



THE SECRETARY OF THE NAVY  
WASHINGTON DC 20350-1000

OCT 11 2019

From: Secretary of the Navy  
To: President, FY-21 Navy Reserve Rear Admiral Line and Staff  
Corps Promotion Selection Boards

Subj: ORDER CONVENING THE FY-21 PROMOTION SELECTION BOARDS TO  
CONSIDER OFFICERS IN THE LINE AND STAFF CORPS ON THE  
RESERVE ACTIVE-STATUS LIST OF THE NAVY FOR PERMANENT  
PROMOTION TO THE GRADE OF REAR ADMIRAL

Ref: (a) FY-21 Active-Duty and Reserve Navy Flag Officer  
Promotion Selection Board Precept

Encl: (1) Board Membership  
(2) Board Recorders and Administrative Support

1. Date and Location

a. The promotion selection boards, consisting of you as president and the officers listed in enclosure (1) as members, and the personnel listed in enclosure (2) as recorders and administrative support staff, are ordered to convene at the Navy Personnel Command, Millington, TN, at 0800, Thursday, October 31, 2019, or as soon as practicable thereafter.

b. The boards shall proceed in accordance with all guidance in this letter and the FY-21 Active-Duty and Reserve Navy Flag Officer Promotion Selection Board Precept, reference (a).

2. Promotion Board Authorized Selections. The zones for selection to flag have been set forth in the FY-21 Navy Reserve Flag Officer Promotion Plan. The boards may recommend up to the number I have provided below.

COMPETITIVE CATEGORY

NUMBER TO SELECT

Unrestricted Line

3

Staff Corps

Supply Corps

1

Subj: ORDER CONVENING THE FY-21 PROMOTION SELECTION BOARDS TO  
CONSIDER OFFICERS IN THE LINE AND STAFF CORPS ON THE  
RESERVE ACTIVE-STATUS LIST OF THE NAVY FOR PERMANENT  
PROMOTION TO THE GRADE OF REAR ADMIRAL

3. Best and Fully Qualified Selection Standard

a. Fully Qualified. All officers recommended for promotion must be fully qualified; that is, each officer recommended must be capable of performing the duties of the next higher pay grade. Officers that do not meet this standard shall not be recommended for promotion.

(1) Officers fully qualified for promotion demonstrate an appropriate level of leadership, professional skills, integrity, management acumen, grounding in business practices and resourcefulness in difficult and challenging assignments. Their personal and professional attributes include adaptability, intelligent risk-taking, critical thinking, innovation, adherence to Navy and DoD ethical standards, physical fitness and loyalty to the Navy Core Values.

(2) The Navy is composed of men and women representing dozens of different ethnic groups and hundreds of cultural heritages. Fully qualified officers must have shown the ability to successfully lead and mentor a diverse workforce, while executing the Navy's strategic diversity initiatives and effectively retaining the right quality and quantity of performance-proven personnel.

b. Best Qualified. Among the fully qualified officers, you must recommend for promotion the best qualified officers within their respective competitive category. The following core considerations should guide your recommendations. Members assigned to brief individual records are expected to use these considerations to guide the review and structure of their briefs. Each board member is expected to apply this guidance when deliberating and voting. Considerations are:

(1) **Proven and Sustained Performance**

(a) You are statutorily required to pick the best qualified officers. Proven and sustained superior performance in command and leadership positions in difficult and challenging assignments is the ultimate test of fitness for promotion. This is the number one factor that should guide your recommendations.

(b) When applying this factor, you must consider that the future Navy and joint force leadership will be comprised of a mix of officers that have excelled in both traditional career paths and alternate career paths. You must consider the critical competency/skill sets developed by

Subj: ORDER CONVENING THE FY-21 PROMOTION SELECTION BOARDS TO  
CONSIDER OFFICERS IN THE LINE AND STAFF CORPS ON THE  
RESERVE ACTIVE-STATUS LIST OF THE NAVY FOR PERMANENT  
PROMOTION TO THE GRADE OF REAR ADMIRAL

officers who have excelled in alternate career paths. Further, this board's charter is to select the future leadership of the Navy. Superior leadership skills may be developed in a variety of assignments, and may be found across the Navy from various communities, platforms and career paths. There are no expectations that flag officers must be selected from only certain communities or platform assignments. Your challenge is to look broadly across the Navy without regard to community, platform or career path to select the best qualified officers to serve as the future leaders of the Navy.

(c) Our dynamic Navy requires equal consideration to those who have served in non-traditional, combat-related, nation-building roles. Successful performance and leadership in combat conditions demonstrate exceptional promotion potential and should be given favorable consideration.

(d) You should also consider for promotion those men and women possessing the education, experience and language skills that help improve the Navy's gender and cultural awareness and those who demonstrate mentoring skills that enhance the professional development of the Navy's future male and female leaders and the wide and varied diversity of the Navy.

(e) A critical goal of the Navy is to encourage -- to demand -- innovation and efficiency to ensure that we retain an adaptive, flexible, and effective naval force able to anticipate events and win across the spectrum of conflict. In your consideration, recognize that the continued preeminence of the Navy in the future is inextricably linked to its ability to successfully change and to manage for efficiency. Our future depends on male and female leaders who have demonstrated their awareness of this fact. Within the charter of best and fully qualified, seek to select these officers.

1. In this age of limited resources and fiscal constraints, application of energy resource management and technology is of vital importance. Our institution must create energy solutions that make facilities and installations more energy efficient and encourage superior management of energy resources.

Subj: ORDER CONVENING THE FY-21 PROMOTION SELECTION BOARDS TO  
CONSIDER OFFICERS IN THE LINE AND STAFF CORPS ON THE  
RESERVE ACTIVE-STATUS LIST OF THE NAVY FOR PERMANENT  
PROMOTION TO THE GRADE OF REAR ADMIRAL

2. Likewise, we must not restrict or limit the opportunity of any Navy officer to think creatively, develop new ideas, take prudent risks, and maximize capabilities through sound management practices. Bear in mind that, in the context of a changing Navy, officers demonstrating innovative thinking, efficient management skills, prudent risk taking, and effective business practices, may reflect a variety of backgrounds.

**(2) Education / Personal and Professional Development**

(a) The Navy's ability to support future operational requirements depends on a well-educated and trained officer workforce. The Navy needs officers who have helped create a culture of continuous learning demonstrated by their professional development through education and training. You shall favorably consider professional military education (PME), leadership development, and experience in specialized areas. The PME Continuum integrates four components of education: Advanced Education, Navy-Specific Professional Military Education (NPME), Joint Professional Military Education (JPME), and Leadership Development. Best and fully qualified candidates seek opportunities to improve performance by increasing their knowledge throughout their careers.

(b) Applying advanced education and achieving specialized skills as reflected in Additional Qualification Designator (AQD) codes and Navy Officer Billet Classifications (NOBCs) are significant career milestones.

**(3) Direct Support of Overseas Contingency Operations (OCO) / Irregular Warfare.** The boards should give favorable consideration to those officers who, while serving in leadership assignments in the in the grade of O-5 or above, have displayed superior performance in direct support of OCO or in Irregular Warfare assignments, in particular those assignments that are extraordinarily arduous or which involve significantly heightened personal risk. These individuals are developing valuable combat and nation-building skills under stressful conditions. Such assignments may not be typical of the officer's traditional community career path and the officer may be rated by a reporting senior unfamiliar with the officer's specialty and the Navy fitness report system.



Subj: ORDER CONVENING THE FY-21 PROMOTION SELECTION BOARDS TO  
CONSIDER OFFICERS IN THE LINE AND STAFF CORPS ON THE  
RESERVE ACTIVE-STATUS LIST OF THE NAVY FOR PERMANENT  
PROMOTION TO THE GRADE OF REAR ADMIRAL

4. Unrestricted Line (URL) Competency and Skill Guidelines.

Per section 14107(b)(4) of title 10 U.S. Code, the URL promotion selection board shall apply the following guidelines relating to the Navy's need to fill FY-21 critical vacancies with specified numbers of URL rear admirals who possess the competencies and skills outlined in Table 1. In most cases, critical vacancies are identified by officer designators, which themselves reflect the particular competencies and skills possessed by officers in the respective communities. You shall apply these guidelines in conjunction with the best and fully qualified selection standard, and in no case shall the Navy's need for specified numbers of officers to fill the vacancies be interpreted as a quota. As such, when determining those URL officers who are best and fully qualified for promotion, the URL board should give strong consideration to those officers who possess the competencies and skills necessary to fill the FY-21 critical vacancies, as outlined in Table 1.

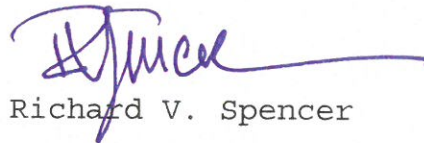
TABLE 1

GUIDELINES RELATING TO NAVY'S NEED FOR URL REAR ADMIRALS  
WITH PARTICULAR COMPETENCIES AND SKILLS

FY-21 CRITICAL VACANCY	NUMBER OF OFFICER(S) NEEDED	COMPETENCIES AND SKILLS REQUIRED FOR CRITICAL VACANCY
Surface Warfare (1115)	1	Vacancy in the O-8 1115 billet requires an experienced surface warfare officer with proven performance while assigned to significant leadership position(s) at a Navy or Joint command(s), and experience in material and operational readiness.
11X5/13X5	2	Vacancies in URL billets require proven performance while assigned to significant leadership position(s) in support of a Navy or Joint command(s).

Subj: ORDER CONVENING THE FY-21 PROMOTION SELECTION BOARDS TO  
CONSIDER OFFICERS IN THE LINE AND STAFF CORPS ON THE  
RESERVE ACTIVE-STATUS LIST OF THE NAVY FOR PERMANENT  
PROMOTION TO THE GRADE OF REAR ADMIRAL

5. Supply Corps. The Supply Corps and Navy require flag officers to serve in a wide range of executive leadership assignments requiring expertise in diverse functional areas. While there is no set career path for upward mobility, the flag officer you select will be placed in positions that require broad military perspectives. The organization values Joint Qualified Officers and Acquisition Professionals. The flag officer selected must be able to perform effectively and contribute at the highest levels of government.



Richard V. Spencer