



FY-26 Active-Duty Chief Warrant Officer Community Brief Disclaimer

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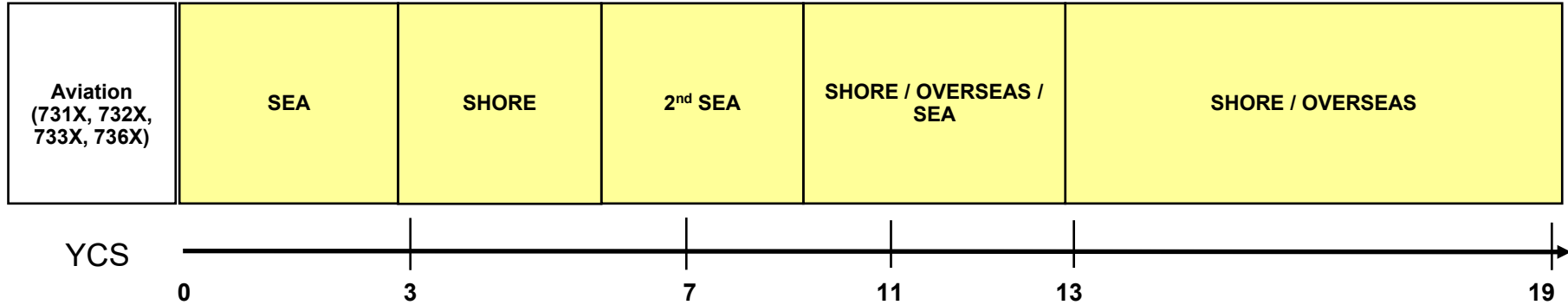
Community leaders have provided these slides to community members for career planning purposes; however, strict adherence to the career progressions depicted in the slides is not a prerequisite for promotion.

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Chief Warrant Officer (Aviation)

Career Progression



NOTE: Timeline and sea/shore rotation for Aviation CWOs may differ by designator. Many aviation CWOs will serve consecutive sea duty assignments to develop expected experience and gain professional knowledge required to ensure success through CWO5 and to support the demands of our warfare enterprise.

Valued Career Credentials

Assignments are repetitive in nature. Increasingly challenging technical assignments.
 Inspector/Assessor, Repair/Production, or Technical Specialist.
 Life-long learning (Technical certifications and/or degree completion).
 Personnel, Manpower, and Training, (PMT)
 Acquisition Certification with opportunity.

Assignments

731X:
 W-3 CVN/LHD AV FUELS MO, AIR BOSN, CAT & AG MO
 W-4 CNATTU CAT & AG OFF, TRA PLN AVGND/MTU OFF,
 TYCOM ALREMP OFF, INSURV, LHD HANDLER

733X:
 W-3 SQD AMO/MMCO/DET MO/QAO/MCO, LHA/D AMO/MMCO, TECH WO
 NATEC, CNATT, FRC QAO/DIV O
 W-4 LHA/D AMO/MMCO, FRS/SQD AMO/MMCO/QAO/MCO, TECH WO,
 TYCOM / WING/ PMA STAFF

732X:
 W-3 CVN ANTISUBMARINE CLASSIFICATION AND ANALYSIS OFFICER-AVIATION
 (ASCLASS & ANAL), CV-TSC/OM DIVO, CVN TAO MTOC MO, TOCRON
 W-4 TOCRON DH, MTOC OIC/AOIC (if available), DIVO, CCSG STAFF, FLEET
 REPLACEMENT SQUADRON, WEAPONS SCHOOL, AIR/TEST & EVALUATION

736X:
 W-3 CVN/LHA/LHD DIVISION OFFICER/GUNNER, SQD GUNNER, FRC Weapons
 OFFICER
 W-4 STF WEPS/TRNG, CVN/LHA/LHD DIVISION OFFICER/GUNNER, SQD GUNNER,
 NMC OIC/AOIC

CWO2

CWO3

CWO4

CWO5



Chief Warrant Officer (Aviation)

Community Values

▪ Valued achievements prior to CWO4

- Successful Division Officer assignments
- Sustained superior performance while serving in at sea assignments
- Repeated tours in challenging, technical jobs is in-line with Navy expectations for CWO and should not be viewed negatively (i.e. consecutive or repeated tours as an at-sea DIVO, or on a staff where high levels of technical expertise are critical to safety / mission)
- Demonstrate life-long learning

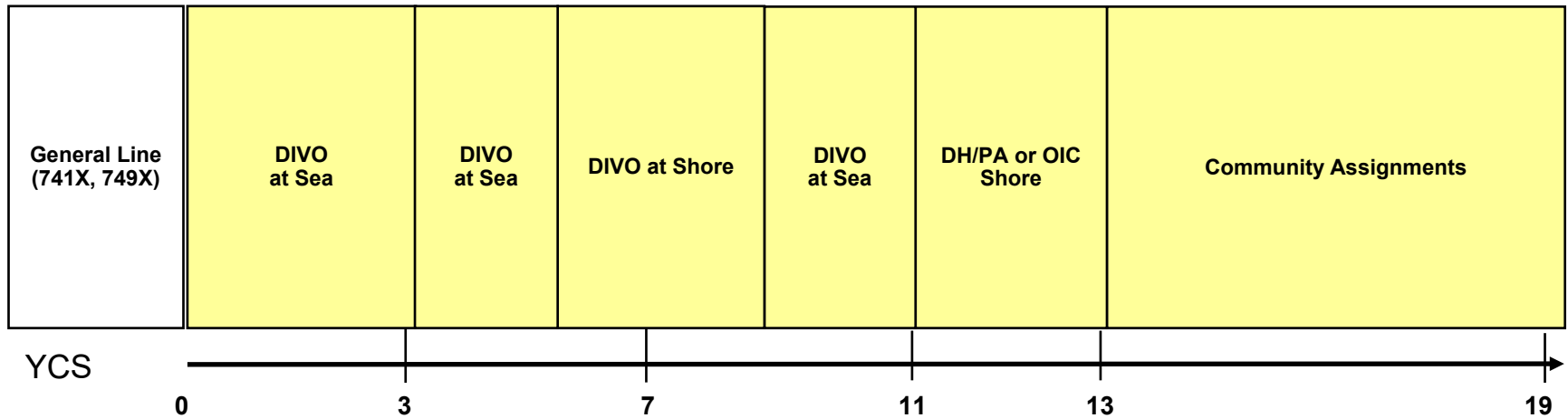
▪ Valued achievements prior to CWO5

- Sustained superior performance in increasingly challenging technical management assignments
- Competitive breakouts when ranked amongst peers
- Noteworthy performance while serving as OIC ashore (Limited opportunity for OIC billet)
- Repeated tours in challenging, technical jobs is in-line with Navy expectations for CWO and should not be viewed negatively (i.e. consecutive or repeated tours as an at-sea DIVO, or on a staff where high levels of technical expertise are critical to safety / mission)
- Acquisition Certification w/opportunity (very limited opportunity)
- Demonstrate life-long learning (Technical certificates and/or higher education degree completion)



Chief Warrant Officer (General Line)

Career Progression



Basic/ Intermediate
Technical and
Tactical
Qualifications

Valued Career Credentials

Assignments are repetitive in nature. Increasingly technical or tactical assignments.
Instructor, Inspector/Assessor, Manpower/Pay, NAVSUP/Team Director, TYCOM Policy Technical/Tactical Specialist.
Life-long learning (Technical certifications and/or degree completion).
Personnel, Manpower, and Training (PMT).

Assignments

741X:
W-3: Sea (AVN, Seabee, NSW) PMT
W-4: CVW, Seabee, NSW, PMT, TYCOM

749X:
W-3 Staff Duty / Training & Assessments
W-4 Major Staff / Training & Assessments





Chief Warrant Officer (General Line)

Community Values

▪ Valued achievements prior to CWO4

- Completed one successful Division Officer at sea assignment. Due to limited sea opportunity for 749X designator, CONUS or OCONUS tours should be seen as equivalent
- Sustained superior performance while serving in at sea assignments
- Sustained superior performance while serving in a Department Head ashore or equivalent assignment
- Repeated tours in challenging, technical jobs is in-line with Navy expectations for CWO and should not be viewed negatively (i.e. consecutive or repeated tours as an at-sea DIVO, or on a staff where high levels of technical expertise are critical to safety / mission)

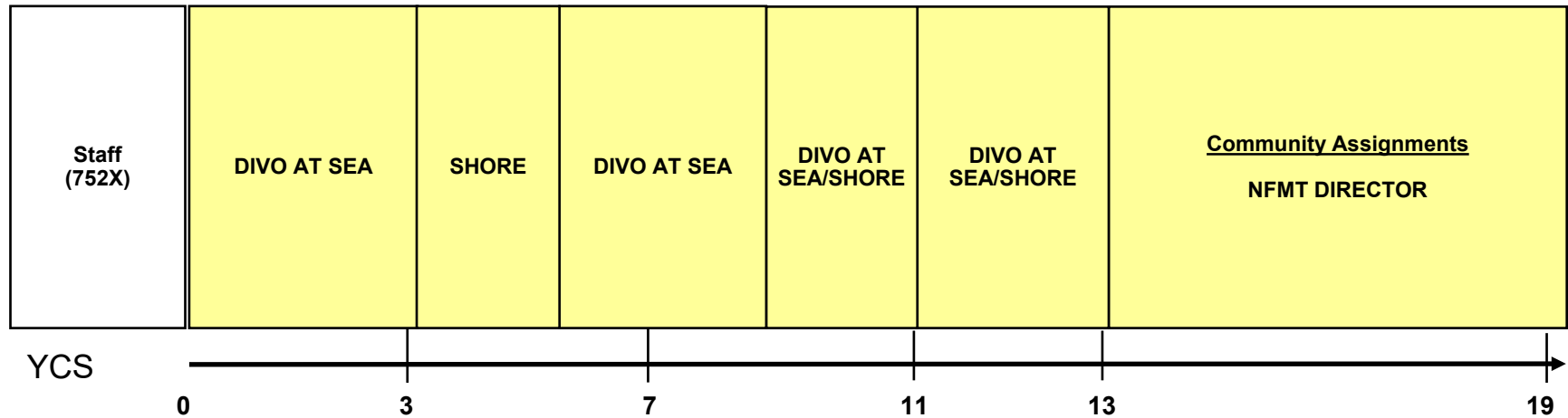
▪ Valued achievements prior to CWO5

- Sustained superior performance in two successful at sea assignments. Due to limited sea opportunity for 7490 designator, CONUS or OCONUS tours should be seen as equivalent
- Sustained superior performance while serving in community assignments
- Sustained superior performance in a highly technical Department Head ashore or an Officer in Charge assignment (limited opportunity)
- Repeated tours in challenging, technical jobs is in-line with Navy expectations for CWO and should not be viewed negatively (i.e. consecutive or repeated tours as an at-sea DIVO, or on a staff where high levels of technical expertise are critical to safety / mission)



Chief Warrant Officer (Staff)

Career Progression



Basic/ Intermediate and Technical Qualifications

Valued Career Credentials
 Assignments are repetitive in nature. Increasingly technical assignments. Instructor, Inspector/Assessor, NAVSUP/ NFMT Team Director and Regional FSO. Life-long learning (Technical certifications and/or degree progression/completion). Personnel, Manpower, and Training (PMT).

Assignments

752X:
 W-3: CVN/LHA/LHD FSO, Installation FSO, Staff Mess
 W-4: CVN/LHA/LHD/LCC FSO, OIC, Instructor, USNA FSO, Food Management Team





Chief Warrant Officer (Staff)

Community Values

▪ **Valued achievements prior to CWO4**

- Completed one successful Division Officer at sea assignment.
- Sustained superior performance while serving in at sea assignments
- Sustained superior performance while serving in a Department Head ashore or equivalent assignment
- Repeated tours in challenging, technical jobs is in-line with Navy expectations for CWO and should not be viewed negatively (i.e. consecutive or repeated tours as an at-sea DIVO, or on a staff where high levels of technical expertise are critical to safety / mission)

▪ **Valued achievements prior to CWO5**

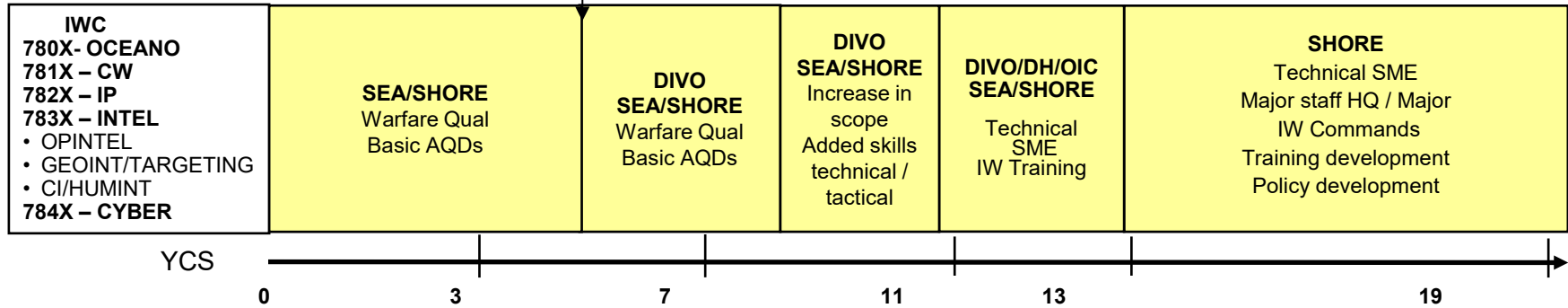
- Sustained superior performance in two successful at sea assignments.
- Sustained superior performance while serving in community assignments
- Sustained superior performance in a highly technical Department Head ashore or an Officer in Charge assignment (limited opportunity)
- Repeated tours in challenging, technical jobs is in-line with Navy expectations for CWO and should not be viewed negatively (i.e. consecutive or repeated tours as an at-sea DIVO, or on a staff where high levels of technical expertise are critical to safety / mission)



Chief Warrant Officer (Information Warfare)

Career Progression

COMMISSIONING



Beginning in FY20, 783X-INTEL selections were based on specific sub-specialization requirements within CWO ranks: OPINTEL, GEOINT/TARGETING, CI/HUMINT.

CYBER 784X (only)
 WO1 to CWO2 AFQ.
 TIG as WO1 is 3 years, member must also have completed 12 years TIS before promotion to CWO2.

Valued Career Credentials
 Assignments are repetitive in nature, increasing technical and tactical expertise, creating Subject Matter Experts.
 Dedicated to life-long learning (Warfare and Tactics Instructor, qualifications, certifications, and designator AQDs)
 Experience in Information Warfare Training / Policy
 Sea/Shore rotation opportunities vary widely by designator. Best qualified candidates will possess a diverse mix of shore and sea / operational/tactical tours.

Assignments

780X: W-3 Training, Ops Support, OIC W-4 Training, NAVIFOR, FWC 781X: W-3 Afloat / Direct Support, Staff / Training, National Tour W-4 Direct Support, Site Director, Training, National Tour	782X: W-3 Afloat / NSW DIVO, JFTOC, CPT, Training, NCTAMS, NCTS W-4 Afloat / NSW / #FLT, OIC, Training, TYCOM NNWC / NCTAMS DIVO/ NCTS DIVO 784X: W-1 / W-2 National / Navy Cyber Tour / NSW W-3 National / Navy Cyber Tour W-4 C10F, NAVIFOR, Navy Cyber Tour	783X: OPINTEL W-3 PHIBRON, #FLT, IWTC NIWDC, DESRON W-4 CSG-15/4, #FLT, TTGP/L, IWTC, PACFLT GEOINT/Targeting W-3 ONI, #FLT, CSG, NAWDC, NGA W-4 #FLT, Training, ONI, NGA, NAWDC, CMSA PAC, PACFLT CI/HUMINT W-3 NEIC, NSW, BCME, PACFLT W-4 #FLT, NSW, Training, NECC, NEIC
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Chief Warrant Officer (Information Warfare)

Community Values

▪ Valued achievements prior to CWO4

- Documented technical expertise
- Information Warfare Officer qualification
- Continued professional development (training / advanced technical certifications / qualifications / designator-specific AQDs)
- Repeated tours in challenging, technical jobs is in-line with Navy expectations for CWO and should not be viewed negatively (i.e. consecutive or repeated tours as an at-sea DIVO, or on a staff where high levels of technical expertise are critical to safety / mission)

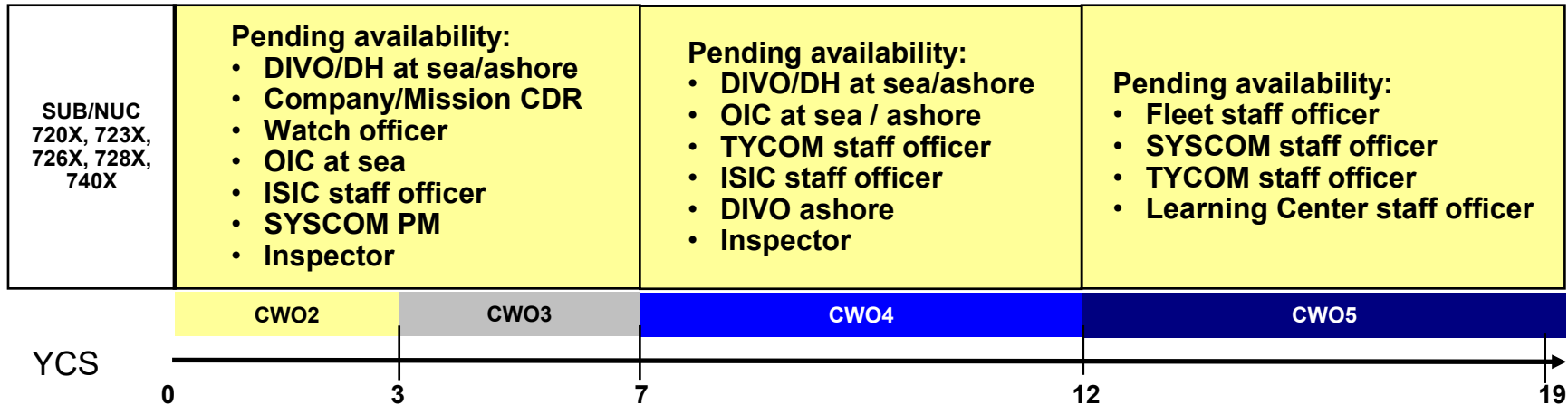
▪ Valued achievements prior to CWO5

- Technical subject matter expert
- Documented superior performance with broad impact on Navy IWC doctrine, systems and personnel
- Continued professional development (training / advanced technical certifications / qualifications / designator-specific AQDs)
- Job scope with increased responsibility and documented superior performance that positively impacts the Information Warfare Community
- Documented ability to communicate (written and oral) and influence major command / staff / designator community decisions
- Repeated tours in challenging, technical jobs is in-line with Navy expectations for CWO and should not be viewed negatively (i.e. consecutive or repeated tours as an at-sea DIVO, or on a staff where high levels of technical expertise are critical to safety / mission)



Chief Warrant Officer (SUB/NUC)

Career Progression



Valued Career Credentials

- Documented success in technically repetitive assignments and positions of increasing scope and complexity
- Phased progression from tactical through strategic levels of the operational and administrative chains of command
- Demonstrated application of technical expertise in the planning and execution of large-scale operations, programs, inspections, and assessments
- Deliberate focus on the personal and professional development of organizations and the Sailors, civil service employees and contractors that comprise them

Assignments

720X W3

- SDV/NEDU DH | NAVSEA 00C5 PM
- NUWC/EODESU/URC/UWSH DIVO
- EODGRU/SUBRON/SUBPAC staff
- MDS Co CDR | SRDD OIC
- NDSTC DIVO

726X W3

- SWF/SSBN/AS DIVO
- SUBRON staff
- NMC staff
- Inspector

728X W3

- T-AGOS Mission CDR
- TUSC Watch Officer
- AWO/SMC
- USLO4 signer

720X W4

- DEVGRU/WARCOM/NSWGRU staff
- MDSU/NRL DH
- UWSH DIVO
- NDSTC/SUBSCOL DIVO
- NSC staff

726X W4

- SWF/SSBN DIVO
- SUBRON staff
- NMC staff
- Inspector

728X W4

- CUS staff
- TYCOM staff
- IUSS TRAFAC OIC

* 723X and 740X are phasing out with no funded billets



Chief Warrant Officer (SUB/NUC)

Community Values

▪ Valued achievements prior to CWO4

- Documented superior performance in demanding CWO2/3 assignments
- Documented superior performance while deployed, where opportunity exists
- Documented success in technically repetitive assignments and positions of increasing scope and complexity
- Deliberate focus on the personal and professional development of organizations and the Sailors, civil service employees and contractors that comprise them

▪ Valued achievements prior to CWO5

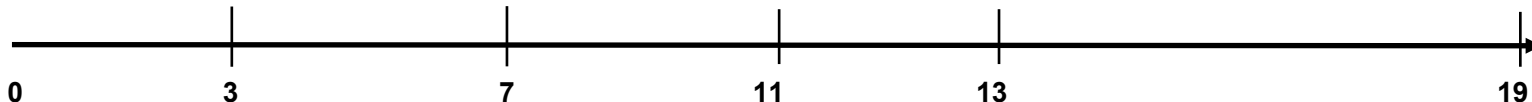
- Documented superior performance in demanding CWO2/3 and CWO4 assignments
- Documented superior performance on staff duty, where opportunity exists
- Phased progression from tactical through strategic levels of the operational and administrative chains of command
- Documented success in technically repetitive assignments and positions of increasing scope and complexity
- Demonstrated application of technical expertise in the planning and execution of large-scale operations, programs, inspections, and assessments



Chief Warrant Officer (Surface) Career Progression

<p>Surface (711X, 712X, 713X, 718X ----- 715X, 717X)</p>	<p>DIVO at Sea ----- DIVO SEAL/SDV/SBT/SRT/ TRADET/ TACDEVRON</p>	<p>DIVO at Sea ----- ASST DH SEAL/SDV/ SBT, SRT, TRADET/ TACDEVRON /NSWG/NSW CEN</p>	<p>DIVO at Shore ----- DH OPS CWO</p>	<p>DIVO at Sea ----- DH/OIC/AOIC /HR</p>	<p>DH/PA or OIC Shore ----- DH/Command CWO/OIC</p>	<p>Community Assignments ----- FORCE CWO Command CWO</p>
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YCS



Basic/
Intermediate
Technical and
Tactical
Qualifications

Valued Career Credentials
 Assignments are repetitive in nature. Increasingly technical and tactical assignments.
 Training Office, OPS Planner, Instructor, Program Mgr, Inspector/Assessor, Repair/Production, or Technical/Tactical Specialist.
 Life-long learning (SOF, specific joint education, technical certifications and/or degree completion)
 Personnel, Manpower, and Training (PMT).

<u>Assignments</u>		
<p>711X: W-3 CVN, LHD, LSD, LHA, LPD, LCC, ACU, ATG, PORT OPS W-4 BEACHGRU, LPD</p>	<p>713X: W-3 MCM CHENG, LCS MPA, DDG MPA W-4 LSD/LCC/LPD PA, LHA/D PA, 3MO CVN</p>	<p>715X: W-3: OPS (QO5), TRA (QN3) ACQ(QO6) W-4: OPS (QO5), TRA (QN3), AOIC/OIC, PMT/HR (QH1), CCWO (QO4), ACQ (QO6)</p>
<p>712X: W-3 DDG, CG, MARDIV, NIWC, JICO, ATG, SCSTC W-4 COMPSRON, NSFA, ATG, SCSTC, Naval ACAD</p>	<p>718X: W-3 CVN/ DDG/ CG/ L-Class STO, EMO, G2 Gunner W-4 CCSG Staff Electronics//Ordnance Officer, OIC CVN EMO/FCO/G2 Gunner, Aegis Ashore, PMT</p>	<p>717X: W-3: ADH (QL3), TRA(QN2), ACQ (QL5) MMC (QL8) W-4: DH (QL4) OPS(QL6), TRA (QN2), AOIC/OIC, ACQ (QL5/AAN), CCWO (QL7)</p>





Chief Warrant Officer (Surface)

Community Values

▪ Valued achievements prior to CWO4

- Completed two successful Division Officer at sea assignment
- Sustained superior performance while serving in at sea assignments / Combat experience at any rank
- Repeated tours in increasingly technical and tactical assignments is in-line with Navy expectations for CWO and should not be looked at negatively (i.e. consecutive or repeated tours as an at-sea DIVO, or on a staff where high levels of technical expertise are critical to safety / mission)

▪ Valued achievements prior to CWO5

- Sustained superior performance in CWO4 at sea assignment
- Sustained superior performance while serving in community assignment
- Sustained superior performance in a highly technical Department Head ashore or an Officer in Charge assignment, if afforded the opportunity
- Repeated tours in increasingly technical and tactical assignments is in-line with Navy expectations for CWO and should not be looked at negatively (i.e. consecutive or repeated tours as an at-sea DIVO, or on a staff where high levels of technical expertise are critical to safety / mission)