

## FY-22 RESERVE LDO/CWO PRIMARY UPDATED DISCRETE REQUIREMENTS

**Note: All  
designators**

If the applicants' 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 the best and fully qualified are selected. In all cases related civilian experience must be considered.

**DESIGNATOR**

**SELECTION GUIDANCE**

**Submarine  
Engineering/  
Repair (623X)**

The 623X designator is open to both Surface and Submarine ratings with maintenance and repair backgrounds. Preferred candidates demonstrate technical expertise in the field of submarine hull, mechanical, and electrical maintenance. Favorable consideration should be given to those who have previously served within repair departments on-board Submarine Tenders or Shipyards (civilian shipyard experience is equally acceptable) and possess extensive knowledge and experience in Intermediate-level repairs and Quality Assurance (QA).

All applicants should be well rounded and have a mixture of the following qualifications and NECs: QA Craftsman, QA Inspector, QA Supervisor, NUC/NON-NUC QA/Welding/Machining qualifications, Dry Deck Shelter/SEAL Delivery Vehicle Technicians (NEC 9534/9535/5306). Completion of supervisory level watch qualifications (SUBMARINE: DOOW, COW, EOOW, EWS, ERS, DCPO, CDO. SURFACE: EOOW, PPWO, EWS, PPWS, CMO, CRAO, JOOD U/W) is 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, qualifications such as DOOW, EOOW, PPWO, EWS, PPWS, EDPO, and RDPO are equivalent qualifications and should be given equal weight.

The Reserve Component no longer accesses Naval Nuclear Propulsion LDOs. Active Component Enlisted personnel entering the Reserve Component do not retain Naval Nuclear Power NECs. The Reserve Component desires that former Naval Nuclear Propulsion personnel with Naval Nuclear Propulsion NECs (e.g., N13O-N16O, N23O-N26O or legacy 3353, 3354, 3355, 3356, 3383, 3384, 3385, 3386) be given special consideration for accession into the Reserve Component 623X LDO Program. Personnel that have obtained supervisory Naval Nuclear Propulsion NECs (e.g., N13S-N16S, N23S-N26S or legacy 3363, 3364, 3365, 3366, 3393, 3394, 3395 or 3396) are highly desired. The primary mission of the Reserve Component 623X LDO is to support submarine maintenance; it is critical that those personnel with a well-rounded background in maintenance and Quality Assurance be given special consideration for accession into the Reserve Component 623X LDO Program.

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Reserve Component LDO candidates with a strong maintenance and/or repair background gained in their civilian employment, who are not from the traditional Active Component source ratings, should be given consideration when the level of demonstrated maintenance/repair experience would be considered suitable for a Reserve Component LDO of the 623X designator.

#### **Submarine Ordnance (626X)**

Submarine Ordnance Officers supervise nuclear weapons technical operations. Special consideration should be given to Missile Technician (MT) applicants. The MT rating is not open to the Reserve Component. Reserve Component applicants who were previously MT's on active duty should be given special consideration.

The Reserve Component 626X candidates are not expected to be involved with nuclear weapons technical operations but are expected to have practical experience in TLAM, SLMM and/or torpedo ordnance operations, maintenance, repair, handling and safety. Preferred candidates demonstrate strong working knowledge and experience in planning, training, supervising, managing, and directing subordinates in the operation, maintenance, repair, handling and safety of missile and torpedo ordnance and related delivery systems. Candidates who have qualified Conventional Weapons Handling Supervisor (CWHS) or Quality Assurance/Safety Officer (QA/SO) should be given special consideration. The preferred source rate is Torpedoman.(TM). Former (or current) Machinist's Mate (Non-nuclear, Submarine Weapons) (MMW) must have NEC Q33A (SSN/SSBN Weapons Equipment Technician) or legacy NEC's 4232 (SSN/SSBN Weapons Equipment Operator) and 4233 (SSN/SSBN Weapons Equipment Technician). The 626X designator is open to both Surface and Submarine ratings that demonstrate the appropriate level of submarine ordnance operations, maintenance and repair background.

#### **Submarine Electronics (628X)**

Applicants must have a background in the field of non-nuclear electronics. They must possess experience in the installation, operation, and maintenance of electronics systems installed in units of the submarine force. They assist in the operational evaluation of new installations as well as modifications to existing systems; provide operational and technical input to the research and development community for consideration in the design and testing of electronics systems and components; assist in the preparation and distribution of operator and maintenance training courses; and provide operation and maintenance guidance for electronics systems at all levels of command.

Reserve Component LDO candidates with a strong electronics background gained in their civilian employment who are not from the traditional Active Component source ratings should be given consideration when the

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level of demonstrated experience would be considered suitable for an Active Component LDO candidate from the applicable source rating. For the Reserve Component, personnel outside of the source rating with a strong anti-submarine warfare (ASW) background should be given special consideration based upon the candidate's potential to qualify as a Theater Anti-Submarine Warfare Officer (TASWO). The 628X designator is open to both Surface and Submarine ratings with electronic maintenance and repair backgrounds.

**Submarine  
Communications  
(629X)**

Applicant must be able to act independently and have a strong background in radio frequency (RF) communications, Electronic Key Management System (EKMS), and Internet Protocol (IP). The candidate should have completed all senior in rate qualifications. At a minimum, applicant should be qualified Radio Supervisor/Radioman of the Watch (RMOW), 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 what is expected. The candidate should have senior qualifications completed such as Master Training Specialist (MTS) and Communications Watch Officer (CWO). Additional consideration should go to those with Common Submarine Radio Room NECs/experience on either SSBN or SSNs (Virginia Class (VACL) and 688 Class). Consideration should be given to applicants in the new Information Technology Submarines (ITS) rating.

Reserve Component LDO candidates with a strong communications background gained in their civilian employment, who are not from the traditional Active Component source ratings should be given consideration when the level of demonstrated experience would be considered suitable for an Active Component LDO candidate of the source rating. For the Reserve Component, personnel outside of the source rating with a strong anti-submarine warfare (ASW) background should be given special consideration based upon the candidate's potential to qualify as a Theater Anti-Submarine Warfare Officer (TASWO). The 629X designator is open to both Surface and Submarine ratings with communication systems operation, maintenance and repair backgrounds.

**Aviation  
Maintenance  
(633X)**

Applicants must have acquired and demonstrated the appropriate aircraft maintenance experience and knowledge through qualifications and previous assignments. Applicants must have demonstrated a working knowledge of maintenance on a variety of aviation systems. Special consideration should be given to AC/RC applicants with demonstrated knowledge of the Naval Aviation Maintenance Program (NAMPP) through training and qualification.

RC candidates with recent maintenance experience in operational squadrons are highly desired. Candidates with civilian FAA (Federal

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Aviation Administration) A&P (Airframe and Power Plant) mechanics certificates, work as production technicians or engineers for major aerospace manufacturing companies should be given strong consideration for these designators

#### **Administration (641X)**

Personnel Specialist (PS) and Yeoman (YN) ratings should be given special consideration who have documented sustained superior performance in each assignment while demonstrating keen knowledge and managerial skills in, but not limited to:

Administrative functions (EVAL & FITREP, awards, instruction/notices, and correspondence management).

Pay and personnel functions and systems (NSIPS, EDM, TOPS, etc.).

Personnel Distribution/Manpower (planning and requirements).

Travel processes (NROWS, DTS).

Advancement exam processes.

Organizational planning, policies, and programs.

Executing command-related legal functions, such as JAGMAN investigations, administrative separation processes, and non-judicial punishment procedures.

Proficiencies with Microsoft Office, FLTMPs, NRRM, NAVFIT98, Navy Enlisted Advancement System (NEAS), and CMSID.

Applicants with history of diverse assignments in various operational and staff organizations ***are highly desired***. Attention should be given to those applicants that have successfully completed both CONUS and OCONUS unit assignments (to include AT/ADT/ADSW opportunities). Candidates serving as ADMIN DEPT LPO or LCPO of larger operational/deployable units are highly desired. Past and current evaluations should highlight leadership experience, (documented mentorship/leadership) and success in managing complex administrative and personnel matters.

Applicants from “non-source” ratings, to include Legalman (LN), MUST have clearly demonstrated via written documentation (i.e. evaluations, awards, correspondence courses, professional military education etc.), sustained superior performance, plus meet the same criteria required for the PS and YN applicants outlined above.

Support info: LDOs are expected to be able to mobilize immediately upon commissioning to support command initiatives both CONUS and OCONUS. LDO candidates selected must currently possess the technical proficiencies and leadership abilities to manage an ADMIN/PERS department for both Active and Reserve Sailors at a large/operational command. Differences between Active and Reserve Component criteria: Career Milestones/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 this designator.

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**Security  
(649X)**

Applicants must possess strong documented Force Protection knowledge/experience in Antiterrorism, Physical Security, and Law Enforcement. Applicants must have demonstrated the ability to plan, organize, and implement required security measures in defense of a vessel, installation, or High-Value Assets. The strongest applicants will have demonstrated exceptional ability to lead. Successful LCPO/LPO tours (specifically in Force Protection and Security Operations in advanced or forward deployed environments and Navy installations are desired). Due to the large variety of missions within the Navy Security Forces (NSF), favorable consideration should be given to documented excellence across multiple specialties and platforms (Strategic Systems Programs, Strategic Weapons Facilities, Harbor Patrol Units, Personnel Security Details, Installation, Investigations, Expeditionary Security, Corrections, etc.) within diverse duty locations.

Differences between Active and Reserve Component criteria: Reserve Directives/Policies/ Procedures/Assignments may vary from Active Component. Experience in Reserve Component only, may not be sufficient to be successful in this designator. However, favorable consideration should be given to Reserve Component applicants not offered a sea tour, who have successfully served Arduous Duty in a IA/Joint environment or served in a leadership role within an NCIS, CORIVRON or Installation Security unit. Furthermore, significant weight may be assigned to experience in civilian law enforcement leadership roles as a Sergeant, Lieutenant or Captain in civilian law enforcement organizations, and such experience should be considered when noting the absence of sea duty or enlisted warfare qualifications that are the norm for Active Component candidates. Leadership in civilian law enforcement in itself is not sufficient and must be combined with a strong military force protection and/or security background. It should also be noted that some typical Master-at-Arms skill sets, such as Military Working Dog Handler and Harbor Security Boat Coxswain, are not common among Reserve personnel.

**Civil Engineer  
(653X)**

Successful applicants become officer technical specialists in Naval Construction Force (NCF) operations and possess knowledge in-depth of Naval Construction Force (NCF) and Naval expeditionary operations. Applicants must have demonstrated leadership with a diverse career track and, upon commissioning, be world-wide assignable to NCF, COCOM, Fleet, SOF support and expeditionary units. Consideration is given to candidates with demonstrated technical competency, documented leadership, SCWS qualification, staff experience at the Battalion level and above, leadership in Construction Management, General Contracting, and formal degrees in engineering or construction management. CEC LDOs will have diverse career opportunities ranging from Company

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Commander, Officer-in-Charge, Training Officer, Plans Officer, and key staff billets.

#### **Surface-Deck (711X)**

Officer technical specialists in the field of seamanship and navigation with practical naval experience in these areas. They plan, supervise, and direct activities of deck and navigation personnel in the performance of operational and maintenance functions. They plan, develop, and administer deck supervising seamanship and navigation exercises and drills. They assign and coordinate activities of personnel under their command. They serve as; but are not limited only to serving as, ship's boatswain, first lieutenant, operations officer, navigator, and at various training activities or in various operational and staff billets.

RC Candidates generally have no specific shipboard requirement, however prior AC shipboard experience is valuable. Credit should be granted to those sailors who spent time with NECC Units, or various platforms such as ACU, BMU, ACB, MSRON, and/or CORIVRON. Additionally, credit and consideration should be given to those with Merchant Marine Deck experience and any associated licenses.

#### **Surface-OPS (712X)**

Technical specialists in the utilization, employment, application of techniques, equipment, systems, and procedures in the area of operations. They assist and advise commands in operations planning, direction, control and the employment and utilization of associated facilities, platforms and installations. They organize, supervise, and direct the performance of operations personnel; and assist in the administration of on-board training programs, facilities, and services. They may serve as, but are not limited to serving as, communications security material system custodians, combat information center officers, CIC officers, CIC watch officers, electronic surveillance measures, operations or acoustics instructors at training activities or in various operational and staff billets.

RC Candidates generally have no shipboard requirement; however prior AC shipboard experience is valuable, especially with fire control systems. The majority of Reserve billets are for Naval Gunfire Liaison Officers (NGLO) within Program-9 assigned to USMCR units. Completion of the 5 week NGLO course is required within the first year of assignment. The USMC expects NGLO's to be experts in fire support and work in Fire Support Coordination Centers, advising, planning and executing fire support tasks. Opportunities exist to qualify as; Joint Terminal Air Controller (JTAC), Class 1 UAS Operator, Naval Parachutist and Fleet Marine Force Warfare Officer. RC Candidates must be in exceptional physical condition in order to work / deploy alongside their USMC counterparts under arduous field conditions. Credit should be granted to those sailors who spent time in operational billets with NECC, or various platforms such as ACU, BMU, ACB, MSRON, CORIVRON and

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shipboard augment units with operational scheduling and/or mission planning experience. Additionally, credit and consideration should be given to those with Merchant Marine operations experience and any associated licenses.

#### **Surface-ENG (713X)**

Officer technical specialists who supervise and instruct personnel with duties involving the operation and maintenance of main propulsion (gas turbine, diesel, steam, and hybrid) and auxiliary machinery systems, engineering and repair department equipment, and refrigeration systems; handling, stowing, and regulating expenditure of fuel oil and boiler feed water; installation, adjustment, testing maintenance, modification, and repair of shipboard electrical systems pertaining to power distribution, propulsion, steering, lighting, degaussing, interior communications, gyrocompass, and associated equipment and instrument repair, adjustment, and calibration. They may serve as, but are not limited to serving as, engineering, electrical, and ship repair officers, or in various operational and staff billets. The 713X designator is open to both Surface and Submarine ratings with extensive maintenance and repair backgrounds.

RC Candidates who have demonstrated superior leadership and technical expertise in I or D-Level maintenance units, such as SURGEMAIN, Shipyards, Lighterage Repair, or Expeditionary Maintenance Detachments, or in facilities and/or maintenance departments of other hardware units, such as ACU1, ACB, and NECC is highly desired. RC Candidates with extensive shipboard engineering watch station/evolution experience is highly valued. Broad civilian experience or strong leadership in heavy industrial maintenance or repair environments such as power generation, utilities, oil refineries, manufacturing, or merchant marine engineering plants is also highly valued.

The Reserve Component does not access Naval Nuclear Propulsion CWOs. Active Component Enlisted personnel entering the Reserve Component do not retain Naval Nuclear Power NECs. The Reserve Component desires that former Naval Nuclear Propulsion personnel with Naval Nuclear Propulsion NECs (e.g., 3353-3356, 3383- 3386, N13O-N16O, N23O-N26O) be given special consideration for accession into the Reserve Component 713X CWO Program. Personnel that have obtained supervisory Naval Nuclear Propulsion NECs (e.g., 3363-3366, N13S-N16S, 3393-3396, N23S-N26S) are highly desired. The primary mission of the Reserve Component 713X CWO is to support surface engineering maintenance; it is critical that high performing personnel with a well-rounded background in maintenance, repair, and quality assurance be given special consideration for accession into the Reserve Component 713X CWO Program.

#### **Special**

Special Warfare Chief Warrant Officers are well established leaders who

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**Warfare  
(715X)**

possess tactical and technical expertise in the field of Naval Special Warfare and Special Operations. 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 serving as Task Unit Operations Officers, Training Officers, Support Activity Officers, Combat Systems, Readiness Officers, and Special Program Managers.

**SPECIFIC QUALIFICATION REQUIREMENTS**

1. Designated in writing as SEAL Special Warfare Operator and possess 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. Cross Function Team (CFT) LCPO
3. Service in a non-tactical, leadership role during a diversity tour should also be considered. These include:
  - a. Phase of 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, Jump master, Master Training Specialist, Advanced Special Operations (ASO) levels 2 or 3, Range Officer-in-Charge and Range Safety Officer.

There are no differences between the Active and Reserve component criteria. Both Reserve and Active 715X criteria are the same.

**Surface-ORD  
(716X)**

Officer technical specialists in naval guns, rockets, rocket launchers, missiles, mines, bombs, related launchers, guidance and control systems, control systems. They train and supervise personnel in assembly, maintenance, and repair of surface ordnance, equipment, components, and related systems. They coordinate, plan, and direct logistics, handling, and safety procedures for all phases of ordnance operations. They may serve as; but are not limited to serving as supervisors in related ordnance repair and logistics, nuclear weapons, fire control, ordnance training, repair and



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ordnance inspection and instructor assignments, or in various operational and staff billets.

RC Candidates will generally serve in ordnance handling units, mine assembly and staff level ordnance logistics units. Candidates with EOD, WEPS Detachments, Aviation Squadron ordnance handling or ammunition storage facility experience as civilians should be given appropriate consideration.

**SWCC  
(717X)**

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 serving as Troop Commanders, Task Unit Commanders, SBT DET Officers-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
  - b. Naval Special Warfare Development Group Team Element LCPO
3. Service in a non-tactical, leadership role during a diversity tour should also be considered. These include:
  - a. Phase of 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. These include, but are not limited to Patrol Officers, Boat Captains, HRST Masters, Jumpmasters, Master Mariners, Master Training Specialists, Range Safety Officers, and Advanced Special Operations Course.

There are no differences between the Active and Reserve component criteria. Both Reserve and Active 717X criteria are the same.

**Cryptologic  
Warfare**

CWO applicants should be selected from the Cryptologic Technician fields (Language (I), Maintenance (M), Network Operations

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**(781X)**

(N), Collection (R), Technical (T)) and have experience in at least one of the following core competencies: Linguistic Analysis, Cryptologic Systems Maintenance and Equipment, Information Operations, Cyber and Electronic Warfare, Cryptologic Communications, Analysis and Reporting. The strongest candidates will have earned the Enlisted Information Warfare Specialist (EIWS) qualification and excelled within the core competencies while serving in Navy, Joint, and National operational assignments. Technical expertise in the following assignments is not required, but is advantageous: Major Region Navy Information Operations Command (NIOCs GA, MD, TX, HI, CO), GSA/IA billets or mobilization/ADSW, PCS afloat, OCONUS duty, Cryptologic Direct Support (Air, Surface, Subs) or Naval Special Warfare.

RC candidates from only Cryptologic sources as listed above, that have completed EIWS qualification and have documented certifications and operations assignments in their rating combined with a minimum of one of the following: high aptitude (Defense Language Proficiency Test (DLPT) scores of 2/2 minimum) in a critical language (Arabic, Chinese, Korean, Persian-Farsi, Russian) or DLPT 3/3 in other languages, advanced network certifications, demonstrated network security experience, superior signals collection and processing knowledge, or superior analysis and reporting knowledge are competitive. RC candidates with demonstrated technical competency and leadership in Cryptology, Cyber or Electronic Warfare and/or Bachelor of Science or higher degrees are highly desired. Candidates must be able to obtain and maintain a TS/SCI clearance.

**Information  
Systems  
(782X)**

Consideration should be given to candidates with demonstrated technical competency and leadership in the Radio Frequency (RF)/Tech Control billets at sea or shore communications commands, Frequency/Spectrum Management (NEC 2301) expertise, Special Warfare, Subsurface Communications (NECs 14AA, 14CM, 14EM, 14BH), Enterprise and afloat Networks, Information Assurance, and GSA/IA billets. The strongest candidates will have sustained superior performance in technical oriented diverse platforms and communities with emphasis of at sea communications and shore communication commands skills (NEC 2379). Candidates with the Tactical Mobile Communications (NEC 9613), Information Assurance (NEC 2779, IAT II and Certifications) and Networks (NECs 2791, 2780, 2781) are desirable.

There are no differences between the Active and Reserve component criteria for IT rating candidates. Primary consideration should be given to candidates from the IT rate with superior, technical competency and leadership. Regardless of the candidates' source rating candidates with proven information security experience and/or advanced, civilian industry Information Technology certifications in system administration (Microsoft

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Systems Engineering, Comptia A+, Security +), networking (Comptia Network +, CCNA, CCNP), telecommunications (CCNA Collaboration), wireless communications, virtualization (VMware). Candidates with EIWS are desirable. Candidates must have a TS/SCI clearance.

**Intelligence  
(783X)**

Intelligence CWO applicants must possess and be designated in writing in one of the following five Navy Enlisted Classifications (NEC's) listed below. Aligning with the intelligence initiative for Sailor 2025, the following NEC's have been updated as follows: Any NEC for Intelligence (39XX) has been updated with new NEC's as (KXXA). Intelligence CWO applicants must have NEC 3910/K10A (Naval Imagery Interpreter), 3913/K13A (CI/HUMINT Specialist), 3923/K23A (Strike Warfare Intelligence Analyst), 3912/K12A\* (Expeditionary Warfare Intelligence Specialist), or 3924/K24A\*/K36A\* (Operational Intelligence Analyst). \*Please note that K12A and K24A are being merged into a new NEC of K36A.

All applicants must have documented sustained superior performance in the intelligence community. A diverse mix of both sea and shore duty is highly desirable. First consideration will be given to applicants with demonstrated management and leadership experience in support of naval or joint operations at sea, ashore or overseas. Second, consideration will be given to applicants who have been assigned to operational tours at sea, to major naval or joint intelligence commands ashore, or combatant commands. Candidates must be able to obtain and maintain a TS/SCI clearance.