



FY-24 Active-Duty Line Community Brief Disclaimer

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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.

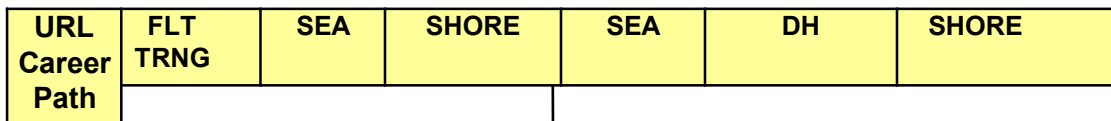
ONLY MATERIAL APPROVED BY THE SECRETARY OF THE NAVY WILL BE PRESENTED TO STATUTORY SELECTION BOARDS. THIS BRIEF HAS BEEN APPROVED BY SECNAV FOR USE BY THE FY-24 STATUTORY SELECTION BOARDS.



Aerospace Engineering Duty Officer

Career Progression

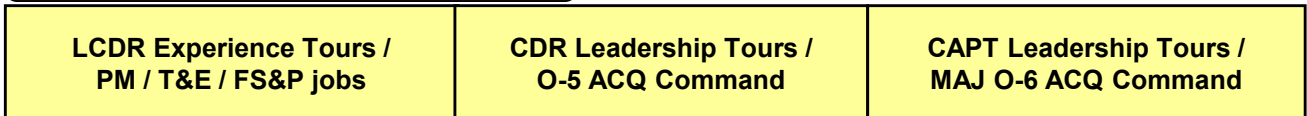
Career Path



- DPM: Deputy Program Manager
- APMSE: Assistant Program Manager of Systems Engineering
- IPTL: Integrated Product Team Lead
- ASPO: Avionics Systems Project Officer
- Proj O: Project Officer
- DH: Department Head
- PC: Platform Coordinator
- CFO: Chief of Flight Operations
- GFR: Government Flight Representative
- FRC: Fleet Readiness Center (Gov't organic depot)
- PSO: Production Support Officer
- DCMA: Defense Contract Management Agency
- QAO: Quality Assurance Officer
- FTD: Flight Test Director

Lateral-Transfer Window
URL on-ramp to AEDO at 8 - 17 YCS

AEDO Career Path



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



Typical Billets / Qualifications

<p>PM: IPTL, APMSE, ASPO T&E: Proj O, DH, PC FS&P: FRC PSO, DCMA CFO, GFR Fleet DH</p>	<p>DPM, IPTL, APMSE, FRC QAO or FTD, or TYCOM class desk</p> <p>Command or Screen board opportunities:</p> <ul style="list-style-type: none"> -Test Squadron Command -ACQ Shore Command -FRC Production Officer
<p>DAWIA Foundational or Practitioner</p>	<p>DAWIA Practitioner or PM Advanced</p>
<p>Acquisition Professional Membership Masters (Technical or Business)</p>	



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, each of which are equally weighted and important:**
 - PM: Program Management (SYSCOMs - NAVAIR, NAVWAR)
 - T&E: Test & Evaluation (VX/HX/UX Squadrons/Wings, USNTPS)
 - FS&P: Fleet Support and Production (DCMA, FRC, TYCOM Class Desk)

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

- **Valued achievements prior to COMMANDER**
 - Superior performance in operational and/or acquisition LCDR experience tours
 - Timely completion of LCDR milestone tours or acceleration to CDR milestone tour
 - Technical or Business Master's degree – Desired
 - DAWIA Foundational or Practitioner certification in one area– commensurate with acq time of service

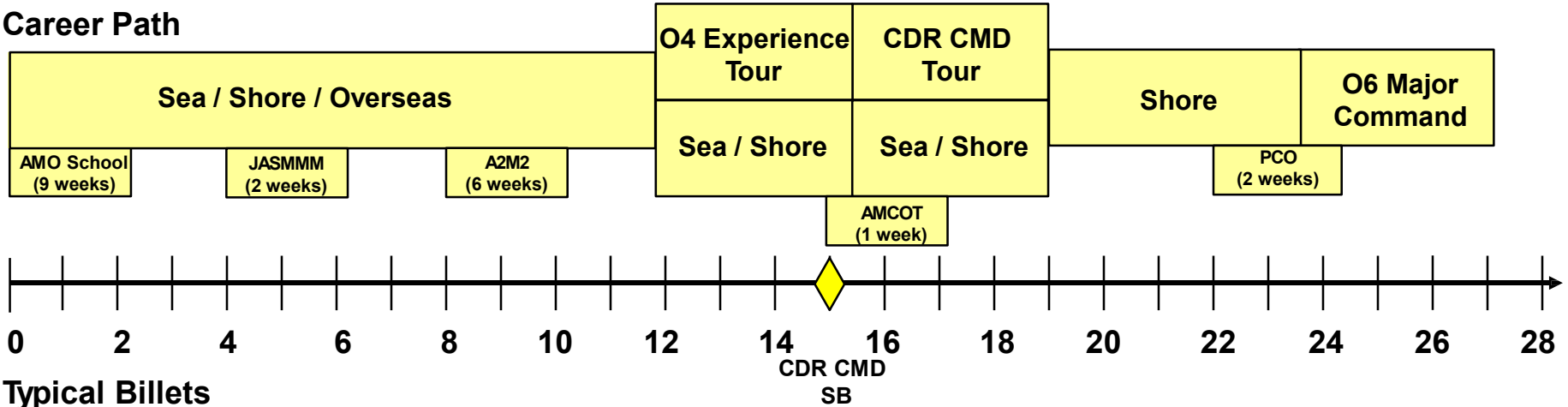
- **Valued achievements prior to CAPTAIN**
 - Superior performance in AEDO CDR command positions (limited opportunities) and/or listed acquisition leadership positions, of significant authority, responsibility, and accountability
 - Master's degree complete (Technical or Business preferred)
 - DAWIA Practitioner certification in one area or PM Advanced
 - ACQ Full Qual (APM) AQD - Acquisition Professional Membership



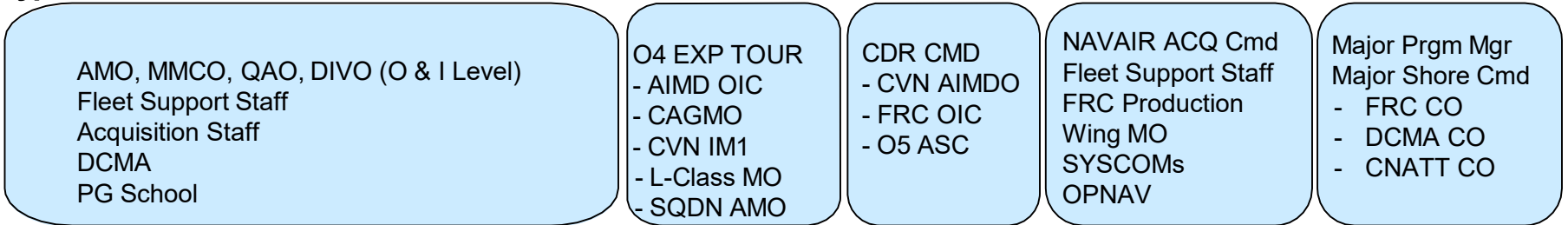
Aerospace Maintenance Duty Officer

Career Progression

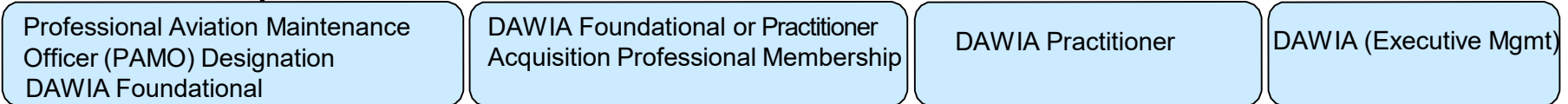
Career Path



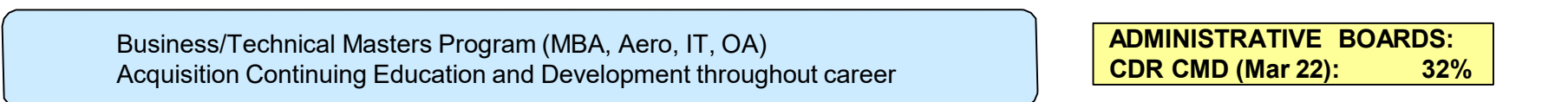
Typical Billets



Professional Development



Education





Aerospace Maintenance Duty Officer

Community Values

▪ Throughout career

- Billets of diverse complexity, responsibility, and scope

▪ Valued achievements prior to LIEUTENANT COMMANDER

- O and I Level Maintenance junior officer tours
- Proven “at sea” performance
- Professional Aviation Maintenance Officer desired (IL6: PAMO PQS)
- Engineering & Technical Management Foundational (AN1: ETM LVL1 FAC) or Life Cycle Logistics Foundational (AL1: LCL LVL1 FAC)

▪ Valued achievements prior to COMMANDER

- Proven performance during O4 Experience Tour: AIMD OIC, CAGMO, CVN IM1, L-Class MO, Squadron AMO as an O4
- Professional Aviation Maintenance Officer qualified (IL6: PAMO PQS)
- Engineering & Technical Management Foundational (AN1: ETM LVL1 FAC) or Life Cycle Logistics Foundational (AL1: LCL LVL1 FAC); additional acquisition certifications desired
- DoN Acquisition Professional Membership (APM: ACQ FULL QUAL)
- Master’s degree desired

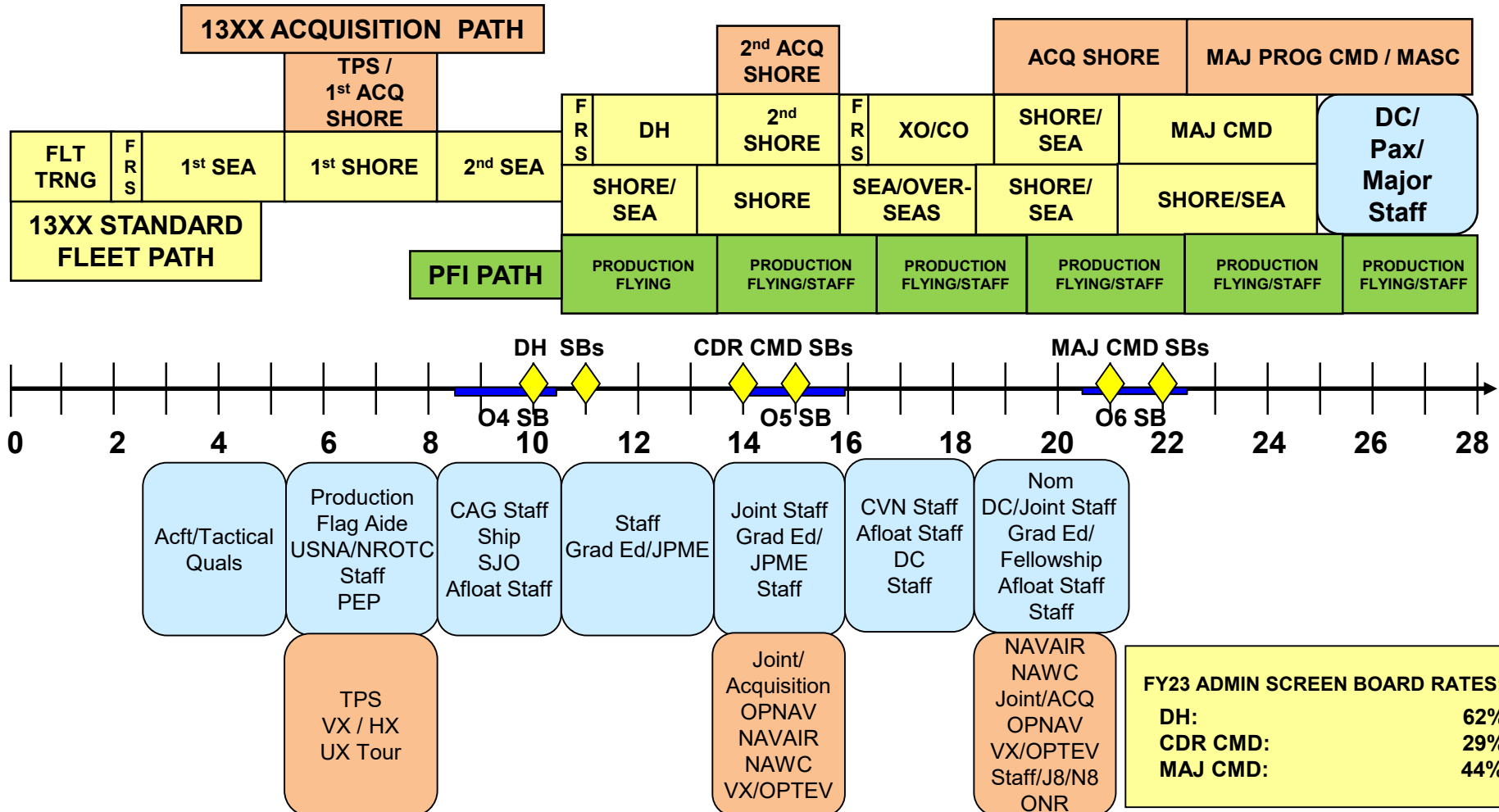
▪ Valued achievements prior to CAPTAIN

- Successful performance in O5 Commander Command / Command Equivalent (ACSB) tour (IL5: LOG MJ/AIMD) / O5 Acquisition Shore Command (ASC) tour
- Corporate Tour (CE(x): CMDSHR xxx)
- Engineering & Technical Management Practitioner (AN2: ETM LVL2 FAC); Program Management Practitioner desired (AA2: PM LVL2 FAC)
- Master’s degree complete



Aviation Officer Career Progression

Aviation Career Paths





Aviation Officer

Community Values

- **Aviation officers have a long training pipeline, resulting in NOB FITREPs for the officer's first 3-4 years**
 - Aviation requires reinvestment of Aviation skills at flight training units and centers of excellence that could limit options for tour assignment diversity, when compared to other officer communities
 - Min Service Requirement retains most aviators through first O-4 board promotion opportunity
 - NA values early graduate education opportunities, but career timing must be closely managed

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

- **Valued achievements prior to COMMANDER**
 - Superior performance as a DH – OP, then OP-T sea (i.e. CG AWO, TACRON) followed by OP-T shore
 - Attainment of advanced warfare qualifications
 - Graduate education post DH is valued for top tier Officers
 - Aviators serving as OP-T DHs develop essential training production skill sets valued by Aviation

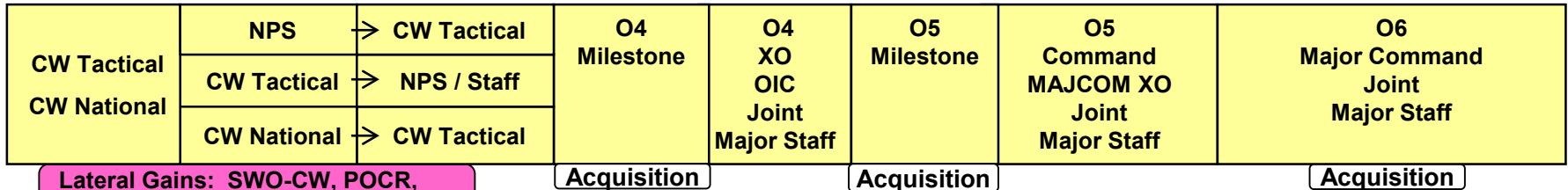
- **Valued achievements prior to CAPTAIN**
 - Superior performance as a Commanding Officer—OP, then OP-T followed by SM
 - OP-T COs lead mission essential afloat tactical air control units and training squadrons, and are highly valued. Many OP-T COs are needed as CAPTs to subsequently fill critical NAE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



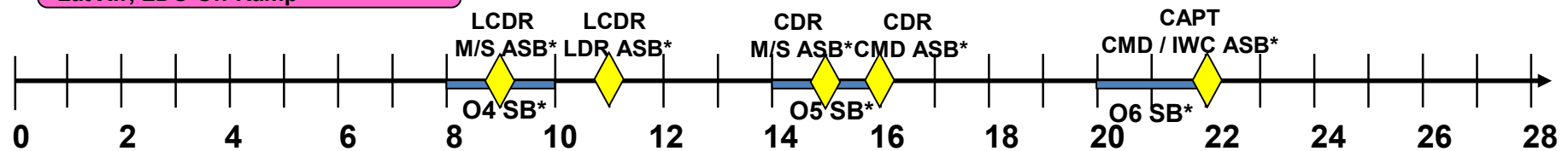
Cryptologic Warfare Officer

Career Progression

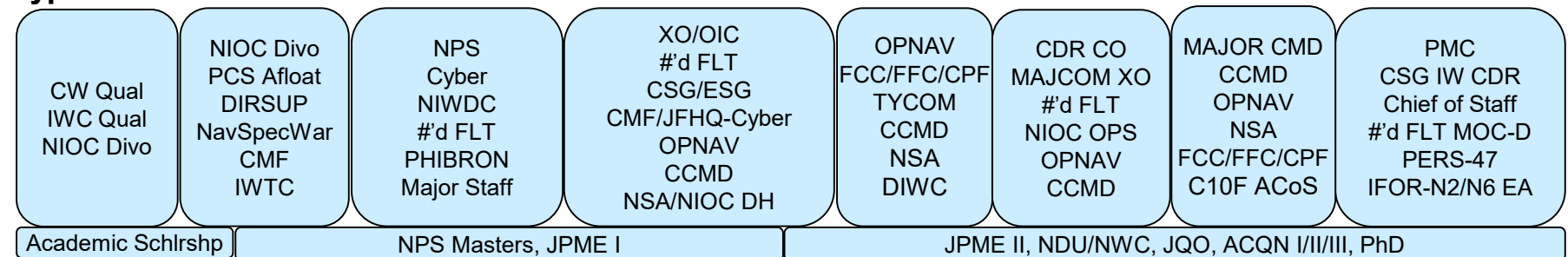
Career Path



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



Typical Billets/Quals



Command and Milestone Administrative Screening Boards (FY22):

LCDR Milestone: 58%	CDR Milestone: 47%	MAJ Command: 13%
LCDR Leadership: 27%	CDR Command: 11%	CSG IWC (all 18xx): 31%

*ASB: Administrative Screening Board

*SB: Statutory Board



Cryptologic Warfare Officer

Community Values

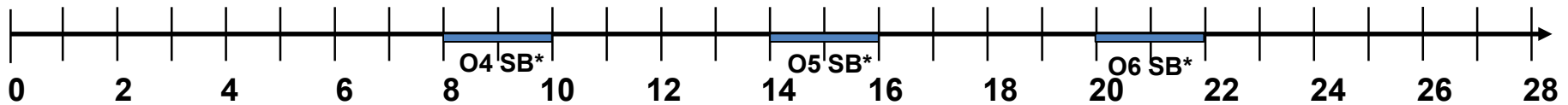
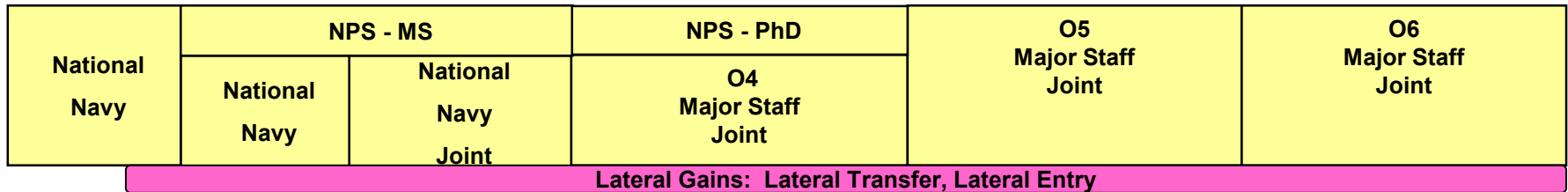
- **Sustained superior performance in leadership and operational billets**
- **Valued achievements prior to LIEUTENANT COMMANDER**
 - Cryptologic Warfare Officer Qualification Complete
 - Superior performance in CW Surface, Subsurface, Air or Special Warfare tactical tours or previous URL community tours
 - Superior performance in National, Joint, or Cyber Operational tours (NSA, NIOC, NCDOC, CNMF)
 - Progress toward Advanced Degree
- **Valued achievements prior to COMMANDER**
 - Superior performance in O4 Milestone tour
 - Superior performance in Leadership tour (XO/OIC)
 - Superior performance in Major Staff, OPNAV, TYCOM, Joint, or Acquisition tour
 - Master's Degree (STEM valued) Complete
 - Joint Professional Military Education Phase I Complete
- **Valued achievements prior to CAPTAIN**
 - Superior performance in O5 Milestone tour
 - Master's Degree and Joint Professional Military Education Phase I Complete
 - Superior performance in O5 Command or MAJCOM XO
 - Superior performance in Major Staff, OPNAV, TYCOM, Joint, or Acquisition tour



Cyber Warfare Engineer

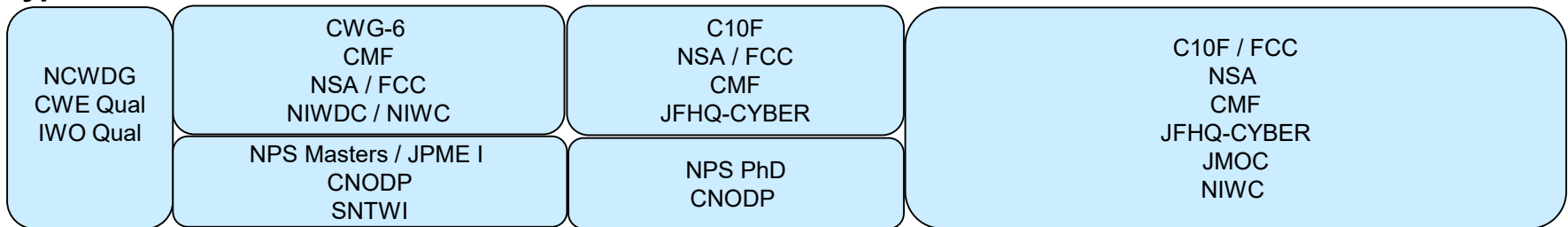
Career Progression

Career Path



*SB: Statutory Board

Typical Billets/Quals



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

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



Cyber Warfare Engineer

Community Values

- **Sustained superior performance in technical leadership and operational support billets**

- **Valued achievements prior to LIEUTENANT COMMANDER**
 - Cyber Warfare Engineer Officer Qualification complete
 - Demonstrated proficiency in vulnerability research, software development/testing/deployment
 - Superior performance in Navy, national, or joint tours
 - Progress towards an advanced education degree in a technical field

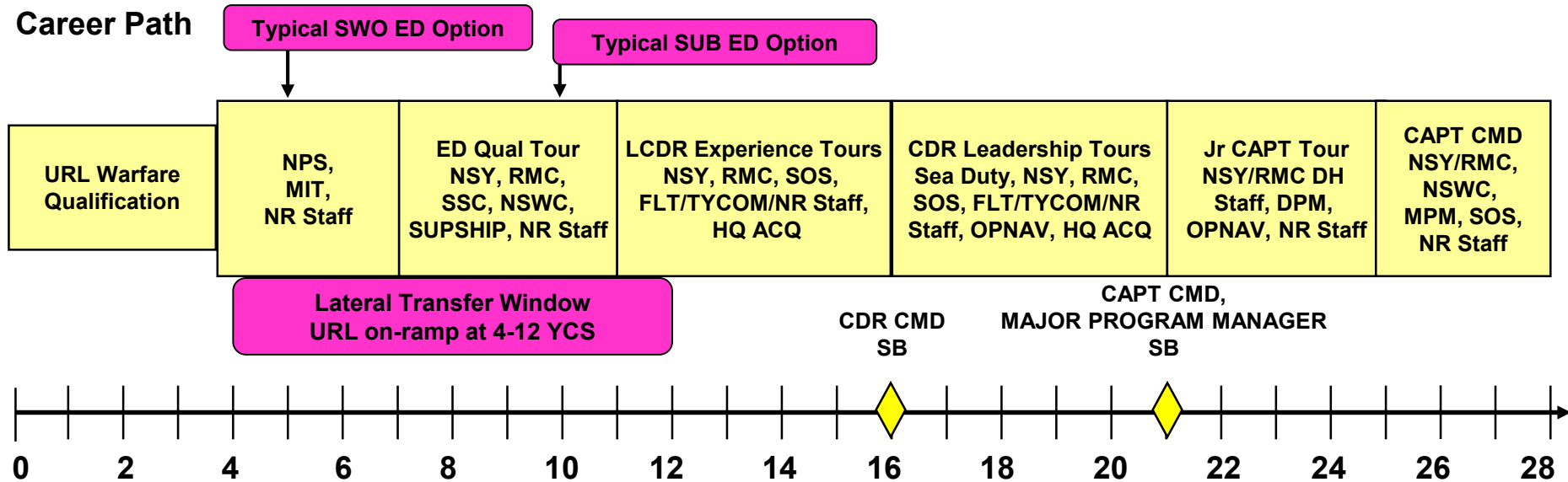
- **Valued achievements prior to COMMANDER**
 - Demonstrated expertise in either offensive or defensive cyber warfare mission areas
 - Advanced education degree in a technical field complete (Master's or Doctorate)
 - Technical leadership of software/RF/Spectrum/EW capability development teams

- **Valued achievements prior to CAPTAIN**
 - Demonstrated expertise in either offensive or defensive cyber warfare mission areas
 - Superior performance as a technical director or technical lead in Navy, joint, or national tour
 - Advanced education degree in a technical field complete (Master's or Doctorate)



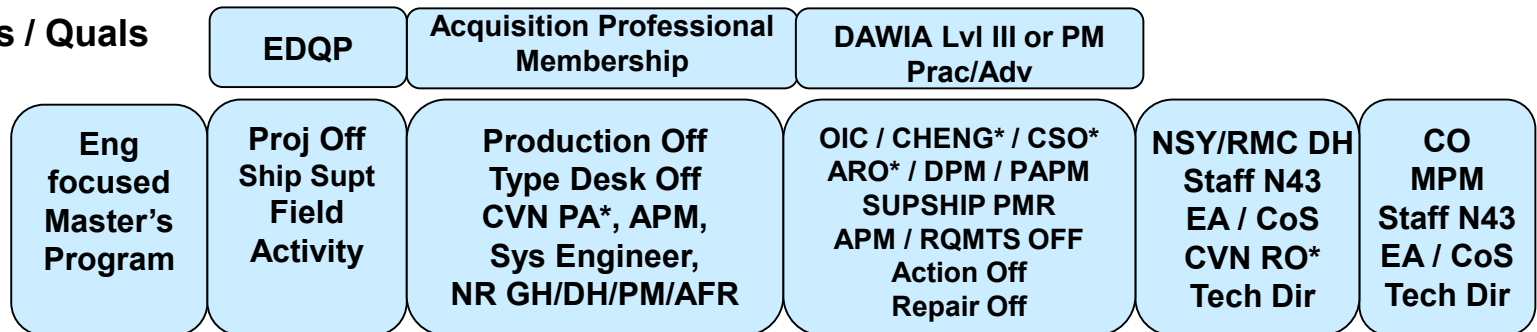
Engineering Duty Officer Career Progression

Career Path



Each individual's ED career path is tailored based on past experience, accession timing, and education.

Typical Billets / Quals



*Sea Duty - CVN billets



Engineering Duty Officer

Community Values

- **Valued achievements prior to LIEUTENANT COMMANDER**
 - Warfare qualification or progress toward ED Dolphin qualification (**Note 1**)
 - Proven operational and/or acquisition performance

- **Valued achievements prior to COMMANDER**
 - 1440 (technical Masters degree and ED qualification program completed)
 - 1440 Naval Reactors EDOs (Naval Reactors/NR Field Office O-4 experience tour)
 - 1460 with proven performance during ED qualification tour
 - Acquisition Professional member (ACQ FULL QUAL (APM) AQD)
 - Superior performance in core competency area assignments
 - Qualified to serve in nuclear billets (SPECIAL QUALIFICATION “NUENGSURF” - AQD KD2)
 - Technical Doctorate degree (**Note 1**)

- **Valued achievements prior to CAPTAIN**
 - 1440 (technical Masters degree and ED qualification program completed)
 - 1440 Naval Reactors EDOs (Naval Reactors/NR Field Office O-5 experience tour)
 - Acquisition Professional member (APM AQD)
 - Legacy Level III DAWIA certification, w/conferred AQD (e.g., Program Management (AA3), Engineering (AS3), Production Quality Management (AG3)) or Back to Basics DAWIA PM Practitioner (AA2) or PM Advanced certification (AA4)
 - Superior performance in core competency area assignments

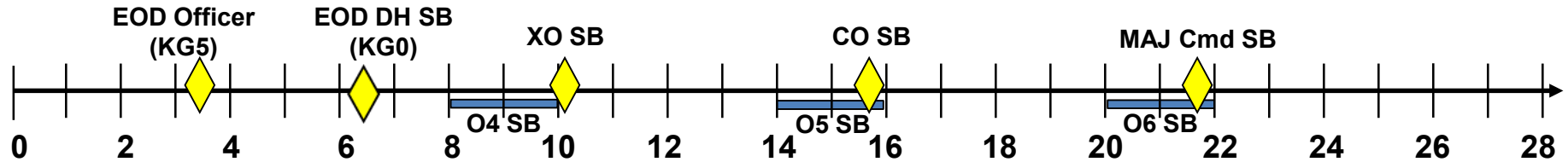
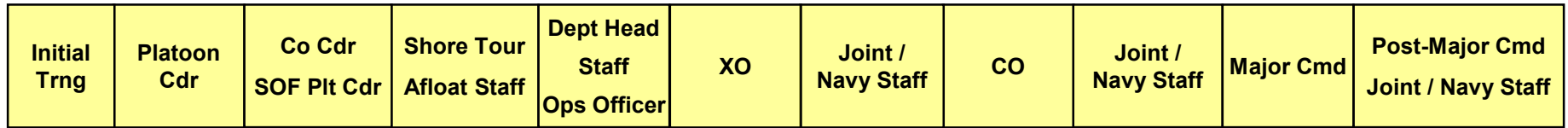
***Note 1: Not applicable to 1440 Naval Reactors EDOs**



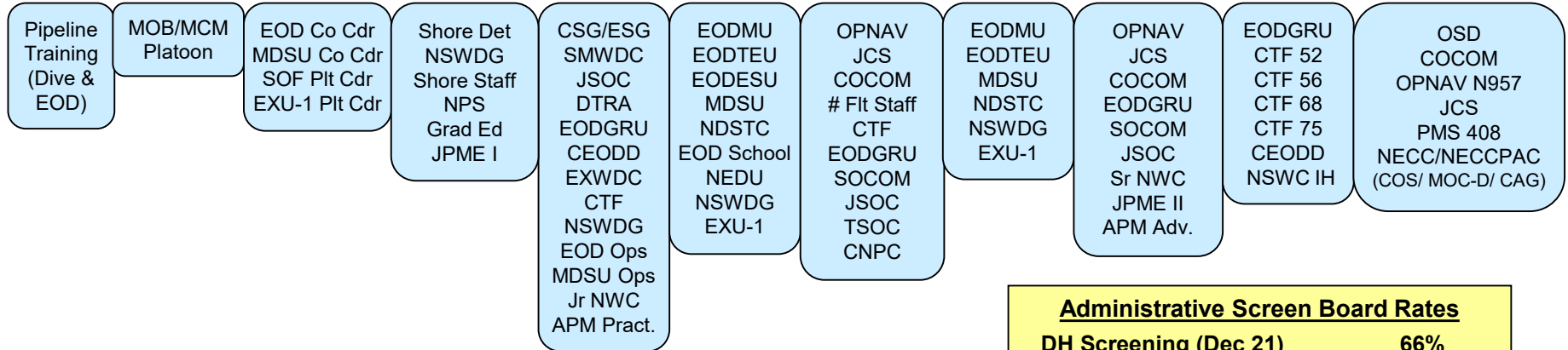
Explosive Ordnance Disposal Officer

Career Progression

Career Path



Typical Billets



Administrative Screen Board Rates	
DH Screening (Dec 21)	66%
XO Screening (Dec 21)	21%
CO Screening (Dec 21)	28%
MAJ CMD Screening (Nov 21)	24%



Explosive Ordnance Disposal Officer

Community Values

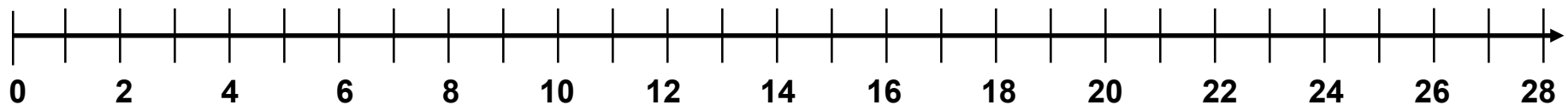
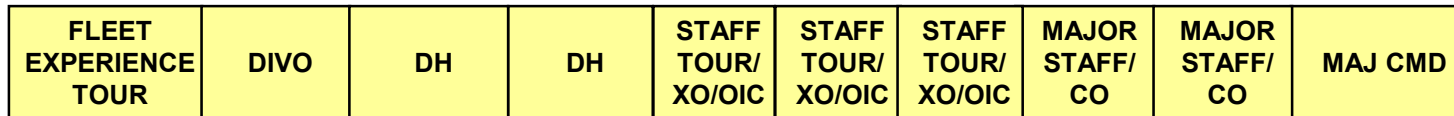
- **Valued achievements prior to LIEUTENANT COMMANDER**
 - Attained EOD Officer Warfare Qualification (KG5)
 - Administratively screened for EOD DH (KG0)
- **Valued achievements prior to COMMANDER**
 - Served or serving as an EOD Executive Officer (afloat or ashore)
 - Continued superior performance in Navy staff and joint duty assignments
- **Valued achievements prior to CAPTAIN**
 - Served or serving in O5/Commander Command (afloat or ashore)
 - Continued superior performance in Navy staff and joint duty assignments



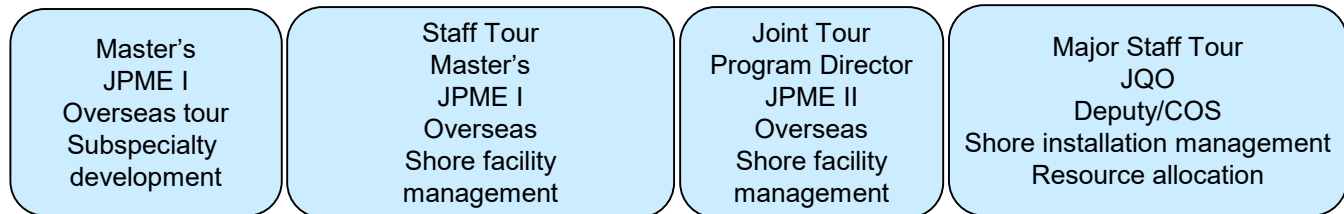
Fleet Support Officer

Career Progression

Career Path



Typical Billets



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

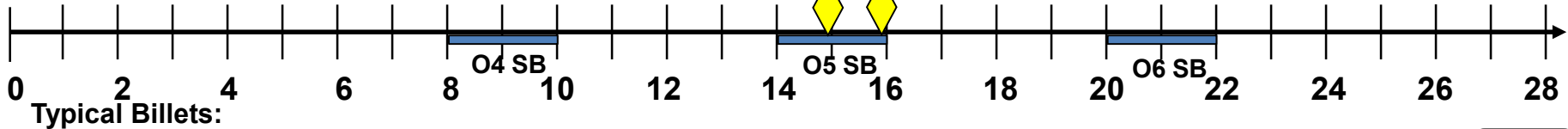
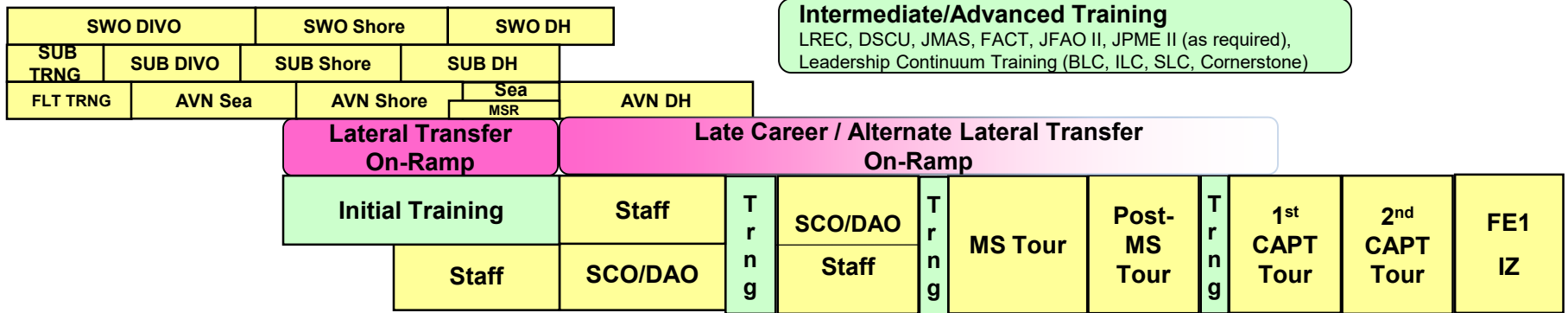
- Officers serving in leadership positions in critical specialty areas provide unique subject area expertise in the following areas:
 - Anti-submarine Warfare (IUSS)
 - Shore Installation Management (SIM)
 - Strategic Sealift Operations
 - Pol-Mil Affairs



Foreign Area Officer Career Progression

Career Path

Depicts three primary source communities
All communities eligible to lateral transfer



Warfare qualification Competitive FITREPs	Grad Ed Language In-Theater JPME I JFAOC I "FAO Q"	NCC/Fleet CCMD OPNAV Joint Staff NIPO PEP Foreign War College SCW Certification	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	CCMD OPNAV JS DSCA NIPO State	SCO SDO NATT	NCC Fleet DIA NIPO	OPNAV OSD JS
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Alt On-Ramp: LCDRs should have at least 1 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)

SCO: Security Cooperation Office; DAO: Defense Attaché Office; SDO: Senior Defense Official; NATT: Naval Attaché; JFAOC: Joint Foreign Area Officer Course; SCW: Security Cooperation Workforce; NIPO: Navy International Program Office; DSCA: Defense Security Cooperation Agency



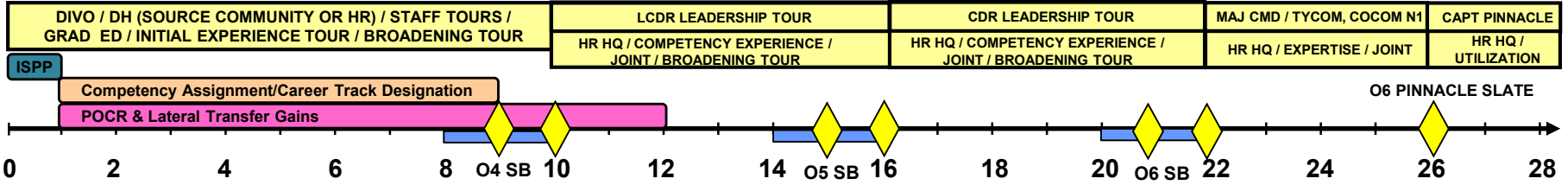
Foreign Area Officer

Community Values

- **All valued achievements are listed in priority order for each rank**
- **Valued achievements prior to LIEUTENANT COMMANDER**
 - Sustained superior performance and warfare qualified in source community
 - Progress towards FAO qualification with consideration given to re-designation timing
 - Demonstration of increasing levels of responsibility and sound judgment
- **Valued achievements prior to COMMANDER**
 - Fully Qualified Criteria: FAO qualification (FAO Q [Region] AQD), JPME I, JFAO Phase I, documented foreign language proficiency level of 2/2 or better
 - Sustained superior performance in increasing levels of responsibility at Staff, Defense Attaché Office (DAO) or Security Assistance / Security Cooperation Office (SCO) tour
 - Demonstrated performance in any region advancing NDS objectives w/emphasis on great power rivals
 - Fellowship or continued education focused on national security or strategic warfighting advantage
- **Valued achievements prior to CAPTAIN**
 - Fully Qualified Criteria: FAO qualification (FAO Q [Region] AQD), JFAO Phase II, documented foreign language proficiency level of 2/2 or better
 - Superior performance in O5 Milestone tour (FM2 AQD)
 - Demonstrated superior leadership in DAO, SCO, major staff, or community leadership tours (Community Manager, Detailer, FAO Policy)
 - Demonstrated leadership in any region advancing NDS objectives with emphasis on great power rivals
 - Experience developing Globally Integrated Base Plans or Theater Security Cooperation plans (2300 or 2000Q Subspecialty codes)
 - JQO, or significant progress toward (i.e., JQS Level II, III, IV, Full Joint Tour, JPME Phase II)
 - Fellowship, or continued education focused on national security or strategic warfighting advantage



Human Resources Officer Career Progression



Typical Billets & Career Track Quals

	NOVICE	INTERMEDIATE	ADVANCED	EXPERT	PINNACLE
Force Development	Graduate Education Department Heads Action Officers Small Detachment OICs	Small Unit Commanding Officers Executive Officers Officers in Charge Afloat TRAINOs Branch Heads	Commanding Officers Large unit/system Executive Officers Division Directors	Major Commanders Directors Division Directors	ASN (M&RA) EA CNP EA NETC EA
Force Rqmts / Resourcing	Graduate Education Department Heads Action Officers Analysts	Branch Heads Lead Analysts	Large unit/system Executive Officers Section Heads Deputy Directors Program Leads	Major Commander Program Managers Deputies	ASN (M&RA) EA CNP EA ES Deputy
Force Management	Graduate Education Department Heads Action Officers Small Detachment OICs	Small Unit Commanding Officers Executive Officers Officers in Charge Branch Heads	Commanding Officers Large Detachment OICs N1 / J1 Division Directors N1 / J1 Deputies Large Branch Heads	Major Commander Directors Division Directors N1 / J1	ASN (M&RA) EA CNP EA NPC EA
HR-focused Masters, JPME I, HR Introductory Course, HR-Valued Professional Certification			JPME II, JQO, HR Advanced Course, HR-Valued Professional Recertification, SME Development		

VALUED BILLET DESCRIPTIONS

Broadening Tours: Career broadening outside of MyNavy HR (e.g., Flag Aide, EA, DEA, Tour with Industry, Joint, In-Residence Grad Ed)

Experience Tours: Expertise development via Fleet/Staff Action Officer tours within MyNavyHR (e.g., Divo, DH, OIC/Staff, Detailer)

HR Headquarters Tours: Represent challenging HR staff assignments at SECNAV/ASN, CNP/OPNAV, DCNP/NPC commands

Leadership Tours: Board screened command positions at LCDR - CAPT

Milestone Tours: Most difficult non-command tours filled by highly skilled screened officers. (e.g., Finance Mgmt/OA, N1/J1 Expanded Opportunities)

Pinnacle Billets: Most challenging senior O6 HR billets – must be well-rounded and fully qualified to hold (e.g., CNP EA, ES Deputy, NPC EA, or ASN (M&RA) EA)

Sea Tours: Deployable HR assignments within type 2 or type 4 commands

CAREER TRACK AQDS

Force Development (FD)
Force Management (FM)
Force Rqmt/Resourcing (FR2)

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

VALUED SUBSPECIALTIES

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

CAREER DEVELOPMENT AQDS

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



Human Resources Officer

Community Values

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



Information Professional Officer

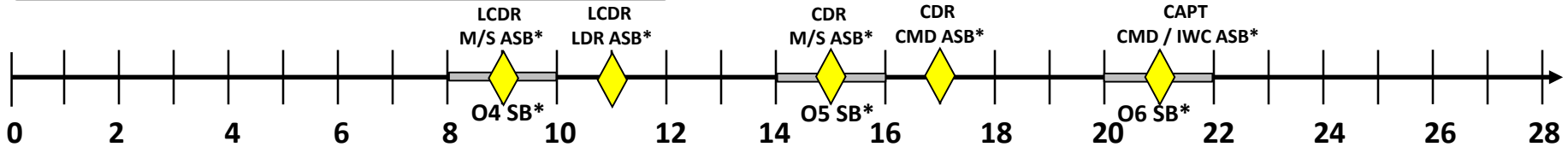
Career Progression

Career Path

SWO-IP LDO Off-ramp

I P B C	O1 Qual Tour	O2 Afloat ANSI**	O3 Deployable C4 or Cyber	O4 Milestone	O4 Leadership	O5 Milestone	O5 Command	O6 Command	PMC***
			O3 C4 or Cyber Shore		Grad Ed		O5 XO	IWC Afloat	
			Grad Ed / Specialty		Joint / HQ Major Staff		Joint / HQ Major Staff		
					Specialty		Specialty		

POCR / Lateral Transfer



Professional Development / Quals

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

Typical Billets

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

Command and Milestone Administrative Screening Boards (ASB) (FY22):

LCDR Milestone: 60%	CDR Milestone: 63%	CAPT MAJCMD: 11%
LCDR Leadership: 14%	CDR Command: 11%	CSG IWC (all 18xx): 31%



Information Professional Officer

Community Values

- **Sustained superior performance in leadership and operational billets**

- **Valued achievements prior to LIEUTENANT COMMANDER**
 - IP Basic Qualification
 - Superior performance in C4 or Cyber tours afloat and ashore
 - Progress towards a technical Master's degree / in-residence education
 - Superior performance in an IW/IP Instructor billet, including WTI

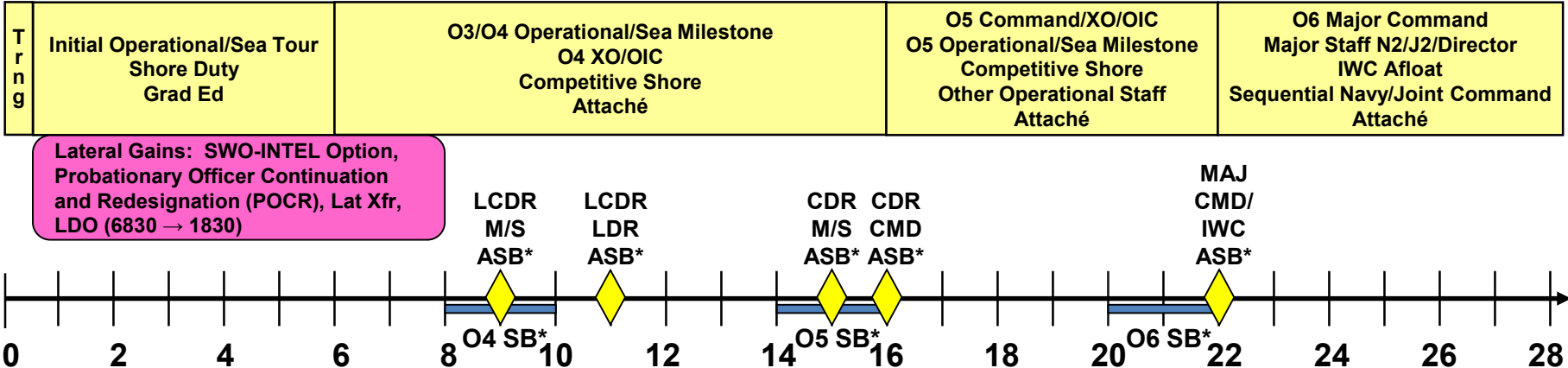
- **Valued achievements prior to COMMANDER**
 - Superior performance in O4 Milestone
 - IP Intermediate Qualification
 - Superior performance in OPNAV or TYCOM assignments
 - Technical Master's degree / in-residence education
 - JPME Phase I complete

- **Valued achievements prior to CAPTAIN**
 - Superior performance in O5 Milestone
 - O5 Command (~11% command opportunity)
 - IP Advanced Qualification
 - Technical Master's degree / in-residence education
 - Progress towards Joint Qualified Officer (Joint tour / JPME II)
 - Superior performance in OPNAV or TYCOM assignment

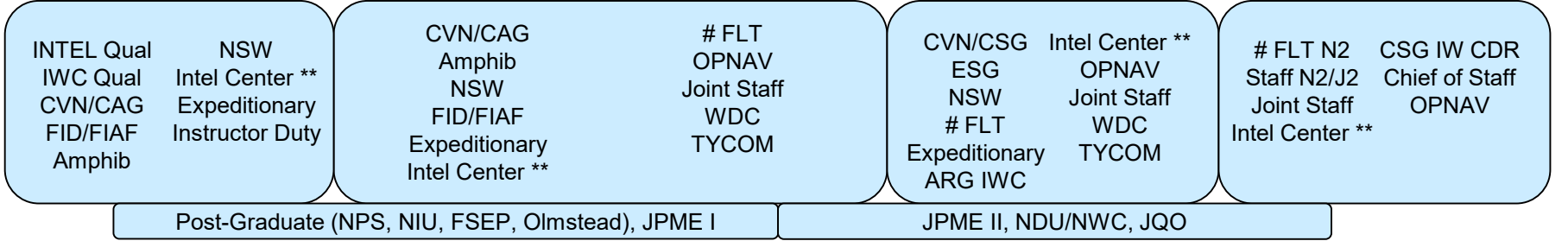


Intelligence Officer Career Progression

Career Path



Typical Billets/Quals



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

Core Competency: Operational Intelligence (OPINTEL)
Additional Valued Skills:
 Acquisitions Exp. MPT&E Targeting
 CI/HUMINT Operational Planning WTI
 ISR Collection Ops Strategic Competition

Command and Milestone Administrative Boards (FY22):
LCDR Milestone: 67% **CDR Command: 5%**
LCDR Leadership: 24% **MAJ Command: 9%**
CDR Milestone: 60% **CSG IWC (all 18xx): 31%**

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



Intelligence Officer

Community Values

- **Sustained superior performance in leadership and operational billets**

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

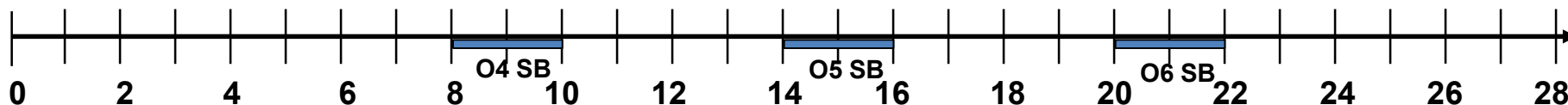
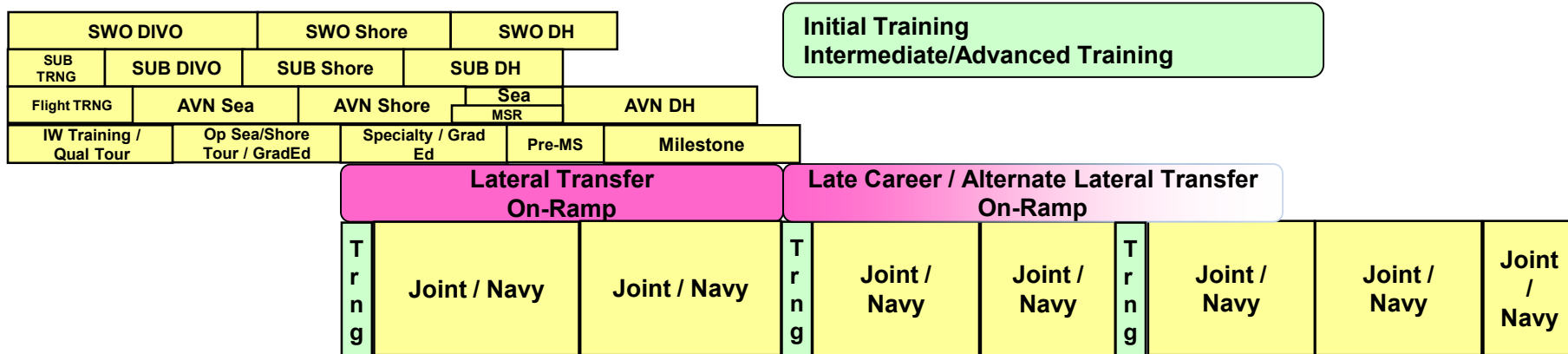
- **Valued achievements prior to COMMANDER**
 - Superior performance in mid-career (O3/O4) operational/sea Milestone tour
 - JPME Phase I complete
 - Competitive intelligence center/staff tour (Navy or Joint) as O3 or O4
 - Demonstrated proficiency in leading intelligence operations
 - Advanced education degree

- **Valued achievements prior to CAPTAIN**
 - Superior performance in O5 operational/sea Milestone tour
 - Advanced education degree, JPME Phase I
 - Top recognized performer at a competitive INTEL center/staff tour (Navy or Joint) as an O5/O4
 - Demonstrated proficiency across IW disciplines
 - Screened for O5 Command (limited opportunity)
 - Joint Qualified Officer progression beyond JPME Phase 1



Maritime Space Officer Career Progression

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



Warfare qualification
Operational tour in source designator

Grad Ed
JPME I
Operational tour
WDC
NRO
SPACECOM

WDC
Fleet MOC
SPACECOM*
Joint*
NIFE
Major Staff
Grad Degree

Fleet MOC
War College Instructor
TYCOM
SPACECOM*
NAVSPACE / NNWC
Joint*
Grad Degree
JPME II

TYCOM
SPACECOM*
OPNAV
NAVSPACE

Notes:

“SPACECOM” includes SPACECOM staff, CSpOC, NSDC, MWC, JNWC, JIST

“Joint” includes NRO, NGA, SSDP



Maritime Space Officer

Community Values

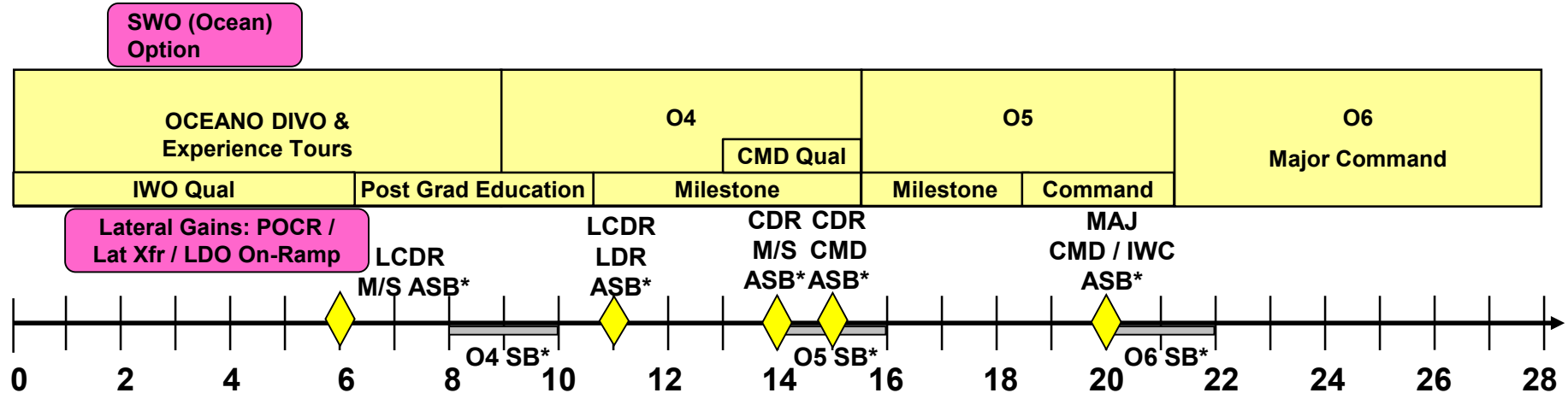
- **Sustained superior performance in leadership and operational billets**
- **Valued achievements prior to LIEUTENANT COMMANDER**
 - Superior performance in source community operational tour and/or space operational tour
 - Warfare qualified in any warfare area / community
 - Information Warfare Officer (IWO) qualified
 - Demonstrated proficiency in space operations (Space AQD)
 - Progress toward graduate degree in technical or national security-related field of study
 - WTI qualification in any area
- **Valued achievements prior to COMMANDER**
 - Superior performance in space operational or space staff tour
 - Information Warfare Officer (IWO) qualified
 - Demonstrated proficiency in space operations (Space AQD)
 - JPME Phase I complete
 - Progress toward graduate degree in technical or national security-related field of study
 - WTI qualification in any area
- **Valued achievements prior to CAPTAIN**
 - Superior performance in major staff tour (Fleet HQ/MOC; OPNAV; TYCOM; joint tour)
 - Information Warfare Officer (IWO) qualified
 - Demonstrated proficiency in space operations (Space AQD)
 - Graduate degree in technical or national security-related field of study
 - Progress towards JQO
 - WTI qualification in any area



Oceanography Officer

Career Progression

Career Path



Typical Billets / Quals

<p><u>Sea:</u> DIVO (CRUDES, L-class, CVN) Deployable/Embedded Teams: - Hydrographic Team (FST) - UUV Platoon (MIW) - NOAT (ASW), NSW, SGOT</p> <p><u>Shore:</u> O5/O6 METOC Commands Detachment OIC IUSS/CUS (NOPF) Post-Graduate Education</p>	<p><u>Sea:</u> O4 Milestone: - CSG/ESG, CVN, LHAD Non-Milestone Duty: - FST, MIW, NSW</p> <p><u>Shore:</u> XO Detachment OIC Major Staff / HQ Education/PhD</p>	<p><u>Sea:</u> # FLT <u>Shore:</u> Command Major Staff Headquarters MAJCOM XO</p>	<p><u>Sea:</u> CSG IW CDR <u>Shore:</u> Command Major Staff Headquarters</p>
Met/Ocean Master's, JPME I		Met or Ocean PhD, JPME II, NWC, JQO, ACQN I/II/III	

*ASB: Administrative Screening Board
*SB: Statutory Board

Command and Milestone Administrative Screening Boards (FY22):

LCDR Milestone:	92%	CDR Milestone:	56%	MAJ Command:	30%
LCDR Leadership:	60%	CDR Command:	33%	CSG IWC (all 18xx):	31%



Oceanography Officer

Community Values

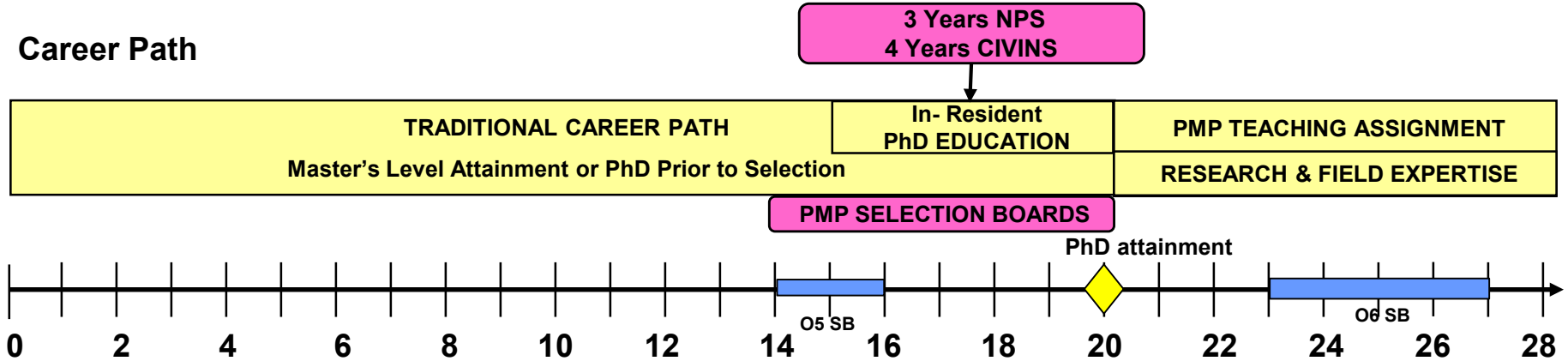
- **Sustained superior performance in leadership and operational billets**
- **Valued achievements prior to LIEUTENANT COMMANDER**
 - Information Warfare Officer qualification
 - Strong performance in one or more operational and/or leadership tour(s)
 - Sustained superior performance across multiple operational and/or leadership tours
- **Valued achievements prior to COMMANDER**
 - Superior performance and leadership in O4 operational milestone tour, such as: ESG/CSG staff, CVN/LHA/LHD
 - Physics-based oceanography and meteorology Master's degree
 - Superior performance in leadership tours such as XO or OIC and/or on major staffs, including OPNAV, TYCOM, USFFC, CNMOC, and Joint positions
 - JPME I
- **Valued achievements prior to CAPTAIN**
 - Screened for O5 milestone
 - Superior leadership and performance in O5 command
 - Superior performance in billets such as O5 milestone, major staffs (SECNAV, OPNAV, BUPERS/PERSCOM), Joint Staff, operational commands (USFFC, CNMOC), and TYCOM (NAVIFOR)
 - Joint Qualified Officer progression



Permanent Military Professor

Career Progression

Career Path



Research

Peer Reviewed Publications
 Research Collaboration
 Conference Presentation
 Student Involved Research

Teaching Mastery

Course Coordinator
 Course Development
 Institutional Teaching Award

Leadership and Service

Associate Dean, Department Chair/Associate Chair
 Conference Director, Senior Academic Advisor,
 Institutional Accreditation Team, Senior Leadership Team



Permanent Military Professor

Community Values

- **As members of the academic professoriate, PMPs:**
 - Have completed PhD within expected timeframe: 3 years (NPS); 4 years (CIVINS)
 - Demonstrate sustained superior performance in teaching, research, leadership, service

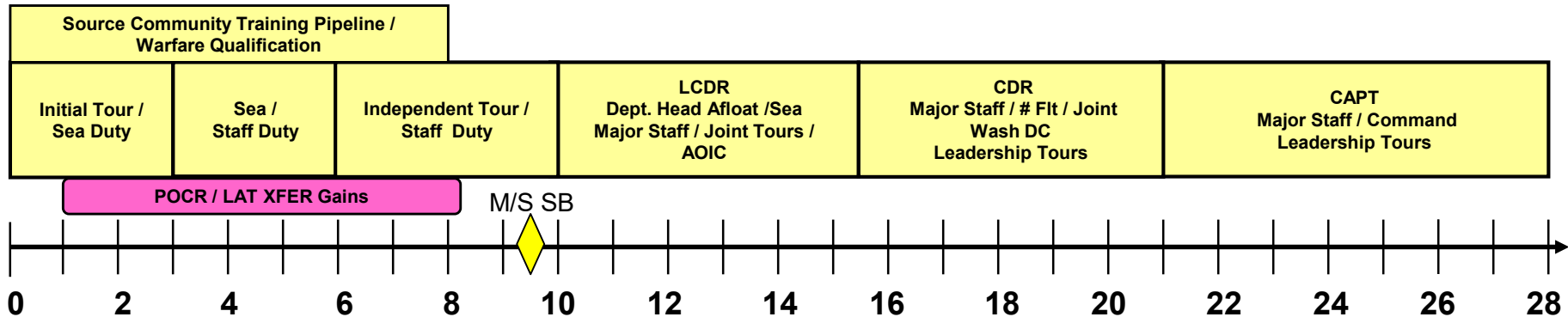
- **Valued achievements prior to CAPTAIN**
 - Demonstrated mastery in teaching as a doctoral-level practitioner
 - Expertise in teaching and development of both introductory and advanced courses
 - Active mentorship of students outside the classroom
 - Established record of research/scholarly activity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



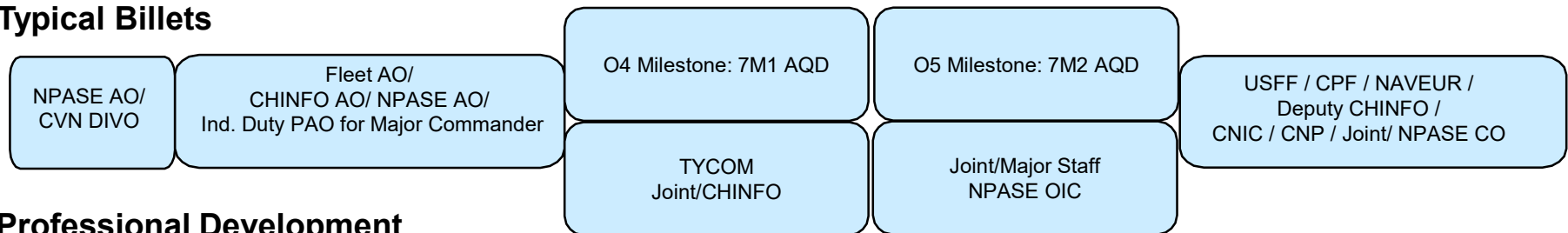
Public Affairs Officer

Career Progression

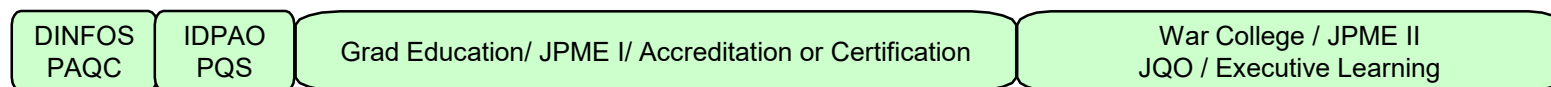
Career Path



Typical Billets



Professional Development



- O4 Milestone Administrative Screening Board
 *FY19-FY22: 58% (average) screened per board



Public Affairs Officer

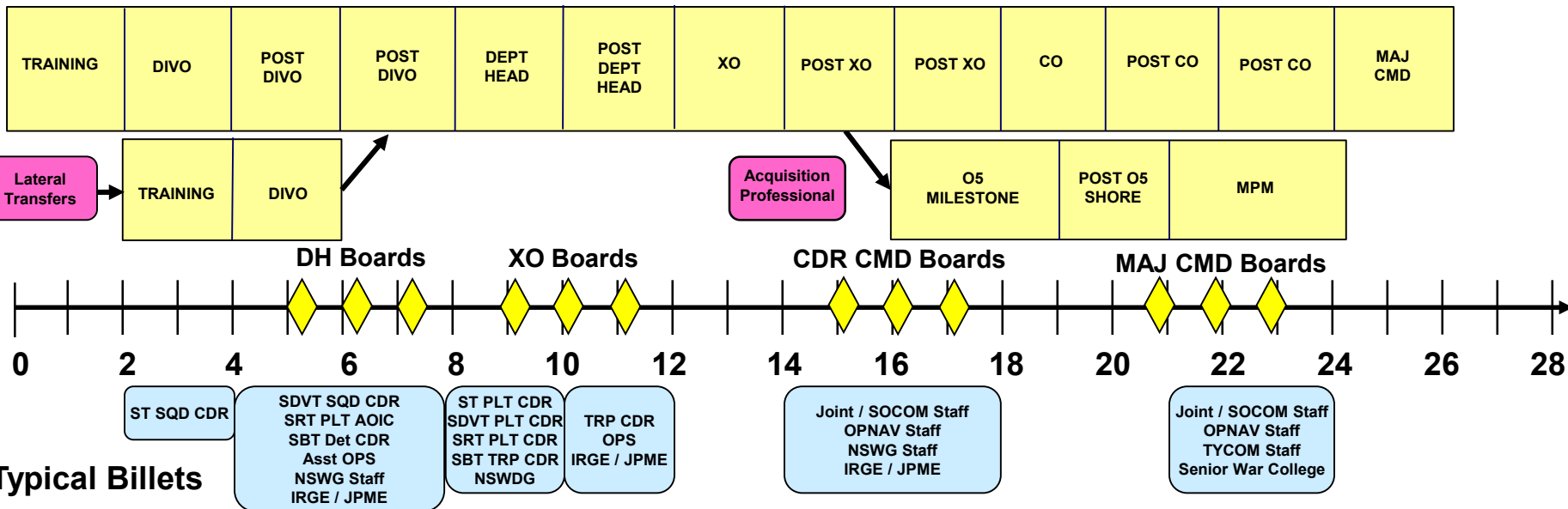
Community Values

- **Career progression produces senior PAOs with communication expertise demonstrated by strategy development, tactical execution, enterprise leadership, and providing astute counsel. Sustained superior performance in diverse jobs balancing operational and joint staffs, direct senior leader support, Wash DC HQ billets, and community leadership.**
- **Valued achievements prior to LIEUTENANT COMMANDER**
 - Successful initial/accession tactical-level tour
 - Subsequent independent duty (awarded 7IC AQD) or staff tour developing/executing aligned communication supporting operational/strategic objectives
 - Graduate Education highly desired
 - JPME I highly desired
 - Independent Duty PQS Complete, awarded 7IQ AQD
- **Valued achievements prior to COMMANDER**
 - Superior performance in O4 milestone tour, awarded 7M1 AQD
 - Completion of graduate education
 - Increased scope of PA responsibilities and leadership, demonstrated advanced communication knowledge, strategy development, and communication advisory role for leaders and staff via operational or staff tour.
 - JPME I
 - Certifications and Accreditations: APR/APR+M/CMP/SCMP (all valued equally) are highly desired
 - Experience working in the National Capital Region
- **Valued achievements prior to CAPTAIN**
 - Emphasis on communication planning and integration, critical thinking, enterprise leadership, community mentorship, executive vision & strategic-level special advisor roles
 - Superior performance in O5 milestone tour, awarded 7M2 AQD
 - Superior performance in billets such as:
 - Major Staff: USFF/CPF Deputy, CHINFO, OCM, OLA
 - Joint Tour (COCOM, OSD, JCS)
 - Certifications and Accreditations: APR/APR+M/CMP/SCMP (all valued equally) are highly desired
 - War College/JPME II



Special Warfare (SEAL) Officer Career Progression

Career Path



Typical Billets

NOTES

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

ADMINISTRATIVE BOARD RATES (3 YEAR AVERAGE ACROSS 3 LOOKS)

- DH: 76% (FY22/FY23)
- XO: 63%
- CDR CMD: 75%
- MAJ CMD: 32%

NSWG ACRONYMS

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



Special Warfare (SEAL) Officer

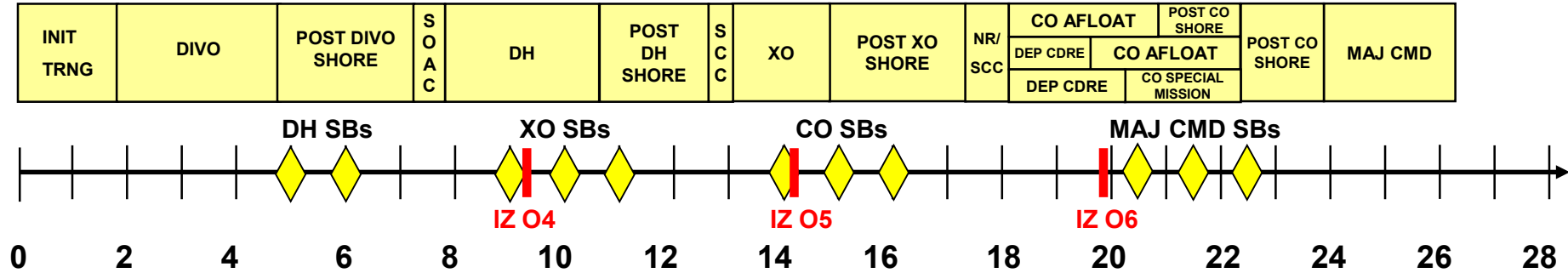
Community Values

- **Sustained superior performance is the foundation of the NSW Community**
- **Requirements prior to LIEUTENANT COMMANDER**
 - Served/Serving Department Head or Operations Officer (Afloat or Ashore)
- **Requirements prior to COMMANDER**
 - Served/Serving XO (Afloat, Ashore, or Acquisitions) or Troop Commander
- **Requirements prior to CAPTAIN**
 - Served/Serving CO (Afloat or Ashore) or Acquisitions O5 Milestone
- **Graduate education in any field is valued regardless of source or method of achievement (e.g. civilian institution, NWC, NPS, distance learning)**



Submarine Warfare Officer Career Progression

Career Path



Typical Shore Billets

Waterfront support (40%)
Instructor/Staff/Grad Ed

Waterfront Support (50%)
War College/Staff

Waterfront Support (30%)
War College/Joint/Staff

Waterfront Support (30%)
War College/Joint/Staff

COMMUNITY CORE VALUES:

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

ADMINISTRATIVE BOARD RATES:

DH SCREENING (May 22): 89%
 XO SCREENING (May 22): 56%*
 CO SCREENING (May 22): 57%*
 MAJ CMD (Dec 21): 57%

*Combined XO/CO selection rates result in 32% opportunity for DHs to serve as CO



Submarine Warfare Officer

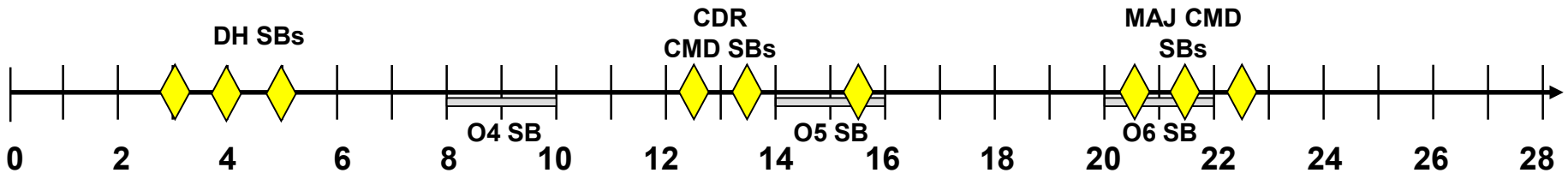
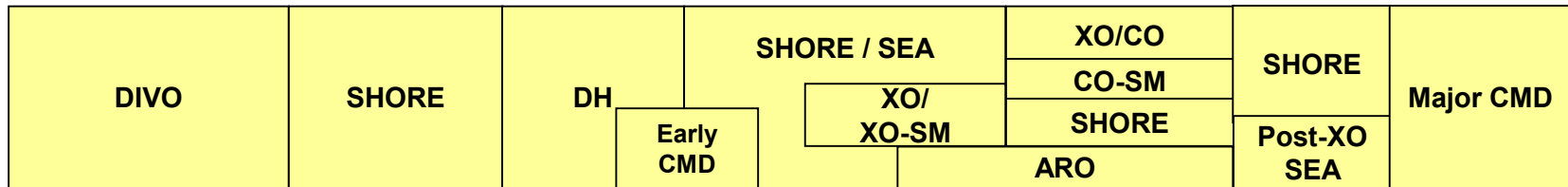
Community Values

- **Sustained superior performance at sea is most valued**
- **Valued achievements prior to LIEUTENANT COMMANDER**
 - Serving as DH at sea
- **Valued achievements prior to COMMANDER**
 - All BOARD SELECTED XO officers are vital to Submarine Community Health. These officers include (in priority order):
 - Serving as XO Afloat
 - Operational/readiness/training command XO: Submarine Learning Center/Facility XO, Naval Submarine Training Center/Detachment XO/OIC, Trident Training Facility XO, Nuclear Power Training Unit Moored Training Ship XO, Submarine Squadron Staff XO, Undersea Rescue Command XO
 - XO ashore assignments: Program Management Office Strategic Systems Program Flight Systems XO, Undersea Warfighting Development Center Tactical Analysis Group/Detachment XO, Base/Installation XO
 - CO/OIC or equivalent: NAUTILUS OIC, Shipyard Availability Coordinator, Nuclear Prototype Ops Officer, SSEP PAC (Submarine Surveillance Equipment Program), Commander Submarine Group EIGHT Northwood OIC, etc.
- **Valued achievements prior to CAPTAIN**
 - Serving as CO Afloat. Submarine officers screen for CO during/after a successful XO tour and must pass rigorous nuclear engineering (NR) and at-sea tactical certifications (SCC) prior to taking command.
 - Operational readiness and training command CO assignments (priority order): Submarine Readiness Squadron CO (Operational – Training CO billet which directly supports operational submarine forces and are critical to continued Submarine Community health), Undersea Rescue Command CO, Unmanned Undersea Vehicle Flotilla CO, Theater Undersea Surveillance Command CO (previously called Naval Ocean Processing Facility CO), Navy Data Command CO (previously called Navy Data Center CO), and Submarine Training Facility 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.
- **Graduate education with or without a subspecialty and/or Joint Professional Military Education are valued regardless of source or method of achievement (e.g., War College, Naval Postgraduate School, civilian institution, distance learning)**

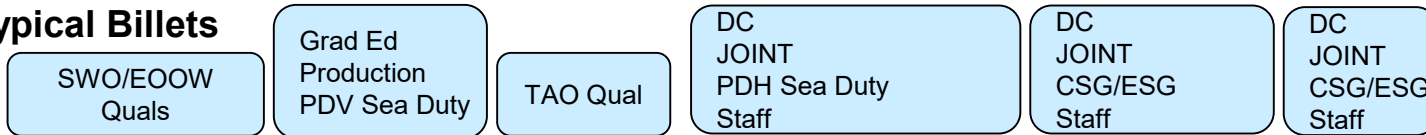


Surface Warfare Officer Career Progression

Career Path



Typical Billets



<u>Production Tours</u>	<u>XO-SM billets</u>	<u>CO-SM billets</u>
<ul style="list-style-type: none"> - SMWDC - SWSC - ATG/CSCS - MIDN Training - CSG 4 / 15 - TTG / EWTG 	<ul style="list-style-type: none"> - Milestone Screened - Due Course - Eligible for and have previously screened for O5 Command 	<ul style="list-style-type: none"> - Milestone Screened - Due Course - Eligible for and have previously screened for Maj Cmd / O6

ADMINISTRATIVE BOARD RATES:	
DH BOARD (JUL 21):	59%
CDR CMD (DEC 21):	39%**
MAJ CMD (NOV 21):	40%
** 43% CO Afloat screen rate across 3 looks. Total milestone screen rate (CO Afloat, XO Afloat, CO-SM, and XO-SM) 65%. Major Command screening includes CRUDES, Amphib, and Shore Major screening.	



Surface Warfare Officer

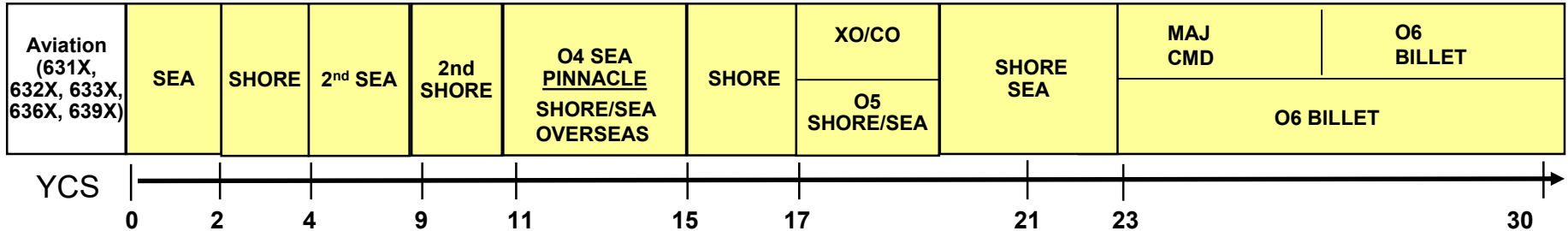
Community Values

- **Valued achievements prior to LIEUTENANT COMMANDER**
 - Screened for Department Head (DH) with a DH contract signed or already serving in a DH 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. This should not be viewed negatively.
 - Successful DIVO sea tours and SWO Production Tours training individuals and units are highly valued
 - Graduate Education is highly valued, but may result in NOB FITREPs. This should not be viewed negatively.
 - Some DHs transfer to Surface Warfare Schools Command up to 12 months prior to their class convening dates as a means of mitigating PCS costs. These short tours may result in Promotable or NOB FITREPS and should not be viewed negatively.
- **Valued achievements prior to COMMANDER**
 - Consistent superior performance (EP/MP) at sea as a DH Afloat (two DH tours or single longer tour)
 - Post-DHs in afloat DESRON / PHIBRON billets are top performers and highly valued
 - ALL ADMIN BOARD SELECTIONS for CO, XO, and XO-SM are essential to SWO COMMANDER inventory and should be viewed positively. AQD “LK8” identifies admin milestone screening.
 - All O5 milestone screened officers (including XO-USS, CVN / LHA/D CICO, C5I, AUXO and DCA) remain eligible for CDR CMD AFLOAT until their 3rd look and are needed for future CDR operational/afloat staff billets
 - DH breakout performance must be considered for officers who have not screened for a CDR milestone
- **Valued achievements prior to CAPTAIN**
 - Serving in or successfully completed a CDR CO tour onboard a ship is most valued, followed by CO-SM
 - CO-SM officers with sustained superior performance (EP/MP) in command are highly valued and needed as CAPTs
 - Successful completion of challenging ACU/NBU, Aegis Ashore, NTAG, MSRON, Brig, and Ceremonial Guard command has direct applicability to NBG, theater BMD, CNRC Region, and MESH MAJCOM
 - Assistant Reactor Officer (ARO) served or serving SWO CO-SMs are leading CVN Sailors in critical operational assignments and are highly valued
 - Officers successfully serving in community, operational, or challenging joint assignments following their CO tour
 - Demonstrated leadership in shore and/or joint assignments



Limited Duty Officer (Aviation)

Career Progression



NOTE: Timeline and sea/shore rotation for Aviation LDOs may differ by designator. Many aviation LDOs must serve consecutive sea duty assignments to develop expected experience and gain professional knowledge required to ensure success through CAPT and to support the demands of our warfare enterprise.

Basic /
Technical
Qualifications

Valued Career Credentials

Increasingly challenging technical leadership and management assignments.
Life-long learning (Technical certifications and/or degree completion).
Acquisition Certification with opportunity.

Assignments

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

Administrative Screenings

Commander Command: selected CDRs/CDRs (average 5 opportunities)	Major Command: selected CAPTs/CAPTs (1 opportunity biannual)
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Limited Duty Officer (Aviation)

Community Values

- **Valued achievements prior to LIEUTENANT COMMANDER**
 - Successful Division Officer tour
 - Competitive breakouts when ranked amongst peers, soft breakouts, at or above CO RSCA
 - Acquisition Certification (Limited Opportunity)
 - Demonstrate life-long learning (Technical certificates and/or higher education degree completion)

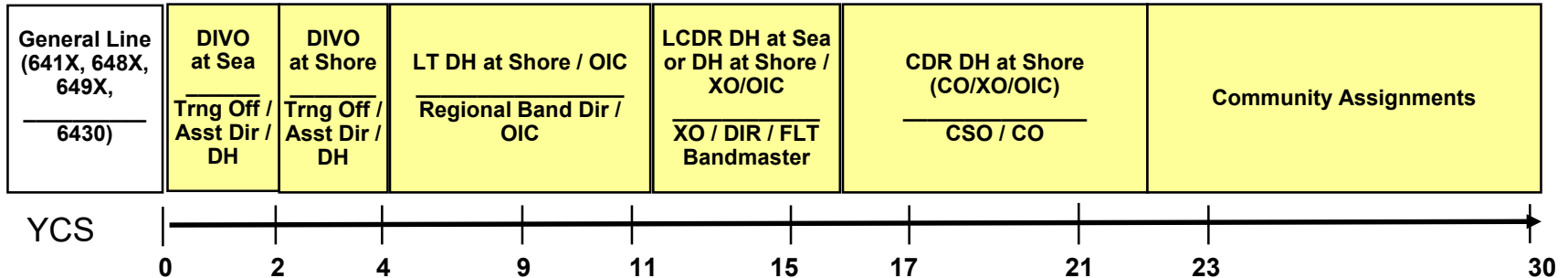
- **Valued achievements prior to COMMANDER**
 - Successful Department Head/Principal Assistant at Pinnacle tour with competitive breakout
 - Competitive breakouts when ranked amongst peers, soft breakouts, at or above CO RSCA
 - Command ashore eligible (2D1 prior to O5 board)
 - Acquisition Certification (Limited Opportunity)
 - Demonstrate life-long learning (Technical certificates and/or higher education degree completion)

- **Valued achievements prior to CAPTAIN**
 - Completion of or currently serving in a milestone O5 tour (sea or shore)
 - Sustained performance while serving in Commander Command/O5 Shore Command or O5 milestone tour at sea
 - Sustained superior performance while serving in a O5 (Branch Head) billet
 - Acquisition Certification Completed (Limited Opportunity)
 - Demonstrate life-long learning (Technical certificates and/or higher education degree completion)



Limited Duty Officer (General Line)

Career Progression



Basic Technical
and Tactical
Qualifications

Valued Career Credentials
Increasingly challenging technical and tactical leadership and management assignments.
Life-long learning (Technical certifications and/or degree completion).
Personnel, Manpower, and Training (PMT).

<u>Assignments</u>	
641X: O-3 CVN DIVO, Flag Secretary, OIC, PMT O-4 DH CVN, LHA/D, AS, LCC; Flag Secretary, OIC, XO, PMT O-5 Major Staff Flag Secretary, XO, CO, PMT	643X: O-3 Director (OIC) Small Fleet Band, NAVCO O-4 XO, Director FBA, Director (OIC) Large Fleet Band O-5 CSO Navy Music, CO NAVSOM
648X: O-3/4 Department Head ECH V O-4 XO ECH V, Department Head ECH IV O-5 TEU CO, ECH III staff	649X: O-3 LHA/D, CVN, SWF, Small/Medium Installation / Training & Assessments O-4 DH CVN SECO, Medium/Large Installation, XO, CNIC Region, TYCOM Staff O-5 CO, Large Installation, Major Staff, CNIC Region

Administrative Screenings
 6480 Executive Officer: selected LCDRs/LCDRs (3 opportunities)
 Commander Command: selected CDRs/CDRs (2 opportunities)
 Major Command: selected CAPTs/CAPTs (6480 1 opportunity, others 2 opportunities)



Limited Duty Officer (General Line)

Community Values

- **Valued achievements prior to LIEUTENANT COMMANDER**
 - Completed successful Division Officer at sea assignment
 - Sustained superior performance while serving in at sea assignments
 - Sustained superior performance while serving in community assignments
 - Demonstrate life-long learning (Technical certificates and/or higher education degree completion)

- **Valued achievements prior to COMMANDER**
 - Sustained superior performance while serving in Department Head at sea assignment
 - Command ashore AQD (2D1) eligible
 - Sustained superior performance while serving in community assignments
 - Demonstrate life-long learning (Technical certificates and/or higher education degree completion)

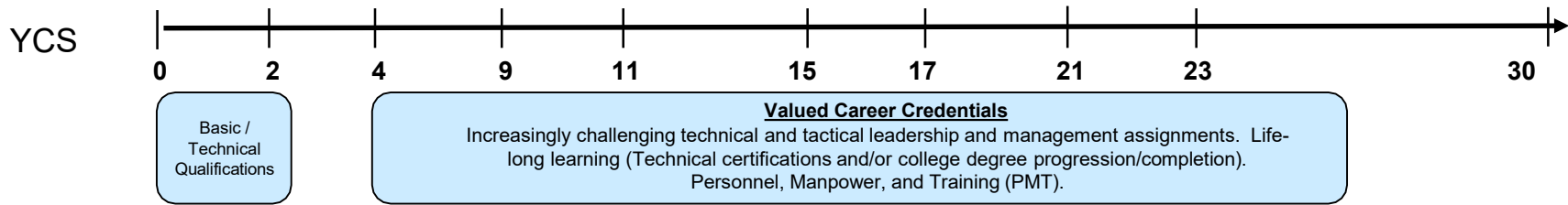
- **Valued achievements prior to CAPTAIN**
 - Sustained superior performance in milestone O-5 assignment
 - Screen for Commander Command AQD (2D1)
 - **Command opportunity not available to all AQD (2D1) eligible**
 - Sustained superior performance while serving in command
 - Sustained superior performance while serving in community assignments
 - Demonstrate life-long learning (Technical certificates and/or higher education degree completion)



Limited Duty Officer (NUC/SUB)

Career Progression

<p>SUB/NUC (6200, 6230, 6260, 6280, 6290)</p>	<p>ENS / LTJG DIVO/Tech Assist tours Shore or Sea</p>	<p>LT DH/PA Sea or Shore ANRR/PA</p>	<p>LCDR DH/PA Sea or Shore ANRR/DNRR CO / XO / OIC</p>	<p>CDR Sea or Major Staff DNRR/NRR CO / XO / OIC</p>	<p>CAPT Community Assignments</p>
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<u>Assignments</u>		
<p>620X Fleet: O-3 CVN Technical Assistant/CVN DIVO O-4 CVN PA (SMM, RMA, RMO, CRA, REA) O-5 CVN CHENG</p>	<p>623X: O-3 Special Projects OIC, Sea/Shore/NSW Repair Officer, ISIC Staff O-4 Dry Dock CO/MAJ Staff Off, AOIC/XO*** O-5 Tender XO/OIC/XO*** / MAJ STAFF or equivalent</p>	<p>628X: O-3 DH Sea/Shore, ONI, NOTU, Special Projects, AS, NRL, MATOFF O-4 AOIC/XO/OIC***, ISIC Staff MATOFF or equivalent O-5 XO/OIC***, MAJ Staff Off or equivalent</p>
<p>620X NR: O-3 Assistant Naval Reactor Representative PA O-4 Deputy NRR/Projects Lead O-5 NRR</p>	<p>626X: O-3 DH Shore/Sea, SWF/SSBN/AS, CSS, NMC, Insp. O-4 DH Shore/Sea, XO/AOIC/OIC, MAJ Staff Off O-5 XO/OIC***, Major Staff, NW Insp or equivalent</p>	<p>629X: O-3 Staff COMMS/IT, STRATCOM, NSW, Wing O-4 DH, Overseas Numbered Fleet/CTF/CTG COMMO O-5 Major Staff/TYCOM N6 or Deputy N6, DIR for C41 * 1820 Off-ramp available starting at 4-6 YCS</p>
<p>*** few opportunities available</p>		

<u>Administrative Screenings</u>	
<p>Commander Command: selected CDRs/CDRs ***Command screening does not apply to 620X designator prior to O6 selection***</p>	<p>Major Command: selected CAPTs/CAPT's</p>



Limited Duty Officer (NUC/SUB)

Community Values

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

- **Valued achievements prior to LIEUTENANT COMMANDER**
 - Demonstrate superior TECHNICAL performance and leadership within their designator specialty (all designators)
 - Sustained superior performance while serving as Division Officer at sea or ashore (all designators), CVN Technical Assistant or CVN Division Officer (Fleet 6200) or Naval Reactors (NR) Principal Assistant roles (NR 6200), SSBNAWEPS (6260), CSS WEPS (6260), AS39/40 DH (62XX), OIC Special Projects (62XX)
 - CVN EOOW AQD LC5 (Fleet 6200)
 - Demonstrate life-long learning (Technical certificates and/or higher education degree completion)

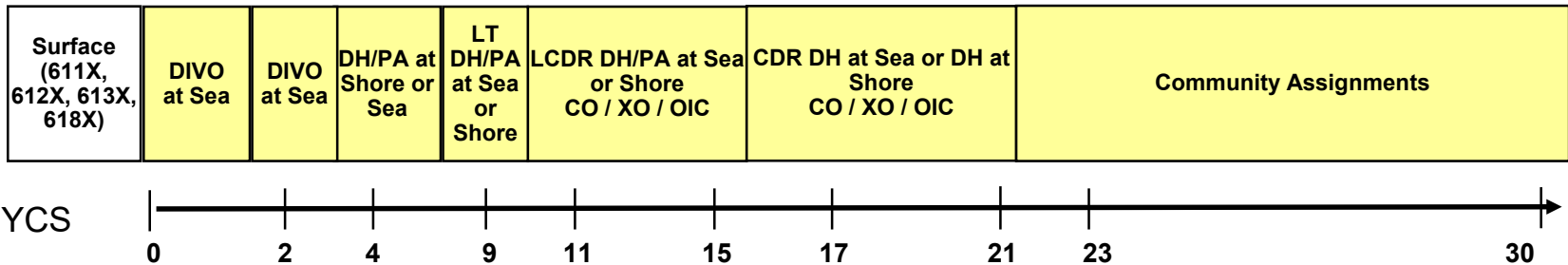
- **Valued achievements prior to COMMANDER**
 - Sustained superior performance while serving in community assignments
 - Sustained superior performance while serving in a Department Head at sea or ashore (62XX), CVN Principal Assistant (Fleet 6200), CVN ARO (Fleet 6200) (very limited opportunity), Deputy NRR/Assistant NRR/Department Head (NR 6200)
 - Sustained superior performance in XO/AOIC/OIC/CO (62XX)
 - Demonstrate life-long learning (Technical certificates and/or higher education degree completion)

- **Valued achievements prior to CAPTAIN**
 - Sustained superior performance in major staff and community assignments
 - Sustained superior performance as a serving or served CVN CHENG (Fleet 6200) or NRR (NR 6200) assignment, Chief Nuclear Weapons Inspectors (6260), Tender XO (62XX)
 - Sustained superior performance in command level positions (CO/XO/OIC,CSO, etc.)
 - Demonstrate life-long learning (Technical certificates and/or higher education degree completion)



Limited Duty Officer (Surface)

Career Progression



Basic Technical and Tactical Qualifications

Valued Career Credentials
 Increasingly challenging technical and tactical leadership and management assignments.
 Life-long learning (Technical certifications and/or degree completion)
 Personnel, Manpower and Training (PMT).

Assignments

611X: O-3 1 st LT LPD, LHA/LHD Asst 1 ST O-4 1 st LT CVN O-5 Command Ashore, INSURV Deck Senior Inspector, Director LDO/CWO Academy, XO Major Installation	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, 3MO CVN O-5 Command Ashore, LHA/D CHENG	618X: O-4 CSMO CVN, GUN BOSS LHA/D, 3MO CVN, EMO LHA O-5 CSO CVN, Command Ashore, XO Ashore, Major Staff, COMUSSOCOM, INSURV Senior CS Inspector, NPC Branch Head

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



Limited Duty Officer (Surface)

Community Values

- **Valued achievements prior to LIEUTENANT COMMANDER**
 - Completed two successful Division Officer at sea assignments
 - Sustained superior performance while serving in at-sea assignments
 - Screen for Department Head afloat
 - Sustained superior performance while serving in Department Head/Principle Assistant at-sea assignments (not all O-3s will have the opportunity for PA tours)
 - Demonstrate life-long learning (Technical certificates and/or higher education degree completion)

- **Valued achievements prior to COMMANDER**
 - Sustained superior performance while serving in Department Head/Principal Assistant at-sea assignments
 - Command ashore AQD (2D1) qualified
 - Sustained superior performance while serving in community assignments
 - Demonstrate life-long learning (Technical certificates and/or higher education degree completion)

- **Valued achievements prior to CAPTAIN**
 - Sustained superior performance in milestone O-5 assignment
 - Screen for Commander Command AQD (2D1)
 - **Command opportunity not available to all AQD (2D1) eligible**
 - Sustained superior performance while serving in command
 - Sustained superior performance while serving in community assignments
 - Demonstrate life-long learning (Technical certificates and/or higher education degree completion)