

FY-26 RESERVE LDO/CWO PRIMARY 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 candidates who have previously served on submarines, 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) and Maintenance & Material Management (3M).

All applicants should be well rounded and have a mixture of the following qualifications/NECs, and supervisory level watch qualifications:

Qualifications/ NECs:

1. Submarine Auxiliaries Operator/Technician/Maintainer: Q31A (4231) / Q34A (4234) / 739B (4246) / 740B (4252) / Q53A (4253)
2. QA Inspector/Supervisor
3. QAO/AQAO
4. SUBSAFE/SOC/DSS-SOC
5. Dry Deck Shelter/SEAL Delivery Vehicle Technicians: 785A (9534) / 786A (9535) / 854A (5306)

Supervisory level watch qualifications:

1. SUBMARINE: PILOT, CO-PILOT, Diving Officer of the Watch (DOOW), Chief of the Watch (COW), Duty Chief Petty Officer (DCPO) and Command Duty Officer (CDO).
Qualifications such as PILOT, DOOW, EOOW, EWS, and Mission Watch Supervisor are equivalent qualifications and should be given equal weight.
2. SURFACE: CDO, EOOW, Watch SUP, CVN-COW, Repair Duty Officer (RDO), Repair Duty Chief (RDC), and PPWO.
3. Those who have completed senior Repair qualifications (RDO, RDC, QAS, AQAO, QAO) are highly desired for Submarine and Surface ratings.

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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 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.

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 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.

Upon commissioning, the officer must be able to act independently, having demonstrated sustained superior performance with a strong background in the maintenance of C5I systems. Strong candidates should have a demonstrated ability to succeed in a variety of complex operational and technical environments and have Quality Assurance experience. Special consideration should be given to candidates with active duty Submarine electronics maintenance and leadership experience in the ET, or ITS-Electronic Warfare ratings. Well qualified candidates will have demonstrated successful electronics-centric tours at training commands,

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Intermediate Maintenance Activities (IMA) (ashore or afloat), In –Service Engineering Agents (ISEA), or Fleet Technical Assistance organizations. System expertise includes, but is not limited to:

1. AN/BQQ-10 Sonar
2. BYG-1 Fire Control
3. RLGN and Voyage Management System (VMS)
4. AN/BLQ-10 Electronic Warfare Suite
5. BPS Radar Systems
6. Common Submarine Radio Room (CSRR)
7. Submarine periscope/photronics systems, and/or Submarine Warfare Federated Tactical Systems (SWFTS)

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 level of demonstrated experience would be considered suitable for an Active Component LDO candidate from the applicable source rating. The 628X designator is open to both Surface and Submarine ratings with the requisite electronic maintenance and repair backgrounds. Submarine ratings are the preferred candidate source.

Submarine Communications (629X)

Applicant must be able to act independently and have a strong background in radio frequency (RF) communications, Key Management Infrastructure (KMI) formerly the 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 be given to candidates with Common Submarine Radio Room NECs/experience on either SSBN or SSNs Virginia Class (VACL) and 688 Class). Consideration should also be given to applicants in the new Information Technology Submarines (ITS-Comms) rating. Experience with Common Submarine Radio Room (CSRR), Consolidated Afloat Networks and Enterprise Services (CANES), STRATCOM and Broadcast Control Authority (BCA) systems are highly desired.

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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. The 629X designator is open to both Surface and Submarine ratings with communication systems operation, maintenance and repair backgrounds. Submarine ratings are the preferred candidate source.

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 (NAMP) through training and qualification.

RC candidates with recent maintenance experience in operational squadrons are highly desired. Squadron Aircraft Ordnance manager qualifications to include quality assurance/safety observer (QASO) and collateral duty inspector (CDI). Aviation firefighting skills; possessing the 786B Shore Base Airport & Aircraft Firefighter NEC are desired to fill specialty billets. Candidates with civilian FAA (Federal 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)

Prerequisite: Personnel Specialist (PS) and Yeoman (YN) are the core ratings that make up the 6415 designator. Special consideration for candidates who have successfully demonstrated their ability to LEAD (Sailors and process) during at least one active-duty assignment (CONUS or OCONUS) in an operational leadership role such as LPO/LCPO in an Administration/Manpower/Pay & Personnel setting.

Every billet assigned will require the applicant to rapidly function as the Administrative Officer or Pay and Personnel Officer or Division Officer. Applicants must have compiled a diverse career track, and upon commissioning, be world-wide assignable. Documented sustained superior performance in each assignment while demonstrating keen knowledge and managerial skills in several of the below areas, but not limited to:

- Documented Leadership/Command involvement accomplishments: Sailor 360, Sailor of the Year, First Class Petty Officer Association

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President/Vice President, MWR involvement, Warfare Program Coordinators, Active Mentorship, Department/Division personnel accomplishments, to include Career Development Boards (CBDs) and Get Real, Get Better initiatives. These positions demonstrate Leadership traits that are indicative of the candidates' potential as a Limited Duty Officer.

- Administrative functions: Evaluations (EVALs) and Fitness Reports (FITREPs), awards, directives, correspondence, security clearance management, legal procedures, Educational Services Officer (ESO) duties, advancement/education services procedures, and records management to include Electronic Service Record (ESR) and Official Military Personnel File (OMPF) processes and procedures.
- Pay/entitlements Personnel functions and systems: Navy Standard Integrated Personnel System (NSIPS), Billet Management, Enhanced Drill Management (EDM), Salesforce, Master Military Pay Account (MMPA), Personnel Distribution/Manpower (planning and requirements) to include Reserve Unit Assignment Document (RUAD) management. Travel processes (Navy Reserve Order Writing System (NROWS), Defense Travel System (DTS) and Joint Travel Regulations (JTR).

Applicants with history of diverse administrative/personnel assignments in various operational and major staff organizations ***are highly desired***. Attention should be given to those applicants that have successfully completed both CONUS and OCONUS assignments. Past and current evaluations should highlight leadership experience 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 Force 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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Special consideration for candidates who have performed at least one period of extended active duty (Mobilization, Recall, ADOS).

Security (649X)

Applicants must possess strong documented experience in one or all of the following: Force Protection, 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 an IA/Joint environment or served in a leadership role within an NCIS, Maritime Expeditionary Security Force (MESF) or Installation Security unit. Furthermore, significant weight should be assigned to a candidate's supervisory experience in civilian law enforcement leadership roles. Candidates holding present or past Sworn Supervisory Peace Officer positions such as Team Leader, Field, Lead, Field Supervisor, Watch Sergeant, Watch Commander, Tactical Commander, Detective Sergeant/Lieutenant, etc. with demonstrated administrative and leadership responsibilities should be considered when noting the absence of sea duty or enlisted warfare qualification 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 Component personnel.

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Civil Engineer (653X)

Applicants must possess a strong knowledge base of Naval Construction Force (NCF) and Navy Expeditionary operations, have demonstrated the ability to successfully lead while holding key leadership roles as an E-6 or higher in NCF/Expeditionary units, and have attained a Seabee Combat Warfare (SCW) qualification.

Typical Leadership Roles:

1. LPO
2. LCPO
3. Squad Leader
4. Assistant Platoon CDR
5. AOIC
6. Maintenance / Project Supervisor
7. Command / Det Safety or QC

Applicants should have demonstrated leadership and a diverse career track, with preference given to applicants who demonstrate sustained superior performance in assignments that clearly articulate that they can lead core NCF functions. All applicants, upon commissioning, must be worldwide assignable to NCF, SOF support, and NECC expeditionary billets. Due to the unique nature of Seabee employment opportunities, applicants may spend several tours away from NCF commands and should not be looked at negatively. These include: NAVFAC, SPECWAR, ACB, and may include others not listed.

Applicants should be well-rounded in their careers, demonstrating strong potential to become a successful officer and leader in the wardroom, having demonstrated superior leadership and technical expertise in one or more of the following: Construction Management, Engineering Maintenance, Equipment Repair, Equipment Management, or Training

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

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and consideration should be given to those with Merchant Marine Deck experience and any associated licenses.

Differences between Active and Reserve Component criteria: Active 711X criteria must meet several qualifications. The difference between Reserve 711X criteria is that most Reserve E-7 & Above are being optimized for their leadership abilities and technical expertise after receiving a compressed training cycle and having to deploy in the role as Leading Chief Petty Officer or a Division Officer. Sustained superior performance with favorable consideration to reserve E-7 & above who have mobilized & deployed in an Expeditionary unit.

- Special consideration should be given to candidates earning the ESWS, EXW, SCWS, Craft master pin, and Small Craft pin. In addition; EOD, 1st Class Diver, 2nd Class Diver, and SCUBA qualifications demonstrate small boat expertise.
- Applicants applying need to submit documentation of all earned insignia.
- Candidates must be able to obtain and maintain a TS/SCI clearance.
- Complete at least one GWOT forward deployment while serving in the Reserves is a necessity.
- The objective is to select the best qualified applicants and proven leaders with sustained superior performance, who possess skill-set to lead by example above all else.

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

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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.

Additional Reserve billets are offered for Joint Interface Control Officers (JICO), assigned to units supporting an Active Component with this specific requirement. The JICO certification pipeline-is divided into 3 courses, which must be taken in consecutive order. Completion of the pipeline is highly recommended within the first 2 years of assignment as a JICO. JICOs (Active or Reserve) are expected to be experts in Multi TDL Network (MTN) planning and implementation and are responsible for the management and execution of the fused Common Tactical Picture (CTP) to the Commanders within a theater of operations. Opportunities for JICO assignments are typically in a Joint Interface Control Cell (JICC) within a Fleet Command Center, Tactical Operational Center, and deployable Joint C2 units. RC candidates are not required to have link experience, however, is recommended due to the advanced-level courses.

Senior 712X ranks may be assigned to Fleet MOCs or Maritime Fires and Effects Cells (MFECs) assuming they have acquired the requisite skills (NOBCs/AQDs) for the assignment. Following the established career progression path for 712X will prepare those officers for higher echelon assignments.

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 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 are principal advisors and managers, primarily

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supporting surface warfare enterprise technical activities, focused on planning and executing ship maintenance and repair availabilities and overhauls. They recommend innovative technical solutions to restore mission-critical systems using available resources in any theater environment. 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 surface or submarine engineering roles, at repair installations ashore, 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, or an operational staff is highly desired. RC Candidates with extensive shipboard engineering watch station/evolution experience is highly valued. Demonstrated technical civilian experience and/or intermediate/senior leadership roles in heavy industrial maintenance or repair environments such as power generation, utilities, oil refineries, manufacturing, or merchant marine engineering plants is also highly valued.

RC candidates are highly desired and should be given special consideration if they have demonstrated or achieved:

- Extensive shipboard engineering watch station/evolution experience (e.g. EOOW, EDPO, Oil King, IEM, RCO)
- Senior unit leadership roles, such as: LCPO or Unit SEL, MET LCPO/LEAD, BMF and CESE LCPO
- Nuclear Propulsion NECs (e.g., 3353-3356, 3383-3386, N13O-N16O, N23O-N26O) and Supervisory Nuclear Propulsion NECs (e.g., 3363-3366, N13S N16S, 3393-3396, N23S-N26S)
- Advanced Skills Management (ASM) qualification.
- Qualified Proficient Technician (QPT) qualification.

Favorable consideration should also be given to those who have qualified and earned NECs for Diesel, Gas Turbine or Steam Plant Inspectors; NAMTS qualifications; and other engineering-focused NECs.

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.

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Special Warfare (715X)

Special Warfare Chief Warrant Officers are well established leaders who 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.

SWCC (717X)

Differences between Active and Reserve Component criteria: Active 717X criteria must meet specific qualification requirements noted below. The difference between Reserve 717X criteria is designated in writing as a SWCC Crewman and a Patrol Officer (SWCC Master) E-7 SWCC, but reserve E-7 SWCC are not held to having to deploy in the role as Leading Chief Petty Officer Team Chief of a Special Boat Detachment. With

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favorable consideration to reserve E-7 SWCC who have augmented deployed Special Boat Detachments or operational elements.

Special Warfare Combatant Crewman Chief (SWCC) 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:

1. SBT Boat Troop Chief Warrant Officers
2. Operations Officer
3. Training Officers
4. Requirements Officers

Specific Qualification Requirements

1. Designated in writing as a SWCC Crewman and a Patrol Officer (SWCC Master) E-7 SWCC who successfully served and deployed (deploy--Active component only) as the Leading Chief Petty Officer in one of the following SBT boat detachments:

- a. NSW 11 Meter RIB
- b. Combatant Craft Assault
- c. Combatant Craft Medium
- d. Combatant Craft Heavy
- e. Special Operations Craft Riverine
- f. Naval Special Warfare Development Group Team Element LCPO
- g. Non-Standard Maritime

2. The objective is to select the best qualified applicants and proven leaders with sustained superior performance, who possess skill-set subject matter expertise such as:

- a. Patrol Officer (SWCC Master)
- b. HRST Master
- c. Jump Master
- d. Master Training Specialist
- e. Dynamic Waterborne Range Safety

Surface Electronics Technician (718X)

The Surface Ordnance CWO designator has been merged into the Surface Electronics designator.

Applicants who are selected for LDO or CWO in Surface Electronics derive from seven source ratings: CT, GM, EOD, ET, FCA, FC, IC, MN, and STG.

Officer technical specialist in naval guns, rockets, rocket launchers,

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missiles, mines, bombs, related launchers, guidance, control and combat 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 not limited to, supervisors in related ordnance repair and logistics, special weapons, fire control, ordnance training, and weapon assembly units or in various operational and staff billets.

RC Candidates will generally serve in ordnance handling units, mine assembly units (MAU) and staff level ordnance logistics units.

Cryptologic Warfare (781X)

Only applicants from the Cryptologic Technician (CTI, CTR and CTT) and Cyber Warfare Technician (CWT) ratings are eligible for the 7818 designator. Applicants will 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 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: US Tenth Fleet, Major Region Navy Information Operations Command (CWG6, NIOC GA, NIOC TX, NIOC PAC [formerly HI], NIOC CO), Navy Cyber Defense Operations Command NCDOC, Cyber Protection Team, 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 and Cyber sources as listed above, that have completed Enlisted Information Warfare Specialist (EIWS) qualification and have documented certifications and operations assignments in their rating combined with a minimum of one of the following are competitive: high aptitude (Defense Language Proficiency Test (DLPT) scores of 2/2 or) 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. 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.

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Information Systems Control (782X)

Consideration should be given to candidates with demonstrated technical Systems competency and leadership in the Radio Frequency (RF)/Tech 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.

Primary consideration should be given to candidates from the IT and ET ratings with superior, technical competency and leadership, but will consider additional ratings based on civilian occupational experience and education. Candidates with specialized and documented skills in Cloud Computing, Information Security, RF Communications and Information Systems can be considered. Regardless of the candidates' source rating candidates with documented information security experience and/or advanced, civilian industry Information Technology certifications in system administration (Microsoft Systems Engineering, Cybersecurity, Comp TIA+, Security +), networking (Comp TIA Network +, CCNA, CCNP), telecommunications (CCNA Collaboration), wireless communications, virtualization (VMware). Candidates with EIWS are desirable. Candidates must be able to obtain a TS/SCI clearance.

Intelligence (783X)

Intelligence CWO applicants must possess and be designated in writing one of the following five Navy Enlisted Classifications (NEC's) listed below:

1. K10A (Naval Imagery Interpreter),
2. K13A (CI/HUMINT Specialist),
3. K23A (Strike Warfare Intelligence Analyst),
4. K12A (Expeditionary Warfare Intelligence Specialist)
5. K24A/K36A (Operational Intelligence Analyst).

Additionally, 783X applicants must also have earned the Enlisted Information Warfare Specialist (EIWS) qualification to be considered eligible.

Applicants who have not been assigned to a command with an established EIWS program will be exempt from this requirement.

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Applicants' explicit technical experience will be weighted greater than non-technical, managerial/leadership roles.

Sustained Superior Performance is an equally important requirement for 783X applicants and is evaluated by reviews of applicants' CHIEFEVALs and evals, with hard and/or soft breakouts against their peers, strong recommendations for commissioning programs, and impacts on mission and the command.

Applicants should know about and understand Reporting Senior's Cumulative Average (RSCA), and more importantly, the best qualified applicants will have a history (hence 'sustained') of performing at or above that mark. Applicants should always strive for excellence and work diligently to be above their CO's RSCA.

Applicants must be able to obtain and maintain a TS/SCI clearance.