



DEPARTMENT OF THE NAVY
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From: Director, Military Personnel Plans and Policy (N13)
To: President, FY-19 Active Duty LDO/CWO In-Service Procurement Selection Board

Subj: FY-19 ACTIVE LIMITED DUTY OFFICER (LDO) AND CHIEF WARRANT OFFICER (CWO) SELECTION BOARD QUOTAS

Encl: (1) FY-19 Active Duty LDO Selection Quota Plan
(2) FY-19 Active Duty CWO Selection Quota Plan
(3) FY-19 Active Duty LDO/CWO Primary Discrete Requirements

1. This memorandum provides policy guidance and quota authorizations for the FY-19 Active LDO and CWO In-service Procurement Selection Board that convenes on 10 January 2018. Selectees will be commissioned 1 October 2018 through 1 September 2019.
2. The board is authorized to select numbers specified in enclosure (1) for appointment to LDO in the grades of lieutenant junior grade and ensign, and to select numbers specified in enclosure (2) for appointment to CWO (W-2/W-3). The board will rank primary and alternate selects on separate LDO and CWO lists in descending order. Alternate selects are required to satisfy officer requirements should a primary select later decline to accept, is found not eligible for appointment, or to satisfy emergent billet growth requirements in specific designators and to meet other community needs as determined by OPNAV N13 and the Accession Demand Planning (ADP) cycle. Alternates will not be commissioned without approval of the Deputy Chief of Naval Operations (Manpower, Personnel, Training and Education) (OPNAV N1) or OPNAV N13 through the ADP process. Enclosure (3) contains discrete selection requirements to be considered for specific designators.
3. Eligible candidates may apply for both LDO and CWO. If selected as a primary or alternate, the candidate's name may appear on either the LDO or CWO primary/alternate list, but not both.
4. Selection to the full quota of either primary or alternate numbers, within specific designators, may not be possible if the board finds there are not enough fully qualified applicants. In that event, after the board has submitted its report and should the needs of the Navy so dictate, OPNAV N1 may move candidates recommended by the board as alternates to the primary list within the same designator. Transferring of primary or alternate quotas by the board from one designator to another is not authorized.
5. Release of quota numbers to other than selection board members is not authorized until after the board has been convened. In addition, disclosing the name of alternate selects not moved to primary status is not authorized at any time.


JOHN B. NOWELL, JR.

FY-19 ACTIVE DUTY LDO SELECTION QUOTA PLAN			
LDO CATEGORY AND DESIGNATOR	LTJG PRIMARY	ENS PRIMARY	ENS ALTERNATES
DECK 611X	0	7	2
OPERATIONS 612X	0	13	3
ENGINEERING 613X	0	25	5
ORDNANCE 616X	0	10	2
ELECTRONICS 618X	0	21	4
SUB-ENGINEER 623X	0	4	2
SUB-ORDNANCE 626X	0	8	2
SUB-ELECTRONICS 628X	0	6	2
SUB-COMMUNICATIONS 629X	0	4	2
AVIATION-DECK 631X	0	6	2
AVIATION-OPERATIONS 632X	0	6	2
AVIATION-MAINTENANCE 633X	0	25	5
AVIATION-ORDNANCE 636X	0	12	3
AIR TRAFFIC CONTROL 639X	0	5	1
ADMINISTRATION 641X	0	20	4
BANDMASTER 643X	0	2	1
EXPLOSIVE ORD DISP 648X	0	5	2
PHYSICAL SECURITY 649X	0	25	5
SUPPLY 651X	0	8	2
CIVIL ENGINEER 653X	0	5	1
INFO WARFARE 681X	1	6	2
INFO SYSTEMS 682X	5	11	3
INTELLIGENCE 683X	0	1	0
TOTAL	6	235	57

FY-19 ACTIVE DUTY CWO SELECTION QUOTA PLAN		
CWO CATEGORY AND DESIGNATOR	CWO PRIMARY	CWO ALTERNATES
DECK 711X	11	2
OPERATIONS 712X	14	2
ENGINEERING 713X	25	4
SPECIAL WARFARE 715X	11	2
ORDNANCE 716X	13	3
SW COMBATANT CREW 717X	5	2
ELECTRONICS 718X	5	2
DIVER 720X	5	2
SUB-ORDNANCE 726X	2	1
ACOUSTIC TECHNICIAN 728X	4	1
AVIATION-DECK 731X	6	2
AVIATION-OPERATIONS 732X	6	2
AVIATION-MAINTENANCE 733X	26	5
AVIATION-ORDNANCE 736X	14	3
ADMINISTRATION 741X	16	3
FOOD SERVICES 752X	7	2
OCEANOGRAPHY 780X	3	1
INFO WARFARE 781X	15	3
INFO SYSTEMS 782X	15	3
INTELLIGENCE *783X	8	3
CYBER WARFARE 784X	4	1
TOTAL	215	49
*Refer to discrete requirements for quota / limitation guidance		

FY-19 ACTIVE DUTY LDO/CWO PRIMARY DISCRETE REQUIREMENTS

DESIGNATOR

Note

All designators

SELECTION GUIDANCE

If the applicant's quality supports the total number requested, select to the requested numbers. However, if the quality level does not support the total number of requested selects, it is important that only those who are "**Best and Fully Qualified**" are selected.

Surface Deck (611X/711X)

Applicants will have demonstrated strong leadership traits, adaptability, and a body of work that indicates potential success as a Naval Officer, have significant experience and should be considered "best qualified."

The following watch station qualifications are highly desirable, to include but not limited to:

- Officer of the Deck (U/W)
- Well Deck Control Officer
- Debarkation Control Officer
- Boat Captain/Patrol Officer
- Safety Officer for boat handling, anchoring, line handling, well deck operations, underway replenishment, and cranes

New accession officers should expect to be detailed to traditional sea duty assignments (Bos'n/AFL) aboard LHDs, LPDs, LSDs and CVNs, as well as Officer-In-Charge (OIC) positions within the respective Naval Beach Groups (ACU/BMU/ACB). Every billet assigned will require the applicant to function as the resident technical expert in his/her field. Applicants must have a diverse career track and upon commissioning be world-wide assignable.

Surface Operations (612X/712X)

Applicants from Operations Specialist (OS) Sonar Technician (STG), Quartermaster (QM) and Cryptologic Technician (CTT) ratings that have demonstrated strong leadership traits and a history of assignments that have provided the candidate technical proficiency in all facets of Ship's Combat Information Center. Favorable consideration should be given to those applicants with experience in areas of Air Defense, Air Intercept Control, Tactical Data Links and Ballistic Missile Defense (BMD). Advance Data Link experience to include Multi TADIL (NEC 0348) and ICO (NEC 0350) show significant experience and should be given favorable consideration. Undersea Surveillance Operations to include Sonar SUP (NEC 0417, 0450, 0466, 0523 and/or 0527) may also be of benefit. New accession 612X/712X officers can be detailed as Combat Information Center Officer (CICO), Air Defense Officers (ADO) and Assistant Operations Officer (A-OPS) on CRUDES ships. In addition, these officers perform duties that include Naval Gunfire Liaison Officer (NGLO)

FY-19 ACTIVE DUTY LDO/CWO PRIMARY DISCRETE REQUIREMENTS

DESIGNATOR

**Surface
Engineer
(613X/713X)**

SELECTION GUIDANCE

and Integrated Undersea Surveillance System (IUSS) positions, which require having a broad and diverse background in fleet operations.

New accession Surface Engineering LDOs and CWOs are assigned to arduous sea duty billets (CRUDES, AMPHIB, CVN, PC, MCM and LCS) where they serve as Principal Assistants to the Chief Engineer. Those with supporting experience may have the opportunity to serve as the Chief Engineer in PC's for their first tour.

Achievement of the pinnacle enlisted Engineering watch station qualification for their associated platform should be expected. This is most commonly Engineering Officer of the Watch (EOOW) and Readiness Control Officer (RCO in LCS Crews). While qualifications such as CVN non-nuclear EOOW and Main Sup/Top Watch on Big Deck Amphibs, may not necessarily be considered equal qualifications as EOOW/RCO, they should be considered as part of a total package and not disadvantage stellar candidates that may not have had an opportunity to obtain an EOOW/RCO qualification based on rank, command policy and/or platform-specific opportunity.

Applicants should be well rounded and have demonstrated superior leadership and technical expertise in surface ship engineering, maintenance and repair, to include:

- Main propulsion systems (gas turbine, diesel, steam and hybrid)
- Electrical and auxiliary machinery systems
- Damage Control and ballasting systems
- Watch standing in pinnacle watch stations or a demonstrated and timely progression toward pinnacle qualifications
- Watch team development and training
- Management of Critical and Safety Engineering programs
- Quality Assurance and Surface Ship repair procedures and standards.
- Gas Free Engineering
- Management of Engineering preventive and corrective maintenance
- ATG Afloat Training Specialist, ETT coordinator/DCTT coordinator or key team member

Favorable consideration should be given to those who have qualified and earned NECs for Diesel, Gas Turbine or Steam Plant

FY-19 ACTIVE DUTY LDO/CWO PRIMARY DISCRETE REQUIREMENTS

DESIGNATOR

**Special Warfare
(715X)**

SELECTION GUIDANCE

Inspectors, but due to the nature of this qual/certification have not had the opportunity to serve aboard a ship.

Differences between Active and Reserve component criteria: None. Both Reserve and Active 715X criteria are the same.

Special Warfare Chief Warrant Officers are tactical and technical experts in the field of Naval Special Warfare and Special Operations as well as established leaders. These Officers supervise the training of Special Warfare Operators, coordinate high-risk training exercises, evaluate combat readiness, and direct personnel in the execution of full spectrum special operations in every environment and every theater. They may serve as, but are not limited to: Task Unit Operations Officers, Operations Department Readiness and Training Officers, Special Reconnaissance Team Officers, Requirements, Resourcing and Acquisition Officers, and Special Program Managers.

SPECIFIC QUALIFICATION REQUIREMENTS

1. Designated in writing as SEAL Special Warfare Operator and have one of the following NECs: 5326 or 5323.
2. Successfully served and deployed in a tactical leadership role. The following positions should be viewed more favorably:
 - a. SEAL Platoon or Troop LCPO
 - b. Naval Special Warfare Development group team leader
 - c. Special Reconnaissance Team LCPO
3. Service in a leadership role in a diversity tour, non-tactical role, should also be considered, such as:
 - a. NSWCEN Phase or Department LCPO
 - b. Training LCPO
 - c. Operations LCPO
4. The objective is to select combat and operationally proven leaders possessing a wide variety of supervisory skills such as, but not limited to: Diving Supervisor, HRST Master, Static-line and Military Freefall Jump-master, Master Training Specialist, Advanced Special Operations Techniques (ASOT) level 3, Range Officer-in-Charge and Range Safety Officer.

FY-19 ACTIVE DUTY LDO/CWO PRIMARY DISCRETE REQUIREMENTS

DESIGNATOR

**Surface
Ordnance
(616X/716X)**

SELECTION GUIDANCE

Applicants who are selected for LDO or CWO in Surface Ordnance will be detailed into Systems Test Officer billets on AEGIS DDGs for their first tour and can anticipate follow-on tours on CGs, CVNs, and Ordnance Logistics billets ashore. Therefore, a demonstrated working knowledge and understanding of Ordnance Logistics, AEGIS, or all Surface Missile/Gun Fire Control systems should be a positive factor towards selection. Surface Ordnance Officers afloat should possess the necessary skills to plan, supervise, train, and direct subordinates in the operation, maintenance, and repair of ordnance equipment and related systems. Surface Ordnance Officers ashore should possess the necessary skills to plan, coordinate, and advise commands and staffs in ordnance management, logistics, maintenance, repair, and safety, per NAVSEA OP5/OP4, NAVSUP P-724/805, OPNAVINST's 8000.16, 5530.13, 8015.2, 8011.9 and the 8023.24 Explosives Safety Qualification/Certification Program. Favorable consideration should also be given to personnel with a demonstrated, strong working knowledge and experience in requisitioning, handling, and segregating, storing, fleet sentencing, inventorying, transporting, reporting and disposing of conventional ammunition, as well as combat systems operations in both AEGIS and non-AEGIS afloat and ashore.

**Special Warfare
Combat Crewman
(717X)**

Differences between Active and Reserve component criteria: None. Both Reserve and Active 717X criteria are the same.

Special Warfare Combatant Craft-Crewman Chief Warrant Officers are tactical and technical experts in the field of Naval Special Warfare operations as well as established leaders. These Officers lead Special Boat Team (SBT) Troops and direct personnel in the execution of combatant craft operations in every theater. They may serve as, but are not limited to: Troop Commander, Task Unit Commander, SBT DET Officer-in-Charge and Training Officers.

SPECIFIC QUALIFICATION REQUIREMENTS

1. Designated in writing as a Special Warfare Combatant Craft-Crewman (NEC 5352), and Patrol Officer.
2. Successfully served and deployed in one of the following:
 - a. SBT Detachment Commander

FY-19 ACTIVE DUTY LDO/CWO PRIMARY DISCRETE REQUIREMENTS

DESIGNATOR

SELECTION GUIDANCE

- b. Naval Special Warfare Development Group Team Element LCPO
3. Service in a leadership role in a diversity tour, non-tactical role, should also be considered, such as:
 - a. NSWCEN Phase or Department LCPO
 - b. Training LCPO
 - c. Operations LCPO
4. Objective is to select combat and operationally proven leaders possessing a wide variety of supervisory skills such as, but not limited to: Patrol Officer, Boat Captain, HRST Master, Jumpmaster, Master Mariner, Master Training Specialist, Range Safety Officer, and Advanced Special Operations Technique Level 3.

Surface Electronics (618X/718X)

New accession LDOs and CWOs are detailed into Electronics Material Officer (EMO) billets on DDGs, LSDs, LPDs or CVNs for their first tour and can anticipate follow on tours to another ship. Applicants must, upon commissioning, be ready to be the electronics expert onboard and world-wide assignable. Applicants should be well rounded and have demonstrated superior leadership, technical expertise and managerial skills in a variety of surface ship electronics systems and repairs to include:

- Line of Sight and Satellite Communications
- Automated Data Processing and Computing Systems
- RADAR, IFF and Air Traffic Control Systems
- Navigation Systems
- Interior Communications
- Micro and Miniature Repair Program (2M)
- General Purpose Electrical/Electronic Test Equipment and/or Calibration Management
- Combat Systems Operational Sequencing System (CSOSS)
- Maintenance and Material Management (3M)
- Combat Systems Watch Team development
- Surface ship repair procedures and standards

Surface Electronics Officers should possess the necessary skills to plan, supervise, train and direct subordinates in the operation, maintenance and repair of electronics systems and electronics related programs.

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Favorable consideration should be given to those applicants who have qualified Combat systems Coordinator (CSC), Combat Information Center Watch Officer (CICWO), Combat Systems Officer of the Watch (CSOOW), Combat Systems Repair Officer (CSRO) and/or Repair 8 Locker Leader on applicable platforms and was part of the Combat Systems Training Team (CSTT) as a coordinator or key team member.

Consideration should also be given to Submarine Electronic Technicians (ET), Submarine Sonar Technicians (STS), and Submarine Fire Control Technicians (FT) with significant technical experience in non-nuclear electronic systems (communications, navigations, and fire control systems) and working knowledge of surface ship procedures, programs and organization which is usually required to be obtained during mentoring onboard surface ships. The Submarine Warrant Officer designators for these source ratings have been dissolved. Naval Shipyard TRIDENT Refit or Intermediate Maintenance Facility (IMF) tour is also considered a positive trait.

Nuclear Power (620X)

Nuclear Power LDO discrete requirements are published via separate correspondence associated with the Nuclear LDO In-Service Procurement Board.

Diving Officer (720X)

Applicants selected for Diving CWO will be expected to manage diving operations and programs both afloat and ashore. Candidates shall possess the Master Diver Navy Enlisted Classification (NEC) 5341 or be a CPO/SCPO First Class Diver (NEC 5342) who meets all eligibility requirements to attend Master Diver evaluations in reference (g), para 18b(5)(a) through (i), with the following exceptions:

- a. Para 18b(5)(c): Served at least 12 months at a fourth diving command.
- b. Para 18b(5)(h): Successfully passed the written master Diver Course Pretest within last 24 months.

Submarine Repair (623X)

New accession officers will be assigned to various sea/shore duty assignments where they will be expected to serve as Maintenance Officers/Managers, Quality Assurance (QA) Officers in the Naval Special Warfare (NSW) or Special Projects communities as well as other Sea/Shore Submarine Maintenance Support Billets. The 623X designator is open to Submarine, Surface, and Expeditionary ratings (MMA, EM, ETV, ETR, and HT) with maintenance or repair backgrounds. Preferred candidates should be able to

FY-19 ACTIVE DUTY LDO/CWO PRIMARY DISCRETE REQUIREMENTS

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demonstrate technical expertise in the field of submarine hull, mechanical, and electrical maintenance. Favorable consideration should be given to those who have previously served on submarines, in submarine auxiliaries, on-board submarine tenders, or shipyards in repair departments, all DSS-SOC Programs (Special Projects/NSW/URC), that possess extensive knowledge and experience in intermediate-level repairs and SUBSAFE/SOC Quality Assurance Programs. All applicants should be well rounded and considerations for the following qualifications and NECs: Submarine Auxiliaries (423114234/4246/4252/4253); Hull Maintenance NDT and/or Weld NECs: (4955/4946); QA Craftsman, QA Inspector, QA Supervisor, AQAO, QAO, NDT Examiner, SUBSAFE/SOC/Deep Submergence Scope of Certification (DSS-SOC), Dry Deck Shelter/SEAL Delivery Vehicle Technicians NECs (9534/9535/5306). Completion of supervisory level watch qualifications (SUBMARINE: DOOW, COW, DCPO, CDO; SURFACE: CDO, EOOW, Watch SUP, OOD or JOOD (U/W), RDO, RDC; EXPEDITIONARY: Surface Support Officer in Charge, are vital towards determining the strength of the applicant. Those who have completed senior Repair qualifications (RDO, RDC, AQAO, QAS) are highly desired for Submarine and Surface ratings as well as the Expeditionary and Special Projects Program. Qualifications such as DOOW, EOOW, and Mission Watch Supervisor are equivalent qualifications and should be given equal weight.

Submarine Ordnance (626X/726X)

Applicants selected for Submarine Ordnance LDO or CWO will be expected to have/have demonstrated/have supervised nuclear weapons (NW) surety tenets, NW technical operations and/or conventional ordnance operations. Special consideration should be given to applicants that are Missile Technicians (MTs), Fire Control Technicians (FTs), or Machinist Mates (Weapons) (MMWs). If serving in an assignment that affords the opportunity, a well-qualified applicant will have demonstrated exceptional performance while holding positions and/or completed qualifications/certifications in any of the following:

- a. Senior In Rate Qualification
- b. Nuclear/Conventional Weapons Handling Supervisor/QASO
- c. Chief of the Watch (COW)
- d. Pilot/Diving Officer of the Watch (DOOW) (E7 and above)
- e. Department LCPO/Weapons Department Enlisted Advisor (WDEA) at sea (E7 and above)
- f. Contact Coordinator
- g. Attack Weapons System Supervisor (AWS) (FT)

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- h. Duty Chief Petty Officer (DCPO) (E7 and above) (FT/MMW)
- i. Strategic Weapons Duty Officer (SWDO) (MT)
- j. Strategic Weapons System Master Chief (SWSMC – NEC 3375)(MT)
- k. Wharf Duty Officer (MT)
- l. Nuclear Weapons Inspector

Normal shore duty rotations can illustrate diversity by successfully completing tours at Strategic Weapons Facilities (SWFs), Naval Ordnance Test Unit, Submarine Ordnance

Maintenance/Support/Production Activities, Training Facilities, Nuclear Weapons Inspection Commands, Submarine Squadrons, Submarine Group Staffs, and Submarine Type Commander staffs. The Selectee/Candidate will be the Submarine Ordnance Subject Matter Expert on staff at the command he/she is serving.

Submarine Electronics (628X)

Applicants must have a background in the field of Non-Propulsion Electronics Systems (NPES). They assist in the operational evaluation of new installations as well as modernization of existing systems; provide operational and technical input to the research and development community for consideration in the design and testing of combat systems and components; assist in the preparation and distribution of operator and maintenance training courses; and provide operation and maintenance guidance for submarine combat systems.

Upon commissioning, the officer must be able to act independently; having demonstrated sustained superior performance at sea and shore with a strong background in the maintenance of submarine C5I systems. System expertise includes, but is not limited to: AN/BQQ-10 Sonar, BYG-1 Fire Control, RLGN and Voyage Management System (VMS), AN/BLQ-10 Electronic Warfare Suite, BPS Radar Systems, Common Submarine Radio Room (CSRR), submarine periscope/photronics systems, and/or Submarine Warfare Federated Tactical Systems (SWFTS). Applicants, who serve or have served in Chief of Naval Operations Special Projects billets, and have documented supervisory and demonstrated competency in the field of electronics are also considered qualified. Candidates in CNO Special Projects have been individually selected to perform duties in an arduous assignment and typically exhibit character attributes that have shown they can succeed in a variety of complex operational and technical environments. Additionally, consider applicants displaying superior performance having served in

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Integrated Undersea Surveillance System (IUSS) and qualified as an Integrated Undersea Surveillance System Specialist (IUSS(s)).

Eligible candidates will have demonstrated leadership in current and previous billets, as well as, completed all senior in rate qualifications and senior at sea qualifications. Senior at sea qualifications include, Chief of the Watch (COW), Diving Officer of the Watch (DOOW)/Pilot (VACL), and Duty Chief Petty Officer (DCPO) (in-port). A First Class Petty Officer qualified DOOW/Pilot (VACL), is considered to have completed qualifications above and beyond what is expected. Personnel assigned to CNO Special Project's billets may not have traditional senior submarine at-sea qualifications, but should be given credit for completion of senior special projects watchstations of equal importance. Accordingly, the candidate should have senior shore duty qualifications completed (e.g. Master Training Specialist (MTS)). Normal shore duty rotations can illustrate diversity by successfully completing tours at training commands, Submarine Staffs, Intermediate Maintenance Activities (IMA), In Service Engineering Agents (ISEA), or Fleet Technical Assistance organizations.

**Acoustic
Technician
(728X)**

Applicants selected for Acoustic Technician will be from Sonar Technician (STG, STS) and Aviation Warfare (AWO, AWR) ratings, with a documented high degree of acoustic analytical skill. Ideal candidates should be recognized as expert acousticians and possess requisite knowledge and experience of fleet anti-submarine warfare (ASW) platforms and/or the Integrated Undersea Surveillance System (IUSS). While having both experiences is ideal, superior acoustic capability shall be valued over IUSS experience. Candidates should hold one or more of the following NECs: 0416, Acoustic Intelligence Specialist; 0417, ASW Specialist; 0501, Sonar (Submarines) Leading Chief Petty Officer; 0507, IUSS Master Analyst; 0551, IUSS Journeyman; 0553, IUSS Surveillance Towed Array Sensor System (SURTASS) Mission Commander (SMC).

Favorable consideration should be given to candidates that have successfully served as acoustic supervisors in IUSS, submarines or sonar-equipped surface vessels. Holding NEC 0450, Journeyman Level Acoustic Analyst; 0466, Journeyman Surface Ship USW Supervisor; or qualification as Submarine Sonar Supervisor should be favorably considered. Additionally, holding NEC 0505, IUSS Analyst; NEC 0550, IUSS Passive Sensor Operator; and being

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awarded the IUSS Breast Insignia should be considered positive achievements.

Applicants selected for this designator will be expected to supervise and direct acousticians on IUSS fixed system watch floors, employ mobile acoustic sensors as SMCs, and fill various division officer, department head and OIC billets within IUSS.

**Submarine
Communications
(629X)**

Upon commissioning the officer must be able to act independently and have a strong background in radio frequency (RF) communications, Electronic Key Management System (EKMS)/Key Management Infrastructure (KMI) Manager, Security Manager, Information Assurance (IA), and will be the SME on the waterfront or advise senior officers on a major submarine force staff. The candidate should have completed all senior in rate qualifications as well as senior at sea watch stations. At a minimum they should be qualified Radio Supervisor/Radioman of the Watch (RMOW), including Electronic Surveillance Measures (ESM)/Electronic Warfare (EW), Chief of the Watch (at sea), Diving Officer of the Watch(DOOW)/Pilot (E7) (at sea), and Duty Chief (in-port). If a First Class Petty Officer is qualified DOOW, that is considered above and beyond expectations. Normal shore duty rotations can illustrate diversity by successfully completing tours at training commands, Submarine Group staffs, Submarine Squadrons, Submarine Type Commander staffs and Broadcast Control Authorities (BCAs) at forward deployed locations or as part of COMSUBLANT and COMSUBPAC staffs. The candidate should have senior qualifications completed on shore duty such as Master Training Specialist (MTS) and Communications Watch Officer. Additional consideration should go to those with Common Submarine Radio Room NECs and experience on either SSBN or SSNs (Virginia Class (VACL) and 688 Class). Consideration should be given to applicants in the Information Technology Submarines (ITS) rating and those completing qualifications of civilian information technology related certifications such as Certified Information Systems Security Professional (CISSP) and Certified Information Security Manager (CISM).

**Aviation Deck/
Aviation
Boatswain
(631X/731X)**

Primary qualification experience should be from the CVN environment for all applicants with secondary experience from other surface combatants (LHD/LPD) with the exception of the ABE who is strictly governed to the CVN environment. Due to the technical diversity of the Aviation Boatswain source rates, emphasis should be placed on demonstrated technical competency

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and leadership, in a deployed status, with primary and secondary assignments. Favorable consideration should be based on progression of qualifications in the following areas:

ABE (Equipment):

Primary: Maintenance Control Chief, Quality Assurance Supervisor. First Class Candidates; Maintenance Control LPO with a Catapult or Arresting Gear LPO background.

Secondary: Catapult LCPO, Arresting Gear LCPO. First Class Candidates; Quality Assurance Inspector with a Catapult or Arresting Gear LPO background.

ABF (Fuels):

Primary: Maintenance Control Chief (CVN), Fight Deck Chief (CVN), Below Decks Chief (CVN). First Class Candidates; Below Decks LPO (CVN), Flight Deck LPO (CVN), Maintenance Control LPO (CVN).

Secondary: Maintenance Control Chief (LHD/LPD), Fight Deck Chief (LHD/LPD), Below Decks Chief (LHD/LPD). First Class Candidates; Below Decks LPO (LHD/LPD), Flight Deck LPO (LHD/LPD), Maintenance Control LPO (LHD/LPD).

ABH (Handling):

Primary: Flight Deck LCPO (CVN), Flight Deck Caller (CVN), Crash and Salvage Chief (CVN). First Class Candidates; Flight Deck LPO (CVN), Flight Deck Caller (CVN).

Secondary: Hangar Deck LCPO (CVN), Flight Deck LCPO (LHD/LPD), Crash and Salvage Chief (LHD/LPD). First Class Candidates; Hangar Deck LPO (CVN).

Note: It is imperative that ALL applicants have served in a "leadership at sea" capacity such as Leading Chief Petty Officer or Leading Petty Officer. It is equally imperative to select the all-encompassing applicant and not only the stellar performer in one specific qualification. This will ensure diversity in any capacity as a LDO or CWO.

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**Aviation Ops
(632X/732X)**

SELECTION GUIDANCE

Aviation Operations Officers (632X/732X) possess extensive knowledge in the scope of aviation operations both afloat and ashore. The source rating is AW (all variants). Applicants must possess demonstrated expertise and requisite knowledge in the realm of mission planning, tactical support and aviation warfare operations. Favorable consideration should be given to applicants that possess comprehensive knowledge in undersea warfare (USW) and anti-surface warfare (ASUW); however, primary emphasis should reflect proven aviation warfare tactical expertise, operational leadership and mission adaptability to demonstrate future success in subsequent related aviation assignments such as Tactical Action Officer (TAO), Task Group Watch Officer (TGWO), or Mobile Tactical Operations Centers (MTOC) Officer.

**Aviation
Maintenance
(633X)**

Objective is to select those applicants that are operationally and administratively proven while performing in positions of increased leadership and responsibility than that of their peers. Applicants will have demonstrated strong adaptability and a level of experience and maturity that indicates a positive potential for success as an officer. The applicant will have demonstrated a thorough working knowledge and comprehension of aviation maintenance processes, practices and procedures. If serving in an assignment that affords the opportunity, a well-qualified applicant will have demonstrated exceptional performance while holding positions and/or certifications in the following:

- a. Collateral Duty Inspector
- b. Quality Assurance Representative
- c. Work Center Supervisor
- d. Line Division LPO/LCPO
- e. Flight Deck Coordinator
- f. Master Training Specialist
- g. Authorized to release aircraft Safe for Flight
- h. Maintenance/Production Control Supervisor
- i. Warfare Qualification(s)

Applicants who are selected for LDO will be detailed to various officer billets aboard ships (CVNs, LHDs, LHAs), squadrons, Fleet Readiness Centers (FRC) and staffs. This list is not all inclusive.

**Aviation
Maintenance
Technician
(733X)**

The aviation maintenance community is exceptionally diverse. Applicants who are selected for CWO will be expected to demonstrate technical competency, while directing aviation maintenance procedures and program management. Applicants

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who are selected for CWO can be detailed to AIMDs (CVNs, LHAs, LHDs), any Type/Model/Series aviation platform, Fleet Readiness Centers (FRCs) and various staffs. This list is not all inclusive, therefore technical knowledge and a vast comprehension of aviation maintenance at sea, shore and/or shore deployable commands should be a positive factor towards selection. Technically qualified applicants, if assignment provides opportunity, should have attained the following positions/qualifications:

- a. Designated to release aircraft safe for flight and show usage (i.e. Maintenance Control CPO/LCPO, Flight Deck/Line Coordinator)
- b. Multi system Quality Assurance Representative(QAR)
- c. Collateral Duty Quality Assurance Representative(CDQAR).
- d. Collateral Duty Inspector(CDI)
- e. Maintenance/Production Control LPO/CPO/LCPO
- f. Line Division LPO/LCPO
- g. Division LCPO
- h. LPO/LCPO at sea
- i. Work Center Supervisor
- j. Officer of the Deck (In-port)
- k. Master Training Specialist
- l. Warfare Qualification(s)
- m. Well documented technical abilities and maintenance program management, within their platform/community and aircraft maintenance rating

Objective is to select Chief Petty Officers that are operationally and administratively proven while demonstrating sustained superior performance in increased levels of technical management.

Aviation Ordnance (636X/736X)

The Aviation Ordnance community is exceptionally diverse. Applicants who are selected for LDO or CWO will be detailed into various Branch and Division Officer Billets aboard ships (CVNs, LHDs), squadrons (VFAs, VAQs, VPs, HSCs, HSMs), and shore Weapons Departments/Divisions. Therefore, a tremendous working knowledge and comprehension of ordnance processes and procedures in a variety of commands should be a positive factor towards selection. Well qualified applicants, if assignment provides opportunity, should have attained the following credentials:

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Ship credentials:

- a. Conventional Ordnance Qual/Cert: Quality Assurance/Safety Observer
- b. Conventional Ordnance Qual/Cert: Board Member
- c. Warfare Qualifications
- d. Weapons Duty Officer (WDO)
- e. W/C Leading Petty Officer
- f. 3M Work center Supervisor

Squadron credentials:

- a. Conventional Ordnance Qual/Cert: Quality Assurance/Safety Observer
- b. Conventional Ordnance Qual/Cert: Board Members
- c. Collateral Duty Inspector (CDI)
- d. Quality Assurance Representative (QAR,CDQAR)
- e. W/C Leading Petty Officer
- f. Line Division Supervisor
- g. Maintenance Control Supervisor
- h. Warfare Qualification(s)

Shore duty credentials:

- a. Master Training Specialist (with opportunity)
- b. Conventional Ordnance Qual/Cert: Quality Assurance/Safety Observer
- c. Conventional Ordnance Qual/Cert: Board Member
- d. Weapons Duty Officer (WDO)
- e. W/C Leading Petty Officer
- f. Detachment Leading Petty Officer
- g. Detachment Leading Chief Petty Officer

Authorized by Commanding Officer to release aircraft Safe for Flight is a nice to have but not required.

Objective is to select Leading Petty Officers and Leading Chief Petty Officers that are operationally and administratively proven while performing in increased levels of leadership.

**Air Traffic
Control (639X)**

Applicants must have demonstrated technical expertise and a diverse skill set mix of: Facility Rated Terminal RADAR

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Approach (TRACON) Controller (NEC 6931), Facility Rated Carrier Air Traffic Control Center (CATCC) Controller (NEC 6932), Facility Rated Amphibious Air Traffic Control Center (AATCC) Controller (NEC 6933), Facility Rated Fleet Area & Control facility (FACSFAC) Controller (6935), Facility rated Tactical Air Control Center (TACC) Controller (6934), Facility Rated RADAR Air Traffic Control Facility (RATCF) Controller (NEC 6936), and Control Tower Operator (NEC 6937) designations. Additional consideration should be given to applicants who were TOP performers as instructors (9502 NEC; performance denoted in competitively ranked evaluations). The strongest candidates will have excelled in the leadership positions of: Facility Watch Supervisor (FWS) at a TRACON Facility and Case III CATCC/AATCC. It is preferred that applicants have documented experience involving airspace/procedural coordination with the Federal Aviation Administration (or host nation equivalent), and preparing justifications for naval airspace requirements/actions. Additional consideration should be given to those who have qualified and earned designation as: Training Chief ATC NATOPS Evaluator, Radar Chief (ATC NATOPS Instructor), Control Tower Chief (ATC NATOPS Instructor). New accession officers will be detailed to CVN, LHA or LHD sea duty assignments where the expectation to stand alone as the technical expert in their field is essential.

Administration/ Ship's Clerk (641X/741X)

Special consideration should be given to applicants who have sustained superior performance in operational units while demonstrating knowledge in all of the varied technical managerial skills in: administrative functions; personnel distribution; pay and travel; manpower and manning planning and requirements, and organization planning. To a lesser degree, it is also beneficial to understand how to execute command related legal demands, such as JAGMAN investigations and non-judicial punishment procedures. Applicants must have diverse assignments in various operational units, major staffs, or fleet organizations. Attention should be given to those applicants that have successfully completed both CONUS and OCONUS tours. Applicants possessing the Flag Writer NEC (2514) serve in a very selective, special program and do not always receive a peer group ranking. However, past and current evaluations should highlight a division level leadership role and success in managing complex administrative and personnel issues.

Applicants from the NC/LN rating and Reserve Component should have demonstrated via written documentation

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(FITREPS/EVALS/Awards) that they have acquired the appropriate experience and technical knowledge through successful tour assignments within the Administrative/Personnel/ESO/Manning and Manpower fields. At a minimum, exposure to technical elements must be covered through correspondence courses if assignments limited opportunity.

Differences between Active and Reserve Component criteria: Reserve Directives/Policies/ Procedures/Pay and Personnel are different from Active Component. Experience in Reserve Component only, will not be sufficient to be successful in these designators. However, favorable consideration should be given to Reserve Component applicants who have successfully completed a sea tour in the administration field.

Support info: New accession LDOs and CWOs will be detailed according to the needs of the Navy, and be world-wide assignable. LDOs are normally detailed to aircraft carriers, Air Wings, construction battalions or other arduous duty operational units. Initially, they are expected to serve as division officers in aircraft carriers or as department heads in Construction Battalions. They may also be assigned as OICs, Staff Officers, and Flag Secretaries in both CONUS and OCONUS. CWOs are technical experts in their field and should have the documented proven technical expertise and experience in their tours and are capable of providing the requisite level of technical leadership and management skills necessary to successfully perform independently onboard unusually arduous deploying units, such as construction battalions, SPECWAR units and aviation squadrons.

Bandmaster (643X)

Musicians divide into two sections: Premier Bands (UIC: 0434A and 64377) and Fleet Bands (all other UICs). Lack of rotation for Premier band applicants should not be a detractor to these candidates as these assignments are permanent duty. Well-qualified candidates from Fleet Bands should possess a rounded and varied career

Explosive Ordnance Disposal (648X)

Applicants should have demonstrated the ability to tactically lead an EOD Team or Platoon, and possess qualifications that clearly articulate that they can supervise core EOD functions. EOD LDOs are training and procurement focused officers that complement the URL. Upon selection to LDO, the member's initial tour will be as a Platoon Leader, and the member must qualify Explosive Ordnance Disposal Officer Warfare.

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1. Designated in writing as an Explosive Ordnance Disposal Warfare Specialist (EWS).
2. Successfully served and deployed in leadership roles. Service in a leadership role in a diversity tour, post-tactical role, should also be considered, such as:
 - a. Platoon/Company LCPO/LPO
 - b. Departmental LCPO/LPO
 - c. Training LCPO/LPO
 - d. Operations LCPO/LPO
 - e. EOD Shore Detachment LCPO/LPO
3. Select operationally proven leaders possessing a wide variety of supervisory skills, such as but not limited to: MK-16 Diving Supervisor, SCUBA Diving Supervisor, HRST Master, Jump Master, Demolition Operations Supervisor (DOS), Demolition and Burn Operations Supervisor (DBOS), and Master Training Specialist (MTS).

Physical Security (649X)

Applicants must possess strong, documented knowledge and experience in Force Protection Antiterrorism, Physical Security, and Law Enforcement. Applicants must have demonstrated the ability to plan, organize, implement and manage required security measures in the protection and defense of high value units, mission critical platforms and systems and mission critical personnel. The strongest applicants will have demonstrated exceptional ability to lead, manage and support subordinate TYCOMS and Echelon II commands in various environments. Successful LCPO/LPO tours especially in Security Operations in OCONUS or forward deployed environments, to include isolated or unusually arduous billets are desired.

Due to the large variety of missions within the Naval Security Forces, favorable consideration should be given to documented excellence across multiple specialties (i.e. Nuclear Weapons Security, Security Operations, Harbor Patrol Unit, Military Working Dog, Protective Services, Investigations, Expeditionary, Chief Master-at-Arms, Physical Security and Antiterrorism program management, Master Training Specialist (MTS), Training and Assessments programs, etc.) within diverse shore and afloat locations, to include independent, isolated and special duty assignments.

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**Supply
(651X)**

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Applicants with sustained superior performance while performing in a high tempo operational environment, and demonstrating exceptional leadership abilities in arduous duty must be given special consideration.

Applicants' entire record (EVALS/AWARDS) should highlight superior communication, technical expertise, and leadership skills in supply chain management, financial records and inventory management. It is highly encouraged that applicants either currently possess or are actively pursuing a Bachelor's degree.

Applicants from small operational units (DDG/CG/SSN/SSBN/SSGN) or shore commands must be logistics focused and their evaluation reports must highlight and clearly demonstrate success in divisional and command leadership roles and expertise in the technical elements of the supply rating.

All applicants must demonstrate superior performance in their ability to lead sailors at all levels. The following Navy Enlisted Classifications (NECs) are recommended but not required: 2830 (R-Supply 4th LV SUP), 2831 (R-Supply Unit Level Supervisor), 8015 (Naval Aviation Logistics Command Management Information System (NALCOMIS)), 3131 (Ships Servicemen (SH) Resale Operation Manager-Record-keeper), 3529 (Food Service Administration).

**Food Service
(752X)**

Applicants from the Culinary Specialist (CS) rating must demonstrate an expert level of knowledge in subsistence supply chain, afloat sustainment, and food service financial management procedures through the successful completion of diverse operational and arduous sea tours. Applicants who have limited large afloat sea duty experience (CVN/LHD/LHA) should be scrutinized to ensure they possess bona fide advanced technical abilities and are capable of providing the requisite level of leadership and management skills necessary to successfully perform onboard an unusually arduous large afloat unit.

Special consideration should be given to applicants that possess advance education, advanced culinary skills and professional qualifications, both civilian and military, to include Food Service Administration (NEC 3529) Applicants must have demonstrated the ability to lead large groups of military personnel, manage food service requirements in a high tempo operational environment and have a proven track record of exceptional food service operation under challenging conditions is required.

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**Civil Engineer
(653X)**

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Applicants must possess a strong knowledge base of Naval Construction Force (NCF) and Navy Expeditionary operations holding key leadership roles as an E-6 or higher in NCF/Expeditionary units and have attained a Seabee Combat Warfare (SCW) qualification and Master Training Specialist (MTS) where applicable. Applicants must have a diverse career track with sustained superior performance and, upon commissioning, be world-wide assignable to NECC expeditionary or NETC training billets. Due to a critical shortage of LDOs with underwater construction experience, special consideration should be given to any applicant possessing the Advance Underwater Construction (Diver) NEC 5931 or Master Diver NEC 5933 or 5941.

**Oceanography
(780X)**

Only those applicants in the AG rating who have earned the Enlisted Information Warfare Specialist (EIWS) qualification will be considered fully qualified. The BEST qualified applicants for Oceanography CWO will have unmatched technical competence.

They must maintain the ability to grasp all concepts related to meteorology, oceanography and hydrography, and apply them to any warfare domain. These applicants stand out by having demonstrated technical acumen, leadership, and sustained superior performance afloat, forward deployed, or overseas, with a diversity of assignments across all fleet support concentration areas (MET, FLTOPS, ASW, HYDRO, MIW, NSW, etc.). In such assignments, successful applicants will have exhibited substantial personal autonomy and responsibility in the generation of METOC products and operational recommendations. Applicants must present themselves in thoughtful and well-written statements, and exhibit comfort and respect in nurturing professional working relationships up and down the chain of command.

Additional consideration should be given to applicants who have extended their education in Meteorology and Oceanography beyond that received in A and C schools, to include completion of additional qualifications (e.g. CAT B; US Dept. Labor Cert.; Joint Forecast Training; Riverine/Expeditionary Forecast Training), or Associates or Bachelor's degrees in Meteorology, Oceanography or Hydrography. Applicants who have earned additional warfare designations (ESWS, EAWS, EXW) when eligible should be considered favorably, as well as those who were TOP performers as instructors (9502 NEC; performance denoted in competitively ranked evaluations) teaching Sailors the foundational principles of physics, meteorology and oceanography.

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**Information
Warfare (681X)**

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Only those applicants in the CTI, CTM, CTN, CTR, and CTT ratings should be considered fully qualified. Information Warfare LDOs are established technical experts and leaders in the fields of signals intelligence (to include network, nodal, and signals analysis), electronic warfare, and cyberspace/network operations.

The best qualified applicants will have clear documentation of strong leadership and success as an operator in those fields while serving in a National (NIOC or NSA/CSS) and operational (PCS afloat, Air, Surface, Subs Direct Support, Naval Special Warfare, or GSA/IA) assignment. Applicants shall have earned the EIDWS qualification along with other warfare and training specialist designations when eligible. Candidates who have had the opportunity to qualify EIDWS and have not done so should not be considered.

Applicants selected for commissioning will be detailed into billets where they will direct personnel in the execution of full spectrum information warfare operations aboard every platform in every theater while at sea and ashore. They may serve as, but are not limited to, afloat division officers, airborne special evaluators, submarine direct support officers, special warfare support officers, and technical leaders ashore.

Additional consideration should be given to applicants who have completed a Bachelor's degree or are working towards completion of one. Further consideration should be placed on applicants with progression towards, or completion of, a technical Bachelor's Degree or coursework completion of Calculus/Physics with a C or better.

**Information
Warfare (781X)**

Only those applicants in the CTI, CTM, CTN, CTR, and CTT ratings should be considered fully qualified. Information Warfare CWOs will be technical leaders in signals intelligence (to include network, nodal, and signals analysis), electronic warfare, and cyberspace/network operations.

The best qualified applicants must have served in at least one or more tactical assignments: PCS afloat, Direct Support (Air, Surface, Subs), Naval Special Warfare and GSA/IA billets. IW CWOs are expected to complete two tactical assignments, thus stressing the importance of successful enlisted tactical tours. Additionally, applicants shall have earned the EIDWS qualification along with other warfare and training specialist designations when

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eligible. Candidates who have had the opportunity to qualify EIDWS and have not done so should not be considered.

Information Systems (682X)

Consideration should be given to candidates with demonstrated technical competency and leadership in Surface/Submarine/Special Warfare/ Expeditionary/IA/GSA billets in communications and networking. The strongest candidates will have a diverse set of skills including a mix of afloat communications (e.g., V77A, 14CM, 2301, 2363, 2354, etc.), tactical mobile communications (V85A, V89A, etc.), information assurance (2779), and networking (2783, 2791, 2792, 2781) and will have excelled in LPO/LCPO positions in operational commands. Applicants selected for 682X LDO will be detailed into operational and/or overseas C5I assignments for their first tours. Additional consideration should be given to applicants who have completed or have made progress toward the completion of a Bachelor's Degree with emphasis on science, technical, engineering, or mathematics degrees with coursework including calculus and calculus based physics with grades of C+ or better.

Information Systems (782X)

Consideration should be given to candidates with demonstrated technical competency and leadership in Surface/Submarine/Special Warfare/ Expeditionary/IA/GSA billets in communications and networking. The strongest candidates will have a diverse set of skills including a mix of afloat communications (e.g., V77A, 14CM, 2301, 2363, 2354, etc.), tactical mobile communications (V85A, V89A, etc.), information assurance (2779), and networking (2783, 2791, 2792, 2781) and will have excelled in LPO/LCPO positions in operational commands. Additional consideration will be given to applicants with experience in frequency management (2301, 2302) and JFTOC watch officer qualification. Applicants selected for 782X CWO will be detailed into operational and/or overseas C5I assignments for their first tours.

Intelligence (683X)

Only those applicants in the IS rating who have earned the Enlisted Information Warfare Specialist (EIWS) qualification will be considered fully qualified.

The best qualified applicants will have clear documentation of strong leadership and success as an intelligence specialist while serving in an intelligence center (fleet, Combatant Command or National intelligence center) and operational (PCS afloat, Air, Surface, Direct Support, Naval Special Warfare, or GSA/IA) assignment. Applicants shall have earned the EIWS qualification

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along with other warfare and training specialist designations when eligible.

Additional consideration should be given to applicants who have completed or are nearing completion of a Bachelor's degree.

Intelligence (783X)

	PRIMARY	ALTERNATE
	8	3
NEC 3910 – no more than	3*	1
NEC 3913 – no more than	3*	1
NEC 3924 – no more than	4*	1

*** Note: Goal is 3x3910, 3x3913, and 2x3924. Redistribute quotas not to exceed numbers listed in table if required.**

Only those applicants in the IS rating with intelligence (39XX) NECs should be considered best and fully qualified. In order to target specific competencies which are deficient in the 783X community, based on billet requirements, 783X applicants should be considered from the 3910 (Naval Imagery Interpreter), 3913 (CI/HUMINT Specialist), and 3924 (Operational Intelligence Analyst) NECs. The applicant's explicit technical experience must be weighted greater than non-technical managerial/leadership roles. New accession officers will predominately be detailed to sea duty assignments where they will function as the technical expert in their core competence area.

1. 3910 (Naval Imagery Interpreter): Intelligence Technician Chief Warrant Officers holding the 3910 NEC are technical experts in the field of imagery. Applicants, once commissioned, lead the Indications and Warning Watch Floor through first or second phase imagery analysis and may serve as Fleet Collection Managers.

- a. Specific Qualification. Requirement is to be designated in writing as an Imagery Analyst (NEC 3910).
- b. Successfully served and deployed with one of the following commands:
 - (1) Fleet Intelligence Detachment – Washington DC (ONI FID);
 - (2) Office of Naval Intelligence Fleet Intelligence Support Department (ONI FIS-D,(Formerly Fleet Imagery Support Team); and/or
 - (3) National Geospatial Intelligence Agency (NGA).

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c. Special Consideration. Applicants having attained any of the following additional qualifications should be considered as “best qualified”.

- (1) GEOINT Professional Certification – Fundamentals;
- (2) GEOINT Professional Certification – Imagery Analysis;
- (3) Multi-Sensor Interpretation (MSI)/Imagery Processing Intelligence Center (IPIC) Qualification;
- (4) Naval Collection Managers Fundamentals Course; and/or
- (5) Member also possesses the 3923 (Strike Planning Applications) NEC with a minimum of one targeting tour.

2. **3913 (Navy Tactical Counter-Intelligence/Human Intelligence (CI/HUMINT) Specialist)**: Intelligence Technician Chief Warrant Officers holding the 3913 NEC are tactical and technical experts in the fields of Counter-Intelligence and Human Intelligence. Applicants, once commissioned, primarily lead teams of Information Warfare sailors assigned to Navy Expeditionary Intelligence Command, Naval Special Warfare Special Reconnaissance Teams, and Office of Naval Intelligence often times in arduous and semi-permissive environments. They can expect joint assignments with agencies outside the Navy to include the Defense Intelligence Agency (DIA).

- a. Specific Qualification. Requirement is to be designated in writing as a Navy Tactical Counter-Intelligence/Human Intelligence Specialist (NEC 3913).
- b. Successfully served and deployed with one of the following commands:
 - (1) Navy Expeditionary Intelligence Command (NEIC);
 - (2) Naval Special Warfare – Special Reconnaissance Team (formerly Support Activities); and/or
 - (3) Office of Naval Intelligence – Brooks Center for Maritime Engagement (formerly ONI Office of Maritime Engagement).
- c. Special Consideration. Assignments outside Navy clemency as well as any of the below follow-on CI/HUMINT training show significant experience and should be considered as “best qualified”.
 - (1) Advanced Military Source Operations Course (AMSOC);
 - (2) Defense Advanced Tradecraft Course (DATC);
 - (3) Source Operations Course (SOC);
 - (4) Advance Source Operations Course (ASOC);
 - (5) Defense Strategic Debriefing Course (DSDC);

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- (6) Certifying Joint Counterintelligence Training Academy (JCITA) Counter-Intelligence Courses;
- (7) Joint HUMINT Managers Course (JHMC); and/or
- (8) Joint HUMINT Analysis and Targeting Course (JHATC).

3. ***3924 (Operational Intelligence Analyst)***: Intelligence Technician Chief Warrant Officers holding the 3924 NEC are technical experts in the field of Operational Intelligence (OPINTEL). Applicants, once commissioned, will supervise the maintenance of order of battle, intelligence plots, data files, and quality of input to automated data processing systems and will ensure timely dissemination and reporting of intelligence data. Additionally, the CWO will also supervise the preparation of data for incorporation into intelligence estimates, plans, and orders. Operational Intelligence Officers can expect multiple afloat tours managing Indications and Warning (I&W) efforts on LHD/CVN platforms in addition to managing MIOC and similar I&W watch floors.

- a. Specific Qualification. Requirement is to be designated in writing as a Naval Operational Intelligence Analyst (NEC 3924) and have completed at least one afloat OPINTEL tour on a CVN/LHD/CG/DDG platform.
- b. Successfully served and deployed with one of the following commands:
 - (1) CVN/LHD/CG/DDG;
 - (2) Numbered Fleet MIOC I&W watch; and/or
 - (3) Billets associated with an I&W watch.
- c. Special Consideration. In priority order, applicants having attained any of the following additional qualifications should be considered as "best qualified". Additionally, priority shall be given to analysts with both OPINTEL afloat and shore assignments with an I&W watch.
 - (1) Multiple afloat tours as a 3924 CPO;
 - (2) Fleet Intelligence Watch Officer (FIWO) designation letter;
 - (3) Indications and Warning watch or similar watch function designation letter; and/or
 - (4) Member also possesses the 3912 (Expeditionary Warfare Intelligence Specialist) NEC with a minimum of one expeditionary tour.

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**Cyber
(784X)**

Applicants must have documented cyber operations experience in at least one of the following mission areas: Fires Support Planner, Cyber Weaponeer, Interactive Operator, Defensive Cyber Operations (DCO) Analyst, Digital Network Exploitation Analyst (DNEA), Malware (Forensic) Analyst, and Exploitation Analyst. The applicant's experience must be explicitly technical in nature and not solely in a managerial/leadership role. Sailors who possess the Interactive Operator NECs 9326, 9327, and 9328 will be considered highly competitive candidates. The strongest candidates will have earned the EIDWS qualification and served a minimum of three years in one of the following mission areas: National Mission Teams (NMT), Combat Mission Teams (CMT), Cyber Protection Teams (CPT), Cyber Support Teams (CST), Naval Special Warfare Special Reconnaissance Teams (NSW SRT), or Joint Communications Integration Element (JCIE), and Computer Network Defense Service Provider (CNDSP). Candidates must have acute technical operational experience and should have documented cyber training and/or qualifications through Navy, National, and/or civilian curriculum.

Due to the highly technical and ever-changing landscape of the Cyber Warfare Environment, candidates who do not possess an ION NEC will be required to take and pass the Computer Network Operations Test (CNT) within one year of board convening to be considered eligible for selection; this requirement is non-waiverable.