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

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

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

### Career Path

<table>
<thead>
<tr>
<th>FLEET EXPERIENCE TOUR</th>
<th>DIVO</th>
<th>DH</th>
<th>DH</th>
<th>STAFF TOUR/ XO/OIC</th>
<th>STAFF TOUR/ XO/OIC</th>
<th>MAJOR STAFF/ CO</th>
<th>MAJOR STAFF/ CO</th>
<th>MAJ CMD</th>
</tr>
</thead>
</table>

### Typical Billets

- **Master's JPME I**
  - Overseas tour
  - Subspecialty development

- **Staff Tour**
  - Master's JPME I
  - Overseas
  - Shore facility management

- **Joint Tour**
  - Program Director
  - JPME II
  - Overseas
  - Shore facility management

- **Major Staff Tour**
  - JQO
  - Deputy/COS
  - Shore installation management
  - Resource allocation

### Administrative Boards:
- XO/OIC: N/A
- CDR CMD: N/A
- MAJ CMD: N/A
Fleet Support Officer
Community Values

- **Sustained Superior Performance**
  - In billets of increasing complexity, responsibility, and scope

- **Proven Leadership Positions in Shore or Joint Assignments**
  - Officers successfully serving as XO and CO ashore or in challenging joint assignments demonstrate the qualities required by the community

- **Career Paths**
  - Officers serving in leadership positions in critical specialty areas provide unique subject area expertise in the following areas:
    - Anti-submarine Warfare (IUSS)
    - Shore Installation Management (SIM)
    - Strategic Sealift Operations
    - Pol-Mil Affairs
Surface Warfare Officer
Career Progression

Career Path

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

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

Typical Billets
- SWO/EOOW Quals
- Masters USNA Staff WTI Tour
- TAO Qual
- DC JOINT JPME Staff
- DC JOINT CSG/ESG Staff

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

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

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

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

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

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

### Career Progression

**Career Path**

<table>
<thead>
<tr>
<th>INIT TRNG</th>
<th>DIVO</th>
<th>POST DIVO SHORE</th>
<th>SOAC</th>
<th>DH</th>
<th>POST DH SHORE</th>
<th>S C</th>
<th>XO</th>
<th>POST XO SHORE</th>
<th>NR/SCC</th>
<th>CO AFLOAT</th>
<th>POST CO SHORE</th>
<th>MAJ CMD</th>
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</tbody>
</table>

- **DH SBs**
- **XO SBs**
- **CO SBs**
- **MAJ CMD SBs**

**Typical Shore Billets**

- **IZ O4**
- **IZ O5**
- **IZ O6**

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

**ADMINISTRATIVE BOARD RATES:**

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

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

Community Values

- **Sustained superior performance at sea** is most valued

- **Valued achievements prior to LIEUTENANT COMMANDER**
  - Serving as DH at sea

- **Valued achievements prior to COMMANDER**
  - Serving as XO at sea
  - Operational/readiness/training command XO: Pre-Commissioning Unit XO, Submarine Learning Center/Facility XO, Naval Submarine Training Center/Detachment XO, Trident Training Facility XO, Nuclear Power Training Unit Moored Training Ship XO, Submarine Squadron Staff XO, Undersea Rescue Command XO
  - XO ashore assignments: Strategic Systems Programs Flight Test Unit XO, Undersea Warfighting Development Center Tactical Analysis Group XO, Base/Installation XO
  - CO/OIC or equivalent: NAUTILUS OIC, NSTCP DET Guam OIC, Nuclear Prototype Ops Officer, etc.

- **Valued achievements prior to CAPTAIN**
  - Serving as CO at sea. Submarine officers screen for CO during/after a successful XO tour and must pass rigorous nuclear engineering (NR) and at-sea tactical certifications (SCC) prior to taking command.
  - Operational readiness and training command CO assignments (priority order): Naval Submarine Support Command CO, Undersea Rescue Command CO, Unmanned Undersea Vehicle Squadron CO, Naval Ocean Processing Facility CO, Naval Data Center CO. The most competitive CO ashore officers serve as Deputy Squadron Commander prior to command.
  - Submarine Force career path timing and tour lengths result in most officers serving in command when IZ for O6. This timing is expected. Do not view it negatively.

- **Graduate education with or without a subspecialty and/or Joint Professional Military Education** are valued regardless of source or method of achievement (e.g., War College, Naval Postgraduate School, civilian institution, distance learning)
Special Warfare (SEAL) Officer Career Progression

Career Path

Typical Billets

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

ADMINISTRATIVE BOARD RATES (5 YEAR AVERAGE ACROSS 3 LOOKS)
- XO: 78%
- CDR CMD: 67%
- MAJ CMD: 50%

NSW ACRONYMS
- ST: SEAL TEAM
- SDVT: SEAL DELIVERY VEHICLE TEAM
- SRT: SPECIAL RECONNAISSANCE TEAM
- SBT: SPECIAL BOAT TEAM
Special Warfare (SEAL) Officer

Community Values

- Sustained superior performance is the foundation of the NSW Community

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

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

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

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

Career Progression

### Career Path

<table>
<thead>
<tr>
<th>Initial Trng</th>
<th>Platoon Cdr</th>
<th>Co Cdr SOF Plt Cdr</th>
<th>Shore Tour Afloat Staff</th>
<th>Dept Head Staff</th>
<th>XO</th>
<th>Joint / Navy Staff</th>
<th>CO</th>
<th>Joint / Navy Staff</th>
<th>Major Cmd</th>
<th>Post-Major Cmd</th>
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<tbody>
<tr>
<td>EOD Officer (KG5)</td>
<td>EOD DH SB (KG0)</td>
<td>XO SB</td>
<td>CO SB</td>
<td>MAJ Cmd SB</td>
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</tbody>
</table>

#### Typical Billets

- **Pipeline Training (Dive & EOD)**
  - EOD Co Cdr
  - MOB/MCM Platoon
- **EOD DH SB**
  - EOD DH SB
  - XO SB
- **CO SB**
  - CO SB
- **MAJ Cmd SB**
  - MAJ Cmd SB
- **Shore Det**
  - NSWDG
  - EXU-1 Plt
  - Shore Staff
  - NPS
  - Grad Ed
  - JPME I
  - ACQN Lvl 1
- **CSG/ESG**
  - SMWDC
  - JSOC
  - DTRA
  - EODGRU
  - CEODD
  - EXWDC
  - CTF
  - NSWDG
  - EOD Ops
  - MDSU Ops
  - Jr NWC
- **EDMU**
  - EODTEU
  - EODESU
  - NDSTC
  - EOD School
  - NEDU
  - NSWDG
  - EXU-1
- **OPNAV**
  - JCS
  - COCOM
  - MDSU
  - NSWDG
  - EXU-1
- **EODGRU**
  - JCS
  - COCOM
  - EODGRU
  - SOCOM
  - JSOC
  - Sr NWC
  - JPME II
- **OSD**
  - COCOM
  - OPNAV
  - NSWDG
  - EXU-1

### Administrative Screen Board Rates

- DH Screening (Dec 19): 100%
- XO Screening (Dec 19): 25%
- CO Screening (Dec 19): 26%
- MAJ CMD Screening (Nov 19): 33%
Explosive Ordnance Disposal Officer

Community Values

- **Valued achievements prior to LIEUTENANT COMMANDER**
  - Attained EOD Officer Warfare Qualification (KG5)
  - Administratively screened for EOD DH (KG0)
  - Valued: Sustained superior performance through Shore/Afloat staffs

- **Valued achievements prior to COMMANDER**
  - Served or serving as an EOD Executive Officer
  - Continued superior performance in Navy staff and joint duty assignments
  - Valued: Completed JPME Phase I
  - Valued: Superior performance in an Acquisition (ACQN) coded billet

- **Valued achievements prior to CAPTAIN**
  - Served or serving in O5/Commander Command
  - Continued superior performance in major Navy staff and joint duty assignments
  - Valued: Member of Acquisition Corps (AC)
Aviation Officer
Career Progression

Career Path

<table>
<thead>
<tr>
<th>FLT TRNG</th>
<th>1st SEA</th>
<th>1st SHORE</th>
<th>2nd SEA</th>
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<tbody>
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<td>SHORE/SEA</td>
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<td>SHORE/SEA</td>
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</table>

FY21 ADMIN SCREEN BOARD RATES:

- DH: 67%
- CDR CMD: 34%
- MAJ CMD: 45%
Aviation officers have a long training pipeline, resulting in NOB FITREPS for the officer’s first 3-4 years

- NA values early Graduate Education opportunities, but career timing must be closely managed
- Min service requirement retains most aviators through first O-4 board promotion opportunity
- Aviation requires reinvestment of Aviation skills at flight training units and centers of excellence that could limit options for tour assignment diversity, when compared to other officer communities

Valued achievements prior to LIEUTENANT COMMANDER

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

Valued achievements prior to COMMANDER

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

Valued achievements prior to CAPTAIN

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

Notional Career Path

<table>
<thead>
<tr>
<th>DIVO (FLEET OR HR)</th>
<th>DH (FLEET OR HR)</th>
<th>STAFF TOUR</th>
<th>LCDR LEADERSHIP / COMMAND / MILESTONE / STAFF TOURS</th>
<th>CDR LEADERSHIP / COMMAND / MILESTONE / STAFF TOURS</th>
<th>CAPT LEADERSHIP / COMMAND / MILESTONE / STAFF TOURS</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
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<td>DIO/DH/OIC/Staff Tour</td>
<td>LCDR Command/Milestone</td>
<td>CAPT or MAJ Command/Milestone</td>
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<tr>
<td></td>
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<td>In-Residence Grad Ed</td>
<td>CO/XO/OIC/DH/TYCOM/Fleet/HQ Staff/CVN TO</td>
<td>CO/Deputy/COS/OSD/SECNAV/COCOM</td>
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<td>Service College (JPME I)</td>
<td>In-Residence Grad Ed</td>
<td>Joint Tour/Experience</td>
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<td>Service College (JPME I)</td>
<td>Service College (JPME II)</td>
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<td>HR Introductory Course</td>
<td>Joint Tour/Experience</td>
<td>Professional Recertification</td>
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Develop Core Competency AQDs: Development, Management, Recruiting, Requirements

Develop Subspecialty Experience

Lateral Transfer & POCR Gains

Typical Billets/Quals

DIVO/DH/OIC/Staff Tour
In-Residence Grad Ed
Service College (JPME I)
Professional Certification
HR Introductory Course

LCDR Command/Milestone
CO/XO/OIC/DH/TYCOM/Fleet/HQ Staff/CVN TO
In-Residence Grad Ed
Service College (JPME I)
Joint Tour/Experience
Professional Certification

CDR Command/Milestone
CO/XO/Fleet N1/TYCOM/HQ/Major Staff
Joint Tour/Experience
Service College (JPME II)
Professional Recertification
HR Advanced Course

CAPT or MAJ Command/Milestone
CO/Deputy/COS/OSD/SECNAV/COCOM
Joint Tour/Experience
Professional Recertification

HR VALUED SUBSPECIALTY CODES

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<th>Description</th>
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<tr>
<td>31XX</td>
<td>Financial Management</td>
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<tr>
<td>3130</td>
<td>Manpower Systems Analysis</td>
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<tr>
<td>3150</td>
<td>Training &amp; Education</td>
</tr>
<tr>
<td>321X</td>
<td>Operations Analysis</td>
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<tr>
<td>3XXX</td>
<td>Civilian Equivalent</td>
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EXPERIENCE CODES

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<tr>
<td>S</td>
<td>18 Month Experience Tour</td>
</tr>
<tr>
<td>R</td>
<td>Two Separate 18 Mo. Tours - Proven</td>
</tr>
<tr>
<td>P</td>
<td>Graduate Degree</td>
</tr>
<tr>
<td>Q</td>
<td>(P) Degree followed by 18 Mo. Tour - Proven</td>
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</tbody>
</table>

UNCLASSIFIED
Human Resources Officer

Community Values

- **Valued achievements prior to LIEUTENANT COMMANDER**
  - Sustained superior performance in HR and/or source community tours
  - Attainment of source community qualifications
  - Command eligibility (AQD: 2D1)
  - Demonstration of increasing levels of responsibility and sound judgment

- **Valued achievements prior to COMMANDER**
  - Sustained superior performance in all assigned duties, especially while serving in LCDR HR command or milestone
  - Master’s degree in HR related subspecialty
  - HR subspecialty experience: 311X, 3130, 3150, 321X
  - Command eligible or qualified (AQD: 2D1/2D2)
  - Professional Certification including PHR, SPHR, GPHR, CPT, CPLP, CDFM, CDFM-A
  - JPME I

- **Valued achievements prior to CAPTAIN**
  - Sustained superior performance in all assigned duties, especially while serving in CDR HR command or milestone
  - Master’s degree in HR related subspecialty
  - HR proven subspecialty (Q/R suffix): 311X, 3130, 3150, 321X
  - Command eligible or qualified (AQD: 2D1/2D2)
  - Professional Certification including PHR, SPHR, GPHR, CPT, CPLP, CDFM, CDFM-A
  - JQO Progression: JPME I, JPME II and Joint Tour
Career Path

TRADITIONAL CAREER PATH

PhD EDUCATION

PMP TEACHING ASSIGNMENT

0 2 4 6 8 10 12 14 16 18 20 22 24 26 28

- Naval Postgraduate School (3 years)
- Civilian Institution (4 years)
- Naval Academy War College
- Naval Postgraduate School

ADMINISTRATIVE BOARDS:
- XO/OIC: N/A
- CDR CMD: N/A
- MAJ CMD: N/A
As members of the academic professoriate, PMPs:

- Have completed PhD within expected timeframe: 3 years (NPS); 4 years (CIVINS)
- Demonstrate sustained superior performance in teaching, research, leadership, service

Valued achievements prior to CAPTAIN

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

Typical Billets / Quals

- **EDQP**
  - Eng focused Master's Program
  - Proj Off Ship Supt Field Activity

- **Acquisition Corps Selection**
  - Production Off Type Desk Off CVN PA*, APM, Sys Engineer Repair Off

- **DAWIA Lvl III**
  - OIC/CHENG*/CSO* ARO/DPM/ PAPM SUPSHIP PMR APM/RQMTS OFF/ ACTION OFF

- **NSY/RMC DH**
  - CVN RO* Staff N43 EA / CoS Tech Dir

- **CO MPM**
  - Staff N43 EA / CoS Tech Dir

*Sea Duty – CVN billets*
Valued achievements prior to LIEUTENANT COMMANDER
- Warfare qualification
- Proven performance at sea
- 1440 or 1460

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

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

Career Progression

Career Path

<table>
<thead>
<tr>
<th>URL Career Path</th>
<th>FLT TRNG</th>
<th>SEA</th>
<th>SHORE</th>
<th>SEA</th>
<th>DH</th>
<th>SHORE</th>
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Lateral-Transfer Window
URL on-ramp to AEDO at 8 - 15 YCS

AEDO Career Path

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<th>16</th>
<th>18</th>
<th>20</th>
</tr>
</thead>
<tbody>
<tr>
<td>LCDR Experience Tours / PM / T&amp;E / FS&amp;P jobs</td>
<td>CDR Leadership Tours / O-5 ACQ Command</td>
<td>CAPT Leadership Tours / MAJ O-6 ACQ Command</td>
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AEDO career paths are tailored based on accession timing, diversity of experience, and acquisition lines of effort

Typical Billets / Qualifications

- Test Pilot School
- Fleet DH, IPTL, APM, ASPO
- Test Squadron – DH / PC
- FRC Production / PSO DCMA CFO / GFR
- TYCOM Class Desk
- DPM, IPTL, APM, or FRC QAO
- Limited command opportunities:
  - Test Squadron Command
  - ACQ Shore Command

- DAWIA Level II
- DAWIA Level III
- Acquisition Professional Membership Masters (Technical or Business)

Limited command opportunities:
- Test Squadron Command
- ACQ Shore Command

- Major Program Manager
- Major ACQ Shore Command
- SYSCOM Military Director
- Senior Staff / EA / MA / CoS

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

Community Values

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

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

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

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

Career Progression

Career Path

Sea / Shore / Overseas

AMO School (9 weeks)

JASMMM (2 weeks)

A2M2 (6 weeks)

Sea / Shore

Sea / Shore

AMCOT (1 week)

Sea / Shore

CDR CMD Tour

Shore

O6 Major Command

Typical Billets

AMO, MMCO, QAO, DIVO (O & I Level)
Fleet Support Staff
Acquisition Staff
PG School

AIMD OIC
CAGMO
CVN IM1
L-Class MO
SQDN AMO

CDR CMD
- CVN AIMDO
- FRC OIC
- JSF CO
- O5 ASC

NAVAIR ACQ Cmd
Fleet Support Staff
FRC Production
Wing MO
SYSCOMs
OPNAV

Major Prgm Mgr
Major Shore Cmd

Professional Aviation Maintenance Officer (PAMO) Designation
DAWIA Level I PQM

DAWIA Level II PQM (LCL, PM)
DoN Acquisition Professional Membership (APM)

DAWIA Level III PQM (LCL, PM)

DAWIA (Executive Mgmt)

Business/Technical Masters Program (MBA, Aero, IT, OA)
Acquisition Continuing Education throughout career (DAWIA Level I/II/III)

ADMINISTRATIVE BOARDS:
CDR CMD (Mar 20): 21%
Aerospace Maintenance Duty Officer

Community Values

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

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

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

Career Path

Typical Billets

Professional Development

Source Community Training Pipeline / Warfare Qualification

Initial Tour / Sea Duty
Sea / Staff Duty
Independent Tour / Staff Duty
LCDR
Dept. Head Afloat / Sea
Major Staff / Joint Tours OIC

CDR
Major Staff / # Flt / Joint
Wash DC Leadership Tours

CAPT
Major Staff / Command Leadership Tours

POCR / LAT XFER Gains
M/S SB

NPASE AO/ CVN DIVO

Fleet AO/ CHINFO AO/ NPASE AO/ Ind. Duty PAO for Major Commander

O4 Milestone: 7M1 AOD

# FLT PAO / Lead TYCOM/ CHINFO Media Ops, EA, Plans/ Deputy Fleet/ Joint

USFF / CPF / NAVEUR / Deputy CHINFO / CNO CNIC / CNP / Joint/ NPASE CO

NPASE OIC/ TYCOM
Joint/CHINFO

DINFOS PAQC

Grad Education/ JPME I/ Accreditation or Certification

War College / JPME II
JQO / Executive Learning

O4 Milestone Administrative Screening Board
(FY19): First board conducted Nov. 2018: 67.5%
(FY20): Second board conducted Dec. 2019: 37.5%
Career progression produces senior PAOs with communication expertise demonstrated by strategy development, tactical execution, enterprise leadership, and providing astute counsel. Sustained superior performance in diverse jobs balancing operational and joint staffs, direct senior leader support, Wash DC HQ billets, and community leadership.

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

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

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

Foreign Area Officer
Career Progression

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

Lateral Transfer On-Ramp

Initial Training
Staff

Staff
SCO/DAO

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

Late Career / Alternate Lateral Transfer On-Ramp

Milestone Tour
Post-MS Tour

SDO/DATT/SCO CHIEF/ FLEET N5

DC Major Staff

Typical Billets:

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

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

2x Looks for Milestone Screen (M/S)
Held at Year of Selection and Year of Selection +1
O5 ~ 50-55% (*% adjusted to meet requirements)
Valued achievements prior to LIEUTENANT COMMANDER
- Sustained superior performance and warfare qualified in source community
- Progress towards FAO qualification with consideration given to re-designation timing
- Demonstration of increasing levels of responsibility and sound judgment

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

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

Career Path

Typical Billets / Quals

Sea: OCEANO DIVO
Community Qualification & Experience Tours
Post Grad Education

<table>
<thead>
<tr>
<th>OCEANO DIVO</th>
<th>O4 Milestone</th>
<th>O5</th>
<th>O6 Major Command</th>
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</thead>
<tbody>
<tr>
<td>LCDR</td>
<td>LCDR</td>
<td>CDR</td>
<td>MAJ</td>
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<tr>
<td>M/S ASB*</td>
<td>LDR ASB*</td>
<td>CDR M/S</td>
<td>CMD ASB*</td>
</tr>
<tr>
<td>LCDR</td>
<td>O4 SB*</td>
<td>O5 SB*</td>
<td>O6 SB*</td>
</tr>
</tbody>
</table>

Lateral Gains: POCR / Lat Xfr / LDO On-Ramp

Sea
- OCEANO DIVO (CRUDES, L-class, CVN)
- Deployable/Embedded Teams:
  - Hydrographic Team (FST)
  - UUV Platoon (MIW)
  - NOAT (ASW), NSW, SGOT

Shore
- Detachment OIC
- Fleet Weather Centers (FWC)
- OCEANO Production Centers
- Post-Graduate Education
- IUSS/CUS (NOPF)

Sea: O4 SB* O5 SB* O6 SB*

Sea: # FLT
- Command
- Major Staff
- Headquarters

Shore: XO
- Command
- Major Staff
- Headquarters

Typical Billets / Quals

Met/Ocean Master’s, JPME I

Met or Ocean PhD, JPME II, NWC, JQO, ACQN I/II/III

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

*ASB: Administrative Screening Board
*SB: Statutory Board
Oceanography Officer
Community Values

- Sustained superior performance in leadership and operational billets

- Valued achievements prior to LIEUTENANT COMMANDER
  - Information Warfare Officer Qualification
  - Strong operational tour(s)

- Valued achievements prior to COMMANDER
  - Superior performance in O4 milestone at-sea tour
  - Physics-based oceanography and meteorology Master’s degree
  - Demonstrated leadership tour: XO, OIC
  - Major Staff, Joint, TYCOM
  - JPME I

- Valued achievements prior to CAPTAIN
  - O5 Command (~42% opportunity)
  - Superior performance in O5 milestone tour
  - Superior performance in positions of leadership and influence
  - Programmatic/policy experience: OPNAV / BUPERS / PERSCOM
  - Operational HQ / TYCOM experience: CNMOC / NAVIFOR
  - Joint Qualified Officer progression
Cryptologic Warfare Officer
Career Progression

Career Path

<table>
<thead>
<tr>
<th>CW Tactical</th>
<th>CW National</th>
<th>NPS</th>
<th>CW Tactical</th>
<th>CW Tactical</th>
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<tbody>
<tr>
<td>CW Tactical</td>
<td>CW National</td>
<td>NPS</td>
<td>CW Tactical</td>
<td>CW Tactical</td>
</tr>
</tbody>
</table>

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

Typical Billets/Quals

- CW Qual
- IWC Qual
- NIOC Divo
- NIOC Divo
- PCS Afloat
- DIRSUP
- NavSpecWar
- CMF
- IWTC
- NPS
- Cyber
- NIWDC
- #’d FLT
- PHIBRON
- Major Staff
- XO/OIC
- #’d FLT
- CSG/ESG
- CMF/JFHQ-Cyber
- OPNAV
- CCMD
- NSA/NIOC DH
- OPNAV
- FCC/FFC/CPF
- TYCOM
- CCMD
- NSA
- DIWC
- CDR CO
- MAJCOM XO
- #’d FLT
- NIIOC OPS
- OPNAV
- CCMD
- MAJOR CMD
- CCMD
- OPNAV
- NSA
- FCC/FFC/CPF
- C10F ACoS
- PMC
- CSG IW CDR
- Chief of Staff
- #’d FLT MOC-D
- PERS-47
- IFOR-N2/N6 EA

Academic Schlrshp
- NPS Masters, JPME I
- JPME II, NDU/NWC, JQO, ACQN I/II/III, PhD

Command and Milestone Administrative Screening Boards (FY20):

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

*ASB: Administrative Screening Board
*SB: Statutory Board
Cryptologic Warfare Officer

Community Values

- Sustained superior performance in leadership and operational billets

- Valued achievements prior to LIEUTENANT COMMANDER
  - Information Warfare Officer Qualification
  - Strong performance in CW Surface, Subsurface, Air or Special Warfare tactical tours
  - Strong performance in National or Joint tours (NSA/NIOC, Cyber Mission Force)
  - Progress toward Advanced Degree

- Valued achievements prior to COMMANDER
  - Strong performance in O4 milestone tour
  - Strong performance in Leadership tour (XO/OIC)
  - Major Staff or Acquisition tour
  - Master’s Degree (STEM valued) Complete
  - Joint Professional Military Education Phase I Complete

- Valued achievements prior to CAPTAIN
  - Strong performance in O5 Command, MAJCOM XO
  - Break out performance in O5 milestone tour; MS Complete
  - Strong performance in Major Staff, TYCOM, Joint tour, OPNAV, NPC/BUPERS
  - Joint Qualified Officer progress (JPME Phase II complete OR in/complete JDALtour)
Information Professional Officer
Career Progression

Career Path

<table>
<thead>
<tr>
<th>SWO-IP</th>
<th>LDO Off-ramp</th>
</tr>
</thead>
<tbody>
<tr>
<td>I P B C</td>
<td>Sea: ANSI**</td>
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<tr>
<td>IPBC</td>
<td>O3 Shore Grad Ed</td>
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<td>LCDR</td>
<td>O3 Sea Operational Tour</td>
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<tr>
<td>LCDR</td>
<td>O4 Milestone</td>
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<tr>
<td>LCDR</td>
<td>O4 Leadership</td>
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<tr>
<td>CDR</td>
<td>Joint / HQ Major Staff</td>
</tr>
<tr>
<td>CDR</td>
<td>M/S ASB*</td>
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<tr>
<td>CAPT</td>
<td>M/S ASB*</td>
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<tr>
<td>CAPT</td>
<td>CMD ASB*</td>
</tr>
<tr>
<td>CAPT</td>
<td>O6 ASB*</td>
</tr>
</tbody>
</table>

Typical Billets / Quals

- **Typical Billets**
  - IP Basic Course (IPBC)
  - IP Basic & IWC Qual
  - C4I Afloat NETOPS & Cyber
  - NPS JPMF I
  - Cyber Space SPECWAR ACQN
  - Afloat Staff CNV/LHD/A DIVO WTI IPBC Inst.
  - Afloat Staff CNV CSIO NCTS DH IP IQ CMD Qual Staff TAO
  - OIC / XO Joint TYCOM Cyber / Space / ACQN / SPECWAR / WTI
  - SG N6 #FLT N6A NCTAMS OPCS
  - CO / XO Joint C10F/NAVIFOR OPNAV N2/N6 IP AQ JPME II / ACQN II
  - #FLT N6
  - O6 CMD Afloat IWC J6/N6 IWC X-detail JQO ACQN LVL II/III

- **Tech Master's Program**

Command and Milestone Administrative Screening Boards (ASB) (FY20):
- LCDR Milestone: 77%
- CDR Milestone: 64%
- CAPT Milestone: 73%
- LCDR Leadership: 29%
- CDR Command: 13%
- MAJ Command: 38%

* ASB: Administrative Screening Board
* SB: Statutory Board
** ANSI: Afloat Network Security Initiative
Information Professional Officer
Community Values

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

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

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

#### Career Path

<table>
<thead>
<tr>
<th>Training</th>
<th>Initial Operational/Sea Tour</th>
<th>O3/O4 Operational/Sea Milestone</th>
<th>O5 Command/XO/OIC</th>
<th>O6 Major Command</th>
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</thead>
<tbody>
<tr>
<td></td>
<td>Shore Duty</td>
<td>O4 XO/OIC</td>
<td>O5 Operational/Sea Milestone</td>
<td>Major Staff N2/J2/Director</td>
</tr>
<tr>
<td></td>
<td>Grad Ed</td>
<td>Competitive Shore</td>
<td>Competitive Shore Other Operational Staff</td>
<td>IWC Afloat</td>
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<td>Attache</td>
<td>Attache</td>
<td>Sequential Navy/Joint Command</td>
</tr>
</tbody>
</table>

**Lateral Gains:** SWO-INTEL Option, POCR, Lat Xfr, LDO (6830 → 1830)

### Typical Billets/Quals

- **INTEL Qual:** IWC Qual, CVN/CAG, FID/FIAF, Amphib
- **NSW Intel Center** Expeditionary, Instructor Duty
- **CVN/CAG Qual:** Amphib, NSW, FID/FIAF, Expeditionary
- **Intel Center:** Operations Manager, N2, Staff
- **CVN/CSG Qual:** ESG, NSW, Joint Staff, WDC, Expeditionary
- **Intel Center:** Operations Manager, N2, Staff
- **FLT N2 Staff N2/J2:** Joint Staff, Intel Center
- **CSG IW CDR:** Chief of Staff, OPNAV

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

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

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* ASB: Administrative Screening Board / * SB: Statutory Board
Intelligence Officer
Community Values

- **Valued achievements prior to LIEUTENANT COMMANDER**
  - Superior performance in initial operational/sea tours
  - Information Warfare Officer Qualification
  - Competitive intelligence center/staff tour (Navy or Joint)
  - Demonstrated proficiency in OPINTEL

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

- **Valued achievements prior to CAPTAIN**
  - Screened for O5 Command (limited opportunity)
  - Superior performance in O5 operational/sea milestone tour
  - Superior performance in position of leadership
  - Competitive intelligence center/staff tour (Navy or Joint) as O4 or O5
  - Demonstrated proficiency across IW disciplines
  - Joint Qualified Officer progression
Cyber Warfare Engineer
Career Progression

Career Path

<table>
<thead>
<tr>
<th>National Navy</th>
<th>NPS - MS</th>
<th>NPS - PhD</th>
<th>O5 Major Staff Joint</th>
<th>O6 Major Staff Joint</th>
</tr>
</thead>
<tbody>
<tr>
<td>National Navy</td>
<td>National Navy</td>
<td>O4 Major Staff Joint</td>
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</tr>
</tbody>
</table>

Lateral Gains: Lateral Transfer, Lateral Entry

Typical Billets/Quals

- NCWDG CWE Qual IWO Qual
- CWG-6 CMF NSA / FCC NIWDC / NIWC
- NPS Masters / JPME I CNODP SNTWI
- C10F NSA / FCC CMF JFHQ-CYBER
- NPS PhD CNODP
- C10F / FCC NSA CMF JFHQ-CYBER JMOC NIWC

*SB: Statutory Board

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

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

Community Values

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

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

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

- **Valued achievements prior to CAPTAIN**
  - Superior performance as a technical director in Navy, Joint, or National tour
  - Progress toward Doctorate Degree
Limited Duty Officer (Surface)
Career Progression

Surface (611X, 612X, 613X, 618X)

<table>
<thead>
<tr>
<th>YCS</th>
<th>DIVO at Sea</th>
<th>DIVO at Sea</th>
<th>DH/PA at Sea or Shore</th>
<th>LT DH/PA at Sea or Shore</th>
<th>LCDR DH/PA at Sea or Shore CO / XO / OIC</th>
<th>CDR DH at Sea or DH at Shore CO / XO / OIC</th>
<th>Community Assignments</th>
</tr>
</thead>
<tbody>
<tr>
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</table>

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

**Valued Career Credentials**

**Milestone Assignments**

611X:
- O-3 1st LT LPD
- O-4 1st LT CVN

612X:
- O-4 CSG JICO, AOPS LHA/D
- O-5 Fleet/COCOM JICO

613X:
- O-3 MCM/LCS CHENG, LHD PA
- O-4 LSD/LCC/LPD CHENG, LHA/D MPA
- O-5 LHA/D CHENG

618X:
- O-4 GUN BOSS LHA/D, CSMO CVN, EMO LHA
- O-5 CSO CVN

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

Community Values

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

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

- **Valued achievements prior to CAPTAIN**
  - Sustained superior performance in milestone O-5 assignment
  - Screened for Commander Command AQD (2D2)
  - Sustained superior performance while serving in command
  - Sustained superior performance while serving in community assignments
Limited Duty Officer (NUC/SUB)  
Career Progression

<table>
<thead>
<tr>
<th>SUB/NUC (6200, 6230, 6280, 6260, 6290)</th>
<th>ENS / LTJG</th>
<th>LT</th>
<th>LCDR</th>
<th>CDR</th>
<th>Community Assignments</th>
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</thead>
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<tr>
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<tr>
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<td>Life-long learning (Technical certifications and/or degree completion)</td>
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**Milestone Assignments**

<table>
<thead>
<tr>
<th>620X Fleet:</th>
<th>620X NR:</th>
<th>628X:</th>
</tr>
</thead>
<tbody>
<tr>
<td>O-3 CVN Technical Assistant</td>
<td>O-3 Assistant Naval Reactor Representative (NRR)/Principal Assistant</td>
<td>O-3 DH Sea/Shore, ONI, NOTU, Special Projects, AS, NRL, MATOFF</td>
</tr>
<tr>
<td>O-4 CVN Principal Assistant</td>
<td>O-4 Deputy NRR/Projects Lead</td>
<td>O-4 AOIC/OIC***, ISIC Staff MATOFF or equivalent</td>
</tr>
<tr>
<td>O-5 CVN CHENG</td>
<td>O-5 NRR</td>
<td>O-5 XO/OIC***, MAJ Staff Off or equivalent</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>623X:</th>
<th>626X:</th>
<th>629X:</th>
</tr>
</thead>
<tbody>
<tr>
<td>O-3 Special Project, Sea/Shore Repair, NSW, ISIC Staff</td>
<td>O-3 DH Shore/Sea, SWF/SSBN/AS, CSS, NMC, Insp.</td>
<td>O-3 Staff COMMS/IT, STRATCOM, NSW, Wing</td>
</tr>
<tr>
<td>O-4 MAJ Staff Off, AOIC/XO***</td>
<td>O-4 DH Shore/Sea, XO/AOIC/OIC, MAJ Staff Off</td>
<td>O-4 DH, Overseas Numbered Fleet/CTF/CTG COMMO</td>
</tr>
<tr>
<td>O-5 XO*** / MAJ STAFF or equivalent</td>
<td>O-5 XO/OIC***, Major Staff, NW Insp or equivalent 1820</td>
<td>O-5 Major Staff/TYCOM N6 or Deputy N6, DIR for C4I</td>
</tr>
</tbody>
</table>

1820 Off-ramp available starting at 4-6 YCS

*** few opportunities available

**Commander Command: selected CDRs/CDRs**

**Administrative Screenings**

**Major Command: selected CAPTs/CAPTs**

UNCLASSIFIED
Limited Duty Officer (NUC/SUB)

Community Values

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

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

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

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

#### Career Progression

<table>
<thead>
<tr>
<th>YCS</th>
<th>0</th>
<th>3</th>
<th>6</th>
<th>9</th>
<th>12</th>
<th>15</th>
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</thead>
<tbody>
<tr>
<td>Aviation (631X, 632X, 633X, 636X, 639X)</td>
<td>SEA</td>
<td>SHORE</td>
<td>2nd SEA</td>
<td>2nd SHORE</td>
<td>O4 SEA PINNACLE SHORE/SEA OVERSEAS</td>
<td>SHORE</td>
<td>XO/CO</td>
<td>O5 SHORE/SEA</td>
<td>SHORE SEA</td>
<td>MAJ CMD</td>
<td>O6 BILLET</td>
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#### Milestone Assignments

**631X:**
- O-3 CVN Flight Deck Officer/LHD Handler/Shooter
- O-4 CVN Handler/NAVAIR/TYCOM Staff, NPC
- O-5 CO/XO, CVN Gun Boss/SUP/SHIP CVN PJ/MAJ Staff

**632X:**
- O-3 TOC Watch Officer/OIC if available
- O-4 CCGS/TYCOM Staff/PATWING INTEL/CNATTU/OIC
- O-5 CO/XO, CVN Gun Boss, CVN PJ/NASC SCH ADMIN/CNATT Director/ED TRA PLN

**633X:**
- O-3 OIC, WING STAFF, AMO, MMCO, DET MO, QAO, MCO, DIV O
- O-4 FRS MO, CVN IM1, LHA/D MO, CAGMO
- O-5 NPC, WING MO, CO/XO, CVN Gun Boss, NATTC/CNATT, PAMO Qualified

**636X:**
- O-3 G-3/CAG Gunner/STF WEPS/Shore OIC/TYPE WING
- O-4 CVN OHO/LHA/D Gun Boss/NPC/NAVCENT/NMC OIC, NPC
- O-5 NPC, WING MO, CO/XO, CVN Gun Boss, NATTC/CNATT PAMO Qualified

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

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

#### Administrative Screenings

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

**Major Command:** selected CAPTs/CAPTs (1 opportunity biannual)
Limited Duty Officer (Aviation)

Community Values

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

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

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

Career Progression

<table>
<thead>
<tr>
<th>General Line (641X, 643X, 648X, 649X)</th>
<th>DIVO at Sea</th>
<th>DIVO at Shore</th>
<th>LT DH at Shore / OIC</th>
<th>LCDR DH at Sea or DH at Shore / XO/OIC</th>
<th>CDR DH at Shore (CO/XO/OIC)</th>
<th>Community Assignments</th>
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<td>3</td>
<td>6</td>
<td>9</td>
<td>12</td>
<td>15</td>
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</tbody>
</table>

Basic Technical and Tactical Qualifications

**Valued Career Credentials**

Increasingly challenging technical and tactical leadership and management assignments.

Life-long learning (Technical certifications and/or degree completion)

Manpower, Personnel, Training, and Education Tours (MPT&E).

**Milestone Assignments**

641X:
- O-3 Staff Flag Secretary
- O-3/4 AO AS or LHA/D
- O-4 AO CVN
- O-4/5 Major Staff Flag Secretary

643X:
- O-3 DIR. LARGE BAND
- O-4 XO/CO NAVSOM DIR, FBA

648X:
- O-3/4 Department Head
- O-4 TEU/NDSTC XO
- O-4 GRU N7
- O-5 TEU CO

649X:
- O-3 LHA/D SECO
- O-4 SECO CVN
- O-4 Navy Installation or Region
- O-5 SECO CNIC HQ or Large Installation

**Administrative Screenings**

Commander Command: selected CDRs/CDRs (2 opportunities)

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

Community Values

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

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

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