



THE SECRETARY OF THE NAVY
WASHINGTON DC 20350-1000

APR 24 2025

From: Secretary of the Navy
To: Presidents, FY-26 Active-Duty Navy Lieutenant Commander Staff Corps Officers Promotion Selection Boards
Subj: ORDER CONVENING THE FY-26 PROMOTION SELECTION BOARDS TO CONSIDER STAFF CORPS OFFICERS ON THE ACTIVE-DUTY LIST 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 5, 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

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

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
percent of the in-zone eligible officers except for medical
corps, dental corps, and nurse corps competitive categories
which must be less than 100 percent, in which case the fraction
is rounded down to the nearest whole number. If the computation
results in a fraction of a number less than 0.5, that fraction
is rounded down to the nearest whole number. The boards may
recommend up to the number provided by the Chief of Naval
Personnel.

<u>COMPETITIVE CATEGORY</u>	<u>PERCENT TO SELECT</u>
Medical Corps	99.5
Dental Corps	98
Medical Service Corps	94
Judge Advocate General's Corps	94
Nurse Corps	99
Supply Corps	85
Chaplain Corps	92
Civil Engineer Corps	90
Limited Duty Officer (Staff)	75

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.

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

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

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 support of 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 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:

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

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 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

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

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).

Medical Corps (2100)

1. N/A

Dental Corps (2200)

1. N/A

Medical Service Corps (2300)

1. N/A

Judge Advocate General's Corps (2500)

1. N/A

Nurse Corps (2900)

1. N/A

Supply Corps (3100)

1. N/A

Chaplain Corps (4100)

1. N/A

Civil Engineer Corps (5100)

1. N/A

Limited Duty Officer (Staff) (6530)

1. N/A

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

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

(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, Navy PME and Joint PME (JPME). In May 2018, the Unrestricted Line (URL) instituted a board selection process for in-residence graduate education programs. That board selection process ensures that URL officers with superior performance records are afforded the opportunity for graduate education. Cultivation of our best and brightest officers through high quality in-residence, low-residence, and hybrid learning enhances critical thinking skills and warfighting 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.

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

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

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

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

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

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

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

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

reporting senior unfamiliar with the officer's specialty and the
Navy fitness report system.

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

3. **Note that CHC officers are noncombatants.**
Chaplains do not have the same IA/GSA/OCO/APH assignment
opportunities as other communities. However, chaplains develop
combat experience through support of warfighters in operational
environments within the Navy, Marine Corps, and Coast Guard.
The board may give favorable consideration to those CHC officers
who have displayed sustained superior performance in operational
assignments to include Navy fleet; Fleet Marine Force (FMF);
Coast Guard sectors, districts, or regions; and IA/GSA/OCO/APH
assignments.

(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,

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

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:

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

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

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 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

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

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.

(c) This guidance does not apply to boards for competitive categories in which there are no joint officers eligible for consideration.

(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.

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

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.

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

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

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. Medical Community Considerations

a. Navy Medicine needs exemplary leaders able to inspire and deliver results in complex and challenging environments. Proven performance and knowledge obtained through a variety of experiences in various settings including: BUMED/Navy TYCOM and Joint headquarters, Fleet/Fleet Marine Force/Joint operational medical, Navy Medicine Readiness Training Command/Units supporting Defense Health Agency Medical Treatment Facility, Medical SYSCOM, Medical Research, Medical Support Commands are necessary. Future leaders must understand and have experience across the enterprise that is "ONE" Navy Medicine. Navy Medicine greatly values joint experience and formal education, including Professional Military Education. Duty or service in combined or other staff positions at senior levels of government should also be considered favorably.

b. The Navy requires officers of exceptionally high operational and clinical professional competence. They must possess critical thinking skills to analyze any situation and are willing to make risk informed decisions that address the root cause of any problem. They must also be able to succinctly articulate their findings and actions to patients and/or senior leaders depending on their professional practice. They must engage all stakeholders to help create and communicate Navy Medicine's vision, as well as build, empower and motivate teams to accomplish that vision. They must understand the balance of readiness and operational requirements. They must have the courage to stand on principles and demonstrate a clear potential

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

to lead the Navy of the future. They must recognize talent and mentor, coach, and develop juniors, then build the environment in which subordinates can thrive through instilling trust and confidence by subordinates. They must understand and use best clinical practices, business tools, and operational risk management in ensuring the readiness of our operating forces so they are healthy and on the job. Our Medical Community's leadership must be drawn from those officers who clearly understand Navy Medicine's obligation to support the Fleet, Marine Corps, and Joint Force and demonstrate the capacity to meet the challenges of our commitment to maritime superiority.

c. Navy Medicine's future leaders must demonstrate proven leadership within their operational, clinical, educational, scientific, and other specialty communities. In determining those officers best qualified for promotion, you should select those officers who have served in a broad spectrum of assignments requiring expertise in different functional areas. You shall give consideration to an officer's clinical, academic, and/or scientific proficiency as a health professional to at least as great an extent as you give to that officer's leadership, administrative, and management skills. Strong consideration should be given to board certification when a board certification exists for the specialty, provided they have had sufficient time to meet the requirements. It should be noted that, although there is no set career path for upward mobility, those you select will be placed almost assuredly in positions that require broad military and medical perspectives beyond the Department of the Navy. When officers serve in operational and/or joint environments where they are often among a small or "1-of-1" peer group, or where reporting seniors may be unfamiliar with the medical department career paths and/or the Navy fitness reports system, special attention must be taken in reviewing those officers' records. Excellence in operational support settings should receive special consideration as Navy Medicine shifts greater focus to readiness and operational support. For operationally-focused specialties, consideration should be made for those officers who have demonstrated consistent superior performance and operational commitment. Special consideration should be given to those officers who have demonstrated the ability to move seamlessly across domains.

d. The Navy values completion of graduate education and development within an officer's subspecialty. For officers currently in or who have successfully completed a Duty Under

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

Instruction (DUINS) program (to include residencies and fellowships), the board shall give consideration to at least as great an extent as the board gives consideration to an officer's administrative and management skills, as these officers were competitively selected by Navy Medicine for these valued programs. The Navy has invested significantly in superior officers selected for DUINS and other educational opportunities. Special attention should be given to those officers who, while in these educational programs, may not have had the opportunity for peer comparison on fitness reports. That should not be considered adverse or detrimental.

e. Officers best and fully qualified for promotion to commander and below in Navy Medicine are those who have demonstrated tactical mastery of their specialty and demonstrated superior leadership in the clinical/operational, and/or scientific/academic settings. Best and fully qualified officers for the rank of commander and below will be those who have demonstrated superior sustained performance in jobs that demonstrate increasing responsibility, scope and complexity across the spectrum of military medicine, especially inclusive of operational platforms.

8. Judge Advocate General's (JAG) Corps Community Considerations

a. Navy JAG Corps officers are members of two professions: the profession of arms and the profession of law. As Naval Officers, judge advocates must at all times be conscious and supportive of Navy requirements, culture, and values. The community exists to support the operational readiness of the Navy and to enable naval and joint operations in support of our national security. To attain these goals, the best and fully qualified judge advocates adhere to and demonstrate not only the character and competence described earlier in this document, but also: 1) embody a warfighting spirit; 2) lead with character and integrity; 3) embrace accountability; 4) promote a culture of learning; and 5) encourage innovation. The best and fully qualified officers are those who not only perform superbly in their assignments, but do so with the highest of character and in a way that establishes and maintains the trust of their subordinates, peers, and seniors.

b. The Navy JAG Corps is comprised of Naval Officers who practice across four core practice areas: national security

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

law, military justice, administrative law, and Sailor and family legal services. Those officers who possess a broad base of experience and skill are highly valued and are able to be detailed to a wide array of billets in support of the Fleet and shore establishment and are capable of advising DON, Joint, and civilian leaders. Accordingly, the board must view favorably those officers who demonstrate sustained superior performance in positions of increasing complexity, responsibility, and leadership. As there are no fixed career paths, some officers may, at times, operate in a specialized or non-traditional practice area. There are no quotas or expected selection rates for officers in a particular practice area. Rather, the board must ensure that the highest performing and most trusted officers are selected.

c. **Opportunity.** Some judge advocates may not have the opportunity to receive orders to assignments in the Fleet, Joint Force, or locations that afford geographic variety during their career. This may result from the manning constraints of having a large number of judge advocates who desire assignment in a limited number of these sought-after billets. In other cases, opportunity may be limited by personal circumstances, some of which may be beyond their control. In evaluating a judge advocate's successive tours in the same geographic location, the board shall favorably consider the officer's sustained superior performance in positions of increasing complexity, responsibility, and leadership, as well as the needs of the Navy, which may have limited an officer's geographic variety.

d. **Military Justice Litigation Career Track (MJLCT)**
Considerations. The delivery of military justice is both a core competency and a primary mission of the JAG Corps. To meet this mission, the JAG Corps has established the MJLCT to identify, select, develop, train, and retain judge advocates who have demonstrated aptitude for military justice litigation. The board is instructed to value litigation and military justice experience when selecting the best qualified officers. MJLQ officers fill litigation-intensive billets, ensure the effectiveness and efficiency of the courts-martial process, and are available for assignments that require expertise in military justice and criminal litigation. While non-litigation and military justice billet experience is valuable, not all MJLCT officers will have the opportunity to serve in such billets and the absence of this experience will not be viewed negatively. As MJLCT officers gain seniority, they should serve in positions

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

with increasing degrees of leadership and supervision of judge advocates, legalman, and civilians. Experience as a defense attorney and as a prosecutor are equally important.

e. **Assignment to Office of Military Commissions (OMC).** On May 14, 2008, Deputy SecDef wrote that "military commissions are a national priority. Conducting a fair, just, and transparent military commissions process is the Department's top legal services priority and necessitates our commitment to dedicate the right number of and most skilled legal practitioners the Department has to offer." The JAG Corps has met this commitment to provide skilled legal practitioners to OMC by detailing officers from every JAG Corps core practice area. The JAG Corps must continue to value the important contributions of skilled legal practitioners at OMC.

f. **Post-Graduate Education.** The board shall give equal weight to post-graduate education obtained at military and civilian institutions.

g. All fully qualified JAG Corps lieutenant commanders should have a track record of successful tours, demonstrating outstanding officership and increasing legal acumen in their lieutenant tours.

h. Best qualified officers will be top performers with sustained superior performance in a variety of positions of increasing complexity, leadership, and responsibility.

i. Valued achievements prior to lieutenant commander:

(1) Developing familiarity and increasing command of the four core practice areas - national security law, military justice, administrative law, and Sailor and family legal services. This increasing command will be demonstrated through sustained superior performance in applicable billets. A growing exposure to military operational knowledge through training, informal Fleet unit visits, temporary assignments, self-study, and/or enrollment in JPME.

(2) Exhibit ability to proactively identify issues and provide timely and actionable legal advice to clients, and effectively advocate or represent their clients' interests. Clients include shore-based and at-sea commanders at the O-5/O-6 level and individual clients in a personal representative

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

capacity - such as criminal defendants, legal assistance
clients, and victims of certain crimes.

(3) Demonstrated ability to lead and mentor junior personnel, including subordinate officers, as well as legalmen and civilians. Best qualified officers inspire and motivate peers and subordinates, identify and coordinate with the right legal and non-legal personnel and organizations to address issues, demonstrate versatility, physical readiness, time management skills, and self-awareness. They have an ability to engage and provide constructive feedback to supervisors, clients, and commanders.

(4) A general understanding of the Office of the Judge Advocate General (OJAG), Naval Legal Service Command (NLSC), and the Office of Special Trial Counsel (OSTC) headquarters organizations and operations. This understanding may be gained through training opportunities, temporary or permanent assignments, and collateral duties.

(5) MJLCT Considerations. Selection to the MJLCT as a lieutenant is rare; only truly exceptional lieutenants are chosen. A lieutenant selected to join the MJLCT has shown substantial talent as a litigator and great promise to train and develop other litigators in the future. Special consideration should be given to these officers.

(6) Law Education Program. The Law Education Program (LEP) enhances the JAG Corps' fleet-focus and connection to the Navy and Joint Force. Based in statute, the LEP is an accession source for a limited number of competitively selected officers from other designators who bring valuable experience and perspectives from the fleet. Selected officers receive Navy-funded orders to study law for up to three years, which is a substantial investment. Records of officers accessed via the LEP may reflect little time as a judge advocate and considerable time as an officer of another designator and as a law school student with non-observed fitness reports. The board shall give equal weight to equivalent levels of individual performance and team contribution by LEP officers in their previous designators and during law school as the board gives to performance by officers from other accession sources in judge advocate billets. In so doing, the board shall give full consideration to the substantial investment made by the Navy in educating these officers.

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

j. For merit reorder consideration, valued achievements for all paygrades:

(1) Superior performance in support of the fleet during high operational tempo.

(2) Superior performance in remote locations. Special consideration should be given to overseas, forward deployed, remote CONUS, and at-sea service.

(3) Top recognized performer in all assignments.

(4) Successful performance in a position above current paygrade, to include Acting in a billet for more than six months.

(5) Measurable leadership actions to improve retention and trust within the JAGC.

(6) Initiation and/or routine utilization of processes that result in self-assessment, learning, and/or process improvement.

(7) Significant contributions to recruiting efforts.

9. Supply Corps (SC) Community Considerations

a. The Navy requires SC professionals who possess a comprehensive view of logistics and supply chains. This requires SC officers who understand the interconnection across acquisition and life cycle sustainment, supply chain management, and operational logistics within the fleet and joint force operating environments.

b. SC officers serve in a wide range of assignments. While there is no singular path for upward progression, assignments should reflect variety in scope, complexity, and mission commensurate with their rank. We value SC officers who demonstrate sustained superior performance in leadership billets of increasing responsibility and complexity.

c. SC officers master their craft by learning to solve complex Fleet problems. The board should look beyond the mere

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

accumulation of subspecialty codes and AQDs, striking a balance between experiences that develop broad exposure and an enhanced appreciation of the entire logistics enterprise.

d. SC personnel are expected to leverage their knowledge and experience to build strong teams. Formal education combined with continuous learning are considered a strategic imperative to understanding the competitive maritime environment.

e. The SC requires officers who are ethical, trustworthy and accountable.

f. Officers who have a successful track record of high-impact, superior measurable results in two operational tours demonstrate the potential to lead as a lieutenant commander. At least one operational tour should be in an afloat unit. Successful completion of and superior performance in a department head tour is especially valued.

(1) The SC Community is a mix of direct accessions (O-1) and lateral transfers from other communities (O-1 to O-3). Lengthy training tracks and accession timing into the SC may prevent some lateral transfer officers from meeting traditional qualification standards. Give due consideration to this dynamic and assess officer potential accordingly.

(2) SC lateral transfers who are assigned to or complete at least one SC operational tour will be considered fully qualified for lieutenant commander.

g. Attainment of at least one SC warfare qualification.

h. For merit reorder consideration, valued achievements prior to lieutenant commander include:

(1) Top recognized performer in all assignments.

(2) Successful completion of two operational tours.

(3) Superior performance as an afloat Department Head is particularly valued.

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

10. Chaplain Corps (CHC) Community Considerations

a. The CHC exists to support Sailors, Marines, Coast Guardsmen, and their families, in the exercise of their religious freedom. The opportunity to practice their faith wherever they serve has the benefit of increasing their personal resilience by building Spiritual Readiness. CHC officers must deliver effective and efficient Religious Ministry and should excel in mastering the Art of Professional Naval Chaplaincy (PNC).

(1) Success and sustained exceptional performance, at a level commensurate with or above their rank, in applying and combining the four CHC core competencies of providing faith group-specific ministry to those of their own faith, facilitating for the religious needs of those from other faith traditions, caring for all personnel, and delivering relevant advice to commanders are important attributes to consider.

(2) PNC expects chaplains selected for promotion to increase PNC capabilities, capacities, and competencies, at a level commensurate with or above their rank, while coaching, mentoring, and supervising others.

(3) The chaplains selected for promotion should contribute, enhance, and strengthen the PNC community and seek innovative way to improve the quality of life for chaplains, Religious Program Specialists, warfighters, and their families.

(4) You must ensure that Navy CHC's future leaders possess the broad knowledge necessary to support the operating forces and are acknowledged leaders, demonstrated by their exceptional leadership ability, professional competence, and executive/staff roles in support of operational and shore assignments.

b. Career Paths. Because chaplains serve in the Navy, Marine Corps, Coast Guard, and Joint environments, there is no standard or expected career path. The CHC values initiative as indicated by the successful completion of arduous assignments, milestone billets, recruiting duty as a Chaplain Officer Program Officer, and IA/GSA/OCO/APH opportunities, and, in the case of RC chaplains, mobilizations. Chaplains demonstrate their professional development by mastering core competencies and agilely applying them to the contexts of their assignments

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

rather than by accumulating experiences associated with any particular sequence of billets. In determining those officers best qualified for promotion, you should consider favorably those officers who have demonstrated sustained superior performance as indicated by evidence of excellence in the following twelve PNC supervision competencies:

- (1) Communication
- (2) Decision Making
- (3) Inspirational Leadership
- (4) Strategic Planning
- (5) Principles of Community
- (6) Quality Improvement
- (7) Stewardship and Managing Resources
- (8) Administration
- (9) Problem Solving
- (10) Service Focus
- (11) Teamwork
- (12) Managing People

c. The CHC values education, training, and professional development. All CHC officers enter service with at least one master's degree.

(1) Advanced Education. Officers who have participated in advanced education beneficial to the Navy (e.g., Navy-funded, personal expense, etc.) after entering service that leads to another master's degree, post-graduate certification, or doctorate degree should be given favorable consideration. Schooling associated with non-observed time should not be viewed as detrimental to promotion potential.

(2) Subspecialty requirements. Officers who have successfully applied subspecialty expertise in a follow-on tour

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

(Religion and Culture, Pastoral Counseling, Ethics, and
Homiletics) should be given favorable consideration.

(3) Fleet Marine Force (FMF) Qualified Officer. Not all chaplains have the opportunity to be assigned to an FMF tour, but if they were, or are, then favorable consideration may be given to those officers who have qualified as a FMF (AQD: 55F). Chaplains must have been assigned to an FMF unit for at least 12-months even to be eligible for the 55F.

d. Fitness Reports. Take special care when reviewing fitness reports written by officers of the Marine Corps, Coast Guard, Merchant Marines, or commanders in joint environments where reporting seniors may be unfamiliar with the Navy fitness reports system.

e. Navy Reserve Officers Recalled to Active-Duty. The CHC Community is a mix of direct accessions and indefinite recalls. Navy Reserve officers who have been recalled to active-duty will have fewer active-duty fitness reports than their continuous active-duty peers. Due consideration shall be given to the fitness reports available and the quality of performance reflected in the record. A recalled officer's record shall not be discounted simply because it contains fewer active-duty fitness reports than an active-duty peer's record.

f. Demonstrated tactical mastery of all four CHC core competencies are prerequisites for selection to lieutenant commander. Officers who have a successful track record of sustained superior performance in arduous assignments demonstrate the potential to succeed at the level of lieutenant commander. It is expected that at least one of these tours be operational (afloat or FMF) and at least one of these tours be with a Navy unit.

g. For merit reorder consideration, the chaplain should demonstrate sustained superior performance with an increasing scope of responsibilities in leadership, supervision, and/or staff assignments; fully functioning at lieutenant commander level; and, strengthens the mastery of the four CHC core competencies in others by epitomizing mentoring, coaching, and supervision of chaplains and Religious Program Specialists.

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

11. Civil Engineer Corps (CEC) Community Considerations

a. As the Navy's shore installation and expeditionary engineers, senior CEC officers are expected to display sustained superior performance in the three CEC core competencies, including Facilities Management and Acquisition; Seabees, Naval Construction Force Units, or other expeditionary units; and, Navy/Marine Corps/Joint Staff. Integral to this performance, officers must possess exceptional people, teamwork, and leadership skills to work in linear and matrix organizations with uniformed, civil service, and industry personnel at all echelons of command and levels of government.

b. As Navy leaders, senior CEC officers are expected to take actions to improve retention within the CEC Community and Seabees. Leadership actions include coaching, mentoring, and sponsoring subordinates. Leaders also advocate the use of professional development opportunities provided by the Navy such as Career Development Symposium, Tours with Industry, and Career Intermission Program.

c. Although there is no singular career path for upward progression, all officers under consideration for promotion must exhibit continued increase in job responsibility commensurate with their rank. Experiences in arduous and/or operational/Individual Augment and INDOPACOM assignments are valued.

d. While all CEC officers recommended for promotion must be the best qualified within their respective promotion categories, the Navy requires CEC Community leaders with exceptionally high professional engineer and business competence.

e. Eligibility for command is valued.

f. A limited number of CEC billets support NAVSPECWAR, the Ocean Facilities Program, Joint, instructor duty, and other unique requirements. Officers selected to perform these sensitive duties are extensively screened and complete demanding proficiency training and may have multiple tour operational assignments that can preclude them from serving in traditional CEC career path billets. Due consideration should be given to outstanding performance by members in these assignments with the understanding that limited details of their activities may be

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

provided in an unclassified "not observed" or "1 of 1" fitness
report, given the sensitive and unique nature of their duties.

g. For merit reorder consideration, valued achievements for
all paygrades:

(1) Superior performance in a leadership position
normally filled by officers above their paygrade.

(2) Measurable leadership actions to improve retention
and mentorship within the CEC and Seabees.

h. All fully qualified CEC lieutenant commanders should
have demonstrated superior performance in their lieutenant
billets.

i. A fully qualified officer's minimum qualifications
include: Seabee Combat Warfare qualification (AQD: 960) or
other warfare qualification, if a lateral transfer to the
community; passing the Fundamentals of Engineering (FE) exam
(ADQ: 950), if the officer is pursuing Professional Engineer
licensure; completion of at least one Architecture Registration
Exam (ADQ: 953); or, completion of the Architecture Experience
Program hours (AQD: 954), if the officer is pursuing Registered
Architect licensure Contracting Professional (AQD: ACA).

j. Highly valuable achievements include Public Works Level
II (AQD: 9P2); registered as a Professional Engineer (AQD:
951); Registered Architect (AQD: 952); leadership/professional
development - JPME Phase I, or other certifications relevant to
our career field e.g. PMP, CEM, CCM.

k. For merit reorder consideration, valued achievements
prior to lieutenant commander:

(1) Minimum requirements: Consistent above-RSCA
performance in previous tours.

(2) Additional items for consideration: Achieved
professional qualification (PE or RA); superior performance in
any O3 nominative billet; recommendations for O4
command/XO/S3/S7/other nominative billet; breakout MP/EP
performance during operational tour.

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

12. Active Component Limited Duty Officer (LDO) Staff

Considerations. LDO Officer Summary Groups (OSG) changed October 1, 2017 to prepare for FY-21 selection boards. Preparations included aligning the LDO CEC Staff designator (6530) in the General Line/Staff summary group as announced in NAVADMIN 157/17. SECNAVINST 1400.1C dated April 5, 2019, prohibited the category change resulting in the CEC becoming a standalone designator. Careful consideration must be given to summary groups where 6530s may have been compared to other LDO designators, which they will not compete against for promotion. 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.

13. 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.

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

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

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

A handwritten signature in black ink, appearing to read "John C. Phelan". The signature is written in a cursive, flowing style with a large initial "J" and "P".

John C. Phelan

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.



Chaplain Corps

Merit Reorder Considerations

- **Valued achievements for all paygrades:**
 - Standout performance indicated by soft breakouts and/or trait averages above RSCA
 - Continuing education, personal and professional growth
 - Mid-tour or CHC-level awards
 - Exemplifying items described on the CHC's Community Values slide
- **Valued achievements prior to LIEUTENANT COMMANDER include:**
 - Sustained superior performance and increasing scope of responsibilities in leadership, supervision, and/or staff assignments
 - Fully functioning at LIEUTENANT COMMANDER level
 - Strengthens the mastery of the four CHC core competencies in others by epitomizing mentoring, coaching, and supervising of chaplains and Religious Program Specialists
- **Valued achievements prior to COMMANDER include:**
 - Sustained superior performance and increasing scope of responsibilities in leadership, supervision, and/or major staff assignments
 - Superb performance in a COMMANDER billet or fully functioning at COMMANDER level
 - Demonstrated ability to leverage institutional systems and processes to significantly increase the Spiritual Readiness of warfighters and their families
- **Valued achievements prior to CAPTAIN include:**
 - Superb performance in a CAPTAIN billet or fully functioning at CAPTAIN level
 - Superb performance in a milestone tour, a joint billet, and/or completion of advanced education or professional qualification(s)
 - Demonstrated ability to be the change agent the CHC expects of a CAPTAIN
 - Demonstrated business acumen to identify process gaps and implement deliberate planning tools to close those gaps



Civil Engineer Corps

Merit Reorder Considerations

Sustained superior performance in positions of increased responsibility, complexity, and judgement are the primary considerations for Merit Reorder.

▪ **Valued achievements for all paygrades:**

- Superior performance in a leadership position normally filled by officers above their paygrade
- Measurable leadership actions to improve retention and mentorship within the CEC and Seabees

▪ **Valued achievements prior to LIEUTENANT COMMANDER:**

- Minimum requirements: Consistent above-RSCA performance in previous tours
- Additional items for consideration: Achieved professional qualification (PE or RA); superior performance in any O3 nominative billet; recommendations for O4 command/XO/S3/S7/other nominative billet; breakout MP/EP performance during operational tour

▪ **Valued achievements prior to COMMANDER:**

- Minimum requirements: Consistent above-RSCA performance in LCDR tours
- Additional items for consideration: Breakout performance early in tours; successful O4 command/XO/S3/S7/nominative tours; recommendations for O5 command

▪ **Valued achievements prior to CAPTAIN:**

- Minimum requirements: Consistent above-RSCA performance in CDR tours; command eligible or qualified (AQD: 2D1 or 2D2)
- Additional items for consideration: Meritorious consideration should be given to those officers who demonstrate superior performance and leadership in O5 Command or Major Command XO/CSO tour; superior performance in positions of influence and leadership at operational and strategic commands; recommendations for major/sequential command



Dental Corps

Merit Reorder Considerations

- **Valued achievements prior to LIEUTENANT COMMANDER**
 - Successfully served as Department Head Afloat, operational leadership, or completed deployment (MEU)
 - Board certification, if applicable, in specialty
 - Recognized top performer in leadership positions
 - Excelled in a wide variety of assignments

- **Valued achievements prior to COMMANDER**
 - In addition to those for Lieutenant Commander
 - Top Performer in operational leadership (Clinic Director, Dental Battalion), deployments, or Milestone positions
 - Successfully led, and recognized, top performer in the clinical arena
 - Recognized top performer in an academic setting (i.e. PGY-1 program director or residency program staff; publication in peer-reviewed journal)
 - Board certification, if applicable, in specialty and recognized successful leader in community (Assistant Specialty Leader or leader in national organization)
 - Excelled in a wide variety of assignments

- **Valued achievements prior to CAPTAIN**
 - In addition to those for Commander
 - Successfully served, and recognized top performer, in a leadership position within Navy Medicine
 - Top Performer in the clinical arena (Master Clinician)
 - Top Performer in an academic setting (residency program director; multiple peer-reviewed publications)
 - Board certification, if applicable, in specialty and leader in community (Specialty Leader)
 - Fulfilled a wide variety of assignments



Judge Advocate General's Corps

Merit Reorder Considerations

- **Valued achievements at all paygrades**
 - Superior performance in support of the fleet during high operational tempo.
 - Superior performance in remote locations. Special consideration should be given to overseas, forward deployed, remote CONUS, and at-sea service.
 - Top recognized performer in all assignments.
 - Successful performance in a position above current paygrade, to include Acting in a billet for more than six months.
 - Measurable leadership actions to improve retention and trust within the JAGC.
 - Initiation and/or routine utilization of processes that result in self-assessment, learning, and/or process improvement.
 - Significant contributions to recruiting efforts.



Medical Corps

Merit Reorder Considerations

▪ Valued achievements prior to LIEUTENANT COMMANDER

- Superior performance:
 - As a leader in the operational, deployed, clinical, or academic setting
 - During residency training (competitive selection for Chief Resident, research/academic productivity, leadership at their commands or in their specialty)
 - In leadership positions normally filled by officers above their paygrade (Division/Department Head, SMO/Medical Director, senior operational position)
 - In talent management (Surgeon General's Line of Effort 4 – Recruiting and Retention)

▪ Valued achievements prior to COMMANDER

- Superior performance:
 - As a leader in the operational, deployed, clinical, or academic setting
 - In leadership positions normally filled by officers above their paygrade (LHA/LHD/CVN SMO, Group UMO, Senior Flight Surgeon, Regimental/MAG Surgeon, BUMED/PERS/HQMC Staff, Asst. Specialty Leader/Program Director, MEC Chair, Associate Director, Director, Department Head)
 - In talent management (Surgeon General's Line of Effort 4 – Recruiting and Retention)
- Variety of assignments
- JPME I, Masters Degree, Fellowship training, Quality Safety and Leadership Academy (QSLA)

▪ Valued achievements prior to CAPTAIN

- Superior performance:
 - As a leader in the operational, deployed, clinical, or academic setting
 - In leadership positions normally filled by officers above their paygrade (Specialty Leader, DIO/GME Director, Large NMRTC/MTF Director, Program Director)
 - In a screened/slotted Milestone (CMO/OIC), Executive Medicine (XO), or Senior Operational position (Division/Group/Wing Surgeon, TYCOM Surgeon)
 - In talent management (Surgeon General's Line of Effort 4 – Recruiting and Retention)
- Variety of assignments
- JPME I/II, Masters Degree, Fellowship training, Quality Safety and Leadership Academy (QSLA)



Medical Service Corps

Merit Reorder Considerations

▪ Valued achievements prior to LIEUTENANT COMMANDER

- Ready
 - Established track record of ongoing success with increasing responsibility
 - Top recognized performer in operational leadership tour/deployment; Department Head tour; HQ tour (BUMED, DHA, PERS, OPNAV, etc)
- Aligned
 - Sustained outstanding performance in sub-specialty
 - Contributed to Operational Readiness
 - Deployment if applicable; Fleet/USMC support
 - Pursued life-long learning and ongoing specialty-specific & professional education
 - Board Certification, if applicable; advanced degree and additional training: AQD, PhD., etc.
- Assignability
 - Served as educator/mentor within area of professional specialization
 - Excelled in a wide variety of assignments

▪ Valued achievements prior to COMMANDER

- Ready
 - Established track record of ongoing success with increasing scope/responsibility/staff/budget
 - Top recognized performer in NMRTC/MTF Director tour, Operational leadership tour/deployment, Officer in Charge, HQ tour (BUMED, DHA, PERS, OPNAV, etc)
- Aligned
 - Contribution to Command, Navy Medicine and the operational forces
 - Pursued life-long learning and ongoing specialty-specific & professional education
 - Board Certification, if applicable; advanced degree and additional training - AQD, PhD., JPME, etc.
- Assignability
 - Served as educator/mentor or Specialty Leader within area of professional specialization
 - Excelled in a wide variety of assignments

▪ Valued achievements prior to CAPTAIN

- In addition to those for Commander
- Top recognized performer in NMRTC/MTF Director tour, Operational leadership tour/deployment, Officer in Charge, HQ tour (BUMED, DHA, PERS, OPNAV, etc)



Nurse Corps

Merit Reorder Considerations

- **Valued achievements prior to LIEUTENANT COMMANDER**
 - Rank-appropriate demonstration of superior performance across all domains of the Professional Practice Model
 - Operational Readiness/Jointness
 - Completed Combat Casualty Care Course
 - Deployment if applicable, or provided direct support to the warfighter
 - Possible AQDs: BX2, LA7, 6FA, 6OB, 6OC, 6OE, 6OU, 6OW, 6AJ, 68M
 - Professional Development of self and others
 - Sustained outstanding performance in sub-specialty
 - Advanced education; clinical certification
 - Variety of duty stations, including non-traditional (e.g., CONUS, OCONUS, HQ, Operational, Academia)
 - Transformational Leadership
 - Led teams, people or programs to achieve measurable outcomes; provided mentorship; acted as a change agent and promoted innovation
 - Clinical Leadership
 - Possible AQDs: HB3, HG2, 67G, 68H, 68I, 68L, 69K, 69O, 69P
- **Valued achievements prior to COMMANDER**
 - In addition to those for Lieutenant Commander
 - Operational Readiness/Jointness
 - Successfully completed EP tour in the following capacity: Department Head, Operational assignment, deployment
 - Completed Joint Professional Military Education (JPME) I via "in residence" or distance learning; AQD JS7
 - Professional Development of self and others
 - Achieved advanced degree and maintains clinical competency (MSN/MBA/DNP/PhD)
 - Publication in peer-reviewed journal relevant to specialty, presentation at professional nursing conference
 - Board/chapter member of professional nursing organization (i.e. ANA, AACN, AAACN, ENA)
 - Transformational Leadership
 - Successful performance in leadership role such as Nurse researcher, specialty leader, executive assistant, detailee, faculty member, associate director
 - Certification in leadership (i.e. NEA-BC, CENP, CNML, FACHE)
 - HQ tour
- **Valued achievements prior to CAPTAIN**
 - In addition to those for Commander
 - Models all domains of the Professional Practice Model with increased scope of responsibility reflected in assignments
 - Completed JPME II (AQD JS8); Advanced Medical Department Officers Course; earned Executive Medicine AQD 67A.
 - Top performer in any of the following: CNO, executive Leadership position, senior operational assignment, deployment leadership, officer in charge, senior HQ tour



Supply Corps

Merit Reorder Considerations

- **Valued achievement at ALL paygrades**
 - Officers who are consistently recognized as top performers in all assignments should receive first priority for merit reorder

- **Valued achievements prior to LIEUTENANT COMMANDER**
 - Successful completion of two operational tours
 - Superior performance in an afloat Department Head tour is especially valued, but not required.

- **Valued achievements prior to COMMANDER**
 - Breakout performance in challenging assignments aligned to the SC Lines of Operation
 - Superior performance in a large-deck Principal Assistant tour (especially valued)
 - Completed JPME Phase I

- **Valued achievements prior to CAPTAIN**
 - Breakout performance in challenging assignments aligned to the SC Lines of Operation
 - Superior performance in O-5 milestone tours
 - Acquisition Professional Community member or Joint Qualified Officer (JQO) (especially valued)



Limited Duty Officer (Staff)

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 the 6530 designator
 - Second operational tour serving as a Company Commander or OIC
- **Valued achievements prior to COMMANDER**
 - Meritorious consideration should be given to those officers who demonstrate superior leadership based on opportunities within the 6530 designator
 - XO, S7, Expeditionary Staff
 - Selected for command by the Command Screening Board at current paygrade
- **Valued achievements prior to CAPTAIN**
 - Meritorious consideration should be given to those officers who demonstrate superior performance and leadership in O5 Command
 - Superior performance in positions of influence and leadership at operational and strategic staffs should also be considered.
 - CSO, Expeditionary Staff
 - Selected for command by the Command Screening Board at current paygrade



THE SECRETARY OF THE NAVY
WASHINGTON DC 20350-1000

APR 24 2025

From: Secretary of the Navy
To: FY-26 Active-Duty Navy and Reserve Officer and Chief
Warrant Officer Promotion Selection Boards
Subj: GUIDANCE FOR CONSIDERATION OF PROMOTION SELECTIONS
Ref: (a) FY-26 Active-Duty Navy and Reserve Officer and Chief
Warrant Officer Promotion Selection Board Precept

In addition to the guidance I have provided in reference (a) and the promotion selection board convening order, as Promotion Selection Board members you are instructed to give particular consideration to the below factors and the accompanying guidance when making your selections.

1. Leadership qualities: The qualities of effective martial leadership, including initiative, innovation, and concern for subordinates, are indicators that an officer is prepared for the increased responsibility of promotion, and should be a primary concern in your determination.
2. Competence and technical skills: You should give primary consideration to demonstrated competence and technical expertise when determining if an officer is best and fully qualified for promotion.
3. Toughness of billets: Although every officer community has its own system for career progression, one thing that remains constant across designators is that the Navy values those officers who have served in tough billets or deployments, as defined by factors such as combat, location, and operational tempo.

Thank you for your attention to these matters while serving as promotion selection board members.


John C. Phelan