



FY-26 Active-Duty Line Community Brief Disclaimer

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.

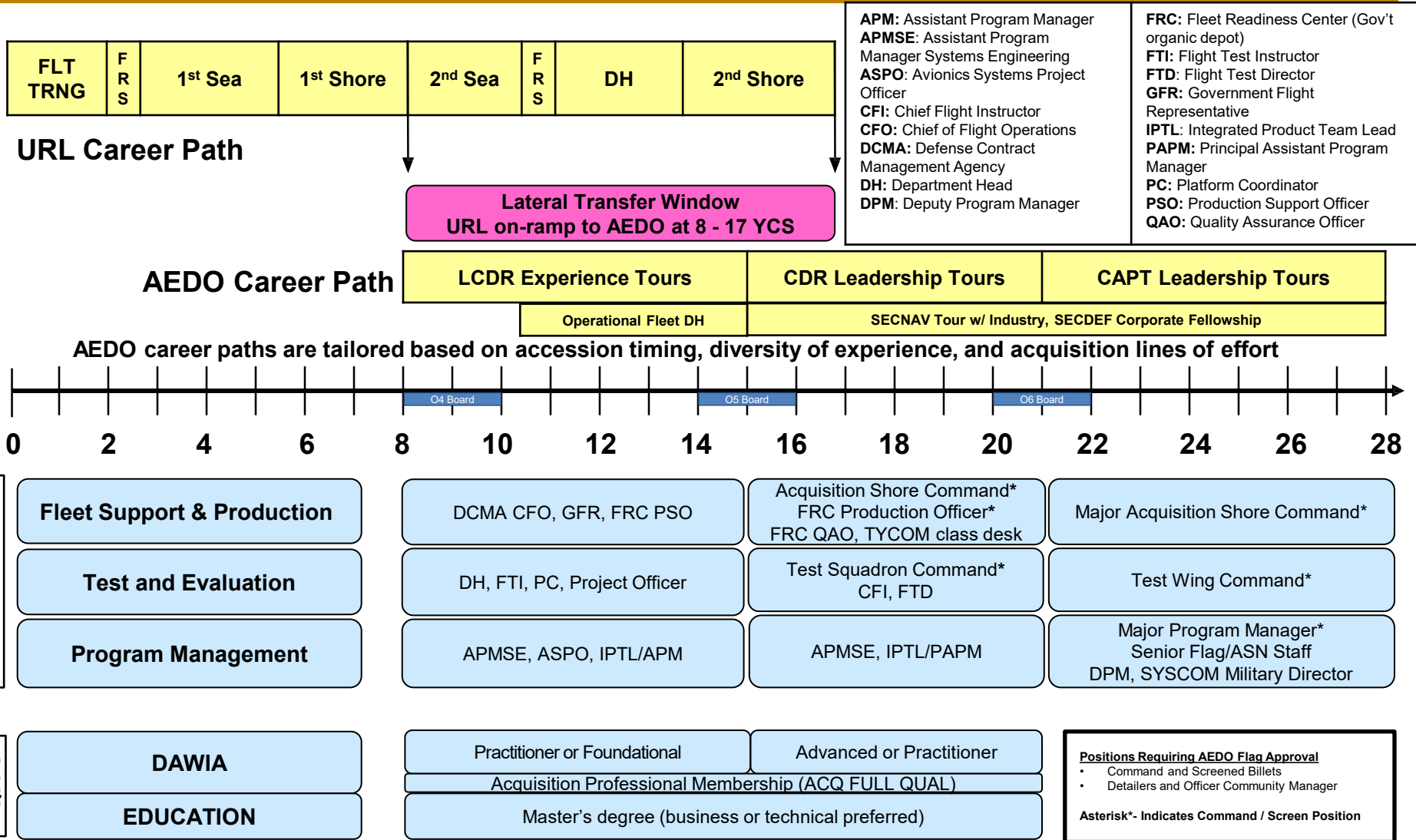
Community leaders have provided these slides to community members for career planning purposes; however, strict adherence to the career progressions depicted in the slides is not a prerequisite for promotion.

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-26 STATUTORY SELECTION BOARDS.



Aerospace Engineering Duty Officer

Career Progression





Aerospace Engineering Duty Officer

Community Values

- **AEDO is a lateral transfer-only community with accessions solely from warfare-qualified Aviation (13XX) officers who support three major acquisition lines of effort, each of which are equally weighted and important:**
 - FS&P: Fleet Support and Production (DCMA, FRC, TYCOM Class Desk)
 - PM: Program Management (ASN, F-35 JPO, NAVAIR, NAVSEA, NAVWAR, OPNAV)
 - T&E: Test & Evaluation (HX/UX/VX Squadron, Test Wing, USNTPS)

- **Valued achievements prior to LIEUTENANT COMMANDER**
 - Superior performance in operational and/or acquisition tours
 - Aviation Warfare qualifications and designations commensurate with community

- **Valued achievements prior to COMMANDER**
 - Sustained superior performance in LCDR experience tours, with emphasis on first full acquisition tour (24 mo. minimum) and/or Operational DH Sea tour
 - Diversity of experience *desired* with tours spanning at least 2 out of the 3 lines of effort, or Operational DH sea tour and a tour in at least 1 line of effort
 - Master's degree desired, business or technical preferred
 - DAWIA Practitioner or Foundational certification, commensurate with acquisition time

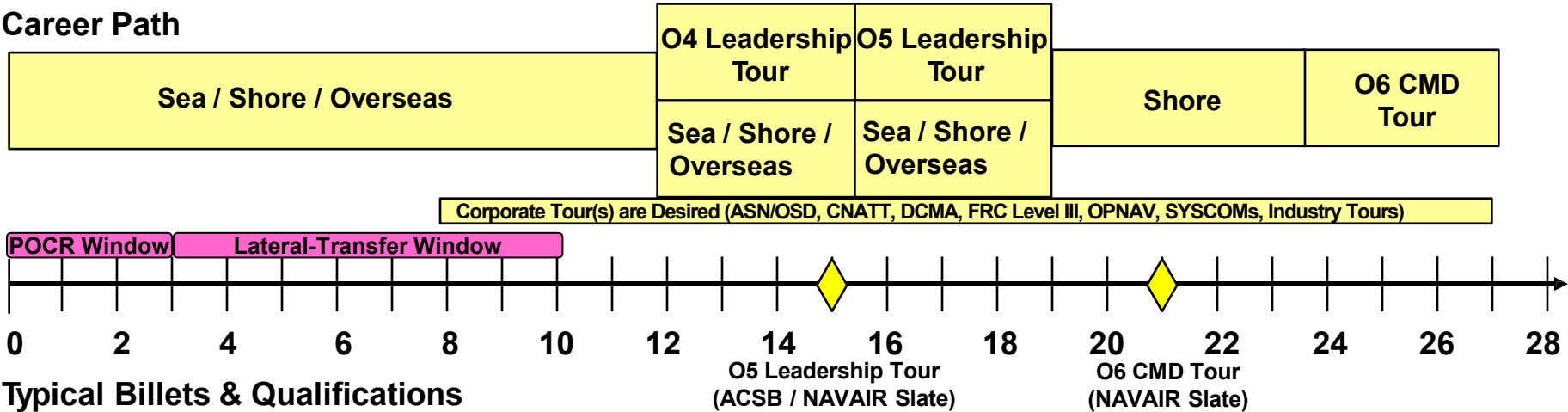
- **Valued achievements prior to CAPTAIN**
 - Superior performance in AEDO command or screen board positions (limited opportunities) and/or listed acquisition leadership tours with significant authority, responsibility, and accountability
 - Diversity of experience required with tours spanning at least 2 out of the 3 lines of effort, or Operational DH sea tour / Tour with Industry / Fellowship and a tour in at least 1 line of effort
 - Master's degree complete, business or technical preferred
 - DAWIA Advanced or Practitioner certification
 - ACQ Full Qual (APM) AQD – Acquisition Professional Membership



Aerospace Maintenance Duty Officer

Career Progression

Career Path



Typical Billets & Qualifications

- O1-O3 Experience Tour
- Acquisition Staff
 - AMO, MMCO, QAO, DIVO (O, I & D)
 - Fleet Support Staff

- O4 Leadership Tour
- CAGMO
 - CVN IM1
 - LHD/LHA MO
 - OIC
 - SQDN AMO

- O5 Leadership Tour
- ACQ Command
 - CVN AIMDO
 - FRC OIC
 - FRC Production Officer

- O6 CMD Tour (NAVAIR Slate)
- CNATT CO
 - DCMA CO
 - FRC CO
 - Program Manager

Professional Aviation Maintenance Officer (PAMO)
Designation

DAWIA Functional Area Certification:
Life Cycle Logistics (Foundational to Advanced) / Program Management (Practitioner)

Acquisition Professional Membership (APM)
Master's (Business, Leadership, or STEM preferred)

ADMINISTRATIVE BOARDS:
CDR CMD (Mar 24): 71%



Aerospace Maintenance Duty Officer

Community Values

- **Career progression produces Senior AMDOs with steadfast character, a strong maintenance background, demonstrated business acumen and that are prepared to lead large complex acquisition and sustainment organizations for Naval Aviation:**
 - FS&P: Fleet Support and Production (FRC, DCMA, TYCOM)
 - PM: Program Management (OPNAV; DCMA; SYSCOMs – NAVAIR, NAVWAR, NAVSEA, F-35 JPO)
 - Billets of diverse complexity, responsibility, and scope
 - Demonstrate sustained superior performance in Operational and Fleet support assignments

- **Valued achievements prior to LIEUTENANT COMMANDER**
 - Superior performance “at sea and shore” (O, I and/or D)
 - Professional Aviation Maintenance Officer desired – commensurate with O & I time of service
 - Engineering & Technical Management or Life Cycle Logistics Foundational desired – commensurate with ACQ time of service

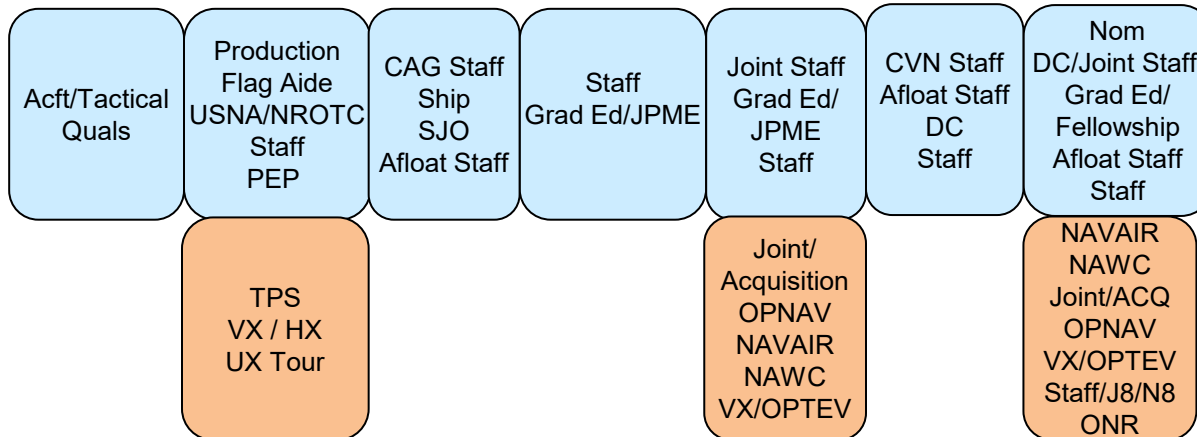
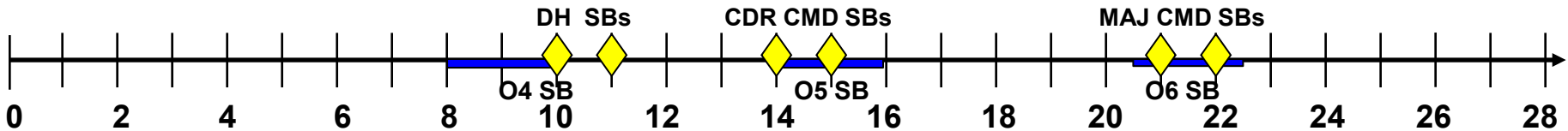
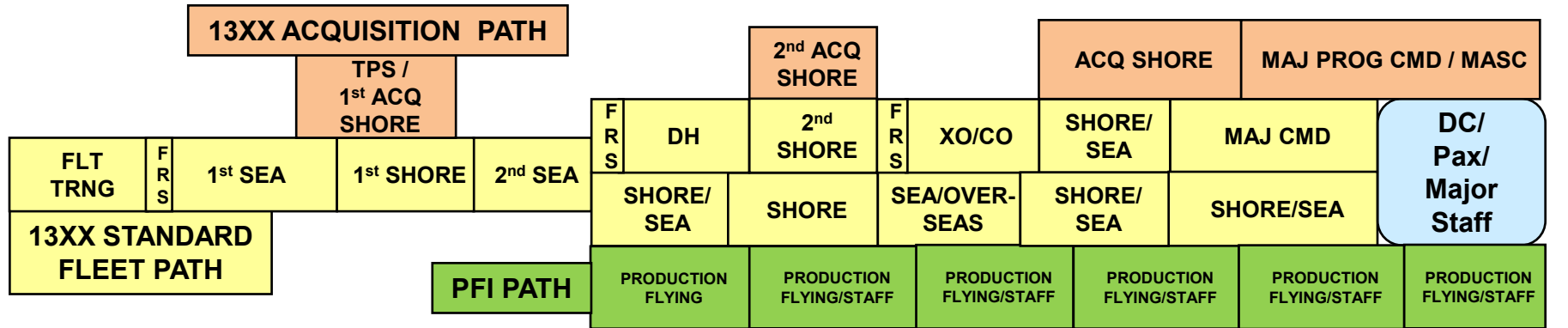
- **Valued achievements prior to COMMANDER**
 - Superior performance during O4 Leadership Tour (CAGMO, CVN IM1, LHD/LHA MO, OIC, Squadron AMO as an O4)
 - Professional Aviation Maintenance Officer qualified
 - Life Cycle Logistics Foundational or Engineering & Technical Management Foundational required; Program Management Practitioner desired – commensurate with ACQ time of service
 - Acquisition Professional Membership desired
 - Master’s degree desired (Business, Leadership, or STEM preferred)

- **Valued achievements prior to CAPTAIN**
 - Superior performance during O5 Leadership Tour (Acquisition Command, CVN AIMDO, FRC OIC, FRC Production Officer)
 - Corporate Tour(s), including Tour with Industry, desired with successful demonstration of business acumen (cost, schedule, performance)
 - Engineering & Technical Management Practitioner, Life Cycle Logistics Advanced, or Program Management Practitioner required
 - Acquisition Professional Membership required
 - Master’s degree required (Business, Leadership, or STEM preferred)



Aviation Officer Career Progression

Aviation Career Paths



Joint/
Acquisition
OPNAV
NAVAIR
NAWC
VX/OPTEV

NAVAIR
NAWC
Joint/ACQ
OPNAV
VX/OPTEV
Staff/J8/N8
ONR

FY25 ADMIN SCREEN BOARD RATES:	
DH:	67%
CDR CMD:	35%
MAJ CMD:	38%



Aviation Officer

Community Values

- **Aviation officers have a long training pipeline, resulting in NOB FITREPs for the officer's first 3-5 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 (when timing allows), attainment of initial warfare qualifications
 - Due to excessive time to train in initial flight training, it is possible for some aviators to not have a competitive first sea tour FITREP prior to in zone eligibility for O-4 – Soft breakouts may be the only discriminator for these officers and should be considered
 - 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
 - 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 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

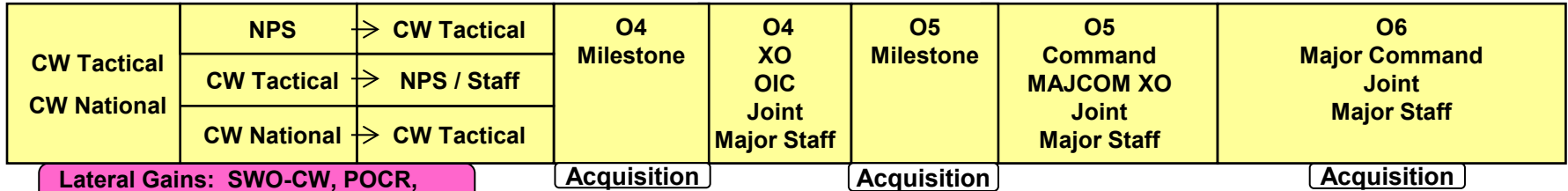
- **Valued achievements prior to CAPTAIN**
 - Superior performance as a Commanding Officer—OP, then OP-T followed by SM
 - OP-T COs lead mission essential afloat tactical air control units and training squadrons, and are highly valued. Many OP-T COs are needed as CAPTs to subsequently fill critical NAE 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

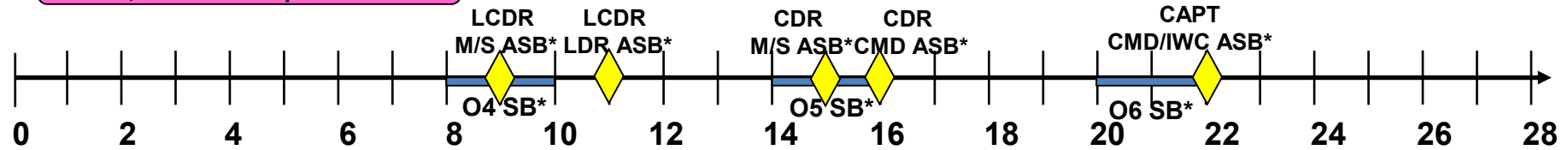


Lateral Gains: SWO-CW, POCR, Lat Xfr, LDO On-Ramp

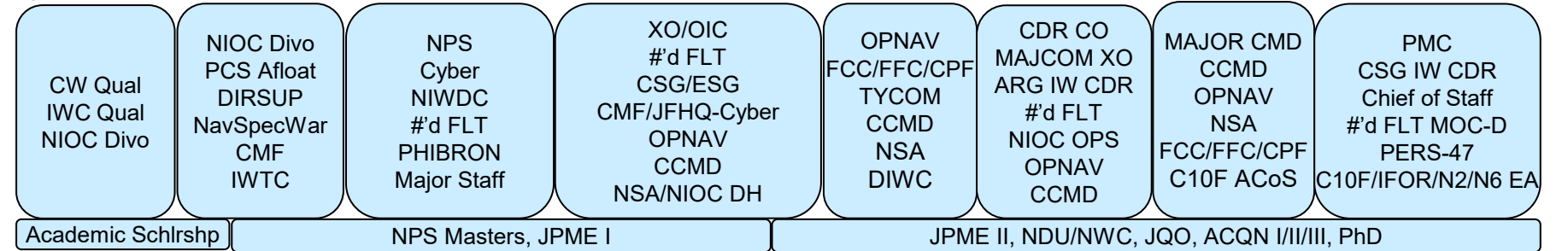
Acquisition

Acquisition

Acquisition



Typical Billets/Quals



Command and Milestone Administrative Screening Boards (FY24):

LCDR Milestone: 90%	CDR Milestone: 43%	MAJ Command/IWC: 21%
LCDR Leadership: 39%	CDR Command: 15%	

*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 post-graduate education
- **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
 - Post-graduate education (STEM valued) Complete
 - Joint Professional Military Education Phase I Complete
- **Valued achievements prior to CAPTAIN**
 - Superior performance in O5 Command
 - Superior performance in O5 Milestone tour
 - Post-graduate education and Joint Professional Military Education Phase I Complete
 - Superior performance as MAJCOM XO and/or O5 ARG IWC, if assigned
 - Superior performance in Major Staff, OPNAV, Joint, Acquisition, or TYCOM tour



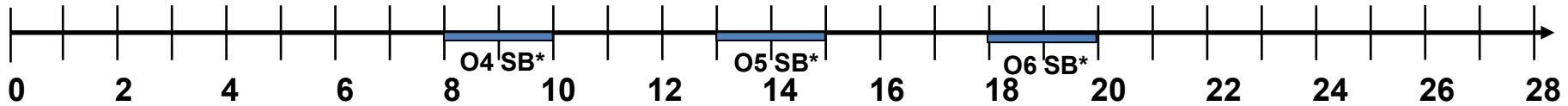
Cyber Warfare Engineer

Career Progression

Career Path

Basic OCO Developer	2 x Core <u>or</u> 1 x Core / 1 x Broadening Tour		1 x Core / 1 x Broadening or Enabling Tour		(1) Core / (1) Broadening or Enabling Tour		(1) Core / (1) Enabling Tour	
	Senior OCO Developer	Cyber Ops Tour - or - DCO, IC, Grad Ed, Industry	Dev Team Lead; Master OCO Developer	DCO, IC, Graduate Ed., Industry Tour - or- Fleet Staff	Dev Unit Commander & Master Dev; IC Campaign Lead / TD	DCO, IC, Graduate Ed., Industry Tour - or- ACQ / Major Staff	Command-Level TD, Major Staff, ACQ DPM/PM	Community Lead, Major Staff TD, ACQ PM

Lateral Gains: Lateral Transfer, Lateral Entry



Typical Billets/Quals

*SB: Statutory Board

NCWDG Basic Dev / CWE Qual IWO Qual	C10F/FCC, NSA, JFHQ-CYBER (Navy), NSW	C10F/FCC, IC, JFHQ-C (Navy)	C10F/FCC, IC, JFHQ-C (Navy)	Cyber Foundry Director Major Staff TDs / SMEs Support to ACQ / PM
	Senior Developer #1 Senior Developer #2 Direct Support to Cyber Ops	Team Lead Master Developer	TG-5 Commander IC TD "Campaign Lead"	
	NCDOC (DCO), NPS (Masters), SNWTI, CNODP		NCDOC (DCO), NPS (PhD), SNWTI	

- 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 allowing CWEs to be accessed at or above O1/ENS due to Education and/or Experience.
- Core Tours: OCO development (hardware, software, RF, data analytics) in roles with increasing technical and leadership complexity
- Broadening Tours: Opportunity to expand technical acumen through related Cyber missions (DCO/Ops/IC/NSW), education, or industry
- Enabling Tours: Support of OCO mission through technical support roles including staff, leadership, or acquisition opportunities



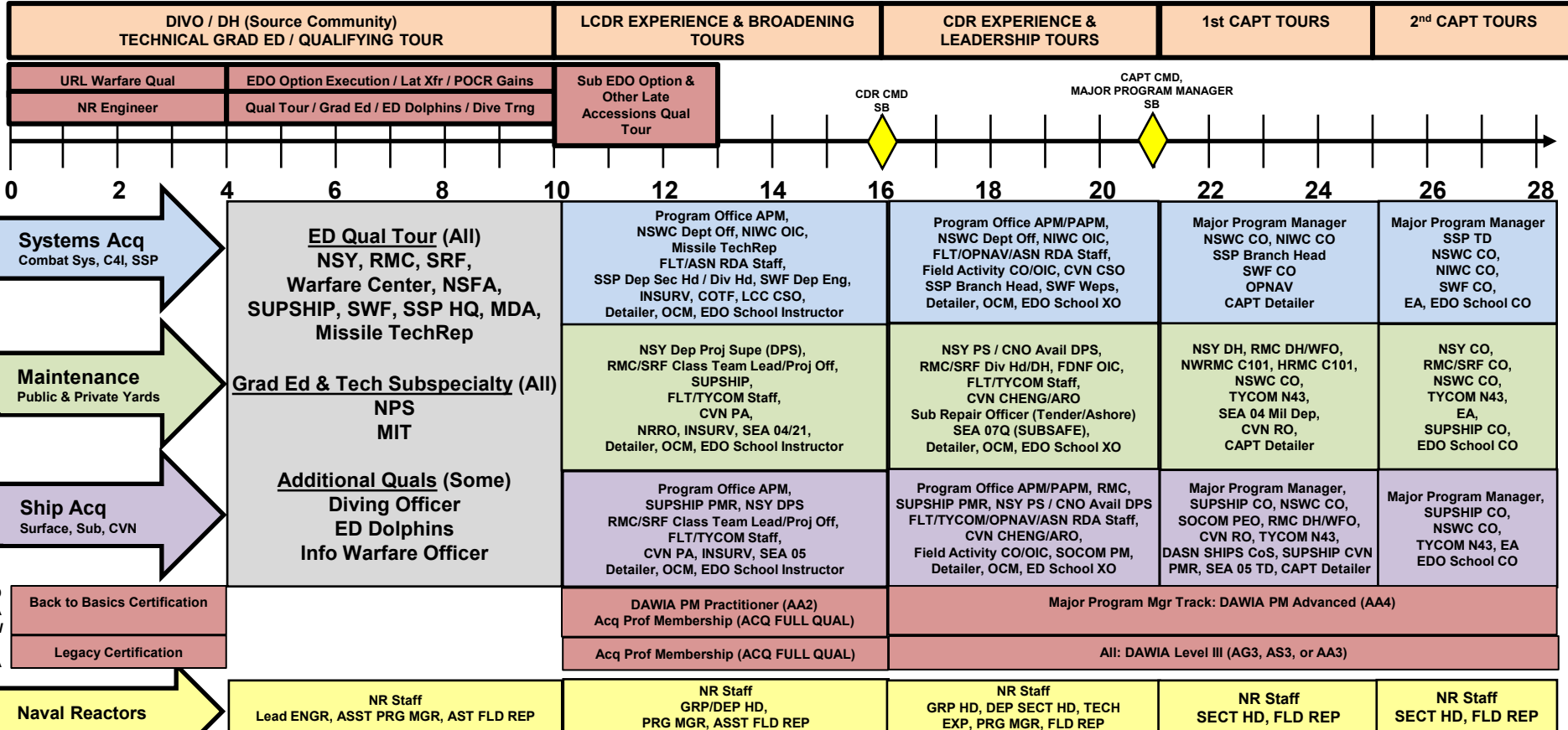
Cyber Warfare Engineer

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
 - Qualified as an IW Officer under the IW Community Qualification Program
- **Valued achievements prior to COMMANDER**
 - Demonstrated expertise in cyberspace capability development or operations supporting cyber warfare mission areas
 - Demonstrated technical or operational leadership in previous assignments
 - Completed an advanced degree (master's or doctorate) in a technical cyber-related field
 - Technical leadership of software/RF/Spectrum/EW capability development teams
 - Qualified as an IW Officer under the IW Community Qualification Program
- **Valued achievements prior to CAPTAIN**
 - Demonstrated expertise in all aspects of cyberspace operations and capability development supporting cyber warfare mission areas
 - Demonstrated strong performance in technical leadership assignments (e.g., lead for a major cyber warfare development program, technical director or major staff, chief engineer in a program office, Navy Cyber Mission Force technical lead)
 - Completed an advanced degree (master's or doctorate) in a technical, cyber-related field
 - Attained JPME Phase 1
 - Qualified as an IW Officer under the IW Community Qualification Program



Engineering Duty Officer Career Progression



51XX	Naval Construction	56XX	Mechanical Engineering
5200/5201/5202	Nuclear Engineering	57XX	Applied Physics
53XX	Electrical Engineering	58XX	Systems Engineering
55XX	Space Systems Engineering	6203	Computer Science
Typical Suffixes: P, Q, M, N, D, or C			

Qualifying Tours: Completion of ED Qualification Program (EDQP).

Broadening Tours: Career broadening in different skill area, in a Community Assignment such as ED School or Detailer/OCM, or a SECNAV Tour w/Industry (SNTWI)

Experience Tours: Expertise development in skill area.

Leadership Tours: Command tours, OIC tours, and most difficult non-command tours filled by highly skilled officers.

Sea Tours: CVN PA, CHENG, CSO, ARO, RO / LCC CSO / Sub Tender Rep Off / INSURV/MDSU/ UNDERSEA RESCUE CMD .

Positions requiring EDO Flag Approval:

- CO/OIC positions
- CVN CHENG / CSO / RO
- Submarine Repair officers (Tenders, I-level)
- ACAT I Program Manager Representatives (PMRs)
- Flag Executive Assistant (EA)
- ACAT I Program Office PAPM
- Detailers and Officer Community Manager (OCM)
- EDO School Staff
- Doctoral (PhD) Studies at NPS or MIT
- Naval Reactors EDO Assignments



Engineering Duty Officer

Community Values

- Career progression produces senior EDOs with developed expertise in at least one core skill area: Systems Acquisition (Combat Systems, C4I, Strategic Systems), Fleet Maintenance (Shipyards and Regional Maintenance Centers), Ship Acquisition (Surface, Submarine, and CVN new construction/sustainment) and Naval Reactors.
- EDO Flag approval is required for officers to serve in the following billets: CO, OIC, CVN CHENG/CSO/RO, Submarine Repair Officer (Tenders, I-level), ACAT I Program Manager Representative (PMR), Flag Executive Assistant (EA), ACAT I Program Office PAPM, Detailer, OCM, EDO School Staff and Doctoral (PhD) Studies at NPS or MIT. Director, Naval Nuclear Propulsion Program approval is required for all Naval Reactors EDO assignments.
- **Valued achievements prior to LIEUTENANT COMMANDER**
 - Warfare qualification or progress toward ED Dolphin qualification (**Note 1**)
 - Proven Naval Reactors staff, operational and/or acquisition performance
- **Valued achievements prior to COMMANDER**
 - Fully qualified criteria:
 - 1440 designator (qualified EDO)
 - 1460 designator (EDO in training) with proven performance during ED qualification tour
 - 1440 Naval Reactors EDO (Naval Reactors/NR Field Office O-4 experience tour)
 - Superior performance while serving in a position requiring EDO Flag or Director, Naval Nuclear Propulsion Program approval
 - Superior performance in core skill area assignments
 - Acquisition Professional member (ACQ FULL QUAL (APM) AQD) (**Note 1**)
 - Qualified to serve in nuclear billets (SPECIAL QUALIFICATION “NUENGSURF” - AQD KD2) (**Note 1**)
 - Technical Doctorate degree (**Note 1**)
- **Valued achievements prior to CAPTAIN**
 - Fully qualified criteria:
 - 1440 designator
 - Acquisition Professional member (ACQ FULL QUAL (APM) AQD) (**Note 1**)
 - Legacy Level III DAWIA certification w/conferred AQD (e.g., (ACQ PM LV3 (AA3)), Engineering (ACQ ENG LV3 (AS3)), Production Quality Management (ACQ PQM LV3 (AG3)) or Back to Basics DAWIA PM Practitioner (PM LVL 2 FAC (AA2)) or PM Advanced certification (PM LVL 4 FAC (AA4)) (**Note 1**)
 - 1440 Naval Reactors EDOs (Naval Reactors/NR Field Office O-5 experience tour)
 - Superior performance while serving in a position requiring EDO Flag or Director, Naval Nuclear Propulsion Program approval
 - Superior performance in core skill area assignments

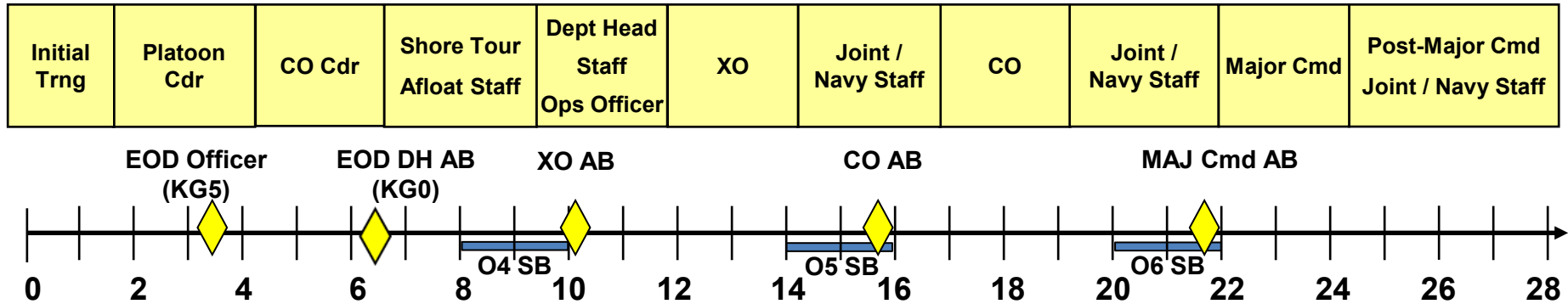
***Note 1: Not applicable to 1440 Naval Reactors EDOs**



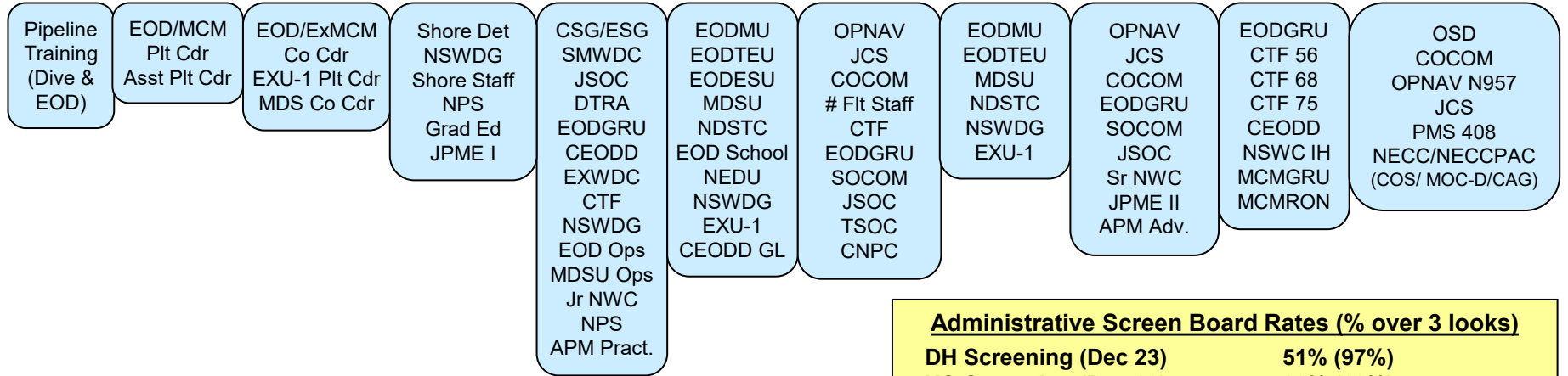
Explosive Ordnance Disposal Officer

Career Progression

Career Path



Typical Bilets



Administrative Screen Board Rates (% over 3 looks)	
DH Screening (Dec 23)	51% (97%)
XO Screening (Dec 23)	29% (69%)
CO Screening (Dec 23)	35% (69%)
MAJ CMD Screening (Nov 23)	45% (69%)



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 (**priority**)
- Continued superior performance in Ech 3-4 Navy staffs and acquisition assignments

▪ Valued achievements prior to CAPTAIN

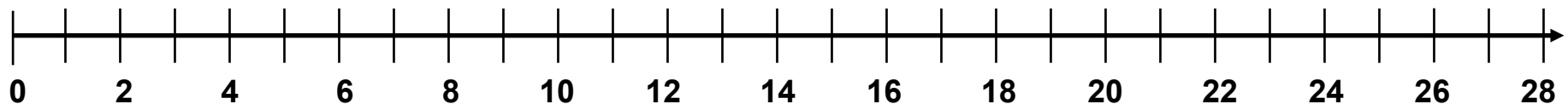
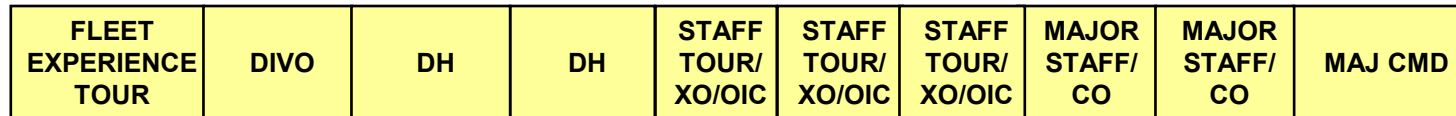
- Served or serving in O5/Commander Command afloat or ashore
- Continued superior performance in Navy staff and joint duty assignments



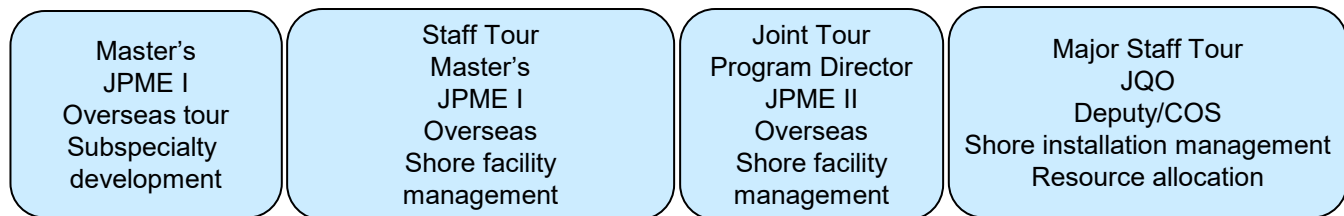
Fleet Support Officer

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

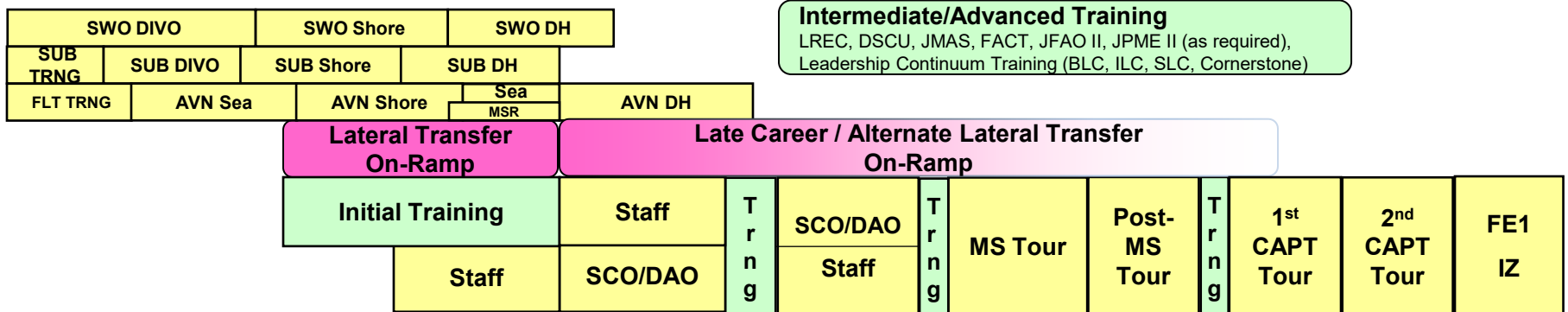
▪ **Career Paths**

- 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

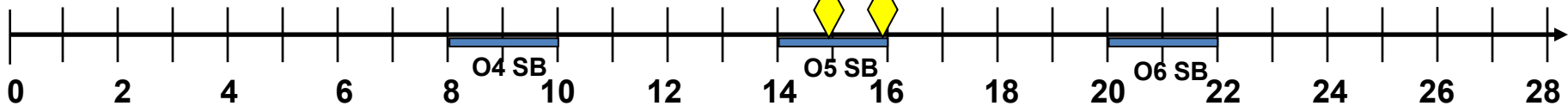


Foreign Area Officer Career Progression

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



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



Typical Billets:

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

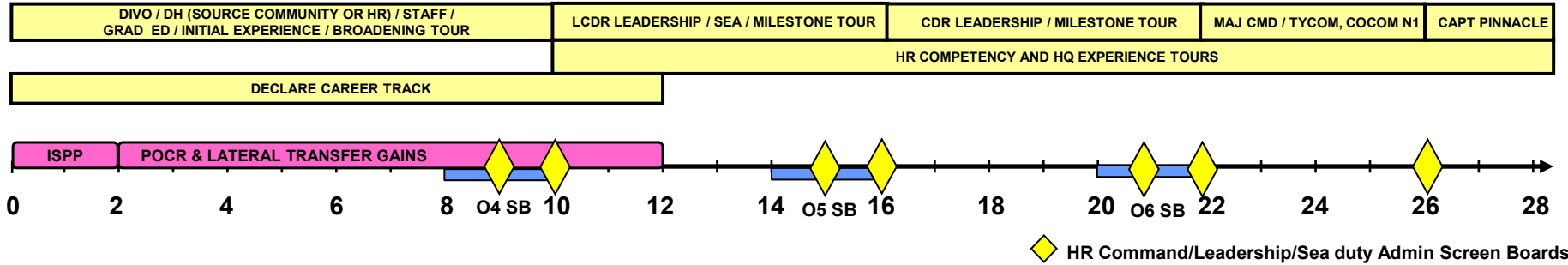
Community Values

- **All valued achievements are listed in priority order for each rank**
- **Valued achievements prior to LIEUTENANT COMMANDER**
 - Sustained superior performance, leadership and warfare qualified in source community
 - Progress towards FAO qualification with consideration given to re-designation timing
 - Inclusive teamwork while demonstrating increasing levels of responsibility and sound judgment
- **Valued achievements prior to COMMANDER**
 - FAO qualification (“FAO Q” AQD), JFAO Phase I, JPME Phase I, foreign language level of 2/2 or above
 - Sustained superior performance in increasing levels of responsibility in Staff, Defense Attaché Office or Security Cooperation Office tour; deliver strategic or operational outcomes and exemplifying Navy Core Values
 - Completion of advanced strategic and operational planner courses (MOPC, MSOC, MHSC, JCWS, etc.)
 - Fellowship or continued education focused on national security or strategic warfighting advantage
- **Valued achievements prior to CAPTAIN**
 - FAO qualification (“FAO Q” AQD), JFAO Phase II, JPME Phase I, and maintain foreign language proficiency
 - Demonstrated superior leadership across at least 2 of 3 lines of work (Embassy SCO, DAO, major staff)
 - Superior performance in O5 Milestone tour (“FM2” AQD)
 - Superior leadership and team building across organizations (fleet, joint, interagency, allies & partners)
 - Demonstrated leadership delivering strategic/operational outcomes vs strategic rivals regardless of region
 - Led development of Plans, aligning OAls to outcomes to address complex problems
 - Superior performance in community leadership tours (Community Manager, Detailer, FAO Policy)
 - Completion of advanced strategic and operational courses (ELOC, MOPC, MSOC, MHSC, JCWS, etc.)
 - 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



◆ HR Command/Leadership/Sea duty Admin Screen Boards

Typical Career Track Path: Billets & Qualifications

	NOVICE (1 Tour)	INTERMEDIATE (≥ 2 Tours + PQS)	ADVANCED (≥ 3 Tours + PQS)	EXPERT (≥ 4 Tours)	PINNACLE
Force Development (FD)	Graduate Education Department Heads Action Officers Small Detachment OICs Analysts	Small Unit Commanding Officers Executive Officers Officers in Charge Afloat TRAINOs Branch Heads	Commanding Officers Large unit Executive Officers Deputy Commanders Division Directors	Major Commanders Directors Division Directors	ASN (M&RA) EA CNP EA** NETC EA** NPC EA** ES Deputy
Force Rqmts / Resourcing (FR2)*		Branch Heads Lead Analysts	Large unit Executive Officers Section Heads Deputy Directors Program Leads	Major Commander Program Managers Deputies	
Force Management (FM)		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	

*FR2 Officers will have to leave FR2 Career Track to complete LCDR and CDR Command and Leadership tours

**Nominative Billet (1000 coded)

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



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). Officers will be able to complete tours outside of their primary career track to achieve community values.

- **Valued achievements prior to LIEUTENANT COMMANDER**
 - Sustained superior performance in HR and/or source community tours
 - Progress toward or completion of HR related master's degree, particularly graduate education in Operations Research Analysis, Manpower Systems Analysis, Financial Management, Education and Training Management or civilian equivalent (3XXX). NOB FITREP from in-residence education should not be viewed negatively.
 - Command eligible (2D1)
 - Current Professional certification: PHR, SPHR, or CDFM
 - Attainment of source community qualifications

- **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
 - Command eligible or Command qualified (2D1 / 2D2)
 - Completion of HR related master's degree, particularly graduate education
 - 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 tour
 - Advanced or Expert in primary career track
 - Major Command eligible (RLC)
 - Completion of HR related master's degree, particularly graduate education
 - Current Professional certification: PHR, SPHR, or CDFM
 - JQO Progression: JPME II and/or Joint Tour



Information Professional Officer

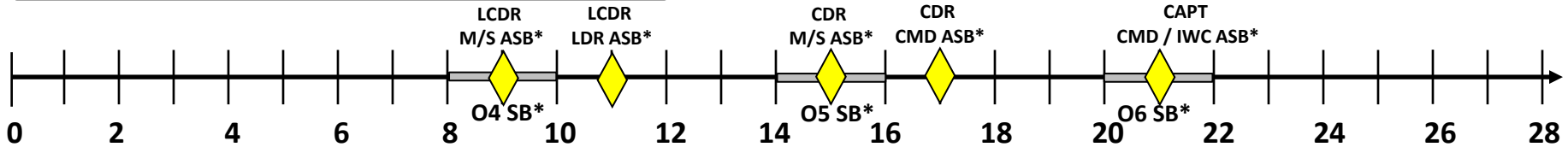
Career Progression

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		ARG IWC	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: C4 or Cyber			

Typical Billets

Qual Tour ANSI: C4 or Cyber Afloat	CVW/DESRON/PHIBRON N6 CVN/LHD/LHA DIVO DH/DIVO: NNWC / NCTAMS/ NCTS / NSW / NECC DH/DIVO Specialty: ACQN IW Instructor/WTI	O4 Milestone (GB1)	O4 OIC / XO (GC3) DH/DIVO: NNWC / NCTAMS / NCTS / NSW / NECC / OPNAV / TYCOM Specialty: ACQN / IW or IP Instructor / WTI	O5 Milestone (GB2)	O5 CO / XO / ARG IWC Joint/HQ Major Staff OPNAV / TYCOM Specialty: ACQN	O6 CMD / IWC Afloat / PMC Joint OPNAV / TYCOM / Fleet staff Specialty: 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) (FY24):

LCDR Milestone: 70%	CDR Milestone: 43%	CAPT MAJCMD/IWC: 14%
LCDR Leadership: 27%	CDR Command: 10%	



Information Professional Officer

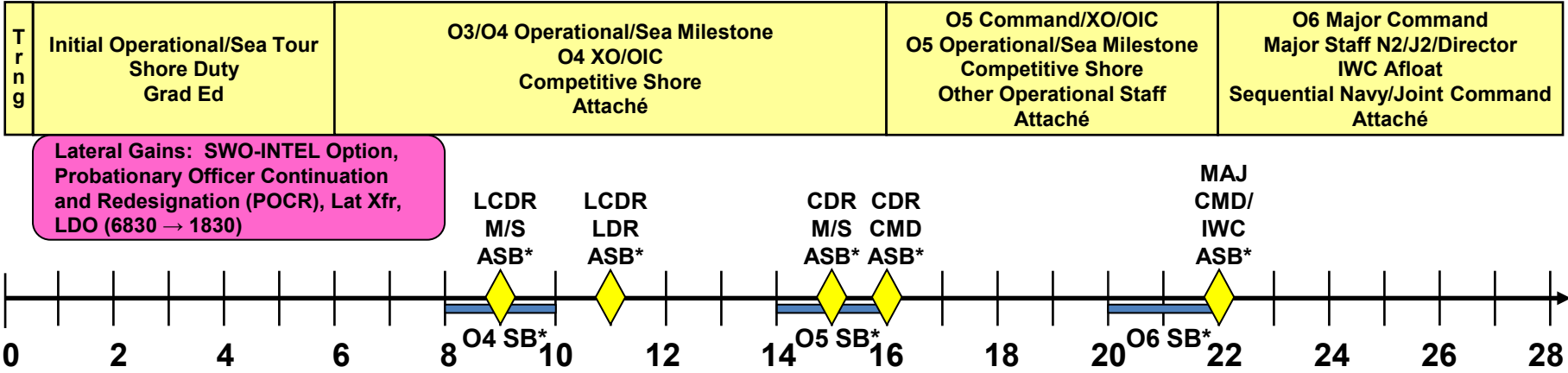
Community Values

- **Sustained superior performance in leadership and operational billets**
- **Valued achievements prior to LIEUTENANT COMMANDER**
 - IP Basic Qualification
 - Be in or have completed an operational assignment afloat or ashore
 - Experience as an instructor in IP/IW curriculums, including WTI
 - Completed an advanced degree (master's or doctorate)
- **Valued achievements prior to COMMANDER**
 - Be in or have completed an O-4 milestone assignment
 - IP Intermediate Qualification
 - Superior performance in an O-4 leadership tour
 - Experience at major headquarters such as OPNAV, Type Commander, and Fleet commands
 - Completed an advanced degree (master's or doctorate)
 - Attained JPME Phase I
- **Valued achievements prior to CAPTAIN**
 - Be in or have completed an O-5 milestone assignment
 - Successful performance in leadership in O-5 command
 - Successful performance in O-5 major command executive officer and/or O-5 Amphibious Ready Group Information Warfare Commander
 - Experience at major headquarters such as OPNAV, Type Commander, and Fleet commands
 - Have an advanced degree (master's or doctorate)
 - Documented Joint Qualified Officer progress
 - In or complete JDAL tour OR JPME Phase II complete
 - IP Advanced Qualification

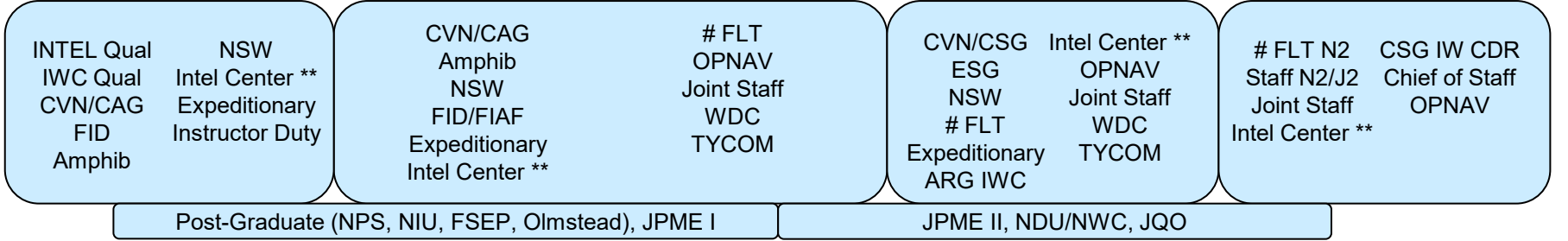


Intelligence Officer Career Progression

Career Path



Typical Billets/Quals



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

Core Competency: All-Source, Operational, Tactical Intelligence
Additional Valued Skills:
 Acquisitions Exp. MPT&E Targeting
 CI/HUMINT Operational Planning WTI
 ISR Collection Ops Strategic Competition

Command and Milestone Administrative Boards (FY24):
 LCDR Milestone: 61% CDR Command: 12%
 LCDR Leadership: 19% MAJ/IWC Command: 13%
 CDR Milestone: 50%

* 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 tour, demonstrating proficiency in conducting Intel support to operations
 - Superior performance at a competitive Intel center/staff tour (Navy or Joint)
- **Valued achievements prior to COMMANDER**
 - Superior performance in O4 operational/sea Milestone tour, demonstrating proficiency in leading Intel operations
 - JPME Phase I complete
 - Superior performance at a competitive Intel center/staff tour (Navy or Joint) as an O4/O3
 - Superior performance in O4 Leadership (limited opportunity)
 - Advanced degree
- **Valued achievements prior to CAPTAIN**
 - Superior performance in O5 operational/sea Milestone tour, demonstrating proficiency across IW disciplines
 - Advanced degree and JPME Phase I complete
 - Superior performance at a competitive Intel center/staff tour (Navy or Joint) as an O5/O4
 - Superior leadership and performance in O5 Command (limited opportunity)
 - Superior leadership and performance as O5 MAJCOM XO and/or ARG IWC (limited opportunity)
 - Joint Qualified Officer progression beyond JPME Phase 1



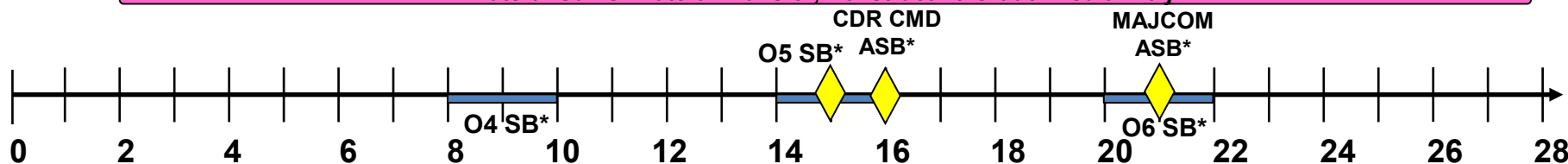
Maritime Cyber Warfare Officer

Career Progression

Career Path

Cyber Mission Force (CMF)	NPS		NPS - PhD	O5 Major Staff (Cyber) Command (CO)	O6 Major Staff (Cyber) Major Command (CO)
	CMF NSA	CMF NSA Staff Tour	O4 CMF Leadership Major Staff (Cyber) Executive Officer (XO) Program Mgmt/Aq		

Lateral Gains: Lateral Transfer, Constructive Grade Credit Entry



Typical Billets/Quals

Team Officer Msn Elem Ld EA	Ops Officer Plans Officer	Dept Head Action Officer Disassociated Tour	Team Lead (CMT/CPT/CST) Cy Ops Plans Lead TG Ops	CO / JFHQ-C TG CDR CNMF JTF CDR MAJCOM XO JFHQ-C Deputy CO-IPE Deputy	MAJCOM CO / TF CDR JFHQ-C Director CO-IPE Director OPNAV/NAVIFOR
MCWO Basic IWO Qual	Mission Cdr NPS Masters / JPME I CNODP / WTI	NPS PhD SNTWI MOPC			

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

Lateral Transfer: Community established in FY23. All initial accessions are lateral transfers from other communities. Direct accessions (USNA/ROTC/OCS) began in FY24.

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



Maritime Cyber Warfare Officer

Community Values

- **Sustained superior performance in cyber leadership and operational billets**
- **Valued achievements prior to LIEUTENANT COMMANDER**
 - Superior performance/qualification in operational and/or leadership tours
 - Be warfare qualified in any warfare area
 - Progress toward advanced degree in cyber-related field or continuing education demonstrated through cyber industry certifications (e.g., SEC+, PenTest+, CEH, CISSP, CCSP, CISM, OSCP)
- **Valued achievements prior to COMMANDER**
 - Superior performance CMF leadership tour (NMT, CMT, CPT, CST)
 - Superior performance in CMF Staff tour (FCC/C10F, CMF PAC, USCC, JFHQ-C, CO-IPE)
 - Be warfare qualified in any warfare area
 - Progress toward advanced degree in cyber-related field or continuing education demonstrated through cyber industry certifications (e.g., SEC+, PenTest+, CEH, CISSP, CCSP, CISM, OSCP)
 - Joint Professional Military Education Phase I Complete
- **Valued achievements prior to CAPTAIN**
 - Superior performance in senior CMF Staff tour (FCC/C10F, CMF PAC, USCC, JFHQ-C, CO-IPE)
 - Be warfare qualified in any warfare area
 - Progress toward Joint Qualified Officer (JQO) beyond JPME phase I



Maritime Space Officer Career Progression

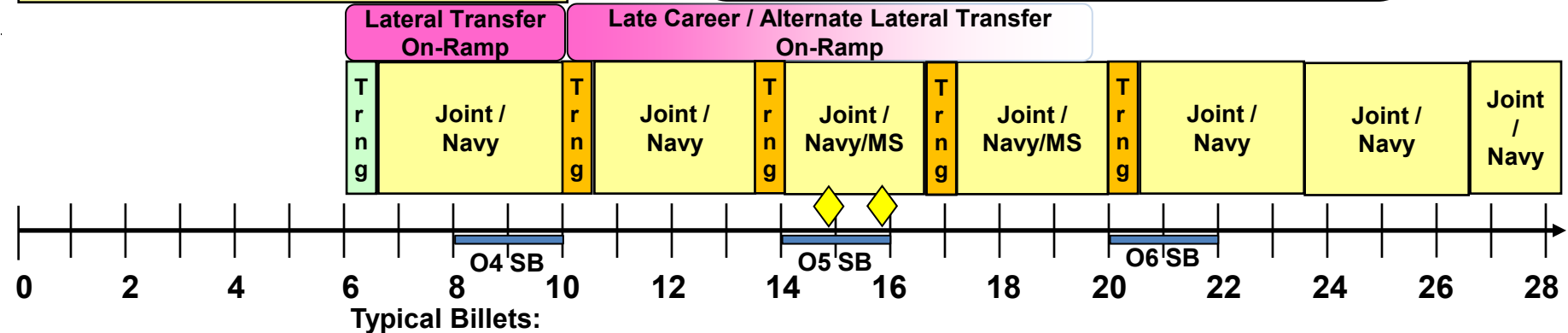
Career Path

Depicts four primary source communities
All communities eligible to lateral transfer

SURFACE WARFARE TOURS
SUBMARINE TOURS
AVIATION TOURS
INFORMATION WARFARE TOURS

Initial Training
SP200/SWPC/SOOQC: En route First Tour

Intermediate/Advanced Training
IWOIC: As an O4/LCDR
MSOIC: End of First tour, Beginning/During Second Tour (geolocation dependent)
Maritime Staff Officer Course (MSOC): Enroute to MOC tour
JIST: En route to JIST Tour



Required for Lat Transfer
Warfare qualification
6 yrs Commissioned Officer

MSO Requirements
Navy Space Operations SME
Joint Space Operations SME
Support Maritime Fight

Grad Degree JPME I
WDC
NRO**
SPACECOM*
NAVSPACE
NNWC

Grad Degree JPME I
WDC
Fleet MOC
SPACECOM*
NAVSPACE
NNWC

Fleet MOC
War College: War Gaming Dept.
TYCOM
SPACECOM*
NAVSPACE
NNWC
SSDP**

TYCOM
SPACECOM*
OPNAV
NAVSPACE
JPME II
SSDP**

Notes:

**"SPACECOM" includes SPACECOM staff, CSPOC, NSDC, MWC, JNWC, JIST
***"Joint" includes NRO, SSDP

◆ 2x Looks for Milestone Screen (M/S)*
Held at Year of Selection and Year of Selection +1
O5 ~ 60-75% (*% adjusted to meet requirements)
Member can request 3rd MS Screening



Maritime Space Officer

Community Values

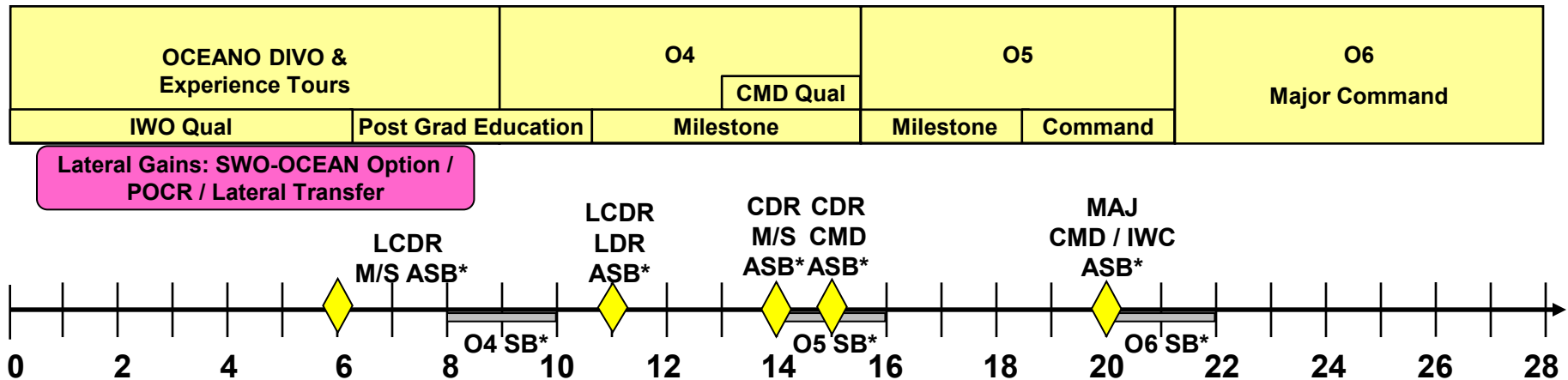
- **Sustained superior performance in leadership and operational billets**
- **Valued achievements prior to LIEUTENANT COMMANDER**
 - Superior performance in source community operational tour and/or space operational tour
 - Warfare qualified in any warfare area / community
 - Information Warfare Officer (IWO) qualified
 - Demonstrated proficiency in space operations (Space AQD)
 - Progress toward post 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)
 - Progress toward post 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)
 - Post 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

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

Command and Milestone Administrative Screening Boards (FY24):

LCDR Milestone: 90% CDR Milestone: 60% MAJ Command: 44%
 LCDR Leadership: 60% CDR Command: 40%

*ASB: Administrative Screening Board
 *SB: Statutory Board



Oceanography Officer

Community Values

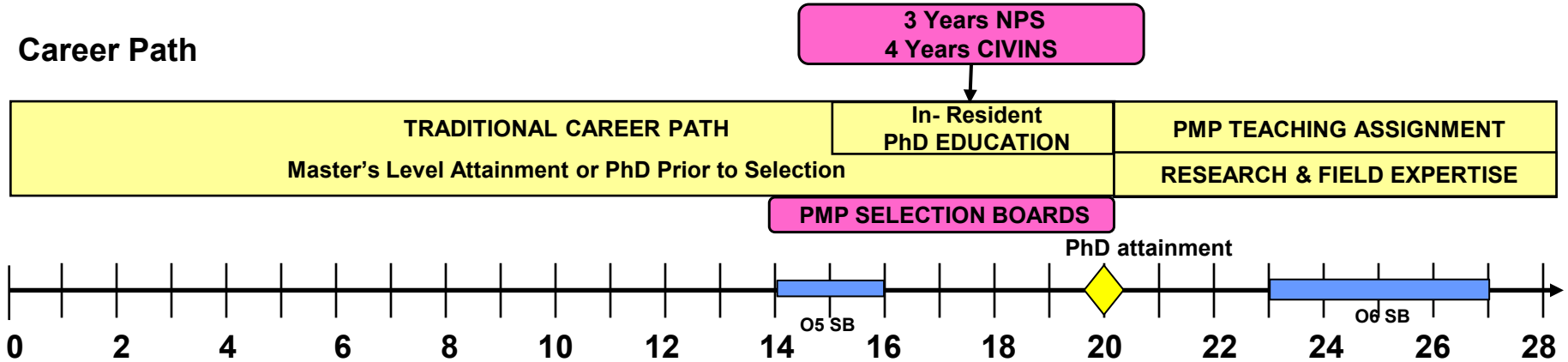
- **Sustained superior performance in leadership and operational billets**
- **Valued achievements prior to LIEUTENANT COMMANDER**
 - Meteorology and Oceanography Officer Basic qualification
 - Information Warfare Officer qualification
 - Sustained superior performance across multiple operational and/or 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
 - Joint Professional Military Education Phase 1 Complete
- **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

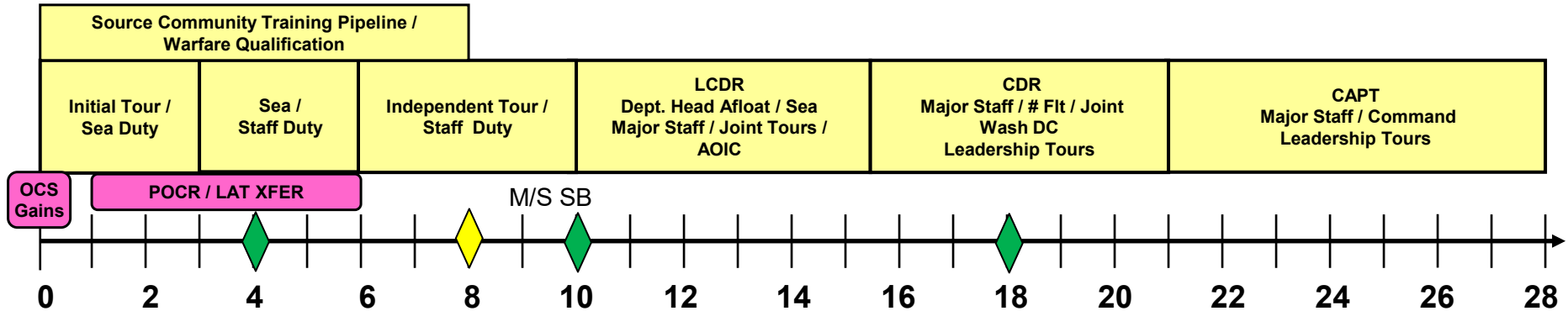
- **Valued achievements prior to CAPTAIN**
 - Demonstrated mastery in teaching as a doctoral-level practitioner
 - Expertise in teaching and development of both introductory and advanced courses
 - Active mentorship of students outside the classroom
 - Established record of research/scholarly activity 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



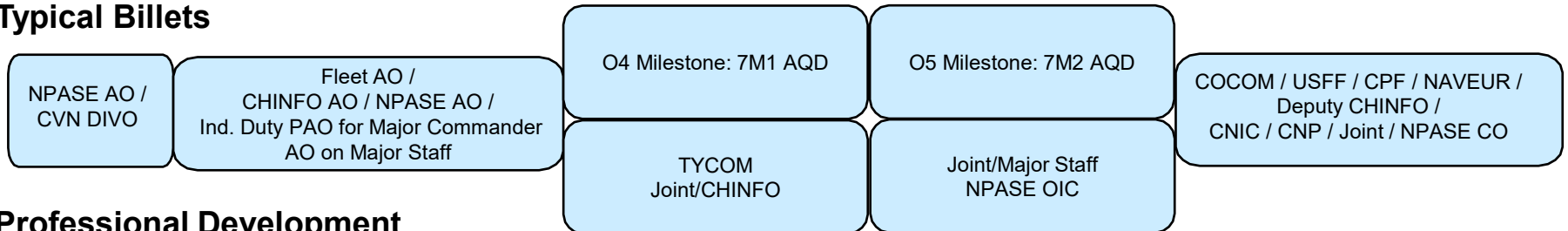
Public Affairs Officer

Career Progression

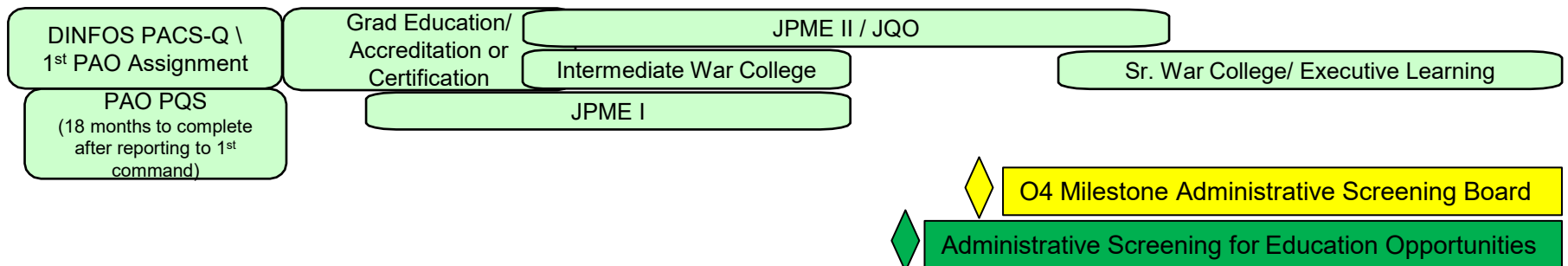
Career Path



Typical Billets



Professional Development





Public Affairs Officer

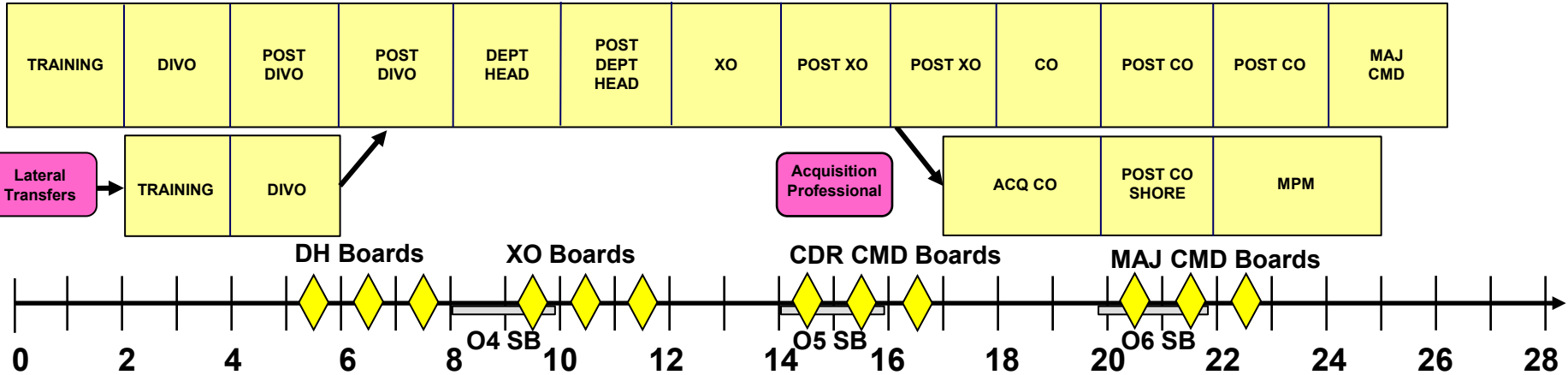
Community Values

- **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 PAO leadership.**
- **Valued achievements prior to LIEUTENANT COMMANDER (in priority order):**
 - Required to complete PAO qualification and awarded 71Q AQD
 - Sustained superior performance directly supporting senior leaders (CAPT/Flag) and implementing public affairs in operational/high visibility environment
 - Sustained superior performance as deputies or action officer for senior PAOs (CAPT/CDR)
 - Certifications and Accreditations: APR/APR+M/CMP/SCMP (all valued equally) are highly desired
 - JPME I highly desired
- **Valued achievements prior to COMMANDER (in priority order):**
 - Successfully completed and demonstrated superior performance in O4 milestone tour, awarded 7M1 AQD
 - Sustained superior performance in operational, major staff, and independent duty assignments of increased scope in public affairs responsibility at shore and sea billets.
 - Experience providing operational-level counsel to one and/or two-star Flag/General officers
 - JPME I
 - Completion of graduate education with particular focus in communication (4400P) highly desired
 - Certifications and Accreditations: APR/APR+M/CMP/SCMP (all valued equally) are highly desired
 - Completion of/progress towards becoming a Joint Qualified Officer is highly desired
- **Valued achievements prior to CAPTAIN (in priority order):**
 - Successfully completed and demonstrated superior performance in O5 milestone tour, awarded 7M2 AQD
 - Sustained superior performance providing strategic-level counsel to two and three star Flag/General officers on a Major Staff
 - Completion of graduate education with particular focus in communication (4400P)
 - A successful track record of translating CMDR's vision and intent into public communication strategies and plans; leading, advising, and aligning enterprise public affairs personnel and programs; and, integrating public communication efforts across multiple and diverse organizations to include the U.S. interagency and/or foreign militaries in order to achieve strategic and operational goals.
 - Certifications and Accreditations: APR/APR+M/CMP/SCMP (all valued equally) are highly desired
 - Completion of/progress towards becoming a Joint Qualified Officer is highly desired



Special Warfare (SEAL) Officer Career Progression

Career Path



Typical Billets



ADMINISTRATIVE BOARD RATES (% SELECTED ACROSS 3 LOOKS)

- DH: 90%
- XO: 62%
- CDR CMD: 85%
- MAJ CMD: 29%

NSW ACRONYMS

- ST: SEAL TEAM
- SDVT: SEAL DELIVERY VEHICLE TEAM
- SRT: SPECIAL RECONNAISSANCE TEAM
- SBT: SPECIAL BOAT TEAM
- NSWG: NAVAL SPECIAL WARFARE GROUP
- NSWGD: NAVAL SPECIAL WARFARE DEVELOPMENT GROUP
- BTC: BASIC TRAINING COMMAND

NOTES

1. It is common to see LTs and LCDRs at a SEAL Team grouped together with Promotable rankings at the beginning of a SEAL Team Inter-deployment Training Cycle. This allows the CO to evaluate officers during key training events and set competitive ranking on the following report. This should not be viewed negatively for selection.
2. NSW values all milestone tours equally (Afloat, Ashore, and Acquisition). Boards should evaluate all NSW milestone tours equally, regardless of the type of duty.
3. Lateral Transfer and Inter-Service Transfer officers often enter their DH tour late and may be in-zone for LCDR without an observed DH FITREP. This should not be viewed negatively for selection to LCDR.



Special Warfare (SEAL) Officer

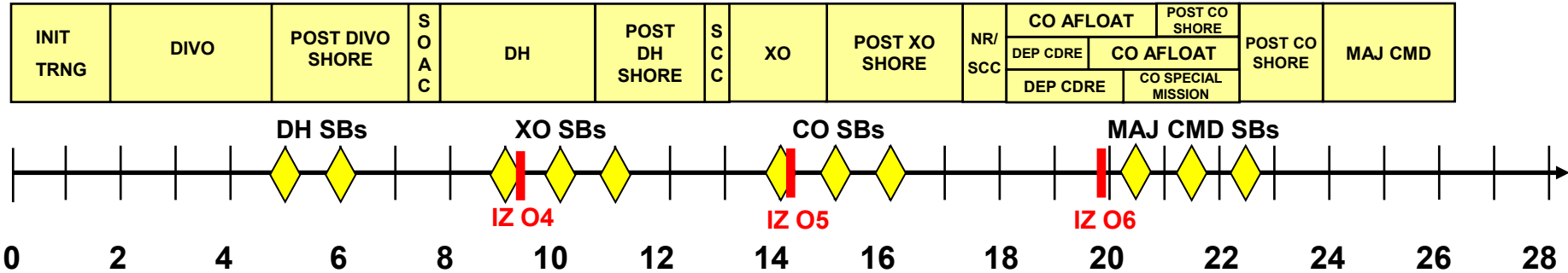
Community Values

- **Sustained superior performance is the foundation of the NSW Community**
- **Valued achievements prior to LIEUTENANT COMMANDER**
 - Served/Serving Department Head or NSWG Operations Staff
- **Valued achievements prior to COMMANDER**
 - Served/Serving XO (Afloat, Ashore, or Acquisitions), Troop Commander, or Operations Officer (Afloat or Ashore)
 - Served Department Head (AQD QD9)
- **Valued achievements prior to CAPTAIN**
 - Served/Serving CO (Afloat, Ashore, or Acquisitions)
- **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/served as DH at sea. Screened DH Afloat and assigned/ordered to a DH position.
 - **CDR** – Serving/served as XO Afloat including Nuclear Power Training Unit Moored Training Ship XO, Undersea Rescue Command XO, and officers selected for the Direct to Commanding Officer Career Path.
 - **CAPT** – Serving/served as CO Afloat including Nuclear Power Training Unit Moored Training Ship CO, Submarine Readiness Squadron CO, and Undersea Rescue CO.

ADMINISTRATIVE BOARD RATES:

DH SCREENING (May 23):	89%
XO SCREENING (May 23):	62%*
CO SCREENING (May 23):	54%*
MAJ CMD (Dec 23):	58%

*Combined XO/CO selection rates result in 33% opportunity for DHs to serve as CO



Submarine Warfare Officer

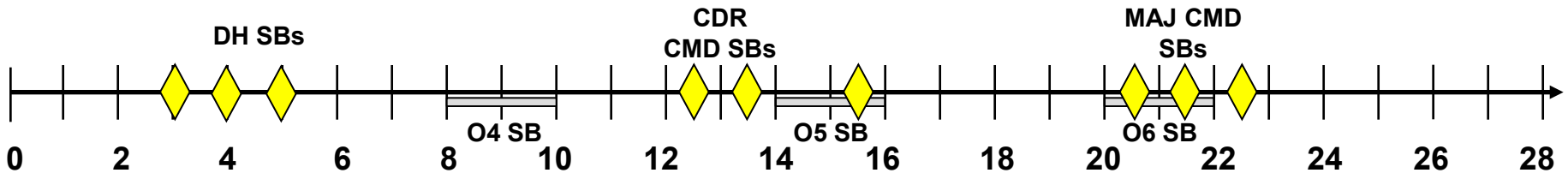
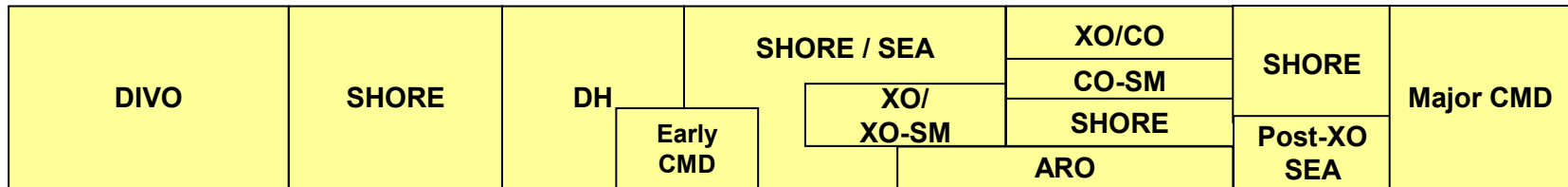
Community Values

- **Sustained superior performance at sea is most valued**
- **Valued achievements prior to LIEUTENANT COMMANDER**
 - Serving/served as DH at sea
 - Screened DH Afloat and assigned/ordered to a DH position
- **Valued achievements prior to COMMANDER**
 - ALL BOARD SELECTED XO officers are vital to Submarine Community Health. These officers include (in priority order):
 - Serving/served as XO Afloat including Nuclear Power Training Unit Moored Training Ship XO, Undersea Rescue Command XO, and officers selected for the Direct to Commanding Officer Career Path.
 - Serving/served as Project XO.
 - Operational/readiness/training command XO: Submarine Learning Center/Facility XO, Naval Submarine Training Center/Detachment XO/OIC, Trident Training Facility XO, Submarine Squadron Staff 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/served as CO Afloat including Nuclear Power Training Unit Moored Training Ship CO, Submarine Readiness Squadron CO, and Undersea Rescue CO.
 - CO-SM officers with sustained superior performance (EP/MP) in command are highly valued and needed as CAPTs (priority order): Theater Undersea Surveillance Command CO (previously called Naval Ocean Processing Facility CO), Navy Data Command CO (previously called Navy Data Center CO), Submarine Training Facility CO, and Unmanned Undersea Vehicle Squadron CO (previously called Unmanned Undersea Vehicle Flotilla 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)**

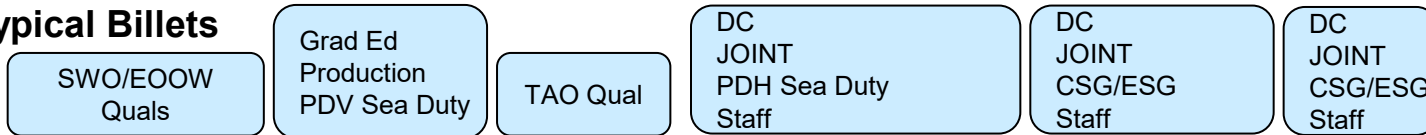


Surface Warfare Officer Career Progression

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 (JUN 24):	67%
CDR CMD (DEC 23):	38%**
MAJ CMD (NOV 23):	42%
** 44% CO Afloat screen rate across 3 looks. Total milestone screen rate (CO Afloat, XO Afloat, CO-SM, and XO-SM) 58%. Major Command screening includes CRUDES, Amphib, and Shore Major screening.	



Surface Warfare Officer

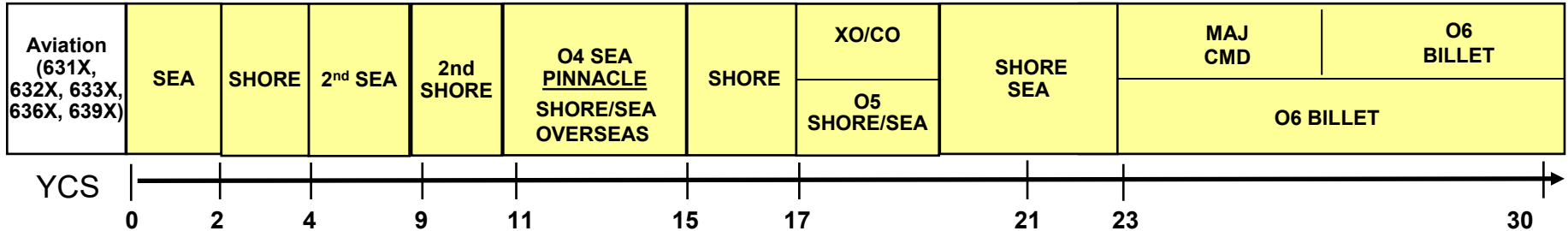
Community Values

- **Valued achievements prior to LIEUTENANT COMMANDER**
 - Screened for Department Head (DH) with a DH contract signed or already serving in a DH Afloat milestone.
 - AQD “LA5” identifies admin milestone and contract signed officers.
 - 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 or operational assignments following their CO tour
 - The SWO Community moved most CDR Commands into Naval Surface Groups (CNSGs) to improve maintenance performance and increase ship readiness. Some records will have fitness reports from these new CNSG CDREs as well as an operational ISIC. This realignment of units may result in Promotable or NOB FITREPS and should not be viewed negatively.
 - 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 O-4 CVN Handler, NAVAIR, TYCOM Staff, NPC, NATTC/CNATT, CNIC 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, DIVO O-4 FRS MO, CVN IM1, CAG MO, OIC, LHA/D MO 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, Major Staff Weapons, O5 OIC Billet, NATTC/CNATT</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>	

All 63XX Notes:

1. CNAF 1412.2X - Community not eligible for AQD 2D1 until after O4 pinnacle tour.
2. CDR 05 OIC Billets:
 - a. 6360 – NMC DET Fallon, NMC DET Earl
 - b. 6330 – CFWP AIMD Atsugi and Iwakuni, FRCW Det Fallon, CVW-5 Beach Det OIC

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

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)

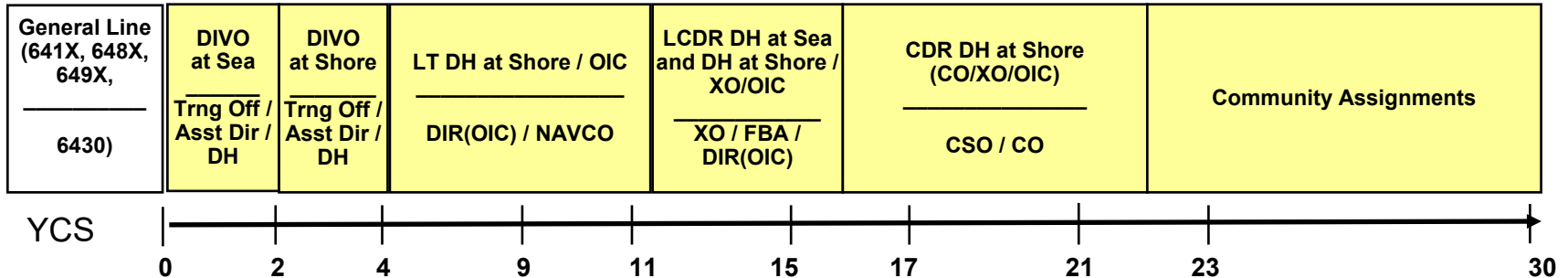
- **Valued achievements prior to COMMANDER**
 - Successful Department Head/Principal Assistant at Pinnacle tour with competitive breakout
 - Competitive breakouts when ranked amongst peers, soft breakouts, at or above CO RSCA
 - Command ashore eligible (AQD: 2D1 prior to O5 board)
 - Acquisition Certification (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 an O5 milestone 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 an 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 Training Officer or Readiness Officer at EODMU, EXU-1, EODTEU, or NAVSCOLEOD O-4 OCONUS EODMU Training Officer or EODGRU Readiness and Training Dept Head or EODTEU XO O-5 EODTEU CO, TYCOM/NECC staff officer	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
 648X Executive Officer: O-4 milestone; (3 opportunities)
 Commander Command: selected CDRs/CDRs (2 opportunities)
 Major Command: selected CAPTs/CAPT (6480 1 opportunity, others 2 opportunities)



Limited Duty Officer (General Line)

Community Values

▪ Valued achievements prior to LIEUTENANT COMMANDER

- Successful completion of Division Officer at sea operational or shore training assignment
- Sustained superior performance while serving in at sea operational or shore training 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 operational or shore training 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)

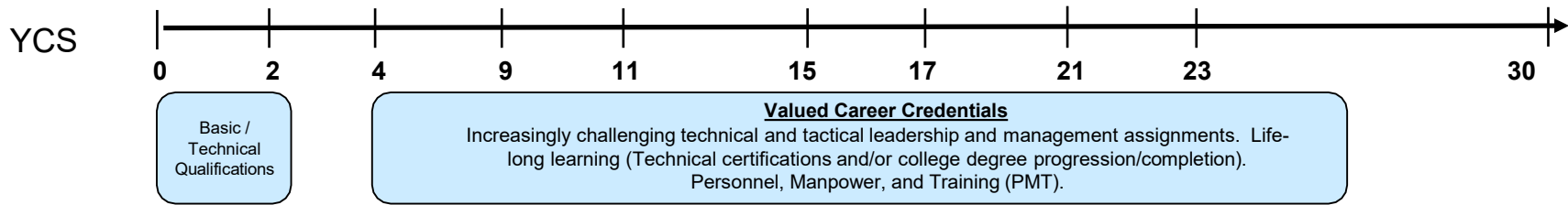
▪ Valued achievements prior to CAPTAIN

- Sustained superior performance in milestone O5 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 (SUB/NUC) Career Progression

SUB/NUC (6200, 6230, 6260, 6280, 6290)	ENS / LTJG DIVO/Tech Assist tours Shore or Sea	LT DH/PA Sea or Shore ANRR/PA	LCDR DH/PA Sea or Shore ANRR/DNRR CO / XO / OIC	CDR Sea or Major Staff DNRR/NRR CO / XO / OIC	CAPT Community Assignments
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<u>Assignments</u>		
620X Fleet: O-3 CVN Technical Assistant O-4 CVN PA (SMM, RMA, RMO, CRA, REA) or Auxiliary Submarine Tender (AS) PA (PMA, RCO) O-5 Serving or Served CVN CHENG	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 Serving or Served NSWG OIC	628X: O-3 DH Sea/Shore, ONI, NOTU, Special Projects, AS, NRL, MATOFF O-4 AOIC/XO/OIC***, TYCOM Staff MATOFF or equivalent O-5 Serving or served AUTECH OIC, or AS XO
620X NR: O-3 Assistant Naval Reactor Representative PA O-4 Deputy NRR/Projects Lead O-5 Served ANRR and Serving or Served NRR *** few opportunities available	626X: O-3 DH Shore/Sea SWF/SSBN/AS/CSS/NMC/NWID Insp O-4 DH Shore/Sea SSBN/SWF WEPS, XO/AOIC/OIC***, MAJ Staff OFF (CSO/WEPS), SWF WEPS/NSO/SEC OFF O-5 Serving or served SWF XO, Weapons Station XO (NOTU/NMC East Asia)	629X: O-3 Staff COMMS/IT, STRATCOM, NSW, Wing * 1820 Off-ramp available starting at 4-6 YCS

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



Limited Duty Officer (SUB/NUC)

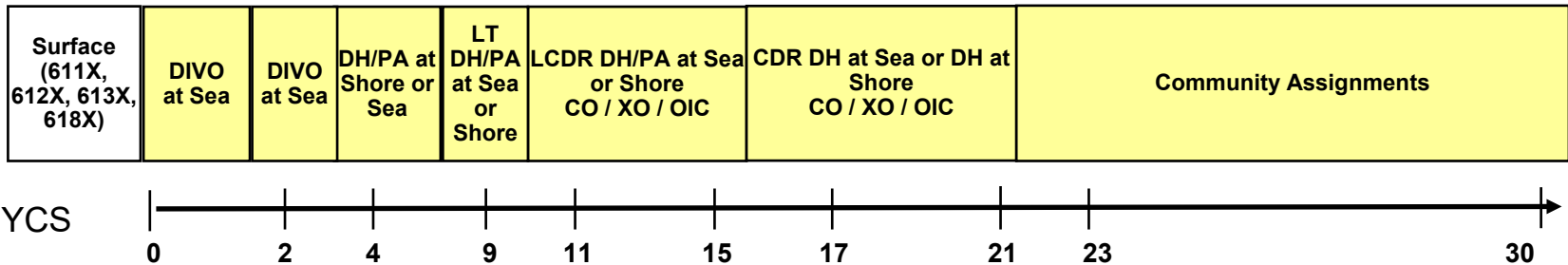
Community Values

- **For SUB/NUC 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/Division Officer (Fleet 6200) or Naval Reactors (NR 6200), Principal Assistant roles (NR 6200), AS Division Officers (62XX), SSBNAWEPS (6260), CSS WEPS (6260), AS39/40 DH (62XX), OIC Special Projects (62XX), AOIC, ISIC Staff Material/Weapons/COMMS Officer or equivalent (62XX) DIRSSP/PMO & SWF Dept Head/Project Lead (6260 & 6280)
 - CVN EOOWAQD LC5 (Fleet 6200) SSBN WEPS AQD SP0 (6260). SV2 (62XX Fleet; when opportunity is available)
 - 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 or AS Principal Assistant (Fleet 6200), Deputy NRR/Assistant NRR/Department Head (NR 6200), IMA Production Management Asst (6200), TRF Weapons PMA (6280), SWF/SSBN WEPS (6260)
 - 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, NSWG OIC (6230), Strategic Weapons Facility XO (6260), AS XO and AUTECH OIC (6280)
 - Sustained superior performance in command level positions (CO/XO/OIC, Chief-Staff-Officer, etc.) (62XX)
 - 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, NPC O-5 Command Ashore, INSURV Deck Senior Inspector, Director LDO/CWO Academy, XO Major Installation	612X: O-4 CSG JICO, AOPS LHA/D, OIC Ashore, NPC O-5 CO/XO Ashore, Fleet/COCOM JICO
613X: O-3 MCM CHENG, LHD, LPD, LSD PA O-4 LSD/LCC/LPD CHENG, LHA/D MPA, 3MO CVN O-5 Command Ashore, LHA/D CHENG, INSURV ENG Senior Inspector	618X: O-4 CSMO CVN, GUN BOSS LHA/D, 3MO CVN, EMO LHA O-5 CSO CVN, Command Ashore, XO Ashore, Major Staff, 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
 - 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 qualified (AQD 2D1)
 - **Command opportunity not available to all**
 - 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
 - Sustained superior performance while serving in command
 - **Command opportunity not available to all**
 - Sustained superior performance while serving in community assignments
 - Demonstrate life-long learning (Technical certificates and/or higher education degree completion)