

- **Merit reorder consideration should be given to sustained superior performance– trait average consistently above RSCA in all tours– and one or more of the following:**
- **Valued achievements prior to LIEUTENANT COMMANDER**
  - Other official or external recognition of technical expertise and leadership
  - Advanced education (master's or doctorate) degree in technical or national security-related field of study
- **Valued achievements prior to COMMANDER**
  - Clear breakout against peers while performing space integration duties on Navy and/or Joint staffs
  - Outstanding performance at a Fleet MOC or WDC as an O4 Space Planner
  - Space Operations Officer Level II AQD (VS7)
  - Advanced education degree (master's or doctorate) in technical or national security-related field of study
  - Progress towards JQO
- **Valued achievements prior to CAPTAIN**
  - Clear breakout against peers while performing space integration duties on Navy and/or Joint staffs
  - Outstanding performance at a Fleet MOC as an O5 Space Planner
  - Space Operations Officer Level III (VS8)
  - Advanced education degree (master's or doctorate) in technical or national security-related field of study
  - JPME Phase I complete
  - Significant experience advising and/or successfully leading, planning, or executing space integration at the operational level of war



# Oceanography Officer

## *Merit Reorder Considerations*

- **Merit reorder consideration should be given to sustained superior performance– trait average consistently above RSCA in all tours– and one or more of the following:**
- **Valued achievements prior to LIEUTENANT COMMANDER**
  - Demonstrated superior performance and leadership across multiple tours
  - Information Warfare Officer qualification will be complete
- **Valued achievements prior to COMMANDER**
  - Demonstrated superior performance in O4 milestone highlighted by operational qualification (BWC, TAO, OOD)
  - Demonstrated superior performance in leadership positions at operational commands and operational or programmatic staffs
  - Joint Professional Military Education Phase I complete
- **Valued achievements prior to CAPTAIN**
  - Demonstrated superior performance and leadership in O5 command and O5 milestone
  - Demonstrated superior performance in positions of influence and leadership at operational and major staffs



# Public Affairs Officer

## *Merit Reorder Considerations*

- **All merit reorder values are listed in prioritized order for each rank.**
- **Valued achievements prior to LIEUTENANT COMMANDER (in priority order):**
  - Sustained superior performance as action officer or deputy at TYCOM/Numbered Fleet/CHINFO
  - Sustained superior performance in their PAO operational, sea or staff tours
  - Selection as Junior Public Affairs Officer of the Year
  - Advanced Certifications and Accreditations: APR/APR+M/CMP/SCMP (valued equally)
  - JPME I
  - Complete post-graduate degree or submit official documentation reflecting the candidate is actively working towards a post-graduate degree from a military service college or civilian institution, particularly communication-focused (4400P).
- **Valued achievements prior to COMMANDER (in priority order):**
  - Sustained superior performance throughout their time in grade, with particular scrutiny of performance in O-4 milestone.
  - Graduate degree in communications (4400P) and/or Naval War College/service school
  - Advanced Certifications and Accreditations: APR/APR+M/CMP/SCMP (valued equally)
  - Superior Performance in a Washington DC Headquarters assignment.
- **Valued achievements prior to CAPTAIN (in priority order):**
  - Sustained superior performance throughout time in grade, with particular scrutiny of performance in O-5 milestone. Additional consideration should be given to officers who have successfully completed overseas/forward deployed numbered fleet tours as 5th, 6th, or 7th Fleet PAO.
  - Graduate degree in communications (4400P) and/or Naval War College/service school
  - JQO
  - Advanced Certifications and Accreditations: APR/APR+M/CMP/SCMP (valued equally)



# Special Warfare (SEAL) Officer

## *Merit Reorder Values*

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- **Valued achievements prior to LIEUTENANT COMMANDER (in rank order)**
  - DH tour complete (AQD QD9) and recommended for XO
  - Recognized top performer as DH
  - Serving in a post-DH operational leadership position (TRP CDR or OPSO)
  - Sustained superior performance across all assignments
  
- **Valued achievements prior to COMMANDER (in rank order)**
  - Serving/served XO and recommended for CO
  - Sustained superior performance in all assignments
  - Superior performance on a Flag / Joint staff
  - Completed In-residence Graduate Education and JPME Phase 1
  
- **Valued achievements prior to CAPTAIN (in rank order)**
  - Serving/served CO and recommended for MC
  - Recognized top performer as CO and sustained superior performance in all assignments
  - Superior performance on a Flag / Joint staff
  - Completed JPME Phase 2
  - Designated as a Joint Qualified Officer (AQD JS5) or Acquisition Practitioner in Program Management (AQD AA2)



# Submarine Warfare Officer

## Merit Reorder Considerations

- **Valued achievements prior to LIEUTENANT COMMANDER (in ranked order)**
  - Serving/served as a DH AFLOAT and recommended for XO
  - Recognized top performer as a Division Officer (DO)
  - May have been assigned to a competitively-screened post-DO shore duty, to include (but not limited to) flag aide, instructor, prototype, Naval Reactors, and detailer/community management assignments
- **Valued achievements prior to COMMANDER (in ranked order)**
  - Serving/served as an XO AFLOAT and recommended for CO
  - Recognized top performer as a DH and/or post-DH shore duty
  - May have been assigned to a competitively-screened post-DH shore duty, to include (but not limited to) flag aide, waterfront support, strategic deterrence, joint duty, and detailer/community management assignments
- **Valued achievements prior to CAPTAIN (in ranked order)**
  - Serving/served as a CO AFLOAT and recommended for MC
  - Recognized top performer as CO and/or post-XO shore duty
  - May have been assigned to a competitively-screened post-XO shore duty, to include (but not limited to) Moored Training Ship CO, Tactical Readiness Evaluation Team (previously Combat Readiness Evaluation Team), Naval Reactors, joint duty, and detailer/community management assignments



# Surface Warfare Officer

## *Merit Reorder Considerations*

- **Valued achievements prior to LIEUTENANT COMMANDER**
  - Minimum requirements: Consistent above-RSCA performance at sea in DIVO tours, recommendations for Afloat DH in each DIVO tour, screened for (or serving as) DH Afloat, and EOOW letter complete.
  - Additional items for consideration: Early EP performance in DH, screened for/serving in Early Command (PC/MCM/MK6), TAO letter, WTI qualification, JPME I complete, and/or Master's degree complete.
- **Valued achievements prior to COMMANDER**
  - Minimum requirements: Screened for or serving in an XO/CO Fleet-up billet and stand-out performance as a DH Afloat (consistent MP/EP breakouts throughout DH tours).
  - Additional items for consideration: Breakout performance in Early Command, Post-DH stand-out performance in production and/or community tours (CNSP/CNSL, CNSG, SWSC, N95/N96, SMWDC-WTI, PERS-41), Master's degree complete.
- **Valued achievements prior to CAPTAIN**
  - Minimum requirements: Breakout performance (EP Hard break, #1 or #2 soft break) in Command at Sea of a ship and Master's degree complete.
  - Additional items for consideration: Post-command assignment and performance in significant community (CNSP/CNSL, CNSG, SWSC, N95/N96, SMWDC-WTI, PERS-41) or operational tours, stand-out performance as Reactor Officer for Nuclear-trained SWOs, JPME II and/or JSO complete.



# Limited Duty Officer (Line)

## *Merit Reorder Considerations*

### ▪ Valued achievements prior to LIEUTENANT COMMANDER

- Meritorious consideration should be given to those officers who demonstrate superior TECHNICAL performance and leadership within their designator specialty.
  - Surface (61X0) DIVO/DH at sea; Screened for DH AFLOAT
  - Submarine (62X0): Division Officer at sea; Nuclear Power (6200): Submarine Tender DIVO (Fleet), CVN/Submarine Tender PA (Fleet), Assistant Naval Reactors Representative (ANRR) (NR), sustained superior performance at sea
  - Aviation (63X0) Branch/DIVO at (O/I Level)
  - General Line (64X0) DIVO / DH (afloat)

### ▪ Valued achievements prior to COMMANDER

- Meritorious consideration should be given to those officers who demonstrate superior leadership based on opportunities within their designator.
  - Surface (61X0) DH/PA AFLOAT/Command ashore AQD 2D1 complete; serving or served as OIC, XO and/or CO
  - Submarine (62X0) Dry Dock CO or screened Command ashore AQD 2D1; Submarine (623X) LOGSU XO; Nuclear Power (6200): Multiple CVN/Tender PA tours (Fleet), PMA (Fleet), CVN ARO (Fleet), or Deputy NRR/ANRR (NR)
  - Aviation (63X0) DH/PA; Command ashore screened (AQD: 2D1); 6330 needs PAMO qualification (AQD: IL6)
  - General Line (64X0) DH Afloat and Command AQD 2D1 complete; serving or served as OIC and/or XO

### ▪ Valued achievements prior to CAPTAIN

- Meritorious consideration should be given to those officers who demonstrate superior performance and leadership in O5 Command and O5 Milestone tour in regards to the opportunities of their designator.
- Superior performance in positions of influence and leadership at operational and strategic staffs should also be considered.
  - Surface (61X0) Command ashore screened; and successfully serving and/or served as XO and/or CO or in PMT tour
  - Submarine (62X0) Served CO or major command/Tender XO; Nuclear Power (6200): Both PMA and CVN CHENG (Fleet) or NRR (NR)
  - Aviation (63X0) Successfully serving or served as CO; Acquisition Certification
  - General Line (64X0) Command ashore screened; successfully serving and/or served as XO and/or CO or in PMT tour