



FY-22 Navy Reserve Line Community Brief Disclaimer

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Community leaders have provided these slides to community members for career planning purposes; however, strict adherence to the career progressions depicted in the slides is not a prerequisite for promotion.

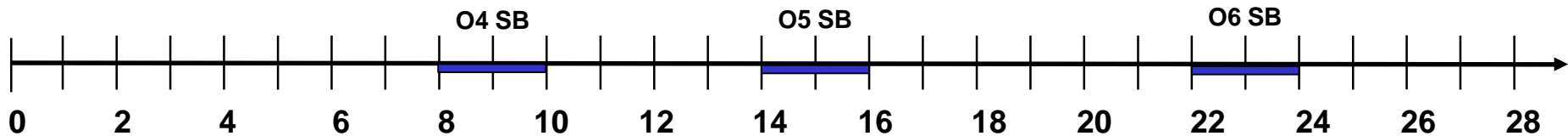
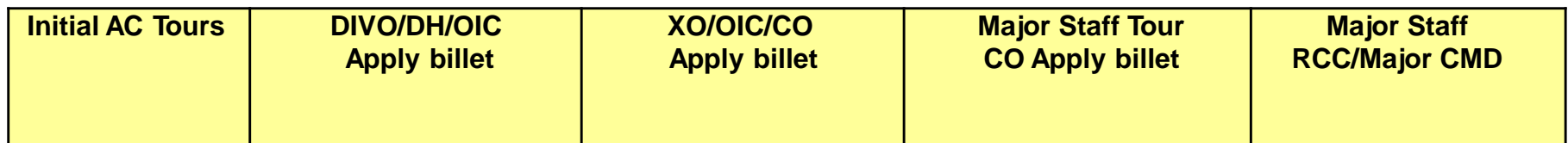
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Fleet Support Officer

Career Progression

Career Path



Typical Billets

Space and Electronics Warfare
OPNAV/Major Staff
Echelon 3/4 Staff
Logistics Support
Fleet Staffs
BUPERS Staff
ONR/NRL Staff

Space and Electronics Warfare
OPNAV/Major Staff
Echelon 3/4 Staff
Logistics Support
Fleet Staffs
BUPERS Staff
RCC Staff
ONR/NRL Staff

RCC/Major CMD Deputy
Space and Electronics Warfare
OPNAV/Major Staff
Echelon 3/4 Staff
Logistics Support
Fleet Staffs
BUPERS Staff
ONR/NRL Staff



Fleet Support Officer

Community Values

- **Valued achievements at all paygrades**
 - Sustained Superior Performance, particularly in leadership, mobilization, and positions of progressing responsibility
 - Consistent leadership assignments across multiple specialties
- **Valued achievements prior to LIEUTENANT COMMANDER**
 - Successful DIVO / DH leadership positions in high profile / high OPTEMPO units
- **Valued achievements prior to COMMANDER**
 - Successful XO / DH leadership positions in high profile / high OPTEMPO units
- **Valued achievements prior to CAPTAIN**
 - Successful CO / XO leadership positions in high profile / high OPTEMPO units
- **Other valued achievements**
 - Advanced degree
 - JPME / JCWS-H / Joint Tour / IA JT OPS
 - Command/OIC qualified (AQD 2N1)
 - Operational Mobilization

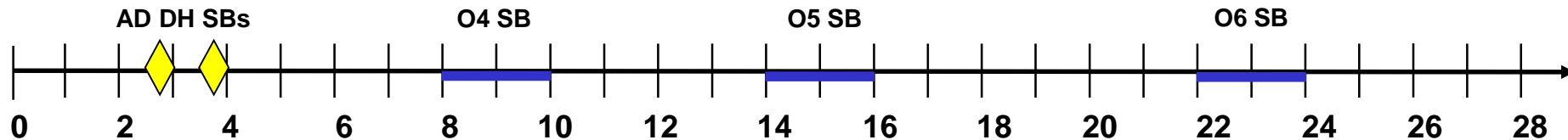


Surface Warfare Officer

Career Progression

Career Path

Initial AC Sea Tours	AC Shore Duty	AC DH Sea Tour	Specialty Qual Tour / Staff DH / LCDR CO and OIC / CRS CO Platoon	1 st CDR CMD / 2 nd CDR CMD / Major Staff billet / CRS DH and Company Commander	1 st CAPT CMD / 2 nd CAPT CMD / CRS XO/Staff A-CoS/Major Staff leadership billet	LCS Commodore / RCC Deputy / Staff CoS / CRG Deputy
	RC Experience / Staff Tours / OIC					



Typical Billets

Division Officer	Sea DH/Shore Staff O3 OIC Junior unit leadership and staff positions (DIVO / AOIC)	O4 Command Mid-level leadership and staff positions (DH / OIC) Joint staff billet CRS CO Platoon	O5 Command Senior leadership and staff positions (LCS/MSD DH/ACOS, CRS Company Commander, ACW)	O6 Command LCSRON Commodore / ACW RCC Deputy Commander / Major CMD COS / Joint Staff Leadership position / CRS XO / CRS CO / CRG Deputy
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Professional Achievements

Warfare Quals: SWO, EOOW, CDO, OOD, TAO, DH Education: SWO Specialty courses, NPG, MSOC	JPME I, NRUM, MSOC Advanced Degree NOBC / AQDs: XO / OIC / 2N1/2D1	JPME II, NRUM, MOPC NOBC / AQDs: Command / JQS2/JQS3 (JQO) Board Recorder	NSLS, ELOC NOBC / AQDs: ACW / Command / JQS3 (JQO) Board Membership
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Surface Warfare Officer

Community Values

▪ **Valued achievements at all paygrades**

- Proven leadership / Sustained Superior Performance
 - Command and OIC assignments
 - Successful leadership positions in high profile / high OPTEMPO Surface Force Specialty Units (LCS, NECC, MSC, NSE, SMWDC, TYCOMs)
- Proven, diversified, well-rounded performance
 - Sustained superior performance in leadership jobs
 - Experience/Qualifications within specialty/high demand fields (OLW, Joint, USFF, OPNAV, NAVWAR, Numbered Fleet, Combatant Commands, INFO Warfare, ONR, CNIC)

▪ **Valued achievements prior to LIEUTENANT COMMANDER**

- Successful Active Duty tours at sea; Reserve Component integration
- Leadership and advancement recommendations

▪ **Valued achievements prior to COMMANDER**

- Successful leadership tours with qualifications/NOBC/AQDs in Surface Specialty Units
- Increasing leadership, span of control, and complexity in unit size and mission

▪ **Valued achievements prior to CAPTAIN**

- Career progression within Surface Force Specialty Units
- Diversity of experience within SWO enterprises, Numbered Fleet, and Combatant Commands

▪ **Other valued achievements**

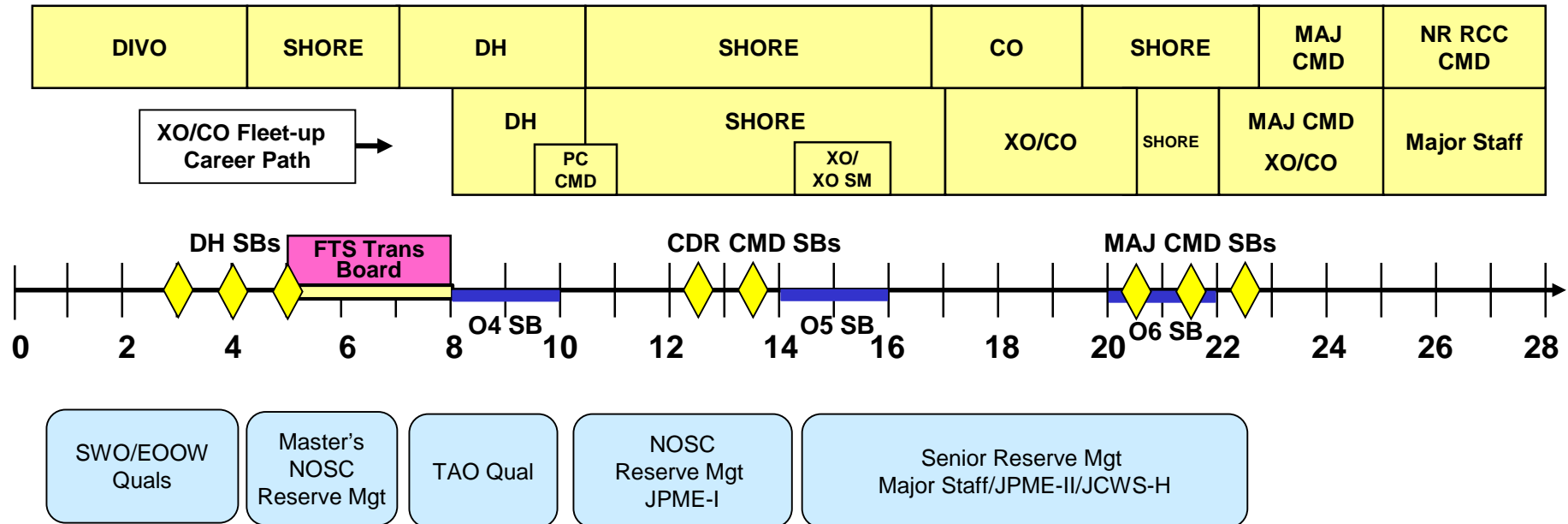
- Mobilization: IA or Unit MOB in support of OCO; Joint experience
- Education & Quals: JPME, Advanced degree, MSOC/MOPC/ELOC, NSLS, ACW



Surface Warfare Officer (FTS)

Career Progression

Career Path



RESERVE MANAGEMENT:

NOSC CO – 24-36 Month Tours
Major Staff (OCNR/CNRFC/RCC/OSO)



Surface Warfare Officer (FTS)

Community Values

- **Valued achievements prior to LIEUTENANT COMMANDER**

- Service at sea – successful initial sea tours
- Screened for, or successfully serving as, DH Afloat

- **Valued achievements prior to COMMANDER**

- Service at sea – superior performance as DH Afloat
- Screened for commander command, XO, or XO special mission
- Successful NOSC XO tour
- Successful O4 NOSC command tour
- Master's degree / JPME I awarded or in progress

- **Valued achievements prior to CAPTAIN**

- Successful operational commander command tour
- Successful O5 NOSC command tour
- Successful Reserve Component Command (RCC) CSO tour
- Sustained superior performance in operational and Reserve management leadership positions
- Sub-specialty utilization

- **Reserve management tours**

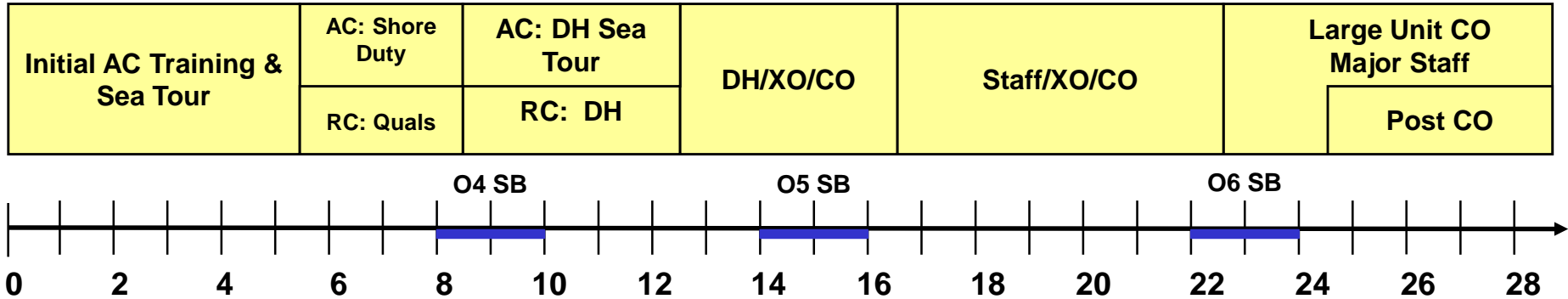
- Officers serving in Reserve management/leadership positions are directly supporting the mission of the FTS community (e.g., OCNR, CNRFC, RCC, etc.)
- Sustained superior performance in NOSC command and on major staffs are also key indicators of potential success at the next higher paygrade



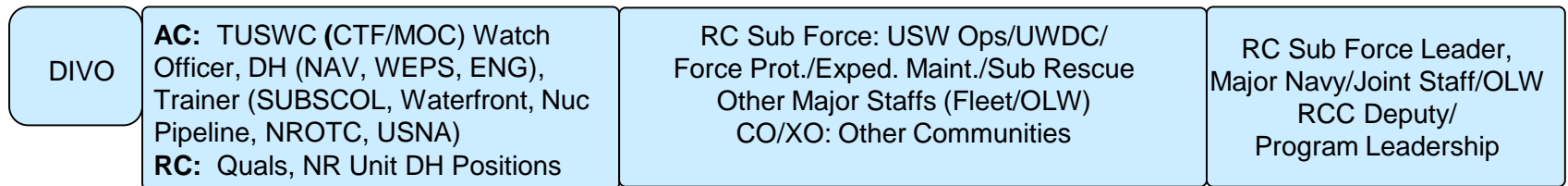
Submarine Warfare Officer

Career Progression

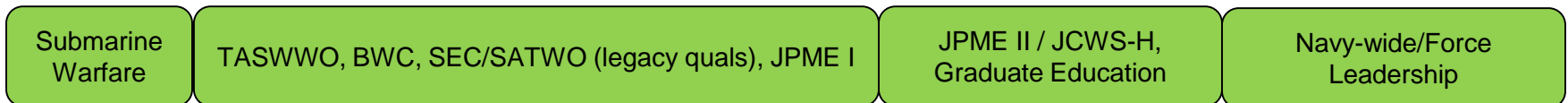
Career Path



Typical Billets



Expected Qualifications/Valued Achievements





Submarine Warfare Officer

Community Values

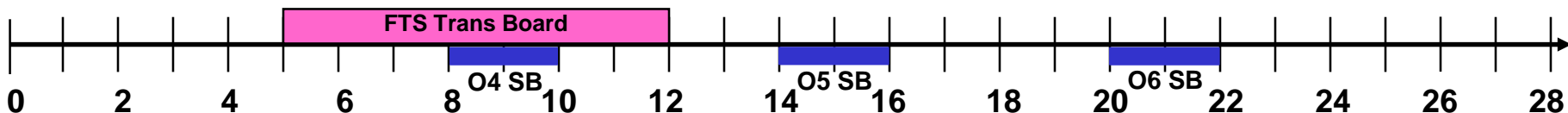
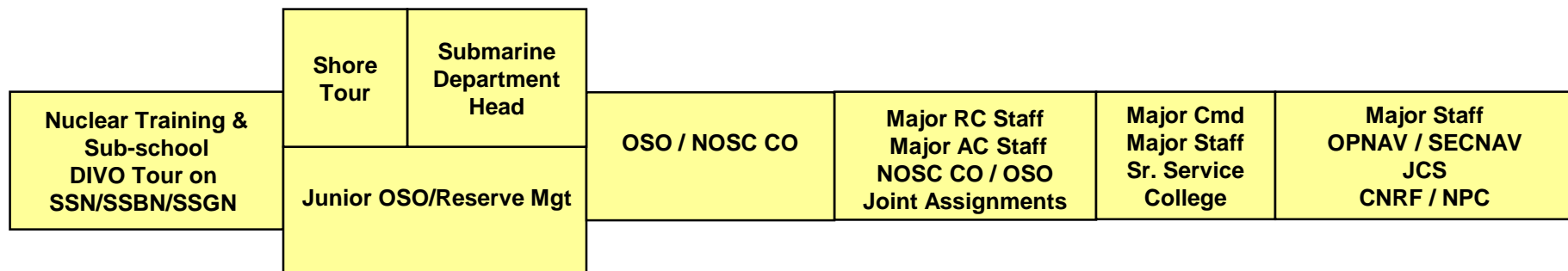
- **Valued achievements at all paygrades**
 - Sustained superior performance / leadership positions
 - TUSWC (CTF/MOC) real world event or Exercise Lead
 - Operational support
 - Diverse experience: Fleet, Joint, COCOM, Foreign partnerships, (NECC, ONI, NAVWAR)
 - National program leadership and SFRC EXCOM support
 - Involvement in Submarine Lines of Effort (Planning, Submarine Culture Workshops, Regional Mentor, Competency Training Officer)
- **Valued achievements prior to LIEUTENANT COMMANDER**
 - Successful active duty tours
 - Successful DH / JO leadership positions in high profile / high OPTEMPO units
 - Qualified TASWWO
- **Valued achievements prior to COMMANDER**
 - Successful XO / DH leadership positions in high profile / high OPTEMPO units
 - Qualified BWC
- **Valued achievements prior to CAPTAIN**
 - Successful CO / XO leadership positions in high profile / high OPTEMPO units
- **Other valued achievements**
 - Mobilization (high performer / challenging role)
 - JPME 1, 2 (or equivalent) / Joint Tour / IA JT OPS / JQO
 - Advanced degree / continued education relative to rank/position
 - Navy and Reserve selection and policy boards, support of major initiatives or programs
 - Mentoring



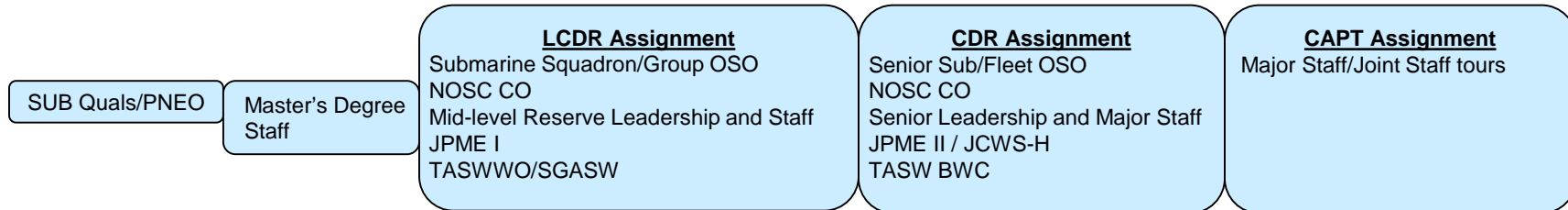
Submarine Warfare Officer (FTS)

Career Progression

Career Path



Expected Qualifications/Valued Achievements



RESERVE MANAGEMENT:

- NOSC CO – 24-36 Month Tours
- Major Staff (OCNR/CNRF/CRC/OSO)



Submarine Warfare Officer (FTS)

Community Values

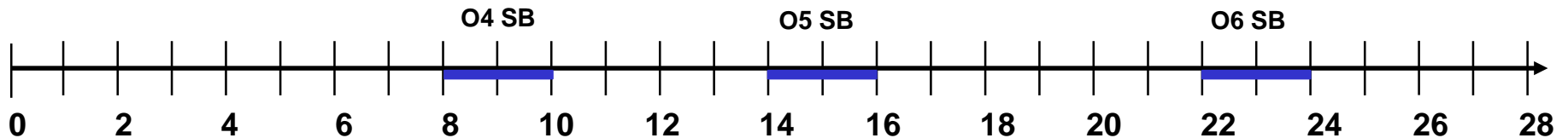
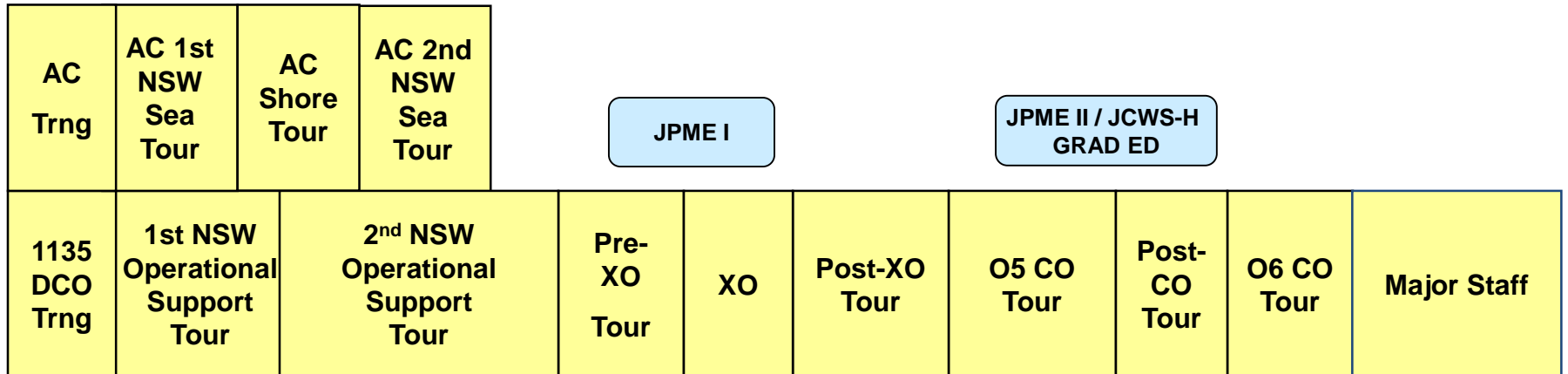
- **Valued achievements prior to LIEUTENANT COMMANDER**
 - Submarine service at sea – successful initial sea tours
 - Operational Support Officer at Submarine Force Commands
- **Valued achievements prior to COMMANDER**
 - DH at-sea or Operational Support Officer at Submarine Force Commands
 - Successful O4 NOSC command tour
 - Master's degree / JPME I awarded or in progress
- **Valued achievements prior to CAPTAIN**
 - Successful O5 NOSC-command tour
 - Successful Reserve Component Command (RCC) CSO tour
 - Senior staff or Operational Support Officer at Submarine Force Commands
 - Sustained superior performance in operational and Reserve management leadership positions
 - Sub-specialty utilization
- **Reserve management tours**
 - Officers serving in Reserve management/leadership positions are directly supporting the mission of the FTS community (e.g., OCNR, CNRFC, RCC, etc.)
 - Sustained superior performance in NOSC command and on major staffs are key indicators of potential success at the next higher paygrade



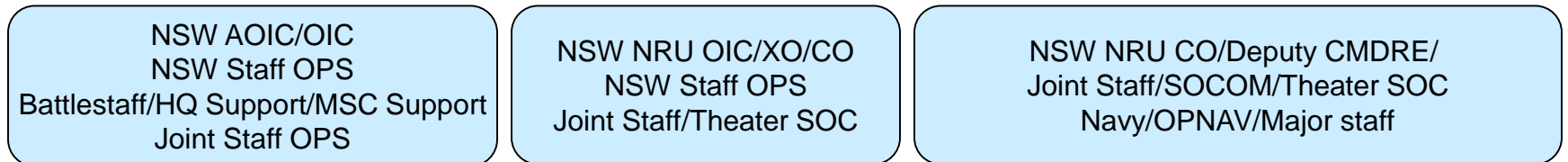
Special Warfare (SEAL) Officer

Career Progression

Career Path



Typical Billets





Special Warfare (SEAL) Officer

Community Values

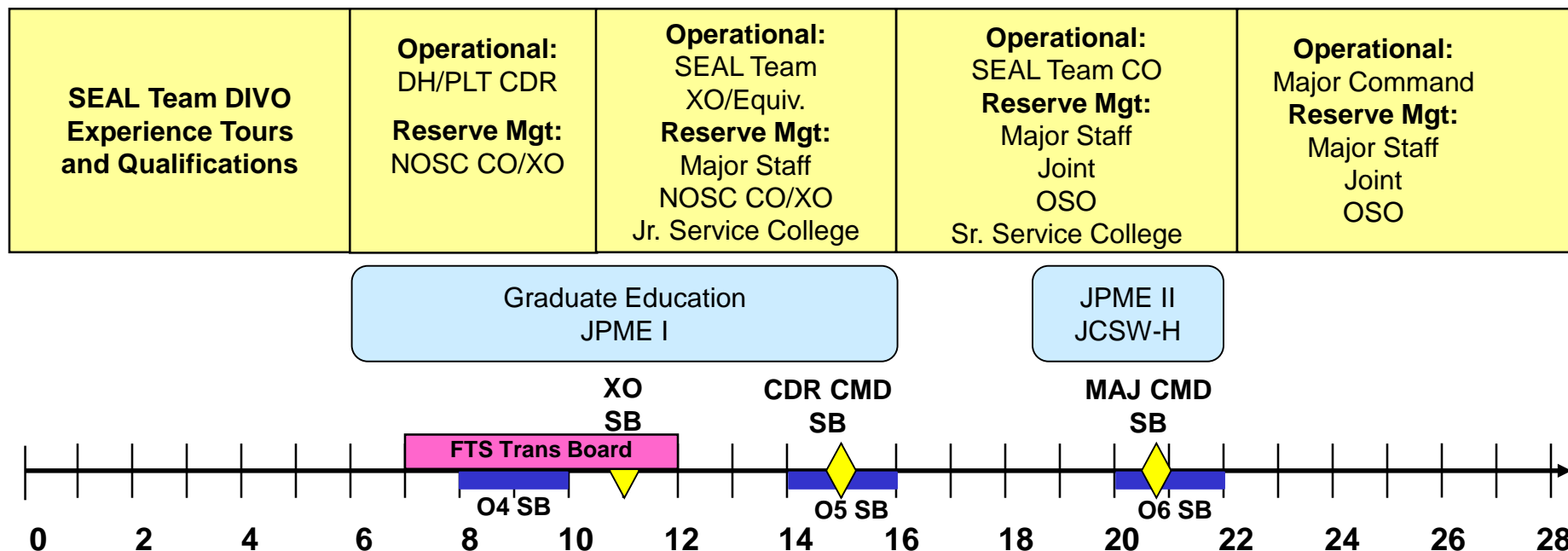
- **Valued achievements at all paygrades**
 - Sustained superior performance in NSW community leadership jobs
 - Combat, joint, and interagency experience
 - Advanced degree
 - Deployments/mobilizations ISO NSW/Joint SOF contingency ops at each paygrade
 - Assignment to innovation-focused Navy/NSW/SOF/DoD units (CRIC, SOFWERX, DIU, SCO, etc.)
 - JQO qualification progress
- **Valued achievements prior to LIEUTENANT COMMANDER**
 - SEAL, SDV, or Special Boat PLT CDR / OIC / Dept. Head tour (QD1 = PLT CMD FLT or QD9 = PLT CMD)
- **Valued achievements prior to COMMANDER**
 - Completed XO tour in NSW NRU
 - Mobilized ISO contingency operations
 - Major staff support (JCS, OPNAV, NSW Theater, and Joint Special Operations Command-TSOC/JSOC)
 - JPME I (JS7 AQD)
- **Valued achievements prior to CAPTAIN**
 - Completed at least one O5 CO tour in NSW NRU
 - Completed O5 CO tour in TSOC NRU
 - Proven ability to lead and direct organizations
 - Mobilized ISO contingency operations with leadership responsibilities
 - JQS Level II (JS4 AQD)
 - Major staff support (OSD, JCS, OPNAV, SOCOM, NSW, Theater and/or Joint Special Operations Command, etc)



Special Warfare (SEAL) Officer (FTS)

Career Progression

Career Path



RESERVE MANAGEMENT:

NOSC CO – 24-36 Month Tours
Major Staff (OCNR/CNRFCC/RCC/OSO)



Special Warfare (SEAL) Officer (FTS)

Community Values

- **Valued achievements prior to LIEUTENANT COMMANDER**
 - Completed SEAL platoon commander tour (QD1 = PLT CMD FLT or QD9 = PLT CMD)
 - Sustained superior performance in operational assignments
 - Warfare Qualification, diversity of experience within NSW
- **Valued achievements prior to COMMANDER**
 - Successful NSW XO or equivalent tour
 - Successful O4 NOSC command tour
 - Sustained superior performance in operational assignments
 - Master's Degree / JPME I awarded or in progress
- **Valued achievements prior to CAPTAIN**
 - Successful operational commander command tour (NSW CO)
 - Successful O5 NOSC command tour
 - Successful Reserve Component Command (RCC) CSO tour
 - Sustained superior performance in operational and Reserve management leadership positions
 - Major staff experience
 - Joint tour
 - JPME II
- **Reserve management tours**
 - Officers serving in Reserve management/leadership positions are directly supporting the mission of the FTS community (e.g., OCNR, CNRFC, RCC, etc.)
 - Sustained superior performance in NOSC command and on major staffs are key indicators of potential success at the next higher paygrade



Explosive Ordnance Disposal Officer

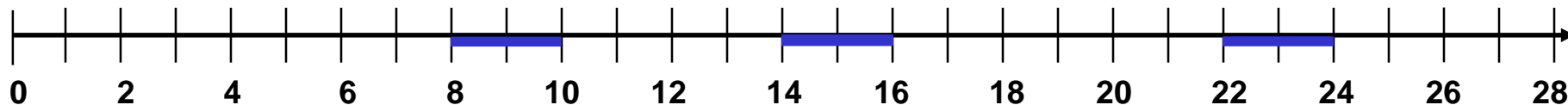
Career Progression

AC Init Trng	AC Plt Ldr	AC Plt Comp Cdr	AC Shore	Operational: XO Tour/CO Tour*	Operational: XO Tour/CO Tour*	Operational: CAPT CMD*	Operational: Major CMD/ Post-Major CMD
		Initial RC Tours		Staff: TYCOM Numbered Fleet/Joint Tour	Staff: TYCOM Numbered Fleet/Joint Tour	Staff: Major Staff COCOM	Staff: Major Staff Joint Tour/OSO

O4 SB

O5 SB

O6 SB



Typical Billets

JPME I

JPME II
JCWS-H

EODMU PLT LEAD
EODMU STAFF
EOD GROUP STAFF

NR NSWC IHEODTD STAFF
NR EXU-1
NAVWAR UMS PLT OIC
NR NEDU N3

SURGEMAIN DIVE NOR CO
NR EXU-1 DEPT HD
NR NSWC IHEODTD STAFF
CTF-56 (NR NECC) STAFF
NSW, TSOC
NR COMPACFLT MOC DET
OTHER UNIT CO*

NR EXU-1 CO
NR NEDU CO
NR NSWC IHEODTD XO
O5 NEPLO
OTHER UNIT CO*

NR NSWC IHEODTD CO
HEAVY LIFT DIVE XO
COCOM/FLT/TSOC UNIT CO-XO*
DEPUTY RCC
SHORE ENTERPRISE COMMAND
O6 NEPLO
JOINT IMA
OTHER UNIT CO*

*YG06 and earlier are SWO qualified and capable of filling career enhancing 1115 billets



Explosive Ordnance Disposal Officer

Community Values

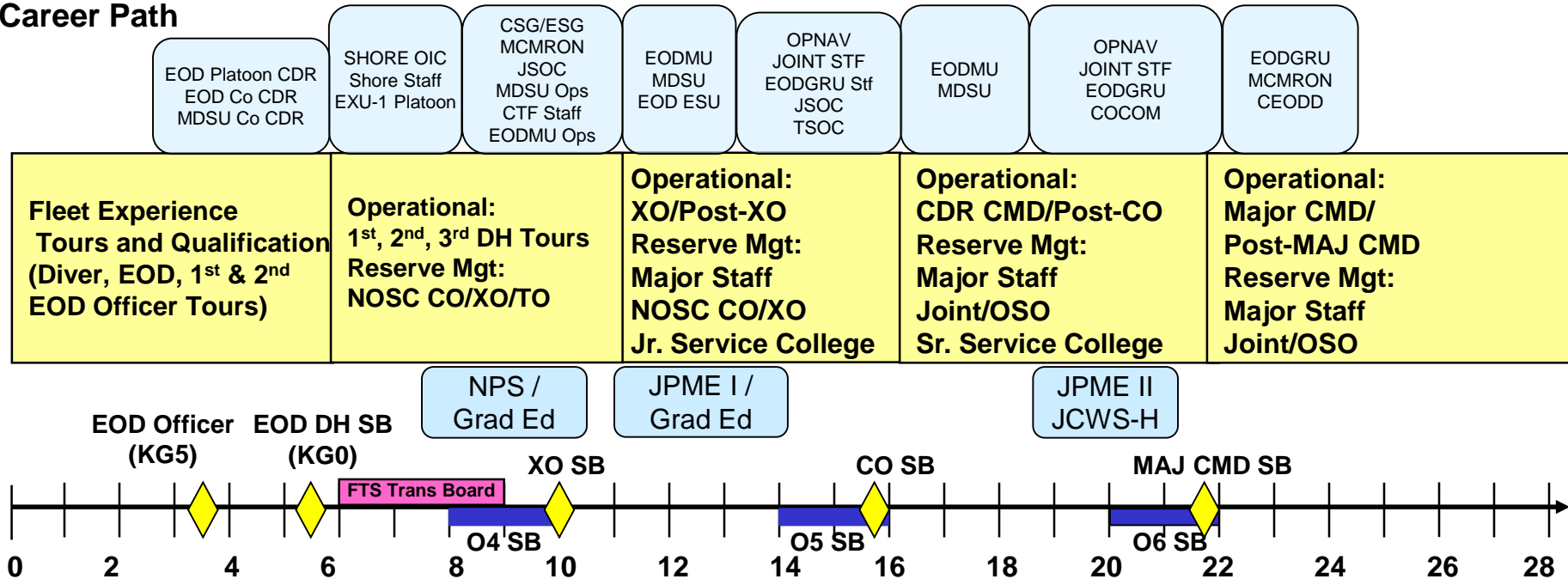
- **Valued achievements at all paygrades**
 - Sustained superior performance in leadership jobs
 - Annual Training/Active-Duty Training participation
 - Dual Warfare Qualified (SWO OOD Underway qualification for officers commissioned prior to 2006)
 - NRU CO/OIC qualified (AQD 2D1)
- **Valued achievements prior to LIEUTENANT COMMANDER**
 - Sustained outstanding performance through active PLT OIC tours
 - Completed EOD Warfare Qualifications (AQD KG5)
- **Valued achievements prior to COMMANDER**
 - Advanced Degree
 - JPME I
 - Successful XO / DH leadership positions in high profile / high OPTEMPO units
 - Successful Mobilization to an operational theater
- **Valued achievements prior to CAPTAIN**
 - JMPE II/JCWS-H
 - Successful CO / XO leadership positions in high profile / high OPTEMPO units
 - Demonstrated subject matter expert in Joint assignments
 - JQO in progress or complete
- **Other valued achievements**
 - Joint Tour / Joint Qualified Officer / IA JT OPS / IA JT Training



Explosive Ordnance Disposal Officer (FTS)

Career Progression

Career Path



NOTES:

- CDR CMD tours include EODMUs, MDSUs, NSCT, NSWDG and NDSTC
- XO tours include EODMUs, MDSUs, NSEOD, NEDU and NSWDG

ACRONYMS

CEODD:	Center for EOD and Diving
EODMU:	EOD Mobile Unit
EODTEU:	EOD Training and Evaluation Unit
MDSU:	Mobile Diving and Salvage Unit
NEDU:	Navy Experimental Diving Unit
NDSTC:	Navy Diving and Salvage Training Center
NSEOD:	Naval School EOD
NSWDG:	Naval Special Warfare Development Group



Explosive Ordnance Disposal Officer (FTS)

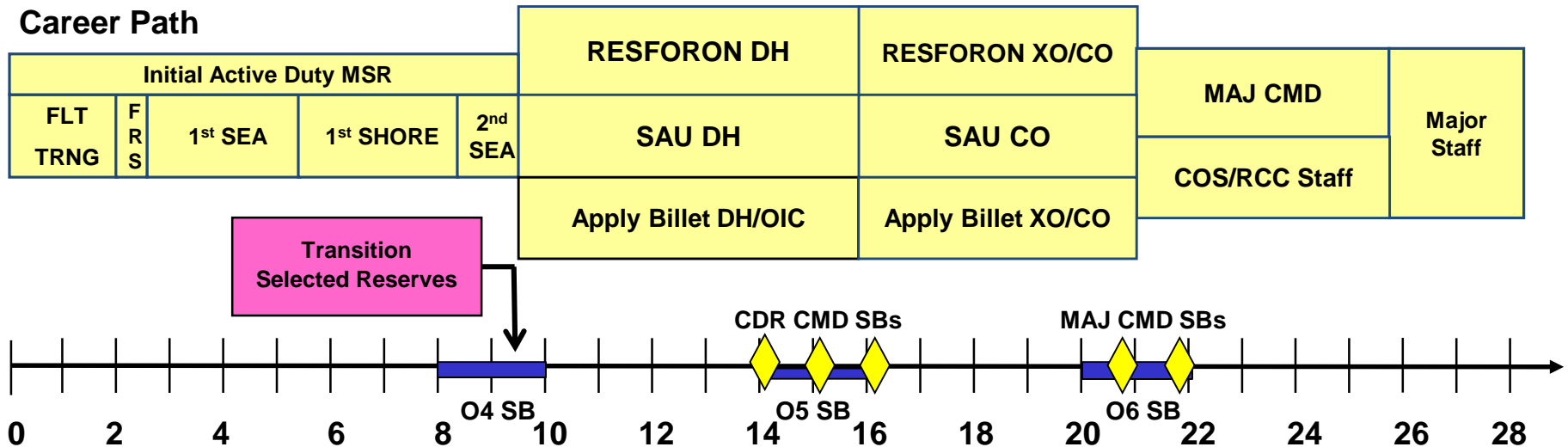
Community Values

- **Valued achievements prior to LIEUTENANT COMMANDER**
 - Attained both EOD OFFICER (KG5) and EOD DH (KG0) qualifications
 - Sustained superior performance through DH tours
- **Valued achievements prior to COMMANDER**
 - Continued superior performance in operational billets
 - Successful NOSC XO tour
 - Successful O4 NOSC Command tour
 - Master's degree / JPME I awarded or in progress
- **Valued achievements prior to CAPTAIN**
 - Successful operational commander command tour
 - Successful O5 NOSC command tour
 - Successful Reserve Component Command (RCC) CSO tour
 - Continued superior performance in joint assignments
 - OPNAV/Joint Duty Assignment
- **Reserve Management Tours**
 - Officers serving in Reserve management/leadership positions are directly supporting the mission of the FTS community (e.g., OCNR, CNRFC, RCC, etc.)
 - Sustained superior performance in NOSC Command and on major staffs are also key indicators of potential success at the next higher paygrade

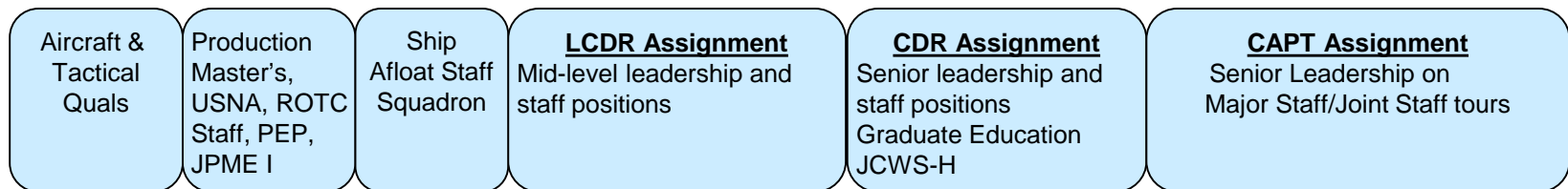
Aviation Officer

Career Progression

Career Path



Typical Billets





Aviation Officer

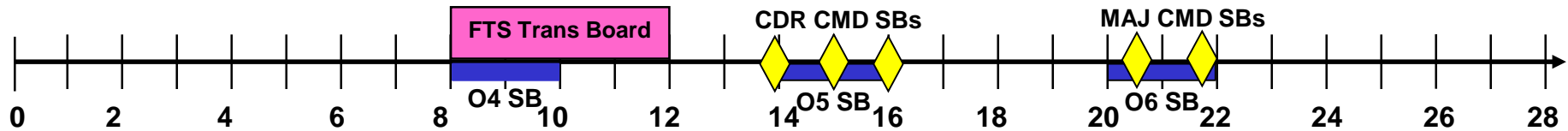
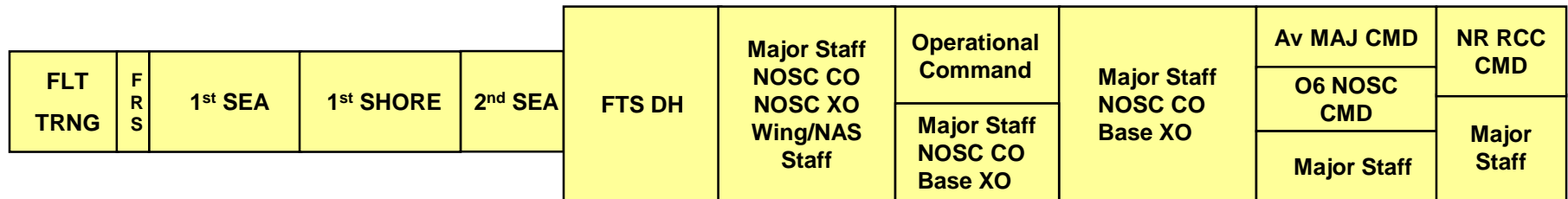
Community Values

- **Aviation officers have a long training pipeline, resulting in NOB FITREPS for the officer's first 3-4 years**
 - MSR retains Navy pilots (131X) through approx 9 to 11 YCS (8 years after earning wings)
 - MSR retains NFOs (132X) through approximately 7 YCS (6 years after earning wings)
- **Valued achievements prior to LIEUTENANT COMMANDER**
 - Superior performance in first sea and shore tours, attainment of initial warfare qualifications
 - Breaks right in leadership jobs
- **Valued achievements prior to COMMANDER**
 - Superior performance as DH
 - Established record of sustained superior performance
- **Valued achievements prior to CAPTAIN**
 - Command – successful operational Commander Command tour. If no operational command, then top performer in Apply-selected CO/OIC billet is next highest valued achievement
 - Proven performance in operational and/or Reserve management leadership positions
- **Other valued achievements**
 - Advanced Degree
 - JPME / JCWS-H / Joint Tour / IA JT OPS

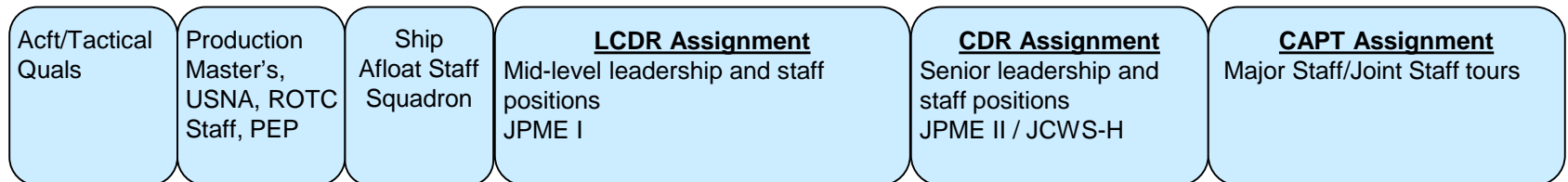
Aviation Officer (FTS)

Career Progression

Career Path



Typical Billets



RESERVE MANAGEMENT CAREER PATH:

NOSC CO – 24-36 Month Tours
Major Staff (OCNR/CNRFC/CNAFR/RCC/OSO)



Aviation Officer (FTS)

Community Values

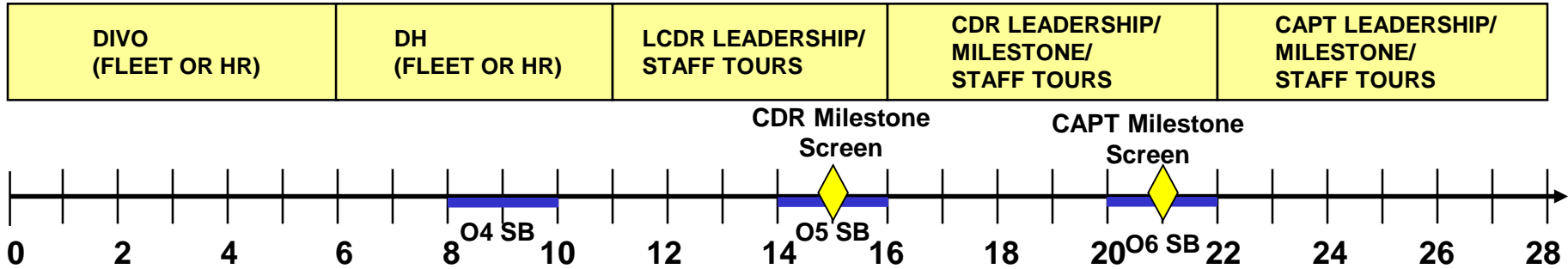
- **AVN officers have a long training pipeline, resulting in NOB FITREPS in first 3-4 years**
 - Min service requirement retains most aviators through 9 years
- **Valued achievements prior to LIEUTENANT COMMANDER**
 - Superior performance during Fleet Squadron tour and subsequent shore tour
- **Valued achievements prior to COMMANDER**
 - Superior performance as DH
 - Major staff tour or nominative community staff assignment (e.g. OPNAV, BUPERS, CNAP, CNAL, CNAFR, PERS)
 - Successful O4 NOSC command tour
 - Established record of sustained superior performance and increasing responsibility
 - Master's Degree or JPME I awarded or in progress
- **Valued achievements prior to CAPTAIN**
 - Successful operational commander command tour
 - Top performer in O5 NOSC command tour
 - Sustained superior performance in Major Staff and Reserve management leadership positions
- **Reserve management career path**
 - Officers serving in Reserve management/leadership positions are directly supporting the mission of the Reserve Component (e.g., OCNR, CNRFC, RCC, BUPERS)
 - Subspecialty utilization as defined in the precept



Human Resources Officer

Career Progression

Notional Career Path



Typical Billets

DH/DIVO/OIC/Staff Tour
Recruiting/PERS/Training
Officer/Staff Ops/Plans
Joint Experience

DH/OIC/XO
PERS/MPWR Staff and Mgt
Recruiting/Admin/Training
Resource Mgt
Joint Education/Experience

CDR Milestone
XO/OIC/CO
PERS/MPWR Analysis & Plans
Resource Mgt
Major Staff/Recruiting
Joint Education/Experience

CAPT Milestone
CO/Major Command/Major
Staff/Deputy/COS HQ Staff
Staff Ops/Plans
Joint Tour/Experience

Develop Core Competency Areas: Development, Management, Recruiting, Requirements

CO/XO and Milestone
screening for CDRs and
CAPTs occurs via APPLY
Board



Human Resources Officer

Community Values

- **Valued achievements prior to LIEUTENANT COMMANDER**

- Sustained superior performance and attainment of source community qualifications
- Demonstration of increasing levels of responsibility and sound judgment

- **Valued achievements prior to COMMANDER**

- Sustained superior performance in all assigned duties, especially leadership tours or during periods of active duty such as mobilization, ADOS or recall
- Attainment of command qualification and screening (2N1)
- Masters degree. HR related master's degree (3XXX) preferred
- Professional Certification including PHR, SPHR, GPHR, CPT, CPLP, CDFM, CDFM-A, CISSP and GSLC
- JPME I

- **Valued achievements prior to CAPTAIN**

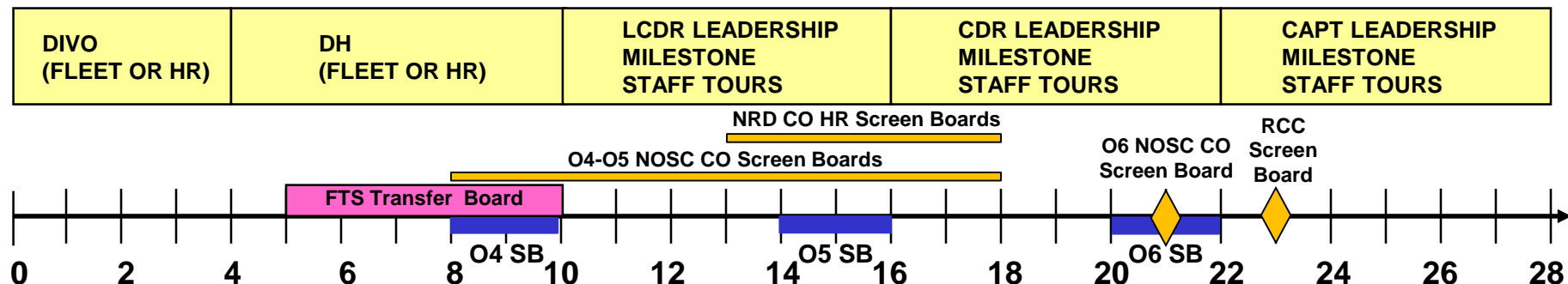
- Sustained superior performance in all assigned duties, especially CDR HR Milestone assignments, leadership tours, or during periods of active duty such as mobilization, ADOS or recall
- Attainment of command qualification and screening (2N1)
- Masters degree. HR related master's degree (3XXX) preferred
- Professional Certification including PHR, SPHR, GPHR, CPT, CPLP, CDFM, CDFM-A, CISSP and GSLC
- JQO Progression



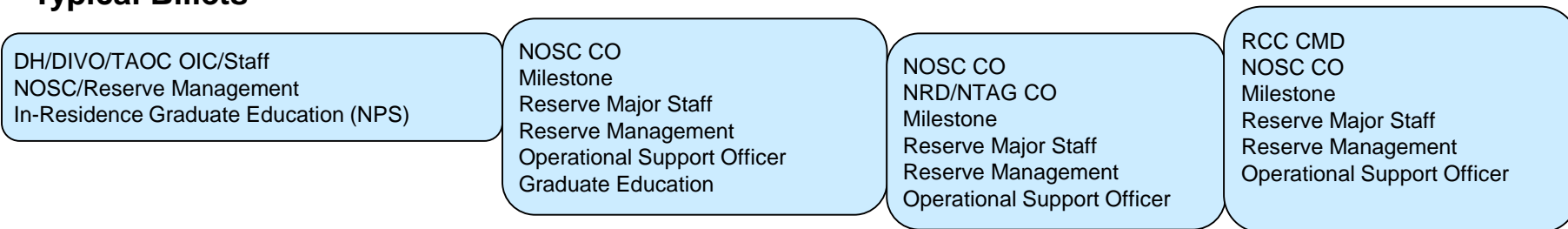
Human Resources Officer (FTS)

Career Progression

Career Path



Typical Billets



Develop Core Competency Areas: Development, Management, Recruiting, Requirements

Develop Sub-specialty Experience: Financial Management (311X), Manpower Systems Analysis (3130), Education and Training Management (3150), Operations Analysis (321X), Information Technology (620X)

Command screening occurs annually. LT-CAPT may screen for RCC and NOSC command via the Navy Reserve Shore Command Qualification Program. CDR-CAPT may also screen for HR Command Recruiting billets via the HR Command Qualification Program.



Human Resources Officer (FTS)

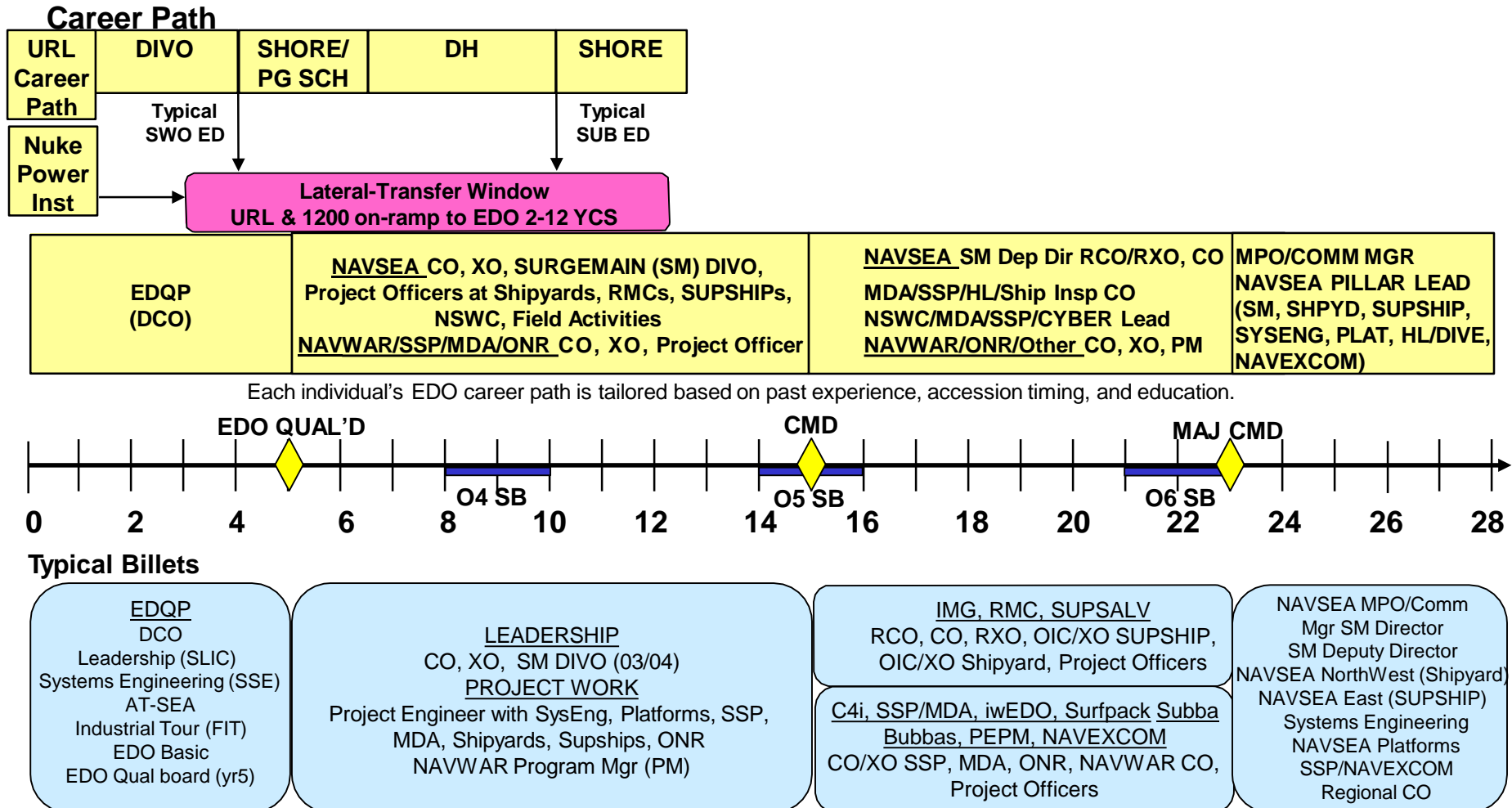
Community Values

- **Valued achievements prior to LIEUTENANT COMMANDER**
 - Sustained superior performance and attainment of source community qualifications
 - Demonstration of increasing levels of responsibility and sound judgment
- **Valued achievements prior to COMMANDER**
 - Sustained superior performance in all assigned duties, especially NOSC CO, Milestone and Major Reserve Staff, and TAOC OIC tours
 - Master's degree in HR related subspecialty including Financial Management, Manpower Systems Analysis, Education and Training Management, Operations Analysis, Information Systems and Technology or civilian equivalent degrees
 - HR subspecialty experience: 311X, 3130, 3150, 321X, 620X
 - Attainment of command qualification and screening (2D1)
 - Professional Certification including PHR, SPHR, GPHR, CPT, CPLP, CDFM, CDFM-A, CISSP and GSLC
 - JPME I awarded or in progress
- **Valued achievements prior to CAPTAIN**
 - Sustained superior performance in all assigned duties, especially NOSC CO, NRD CO, Milestone and Major Reserve Staff Tours
 - Master's degree in HR related subspecialty including Financial Management, Manpower Systems Analysis, Education and Training Management, Operations Analysis, Information Systems and Technology or civilian equivalent degrees
 - HR proven subspecialist: 311X, 3130, 3150, 321X, 620X
 - Attainment of command qualification and screening (2D1)
 - Professional Certification including PHR, SPHR, GPHR, CPT, CPLP, CDFM, CDFM-A, CISSP and GSLC



Engineering Duty Officer

Career Progression





Engineering Duty Officer

Community Values

▪ **Valued achievements prior to LIEUTENANT COMMANDER**

- Advanced technical degree and EDO qualification tour completed (lateral xfrs may not be qual complete)
- SurgeMain Division Officer or Executive Officer
- JOs with specific technical expertise (diving & salvage, heavy lift, strategic systems, missile defense, space) serve as Project Officers in commands utilizing those skills

▪ **Valued achievements prior to COMMANDER**

- Commanding Officer or Executive Officer
- Technical expert in their specific areas of expertise
- Community engagement - Recruiting, National SurgeMain (Finance, Training, Communications, Admin), Junior Officer Advisory Panel, ED Qualification Program (JO Training and Mentoring, EDO Community Event Support, etc.)

▪ **Valued achievements prior to CAPTAIN**

- Commanding Officer or Officer-in-Charge
- Technical leadership and/or command/national leadership is expected throughout career
- Community engagement - ED Qualification Program (JO Training and Mentoring, Counseling/Qualification Officer, EDO community issue engagement at the national level (e.g. Workshop Lead, Strategic Planning, Course Director, etc.)



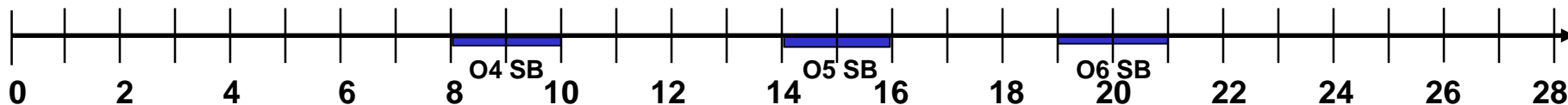
Aerospace Engineering Duty Officer

Career Progression

Career Path

O3 and below Milestone	O4 Milestone	O5 Milestone	O6 Milestone
FLEET: Squadron Aircrew Assistant Department Head	AOIC Department Head Project Lead	OIC (APPLY selected) XO HQ Unit Mission/IPT Lead	Commanding Officer Military/Mission Director
DCO: Acquisition/Engineering/Research Operational Experience	Deputy IPT Lead Flag Staff Member	Deputy Chief of Staff AOIC	Chief of Staff
Career Milestones arranged in descending order, most valued experience or position listed on top			

AC Lateral-Transfer Window
4 - 14 YCS



Education

DAWIA Level I Certification

Master's Degree (Technical / Business)
DAWIA Level II Certification



Aerospace Engineering Duty Officer

Community Values

▪ **Valued achievements at all paygrades**

- Consistent demonstration of leadership and technical expertise in increasingly challenging billets that bring value to the customer (Fleet, NAVAIR, ONR, NAVWAR)
- Mobilization supporting overseas contingency operations (OCO) missions, active duty for special work (ADOS) in support of an NAE project or initiative
- Continuous professional development: DAWIA, JPME
- Participation on a Flag Staff, policy board and/or statutory / APPLY Board / Mentoring Initiatives
- Space Cadre (for NAVWAR assigned Officers)
- Master's degree (technical or business)
- Warfare qualification / PQS completion / military deputy / community director

▪ **Valued achievements prior to LIEUTENANT COMMANDER**

- Project lead/assistant DH/DH tours
- Operational squadron junior officer tours

▪ **Valued achievements prior to COMMANDER**

- Leadership tours: AOIC, Dept Hd, deputy mission or IPT lead, Asst. Deputy Chief of Staff (DCOS)
- DAWIA Level I Certification – ENG preferred / Additional DAWIA Level I certification in PM is desired*

▪ **Valued achievements prior to CAPTAIN**

- OIC (APPLY selected) , HQ Unit XO, Mission or IPT Lead, DCOS
- DAWIA Level II Certification – ENG preferred / Additional DAWIA Level II certification in PM is desired*

* Completion of all course work in lieu of DAWIA certification is acceptable

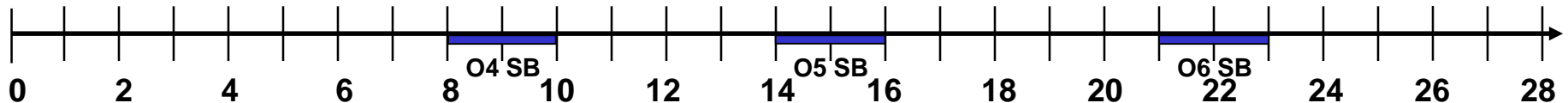


Aerospace Maintenance Duty Officer

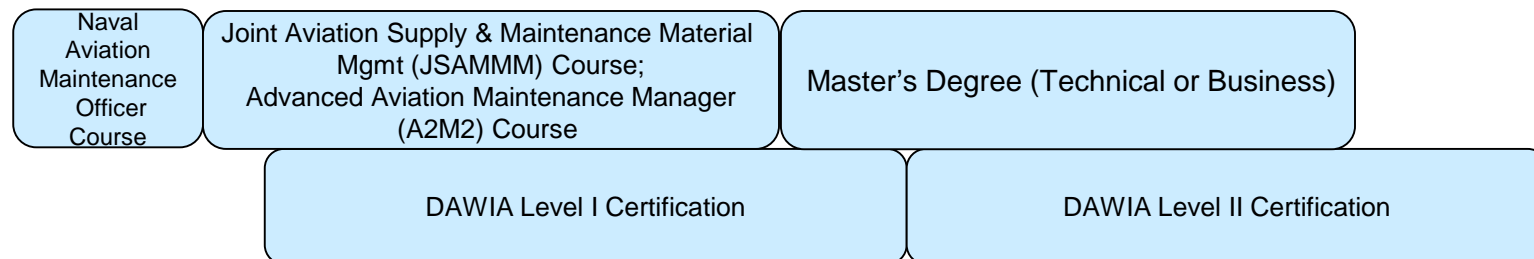
Career Progression

Career Path

O3 and below Milestone	O4 Milestone	O5 Milestone	O6 Milestone
SHORE/SEA O-Level I-Level/FRC Assistant DH	AOIC Department Head Project Lead Deputy IPT Lead Flag Staff Member	OIC (APPLY selected) XO HQ Unit Mission/IPT Lead Deputy Chief of Staff AOIC	Commanding Officer Military/ Mission Director Chief of Staff
ON RAMP - JO Shore & Sea Tours			
Career Milestones arranged in descending order, most valued experience or position listed on top			



Education





Aerospace Maintenance Duty Officer

Community Values

▪ **Valued achievements at all paygrades**

- Consistent demonstration of Leadership and Technical expertise in increasingly challenging billets within that bring value to the customer (FLEET, NAVAIR, ONR, NAVWAR)
- Mobilization supporting overseas contingency operations (OCO) missions, active duty for special work in support of an NAE project or initiative
- Participation on a Flag Staff, policy board, and/or statutory / APPLY Board / mentoring initiatives
- Master's degree (Technical or Business)
- Warfare qualification / PQS completion / military deputy / community director

▪ **Valued achievements prior to LIEUTENANT COMMANDER**

- MCO/MMCO, assistant project lead, assistant DH/DH tours
- Fleet maintenance experience in organizational (O-Level) or FRC (I-Level)

▪ **Valued achievements prior to COMMANDER**

- Leadership tours: DH/AOIC, deputy mission or IPT lead, Asst. Deputy Chief of Staff (DCOS), Detachment Maintenance Officer, NR Squadron Augment Unit , XO/Assistant Maintenance Officer
- Experience in Organizational (O-Level) and FRC (I-Level) or Depot (D-Level) Maintenance
 - DAWIA Level I Certification – PQM preferred / Additional DAWIA Level I certification in PM is desired*

▪ **Valued achievements prior to CAPTAIN**

- OIC (APPLY selected), XO HQ Unit, mission or IPT lead, DCOS positions
- Experience in NR NAVAIR Logistics, Project Management, or Engineering billets
 - DAWIA Level II Certification – PQM preferred / Additional DAWIA Level II certification in PM is desired*

* Completion of all course work in lieu of DAWIA certification is acceptable

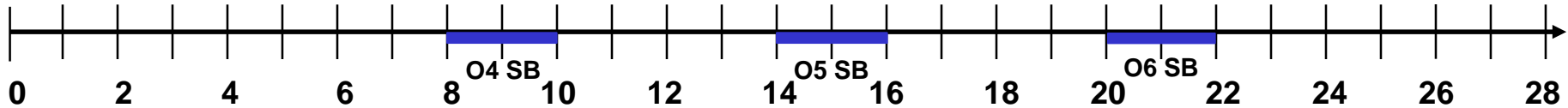


Aerospace Maintenance Duty Officer (FTS)

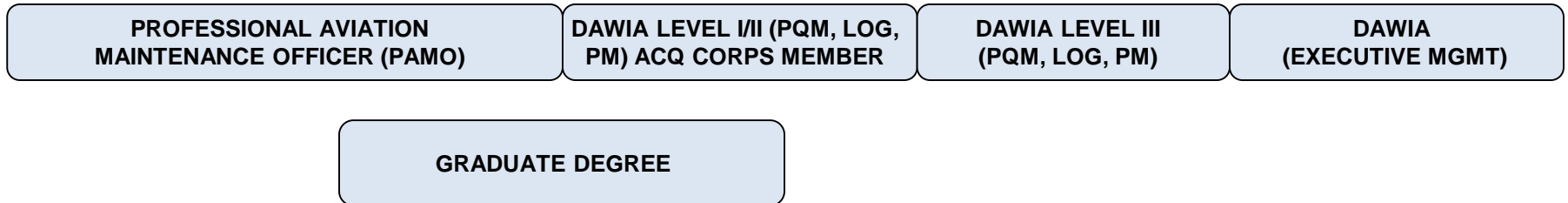
Career Progression

Career Path

Squadron AMO, MMCO FRC MMCO, DIVO	FRC AOIC WING AMO MAJOR STAFF	FRC OIC / XO WING MO MAJOR STAFF	TYCOM MO NAVAIR Staff CO/OSO FRC CO
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Valuable Training/Certifications





Aerospace Maintenance Duty Officer (FTS)

Community Values

▪ **Valued achievements prior to LIEUTENANT COMMANDER**

- Superior performance in both Squadron and FRC positions
- Professional Aviation Maintenance Officer (PAMO)
- DAWIA Level I Certification (PQM, LOG, or PM)

▪ **Valued achievements prior to COMMANDER**

- Successful tour as FRC/SAU AOIC, WING AMO
- Superior performance in major staff positions (e.g., BUPERS, CNAFR, NAVAIR, etc.)
- Defense Acquisition Corps member
- DAWIA Level II Certification (PQM, LOG, or PM)
- Master's degree

▪ **Valued achievements prior to CAPTAIN**

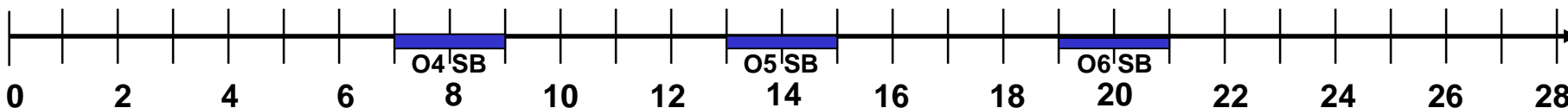
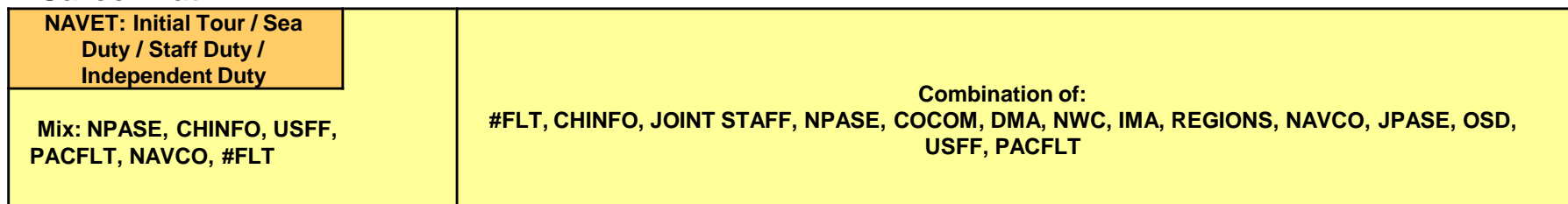
- Successful tour in two of the following positions:
 - FRC OIC/XO
 - WING MO
 - Major staff (e.g., BUPERS, CNAFR, NAVAIR, etc.)
- DAWIA Level III Certification (PQM, LOG, or PM)



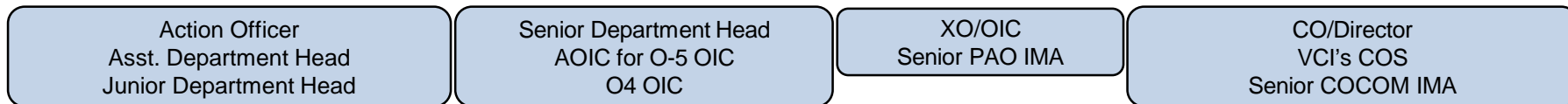
Public Affairs Officer

Career Progression

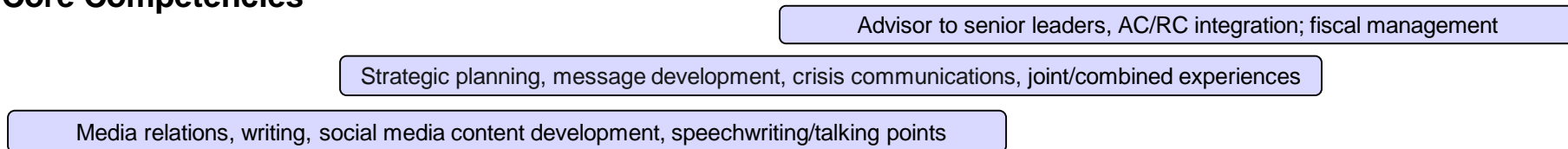
Career Path



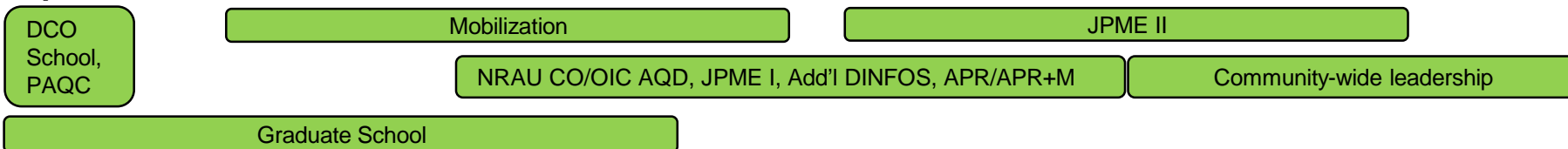
Milestone Billets



Core Competencies



Expected Quals/Valued Achievements





Public Affairs Officer

Community Values

- **Valued achievements at all paygrades**
 - Proven leadership / Sustained Superior Performance
 - Deployment / IA
 - Operational PA experience
 - Demonstrated success in multiple core PA skills: Media relations, social media, writing, etc.
- **Valued achievements prior to LIEUTENANT COMMANDER**
 - Required: DINFOS PA Qualification Course (PAQC)
 - Fleet/Joint/Combined exercises and operations, mobilization
 - Junior DH responsibilities
 - Contingency operations
- **Valued achievements prior to COMMANDER**
 - Experience as a PA advisor
 - NRAU CO/OIC AQD (2N1)
 - Senior DH experience
 - AOIC/Acting OIC or XO
 - Demonstrated knowledge of reserve systems, fiscal operations and unit management processes
 - Demonstrated success in senior-level core PA skills: strategic planning, message development
 - JPME, Additional DINFOS training: Joint Contingency PA course, Joint Senior PA Course
- **Valued achievements prior to CAPTAIN**
 - XO and/or CO/OIC experience as an O5
 - Documented superior leadership aptitude, PA advisor capabilities
 - Documented proactive engagement with AC counterpart to plan and budget for unit missions to optimize RC assets

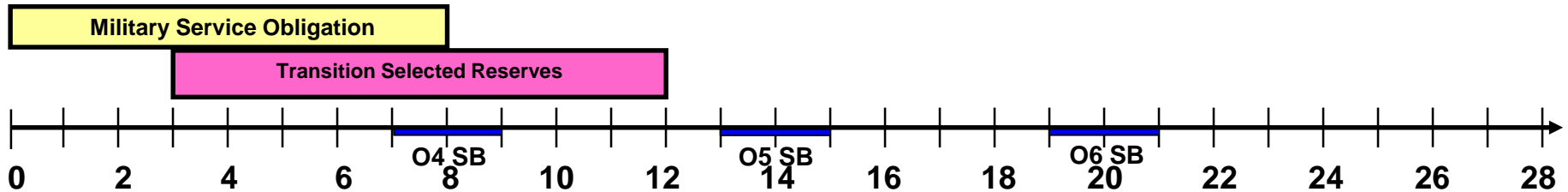


Strategic Sealift Officer

Career Progression

Career Path

ENS-LTJG Entry Level Assignments	LT DH Level Assignments	LCDR Staff/Leadership Assignments	CDR Staff/Leadership Assignments	CAPT Staff/Leadership Assignments
3 rd Mate or 3 rd Engineer license	2 nd Mate or 2 nd Assistant Engineer license	Chief Mate or First Assistant Engineer license	Captain or Chief Engineer license	



Typical Billets

Shipboard/Engineering Ops (Surge Sealift) Expeditionary Port Units (EPU) Tactical Advisors (TACAD) Naval Control and Guidance of Shipping (NCAGS) Bridge Resources Management Workshop (BRMW) Pilots, SSO Training Cadre, etc.	
Military Sealift Command and Area Commands	Military Sealift Command HQ Staff, BWC USTRANSCOM/CCMD Staff, BWC

Professional Achievements

Strategic Sealift Warfare Qualification Post Commissioning Indoctrination (PCI) RILC, MSOC Board Membership	JPME I SOLC NRUM MLOC Board Membership	JPME II Board Membership	Board Membership ELOC
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Strategic Sealift Officer

Community Values

▪ Valued achievements at all paygrades

- Required to maintain U.S. Coast Guard Unlimited License. Must Be in the Record or Letter to the Board, No Exceptions!***
- Proven leadership / Sustained Superior Performance / Breaking Out in Traffic
 - Command and OIC assignments
 - Successful leadership positions in high profile / high OPTEMPO supporting the fleet or Joint Force

▪ Valued achievements prior to LIEUTENANT COMMANDER

- SSO Warfare Insignia qualified
- Advanced license
- Active Service (SSRG OIC, SELRES, Mobilization/Recall/ADOS/long term ADT)

▪ Valued achievements prior to COMMANDER

- Advanced license
- Active Service (3 years in SELRES, or 1 year on Active Duty (Recall, Mobilization, ADOS, or ADT) , or SSRG Officer in Charge (OIC))
- JPME I
- 2N1 AQD

▪ Valued achievements prior to CAPTAIN

- Master or Chief Engineer license
- SELRES CO Tour
- JPME II
- Joint Experience

▪ Other valued achievements:

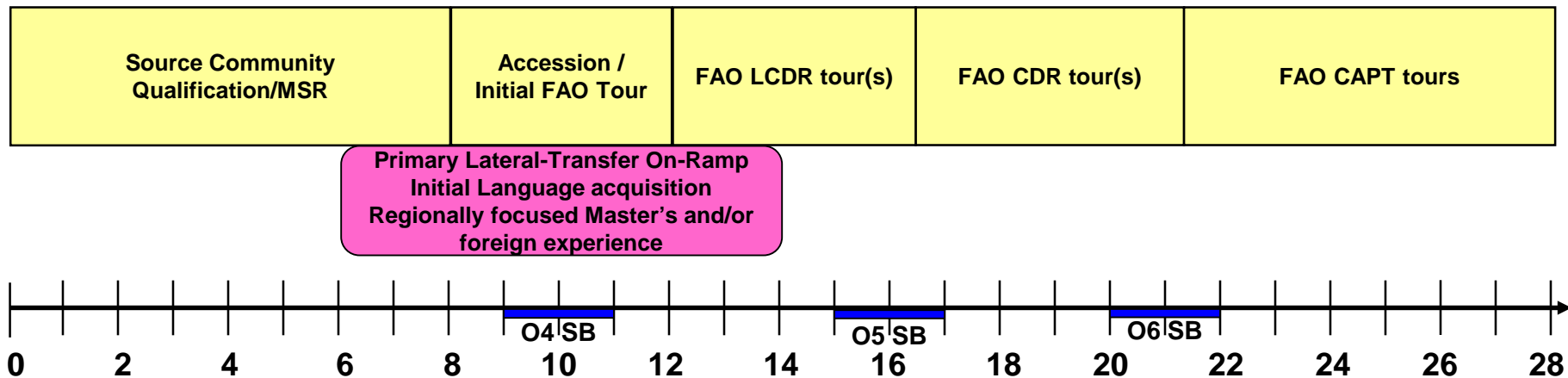
- Wide range of NOBCs and AQDs in record
- Master's or Doctoral Degree (Management, Business, Engineering, Law, Logistics, and National Security)
- Professional Engineer License and Professional Certifications
- Significant Community Mentoring and Recruiting Efforts



Foreign Area Officer

Career Progression

Career Path



The RC FAO community provides security cooperation (SC) professionals to Joint/Navy staffs, U.S. Embassy Senior Defense Officials (SDO), Defense Attaches and Security Cooperation Office (SCO) Chiefs ISO planning and/or execution of international engagement/SC programs and activities.

Typical Billets / Quals:

- 1) Source / FAO tour performance
- 2) Joint FAO Phase I
- 3) JPME I
- 4) Language proficiency

- 1) CDR tour
- 2) JQO Progress
- 3) Joint FAO Phase I/II
- 4) Language proficiency

- 1) CAPT tour
- 2) Joint FAO Phase II
- 3) JPME II / JQO
- 4) Language proficiency



Foreign Area Officer

Community Values

- **Valued achievements prior to LIEUTENANT COMMANDER**
 - Sustained superior performance and attainment of sourced community qualifications
 - Demonstration of increasing levels of responsibility and sound judgment
- **Valued achievements prior to COMMANDER**
 - Sustained superior performance in all assigned duties during periods of active duty such as mobilization, ADOS or recall
 - Regional experience involving direct international engagement of foreign partners
 - JPME I
- **Valued achievements prior to CAPTAIN**
 - Sustained superior performance in all assigned duties during periods of active duty such as mobilization, ADOS or recall
 - Significant experience leading, planning and executing international engagement activities
 - Reserve FAO community leadership roles to include direct management of junior FAOs and/or coordination of gaining command Reserve FAO support
 - Major staff tours
 - JQO, or progress toward



Oceanography Officer

Career Progression

Career Path

NAVET

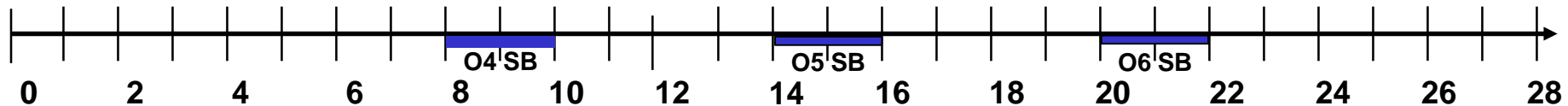
Operational Tours, Community & IWO Qualification

LCDR Operational, Leadership & Staff Tours

CDR Operational, Leadership & Staff Tours

CAPT Operational, Leadership & Staff Tours

DCO/Redesignation/IST



Typical Billets / Quals

Operational
CDO FWC/NAVO/USNO/NOOC
AOIC NMORA
Non-CNMOC METOC RC billets
IA/MOB

Operational
DH FWC/NAVO/USNO
NOOC,
Numbered Fleet
Leadership
XO NMORA, OIC
Staff
Joint, MAJ/COCOM,
NAVIFORES Reg'l
staff

Operational
NMORA HQ,
Numbered Fleet
Leadership
CO FWC/NAVO/
NOOC/USNO
Staff
Joint, MAJ/COCOM,
NAVIFORES Reg'l/HQ staff

Operational
NMORA HQ
PACFLT
Leadership
CO, XO NMORA HQ
CO NMORA NAVO
CO/XO/IWC cross slate
NAVIFORES Region CDR
Staff
NAVIFORES HQ/Region Deputy

METOC PQS NLT 3 years
IWO NLT 5 years

Advanced Degree, JPME I, JQ2, NRUM, IWOIC

JCWS-H/JPME II, NRUM, JQO, SNROC



Oceanography Officer

Community Values

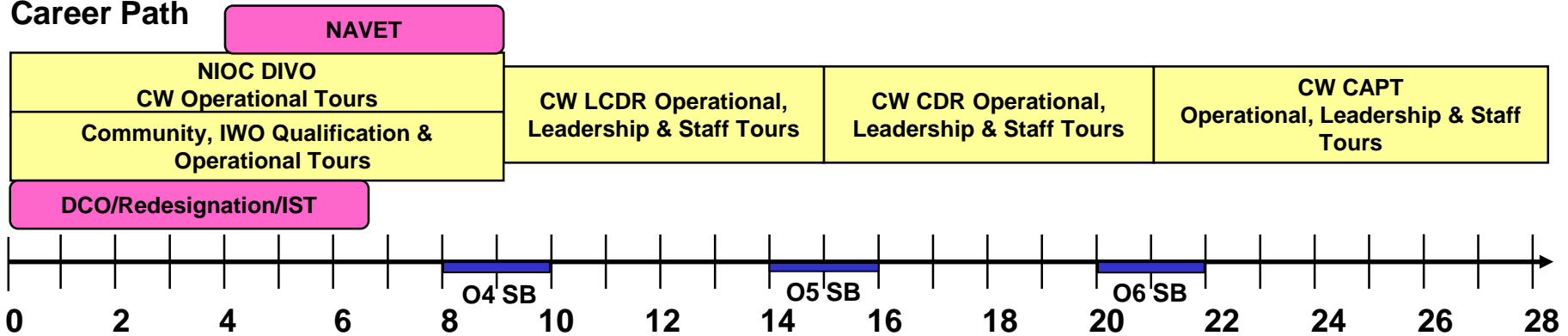
- **Sustained superior performance in leadership and operational billets**
- **Valued achievements prior to LIEUTENANT COMMANDER**
 - Community/IWO qualification
 - Strong operational training/support at NMORA augment unit
- **Valued achievements prior to COMMANDER**
 - Superior performance in leadership tour (NMORA XO, NMORA OIC)
 - Master's Degree in Meteorology, Oceanography, Hydrography or Physics (or related science) completed or in progress
 - Operational support to OCEANO mission
 - Major staff, Joint, TYCOM
 - Completion of an IA/MOB
 - JPME I, Command Qualification
- **Valued achievements prior to CAPTAIN**
 - Superior performance in NR augment unit command tour
 - Superior performance in positions of leadership and influence (Numbered Fleet, WDC's, IWC Cross Slate assignments)
 - Training at joint service command or major fleet exercise
 - Reserve TYCOM experience in NAVIFORES Regional or HQ billet
 - JCWS-Hybrid or JPME II



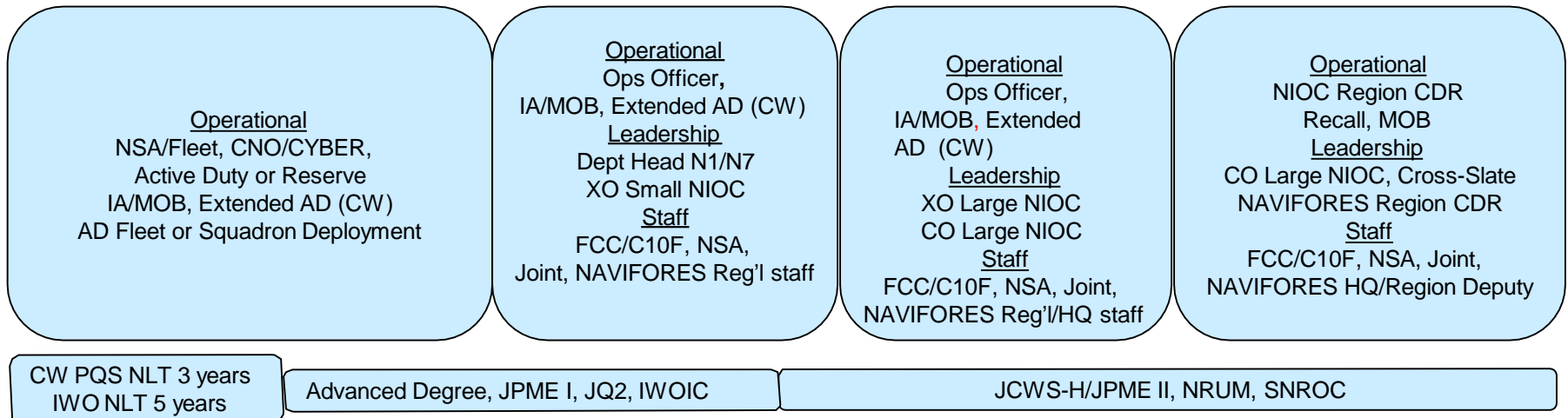
Cryptologic Warfare Officer

Career Progression

Career Path



Typical Billets/Quals





Cryptologic Warfare Officer

Community Values

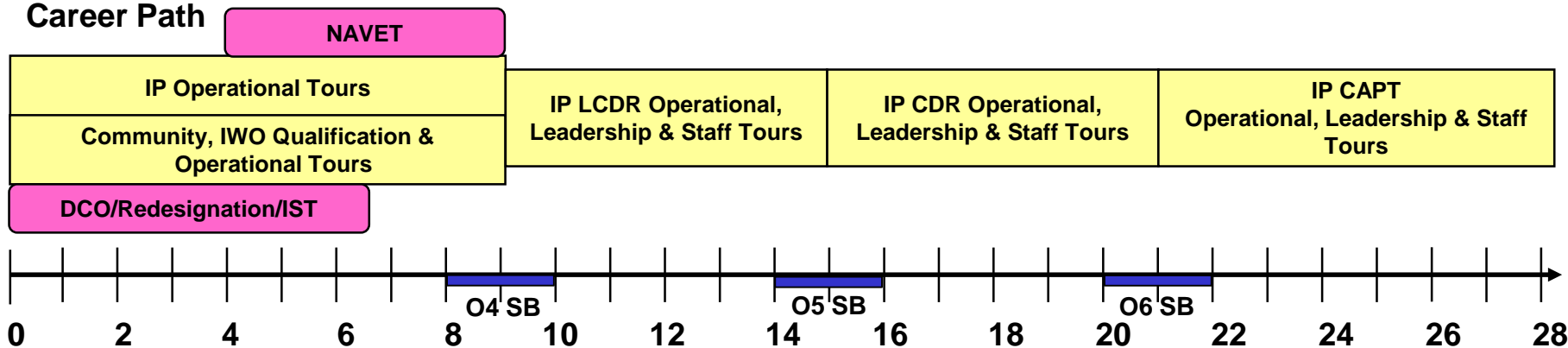
- **Sustained Superior Performance**
- **Valued achievements prior to LIEUTENANT COMMANDER**
 - CW/IWO qualification
 - Operational tours (Division Officer, SIGINT, Computer Network Operations/Cyber, Information Operations, EW, Space)
 - Completion of a CW related MOB
 - MT&E experience to include Training or Admin Officer
- **Valued achievements prior to COMMANDER**
 - Advanced technical Master's degree, advanced language degree, or technical certifications
 - Operational tours (OPS Officer, MOB; operational planning qualification/experience)
 - Leadership tour (XO Small NIOC, OIC)
 - Major staff tours (NAVIFORES HQ/Region, FCC/C10FLT, NSA, Joint)
 - JPME I, Space AQD (VS5 or higher), MT&E experience to include Training or Admin Officer
- **Valued achievements prior to CAPTAIN**
 - Operational tours (Continued OPS Experience, MOB)
 - Leadership tours (CO Small NIOC, XO Large NIOC)
 - Major staff tours (NAVIFORES HQ/Region, FCC/C10FLT, NSA, Joint)
 - JCWS-Hybrid (AJPME) or JPME II, Additional Space AQD (VS7 or higher) Note: CW Joint Qualification Billets not available for JQO attainment



Information Professional Officer

Career Progression

Career Path



Typical Billets/Quals

<p><u>Operational</u> *IP Operational Role</p>	<p><u>Operational Leadership</u> *IP Operational Role, CO/XO/OIC/CIO/PRGM Lead Staff NAVIFORES Reg'l/HQ staff</p>	<p><u>Operational Leadership</u> *IP Operational Role CO/XO/CIO/PRGM Lead Staff NAVIFORES Reg'l/HQ staff</p>	<p><u>Operational Leadership</u> Major Cmd/Prgrm Director/Fleet N6 IWC CO/XO cross slate NAVIFORES Region CDR Staff NAVIFORES HQ/Region Deputy</p>
<p>* IP Operational Roles would include CYBER, Info Systems, Info Assurance, Command and Control, Communications, Combat Systems, Intelligence/Surveillance/Reconnaissance, Space, Knowledge Management, Information Management, Fleet Staff/MOC</p>			
<p>IP PQS NLT 3 years IWO NLT 5 years MSOC</p>	<p>Advanced degree, Joint C4 Planner's Course</p>	<p>IP IQ, JQ2, JPME I, IWOIC</p>	<p>IP AQ, JCWS-H/JPME II, JQO, Joint C4I Officer and Staff Course, NRUM, SNROC</p>
<p>IP Community Leadership (National Training Team, Symposium Lead, Mentoring, Recruiting, Regional Lead IP, etc.)</p>			



Information Professional Officer

Community Values

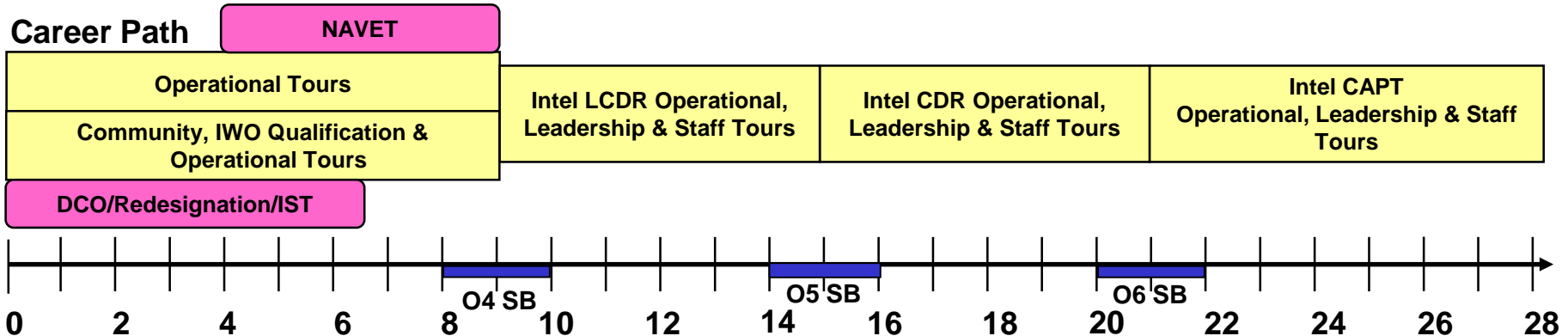
- **Sustained superior performance in leadership and operational billets**
- **Valued achievements prior to LIEUTENANT COMMANDER**
 - Attainment of community/IWO qualifications
 - Competitive operational tours demonstrating superior performance and fundamental knowledge of cyber operations, C4I, and information technology
 - Completion of an IP-related MOB
 - Progress towards a technical Master's degree
- **Valued achievements prior to COMMANDER**
 - OIC, program manager, or XO leadership tour
 - Advanced Cyber Security Workforce qualifications (AQD GA7) and technical expertise in systems management, acquisition, and Space
 - Attainment of technical Master's degree or higher, advanced technical certifications, and DoD CIO certificate
 - IP-related OLW experience
 - JPME I, joint matters expertise through education and joint duty experience
 - Space AQD (VS5 or higher)
- **Valued achievements prior to CAPTAIN**
 - CO, program manager, CIO, or equivalent tour as an O-5
 - NAVIFORES national/regional tour
 - IP community leadership roles
 - Additional space AQD (VS7 or higher)



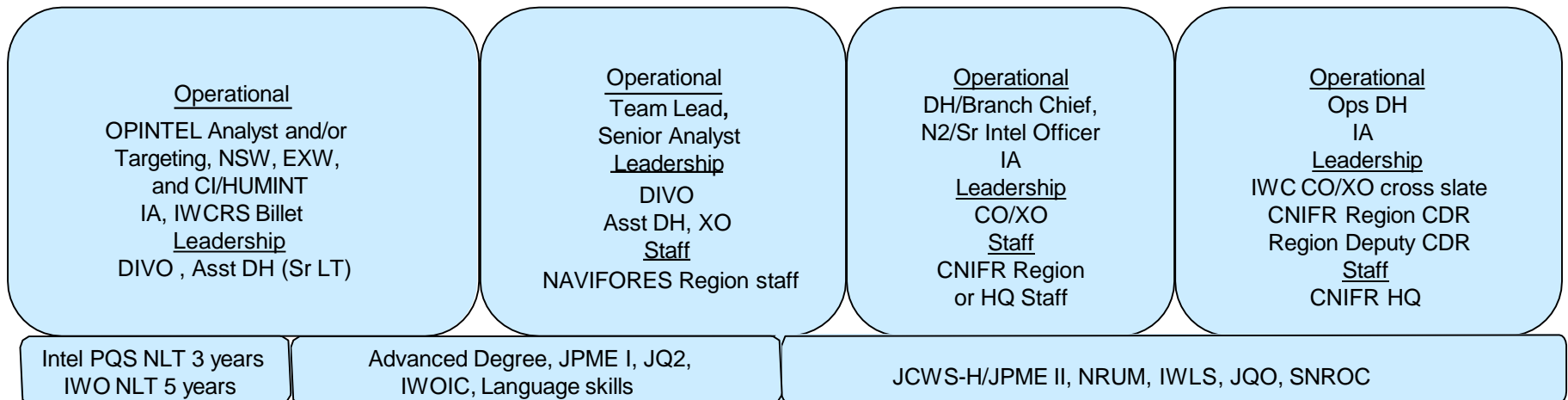
Intelligence Officer

Career Progression

Career Path



Typical Billets/Quals



- **Sustained superior performance in leadership and operational billets**
- **Valued achievements prior to LIEUTENANT COMMANDER**
 - Community/IWO qualifications
 - Proven experience providing and directing intelligence capability to Navy/Joint forces
 - Completion of an IA tour
 - MT&E/Ops support experience in a unit DIVO/DH position (note: limited opportunity)
 - Proven skill in OPINTEL, plus NSW, Strike/Targeting, HUMINT, Cyber or ISR Management
 - Critical language skills
- **Valued achievements prior to COMMANDER**
 - Superior performance in leadership or operational tour
 - Proven skill in OPINTEL, plus NSW, Strike/Targeting, HUMINT, Cyber or ISR Management
 - MT&E/Ops support experience in a unit DH or XO position
 - Joint duty experience in warfighting and education
 - Advanced degree, JPME I, 2N1 (Command qual), Space AQD (VS5 or higher)
- **Valued achievements prior to CAPTAIN**
 - Superior leadership performance as CO or large unit XO
 - Superior performance in leadership positions at operational commands
 - Competitive regional and national HQ leadership billet or joint tour
 - JCWS-Hybrid (AJPME) or JPME II, Space AQD (VS7 or higher)

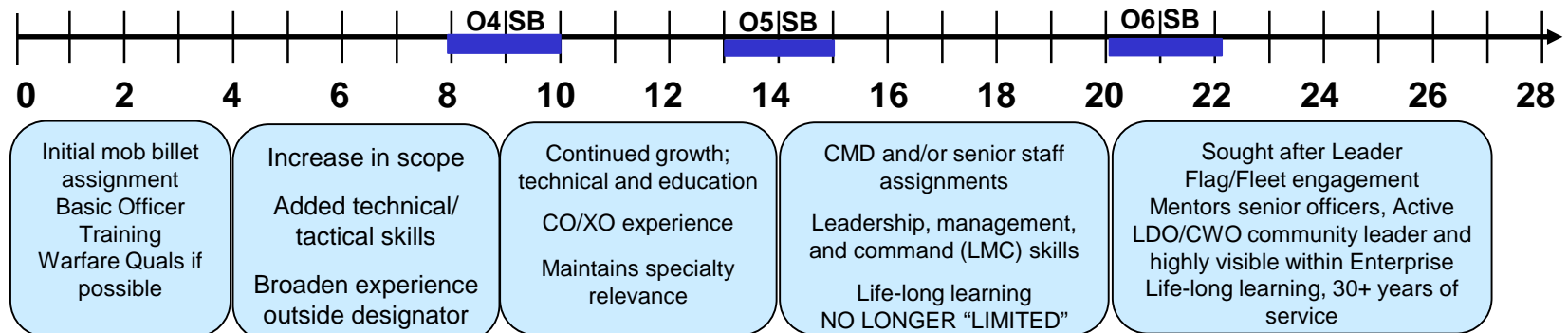


Limited Duty Officer (Line)

Career Progression

Typical Billets

Surface	DIVO	XO/DH/OIC	CO/XO/OIC	CO/Major Command XO/Major Staff	MAJOR CMD/Major Staff
Submarine	DIVO	XO/DH/OIC	CO/XO/OIC	CO/Major Command XO/Major Staff	MAJOR CMD/Competency Lead/Major Staff
Aviation	DIVO	MMCO/QAO	MMCO/QAO/AMO	Squadron Maintenance Officer (MO)/Major Staff	Major Staff
Admin	DIVO/STF ADM/NECC Battalion	DH/NECC Regiment (R1/S1/N1/J1)/ONI/ Joint Staff	DH/NLEC Instructor/ CNE-C6F/C7F/ONI Staff/USINDOPACOM	CNE-C6F STF ADM/ USINDOPACOM/ Major Staff	Major Staff
Security	NSF CO/XO	NSF CO/MS/CNIC/ SUBGRU/CORIVRON FPO	O4 CO/MS/CNIC/ SUBGRU/CORIVRON FPO/RSC	Major Staff Security Officer CNIC Region Reserve Security Coord.	CNIC Deputy Force Protection Director/NAVSEA Deputy Staff Security Officer
IWC	DIVO/ADH/IP OPS/ANALYST	DH/REGSTF/TEAM LD/SEN ANALYST/ STRIKE LD	IWC LDOs are transitioning via Off-Ramp to RL counterpart resulting in no funded control grade requirements for this FY		





Limited Duty Officer (Line)

Community Values

- **Valued achievements at all paygrades**
 - Sustained superior performance in technical and leadership billets, especially in arduous, complex, or challenging environments and during periods of active duty such as mobilization, ADOS, or recall.
 - Upward progression in scope of management and leadership throughout career.
 - Diversity of experience both operationally and professionally, and demonstration of increased technical expertise
 - Continues higher education and/or life-long professional learning (e.g., certificates, degrees, MSOC, ELOC, Command NRAU AQD 2N1, instructor duty, planner, Leadership/Ethics, Project Management, NWC courses, etc.
- **Valued achievements prior to LIEUTENANT COMMANDER**
 - Successful XO/DH/OIC/Squadron MMCO/QAO
- **Valued achievements prior to COMMANDER**
 - Successful CO/XO/DH/Squadron AMO
- **Valued achievements prior to CAPTAIN**
 - Successful CO/XO/MAJ COMMAND DH/Squadron Maintenance Officer (MO)
- **LDO/CWO Community participation, involvement and representation.**
 - Documented mentors of junior personnel based on the demographics of particular job (officers, enlisted, etc.)
 - Familiar with all LDO/CWO designator career paths actively seeking out candidates for the program.
 - A visible and positive representative of the community to the Fleet. Maintains communication with community leadership.