

# FY-27 ACTIVE DUTY LDO/CWO PRIMARY DISCRETE REQUIREMENTS

Objective is to select applicants that are technically, operationally and administratively proven while demonstrating **Sustained Superior Performance** (i.e. Consistent Hard/Soft evaluation breakouts; above RSCA etc.) in increased levels of technical management within their specialty.

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

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## **Surface Deck / Boatswain (6110 / 7111)**

To project readiness for selection, the following requirements serve to gauge if the candidate has the qualifications, experience, and traits required to be a "plug-and-play" technical expert as the Ship's Boatswain/Officer-in-Charge (OIC).

This document lists "Fully" & "Best" qualifications tiers and is subcategorized by Well Deck capable vs Non-Well Deck capable to aide in assessment.

### **Core Expectations:**

- Strong leadership with documented sustained superior performance. LCPO/DLCPO commiserate to pay-grade and opportunity.
- Platform Specific Deck Operations PQS qualifications – BMCM/BMCS/BMC candidate on a ship should be qualified through Safety Observer in "ALL" aspects of seamanship for that platform.
- Subject matter expert (SME) level knowledge of "ALL" Deck specific NSTMs, NTPs, and fleet instructions.
- Shall be qualified through 3M Department Head. Documented qualification is considered a "FULLY" qualified category and D3MA is considered "BEST" qualified.
- Strong working knowledge of inspection criteria (INSURV, ATG, NAVSAFECOM, etc.)
- Solid grasp on technical documentation and management. Understanding of all facets of lifecycle maintenance, troubleshooting, ISEA/TWH roles and fleet interface.
- Working knowledge of the following programs:
  - Shipboard Cranes
  - Weight Test/certification
  - MOGAS
  - TSO/DFS
  - Ship's Loading Characteristics Pamphlet (SLCP)
  - ICODES/Load Plans

# **FY-27 ACTIVE DUTY LDO/CWO PRIMARY DISCRETE REQUIREMENTS**

- Wire rope logs
- Amphibious Warfare (AMW)
- CSMP
- Joint Fleet Maintenance Manual (JFFM)
- NATOPS/NAVAIR
- Line logs
- Anchor logs
- Life Rafts
- Shipboard Boat Manager (ex. RIBs)
- Class specific mooring diagrams
- Corrosion Control Program Manager (CCPM)
- FWPs/CWPs
- Quality Assurance
- TORIS TFOM
- Material Handling Equipment (MHE)/Yellow gear.
- Solid understanding of general departmental admin management and the relationship of managing the Watch Team Replacement Plan (WTRP) and Optimized Fleet Response Plan (OFRP). Shall have a solid understanding of SFTRM and CVTRAMAN and the internal shipboard planning cycle (PB4T & PB4M).
- Full understanding of general departmental admin management and the relationship of managing the Watch Team Replacement Plan (WTRP) and OFRP. Shall have a solid understanding of SFTRM and CVTRAMAN and the internal shipboard planning cycle (PB4T & PB4M).
- Has qualified for “ALL” warfare designation/insignias eligible for. If at a command with a Master Training Specialist (MTS) program, qualified within 12 mos, or Afloat Training Specialist (ATS) at an Afloat Training Group (ATG) or qualifying command.
- Documented training team performance, STT member is considered “FULLY” qualified, and any STT leader/coordinator/ assistant coordinator is considered “BEST” qualified.
- Officer equivalent qualifications/and or billets:
  - CONN/OOD UW
  - JOOD
  - CICWO
  - TOPWO

## **Qualifications By Platform:**

# **FY-27 ACTIVE DUTY LDO/CWO PRIMARY DISCRETE REQUIREMENTS**

## **1. Fully Qualified LSD/LPD:**

- Well Deck Control Officer (WDCO).
- Qualified through Crane Safety Observer. Program Manager level knowledge assessed by appraisal board.

## **2. Best Qualified LSD/LPD:**

- WDCO with documented impact on EVALS.
- Debark Control Officer.
- Crane Program Manager or primary assistant to the Ship's Boatswain (BOS'N).
- Helo Control Officer (HCO).
- Flight Deck Officer (FDO).
- MHE Assistant Officer
- Warfare Program Manager/Lead for MOB-S, MOB-A, AMW, and SAR

## **3. Fully Qualified LHD/LHA 8:**

- WDCO
- Qualified through UNREP Safety with expert knowledge on the LHD/LHA fuel delivery system.

## **4. Best Qualified LHD/LHA 8:**

- WDCO with documented impact on EVALS.
- Debark Control Officer.
- All Deck Safety Qualifications
- Warfare Program Manager/Lead for MOB-S, AMW, and SAR

## **5. Fully Qualified DDG/CG/LCS/ESB:**

- FDO
- HCO
- Deck Safety Qualifications

## **6. Best Qualified DDG/CG/LCS/ESB:**

- HCO with documented impact.
- FDO with documented impact.
- JOOD
- Mission Bay Control Officer (LCS)
- Mission Bay Safety Officer (LCS)
- Warfare Program Manager/Lead for MOB-S, MOB-A, and SAR

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## **7. Fully Qualified CVN, LHA 6 & 7:**

- Qualified through UNREP Safety with expert knowledge on the CVN/LHA fuel delivery system.

## **8. Common Highly Desired Quals on non-shipboard platforms:**

### **Fully Qualified:**

- Dockmaster at Port Operations.
- Boat Captain/Mission Commander (MSRON)
- Coxswain with Small Craft Insignia.
- Salvage Officer (BMU/NBU-7)
- Senior Ramp Marshal (BMU/NBU-7)

### **Best Qualified:**

- Port Operations Officer (acting or gapped)
- Craftmaster: LCU, LCAC, INLS, and Tug
- Harbormaster at Port Operations
- Beach Party Team Commander (BMU/NBU-7)
- Patrol Officer (MSRON) with documented impact on EVALS.
- Harbor Pilot

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

# FY-27 ACTIVE DUTY LDO/CWO PRIMARY DISCRETE REQUIREMENTS

## Surface Operations / Operations Technicians (6120 / 7121)

### Core Expectations:

Applicants from Operations Specialist (OS), Sonar Technician (STG), Quartermaster (QM), and Cryptologic Technician (CTT) ratings must demonstrate the following:

- Strong leadership with a history of sustained superior performance.
  - A deep understanding/knowledge in shipboard operations, with proven proficiency in many facets of Combat Information Center (CIC) operations, including training and mission execution.
  - In-depth knowledge of surface, air, undersea, and amphibious mission areas to include application of relevant Tactics Techniques and Procedures (TTPs).
  - Readiness for worldwide assignments and ability to serve as the operational expert
  - On afloat platforms and staff, shore assignments.
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### Qualification Tiers:

#### 1. Fully Qualified Candidates

To be considered **fully qualified**, applicants should meet the following minimum requirements:

- Leadership and Tactical Proficiency:
  - Documented strong leadership, and operational expertise in surface ship operations and CIC functions.
  - Experience managing or executing operations in multiple warfare areas (air surface, undersea, amphibious, and electronic).
  - Documented performance in Tactical Data Links (TDL), and Global Command and Control System – Maritime or Joint (GCCS-M/J) operations
- Proficiency in Operational Planning and Administrative functions:
  - Documented experience supporting operational planning and execution.
  - Documented experience and proficiency with various operational tools (i.e. DRRS-N, MFOM, WEBSKED, PB4T, OPREPs, DIMs, OPTASKs, OPGENs, and JUPITER).
- Desired Qualifications (at least one):
  - Combat Information Center Watch Officer (CICWO)
  - Combat Information Center Watch Supervisor (CICWS)
  - Tactical Data Coordinator (TDC)

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- Common Tactical Picture Manager or Global Command and Control System-Maritime or Joint (CTPM / GCCS-M/J)
- Surface Combat Systems and Operations:
  - Familiarity with shipboard combat systems (i.e. Aegis, SSDS, COMBATSS-21, or ICMS).

## 2. Best Qualified Candidates

Candidates who exceed the minimum requirements and are considered **highly competitive** should have:

- Leadership and Training Expertise:
  - Combat Systems Training Team (CSTT) – Served as Coordinator or Key Team Member.
    - Additional involvement with Integrated Training Team (ITT) or Seamanship Training Team (STT) demonstrates cross functional leadership involvement.
  - Experience as a key leader in ship's scheduling, operations planning, and training execution.
  - Proven ability to execute multi-domain operations at the task force or fleet level.
  - Demonstrated strong performance in designator relevant shore billets, such as Instructor Duty, Afloat Training Groups, Tactical Training Group, SMWDC or SCSTC.
- Multiple Pinnacle Watch Station Qualifications (two or more):
  - Combat Information Center Watch Officer (CICWO)
  - Air Warfare Coordinator, Air Defense Weapons Coordinator (AWC or ADWC)
  - Surface Warfare Coordinator (SUWC)
  - Undersea Warfare Coordinator (USWC or ASWC)
  - Ballistic Missile Defense Officer (BMDO)
  - Tactical Air Control (only one):
    - Air Intercept Controller or Air Intercept Control Supervisor (AIC/AICS) (W16A/W17A)
    - AIC Weapons and Tactics Instructor (WTI) (W27A)
    - Anti-Surface/Submarine Tactical Air Controller (ASTAC) (W18A)
    - ASTAC WTI (W20A)
  - Anti-Submarine Warfare Evaluator (ASWE)
  - Tactical Action Officer (TAO)
    - Special consideration will be given to candidates who have qualified as Tactical Action Officers (TAOs), as it showcases their expertise in combat

# **FY-27 ACTIVE DUTY LDO/CWO PRIMARY DISCRETE REQUIREMENTS**

systems management, tactical/technical decision-making under pressure, and operational leadership.

- Advanced Tactical Expertise (two or more):
  - Documented performance across multiple warfare domains
    - Integrated Air and Missile Defense (IAMD)
      - Air and Missile Defense (AMD)
      - Ballistic Missile Defense (BMD)
    - Surface Warfare (SUW or ASUW)
    - Undersea Warfare (USW or ASW)
    - Amphibious Warfare (Ship to Shore Operations)
      - CIC Boat Control Team Member
  - Naval Surface Fire Support (NSFS)
    - NSFS Team Member
  - Multi-Tactical Data Link Network (MTN) (Operations and Planning)
    - Interface Control Officer (ICO)
  - Tactical Air Control
- Superior Undersea Surveillance Operations (for STG applicants) (one or more):
  - ASW Specialist (V44B)
  - Journeyman Level Acoustic Analyst (709B)
  - USW Supervisor (V47B)
  - AN/SQQ-89A(V)15/(V)15 EC204 USW Combat Systems Journeyman (V56B)
- Breadth of Experience:
  - Candidates with documented superior performance in a variety of warfare areas.

## **Post-Commissioning Assignments:**

Newly commissioned officers can expect to be assigned, but not limited to, key operational roles such as:

- Combat Information Center Officer (CICO)
- Air Defense Officer (ADO)
- Assistant Operations Officer (A-OPS) on CRUDES ships or DESRON/PHIBRON Staffs
- Naval Gunfire Liaison Officer (NGLO)

# **FY-27 ACTIVE DUTY LDO/CWO PRIMARY DISCRETE REQUIREMENTS**

## **Surface Engineering-Repair / Engineering Tech (6130 / 7131)**

### **Core Expectations:**

Applicants from Gas Turbine System Technician (GSE/GSM), Engineman (EN), Machinist's Mate (MM), Electrician's Mate (EM), Damage Controlman (DC), Hull Technician (HT), and Machinery Repairman (MR) ratings must demonstrate the following:

- Proven leadership and sustained superior performance in challenging afloat and ashore engineering environments.
- Deep technical expertise and operational proficiency in shipboard engineering, maintenance, and repair in the designated propulsion platforms (gas turbine, diesel, steam, and hybrid).
- Readiness to serve as the Principal Assistant to the Chief Engineer on CRUDES, AMPHIB, CVN, LCS and MCM platforms.
- Demonstrated ability to lead and manage complex maintenance and material readiness programs across shipboard departments and shore-based repair activities.

### **Qualification Tiers:**

#### **1. Fully Qualified Candidates**

To be considered **fully qualified**, applicants must meet the following baseline requirements:

#### **Watchstanding Leadership and Technical Proficiency:**

- Pinnacle engineering watch station qualification with documented proficiency on a nuclear/conventional steam, diesel, gas turbine or hybrid platform:
  - Engineering Officer of the Watch (EOOW)
  - Readiness Control Officer (RCO)
  - Non-nuclear EOOW (CVN platform)

#### **Career and Programmatic Impact:**

- Documented performance leading engineering division/departments and critical/non-critical programs.
- Broad familiarity with propulsion, auxiliary, electrical, and damage control systems across variety of surface ship platforms.



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## **2. Best Qualified Candidates**

Candidates who exceed baseline requirements and are considered **highly competitive** should have demonstrated exceptional engineering leadership, technical competence, and impact through the following:

### **Watchstanding and Qualification Breath (two or more):**

- Plant Control Officer (PCO)
- Chief of the Watch (CVN Platform)
- Space Supervisor (LHD Platform)
- Ballast Control Officer (AMPHIB platform)
- Propulsion and Auxiliary Control Console (any platform)
- Electrical Plant Control Console (any platform)

### **Key Leadership and Training Roles Experience (two or more):**

- DLCPO, Top Snipe, SGPI, DEI, or MGTI
- Main Space, Divisional, or Work Center LPO/LCPO
- Gas Free Engineer (GFE, GFEA, GFEPO)
- ATG/Force 3M Inspector or ATG Team Leader
- EAA/P Project Officer or Enlisted INSURV Inspector
- Fire Fighting School Field Safety Chief (FSC)
- Master Training Specialist (MTS), Afloat Training Specialist (ATS), or Curriculum Manager (CM)

### **Maintenance, Readiness, and Programmatic Experience (two or more):**

- Documented Managerial Excellence in OFRP Cycle:
  - ETT/DCTT Coordinator or key team member during MOB-E/D training cycle
  - Light-off Assessment (LOA) or INSURV
  - Preventative and Corrective Maintenance (3M programs)
  - Self-sufficiency in organic ship repair and innovation
  - DRS, LOQM, FOQM, DFS, EAARTS, Safety Settings Program Management
  - Watch Team Replacement Plans (WTRP)
  - Engineering Department/Divisional Training Programs
  - Environmental Protection Program Management
- Documented CNO Availability as Coordinator or Assistant during Maintenance Phase
  - Ship's Maintenance and Material Officer (SMMO) or Assistant
  - Project Management Professional (PMP) Certification
  - Lean Six Sigma (Green or Black Belt)

# **FY-27 ACTIVE DUTY LDO/CWO PRIMARY DISCRETE REQUIREMENTS**

## **Quality Assurance and Surface Ship Standards Proficiency (two or more):**

- Qualified in Quality Assurance roles: QAO, QAS, QAI or Planner
- Demonstrated performance in PB4M process and JFMM requirements
- Knowledge of afloat/ashore environmental compliance standards

## **Repair and Intermediate Maintenance Leadership (one or more):**

- RMC Ship Supervisor, Production Shop Supervisor or Code/DIV Supervisor
- FMAA Audit Team Member
- NAMTS JQR qualified (e.g., pump repair, machine shop, electrical, etc.)
- SFIMA leadership billet (CSG/ESG support roles)

## **Additional Considerations:**

Favorable consideration is given to candidates with Navy Enlisted Classifications (NECs) such as Diesel, Gas Turbine, or Steam Plant Inspectors. It is acknowledged that due to assignment requirements, some applicants may have accrued significant shore-based experience at repair facilities or operations staffs and may not have had the opportunity to serve aboard ships.

# **FY-27 ACTIVE DUTY LDO/CWO PRIMARY DISCRETE REQUIREMENTS**

## **Special Warfare Technician (7151)**

Special Warfare Chief Warrant Officers are experienced leaders and recognized tactical and technical experts. They fill a wide variety of roles across Naval Special Warfare (NSW) in the undersea, intelligence and training enterprises. All have achieved and maintain high levels of tactical and technical competency within a broad portfolio of Special Operations activities. SEAL CWO Applicants will be considered for one of two Core Competency Areas (CCA): CORE SKILLS and UNDERSEA. To apply, applicants must possess a Navy Enlisted Classification Code (NEC) that aligns with the CCA. Specifically, CORE SKILLS applicants must hold the O26A (Special Warfare Operator) or O23A (SEAL Delivery Vehicle Operator) NEC. UNDERSEA applicants must hold O23A (SEAL Delivery Vehicle Operator) NEC. All applicants must request a primary CCA and those holding qualifying NECs in more than one field may request a secondary CCA. Applicants will be selected for the CCA they are most qualified to serve.

Special Warfare Chief Warrant Officers from both the CORE SKILLS and UNDERSEA CCAs serve in specially screened and selected positions, filling critical roles for United States Special Operations Command and the Navy. These Officers plan, direct and manage high-risk training events and multi-echelon exercises, assess and advise on combat readiness, and direct personnel in the execution of full spectrum special operations in every environment and every theater. They typically serve as:

- Detachment Officers-in-charge (OICs) and Assistant Officers-in-charge (AOICs)
- Division Officers
- Assistant Department Heads
- Department Heads
- Requirements, Resourcing and Acquisition Officers
- Special Program Managers

Additionally, Special Warfare Chief Warrant Officers in the UNDERSEA CCA are proven experts in undersea operations. These Officers plan, direct and lead both training and operations in the undersea domain. They may also serve as:

- SEAL Delivery Vehicle (SDV) Pilots
- Dry Combat Submersible (DCS) Pilots

When serving in an assignment that affords the opportunity, the best and fully (BFQ) qualified and fully qualified (FQ) applicants will have demonstrated exceptional performance while holding positions and / or possessing qualifications in the following:

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## CCA "A" - CORE SKILLS

CORE SKILLS - CCA "A"	Fully Qualified	Best and Fully Qualified
<b>Basic Requirements</b>		
Possesses either NEC O26A (SEAL) or O23A (SDV Operator)	Have	
<b>Leadership Requirements</b>		
E7 serving or served as an LCPO in a Training, Operations, Staff LCPO OR as a Theater Special Operations Command or Joint Task Force Senior Enlisted Advisor	Have	
E7s, E8s, and E9s who possess the NEC O2XC, having served as a SEAL/SDV/Special Recon Platoon or Troop LCPO OR as a Development Group Team Leader or Assistant Team Leader*		Have
*though the O2XC NEC is not awarded to Development Group Assistant Team Leaders (ATL), for the purposes of this board ATLs should be considered equal to an individual who earned the O2XC NEC.		
<b>Qualifications Requirements</b>		
<b>Basic Qualifications</b>	Have one	Have Multiple
Diving Supervisor		
Static-line Jump Master		
Range Safety Officer (RSO)		
<b>Advanced Critical Qualifications</b>		Have One or More
Advanced Special Operations Techniques (ASOT)		
Joint Terminal Attack Controller		
Master Training Specialist		
<b>Additional Enhancing Qualifications to Consider</b>		Have One of More
Military Freefall Jump Master		
Explosive Breaching RSO		
Fire and Maneuver RSO		
Close Quarters Combat RSO		
Acquisitions Experience		
<u><b>CCA "B" - UNDERSEA</b></u>		

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UNDERSEA - CCA "B"	Fully Qualified	Best and Fully Qualified
<b>Basic Requirements</b>		
Possesses the NEC O23A	Have	
<b>Leadership Requirements</b>		
E7 serving or served as an LCPO in a Training, Operations, Staff LCPO OR as a Theater Special Operations Command or Joint Task Force Senior Enlisted Advisor.	Have	
E7s , E8s, and E9s who possess the NEC O23C, having served as Platoon or Troop LCPO for SEAL Delivery Vehicle (SDV), Dry Combat Submersible (DCS) or Dry Deck Shelter (DDS)		Have
<b>Qualifications Requirements</b>		
<b>Basic Qualifications</b>	Have	
Dive Supervisor		
SDV Dive Supervisor and SDV Mission Specialist <u>OR</u> DCS Mission Specialist		
<b>Advanced Critical Qualifications</b>		Have One or More (ranked in order of desirability)
SDV / DCS Pilot		
SDV Navigator		
Lock In / Out (LIO) Operator		
DCS Supervisor		
<b>Additional Enhancing Qualifications to Consider</b>		
Acquisitions experience		Have One or More
Unmanned Systems (UxS) Pilot		
Master Training Specialist		
Static-Line Jump Master		
Military Freefall Jump Master		
Explosive Breaching RSO		
Fire and Maneuver RSO		
Close Quarters Combat RSO		
Advanced Special Operations Techniques		

# FY-27 ACTIVE DUTY LDO/CWO PRIMARY DISCRETE REQUIREMENTS

## Special Warfare Combat Crewman (7171)

Special Warfare Combat Crewman (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:

- SBT Boat Troop Chief Warrant Officers (Division Officer)
- Training Division Officer in Charge (Assistant Department Head)
- Requirements Officers (Assistant Department Head)
- Training Headquarters Assistant Officer in Charge (Department Head)
- Operations Officer (Department Head)

When serving in an assignment that affords the opportunity, the best and fully (BFQ) qualified and fully qualified (FQ) applicants will have demonstrated exceptional performance while holding positions and / or possessing qualifications in the following:

### Specific Qualification Requirements

	Fully Qualified	Best and Fully Qualified
<b>Basic Requirements</b>		
Possesses the NEC O52A	Have	
Qualified as a Patrol Officer / SWCC Master	Have	
<b>Leadership Requirements</b>		
E7s , E8s, and E9s who possess the NEC O52C, having served and deployed as an LCPO for ONE of the following detachments: Combatant Craft Assault, Combat and Craft Medium, Combatant Craft Heavy, Special Operations Craft Riverine, Naval Special Warfare Development Group Team Element LCPO, Non-Standard Maritime, Patrol Boat Light.		Have

Fully Qualified	Best and Fully Qualified
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# **FY-27 ACTIVE DUTY LDO/CWO PRIMARY DISCRETE REQUIREMENTS**

## **Qualifications Requirements**

Have One or  
More

### **Advanced Qualifications**

Master Training Specialist  
Joint Terminal Attack Controller (JTAC)  
Helicopter Rope Suspension Technique (HRST)  
Master  
Static-Line Jump Master  
Free Fall Jump Master  
Special Operations Tactical Medic  
UxS Pilot  
Acquisitions Experience

# **FY-27 ACTIVE DUTY LDO/CWO PRIMARY DISCRETE REQUIREMENTS**

## **Surface Electronics / Electronics Technician (6180 / 7181)**

Applicants (listed in alphabetical order) from Electronics Technicians (ET), Fire Controlman (FC), Fire Controlman Aegis Weapons Systems (FCA), Gunner's Mate (GM), Interior Communications Electrician (IC), Mineman (MN) and Surface Sonar Technician (STG) ratings must understand and demonstrate the following:

- The Surface Electronics LDO and CWO designators are sea intensive.
- Must have documented strong leadership in day-to-day maintenance and operations of Surface Combat Systems, Operations, or Weapons both afloat and ashore.
- Readiness for worldwide assignments and ability to serve as Systems Test Officer (STO), Electronics Material Officer (EMO) or CVN Division Officers (CS5, CS7, CS8, CS9) billets on ships for their first and second tours. These tours contribute to professional development as future Combat Systems Officers, Weapons Officers, or Maintenance Officers who will serve across multiple warfare enterprises afloat and ashore within the Command, Control, Communications, Computers, Combat Systems and Intelligence (C5I) realm.

Of note, CTs with significant electronic warfare equipment (e.g., SLQ-32, etc.) maintenance / repair experience may also be considered for selection.

### **Qualification Tiers:**

#### **1. Fully Qualified Candidates**

To be considered **fully qualified**, applicants should meet the following **minimum requirements** as normal sea/shore rotations permit:

- Administration of Maintenance and Material Management (3M) Program, qualified to Work Center Supervisor (WCS)
- Documented in rate technical expert
- Combat Systems Officer of the Watch (CSOOW)
- Combat Systems Training Team (CSTT) Coordinator or Key Team Member
- Ship, shore and expeditionary equipment/systems operability, interoperability, systems of systems hosted and connected capabilities, supporting program management, and preventive and corrective maintenance fundamentals, standards, and procedures
- Tactical and Technical Scenario Development
- Combat Systems Watch Team Development



# **FY-27 ACTIVE DUTY LDO/CWO PRIMARY DISCRETE REQUIREMENTS**

## **2. Best Qualified Candidates**

Best qualified candidates are considered **highly competitive**. To be considered best qualified, applicants will **exceed the fully qualified/minimum requirements** and should have:

- Administration of Maintenance and Material Management (3M) Program, qualified to LCPO/Division Officer (DIVO).
- Combat Systems Training Team (CSTT) Coordinator or Key Team Leader
- Combat Information Center Watch Officer (CICWO)

Applicants should be well-rounded, possessing subject matter expertise in multiple valued technical skill areas:

### **Electronics Technicians (ET) applicants:**

- Interior Communications, Exterior Communications, and Space Support Systems
- Navigation, RADAR, IFF, and Air Traffic Control Systems
- Ballistic Missile Defense (BMD) (CRUDES Sailors)
- Micro and Miniature (2M) and Fiber Optics Repair Programs
- Magazine Sprinkling and Deluge Systems (CSOOW familiar)
- General Purpose Electrical/Electronic Test Equipment and/or Calibration Management
- Combat Systems Operational Sequencing System (CSOSS)
- Technical Manual Publications and Advanced Technical Information Support (ATIS)
- RADHAZ, EMC, EMSO Management
- Naval Special Warfare and Expeditionary Communications
- Ground Electronics Maintenance
- Tactical Communications

### **Fire Controlman (FC) applicants:**

- AEGIS and Non-AEGIS Surface Missile/Gun Fire Control systems, such as Ship's Self Defense Systems (SSDS)
- Arms, Ammunition, and Explosives (AA&E) Logistics, Security, and Maintenance
- Ammunition Qualification/Certification Board Member
- Ballistic Missile Defense (BMD)
- Micro and Miniature (2M) and Fiber Optics Repair Programs
- Magazine Sprinkling and Deluge Systems
- General Purpose Electrical/Electronic Test Equipment and/or Calibration Management
- Combat Systems Operational Sequencing System (CSOSS)

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- Combat System Doctrine Development
- Operation and Maintenance of Small Arms and Crew Served Weapons
- Technical Manual Publications and Advanced Technical Information Support (ATIS)
- RADHAZ, EMC, EMSO Management (CSOOW familiar)
- Navy Munitions Command Operations and Maintenance
- Tactical Communications
- Ordnance Information Systems

## **Fire Controlman Aegis Weapons Systems (FCA) applicants:**

- AEGIS and Non-AEGIS Surface Missile/Gun Fire Control systems, such as Ship's Self Defense Systems (SSDS)
- Ballistic Missile Defense (BMD)
- Micro and Miniature (2M) and Fiber Optics Repair Programs
- Magazine Sprinkling and Deluge Systems (CSOOW familiar)
- General Purpose Electrical/Electronic Test Equipment and/or Calibration Management
- Combat Systems Operational Sequencing System (CSOSS)
- Combat System Doctrine Development
- Technical Manual Publications and Advanced Technical Information Support (ATIS)
- RADHAZ, EMC, EMSO Management
- Tactical Communications

## **Gunner's Mate (GM) applicants:**

- Arms, Ammunition, and Explosives (AA&E) Logistics, Security, and Maintenance
- Ammunition Qualification/Certification Board Member
- Ballistic Missile Defense (BMD) (CRUDES Sailors)
- Magazine Sprinkling and Deluge Systems
- General Purpose Electrical/Electronic Test Equipment and/or Calibration Management
- Combat Systems Operational Sequencing System (CSOSS)
- Mining, Mine Counter Operations, and Environmental Sensing Systems
- Operation and Maintenance of Small Arms and Crew Served Weapons
- Technical Manual Publications and Advanced Technical Information Support (ATIS)
- RADHAZ, EMC, EMSO Management (CSOOW familiar)
- Navy Munitions Command Operations and Maintenance
- Ordnance Information Systems

# **FY-27 ACTIVE DUTY LDO/CWO PRIMARY DISCRETE REQUIREMENTS**

## **Interior Communications Electrician (IC) applicants:**

- Interior Communications, Exterior Communications, and Space Support Systems
- Ballistic Missile Defense (BMD) (CRUDES Sailors)
- Micro and Miniature (2M) and Fiber Optics Repair Programs
- Magazine Sprinkling and Deluge Systems (CSOOW familiar)
- General Purpose Electrical/Electronic Test Equipment and/or Calibration Management
- Combat Systems Operational Sequencing System (CSOSS)
- Technical Manual Publications and Advanced Technical Information Support (ATIS)
- RADHAZ, EMC, EMSO Management (CSOOW familiar)

## **Mineman (MN) applicants:**

- Arms, Ammunition, and Explosives (AA&E) Logistics, Security, and Maintenance
- Ammunition Qualification/Certification Board Member
- Magazine Sprinkling and Deluge Systems
- General Purpose Electrical/Electronic Test Equipment and/or Calibration Management
- Combat Systems Operational Sequencing System (CSOSS)
- Personnel, Manpower and Training (PMT)
- Mining, Mine Counter Operations, and Environmental Sensing Systems
- Operation and Maintenance of Small Arms and Crew Served Weapons
- Technical Manual Publications and Advanced Technical Information Support (ATIS)
- Navy Munitions Command Operations and Maintenance
- Ordnance Information Systems

## **Surface Sonar Technician (STG) applicants:**

- SONAR, Tactical data, Automated Data Processing, and Computing Systems
- Arms, Ammunition, and Explosives (AA&E) Logistics, Security, and Maintenance
- Ammunition Qualification/Certification Board Member
- Ballistic Missile Defense (BMD) (CRUDES Sailors)
- Micro and Miniature (2M) and Fiber Optics Repair Programs
- Magazine Sprinkling and Deluge Systems
- General Purpose Electrical/Electronic Test Equipment and/or Calibration Management
- Combat Systems Operational Sequencing System (CSOSS)
- Mining, Mine Counter Operations, and Environmental Sensing Systems
- Operation and Maintenance of Small Arms and Crew Served Weapons
- Technical Manual Publications and Advanced Technical Information Support (ATIS)

# **FY-27 ACTIVE DUTY LDO/CWO PRIMARY DISCRETE REQUIREMENTS**

- RADHAZ, EMC, EMSO Management (CSOOW familiar)
- Navy Munitions Command Operations and Maintenance
- Ordnance Information Systems

**Favorable consideration should also be given to those applicants who have qualified one or more of the following:**

- Combat Systems Coordinator (CSC)
- Air Warfare Coordinator (AWC) or equivalent qualification
- Surface Warfare Coordinator (SUWC)
- Anti-Submarine Warfare Coordinator (ASWC)
- Electronic Warfare or equivalent qualification
- Combat Systems Repair Officer (CSRO)
- LCS Combat Systems Manager (CSM)
- LCS Readiness Control Officer (RCO)
- AA&E Quality Assurance Safety Officer (QASO)
- Master Training Specialist / Afloat Training Specialist
- Antiterrorism Tactical Watch Officer (ATTWO)
- Gun Liaison Officer (GLO)

# FY-27 ACTIVE DUTY LDO/CWO PRIMARY DISCRETE REQUIREMENTS

Objective is to select applicants that are technically, operationally and administratively proven while demonstrating **Sustained Superior Performance** (i.e. Consistent Hard/Soft evaluation breakouts; above RSCA etc.) in increased levels of technical management within their specialty.

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

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## **Submarine Engineering Repair (6230)**

### **Core Expectations:**

Applicants from Engineman (EN), Machinist's Mate Auxiliary (MMA), Machinist's Mate (MM), Gas Turbine System Technician (GSE/GSM), Electrician's Mate (EM), Hull Technician (HT), Damage Controlman (DC), and Machinery Repairman (MR) ratings must demonstrate the following:

- Strong leadership with a history of sustained superior performance.
- In-depth knowledge of Submarine/Undersea maintenance repair at the organizational and intermediate level.
- Extensive knowledge in Deep Submergence System (DSS) - Scope of certification (SOC) and/or SUBSAFE Quality assurance programs
- Readiness for worldwide assignments and ability to serve as the operational expert on subsurface platforms and staff, shore assignments.

### **Qualification Tiers:**

#### **1. Fully Qualified Candidates**

To be considered **fully qualified**, applicants should meet the following minimum requirements:

- **Leadership and Maintenance Experience:**
  - Documented strong leadership and maintenance experience in submarine/undersea repair.
  - Experience in managing or executing organizational and intermediate level submarine/undersea repairs.

# FY-27 ACTIVE DUTY LDO/CWO PRIMARY DISCRETE REQUIREMENTS

- **Proficiency in Maintenance Planning and Administrative functions:**
  - Documented experience in organizational or intermediate level maintenance planning and execution.
  - Documented experience in SUBSAFE or DSS-SOC quality assurance programs and administrations.
- **Desired Qualifications:**
  - **Submarine:** PILOT, Diving Officer of the Watch (DOOW), Mission Watch Supervisor, Quality Assurance Supervisor (QAS) or Quality Assurance inspector (QAI).
  - **Surface:** Command Duty Officer (CDO) or Engineering Officer of the Watch (EOOW).
  - **Expeditionary:** Surface Support Officer in Charge (SSOIC), CDO, Repair Duty Officer (RDO), Repair Duty Chief (RDC), QAS, SEAL Delivery Vehicle Supervisor or Dry Combat Submersible Maintenance Supervisor.
  - **Shore:** CDO, RDO, RDC, Undersea Rescue Command (URC) Rescue Officer (E-7 or above when assigned), Ship Superintendent, Master training specialist (MTS) or QAS.

## 2. Best Qualified Candidates

Candidates who exceed the minimum requirements and are considered **highly competitive** should have:

- **Leadership and Maintenance Experience:**
  - Served as Division Leading Petty Officer or Leading Chief Petty Officer for at least 18 months.
  - Experience in SUBSAFE or DSS-SOC corrective maintenance at the intermediate level.
  - Proven ability to plan, coordinate and execute submarine maintenance availabilities.
  - Demonstrated strong performance in designator relevant shore billets, such as instructor Duty, Performance Monitoring Team (PMT), or Intermediate Maintenance Activities (IMA).

# **FY-27 ACTIVE DUTY LDO/CWO PRIMARY DISCRETE REQUIREMENTS**

- **Multiple Pinnacle Watch Station Qualifications (two or more):**
  - **Submarine:** PILOT, DOOW, Mission Watch Supervisor or QAS.
  - **Surface:** CDO.
  - **Expeditionary:** SSOIC, CDO, RDO, QAS, SEAL Delivery Vehicle Supervisor, or Dry Combat Submersible Maintenance Supervisor.
  - **Shore:** CDO, RDO, URC Rescue Officer, MTS, or AQAO.
- **Breadth of Experience:**
  - Candidates with documented superior performance in a variety of undersea maintenance repair (Submarine Tenders, IMA/IMF, NSW, URC, Special Projects).

## **Post-Commissioning Assignments:**

Newly commissioned officers can expect to be assigned, but not limited to, key operational roles such as:

- **Maintenance Officer**
- **Staff Material Officer**
- **Quality Assurance Officer** at Naval Special Warfare Commands
- **Docking Officer**

# FY-27 ACTIVE DUTY LDO/CWO PRIMARY DISCRETE REQUIREMENTS

## Submarine Ordnance (6260)

### Core Expectations:

Applicants (listed in alphabetical order) from Fire Control Technician (FT), Fire Controlman (FC), Gunner's Mate (GM), Mineman (MN), Missile Technician (MT), Sonar Technician (Submarines) (STS), and Torpedoman's Mate (TM) ratings must demonstrate the following:

- Documented strong leadership, and operational expertise in submarine operations.
- A deep understanding/knowledge in submarine operations, with proven proficiency in many facets of submarine ordnance operations, including training, certification, mission execution, accounting, and testing.
- In-depth knowledge of nuclear and conventional weapons mission areas to include storage, handling, function, and employment.
- Readiness for worldwide assignments and ability to serve as the operational expert on afloat platforms and staff, shore assignments.

### Qualification Tiers:

#### 1. Fully Qualified Candidates

To be considered **fully qualified**, applicants will meet the following **minimum requirements** as normal sea/shore rotations permit:

- **Leadership and Technical Expertise:**
  - Sustained superior performance at sea.
  - Experience managing or executing operations with nuclear and/or conventional weapons and associated support subsystems.
- **Qualifications:**
  - Senior in-rate watch station.
  - Quality Assurance/Safety Observer (QASO).

#### 2. Best Qualified Candidates

Best qualified candidates are considered **highly competitive**. To be considered best qualified, applicants will **exceed the fully qualified/minimum requirements** and should have:



# **FY-27 ACTIVE DUTY LDO/CWO PRIMARY DISCRETE REQUIREMENTS**

- **Leadership and Command/Mission Involvement:**
  - Major command collateral duties:
    - Command Career Counselor
    - Command Drug and Alcohol Program Advisor
    - Command Fitness Leader
  - Documented ordnance centric formal schools/education.
- **Multiple Pinnacle Watch Station Qualifications (two or more):**
  - Chief of the Watch
  - Duty Chief Petty Officer
  - Command Duty Officer (Ashore)
  - Strategic Weapons Duty Officer
  - Master Training Specialist
  - Pilot/Co-Pilot
  - Diving Officer of the Watch
- **Proficiency in Operational Planning and Administrative functions:**
  - Conventional ordnance qualification/certification program management.
  - Ordnance accountability programs. (one or more)
    - Ordnance Information System (OIS)
      - ❖ OIS-Wholesale
      - ❖ OIS-Retail
    - Defense Integration and Management of Nuclear Data Services (DIAMONDS) and/or DIAMONDS Next-Gen (DNG)
  - Antiterrorism and Force Protection (ATFP)/Physical Security.
- **Advanced Expertise (two or more):**
  - Flight Test Operations
    - Demonstration and Shakedown Operations (DASO)
    - Commander's Evaluation Test (CET)
    - In-tube conversion (ITC)
    - Launch Instrumentation Supervisor (INST-1)
  - Nuclear Weapons Surety (Safety and Security)
  - Weapons handling and Intermediate Maintenance Activity (IMA) weapons repair assignments.
  - Weapons system sustainment, development, and acquisition assignments.
  - Unmanned Underwater Vehicle and/or special payloads.

# **FY-27 ACTIVE DUTY LDO/CWO PRIMARY DISCRETE REQUIREMENTS**

- **Leadership Roles** (listed in ascending order of precedence):
  - Leading Petty Officer
  - Leading Chief Petty Officer
  - Department Leading Chief Petty Officer (SWSMC, WDEA, etc.)
  - Senior Enlisted Advisor/Leader
  - Chief of the Boat
  - Division Officer (Enlisted personnel performing officer responsibilities is a significant indicator of performance after commissioning.)
- **Breadth of Experience:**
  - Candidates with documented superior performance with a variety of ordnance types and submarine platforms.
  - Normal shore duty rotations can vary for each applicant based on source rating. Applicants should have demonstrated their ability to lead in operational roles by successfully completing tours at-sea and various assignments ashore. Examples include submarine/submarine tenders, Strategic Weapons Facilities, submarine torpedo production facilities, DIRSSP, program management offices, Naval Ordnance Test Unit, Naval Undersea Warfare Center, instructor duty, submarine readiness squadrons, and major command staffs.

## **Post-Commissioning Assignments:**

Newly commissioned 6260 LDOs will be expected to supervise, train, and direct subordinate personnel in submarine/submarine tender operations and in the maintenance of submarine ordnance weapons systems. Officers can expect to be assigned, but not limited to, key operational roles such as:

- SSBN Assistant Weapons Officer
- Submarine Tender Division Officer
- Strategic Weapons Facility Division Officer
- Naval Undersea Warfare Center
- Defense Threat Reduction Agency
- Naval Ordnance Test Unit

# FY-27 ACTIVE DUTY LDO/CWO PRIMARY DISCRETE REQUIREMENTS

## Submarine Electronics (6280)

### Core Expectations:

Applicants must have a background in the field of Non-Propulsion Electronics Systems (NPES). They assist in the operational (6280) 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.

NOTE: The ITS-COMMS and ITS-EW ratings split in 2024 to ITR (Radio), ITN (Network), and ITE (Electronic Warfare). The ITR and ITN career path for LDO is 6290, where ITE is 6280.

Technical expertise of the below list of systems is typically based on source rating. Upon commissioning a 6280 will serve in roles at maintenance facilities and Electronic Material Officers at Squadron that will develop knowledge on all systems listed below:

- AN/BQQ-10 Sonar (STS)
- BYG-1 Fire Control (FT)
- RLGN and Voyage Management System (VMS) (ETV / FT)
- AN/BLQ-10 Electronic Warfare Suite (ITE)
- BPS Radar Systems (ETV)
- Common Submarine Radio Room (CSRR)
- Submarine periscope/photronics systems, and/or Submarine Warfare Federated Tactical Systems (SWFTS) (ETV, FT, STS)

### Qualification Tiers:

**1. Fully Qualified Candidates:** Applicants that are considered **FULLY QUALIFIED** with documented leadership experience in current and previous billets, demonstrated competency in the field of electronics, qualified Chief of the Watch (COW) (688\SSBN\SSGN), Duty Chief Petty Officer (DCPO) (688\SSBN\SSGN\VCAL), Maintenance 302 or higher and completed senior in rate qualifications listed below:

- **ETV:** Quartermaster of the Watch (QMOW), NAVSUP (ALL CLASSES) and NAVCENTER Supervisor (SSBN Only)

# FY-27 ACTIVE DUTY LDO/CWO PRIMARY DISCRETE REQUIREMENTS

- **STS:** Sonar Supervisor
- **FT:** Fire Control Technician of the Watch (FTOW)
- **ITE:** EW Operator and EW Analyst

## 2. Best Qualified Candidates

Candidates who exceed the minimum requirements and are considered **highly competitive**. Applicants that are considered **BEST QUALIFIED** if:

- Meet the FULLY QUALIFIED standard, and are qualified PILOT (VCAL) or Diving officer of the Watch (688\SSBN\SSGN), or Repair Duty Officer at a RMC/Tender and maintenance 304 or higher.
- Have a history of sustained superior performance defined as a majority of their Individual Trait Averages ABOVE RSCA.

Applicants who served or have served in Chief of Naval Operations (CNO) 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.

Special Projects equivalent watch stations include:

- Detachment Undersea Research and Development (UR&D):
  - **FULLY QUALIFIED:** STBD Tethered Management System (TMS), OR ROV Pilot, OR Port Payload (PPHL), or Mission Navigation Watch, OR EES1 Technician.
  - **BEST QUALIFIED** if they meet the FULLY QUALIFIED standard AND are qualified:
    - Mission Duty Chief (MMP DCPO) (E6 and above), Mission Watch Supervisor (E7 and above), Mission Control Officer (MCO) or Research Duty Officer (Equivalent to Ships Duty Officer for Multi-Mission Platform systems and work controls) (Watches stood by LDOs)
- Detachment TRITON:
  - **FULLY QUALIFIED** if they have served as Cadre Leading Petty Officers (LPO) or Leading Chief Petty Officer (LCPO).
  - **BEST QUALIFIED** if they meet the FULLY QUALIFIED standard AND are Mission Control Officer (MCO)
- Detachment POSEIDON:

# **FY-27 ACTIVE DUTY LDO/CWO PRIMARY DISCRETE REQUIREMENTS**

- **FULLY QUALIFIED** if they have served as Cadre LPO or LCPO and are qualified Mission Watch Supervisor (MWS) formerly Project Watch Supervisor (PWS) (E-6).
  - **BEST QUALIFIED** if they meet the FULLY QUALIFIED standard AND are Mission Control Officer (MCO) (E-7).
- UIC 45242, 60162, and 60163:
  - **FULLY QUALIFIED** if they have served as a LPO or LCPO and qualified their UUV senior inrate watch of UUV Specialist and Command Duty Officer (CDO) (Ship's DCPO equivalent) (E-7).
  - **BEST QUALIFIED** status should be given if they are qualified the following: Mission Control Officer (MCO) (COW equivalent) (E-7) and Command Duty Officer (Ship's DCPO equivalent) (E-7).
- UIC 4000Y:
  - **FULLY QUALIFIED** if they have served as an LPO or LCPO and qualified their UUV senior inrate watch of UUV Pilot and Command Duty Officer (CDO) (Ship's DCPO equivalent) (E7).
  - **BEST QUALIFIED** status should be given if they are qualified for the following: Command and Control Watch Officer (C2WO) (COW equivalent) (E7), and Command Duty Officer (Ship's DCPO equivalent) (E8).
- A First Class Petty Officer qualified Diving Officer of the Watch (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 watch stations of equal importance.
- Accordingly, the candidate should have senior shore duty qualifications completed (e.g. Master Training Specialist (MTS)).

# **FY-27 ACTIVE DUTY LDO/CWO PRIMARY DISCRETE REQUIREMENTS**

## **Submarine Communications (6290)**

Upon commissioning, the officer will be worldwide assignable and must be able to act independently and have a strong background in all areas of Information Warfare (IW), Command and Control (C2), Nuclear Command, Control and Communications (NC3), Resilient Command and Control (RC2), COMSEC, CYBER & Information Assurance. 6290 Limited Duty Officer's (LDOs) will be the SME on the waterfront or advise senior officers on a major submarine force staff.

### **Qualification Tiers:**

#### **1. Fully qualified applicants:**

- The candidate should have completed all senior in rate qualifications as well as senior at sea watch stations. At a minimum, the 6290 candidates will be qualified as listed below:
  - Radio Supervisor - SSBN
  - Radioman of the Watch - SSN/SSGN
  - Chief of the Watch (COW) or PILOT

#### **2. Best qualified applicants:**

- 6290 is an off-ramp designator for the 1820 Information Warfare community. Best qualified candidates shall have successfully demonstrated their ability to LEAD in operational leadership roles such as LPO/LCPO within communications and networking divisions/departments.
- Normal shore duty rotations can illustrate diversity by successfully completing tours at training commands, Submarine Group staffs, Submarine Squadrons, Submarine Type Commander Staffs and Operational Shore at forward deployed locations or as part of COMSUBLANT, COMSUBPAC, CTF 74, or CTF 69 Broadcast Control Authority (BCA) staffs. The candidate should have senior qualifications completed on shore duty such as Master Training Specialist (MTS) and BCA Communications Watch Officer (CWO) if the opportunity was available. Superior performance in special projects or SPECWAR units is also of value to the community provided the candidate already meets best and fully qualified criterion.
- Best qualified candidates will have completed undergraduate/graduate degrees or have obtained a minimum of 60 college credits as indicated on an official transcript

NOTE: The ITS-COMMS and ITS-EW ratings split in 2024 to ITR (Radio), ITN (Network), and ITE (Electronic Warfare). The ITR and ITN career path for LDO is 6290, where ITE is 6280.

# FY-27 ACTIVE DUTY LDO/CWO PRIMARY DISCRETE REQUIREMENTS

Objective is to select applicants that are technically, operationally and administratively proven while demonstrating **Sustained Superior Performance** (i.e. Consistent Hard/Soft evaluation breakouts; above RSCA etc.) in increased levels of technical management within their specialty.

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

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## Diving Officer (7201)

Diving Officers are the commissioned leadership authority in dive-enabled operations. Serving as technical experts who lead complex peacetime and combat-related diving missions at sea and ashore, they oversee underwater ship husbandry, salvage, special warfare, and undersea research and development missions while utilizing significant operational and technical experience to safely execute high-risk operations. Diving Officers are proficient in the maintenance, repair, transportation, administration, operation, and supervision of all diving equipment and methods.

### Qualification Tiers:

#### 1. Fully qualified applicants:

- Completed no less than three tours as a Navy Diver, including assignments to:
  - At least one underwater ship husbandry unit, e.g. Submarine Tender, Regional Maintenance Center or detachment, Naval Shipyard or detachment, Trident Refit Facility, Ship Repair Facility or detachment or Naval Submarine Support Facility and at least one dive-capable Navy Expeditionary Combat Command, Naval Special Warfare Command or United States Marine Corps unit.
- Hold the First Class Diver (M1DV, formerly 5342) Navy Enlisted Classification (NEC) code.
- Attained Diving Warfare Specialist (DWS) qualification as a First Class Diver (NEC M1DV).
- Passed the written Master Diver Course Pretest administered by Naval Diving and Salvage Training Center.
- Attained the highest possible Diving Supervisor qualification at the current duty station
  - Applicants assigned to their current duty station for less than twelve months and/or currently assigned to a non-diving billet (e.g. Enlisted Community Manager, Detailer, staff, etc) must have attained the highest possible Diving Supervisor qualification at the previous opportunity.

# **FY-27 ACTIVE DUTY LDO/CWO PRIMARY DISCRETE REQUIREMENTS**

## **2. Best qualified applicants:**

- Hold the Master Diver (MMDV, formerly 5341) NEC code
- Demonstrated sustained superior performance as a Leading Chief Petty Officer
- Demonstrated supervisory-level proficiency and technical expertise at sea and ashore



# **FY-27 ACTIVE DUTY LDO/CWO PRIMARY DISCRETE REQUIREMENTS**

## **Submarine Ordnance Technician (7261)**

### **Core Expectations**

Applicants from Fire Controlman (FC), Gunner's Mate (GM), Mineman (MN), Fire Control Technician (FT), Sonar Technician (Submarines) (STS), Missile Technician (MT), and Torpedoman's Mate (TM) ratings must demonstrate the following:

- Documented sustained superior performance at sea, and operational expertise in submarine operations.
- A deep understanding/knowledge in submarine operations, with proven proficiency in many facets of submarine ordnance operations, including training, certification, mission execution, accounting, and testing.
- In-depth knowledge of nuclear and conventional weapons mission areas to include storage, handling, function, and employment.
- Readiness for worldwide assignments and ability to serve as the operational expert on afloat platforms and staff, shore assignments.

### **Qualification Tiers:**

#### **1. Fully Qualified Candidates**

To be considered **fully qualified**, applicants will meet the following **minimum requirements**:

- **Leadership and Technical Expertise:**
  - Sustained superior performance at sea as a Leading Chief Petty Officer (LCPO).
  - Experience managing or executing operations with nuclear and/or conventional weapons and associated support subsystems.
- **Qualifications:**
  - All senior in-rate qualifications.
  - Duty Chief Petty Officer (DCPO) (FT/TM/STS required/others optional)
  - Strategic Weapons Duty Officer (SWDO) (MT required/others optional)
  - Quality Assurance / Safety Observer (QASO)
  - Shore Duty Qualifications (as available)
    - Command Duty Officer (CDO)
    - Master Training Specialist (MTS)
    - Quality Assurance Specialist (QAI) at Torpedo Intermediate Maintenance Facility (IMA).

# FY-27 ACTIVE DUTY LDO/CWO PRIMARY DISCRETE REQUIREMENTS

## 2. Best Qualified Candidates

Best qualified candidates are considered **highly competitive**. To be considered best qualified, applicants will **exceed the fully qualified/minimum requirements** and should have:

- **Leadership Roles at Sea** (listed in ascending order of precedence):
  - Leading Chief Petty Officer
  - Department Leading Chief Petty Officer (SWSMC, WDEA, etc.)
  - Qualified Chief of the Boat
  - Served/Serving Chief of the Boat
- **Pinnacle Watch Station Qualifications:**
  - Diving Officer of the Watch (DOOW) / Pilot (Submerged)
  - Contact Manager (Surfaced and/or Submerged)
  - Nuclear Weapons Handling Supervisor (NWHS)
  - Strategic Weapons Facility Command Duty Officer
  - Strategic Weapons Facility Wharf Duty Officer
  - Afloat Nuclear Weapons Inspector
- **Proficiency in Operational Planning and Administrative functions:**
  - Conventional ordnance qualification/certification program management.
  - Ordnance accountability programs. (one or more)
    - Ordnance Information System (OIS)
      - ❖ OIS-Wholesale
      - ❖ OIS-Retail
    - Defense Integration and Management of Nuclear Data Services (DIAMONDS) and/or DIAMONDS Next-Gen (DNG)
  - Antiterrorism and Force Protection (ATFP)/Physical Security.
- **Advanced Expertise** (two or more):
  - Flight Test Operations
    - Demonstration and Shakedown Operations (DASO)
    - (Follow-on) Commander's Evaluation Test (CET/FCET)
    - In-tube conversion (ITC)
    - Launch Instrumentation Supervisor (INST-1)
    - Tomahawk and/or Harpoon Test Flight Program
  - Nuclear Weapons Surety (Safety and Security)
  - Weapons handling and Intermediate Maintenance Activity (IMA) weapons repair assignments.
  - Weapons system sustainment, development, and acquisition assignments.
  - Mine assembly and maintenance.

# **FY-27 ACTIVE DUTY LDO/CWO PRIMARY DISCRETE REQUIREMENTS**

- Unmanned Underwater Vehicle and/or special payloads.
- **Documented ordnance centric formal schools/education.**
- **Breadth of Experience:**
  - Candidates with documented superior performance with a variety of ordnance types and submarine platforms.
  - Normal shore duty rotations can vary for each applicant based on source rating. Applicants should have demonstrated their ability to lead in operational roles by successfully completing tours at sea and various assignments ashore. Examples include submarine/submarine tenders, Strategic Weapons Facilities, submarine torpedo production facilities, DIRSSP, program management offices, Naval Ordnance Test Unit, Naval Undersea Warfare Center, instructor duty, submarine readiness squadrons, and major command staffs.

## **Post-Commissioning Assignments**

Newly commissioned 7261 CWOs will lead and supervise teams in the areas of Submarine Ordnance and Special Weapons Programs supporting the Submarine Forces and Director Strategic Systems Programs (DIRSSP). Officers can expect to be assigned, but not limited to, key operational roles such as:

- Submarine Tender Division Officer
- Strategic Weapons Facility Division Officer
- Conventional Ordnance Facilities
- Major Staff Commands (SUBRON, SUBGRU, TYCOM, DIRSSP)

# **FY-27 ACTIVE DUTY LDO/CWO PRIMARY DISCRETE REQUIREMENTS**

## **Acoustic Technician (7281)**

Acoustic Technicians are the Navy's commissioned technical leadership authority in the Integrated Undersea Surveillance System (IUSS) enterprise with a core focus on acoustic analysis. Serving within IUSS as technical experts, they are directly responsible for the training, planning, system utilization, and directing of multi-national acousticians to operate and monitor a wide variety of fixed, mobile, and deployable sensors. Acoustic Technicians are relied on to utilize significant operational and technical experience in acoustic analysis to provide national, international and theater commanders 24/7 acoustic cueing worldwide. They are proficient in the domestic and international TUSW environments, acoustic analysis, a variety of TUSW capabilities, IUSS/TUSW reporting and administration, operation, and supervision of all TUSW methods employed by the United States Navy and our Allies.

Applicants selected for Acoustic Technician shall be from Sonar Technician (STG, STS) and Aviation Warfare (AWO, AWR) ratings, with a documented high degree of acoustic analytical skill and demonstrated leadership. Ideal candidates should be recognized as expert acousticians and possess requisite knowledge and experience of Fleet ASW platforms and/or the Integrated Undersea Surveillance System (IUSS). Due to the nature of some IUSS billets superior candidates will have a record of sustained superior performance, documented leadership, and able to lead forward deployed detachments independently under arduous conditions.

### **Qualification Tiers:**

#### **1. Fully qualified applicants:**

- Completed a supervisory tour in IUSS, submarines, sonar-equipped surface vessels, Squadron/DESRON SONAR man, or aircraft and hold one or more of the following NECs/qualifications:
  - ASW Specialist V44B (0417)
  - Master Sonar Technician (Submarines) T42A (0501) NECs
  - IUSS Journeyman 715B (0551)
  - Journeyman Level Acoustic Analyst 709B (0450)
  - Journeyman Surface Ship USW Supervisor V47B (0466)
  - AN/SQQ-89A(V) 15 Sonar Supervisor V56B (0527)
  - DAARTS (Diversified Acoustic Analysis Response Training Supervisor)
  - P-8A Acoustic Systems Specialist Aircrewman G07A
- Favorable consideration should be given to STG/STSs deployed in the 6th and/or 7th fleet AORs onboard SSN/CRUDES, with documented superior acoustic and operational experience as Sonar Supervisor.
- Demonstrated sustained superior performance as a Leading Chief Petty Officer

# **FY-27 ACTIVE DUTY LDO/CWO PRIMARY DISCRETE REQUIREMENTS**

- For STS applicants' favorable consideration should be given to applicants who have qualified
  - Dive and/or Pilot
  - Contact Coordinator
- For STG applicants' favorable consideration should be given to those who have qualified
  - SUWC
  - ASWC
  - CICWO
  - AAWC

## **2. Best qualified applicants:**

- IUSS experience, including assignments to:
  - TUSC LANT/PAC, Navy Data Command or Commander Undersea Surveillance.  
/and/
    - Been designated as a USL04 assessor/signer or Lead Analyst Qualified (Prior to 2016)
- Hold the IUSS Master 712B (0507) and IUSS Surveillance Towed Array Sensor System (SURTASS) Mission Commander (SMC) V59B (0553) NECs or qualified Tactical Coordinator (Shore).
- STG/STS without an IUSS tour but have Qualified as Acoustic Intelligence Specialist 708B (0416)

Please ensure you conduct a full record review when verifying an applicant demonstrated Acoustic Analysis skillset. Due to career progression, some applicants will demonstrate their aptitude for acoustic analysis early to mid-career and may be billeted after into more managerial or programmatic billets to meet the needs of the Navy.

- Upon commissioning selected applicants will be assigned to Theatre Undersea Surveillance Commands (PAC/LANT), Naval Data Command, Commander Undersea Surveillance (RBC (FUSION)/DET Orion), and SURTASS Vessels (TAGOS19/23 or E) as Acoustic Watch Officers or SURTASS Mission Commanders to supervise and direct acousticians with the end goal of achieving a Master Analyst Designation. Acoustic Technicians also serve at: Submarine learning centers (SLF/TTF), major staff commands (CUS), and on IUSS Type Commander (TYCOM) staff.

# FY-27 ACTIVE DUTY LDO/CWO PRIMARY DISCRETE REQUIREMENTS

Objective is to select applicants that are technically, operationally and administratively proven while demonstrating **Sustained Superior Performance** (i.e. Consistent Hard/Soft evaluation breakouts; above RSCA etc.) in increased levels of technical management within their specialty.

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

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## Aviation Deck (6310)

### Core Expectations

The objective is to select the best-qualified applicants, proven leaders, and sustained superior performers with the skillset and subject matter expertise in Organizational and or Intermediate level maintenance. Qualifications and experience should be from CVN (NIMITZ and FORD)/LHD/A classes of ships. Due considerations should be given to Sailors with experience from other surface combatants that are air capable platforms as applicable. Due to the technical diversity of the Aviation Boatswain source rates, emphasis should be placed on demonstrated technical competency and leadership at sea, in an operational or maintenance availability status, with primary and secondary assignments. Favorable consideration should be based on progression of qualifications and documented usage in the following areas:

### **ABE (Equipment)**

Only Aviation Boatswains Mate Equipment (ABE) are allowed the serve as Aircraft Launch and Recover Equipment Maintenance Officers (ALRE MO).

### Billet and Qualification Matrix

This section distinguishes **Fully Qualified (FQ)** from **Best Fully Qualified (BFQ)** candidates.

Position/Qualification	FQ (Minimum Standard)	BFQ (Top-Tier Candidate)
Maintenance Control Sup/CPO		X <sup>1</sup>
Maintenance Control LPO		X <sup>1,5</sup>
Quality Assurance Supervisor (QAS)		X <sup>1</sup>
Quality Assurance Inspector		X <sup>1,5</sup>
Catapult LPO/CPO	Catapult Captain (317) <sup>2</sup>	X <sup>2</sup>
Arresting Gear LPO/CPO	Arresting Gear PO (310) <sup>2</sup>	X <sup>2</sup>

# FY-27 ACTIVE DUTY LDO/CWO PRIMARY DISCRETE REQUIREMENTS

Position/Qualification	FQ (Minimum Standard)	BFQ (Top-Tier Candidate)
Advanced Arresting Gear (AAG) LPO/CPO (FORD)	AAG PO (311) <sup>2</sup>	X <sup>2</sup>
Electro-Magnetic Aircraft Launching System LPO/CPO (EMALS) (FORD)	EMALS Supervisor (313) <sup>2</sup>	X <sup>2</sup>
3M PMS Warfare Qualification	3M 303 W/C Primary	3M 304 or Higher Primary and Secondary
In Port Deck Watches	JOOD/OOD	Senior Enlisted Section Leader
Air Depart Training Team (ADTT)	X <sup>4</sup>	X <sup>4</sup>
Damage Control Training Team (DCTT)	X <sup>4</sup>	X <sup>4</sup>
ALRE Maintenance Officer		X <sup>3</sup>
Master Training Specialist (MTS)	X*	X*

“X1 = Candidates should have demonstrated skills to manage flight operations and maintenance of ALRE systems at sea.”

“X2 = Candidates are expected to be either fully Catapult or Arresting Gear qualified on NIMITZ CL and EMALS or AAG qualified on FORD CL.”

“X3 = New PQS qualification requirement controlled by LANT/PAC Force ALRE MO. Candidates with this qualification should be considered BFQ. Not many candidates will have this qual.”

“X4 = ADTT or DCTT is acceptable.”

“X5 = Candidate should have served as Work center LPO prior to this billet.”

“X\* = expected if billet was available.”

## ABF (Fuels)

### Billet and Qualification Matrix

This section distinguishes **Fully Qualified (FQ)** from **Best Fully Qualified (BFQ)** candidates.

Position/Qualification	FQ (Minimum Standard)	BFQ (Top-Tier Candidate)
Maintenance Control CPO	X	X <sup>3</sup>
Below Decks LPO/CPO	Below Decks Sup (318) <sup>2</sup>	X <sup>3</sup>
Flight Deck LPO/CPO	Flight Deck Sup (317) <sup>2</sup>	X <sup>3</sup>
Division Supervisor		X <sup>1</sup>
Quality Assurance Sup	QAS (308)	X

# FY-27 ACTIVE DUTY LDO/CWO PRIMARY DISCRETE REQUIREMENTS

Position/Qualification	FQ (Minimum Standard)	BFQ (Top-Tier Candidate)
3M PMS	3M 303 W/C	3M 304 or Higher
Warfare Qualification	Primary	Primary and Secondary
In Port Deck Watches	JOOD/OOD	Senior Enlisted Section Leader
Training Team (ADTT)	X <sup>4</sup>	X <sup>4</sup>
Master Training Specialist (MTS)	X*	X*

“X<sup>1</sup> = It is the most desired Fuel System Qual. Candidate should still be considered BFQ without it if they meet the Below Decks Sup and Flight Deck Sup requirements”.

“X<sup>2</sup> = Give candidates with this qual serious consideration for BFQ based on their proximity to completing Division Supervisor”

“X<sup>3</sup> = Candidates should have demonstrated skills to manage flight operations and maintenance of Fuel systems at sea

“X<sup>4</sup> = ADTT or DCTT or ITT is acceptable.”

“X\* = expected if billet was available”

## ABH Handling

### Billet and Qualification Matrix

This section distinguishes **Fully Qualified (FQ)** from **Best Fully Qualified (BFQ)** candidates.

Position/Qualification	FQ (Minimum Standard)	BFQ (Top-Tier Candidate)
Flight Deck Chief (321)	X	X <sup>1</sup>
Flight Deck Caller (320)	X	X <sup>1</sup>
Crash and Salvage		X <sup>2</sup>
3M PMS	3M 303 W/C	3M 304 or Higher
Warfare Qualification	Primary	Primary and Secondary
In Port Deck Watches	JOOD/OOD	Senior Enlisted Section Leader
Training Teams	X <sup>3</sup>	X <sup>3</sup>
Master Training Specialist (MTS)	X*	X*

“X<sup>1</sup> = Candidates should have document usage to skills for this qualification support flight operation underway.”

“X<sup>2</sup> = Candidates should be working towards qualifying in Crash and Salvage.”

“X<sup>3</sup> = ADTT or DCTT or ITT is acceptable.”



# **FY-27 ACTIVE DUTY LDO/CWO PRIMARY DISCRETE REQUIREMENTS**

## **Post-Commissioning Assignments:**

Newly commissioned officers can expect to be assigned, but not limited to, key operational roles at SEA such as:

- Crash and Salvage Officer (Air BOS'N) (CVN/LHD/LHA)
- Aviation Fuels Officer (Fuels BOS'N) (CVN/LHD/LHA)
- Aircraft Launch and Recovery Equipment Maintenance Officer (CVN)

# FY-27 ACTIVE DUTY LDO/CWO PRIMARY DISCRETE REQUIREMENTS

## Aviation Maintenance (6330)

The 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 programs, processes, practices and procedures within their platform/community and aircraft maintenance rating.

If serving in an assignment that affords the opportunity<sup>1</sup>, the best of the fully (BFQ) qualified and fully qualified (FQ) applicants will have demonstrated exceptional performance while holding positions and or certifications in the following:

	<b>Fully Qualified</b>	<b>Best of the Fully Qualified</b>
1. Maintenance Control Supervisor/LPO/LCPO	Have <sup>1</sup>	O and I level
2. Authorized to release aircraft Safe for Flight	Have <sup>1,2,3</sup>	Usage
3. FRC/AIMD Main Production Control	Have <sup>1</sup>	Usage <sup>3</sup>
4. Flight Deck Coordinator (FDC)		Have
5. Line Division LPO/LCPO		Have
6. Division Leading Petty Officer (LPO)/Leading CPO (LCPO)		Have
7. Quality Assurance Representative	Have	Full Systems
8. Work Center Supervisor	Have	Multiple W/C
9. Phase Coordinator/F-18 Aircraft Crew Lead		Have
10. Detachment LPO/LCPO		Have
11. Collateral Duty Quality Assurance Representative (CDQAR)	Have	Multiple W/C
12. Warfare Qualification primary and/or secondary	Primary	+Secondary
13. Master Training Specialist (MTS) - earned 8MTS NEC and qualified within 24 months from date of assignment to an instructor billet.		Have <sup>1</sup>
14. Lean/Six Sigma Green Belt Certification - (Only available at Intermediate/Depot Level Maintenance activities (AIMD/FRC))	Have	

**1. Opportunity:** BFQ is the top selection criterion, then FQ. BFQ applicants will have demonstrated a commitment to maximizing qualification opportunities within their current and prior billets. Multiple Type/Model/Series, work center, and out-of-rate maintenance qualifications are valued.

**2. Safe for Flight (SFF):** BFQ will have documented evidence of usage. Applicants who achieved SFF qualification for a period exceeding 90 days from the application package date are

# **FY-27 ACTIVE DUTY LDO/CWO PRIMARY DISCRETE REQUIREMENTS**

considered fully qualified with the following exceptions: Technical Directive Program Managers qualified SFF, and ratings other than AD, AE, AM, AO, and AT (DEMOT) are required to have documented usage.

**3. Usage:** BFQ applicants will have evaluations that quantify how their qualifications contributed to the mission. Specific qualification use examples over time are highly valued for BFQ. A specific minimum frequency for LDO fully qualified applicants is not required except for non-DEMOT rates.

Applicants who are selected for LDO can be detailed to AIMDs aboard ships (CVNs, LHAs, LHDs), any Type/Model/Series aviation platform. Fleet Readiness Centers (FRCs) and various staffs. Members will be expected to perform in various officer billets such as Material Control Officer (MCO), Quality Assurance Officer (QAO), Maintenance/Material Control Officer (MMCO) and Assistant Maintenance Officer (AMO). This list is not all inclusive.

# FY-27 ACTIVE DUTY LDO/CWO PRIMARY DISCRETE REQUIREMENTS

## Aviation Ordnance (6360)

### Core Expectations

Applicants are expected to demonstrate technical competency while directing and supervising aviation ordnance processes and performing program management tasks within their platform/community. Aviation Ordnance LDO Applicants will be considered based on achievement of billets and qualifications during their enlisted career path. Fully qualified applicants will be highly experienced E-6 and above who have demonstrated:

- **Leadership:** Documented results leading ordnance departments, divisions, branches, and teams.
- **Technical Expertise:** Documented and proven ordnance knowledge with sustained superior performance.
- **Ordnance Operations Proficiency:** Execution of day-to-day ordnance operations prioritizing explosive excellence and safety.
- **Deployability and Versatility:** Preparedness for worldwide assignments and ability to serve as a subject matter expert and operational leader in diverse environments.
- **Sustained Superior Performance:** At each and every duty assignment.

### MANDATORY Requirements (Must Meet One or Both)

Requirement	Description
Conventional Ordnance Qual/Cert Board Member	At <b>Sea or Shore</b> with documented usage. Demonstrates ability to train Sailors and manage an ordnance program.
Division LPO at Sea	Designated and <b>documented</b> with <b>usage</b> in actual operational environment. Must show leadership and ability to manage ordnance operations.

### Billet and Qualification Matrix

This section distinguishes **Fully Qualified (FQ)** from **Best Fully Qualified (BFQ)** candidates with the opportunity. “(All)” = Qualification can be achieved on a tour on Ships, Squadrons and Shore commands.

# FY-27 ACTIVE DUTY LDO/CWO PRIMARY DISCRETE REQUIREMENTS

<b>Position/Qualification</b>	<b>FQ (Minimum Standard)</b>	<b>BFQ (Top-Tier Candidate)</b>
Quality Assurance/Safety Observer (QASO)	Have	Board Member (All)
Work Center Leading Petty Officer	Have	W/C 230/G-Divisions (ship)
Department/Division/Production LCPO	Have	Have
Department/Division/Production LPO	Have	Have
Weapons Duty Officer	Have	Have (Ship and Shore)
Officer of the Deck (OOD) (In Port)	Have	Documented usage (Ship)
Warfare Qualification(s)	Have	AW/SW (both)
QA Experience	Have	Full-Systems QAR/QAS (All)
Instructor	Have	Master Training Specialist
3M Work Center Supervisor	Have	Division Officer (Ship)
Afloat Training Team Member- WTT	Have	Have
Collateral Duty Inspector (CDI)	Have	Multiple TMS (Squadron)

## **Career-Enhancing Assignments**

**These aren't mandatory, but they set the best candidates apart:**

- TYCOM billet assignment (AIRPAC/AIRLANT)
- TYPEWING Experience
- FDNF Tour
- CNATTU/NATTC/WEAPONS SCHOOL
- Ordnance Program Manager (Command Qual/Cert, NOMP AWCAP, AA&S)
- Aviation Maintenance/Production Chief (770B/8800)

## **Consideration**

Various type/model/series readiness recovery efforts as well as changes to enlisted advancement (Billet Based Advancement, Command Advance to Position, and Senior Enlisted Marketplace) may have prevented a qualified Sailor from achieving diversity in billet assignments. The inability to achieve a discreet requirement associated with a platform that they never served in, should not be viewed negatively.

Applicants who are selected for LDO will be detailed to any Type/Model/Series aviation platform, aboard ships (CVNs, LHAs, and LHDs), on shore at Naval Munitions Command (NMCs), and various staff billets managing ordnance logistics, stowage, assembly/disassembly,

## **FY-27 ACTIVE DUTY LDO/CWO PRIMARY DISCRETE REQUIREMENTS**

loading/downloading, and transportation of various types of aviation ordnance and associated equipment. Selectees will be expected to perform in various positions such as Air Gunner (CVN), Ordnance Handling Officer (LHA/LHD), Squadron Gunner, OIC/AOIC (NMC). This list is not all-inclusive.

# FY-27 ACTIVE DUTY LDO/CWO PRIMARY DISCRETE REQUIREMENTS

## Air Traffic Control (6390)

Air Traffic Control Officers are recognized experts in aviation and airspace matters. They coordinate regularly with external agencies to ensure the safe and efficient flow of air traffic and preserve airspace. New accession officers are detailed to Naval Air Stations and CVN assignments where the ability to stand alone as the technical expert is essential. Air Traffic Control is a shore-intensive rate, and the best candidates may have only one (1) sea tour.

### 1. Fully Qualified Candidates

To be considered a fully qualified 6390 candidate, applicants must demonstrate sustained superior performance and technical expertise by earning **a minimum of two designations** from the following list (Acceptable combinations include two of the same designation or any mix of two from the list provided):

- Amphibious Air Traffic Control Center (AATCC) Supervisor
- Case III Carrier Air Traffic Control Center (CATCC) Supervisor
- Facility Watch Supervisor (FWS)
- Master Training Specialist
- Tactical Air Control Center (TACC) Supervisor

### 2. Best Qualified Candidates

To be considered best and fully qualified, 6390 candidates will exemplify outstanding capabilities and achievements in leadership roles in addition to the mandatory selection criteria listed above, demonstrating excellence in at least one of the following areas (alphabetical order):

- |                                       |  |
|---------------------------------------|--|
| 1. AATCC Chief                        | 5. Course Supervisor/Instructor Supervisor |
| 2. Airspace Chief                     | 6. Radar Chief                             |
| 3. CATCC Chief                        | 7. TACC Chief                              |
| 4. Class IV Facility Watch Supervisor | 8. Tower Chief                             |
| • NAS Fallon                          | 9. Training Chief                          |
| • NAS Key West                        |  |
| • NAS Kingsville                      |  |
| • NAS Meridian                        |  |
| • NAS Oceana                          |  |
| • NAS Patuxent River                  |  |
| • NB Ventura County                   |  |
| • NAS Whidbey Island                  |  |

# FY-27 ACTIVE DUTY LDO/CWO PRIMARY DISCRETE REQUIREMENTS

Objective is to select applicants that are technically, operationally and administratively proven while demonstrating **Sustained Superior Performance** (i.e. Consistent Hard/Soft evaluation breakouts; above RSCA etc.) in increased levels of technical management within their specialty.

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

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## Aviation Boatswain (7311)

### Core Expectations

The objective is to select the best-qualified applicants, proven leaders, and sustained superior performers with the skillset and subject matter expertise in Organizational and or Intermediate level maintenance. Qualifications and experience should be from CVN (NIMITZ and FORD)/LHD/A classes of ships. Due considerations should be given to Sailors with experience from other surface combatants that are air capable platforms as applicable. Due to the technical diversity of the Aviation Boatswain source rates, emphasis should be placed on demonstrated technical competency and leadership at sea, in an operational or maintenance availability status, with primary and secondary assignments. Favorable consideration should be based on progression of qualifications and documented usage in the following areas:

### **ABE (Equipment):**

Only Aviation Boatswains Mate Equipment (ABE) are allowed the serve as Aircraft Launch and Recover Equipment Maintenance Officers (ALRE MO).

### Billet and Qualification Matrix

This section distinguishes **Fully Qualified (FQ)** from **Best Fully Qualified (BFQ)** candidates.

Position/Qualification	FQ (Minimum Standard)	BFQ (Top-Tier Candidate)
Maintenance Control Sup/CPO		X <sup>1</sup>
Quality Assurance Supervisor (QAS)		X <sup>1</sup>
Catapult CPO	Catapult Captain (317) <sup>2</sup>	X <sup>2</sup>
Arresting Gear CPO	Arresting Gear PO (310) <sup>2</sup>	X <sup>2</sup>
Advanced Arresting Gear (AAG) CPO (FORD)	AAG PO (311) <sup>2</sup>	X <sup>2</sup>



# FY-27 ACTIVE DUTY LDO/CWO PRIMARY DISCRETE REQUIREMENTS

Position/Qualification	FQ (Minimum Standard)	BFQ (Top-Tier Candidate)
Electro-Magnetic Aircraft Launching System CPO (EMALS) (FORD)	EMALS Supervisor (313) <sup>2</sup>	X <sup>2</sup>
Maintenance Support CPO	X	X
3M PMS	3M 303 W/C	3M 304 or Higher
Warfare Qualification	Primary	Primary and Secondary
In Port Deck Watches	JOOD/OOD	Senior Enlisted Section Leader (SESL)
Training Team	X <sup>4</sup>	X <sup>4</sup>
Damage Control Training Team (DCTT)	X <sup>4</sup>	X <sup>4</sup>
ALRE Maintenance Officer		X <sup>3</sup>
Master Training Specialist (MTS)	X*	X*

“X<sup>1</sup> = Candidates should have demonstrated skills to manage flight operations and maintenance of ALRE systems.”

“X<sup>2</sup> = Candidates are expected to be either fully Catapult or Arresting Gear qualified on NIMITZ CL and EMALS or AAG qualified on FORD CL

“X<sup>3</sup> = New PQS qualification requirement controlled by LANT/PAC Force ALRE MO.

Candidates with this qualification should be considered the top BFQ. Not many candidates will have this qual ”

“X<sup>4</sup> = ADTT or DCTT or ITT is acceptable.”

“X\* = expected if billet was available.”

## ABF (Fuels)

### Billet and Qualification Matrix

This section distinguishes **Fully Qualified (FQ)** from **Best Fully Qualified (BFQ)** candidates.

Position/Qualification	FQ (Minimum Standard)	BFQ (Top-Tier Candidate)
Maintenance Control CPO	X	X <sup>3</sup>
Below Decks CPO	Below Decks Sup (318) <sup>2</sup>	X <sup>2,3</sup>
Flight Deck CPO	Flight Deck Sup (317) <sup>2</sup>	X <sup>2,3</sup>
Division Supervisor		X <sup>1</sup>
Quality Assurance Sup	QAS (308)	X
3M PMS	3M 303 W/C	3M 304 or Higher
Warfare Qualification	Primary	Primary and Secondary

# FY-27 ACTIVE DUTY LDO/CWO PRIMARY DISCRETE REQUIREMENTS

Position/Qualification	FQ (Minimum Standard)	BFQ (Top-Tier Candidate)
In Port Deck Watches	JOOD/OOD	Senior Enlisted Section Leader
Training Team (ADTT)	X <sup>4</sup>	X <sup>4</sup>
Master Training Specialist (MTS)	X*	X*

“X<sup>1</sup> = It is the most desired Fuel System Qual. Candidate should still be considered BFQ without it if they meet the Below Decks Sup and Flight Deck Sup requirements”.  
 “X<sup>2</sup> = Give candidates with this qual serious consideration for BFQ based on their proximity to completing Division Supervisor”  
 “X<sup>3</sup> = Candidates should have demonstrated skills to manage flight operations and maintenance of ALRE systems at sea  
 “X<sup>4</sup> = ADTT or DCTT or ITT is acceptable.”  
 “X\* = expected if billet was available”

## ABH Handling

### Billet and Qualification Matrix

This section distinguishes **Fully Qualified (FQ)** from **Best Fully Qualified (BFQ)** candidates.

Position/Qualification	FQ (Minimum Standard)	BFQ (Top-Tier Candidate)
Crash and Salvage Chief (327)		X <sup>1</sup>
Flight Deck Chief (321)	X	X <sup>1</sup>
Flight Deck Caller (320)	X	X <sup>1,2</sup>
3M PMS	3M 303 W/C	3M 304 or Higher
Warfare Qualification	Primary	Primary and Secondary
In Port Deck Watches	JOOD/OOD	Senior Enlisted Section Leader
Training Teams	X <sup>3</sup>	X <sup>3</sup>
Master Training Specialist (MTS)	X*	X*

“X<sup>1</sup> = Candidates should have document usage to skills for this qualification support flight operation underway.”  
 “X<sup>2</sup> = Candidates with (320) in addition to Crash and Salvage Chief (320) should be considered BFQ  
 “X<sup>3</sup> = ADTT or DCTT or ITT is acceptable.”

# **FY-27 ACTIVE DUTY LDO/CWO PRIMARY DISCRETE REQUIREMENTS**

## **Post-Commissioning Assignments:**

Newly commissioned officers can expect to be assigned, but not limited to, key operational roles at SEA such as:

- Crash and Salvage Officer (Air BOS'N) (CVN/LHD/LHA)
- Aviation Fuels Officer (Fuels BOS'N) (CVN/LHD/LHA)

# **FY-27 ACTIVE DUTY LDO/CWO PRIMARY DISCRETE REQUIREMENTS**

## **Aviation Operations Technician (7321)**

Aviation Operations Technicians are Master Aircrewmembers, aeronautically designated technical leaders who come from diverse backgrounds as Naval Aircrew in rotary and fixed wing aircraft communities. These officers have extensive knowledge in air operations supporting Anti-Submarine Warfare (ASW), Anti-Surface Warfare (ASuW), Command and Control (C2), Intelligence Surveillance and Reconnaissance (ISR), Search and Rescue (SAR), Special Operations Forces (SOF) support and Logistics. Applicants selected for AVOPS Technicians will serve in three distinct leadership capacities:

- Afloat as a Staff Air Operations Officer in the roles of Helicopter Element Coordinator (HEC), Electronic Warfare Officer (EWO), and Maritime Intelligence, Surveillance and Reconnaissance (MISR) on a Carrier Strike Group (CSG) Staff, executing Warfare Coordinator duties directing daily efforts throughout a dispersed CSG in a variety of maritime environments.
- Afloat in CVN Combat Direction Center (CDC) primarily as the CVN ASW Officer, with a secondary requirement of earning the Tactical Action Officer (TAO) watch qualification. Additional duties consist of providing technical leadership to the Carrier Tactical Support Center (CV-TSC), directing daily air ASW, ASuW, and MISR operations in defense of the Carrier Strike Group.
- Ashore as leadership of a Tactical Operations Control Squadron (TOCRON) Detachment (previously Mobile Tactical Operations Center [MTOC]) leading expeditionary, mobile command and control teams supporting worldwide P-8 and MQ-4 operations from fixed and austere sites.

**Fully Qualified** candidates will have documented Sustained Superior Performance within their primary community (HSM/HSC/HM/VP/VPU/VQ/VUP/VR/VRC/VRM). Due to variety of scope between different Aircrew ratings, “Fully Qualified” applicants will have two or more of the listed primary assignments and expected qualifications.

Primary assignments:

- Department Leading Chief Petty Officer
- Detachment Leading Chief Petty Officer (TOCRON Det/CVW/VQ/NIOC Det/SRT Det/TACAMO)
- FRS Instructor
- Weapons School (HSC/HSM/MPRWS/NAWDC)
- Special Reconnaissance Team (SRT)
- CT rating - prior assignment in an aviation command is required

# FY-27 ACTIVE DUTY LDO/CWO PRIMARY DISCRETE REQUIREMENTS

## Expected Qualifications:

- Instructor tour with Master Training Specialist (MTS) qualification
- Task Group Watch Officer (TacMobile)
- Aircraft Carrier Tactical Support Center (CV-TSC) Watch Officer/Supervisor
- Special Reconnaissance Team (SRT) UAS Operator
- Airborne Communications Supervisor (AWV)
- ACTC/TMTC Level 400 qualified (positional instructor qualified)
- NATOPS Instructor / Evaluator
- Mission Payload Operator
- Airborne Mine Countermeasure (AMCM)
- CT rating - required to hold either NEC C06A, C06B, or 802A
- CT rating - qualified Naval Air Warfare Specialist (NAWS) and Naval Information Warfare Specialist (NIWS), while assigned to an aviation command

**Best and Fully Qualified** candidates will meet the requirements for Fully Qualified and will have obtained one or more of these additional qualifications.

- Weapons and Tactics Instructor (WTI/SWTI/MISR) ACTC Level 500
- UAS Instructor or UAS Mission Commander
- Safe-for Flight (SFF) Qualified with usage
- Full Systems Quality Assurance Representatives (FSQAR) with usage
- Airborne Cryptologic Direct Support Element (ACDSE) Supervisor
- Telemetry Manager
- Battle Watch Captain/Battle Watch Officer

# FY-27 ACTIVE DUTY LDO/CWO PRIMARY DISCRETE REQUIREMENTS

## Aviation Maintenance Technician (733X)

### Core Expectations

The objective is to select the best-qualified applicants, proven leaders, and sustained superior performers with the skillset and subject matter expertise in Organizational and or Intermediate level maintenance. Aviation Maintenance CWO Applicants will be considered based on achievement of billets and qualifications during their E5 through E9 enlisted career path. Fully qualified applicants will be highly experienced E-7 and above who have demonstrated:

- **Leadership:** Documented results leading maintenance departments, teams, and operations.
- **Technical Expertise:** Proven maintenance practices, platforms, and logistics knowledge.
- **Maintenance Operations Proficiency:** Commanding execution of day-to-day maintenance operations and procedures, prioritizing readiness across multiple work centers and ratings.
- **Breadth of Experience:** Experience across sea, shore, expeditionary, and deployable commands, reflecting adaptability and mission versatility.
- **Deployability and Versatility:** Preparedness for worldwide assignments and ability to serve as a subject matter expert and operational leader in diverse environments.
- **Sustained Superior Performance:** On a natural sea/shore flow without tour extensions.

### MANDATORY Requirements (Must Meet One or Both)

Requirement	Description
Safe for Flight (SFF)	Designated with <b>documented usage</b> in actual operations. Must show leadership and ability to manage flight-line readiness.
I-Level Production Control Qualified	At FRC or AIMD, with documented usage. Demonstrates ability to manage intermediate-level repair and production.

### Billet and Qualification Matrix

This section distinguishes **Fully Qualified (FQ)** from **Best Fully Qualified (BFQ)** candidates.

<u>Position/Qualification</u>	<u>FQ (Minimum Standard)</u>	<u>BFQ (Top-Tier Candidate)</u>
Maintenance Control Sup/MMCPO (O/I Level)	Have*	Both (O and I level)
Safe for Flight (SFF) with documented usage	Have*	Across multiple TMS
FRC/AIMD Main PC(Note 1)	Have*	Documented usage
Quality Assurance Supervisor (QAS)	Have*	Have

# FY-27 ACTIVE DUTY LDO/CWO PRIMARY DISCRETE REQUIREMENTS

<u>Position/Qualification</u>	<u>FQ (Minimum Standard)</u>	<u>BFQ (Top-Tier Candidate)</u>
Detachment LPO/LCPO (Deployed)	Have*	Have
FDC/FLC (Deployed)	Have*	Have
Line LCPO/LPO	Have*	Have
Quality Assurance LPO	Have*	Have
Quality Assurance Representative (QAR)	Have*	Multiple W/Cs
Warfare Qualification	Primary	Primary + Secondary
Master Training Specialist (MTS)	Have*	Have
Lean/Six Sigma GB (AIMD/FRC only)	Have*	Have

“Have\*” = expected if the billet was available.

“Note 1”- Divisional or Satellite PC is not a substitute/equal

## Career-Enhancing Assignments

**These aren't mandatory, but they set the best candidates apart:**

- AMMT Inspector (TYCOM)
- TYPEWING Maintenance Assessor/Class Desk Rep/Naval Safety Command
- FRS Maintenance Control Maintenance Control Sup/acting MMCPO
- Government Flight Reps/CORs
- Aviation Maintenance/Production Chief (770B/8800)
- O/I-level experience across sea/shore, with no tour extensions

## Post-Selection Expectations

Applicants who are selected for CWO will be detailed to any Type/Model/Series aviation platform, AIMDs aboard ships (CVNs, LHAs, and LHDs), Fleet Readiness Centers (FRCs), and various staff. Members will be expected to perform in various officer billets such as Material Control Officer (MCO), Quality Assurance Officer (QAO), Maintenance/Material Control Officer (MMCO), and Assistant Maintenance Officer (AMO). This list is not all-inclusive.

# FY-27 ACTIVE DUTY LDO/CWO PRIMARY DISCRETE REQUIREMENTS

## Aviation Ordnance Technician (7361)

### Core Expectations

Applicants are expected to demonstrate technical competency while directing and supervising aviation ordnance processes and performing program management tasks within their platform/community. Aviation Ordnance CWO Applicants will be considered based on achievement of billets and qualifications throughout their E-1- E9 enlisted career path. Fully qualified applicants will be highly experienced E-7 and above who have demonstrated:

- **Leadership:** Documented results leading ordnance departments, divisions, branches, and teams.
- **Technical Expertise:** Documented and proven ordnance knowledge with sustained superior performance.
- **Ordnance Operations Proficiency:** Execution of day-to-day ordnance operations prioritizing explosive excellence and safety.
- **Deployability and Versatility:** Preparedness for worldwide assignments and ability to serve as a subject matter expert and operational leader in diverse environments.
- **Sustained Superior Performance:** At each and every duty assignment.

### MANDATORY Requirements (Must Meet One or Both)

#### Requirement:

#### Description:

**Conventional Ordnance Qual/Cert Board Member**

At **Sea or Shore** with documented usage. Demonstrates ability to train Sailors and manage an ordnance program.

**Division CPO at Sea**

Designated and **documented** with **usage** in actual operational environment. Must show leadership and ability to manage ordnance operations.

### Billet and Qualification Matrix

This section distinguishes **Fully Qualified (FQ)** from **Best Fully Qualified (BFQ)** candidates with the opportunity. “(All)” = Qualification(s) can be achieved during tours on Ships, in Squadrons and on Shore duty.



# FY-27 ACTIVE DUTY LDO/CWO PRIMARY DISCRETE REQUIREMENTS

<u>Position/Qualification</u>	<u>FQ (Minimum Standard)</u>	<u>BFQ (Top-Tier Candidate)</u>
Quality Assurance/Safety Observer (QA/SO)	Have	Board Member (All)
Department/Division/Production LCPO	Have	Have (All)
Weapons Duty Officer	Have	Have (Ship and Shore)
Officer of the Deck (OOD) (In Port)	Have	Documented usage (Ship)
QA Experience	Have	Full-Systems QAR/QAS (All)
Instructor	Have	Master Training Specialist
3M Work Center Supervisor	Have	Division Officer (Ship)
Weapons Training Team Member (WTT)	Have	Have
Collateral Duty Inspector (CDI)	Have	Multiple TMS (Squadron)

## Career-Enhancing Assignments

**These aren't mandatory, but they set the best candidates apart:**

- TYCOM billet assignment (AIRPAC/AIRLANT)
- TYPEWING Experience
- FDNF Tour
- CNATTU/NATTC/WEAPONS SCHOOL
- Ordnance Program Manager (Command Qual/Cert, NOMP AWCAP, AA&S)
- Aviation Maintenance/Production Chief (770B/8800)

## Consideration

Various type/model/series readiness recovery efforts as well as changes to enlisted advancement (Billet Based Advancement, Command Advance to Position, and Senior Enlisted Marketplace) may have prevented a qualified Sailor from achieving diversity in billet assignments. The inability to achieve a discreet requirement associated with a platform that they never served in, should not be viewed negatively.

# **FY-27 ACTIVE DUTY LDO/CWO PRIMARY DISCRETE REQUIREMENTS**

## **Post-Selection Expectations**

Applicants who are selected for CWO will be detailed to any Type/Model/Series aviation platform, aboard ships (CVNs, LHAs, and LHDs), on shore at Naval Munitions Command (NMCs), and various staff billets managing ordnance logistics, stowage, assembly/disassembly, loading/downloading, and transportation of various types of aviation ordnance and associated equipment. Selectees will be expected to perform in various positions such as Air Gunner (CVN), Ordnance Handling Officer (LHA/LHD), Squadron Gunner, OIC/AOIC (NMC). This list is not all-inclusive.

# FY-27 ACTIVE DUTY LDO/CWO PRIMARY DISCRETE REQUIREMENTS

Objective is to select applicants that are technically, operationally and administratively proven while demonstrating **Sustained Superior Performance** (i.e. Consistent Hard/Soft evaluation breakouts; above RSCA etc.) in increased levels of technical management within their specialty.

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

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## **Administration (6410)**

Applicants should be operationally and administratively proven while performing in positions of increased leadership and responsibility. Applicants will have demonstrated strong adaptability and a level of experience and maturity that indicates a positive potential for success as an officer. New accession officers will be world-wide assignable as they will be detailed according to the needs of the Navy. The core work of the 641X community aligns to the source ratings of Personnel Specialist (PS), Yeoman (YN(S)), Navy Counselor (NC), and Legalman (LN).

The best and fully qualified applicants **will have** documented sustained superior performance in each assignment while demonstrating keen knowledge, managerial skills, technical expertise, and proficiency in the following:

- Administrative functions (correspondence, awards, performance evaluations, directives management, task management, and protocol), including leadership of administrative offices at sea or ashore (ship's secretary, administrative Leading Chief Petty Officer/Leading Petty Officer).
- Pay and personnel functions and systems, at sea with commands holding their own ADSN, ashore at a PSD/RSC/TSC, and/or as a Command Pay and Personnel Administrator (791F (formerly A16A) NEC).
- Proficiency in permanent change of station/temporary duty processing procedures to include travel claim review/processing.
- Demonstrated knowledge of the Navy Enlisted Advancement System (NEAS), including participation in preparations, administration, and execution of NWAE testing cycles.
- Experience with organization-level planning, policies and programs.

The best and fully qualified applicants **may** also have documented sustained superior performance in each assignment while demonstrating keen knowledge, managerial skills, technical expertise, and proficiency in the following:

- Personnel distribution/Manpower (planning and requirements), including knowledge and use of the MyNavy Assignment system, trends, and predictive analytics.

# **FY-27 ACTIVE DUTY LDO/CWO PRIMARY DISCRETE REQUIREMENTS**

- Knowledge of legal procedures such as non-judicial punishment, command investigations, and administrative separation processes.
- Technical knowledge of Command Security Manager functions, including the Defense Information Security System and personnel and physical security administration and management.

Applicants must have a history of diverse assignments in various operational and shore units, including staff organizations. Attention should be given to those applicants that have successfully completed both CONUS and OCONUS tours.

Applicants possessing the Flag Writer NEC 791D serve in a special program assignments and may not receive a peer group ranking. They are likely to have only shore assignments since acceptance to the program. Past and current evaluations should highlight leadership experience and success in managing complex administrative, and community leadership such as Flag Writer regional representative/mentors. Documented leadership of regional YN/PS/LN Training symposiums are also a plus for applicants.

Applicants from the Submarine Yeoman (YNS) rating will have a limited number of Sailors they can supervise at sea. YNS applicants should be given special consideration if they are qualified and stand the following watches: In-Port: Duty Chief Petty Officer, At Sea: Chief of the Watch (COW)/Co-Pilot, and Diving Officer of the Watch (DOOW)/Pilot. These watch stations supervise submarine watch sections and demonstrate significant leadership skills.

Consideration should be given to Navy Training and Administration of the Reserves (TAR) applicants who have successfully completed an operational (ship, squadron, battalion, expeditionary) tour in the administration field and possess strong leadership and managerial skills.

LDOs will be assigned to CONUS and OCONUS as division officers or department heads ashore or afloat or as department heads aboard CVN/LHD/LHA/LCC/AS platforms. They may also be assigned as COs, XOs, OICs, Staff Officers, Flag Secretaries and installation/region Admin/Legal/Personnel Officers.

# **FY-27 ACTIVE DUTY LDO/CWO PRIMARY DISCRETE REQUIREMENTS**

## **Bandmaster (6430)**

Best and fully qualified candidates for Bandmaster will have consistently demonstrated exceptional leadership qualities and documented musical expertise. Applicants' entire record (FITREPS/EVALS/AWARDS) should highlight these qualities.

Special consideration should be given to applicants who have demonstrated sustained superior performance in one or more of the following categories. Documented successful performance in any of these assignments in OCONUS or forward-operating environments should be given favorable consideration:

- Leading Chief Petty Officer (LCPO)/Leading Petty Officer (LPO)
- Ceremonial Band Leader/Conductor
- Band Operations
- Leader/POIC of music unit, e.g. Popular Music Group, Brass Band, Brass Quintet, Woodwind Quintet
- NEC A51M (3851) - Enlisted Band Leader
- NEC A53M (3853) - Unit Leader
- Instructor Duty (Naval School of Music)
- Assignment to Fleet Band Activities or Navy Music Headquarters

Musician candidates originate from two Music Program sections: Preferentially staffed bands (UIC: 0434A and 64377), and Fleet bands (all other UICs). Preferentially staffed assignments are permanent duty and rarely (do not) have the opportunity to obtain NECs A51M and A53M. Lack of rotation for these applicants should not be a detractor.

While some MUs are ESWS qualified, limited opportunities for sea duty prevent many from obtaining warfare qualifications even if on sea duty and should not be viewed negatively.

# FY-27 ACTIVE DUTY LDO/CWO PRIMARY DISCRETE REQUIREMENTS

## **Explosive Ordnance Disposal (6480)**

For an applicant to be considered competitive, they must demonstrate the following:

- Sustained superior performance.
- A high level of operational and technical knowledge in all facets of Explosive Ordnance Disposal (EOD) operations.
- Proven leadership as a Leading Chief Petty Officer (LCPO), Leading Petty Officer (LPO), or EOD Supervisor throughout an OFRP cycle.
- Worldwide deployable.

### **Qualification Tiers**

**1. Fully Qualified Candidates.** To be considered fully qualified, applicants must meet the following minimum standards:

#### **Technical and Operational Qualifications:**

- Designated as an Explosive Ordnance Disposal Warfare Specialist (EWS).
- Possess the Senior or Master EOD Technician NEC (M03A or M04A).

#### **Leadership Experience**

- Documentation of milestone completion as a LPO for an EOD Platoon, EOD Company, Division, Department, or Shore Detachment.

#### **Desired Supervisory Qualifications:**

- EOD Supervisor
- MK16 MOD 1 Underwater Breathing Apparatus (UBA) Diving Supervisor
- SCUBA Diving Supervisor
- Demolition Operations Supervisor (DOS)

**2. Best and Fully Qualified Candidates.** Candidates who exceed the baseline qualifications and are considered **highly competitive** should have:

#### **Leadership and Training Expertise**

- Documentation of milestone completion as a LCPO for an EOD Platoon, EOD Company, Division, Department, or Shore Detachment.
- Experience as an instructor at an EOD training command such as an Explosive Ordnance Disposal Training and Evaluation Unit (EODTEU), Naval School Explosive Ordnance Disposal, or Navy Diving and Salvage Training Center.
- Proven ability to develop and execute individual and unit-level training plans.
- Possess the Master EOD Technician NEC (M04A).

# **FY-27 ACTIVE DUTY LDO/CWO PRIMARY DISCRETE REQUIREMENTS**

- Earned the Master Training Specialist NEC (8MTS) while assigned to a training command.

## **Breadth of Experience**

- Successfully served at an OCONUS or CONUS Explosive Ordnance Disposal Mobile Unit (EODMU) and a training command.

## **Multiple Supervisory Qualifications:** (All of the following)

- EOD Supervisor
- MK16 MOD 1 UBA Diving Supervisor
- SCUBA Diving Supervisor
- DOS
- HRST/CAST Master

**Post-Selection Expectations.** Upon commissioning, EOD LDOs must be worldwide deployable and will serve as:

- EOD Platoon Commanders
- EODMU Training Officers
- EODTEU Division Officer

# FY-27 ACTIVE DUTY LDO/CWO PRIMARY DISCRETE REQUIREMENTS

## Security (6490)

Applicants from the **Master-at-Arms (MA) rating** must demonstrate the following:

- A strong, documented foundation and experience in Antiterrorism, Physical Security and Law Enforcement programs.
- The ability to plan, organize, train, implement and manage security measures critical to protecting military units, assets, mission-critical platforms and systems, and military and civilian personnel.
- Readiness for worldwide assignments; understanding that immediately upon commission and when “needs of the Navy” dictates, applicants will be detailed and assigned to, but not limited to Strategic Weapons Facilities (SWF), NCIS, CVN/LHD, Harbor Patrol Units (HPU), Expeditionary (e.g., MESSG, etc.), staffs, and installation billets, most of which are arduous (e.g., independent and isolated, sea-duty intensive, and/or special duty assignments).
- Understanding that upon commissioning and learning their trade-craft, Security Officers **MUST** qualify as a Navy Security Force Officer within two years.

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### Qualification Tiers:

#### 1. Fully Qualified Candidates

Note 1: If a candidate does not meet all the criteria for being fully qualified, they are considered to have met some of the discrete requirements.

To be **fully qualified**, applicants should meet the following requirements:

Stood (documented in block 29 and/or narrative of evaluations) and have documented sustained superior performance in multiple of the following:

- CMAA/Independent MA Afloat
- LCPO/LPO
- Area Supervisor
- Patrol Supervisor
- Watch Commander/Supervisor
- Mission Commander
- Antiterrorism/Physical Security Specialist

#### 2. Best and Fully Qualified Candidates

**Note 1:** If a fully qualified candidate does not meet all the criteria to be among the best qualified, they are considered to have met most of the discrete requirements.



# **FY-27 ACTIVE DUTY LDO/CWO PRIMARY DISCRETE REQUIREMENTS**

**Note 2:** If a candidate meets all the criteria for being among the best qualified, they are considered to have **met all** the discrete requirements.

Candidates who exceed the requirements to be fully qualified will be among the **best qualified** if they meet the following requirements:

## **Leadership and Tactical Proficiency:**

Qualified and stood (documented in block 29 and/or narratives of evaluations) with documented sustained superior performance in multiple of the following specialties, reflecting diverse shore and afloat assignments within a variety of NSF mission areas:

- NSF Operations Ashore/Afloat
- Law Enforcement and Investigations
- Nuclear Weapons Security Operations (NWSS-NEC P10A)
- Harbor Patrol Unit
- Military Working Dog (NEC P06A)
- Protective Services (NEC P12A)
- Expeditionary
- Chief Master-at-Arms/Independent Duty Afloat (CMAA-NEC P01A)
  - Must be an assignment on an afloat platform (e.g., DDG, CG, ESB, LSD, LHA, LHD, NSW, etc.).
- Physical Security and Antiterrorism Program Management
- Master Training Specialist (MTS)
- Training and Assessments Programs
- Proven record of successfully leading large teams of NSF (> 25), managing security department missions in multiple diverse environments (e.g., Fleet, CNIC, SWF, Expeditionary and VQ/TACAMO, etc.).

## **Highly Desired Professional Qualifications:**

- NSF Senior and/or Master Specialist qualification

## **Highly Desired Personal Attributes:**

- Chief of Naval Operations attributes of Integrity, Accountability, Initiative and Toughness; resiliency while serving in complex and arduous assignments.
- Innovative thinking while operating in resource-challenged environments.

## **Desired professional Education:**

Some undergraduate education

# FY-27 ACTIVE DUTY LDO/CWO PRIMARY DISCRETE REQUIREMENTS

## **Administration Technician (7411)**

Applicants should be operationally and administratively proven while performing in positions of increased leadership and responsibility. Applicants will have demonstrated strong adaptability and a level of experience and maturity that indicates a positive potential for success as an officer. New accession officers will be world-wide assignable as they will be detailed according to the needs of the Navy. The core work of the 7411 community aligns to the source ratings of Personnel Specialist (PS), Yeoman (YN(S)), Navy Counselor (NC), Legalman (LN).

The best and fully qualified applicants **will have** documented sustained superior performance in each assignment while demonstrating extensive knowledge, managerial skills, technical expertise, and proficiency.

Fully Qualified Candidates: To be considered fully qualified, applicants should meet the following minimum requirements:

- Demonstrated superior technical leadership, management, and knowledge of administrative functions (correspondence, awards, performance evaluations, directives management, task management, and protocol, leadership of administrative offices at sea, operational or ashore (i.e., Ship's Secretary, Administrative Leading Chief Petty Officer/Leading Petty Officer, Leading YN, etc.). Organization-level planning, policies and programs (Change of homeport, Pre/De-Comm, deployments, unit detachments, etc.).
- Demonstrated technical leadership, management, and knowledge of pay and personnel functions and systems at sea with commands holding/shifting their ADSN, ashore at a PSD/RSC/TSC, and/or as a Command Pay and Personnel Administrator (791F (formerly A16A) NEC/Supervisor Phase II or III).

Best Qualified Candidates: To be considered best qualified, applicants should also have experience in the following:

- Personnel distribution/Manpower (planning and requirements), including knowledge and use of the MyNavy Assignment system, trends, and predictive analytics.
- Demonstrated knowledge of the Navy Enlisted Advancement System (NEAS), including participation in preparations, administration, and execution of NWAE testing cycles while serving as an Assistant ESO or ESO.
- Demonstrated knowledge in the management of legal procedures/processes such as non-judicial punishment, command investigations, and administrative separation processes.
- Proficiency in Defense Travel System Management and/or Permanent Change of Station/Temporary Duty processing procedures to include travel claim review/processing/approval at the organizational level.

# **FY-27 ACTIVE DUTY LDO/CWO PRIMARY DISCRETE REQUIREMENTS**

- Technical knowledge of Command Security Manager functions, including the Defense Information Security System and personnel and physical security administration and management.

The 7411 community supports all naval warfare areas. Applicants must have a history of diverse assignments in various operational and shore units, including staff organizations.

Applicants possessing the Flag Writer NEC 791D serve in a special program assignment and may not receive a peer group ranking. They are likely to have only shore assignments since acceptance to the program. Past and current evaluations should highlight leadership experience and success in managing complex administrative programs, and community leadership such as Flag Writer regional representative/mentors. Documented leadership of regional YN/PS/LN Training symposiums are also a plus for applicants.

Applicants from the Submarine Yeoman (YNS) rating will have a limited number of Sailors they can supervise at sea. YNS applicants should be given special consideration if they are qualified and stand any of the following advanced watches: In-Port: Duty Chief Petty Officer, At Sea: Chief of the Watch (COW)/Co-Pilot, and Diving Officer of the Watch (DOOW)/Pilot. These watch stations supervise submarine watch sections and demonstrate significant leadership skills.

Consideration should be given to Navy Training and Administration of the Reserves (TAR) applicants who have successfully completed an operational (squadron, battalion, expeditionary) tour in the Active Component administration field and possess strong leadership and managerial skills.

7411 CWOs are technical experts in the administrative field. They must have the documented technical expertise and leadership and management skills necessary to successfully perform independently at any unit. 7411 CWOs will be assigned to CONUS and OCONUS commands as division officers or department heads ashore or afloat at units such as construction battalions, SPECWAR, EODs, naval bases and air stations, aviation squadrons, submarine tenders, staffs, attaché, and CVWs, and could serve as Officer in Charge for smaller units (i.e., RSC).

# FY-27 ACTIVE DUTY LDO/CWO PRIMARY DISCRETE REQUIREMENTS

## Security Technician (7491)

Applicants from the **Master-at-Arms (MA) rating** must demonstrate the following:

- Superior leadership with a history of sustained superior performance.
- A deep understanding/knowledge in multiple security specialties, including but not limited to Antiterrorism (AT), Physical Security (PS), Law Enforcement (LE), Training and Assessments, Criminal Investigations, and Personal Protection with an execution within the ashore, afloat, and expeditionary mission areas.
- The strongest applicants must have demonstrated the ability to plan; organize; train; implement; and administer the execution of NSF individual sustainment, unit level training, and command certification programs for shore, afloat, and expeditionary units (in that order of priority).
- Readiness for worldwide assignments and ability to serve as the technical expert on all facets of security.
- Understanding that immediately upon commission and when “needs of the Navy” dictates, applicants will be detailed and assigned to shore, afloat, and expeditionary activities OCONUS and CONUS, including staff, Regional, and NCIS billets, which may be arduous (e.g., independent and isolated, sea-duty intensive, and/or special duty assignments).

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### Qualification Tiers:

#### 1. Fully Qualified Candidates

**Note 1:** If a candidate does not meet all the criteria for being fully qualified, they are considered to have met some of the discrete requirements.

To be **fully qualified**, applicants should meet the following requirements:

Stood (documented in block 29 and/or narratives of evaluations) and have documented sustained superior performance in the following:

- Watch Commander
- Antiterrorism Training Team Member
- LCPO/LPO
  - LCPO/LPO-at-SEA
  - Operations LCPO/LPO
  - Training Department LCPO/LPO

# FY-27 ACTIVE DUTY LDO/CWO PRIMARY DISCRETE REQUIREMENTS

## 2. Best and Fully Qualified Candidates

**Note 1:** If a fully qualified candidate does not meet all the criteria to be among the best qualified, they are considered to have **met most** of the discrete requirements.

**Note 2:** If a candidate meets all the criteria for being among the best qualified, they are considered to have **met all** the discrete requirements.

Candidates who exceed the requirements to be fully qualified will be among the **best qualified** if they meet the following requirements:

### Leadership and Tactical Proficiency:

Qualified and stood (documented in block 29 and/or narratives of evaluations) with documented sustained superior performance in a minimum of 10 or more of the following:

- MWD Kennel Master (NEC P06A)
- Antiterrorism Training Supervisor (AT TRASUP-NEC 9501)
- Assessment Team Member (e.g., USFFC, CNIC, C2F, C3F, C6F, C7F, CSG, ATG, Regions, etc.)
- Integrated Training Team Member (e.g., DSAT, SAPR, DC, etc.)
- Assessment Team Leader (e.g., USFFC, CNIC, C2F, C3F, C6F, C7F, CSG, ATG, Regions, etc.)
- Antiterrorism Training Team Leader (ATTT Leader)
- Installation Training Team Leader (ITT Leader)
- Harbor Security Boat Training Supervisor (HSB TRASUP-NEC P04A)
- Assistant Antiterrorism Officer (AATO)
- Antiterrorism Officer (ATO)
- Chief Master-at-Arms (CMAA-NEC P01A)
  - It must be an assignment on an afloat platform (e.g., DDG, CG, ESB, LSD, LHA, LHD, NSW, etc.).
- Nuclear Weapons Security Specialist (NWSS-NEC P10A)
- Physical Security Specialist (PSS)
- Military Criminal Investigator (NEC P12A)
- Department LCPO (i.e., DLCPO-at-SEA or Security Department > 50 personnel)
- Antiterrorism Tactical Watch Officer (ATTWO)
- Mission Commander/Tactical Supervisor (TACSUP)
- Master Training Specialist (MTS) – NEC 8MTS
- Navy Security Force Master Specialist Qualification

# **FY-27 ACTIVE DUTY LDO/CWO PRIMARY DISCRETE REQUIREMENTS**

## **Diversity in assignments:**

Diverse shore and afloat activities with documented sustained superior performance across multiple specialties to include at least six of the following:

- Staff (e.g., USFFC, CNIC, C2F, C3F, C6F, C7F, Regions, etc.)
- The Protection Community's core efforts (e.g., LE, PS, AT, etc.)
- Training and Assessment programs shore/afloat/expeditionary
- Antiterrorism Program Management
- Antiterrorism/Integrated Training Team
- Antiterrorism Training Supervision
- Physical Security Program Management
- Law Enforcement Program Management
- Criminal Investigations
- Expeditionary (Mission Commander/Tactical Supervisor)
- Master Training Specialist (MTS)
- Chief Master-at-Arms functions/roles
- Served on, deployed with, or completed three tours of the following:
  - CNIC
  - Afloat (e.g., CVN, LHD, LHA, LSD, ESB, CG, DDG, etc.)
  - IA/GSA
  - OCONUS, isolated, and arduous tours (e.g., Bahrain, Diego Garcia, GITMO, Andros Island, etc.)
  - Expeditionary

## **Desired professional education and qualifications (at least one):**

The security community requires professionally sound leaders and technical experts with the following:

- Some post-secondary education
- At least one enlisted warfare qualification (e.g., ESWS, EAWS, EXWS, SCWS, FMF, etc.)

## **Performance Evaluations:**

Sustained Superior Performance with hard and/or soft breakouts with positive impacts on mission and the command with recommendations for commissioning programs.

# **FY-27 ACTIVE DUTY LDO/CWO PRIMARY DISCRETE REQUIREMENTS**

Objective is to select applicants that are technically, operationally and administratively proven while demonstrating **Sustained Superior Performance** (i.e. Consistent Hard/Soft evaluation breakouts; above RSCA etc.) in increased levels of technical management within their specialty.

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

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## **Supply Corps (6510)**

### **Core Expectations:**

The objective is to select applicants who are technically, operationally, and administratively proven, with a demonstrated record of performance at increasing levels of technical management. Candidates should show consistent excellence in evaluations (e.g., Hard/Soft breakouts, RSCA above average) within their area of expertise.

### **Fully Qualified Candidates:**

Applicants' records (EVALs/AWARDS) should reflect strong communication, technical proficiency, and leadership in supply chain management, financial accountability, and inventory control. Those serving in small operational units (CG/DDG/LCS/MCM/SSBN/SSGN/SSN) or shore commands must demonstrate a logistics-focused background. Evaluations must clearly document success in divisional and command leadership roles, along with technical depth in supply functions.

As 651X is an off-ramp designator, education is a critical pillar. All LDOs are required to complete a Baccalaureate degree within five years of commissioning. Applicants with an accredited Baccalaureate/Associate's degree who have consistently demonstrated high-level performance and leadership should also receive strong consideration.

### **Minimum Qualifications – All Candidates Must Possess At Least One of the Following:**

- S00A (3131) – Ship's Store Afloat Resale Operations Management (ROM) Manager
- S09A (2830) – Relational Supply Force Advanced Technical Specialist
- S10A (2831) – Relational Supply Unit Advanced Technical Specialist
- S12A (2805) – Duty Postal Clerk
- S14A (3529) – Wardroom/Galley Supervisor
- S19A (8015) – Optimized NALCOMIS Supply Application Administrator (SAA)

# **FY-27 ACTIVE DUTY LDO/CWO PRIMARY DISCRETE REQUIREMENTS**

All candidates must consistently demonstrate strong leadership in mentoring and managing Sailors across all levels.

## **Best and Fully Qualified Candidates:**

- Excel in high-tempo operational environments
- Exhibit exceptional leadership in arduous or challenging assignments
- Have served in key leadership roles such as Leading Petty Officer, Leading Chief Petty Officer (LCPO), and Departmental LCPO
- Have completed relevant Defense Acquisition University (DAU) courses



# **FY-27 ACTIVE DUTY LDO/CWO PRIMARY DISCRETE REQUIREMENTS**

## **Civil Engineer Corps (6530)**

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 must have attained a Seabee Combat Warfare (SCW) qualification and Master Training Specialist (MTS) where applicable.

### **Typical Leadership Roles:**

- Leading Petty Officer
- Leading Chief Petty Officer
- Squad Leader
- Assistant Platoon Commander
- Assistant Officer-in-Charge
- Maintenance / Project Supervisor
- Command / Detachment Safety or QC
- Schoolhouse Director

Applicants must have a diverse career track with preference given to applicants who demonstrate sustained superior performance in sea duty assignments that clearly articulate that they can lead core NCF functions. Upon commissioning, all applicants must be assigned worldwide to 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 State Department, NAVFAC, WHMO/Camp David, ACB, SPECWAR, EOD, and Mobile Utilities Support Equipment (MUSE).

Applicants are expected to have a well-rounded career, demonstrating strong potential to become successful officers and leaders in the wardroom. They should have shown superior leadership and technical expertise in one or more of the following: Construction Management, Engineering Maintenance, Equipment Repair, Equipment Management, or Training.

There is a critical shortage of LDOs with underwater construction experience. Therefore, any applicant possessing the Underwater Construction Technician Advanced NEC B16A or Master Underwater Construction Diver NEC B18A should be given special consideration.

# **FY-27 ACTIVE DUTY LDO/CWO PRIMARY DISCRETE REQUIREMENTS**

Objective is to select applicants that are technically, operationally and administratively proven while demonstrating **Sustained Superior Performance** (i.e. Consistent Hard/Soft evaluation breakouts; above RSCA etc.) in increased levels of technical management within their specialty.

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

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## **Food Service Warrant (7521)**

### **Core Expectations:**

The objective is to select applicants who are technically, operationally, and administratively proven, while demonstrating Sustained Superior Performance (e.g., consistent hard/soft evaluation breakouts, performance above RSCA) at increasing levels of technical management within Navy food service operations.

### **Fully Qualified Candidates:**

Only Sailors in the Culinary Specialist (CS(S)) rating will be considered fully qualified. Applicants must possess expert, documented knowledge and experience in:

- Food service subsistence
- Afloat sustainment
- Financial management procedures

These competencies must be gained through successful completion of diverse operational and arduous sea tours. All candidates will be assessed based on scope of their responsibilities, leadership, and measurable performance impact relative to their assigned platform and billet. This approach ensures equitable evaluation across the Culinary Specialist community surface, submarine, and shore under a unified standard for the CS rating. Applicants who have completed multiple tours outside of food service may still be considered; however, their records must clearly reflect leadership roles with documented outstanding performance.

### **Minimum Qualifications – All Candidates Must Possess:**

- NEC S14A (3529) – Wardroom/Galley Supervisor

**And must have successfully served afloat in one of the following billets:**

# **FY-27 ACTIVE DUTY LDO/CWO PRIMARY DISCRETE REQUIREMENTS**

- Leading Culinary Specialist (LCS) afloat
- Galley Food Production Supervisor (CVN/LHD/LHA)
- Cargo Supervisor (CVN/LHD/LHA)

## **Best and Fully Qualified Candidates:**

Exceptional applicants will demonstrate clear potential as a 7521 through documented technical and leadership expertise in the following areas:

- Demonstrated ability to lead large groups of military personnel
  - Management of food service operations in high-tempo environments
  - Track record of exceptional leadership under challenging conditions
  - Commitment to continuous learning
  - Receipt or nomination for the Captain Edward F. Ney Award while serving in a food service leadership role afloat or ashore
  - Proven superior performance confirmed by successful assessment and inspection results
  - Bulk Storeroom Custodian (BSC)
  - Proficiency in FSM (Food Service Management) system procedures
  - Excellence in food service recordkeeping
  - Expertise in receipt, inspection, stowage, issue, and inventory management procedures
  - Instructor tour with Master Training Specialist (MTS) qualification (if opportunity exists)
  - Afloat Training Specialist (ATS) qualification (if opportunity exists)
  - Food service certifications (e.g., ServSafe, HACCP, CIA, or ACF)
- 

## **Assignment Expectations:**

Candidates must be worldwide assignable, as they may be detailed according to Navy needs to afloat or shore commands, both OCONUS and CONUS, including but not limited to:

- CVNs
- LHDs
- LHAs
- CNIC galleys

# FY-27 ACTIVE DUTY LDO/CWO PRIMARY DISCRETE REQUIREMENTS

Objective is to select applicants that are technically, operationally and administratively proven while demonstrating **Sustained Superior Performance** (i.e. Consistent Hard/Soft evaluation breakouts; above RSCA etc.) in increased levels of technical management within their specialty.

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

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## **Oceanography Technician (7801)**

Only those applicants in the AG rating who have completed the following will be considered **fully qualified**:

- Enlisted Information Warfare Specialist (EIWS)
- Completed Advanced Forecasting Techniques (CIN: S-420-0618) NEC J01A
- Complete the NAVEDTRA 43203 Watch station 303 – Master METOC Forecaster qualification.

Candidates who are considered **best qualified** for the Oceanography CWO program will exhibit exceptional technical expertise coupled with a proven record of superior leadership.

Oceanography CWOs shall be expected to:

- Possess a strong grasp of and demonstrate the ability to clearly articulate concepts related to meteorology, oceanography, and hydrography.
- Demonstrate comprehensive subject matter expertise, and expert-level application of meteorology, oceanography, and hydrography principles across all warfare domains.
- Exhibit expert-level technical acumen and sustained superior performance in both afloat and ashore assignments.
- Have a diversity of assignments across multiple warfare areas and meteorology, oceanography, and hydrography disciplines.
- Exercise significant autonomy and responsibility in producing METOC products that directly shape tactical and strategic decision-making.
- Demonstrate exceptional leadership and sustained superior performance during operational tours, with an emphasis on mission impact.
- Communicate effectively in both oral and written forms, tailoring complex technical information to operational leaders and decision-makers to enable rapid comprehension.

# **FY-27 ACTIVE DUTY LDO/CWO PRIMARY DISCRETE REQUIREMENTS**

Additional favorable consideration will be given to applicants who:

- Further develop their education in Meteorology and Oceanography beyond that received in A and C schools, including but not limited to:
  - Additional relevant qualifications that pertain to meteorology, oceanography, and hydrography.
  - Academic degrees (Associate's, Bachelor's, or higher) in physical sciences such as meteorology, oceanography, hydrography, or related fields.
  - Information Warfare (IW) Warfare Tactics Instructor (WTI).
- Attainment of additional warfare designations (ESWS, EAWS, EXW) when eligible.
- Excellence in Information Warfare operations, supported by attainment of relevant operational qualifications.
- Demonstrate top performance as a NEC 805A instructor, further distinguished by:
  - Competitive evaluation rankings that reflect sustained superior performance and instructional excellence.
- Completion of Master Training Specialist (MTS) and/or Afloat Training Specialist certifications teaching foundational concepts in physics, meteorology, and oceanography.

# **FY-27 ACTIVE DUTY LDO/CWO PRIMARY DISCRETE REQUIREMENTS**

## **Cryptologic Warfare Technician (7811)**

Cryptologic Warfare CWOs shall be expected to:

- Grasp and clearly communicate concepts related to the fields of Cryptology, Electromagnetic Warfare and Operations in the Information Environment (OIE)
- Apply Cryptology, Electromagnetic Warfare and Operations in the Information Environment concepts across multiple warfare domains
- Have a diversity of assignments supporting multiple warfare areas and within Cryptology, Electromagnetic Warfare and Operations in the Information Environment disciplines
- Demonstrate technical acumen, sustained superior performance and exceptional leadership in operational tours

### **Fully Qualified:**

- Only those applicants in the CTI, CTM, CTR and CTT ratings should be considered fully qualified. Cryptologic Warfare CWOs will be technical leaders in signals intelligence, Electromagnetic Warfare and Operations in the Information Environment (OIE).
- All fully qualified applicants shall have earned the Enlisted Information Warfare Specialist (EIWS) qualification.

### **Best Qualified:**

The best qualified applicants will have demonstrated sustained superior performance, strong leadership, and outstanding technical acumen in their respective rating - these are the key predictors for success as a Cryptologic Warfare CWO. Additional consideration shall be given to candidates with platform and discipline diversity within the cryptologic warfare community along with demonstrated expertise in the following areas:

- **Sea Assignments:**
  - PCS Afloat
    - LCPO with mission and leadership impact (C05A / C13A)
    - Surface Warfare Coordinator / Air Warfare Coordinator / IOWO
    - Combat Systems Training Team (CSTT)
  - DESRON Staff
    - Information Warfare Staff Officer
    - DESRON Staff Tactical Action Officer and/or IOWO qualified
  - Direct Support Subs or Surface (Information Operations Planner)
    - Assistant Cryptologic Resource Coordinator (ACRC) (C12A)
    - LCPO with mission and leadership impact

# **FY-27 ACTIVE DUTY LDO/CWO PRIMARY DISCRETE REQUIREMENTS**

- ESM Supervisor (C34A)
  - Cryptologic Subsurface Augmentee Supervisor (C24A)
  - Surface Cryptologic Carry-On Program (CCOP) Director (C38C)
  - Submarine Carry-On Equipment (COE) Team Leader (C27D)
  - Qualified IOWO (Surface only)
  - Documented deployment time
- Aircrew
  - LCPO with mission and leadership impact
  - ACTC Level 400 Instructor
  - ACTC 500 Weapons and Tactics Instructor (Fully Qualified / Best Qual)
- Naval Special Warfare (NSWDG/JCOG/JIB/TIO/SRT)
  - Documented technical acumen and leadership
  - Documented deployment time
- **Shore Assignments: (all)**
  - Consider positions with emphasis on continuing technical development, also consider positions in which impact on Fleet readiness is demonstrated.
  - Shore duty billets are primarily at NIWTG, ATG, NPC, IWTC Learning Centers, NIOCs, FIOCs, RMCs, COTF, NSW, Naval Stations, and Staff commands.
    - Should show strong documented leadership while serving as LCPO, NCOIC, Instructor, Mission Supervisor
    - Should show strong documented technical knowledge in assigned billet
    - Middle Enlisted Cryptologic Career Advancement Program (MECCAP)
    - Military Intern Signals Intelligence Analysis Program (MINSAP)
    - Military Signals Analyst Program (MSAP)
    - Military Cryptologic Continuing Education Program (MCCEP)
    - Military Electronic Signals Analysis Program (MESAP)
    - Military OPELINT Signals Analysis Program (MOSAP)
    - Demonstrated operational impact
    - Demonstrated impact on Fleet readiness

In consideration of the criteria above, it shall be noted that CT career paths vary significantly depending on specific rate requirements. Assignments may include tours at CW commands (NIOCs, Cryptologic Warfare Group SIX, Navy Cyber Warfare Development Group (NCWDG), and Navy Cyber Defense Operations Command), NSA/CSS, and/or tactical assignments (PCS Afloat, Naval Special Warfare, GSA/IA, & Direct Support – Air, Surface, Subs).

Applicants selected for 7811 will be detailed to tactical assignments for their first tours.

# FY-27 ACTIVE DUTY LDO/CWO PRIMARY DISCRETE REQUIREMENTS

## **Information Systems Technician (7821)**

### **Core Expectations:**

Applicants from **Information Systems Technician (IT), (ITR), (ITN), Electronic Technician (ET)** rating must demonstrate the following:

- Applicants' explicit technical experience must be weighted greater than non-technical managerial/leadership roles. They shall have demonstrated sustained superior performance throughout their career.
  - Applicants shall have earned the Enlisted Information Warfare Specialist (EIWS), and submarine applicants shall have earned Submarine Warfare (SS) qualification.  
**Submarine applicants have limited opportunities for EIWS**
  - The strongest candidates will have a diverse set of technical skills including a mix of tactical afloat (surface and/or subsurface), ashore, and NSW/expeditionary communications, cyber security and network management experiences.
- 

### **Qualification Tiers:**

#### **1. Fully Qualified Candidates**

To be considered fully qualified, applicants should meet the following minimum requirements:

- **Established technical proficiency in external RF communications**
  - RF Management, Operations and Troubleshooting
  - Spectrum Management
  - Communications Planning
  - Common Submarine Radio Room (CSRR) experience
- **Established technical proficiency in Network Management**
  - Network Operations, Administration, and maintenance
  - Network infrastructure
  - Common Submarine Radio Room (CSRR) experience
  - Industry IT certifications
- **Established technical proficiency in Cyber Security**
  - Information system security management
  - Risk Management Framework (RMF) / Information Assurance (IA)
  - Common Submarine Radio Room (CSRR) experience
  - Industry IT certifications
- **Documented experience in Communications Security (COMSEC)**
  - Key Management Infrastructure (KMI)
  - Electronic Key Management System (EKMS)



# **FY-27 ACTIVE DUTY LDO/CWO PRIMARY DISCRETE REQUIREMENTS**

## **2. Best Qualified Candidates**

Candidates who exceed the minimum requirements and are considered **highly competitive** should have:

- **Advance technical proficiency in external RF communications:**
  - JIST/RTSO experience
  - Expeditionary RF comms
  - Frequency Manager / Management
- **Advance technical proficiency in Network Management:**
  - SYSADMIN / Information Assurance
  - Knowledge Manager
  - Expeditionary NETOPS/NETADMIN
  - NET+ certification or higher
- **Advance technical proficiency in Cyber Security:**
  - ISSM / ISSO positions
  - Expeditionary Information Assurance
  - Cyber Operations
  - Security+ certification or higher
- **Management in Communications Security (COMSEC):**
  - NCMS experience
  - KOAM
  - EKMS Manager
  - CMS A&A
- **Multiple Pinnacle Watch Station Qualifications:**
  - Communications Watch Officer (CWO)
  - Information Systems Watch Officer (ISO)
  - Joint Fleet Telecommunications Operations Center Watch (JFTOC)
  - Battle Watch Captain (BWC)
  - Security Operations Center Watch Officer (SOC)
  - Combat Systems Officer of the Watch (CSOOW)
  - Submarine Radioman of the Watch (RMOW)
  - Submarine Radio Supervisor (RADIO)
  - Mission Control Officer (MCO)
  - Broadcast Controlling Authority (BCA) Chief of the Watch (COW)
- **Leadership and Professional Development:**
  - Department or Division Leading Chief Petty Officer/Leading Petty Officer
  - WTI qualification
  - Advance leadership documentation and/or Sailor mentorship
  - College degrees, especially in STEAM/STEM areas

**Applicants selected for 7821 will be detailed into operational and/or overseas C5I assignments for their first tours.**

# **FY-27 ACTIVE DUTY LDO/CWO PRIMARY DISCRETE REQUIREMENTS**

## **Intelligence Technician (7831)**

Intelligence CWO applicants will be considered for selection into one of three Core Competency Areas (CCA)s:

- Counterintelligence/Human Intelligence (CI/HUMINT)
- Geospatial Interpretation (Intelligence) / Targeting (GEOINT/Targeting)
- Operational Intelligence (OPINTEL)

In order to apply, applicants must possess an NEC (Navy Enlisted Classification), which aligns with the CCA.

Specifically:

- CI/HUMINT applicants must hold K13A, Marine Air-Ground Task Force (MAGTF CI/HUMINT Specialist);
- GEOINT/Targeting applicants must hold either the K10A (Geospatial Interpretation Analyst) or K23A (Strike Warfare Intelligence Analyst) NEC,
- OPINTEL applicants must hold either the K12A (Expeditionary Warfare Intelligence Specialist) or K24A/K36A (Operational Intelligence Analyst) NEC.

All applicants must request a primary CCA, and designate so as:

- “A” 7831-CI/HUMINT
- “B” 7831-GEOINT/Targeting
- “C” 7831-OPINTEL

Applicants holding qualifying NECs in more than one CCA may request a secondary CCA, but the applicant’s record must justify the additional CCA consideration (e.g. multiple tours in both CCAs applied for) if they choose a second CCA. Applicants will be selected for the CCA they are best and most qualified to serve. If applying for two CCAs, list your #1 choice first, e.g. 7831-OPINTEL, GEOINT/Targeting.

Additionally, 7831 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.

Applicants’ explicit technical experience will be weighted greater than non-technical, managerial/leadership roles. New accession officers will predominantly be detailed to sea/operational duty (Type 2/4, TAC C/D) assignments where they will serve as the technical experts in their respective CCA.

# **FY-27 ACTIVE DUTY LDO/CWO PRIMARY DISCRETE REQUIREMENTS**

## **Tactical Counterintelligence/Human Intelligence Specialist (7831)**

### **Core Expectations:**

Applicants, once commissioned, primarily lead teams of Information Warfare Sailors assigned to Navy Expeditionary Combat Command, Naval Special Warfare Command, and the Office of Naval Intelligence, oftentimes in arduous and semi-permissive environments. Applicants from the **Intelligence Specialist (IS)** rating holding the Navy Tactical CI/HUMINT Specialist NEC (K13A) must demonstrate the following:

- Documented leadership with a history of sustained superior performance.
- A deep understanding/knowledge in the fields of Counterintelligence and Human Intelligence operations, including training and mission execution.
- Readiness for worldwide assignments and the ability to serve as the operational expert to expeditionary warfare/Naval Special Warfare, Fleet staffs, and joint assignments.

### **Qualification Tiers:**

#### **1. Fully Qualified Candidates**

To be considered **fully qualified**, applicants must meet the following minimum requirements:

#### **Leadership and Technical Proficiency:**

- Possess the K13A NEC
- Successfully completed an operational deployment(s) as a K13A with one or more of the following commands:
  - Navy Expeditionary Combat Command (NECC)
  - Navy Expeditionary Intelligence Command (NEIC)
  - Naval Special Warfare Command (NSWC)
  - Special Reconnaissance Team (SRT) 1/2
  - Office of Naval Intelligence (ONI)
  - Naval Criminal Investigative Service (NCIS)
  - Defense Intelligence Agency (DIA)
  - United States Special Operations Command (USSOCOM)
- Proficiency in Operational Planning and Administrative functions:
  - Documented experience supporting CI/HUMINT operational planning and execution.
  - Documented experience and proficiency with various CI/HUMINT operational missions.
- Desired Qualifications:
  - Proven ability to plan/conduct/lead CI/HUMINT operations at the task force or fleet level.

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- Experience as a key leader in pre-deployment operations planning and training execution.

## 2. Best Qualified Candidates:

- Leadership and Training Expertise: Candidates who exceed the minimum requirements and are considered **highly competitive** should have: (at least 1)
  - Documented strong leadership and operational expertise in CI/HUMINT operations while serving as a deployed CI/HUMINT team chief.
  - Demonstrated strong performance while assigned to Instructor duty at the MAGTF CI/HUMINT course.
  - Demonstrated leadership while assigned as a course team lead at the MAGTF CI/HUMINT Course.
  - Demonstrated leadership while assigned as the Departmental Leading Chief Petty Officer at the MAGTF CI/HUMINT Course
  - Master Training Specialist (MTS) qualification while assigned to the MAGTF CI/HUMINT course
  - Instructor duty while assigned to the HUMINT Training Joint Center of Excellence (HT/JCOE) and/or the Joint Counterintelligence Training Academy (JCITA)
- Advanced Training Qualifications:
  - Graduate of the Defense Advanced Tradecraft Course (DATC) or the Defense HUMINT Operations Qualifications Course (DHOQC)
  - Graduate of the Counterintelligence Operations Qualifications Course (CIOQC)
- Advanced Tactical Expertise:
  - Documented performance while deployed as:
    - DATC or DHOQC qualified collector
    - CIOQC qualified collector

**Post-Commissioning Assignments:** Newly commissioned officers can expect to be assigned, but not limited to, key operational roles such as:

- Duties with NEIC as an Officer in Charge of a CI/HUMINT team
- Duties with Naval Special Warfare Command
- Duties with the Office of Naval Intelligence

# **FY-27 ACTIVE DUTY LDO/CWO PRIMARY DISCRETE REQUIREMENTS**

## **CCA “B” - Geospatial Intelligence/Strike Warfare Intelligence (GEOINT/Targeting) Specialist:**

### **Core Expectations:**

Applicants from the **Intelligence Specialist (IS)** Rating must demonstrate the following:

- Intelligence Specialists must hold the K10A or K23A NECs.
- Subject matter expertise, leadership with sustained superior performance.
- Readiness for worldwide assignments, once commissioned, can expect multiple sea duty/operational tours leading/managing GEOINT production or Fleet Targeting programs at Numbered Fleet commands and recognized Centers of Excellence. Additional positions include the management and advising of senior leaders of GEOINT and Targeting programs at National Agencies; fleet training and evaluation; and technical roles at Cruise Missile Support Activities and U.S. Pacific Fleet.

### **Fully Qualified Candidates:**

- Proficiency in Geospatial and Imagery Intelligence and/or Targeting/Strike Warfare Intelligence.
- Demonstrated knowledge of GEOINT and/or Targeting processes and tools.
- Successfully completed GEOINT and/or Targeting tour while assigned to the following:
  - Combatant Command or Joint Intelligence Operations Center (JIOC)
  - Component Command (e.g. COMPACFLT)
  - FID Washington (FID DC) or FID Fallon (FID Fallon)
  - Forward Deployed Naval Forces (FDNF)
  - National Geospatial Intelligence Agency (NGA)
  - Naval Aviation Warfighting Development Center (NAWDC)
  - Nimitz Operational Intelligence Center (OIC) Fleet Imagery Support Team (FIST) or GEOINT Support Division (GSD)
  - Numbered Fleet
  - Support to Special Operations or Expeditionary unit
  - Tomahawk Land Attack Missile (TLAM) Detachment or Cruise Missile Support Activity (CMSA)

### **Best Qualified Candidates (2 or more):**

- Applicants serving as LCPOs or LPOs in positions that lead and manage GEOINT and/or Targeting requirements in support of production.
- Direct GEOINT and/or Targeting support to a High-end Conflict.
- For GEOINT – K10A:

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- GEOINT Professional Certification – Fundamentals (GPC-F)
- GEOINT Professional Certification – Imagery Analysis (GPC IA-II)
- Documented Collection Management training and/or experience
- Documented Geographic Information Systems (GIS) training and/or experience
- Documented experience in Unmanned Aerial Systems/Vehicles (UAS/UAV) and exploitation of Full Motion Video (FMV)
- For Targeting – K23A:
  - Advanced Strike and Tomahawk Land Attack Missile (TLAM) Mensuration Analyst NEC (K27A)
  - Joint Targeting School (JTS) Graduate NEC (K38A)
  - Target Development Analyst NEC (K39A)
  - Analysts who possess NGA or NAWDC Precision Point Mensuration (PPM) or Target Coordinate Mensuration (TCM) certification
  - Completed any of the following Joint Targeting School (JTS) courses:
    - JTS Staff Course
    - JTS Weaponing Applications
    - JTS Combat Assessment
    - JTS Collateral Damage Estimation
  - Graduate of Joint Intelligence Target Development (JITD) Course or Geographic Combatant Command (theater) equivalent course (e.g. USINDOPACOM Target Development)
  - Completed any of the following NAWDC targeting training courses:
    - Navy Targeting Course
    - Air Delivered Conventional Weapons Employment Planning Course (ADCWEP)

Applicants are highly encouraged to include designation letters, qualifications, certifications, etc., cited in these FY-27 Primary Discrete Requirements, as Enclosures with their package.

# **FY-27 ACTIVE DUTY LDO/CWO PRIMARY DISCRETE REQUIREMENTS**

## **CCA “C” - Operational Intelligence (OPINTEL) Specialist:**

### **Core Expectations:**

Applicants from the **Intelligence Specialist (IS)** Rating must demonstrate the following:

- Intelligence Specialists must hold the K36A or K41A NECs.
- Subject matter expertise, leadership with sustained superior performance.
- Readiness for worldwide assignments, once commissioned, can expect multiple sea duty/operational tours managing Indications and Warning (I&W) efforts on afloat platforms, managing I&W watch floors and managing analytical efforts in tactical and operational level of war operations centers.

### **Fully Qualified Candidates:**

- Proficiency in All-source intelligence support to naval operations
- Deep knowledge of adversary capabilities/limitations /TTPs
- Demonstrated knowledge of intelligence system architecture and tools
- At least one or more & in priority order:
  - Successfully completed OPINTEL tour on CVN/LHD/LHA/CG/DDG/LPD
  - All source I&W Watch (Fleet/MOC/TOC/JOC)

### **Best Qualified Candidates (2 or more):**

- Successful Afloat LCPO Tour with documented intelligence proficiency in LCPO tour
- Documented SUPPLOT/EXPLOT proficiency in priority order:
  - FIWO Designation Letter
  - FIWA Designation Letter
- NIWAWS WTI (Intel OPS)
  - Additional weight shall be given to those who have completed or actively serving in operational tour as a WTI
- Successfully served and deployed with 2 or more commands:
  - CVN/LHD/LHA/CG/DDG/LPD
  - CSG/PHIBRON/DESRON Staff
  - All source I&W Watch (Fleet/MOC/TOC/JOC)
- Special Considerations (In priority order):
  - Forward Deployed Naval Forces
  - Intelligence Operations support to Combat Operations in Red Sea
  - Intelligence Support to NSW maritime operations

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Applicants are highly encouraged to include designation letters, qualifications, certifications, etc., cited in these FY-27 Primary Discrete Requirements, as Enclosures with their package.



# FY-27 ACTIVE DUTY LDO/CWO PRIMARY DISCRETE REQUIREMENTS

## Cyber Warfare Technician (7841)

### Core Expectations:

Only applicants from **Cyber Warfare Technician** rating will be considered and must demonstrate the following:

- Strong leadership with a history of sustained superior performance.
- A deep understanding/knowledge in cyber warfare, with proven proficiency in many facets of defensive and/or offensive operations, including planning, training, and mission execution.
- In-depth knowledge of national, service, and joint mission areas to include application of relevant Tactics Techniques and Procedures (TTPs).
- Readiness for worldwide assignments and ability to serve as the expert on operational shore and staff assignments.

### Qualification Tiers:

#### 1. Fully Qualified Candidates

To be considered **fully qualified**, applicants must meet the following minimum requirements:

- Served a minimum of three years on the Cyber Mission Force (CMF) teams (NMT/CMT/NST/CST/CPT/JFHQ-C).
- Documented technical expertise in one or more CMF work-roles at the Master or Senior level (NEC, JQR, or Designation letter).
- Documented qualifications in offensive, defensive, and exploitation work roles.
- Demonstrated technical acumen, sustained superior performance and exceptional leadership in operational tours.
- Earned Enlisted Information Warfare Dominance Warfare Specialist (EIDWS) qualification
- Leadership and Tactical Proficiency:
  - Documented strong technical leadership and operational expertise in defensive and/or offensive cyberspace operations.
  - Experience managing or executing operations in multiple environments
- Proficiency in Operational Planning and Administrative functions:
  - Documented experience supporting operational planning and execution.
  - Documented experience and proficiency with various operational tools (i.e. DRRS-N, JCC2).

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## 2. Best Qualified Candidates

Candidates who exceed the minimum requirements and are considered **highly competitive** should have:

- Leadership, Training, Technical Expertise, and certifications:
  - Have a Bachelor's or Graduate degree in Cyber Security / Computer Systems / Computer networks, etc.
  - Further developed education with advanced cyber and computer systems/network certifications such as: Ethical Hacker, Security+, CompTIA CySA+, etc.
  - Demonstrated ability to apply all aspects of cyberspace operations across multiple warfare domains
  - Proven ability to integrate cyberspace operations at the task force or fleet level.
  - Demonstrated strong performance in designator relevant shore billets, such as Instructor Duty or Cyber Qualification Training Teams.
  - Combat Readiness Training Team (CRTT) – Served as Coordinator or Key Team Member.
  - Experience as a key leader in operational scheduling, operations planning, and training execution.
- Additional service or joint experience (one minimum, two or more preferred):
  - Naval Special Warfare (NSW)
  - Naval Special Warfare Development Group (NSWDG)
  - Joint Cyber Operations Group (JCOG)
  - Navy Cyber Defense Operations Command (NCDOC)
  - Navy Red Team (NRT)
  - National Security Agency Computer Network Operations (CNO)
  - Naval Cyber Warfare Development Group (NCWDG)
- Advanced Tactical Expertise (one or more):
  - Designation as a Cyber Weapons and Tactics Instructor (WTI)
  - Designation as a Cyber Threat Operations Center (CTOC) Weapons and Tactics Director (WTD)
  - Primary qualification in one of the following CMF work roles:
    - Mission Commander
    - Tool Champion
    - Dual Platform Cyberspace Operator
    - Senior/Journeyman Cyberspace Operator
    - Team Lead Certification
    - Malware Analyst
    - Cyber Threat Emulation Operator

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- Alternate or secondary qualification in one of the following NECs/CMF work roles:
  - H11A/Digital Network Analyst
  - H12A/Exploitation Analyst
  - H29A/Cyberspace Operations Planner
  - H31A/Cyber Defense Analyst – Host – Basic
  - H31B/Cyber Defense Analyst – Host – Senior
  - H31C/Cyber Defense Analyst – Host - Master
  - H32A/Cyber Threat Emulation Operator
  - H33A/Network Technician
  - H34A/Cyber Defense Analyst – Network – Basic
  - H34B/Cyber Defense Analyst – Network – Senior
  - H34C/Cyber Defense Analyst – Network - Master
  - H41A/Basic Offensive Operator
  - H41B/ Senior Offensive Operator
  - H42A/Capabilities Developer
- Breadth of Experience: Candidates with documented superior performance in a variety of warfare areas.

The objective is to select applicants from the “best of fully qualified” list that have attained Senior & Master level qualifications combined with operational CMF OCO/DCO work role experience and CMF experience. All applicants should be technically, operationally and administratively proven in the cyberspace arena while demonstrating Sustained Superior Performance (i.e. Consistent Hard/Soft evaluation breakouts; above RSCA etc.). in increased levels of technical management within their cyber specialty

## **Post-Commissioning Assignments:**

Applicants selected for 7841 will be detailed to one of the CMF Teams for their first tour.