



THE SECRETARY OF THE NAVY
WASHINGTON DC 20350-1000

APR 24 2025

From: Secretary of the Navy
To: Presidents, FY-26 Active-Duty Navy 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
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

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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
percent of the in-zone eligible officers, 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	95
Dental Corps	95
Medical Service Corps	65
Judge Advocate General's Corps	79
Nurse Corps	86
Supply Corps	75
Chaplain Corps	87
Civil Engineer Corps	89

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 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.

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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: 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

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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 tough, resilient team that wins. Our nation needs and expects their Navy to remain above reproach, as a force they admire and rely upon.

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(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

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:

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(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. Graduate-level education that develops naval warfare competencies and prepares officers to lead and think strategically is integral to developing warfighting advantage. Professional Military Education (PME), advanced degree programs, professional certifications, experiential learning, and other non-standard educational opportunities provide a rich portfolio for developing future leaders. The boards will actively seek those officers whose records reflect operational excellence and increasing education, and exposure to strategic concepts. Strategic competition demands leaders who possess the ability to outthink and outfight all competitors and adversaries.

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

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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 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

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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.

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

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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:

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.

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(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 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.

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(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.

(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

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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.

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

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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. 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

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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 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.

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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 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.

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

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the absence of this experience will not be viewed negatively. As MJLCT officers gain seniority, they should serve in positions 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 commanders should have a track record of successful tours, demonstrating outstanding leadership and professional acumen in their billets.

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 commander:

(1) Demonstrated broad knowledge of the four core practice areas - national security law, military justice, administrative law, and Sailor and family legal services - and, for some judge advocates, a subspecialty practice area: military justice litigation and/ or environmental law. Knowledge in these areas may be demonstrated through sustained superior performance in applicable billets and, in some cases, through post-graduate education or documented by P/S-Code or additional qualification designator. This expertise should also include developing an understanding of military operational knowledge, which includes a maturing understanding of Fleet operational planning and execution, type commander (TYCOM) responsibilities, and platform mission sets, capabilities, and

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limitations. This military operational knowledge may be gained through Fleet or TYCOM assignments (permanent or temporary, tactical or operational), joint experience, deployment, training participation in naval, joint and/ or multinational exercises, self-study, and/or JPME.

(2) Exhibit ability to proactively identify potential legal issues, provide timely and actionable legal advice and representation on increasingly complex legal matters (operational, administrative, ethics/standards of conduct, and military justice issues) for senior O-6 and one-star flag officer commanders, as well as the staffs that are subordinate to their principals. Demonstrated skills of a good staff officer, including ability to provide candid advice to senior principals, overcome organizational obstacles, develop solutions, and integrate best practices.

(3) Demonstrated ability to leverage people and systems, both inside and outside of their commands, to solve legal and non-legal issues through teamwork and collaboration. The best qualified officers build relationships; are approachable peers and mentors; develop, empower, and motivate personnel under their charge, including officers, enlisted members, and civilians; resolve conflicts; demonstrate an ability to manage multiple priorities; and are model representatives of the JAG Corps to the greater Navy in all areas, including professional competence, character, and physical fitness.

(4) Demonstrate a full understanding of the Office of the Judge Advocate General (OJAG), and Naval Legal Service Command (NLSC) or the Office of Special Trial Counsel (OSTC) headquarters organizations and operations. This understanding may be gained through OJAG/NLSC/OSTC assignments at the echelon 2 and below level, including leadership tours and through temporary or permanent assignments.

(5) JPME Phase I. Although judge advocates are exempt from the Title 10, U.S. Code requirement to attain JPME Phase I and II level education, completion of JPME courses significantly enhances professional understanding of military operations. Since January 2013, all judge advocates have been encouraged to complete JPME Phase I before coming into zone for commander.

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(6) MJLCT Considerations. A MJLCT officer competitive for selection to commander should be proficient in military justice and court-martial litigation, have experience serving as lead counsel of record, have been detailed to and served in at least one leadership billet within a prosecution (Region Legal Service Office (RLSO) or OSTC) or defense office, and should have a demonstrated track record of success in leading and developing junior litigators and trial legalmen and civilians. Appropriate leadership billets include service as an Assistant Senior Trial Counsel, Assistant RLSO Trial Department Head, Assistant Senior Defense Counsel, or equivalent leadership positions within OSTC. MJLCT officers will rarely have served in joint tours. Because of their specialization, they should show a command of military justice litigation, but they may not have command of the other core practice areas.

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

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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 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. Results-oriented Officers who have demonstrated sustained superior performance and leader development, while taking on assignments of increasing levels of responsibility exhibit the potential to lead as commanders.

f. Potential commanders are expected to have initial exposure to a broad range of operational and support tours across Fleet logistics, supply chains, acquisition management, and life cycle sustainment. Board members should carefully examine a candidate's entire record to assess the officer's future potential to leverage their experiences in order to manage complex processes while effectively integrating logistics and sustainment functions. Assignments across myriad areas of responsibility should be given favorable consideration.

g. Fully qualified Officers, regardless of accession source, will have successfully completed two or more SC operational tours.

h. The Navy requires SC leaders with business competence. Attainment of a post graduate degree, regardless of source,

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reflects the minimum level of competence required to be a
logistics and supply chain leader. Fully qualified officers for
O5 should possess a business-related, data science, or military
service college master's degree.

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

(1) Those officers with breakout performance in
challenging assignments aligned to the SC Lines of Operation.

(2) Superior performance in large-deck Principal
Assistant tour (desired).

(3) Completion of JPME Phase I.

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.

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(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 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

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(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 (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. Officers who have a successful track record of increasing Spiritual Readiness and PNC capacity through the creation of partnerships, careful employment of volunteers, and

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effective liaison with peers and other helping professionals
indicate potential to succeed at the level of commander.

g. Officers who have further solidified a culture of PNC by
exhibiting the 12 PNC supervision competencies in the
development of PNC coaches, mentors, and supervisors indicate
potential to succeed at the level of commander.

h. Additional valuable achievements. The board shall give
favorable consideration to those officers who have demonstrated
superior supervisory performance in deployed, overseas, joint,
or complex shore assignments.

i. For merit reorder consideration, the chaplain should
display superb performance with an 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

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

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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
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 commanders should have
demonstrated superior performance in their lieutenant commander
billets. The best qualified officers should have a track record
of increased responsibility and complexity in acquisition,
facilities management, and expeditionary assignments.

i. A fully qualified officer's qualifications include:
Seabee Combat Warfare qualification (AQD: 960) or other warfare
qualification, if a lateral transfer to the community;
registered as a Professional Engineer (AQD: 951) or Registered
Architect (AQD: 952); Contracting Professional (AQD: ACA);
obtained DoN Acquisition Professional Membership (AQD: APM); and
a technical or financial management post-graduate education

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relevant to the CEC career path with associated P-code or Q-code
subspecialty for follow-on assignment to senior officer billets.

j. Highly valued achievements include superior performance
in facility/expeditionary/staff tours; Public Works Level III
(AQD: 9P3); FEAD/ROICC/expeditionary leadership billets;
command eligibility (AQD: 2D1 or 2D2); 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 commander:

(1) Minimum requirements: Consistent above-RSCA
performance in O4 tours.

(2) Additional items for consideration: Breakout
performance early in tours; successful O4
command/XO/S3/S7/nominative tours; recommendations for O5
command.

12. 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

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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.

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 dark ink, appearing to read "John C. Phelan". The signature is fluid and cursive, with the first letters of the first and last names being capitalized and prominent.

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)



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