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SUBJ/SWO TAILORED COMMUNITY TRANSITION PROGRAM//

REF/A/DOC/OPNAV/17JAN19//

REF/B/DOC/COMNAVPERSCOM/21JUN22//

REF/C/DOC/COMNAVPERSCOM/04MAY19//

NARR/REF A IS OPNAVINST 1210.5B, LATERAL TRANSFER AND REDESIGNATION OF ACTIVE COMPONENT OFFICERS IN THE NAVY. REF B IS MILPERSMAN 1212-010, LATERAL TRANSFER AND CHANGE OF DESIGNATOR CODES OF REGULAR AND RESERVE OFFICERS. REF C IS MILPERSMAN 1212-030, REDESIGNATION OF REGULAR PERMANENT AND TEMPORARY LIMITED DUTY OFFICERS.

RMKS/1. This ALSURFOR message announces Tailored Community Transition (TCT) for FY25. TCT is an initiative for Year Groups (YG) 2018 and junior that creates additional opportunities for Active Component (AC) Officers, after having successfully completed two SWO DH tours, to transition to Restricted Line (RL) communities. TCT applies to: Engineering Duty Officer (1460), Maritime Space Officer (1870), or Foreign Area Officer (1710) lateral transfers.

## 2. Program Overview.

2.a. DH screened SWOs (YG18 and junior) selected for TCT will be detailed to assignments relevant to their TCT community for post division officer tours. If already serving on post-Divo tour, PERS-41 will coordinate with RL detailers to ensure the officer meets milestone and timeline requirements for SWO DH and TCT. Due to milestone timeline restrictions for EDO, TCT EDO applicants already serving on a post-Divo tour, will be considered on a case-by-case basis. TCT officers will be detailed to SWSC for DH curriculum and follow on DH assignments. Upon successful completion of two DH tours or a single longer DH tour as assigned by PERS-41, the officer's designator will shift to the appropriate RL community designator and they will be detailed to their next assignment by their gaining community detailer. Selected officers remain eligible for SWO Single Long Tour (SLT) as well as SWO

Department Head Retention Bonus (DHRB) in accordance with current guidance. SWO TAR, IRR, or SELRES are not eligible to apply.

2.b. TCT selection panel will be conducted annually, by RL officer community managers and their respective community leadership, as required. The window for selection will be from September-February. FY-25 schedule for selection is as follows:

11 Oct 24 - Packages are due to gaining RL OCM

21 Oct 24 - 06 Dec 24 - RL interviews as required

Feb 25 - Selection results posted on MyNavy HR Active Duty

Lateral Transfer and Redesignation Board website at:

[https://www.mynavyhr.navy.mil/CareerManagement/Boards/](https://www.mynavyhr.navy.mil/CareerManagement/Boards/Administrative/Transfer-Redesignation/)

[Administrative/Transfer-Redesignation/](https://www.mynavyhr.navy.mil/CareerManagement/Boards/Administrative/Transfer-Redesignation/).

2.c. All application packages must include a letter from the current Commanding Officer (CO). That letter must contain the CO's positive or negative endorsement of the officer's application and specifically address any timing concerns or deviation requests by the officer. All TCT selected officers must sign DHRB prior to being detailed to RL specific post-divo shore duty training.

3. Eligibility. All officers interested in applying for TCT must meet the prerequisites outlined below for their desired community:

3.a. TCT - EDO prerequisites:

3.a.1. SWO DH screened

3.a.2. Meet requirements per Program Authorization 101E  
(<https://www.mynavyhr.navy.mil/CareerManagement/Community-Management/Officer/Program-Authorizations/>)

3.a.3. TCT EDO candidates will complete: NPS/MIT  
(requires engineering master's degree curriculum) prior to DH pipeline.

3.b. TCT - FAO prerequisites:

3.b.1. SWO DH screened

3.b.2. SSO pre-screener for TS/SCI eligibility

3.b.3. FAO community leadership interview

3.b.4. Defense Language Aptitude Battery (DLAB) score is 110 minimum

3.b.5. Undergraduate GPA greater than 2.6 on a 4.0 scale

3.b.6. Post Divo shore duty training: NPS, DLI, In-region training

3.c. TCT - MSO prerequisites:

3.c.1. SWO DH screened

3.c.2. SSO pre-screener for TS/SCI eligibility

3.c.3. MSO community leadership interview

3.c.4. Undergraduate GPA greater than 2.8 on a 4.0 scale

3.c.5. Post Divo shore duty training: NPS or NIOC/SPACE tour

3.d. TCT selected officers may request to remain in the SWO community following their DH tours to pursue Command at Sea. Requests to remain in Surface Warfare post-DH should be made to both the Surface Warfare OCM and respective RL OCM 9-12 months prior to anticipated TCT designator transition.

3.e. Officer Community Managers will have final approval for all applicants and path deviations as coordinated by PERS-41.

4. Officers are required to include the following statement in their application: I (am/am not) either the subject of an ongoing criminal or military investigation of any kind, or pending charges for any improper behavior or misconduct.

5. Interested officers are strongly encouraged to contact the applicable Officer Community Manager and SWO Detailers by last names listed below:

EDO OCM	(901) 874-3473/DSN 882
FAO OCM	(901) 874-3694/DSN 882
MSO OCM	(901) 874-2793/DSN 882
JO Detailer, T-B	(901) 874-3909/DSN 882
JO Detailer, C-G	(901) 874-2358/DSN 882
JO Detailer, H-M	(901) 874-4699/DSN 882
JO Detailer, N-S	(901) 874-3710/DSN 882
SWO OCM	(901) 874-3173/DSN 882

6. Points of contact

6.a. For community-specific application questions, contact the appropriate officer community manager.

6.b. For application format or submission questions, visit the MyNavy HR website at: <https://www.mynavyhr.navy.mil/CareerManagement/Boards/Administrative/Transfer-Redesignation/.//>

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