



FY-23 Navy Reserve Merit Reorder Disclaimer

This information is provided to assist board members in identifying performance and career achievements which may indicate a record of particular merit. Board members are expected to use their experience and judgment after review of the records recommended for promotion to determine those records of particular merit. Information on these slides is not an all inclusive list and should not be used to exclude records that otherwise document particular merit. This information is not a checklist of traits required for merit and should not be a substitute for board discretion. It has been vetted by Navy Personnel Command and OJAG for statutory compliance and approved by SECNAV.

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Aerospace Engineering Duty Officer

Merit Reorder Considerations

- **Valued achievements prior to LIEUTENANT COMMANDER**
 - Recognized top performer in an acquisition or squadron assignment (minimum 24 months experience)
 - Recognized top performer as a Department Head
 - Flag Advisory Panel Member or Assistant Deputy Chief of Staff
 - DAWIA Level I certification in Engineering*

- **Valued achievements prior to COMMANDER**
 - Recognized top performer in two separate LCDR tours (minimum 24 months experience each)
 - Recognized top performer as an Assistant OIC, Assistant Deputy Chief of Staff
 - Master's degree (technical or business)
 - Flag Advisory Panel, Statutory or APPLY Board Recorder
 - DAWIA Level II certification in Engineering*

- **Valued achievements prior to CAPTAIN**
 - Recognized top performer in a CDR tour, (minimum 24 months experience)
 - Recognized top performer as a CO/OIC, XO HQ Unit, or Deputy Chief of Staff (minimum 24 months experience)
 - Active duty for operational support (ADOS) or mobilization (in support of Naval Aviation Enterprise preferred)
 - Statutory or APPLY Board Member
 - DAWIA Level II certification in Program Management*
 - DoN Acquisition Professional Member

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



Aerospace Maintenance Duty Officer

Merit Reorder Considerations

- **Valued achievements prior to LIEUTENANT COMMANDER**
 - Recognized top performer in an acquisition or squadron assignment (minimum 24 months experience)
 - Recognized top performer as a Maintenance Material Control Officer, Assistant Maintenance Officer, or Department Head
 - DAWIA Level I certification Production, Quality, Manufacturing*
- **Valued achievements prior to COMMANDER**
 - Recognized top performer in two separate LCDR tours (minimum 24 months experience each)
 - Recognized top performer as an Assistant OIC, Assistant Deputy Chief of Staff, or Detachment Maintenance Officer (Forward Deployed)
 - Assistant Deputy Chief of Staff
 - Master's degree (technical or business)
 - Flag Advisory Panel, Statutory or APPLY Board Recorder
 - DAWIA Level II certification Production, Quality, Manufacturing*
- **Valued achievements prior to CAPTAIN**
 - Recognized top performer in a CDR tour (minimum 24 months experience)
 - Recognized top performer as a CO/OIC; XO HQ Unit or Deputy Chief of Staff (minimum 24 months experience)
 - Active Duty for Operational Support (ADOS) or mobilization (in support of Naval Aviation Enterprise preferred)
 - Additional Warfare PQS completion (ex. Expeditionary)
 - Statutory or APPLY Board Recorder/ Member
 - DAWIA Level II certification in Program Management*
 - DoN Acquisition Professional Member
 - Professional Aviation Maintenance Officer (PAMO PQS)

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



Aerospace Maintenance Duty Officer (FTS)

Merit Reorder Considerations

- **Valued achievements prior to LIEUTENANT COMMANDER**
 - Recognized top performer as squadron MMCO and FRC DIVO/PO
 - AQD IL2 (Advanced Aviation Maintenance Management)
 - AQD IL6 (Professional Aviation Maintenance Officer (PAMO) warfare qualified)
 - Master's degree

- **Valued achievements prior to COMMANDER**
 - Recognized top performer as FRC AOIC/AMO or WING AMO/RO
 - Recognized top performer on major staffs and reserve personnel management tours (e.g., BUPERS, CNAFR, CNRFC, NAVAIR, etc.)
 - AQD IL6 (Professional Aviation Maintenance Officer (PAMO) warfare qualified)
 - DAWIA Level II (PQM or LCL) and an additional Level I (PQM, LCL, or PM)
 - AQD APM (Defense Acquisition Corps Membership – ACQ full qualification)

- **Valued achievements prior to CAPTAIN**
 - Recognized top performer in two of the following positions:
 - FRC OIC/XO
 - WING MO
 - Major staff (e.g., BUPERS, CNAFR, CNRFC, NAVAIR, etc.)
 - DAWIA Level III PQM
 - DAWIA Level III LCL or PM
 - AQD APM (Defense Acquisition Corps Membership – ACQ full qualification)



Aviation Officer

Merit Reorder Considerations

- **Aviation is a large and competitive community. Priority should be given to those officers who meet the criteria outlined in the primary requirements, and then community valued achievements. Other achievements are nice to have and should only be considered as discriminators.**
- **Valued achievements prior to LIEUTENANT COMMANDER**
 - Primary requirement: Recognized top performer over consecutive tours (sea and shore assignments); advanced warfare qualifications
 - Community valued achievements: First shore assignment in production (NAWDC, FRS, VT/HT, Adversary, Weapons School); officers that excel in in the production environment prioritized over others
 - Other achievements: Graduate education
- **Valued achievements prior to COMMANDER**
 - Primary requirement: Recognized top performer in Squadron Department Head milestone assignment (Ops O/maintenance officer)
 - Community valued achievements: Recognized top performer in billets/jobs of increasing scope and responsibility
 - Other achievements: Graduate education; IA/GSA; JPME I
- **Valued achievements prior to CAPTAIN**
 - Primary requirement: Recognized top performer in Squadron Command
 - Community valued achievements: If no Squadron Command opportunity, then sustained superior performance in SAU Command or APPLY-selected NRU OIC/CO billets with trait average consistently above RSCA
 - Other achievements: Graduate education; JPME II



Aviation Officer (FTS)

Merit Reorder Considerations

- **Aviation is a large and competitive community. Priority should be given to those officers who meet the criteria outlined in the primary requirements, and then community valued achievements. Other achievements are nice to have and should only be considered as discriminators.**
- **Valued achievements prior to LIEUTENANT COMMANDER**
 - Primary requirement: Recognized top performer over consecutive tours (sea and shore assignments); advanced warfare qualifications
 - Community valued achievements: First shore assignment in production (e.g. NAWDC, FRS, VT/HT, Adversary, Weapons School); officers that excel in the production environment prioritized over others
 - Other achievements: Master's or JPME Phase I complete
- **Valued achievements prior to COMMANDER**
 - Primary requirement: Recognized top performer in squadron department head milestone assignment (Ops O/maintenance officer)
 - Community valued achievements: Top performer in nominative community major staff assignments (e.g. CNAFR, OPNAV, PERS, CNAP, CNAL, etc.)
 - Other achievements: Master's and JPME Phase I
- **Valued achievements prior to CAPTAIN**
 - Primary requirement: Recognized top performer in Squadron Command (VR, VP, HSM, HSC, VFA, VFC, VT/HT)
 - Community valued achievements: Top performer at nominative major staff assignments (e.g. SECNAV, OPNAV, PERS, OCNR, CNRFC, CNAFR)
 - Other achievements: Master's and JPME Phase II



Cryptologic Warfare Officer

Merit Reorder Considerations

- **Valued achievements prior to LIEUTENANT COMMANDER**
 - Demonstrated superior performance and leadership in an operational tour
 - Tactical cryptologic tour (Surface, Fleet, SPECWAR, Remote Ops.)
 - CyberSpace Operations (Defensive or Offensive) or Information Operations
 - National or Joint tour (NSA/NIOC)
 - Standout performance during a CW mobilization

- **Valued achievements prior to COMMANDER**
 - Demonstrated superior performance XO, at NIOC or IW unit
 - Standout performance while serving in leadership positions at operational commands
 - Top recognized performer during competitive CW/Staff/Joint/MOB tour as O4
 - Master's degree
 - Command qualification complete
 - JPME I
 - Space AQD (VS4 or higher)

- **Valued achievements prior to CAPTAIN**
 - Standout performance and leadership as CO
 - Standout performance while serving in positions of influence or leadership at operational commands
 - Standout performance while serving in a large Staff/Joint tour as O5
 - Demonstrated proficiency across CW Core and Information Warfare disciplines
 - Master's degree
 - AJPME or JPME II
 - JQ2 or Joint Qualified Officer
 - Space AQD (VS5 or higher)



Engineering Duty Officer

Merit Reorder Considerations

- **Valued achievements prior to LIEUTENANT COMMANDER**
 - Proven performance in positions of leadership, such as XO or command assignments
- **Valued achievements prior to COMMANDER**
 - Proven performance in positions of leadership, such as in command
- **Valued achievements prior to CAPTAIN**
 - Proven performance in command or as Officer-in-Charge



Explosive Ordnance Disposal Officer

Merit Reorder Considerations

- **Priority should be given to those officers who meet the criteria outlined in the primary requirements, and then community valued achievements. Other achievements are nice to have and should only be considered as discriminators.**
- **Valued achievements prior to LIEUTENANT COMMANDER**
 - Primary requirement: Superior performance in EOD DH billet (EODMU/MDSU/CTF/Operations Officer or Flag Staff)
 - Community valued achievements: Top recognized performer across multiple tours/reporting seniors; Diversity of experience (EOD, ExMCM, SOF, NSWDC, EXU, MDSU)
- **Valued achievements prior to COMMANDER**
 - Primary requirement: Completion of successful junior officer NRU CO/OIC billet
 - Community valued achievements: Sustained superior performance in NRU DH or XO billets with trait average consistently above RSCA; Top recognized performer across multiple tours/reporting seniors
 - Other achievements: Master's and JPME Phase I complete
- **Valued achievements prior to CAPTAIN**
 - Primary requirement: Sustained superior performance in APPLY-selected NRU OIC or CO billets with trait average consistently above RSCA
 - Community valued achievements: Top recognized performer across multiple tours/reporting seniors
 - Other achievements: JQO qualification complete



Explosive Ordnance Disposal Officer (FTS)

Merit Reorder Considerations

- **Valued achievements prior to LIEUTENANT COMMANDER**
 - Recognized top performer in EOD DH billet (EODMU/MDSU/CTF/Ops Officer/Flag Staff)
 - Recognized top performer across multiple tours
 - Awards for combat or national mission actions
 - Master's or JPME Phase I complete

- **Valued achievements prior to COMMANDER**
 - Recognized top performer in O4 milestone (XO) highlighted by operational qualification
 - Recognized top performer in O4 NOSC command tour
 - Recognized top performer in post-XO, Ech 1-3 staff, Ech IV CTF, or joint billets
 - Recognized top performer at major staff/OSO assignments(e.g., OPNAV OCNR, NPC, CNRFC, NSWC, etc.)
 - Awards for combat or national mission actions
 - Master's and JPME Phase I complete

- **Valued achievements prior to CAPTAIN**
 - Recognized top performer in O5 milestone (CO) operational commander command tour
 - Recognized top performer in O5 NOSC command tour
 - Recognized top performer in Reserve Component Command (RCC) CSO tour
 - Awards for combat or national mission actions
 - Recognized top performer at major staff assignments (OSD, NSWC, SECNAV, OPNAV, BUPERS, OCNR, CNRFC, etc.)
 - JPME Phase II complete or Joint Qualified Officer (JQO) qualification complete



Foreign Area Officer

Merit Reorder Considerations

- **Valued achievements prior to LIEUTENANT COMMANDER**
 - Top recognized performer in source community as evidenced in FITREPS
 - Other official or external recognition of leadership (i.e. Officer of the Year)
 - Clear recommendations in words/ranking towards early promotion during reserve duty and periods of active duty (i.e., mobilization, ADOS, or recall)
- **Valued achievements prior to COMMANDER**
 - Clear recommendations in words/ranking towards early promotion and future Flag potential during reserve duty and periods of active duty (i.e., mobilization, ADOS, or recall)
 - Clear breakout against peers while performing FAO duties during periods of reserve or active duty (i.e. mobilization, ADOS)
 - Regional expertise as shown through embassy, major staff support and direct partner nation engagement
 - Additional language qualifications
- **Valued achievements prior to CAPTAIN**
 - Clear recommendations in words/ranking towards early promotion and future Flag potential during reserve duty and periods of active duty (i.e., mobilization, ADOS, or recall)
 - Clear breakout against peers while performing FAO duties during periods of reserve or active duty (i.e. mobilization, ADOS)
 - Significant experience advising and/or successfully leading, planning, or executing Flag Officer or senior government official level international engagement activities
 - Regional expertise as shown through embassy, major staff support and direct partner nation engagement
 - Additional language qualifications



Human Resources Officer

Merit Reorder Considerations

▪ **Valued achievements prior to LIEUTENANT COMMANDER**

- Recognized top performer in source community and/or subsequent HR tour(s)

▪ **Valued achievements prior to COMMANDER**

- Recognized top performer across all assignments, especially LCDR HR command/milestone or during periods of active duty such as mobilization, ADOS, or recall in N1 enterprise
- Attainment of command qualification (2N1 AQD)
- Masters and JPME I complete

▪ **Valued achievements prior to CAPTAIN**

- Recognized top performer across all assignments, especially in CDR HR milestone assignments, leadership tours, or during periods of active duty such as mobilization, ADOS, or recall in N1 enterprise
- Attainment of command qualification (2N1 AQD)
- Professional certifications in disciplines to include: PHR, SPHR, GPHR, CPT, CPLP, CDFM, CDFM-A, CISSP, or GSLC
- Progression toward JQO



Human Resources Officer (FTS)

Merit Reorder Considerations

- **Valued achievements prior to LIEUTENANT COMMANDER**
 - Recognized top performer in source community and/or subsequent HR tour(s)
- **Valued achievements prior to COMMANDER**
 - Recognized top performer across all assignments, especially NOSC CO, Milestone and Major Reserve Staff, OSO, and TAOC OIC tours
 - Proven subspecialty (Q/R suffix): (311X, 3130, 3150, 321X, 620X)
 - Master's and JPME I complete
- **Valued achievements prior to CAPTAIN**
 - Recognized top performer across all assignments, especially NOSC/NRPDC CO, NRD/NTAG CO, Milestone and Major Reserve Staff
 - Professional certifications in disciplines to include: PHR, SPHR, GPHR, CPT, CPLP, CDFM, CDFM-A, CISSP, GSLC
 - Subspecialty experience, with at least two proven subspecialties (Q/R suffix): (311X, 3130, 3150, 321X, 620X)



Information Professional Officer

Merit Reorder Considerations

- **Sustained superior performance in leadership and operational billets**
- **Valued achievements prior to LIEUTENANT COMMANDER**
 - Demonstrated superior performance and leadership in C4I operational billet
 - Standout performance during an IP mobilization
 - Technical master's degree
 - Advanced certifications in networking, security, and cloud such as CISSP, CEH, or anything from Cisco, SANS/GIAC, AWS, Azure, or GCP. JPME Phase I
- **Valued achievements prior to COMMANDER**
 - Demonstrated superior performance as CO/XO/OIC
 - Standout performance while serving in leadership positions at operational commands
 - IP intermediate qualification complete
 - Technical Master's degree or higher
 - JPME I or joint matters expertise through joint duty experience
 - Space AQD VS4 or higher
- **Valued achievements prior to CAPTAIN**
 - Demonstrated superior performance and leadership as CO/XO/CIO/PRGM lead
 - Standout performance while serving in positions of influence or leadership at operational commands and staffs
 - Demonstrated proficiency across Information Warfare disciplines
 - JPME II
 - JQ2
 - Space AQD VS5 or higher



Intelligence Officer

Merit Reorder Considerations

- **Valued achievements prior to LIEUTENANT COMMANDER**
 - Demonstrated superior performance in an operational Intel assignment or MOB
 - Intel Center/Intel Operational Center
 - National or Joint Tour
 - Exceptional proficiency in all-source analysis and/or other Intel specialty
 - Standout performance as an operational Intel Division Officer

- **Valued achievements prior to COMMANDER**
 - Demonstrated superior performance in Department Head tour as junior O4
 - Highly successful Intel MOB or active duty operational tour if not performed as an O3
 - Standout performance while serving in a leadership position at operational commands
 - Recognized top performer at competitive Intel Center/Intel Operational Center as O4
 - Completion of a Staff/Joint tour as O4
 - Recognized top performer as XO/OIC (<5% opportunity)
 - JPME I
 - Command qualification complete
 - Space AQD (VS4 or higher)

- **Valued achievements prior to CAPTAIN**
 - Demonstrated superior performance and leadership as 1-2x APPLY-selected CO as O5 (<10% opportunity)
 - Standout performance while serving in positions of influence or leadership at operational commands
 - Standout performance while serving in a Staff, Joint, or competitive Intel tour as an O5
 - Completion of a Master's degree
 - JPME II or equivalent
 - JQ2 joint qualification AQD, working towards Joint Qualified Officer
 - Space AQD (VS5 or higher)



Oceanography Officer

Merit Reorder Considerations

- **Valued achievements prior to LIEUTENANT COMMANDER**
 - Demonstrated superior performance and leadership in an operational tour as OIC/DH
 - Standout performance during an OCEANO mobilization
 - Watch standing qualification at supported command
 - NRAU Command qualification complete

- **Valued achievements prior to COMMANDER**
 - Demonstrated superior performance as augment unit XO
 - Breakout performance in leadership positions at operational commands, staffs
 - Master's degree in Meteorology, Oceanography, Hydrography or Physics (or related science) complete
 - JPME Phase I complete
 - NRAU Command qualification complete
 - Mobilization (Limited Availability)

- **Valued achievements prior to CAPTAIN**
 - Demonstrated superior performance and leadership as augment unit CO
 - Breakout performance while serving in positions of influence or leadership at operational commands and Fleet staffs
 - JPME II or Equivalent
 - Superior performance while serving in a NIFR region staff/Joint tour
 - Demonstrated proficiency across multiple Information Warfare disciplines



Public Affairs Officer

Merit Reorder Considerations

- **At all ranks: Do not merit reorder if multiple selects have the same mix of discriminators.**
- **Valued achievements prior to LIEUTENANT COMMANDER**
 - Demonstrated success in all listed core public affairs skills: Fleet exercise PA experience, media relations, production, social media, writing, crisis communications
 - Recognized top performer: Above RSCA 80% of FITREPS at last rank; EP if in traffic
 - Outstanding performance in multiple DH roles – should demonstrate well-rounded unit leadership capability.
 - At least two of the following discriminators, in priority order: First overseas mobilization in a PAO billet; Successful performance as a PA advisor to operational leaders; JPME Phase I; Navy Reserve Augment CO/OIC AQD (2N1); Subsequent IA or mobilization in support of contingency
- **Valued achievements prior to COMMANDER: All valued achievements for LCDR, and;**
 - At least one overseas mobilization in a PAO billet
 - Navy Reserve Augment CO/OIC AQD (2N1)
 - Successful performance as an advisor to operational leaders
 - At least two of the following discriminators, in priority order: Successful tour as XO/AOIC (or acting XO/AOIC for at least six months); Community-level leadership (such as NRPB Policy Board or Vice CHINFO community wide project); Subsequent IA or contingency deployment; JPME Phase II; Master's degree, law degree or doctorate.
- **Valued achievements prior to CAPTAIN: All valued achievements for CDR, and;**
 - PA or USNR leadership, which could include (not all-inclusive): Lead special project/initiative on behalf of the Vice Chief of Information; Member of Reserve Policy Board
 - Successful tour as APPLY-selected OIC or XO as an O5
 - Master's degree, law degree or doctorate
 - At least two of the following discriminators, in priority order: JPME Phase II; Second IA or contingency deployment; DINFOS intermediate or advanced courses or Navy advanced leadership courses (NRAMs, NSLS)



Special Warfare (SEAL) Officer

Merit Reorder Considerations

- **Valued achievements prior to LIEUTENANT COMMANDER**
 - Recognized top performer in tactical/operational positions (NSWDG, SDV, SBT, SEAL, SRT)
 - Awards for combat or national mission actions
 - Superior performance in a competitively-screened billet (NSWDG TACDEVRON, or SDV)
 - Superior performance in diverse NSW billets (NSWDG/SDV/SRT/GBT/overseas)
 - Superior performance in Joint/USN tours (OSD, JCS, JSOC, NPC, OPNAV, Fleet, USSOCOM, TSOC)
 - Master's or JPME Phase I awarded (or in progress)
 - Active Duty Support (> 6 mos) in support of NSW GFM requirement

- **Valued achievements prior to COMMANDER**
 - Recognized top performer in NSW O-4 milestone (XO) highlighted by operational qualification
 - Recognized top performer at major staff/OSO assignments (e.g., OPNAV OCNR, JSOC, NPC, USSOCOM, TSOC, NSWC, CNRFC, etc.)
 - Awards for combat or national mission actions
 - Master's and JPME Phase I complete
 - Active Duty Support (> 6 mos) in support of NSW GFM requirement

- **Valued achievements prior to CAPTAIN**
 - Recognized top performer in NSW O-5 milestone (CO) operational commander command tour
 - Recognized top performer at major staff assignments (e.g., OSD, SECNAV, OPNAV, BUPERS, JSOC, NPC, USSOCOM, TSOC, NSWC, CNRFC, etc.)
 - Awards for combat or national mission actions
 - JPME Phase II complete or Joint Qualified Officer (JQO) qualification complete
 - Active Duty Support (> 6 mos) in support of NSW GFM requirement



Special Warfare (SEAL) Officer (FTS)

Merit Reorder Considerations

- **Valued achievements prior to LIEUTENANT COMMANDER**
 - Recognized top performer in tactical/operational positions (NSWDG, SDV, SBT, SEAL, SRT)
 - Awards for combat or national mission actions
 - Superior performance in a competitively-screened billet (NSWDG TACDEVRON, or SDV)
 - Superior performance in diverse NSW billets (NSWDG/SDV/SRT/GBT/overseas)
 - Superior performance in joint/USN tours (OSD, JCS, JSOC, NPC, OPNAV, Fleet, USSOCOM, TSOC)
 - Master's or JPME Phase I awarded (or in progress)
- **Valued achievements prior to COMMANDER**
 - Recognized top performer in NSW O4 milestone (XO) highlighted by operational qualification
 - Recognized top performer at major staff/OSO assignments (e.g., OPNAV OCNR, JSOC, NPC, USSOCOM, TSOC, NSWC, CNRFC, etc.)
 - Awards for combat or national mission actions
 - Master's and JPME Phase I complete
- **Valued achievements prior to CAPTAIN**
 - Recognized top performer in NSW O5 milestone (CO) operational commander command tour
 - Recognized top performer at major staff assignments (e.g., OSD, SECNAV, OPNAV, BUPERS, JSOC, NPC, USSOCOM, TSOC, NSWC, CNRFC, etc.)
 - Awards for combat or national mission actions
 - JPME Phase II complete or Joint Qualified Officer (JQO) qualification complete
 - Recognized top performer in Reserve Component Command (RCC) CSO tour



Strategic Sealift Officer

Merit Reorder Considerations

▪ Valued achievements prior to LIEUTENANT COMMANDER

- Leadership experience
 - USN (OIC, DH) or,
 - Civilian mariner experience; upgraded USCG Merchant Marine license, Second Officer or Second Assistant Engineer
- Long term support (ADOS, ADT, Recall, MOB)
- Completed graduate education - master's degree
- Advanced qualifications such as TACAD Underway

▪ Valued achievements prior to COMMANDER

- Leadership experience
 - USN (CO, XO, OIC, CSO) or,
 - Civilian mariner experience; Management Level USCG Merchant Marine license, Chief Mate or First Engineer
- Standout performance and long term support (ADOS, ADT, Recall, MOB)
- Community valued support to USTRANSCOM, MSC, NCAGS, BRMW, SSO Training Cadre or SSRG C2 Structure
- Completed graduate education (master's degree) and/or JPME Phase I complete

▪ Valued achievements prior to CAPTAIN

- Leadership experience
 - USN (CO, XO, OIC, CSO) or,
 - Civilian mariner experience; Management Level USCG Merchant Marine license, Master or Chief Engineer
- Standout performance while on long term support (ADOS, ADT, Recall, MOB)
- Community Valued support to USTRANSCOM, MSC, NCAGS, BRMW, SSO Training Cadre or SSRG C2 Structure
- Completed graduate education (doctoral degree) and/or JPME Phase II complete



Submarine Warfare Officer

Merit Reorder Considerations

- **Priority should be given to those officers who meet the criteria outlined in the primary requirements, and then community valued achievements. Other achievements are nice to have and should only be considered as discriminators.**
- **Valued achievements prior to LIEUTENANT COMMANDER**
 - Primary requirement: Service at Sea - Superior performance afloat
 - Community valued achievements: Competitive screened shore duty (Flag LT, Prototype, Naval Reactors, etc.)
 - Other achievements: Continued education
- **Valued achievements prior to COMMANDER**
 - Primary requirement: Successful CO/OIC tour
 - Community valued achievements: Superior performance as XO or DH; Standout performance while serving in operational assignments
 - Other achievements: Continued education - Master's / JPME Phase I
- **Valued achievements prior to CAPTAIN**
 - Primary requirement: Superior performance in CO billet
 - Community valued achievements: Standout performance while serving in operational assignments; Diverse experience – external to Submarine Force
 - Other achievements: Continued education - JPME Phase II / JQO qualification



Submarine Warfare Officer (FTS)

Merit Reorder Considerations

- **Valued achievements prior to LIEUTENANT COMMANDER**
 - Recognized top performer as a department head (DH) in a DH afloat billet
 - May have completed a competitively-screened shore duty, post division officer (Flag LT, Prototype, Naval Reactors, Detailer, Community Management, etc.)
 - Master's or JPME Phase I complete
 - Earned TASWWO AQD (BA6)

- **Valued achievements prior to COMMANDER**
 - Recognized top performer in lieutenant commander command tour (NOSC)
 - Recognized top performer at major Submarine Force or Reserve management staffs (e.g., OPNAV, BUPERS, OCNR, CNRFC, SUBFOR, SUBPAC, SUBGRUs/CTFs, etc.)
 - Master's and JPME Phase I complete
 - Earned TASW BWC AQD (BA7)

- **Valued achievements prior to CAPTAIN**
 - Recognized top performer in O5 NOSC command tour
 - Recognized top performer in Reserve Component Command (RCC) CSO tour
 - Recognized top performer at major Submarine Force or Reserve management commands (e.g., OSD, SECNAV, OPNAV, BUPERS, OCNR, CNRFC, SUBFOR, SUBPAC, SUBGRUs/CTFs, etc.)
 - JPME Phase II complete or Joint Qualified Officer (JQO) qualification complete



Surface Warfare Officer

Merit Reorder Considerations

- **Priority should be given to those officers who meet the criteria outlined in the primary requirements, and then community valued achievements. Other achievements are nice to have and should only be considered as discriminators.**
- **Valued achievements prior to LIEUTENANT COMMANDER**
 - Primary requirement: Service at Sea - Successful performance as a DIVO afloat; trait average consistently above RSCA
 - Community valued achievements: Completion of successful NRU DH or junior officer NRU CO/OIC billet
 - Other achievements: Completed competitively-screened graduate education or fellowship (FSEP, Olmstead, MIT, LEAD, etc.); Advanced qualifications such as EOOW, TAO, or Warfare Tactics Instructor (WTI); Advanced Degree or JPME Phase I complete
- **Valued achievements prior to COMMANDER**
 - Primary requirement: Completion of successful junior officer NRU CO/OIC billet
 - Community valued achievements: Sustained superior performance in NRU CO/OIC, XO or DH billets with trait average consistently above RSCA; Standout performance while serving in Surface Reserve community or operational assignments
 - Other achievements: Advanced Degree and JPME Phase I complete; Standout performance demonstrated during a forward-deployed mobilization assignment
- **Valued achievements prior to CAPTAIN**
 - Primary requirement: Sustained superior performance in APPLY-selected NRU CO/OIC billets with trait average consistently above RSCA; Depth and breadth of experience demonstrated in one or more Surface Reserve community pillars: Surface Force, Maritime Expeditionary Security Force, Operational Level of War, Military Sealift Command
 - Community valued achievements: Top recognized performer at major staff OLW assignments both afloat and ashore
 - Other achievements: Advanced Degree, JPME Phase II or AJPME and JQO qualification complete; Standout performance demonstrated during a forward-deployed mobilization assignment



Surface Warfare Officer (FTS)

Merit Reorder Considerations

- **Valued achievements prior to LIEUTENANT COMMANDER**
 - Service at Sea - Successful performance as a division officer afloat, trait average consistently above RSCA
 - Screened for or served in early command at sea (PC, MCM, post-division officer MKVI patrol boat)
 - Warfare Tactics Instructor (WTI) qualification
 - Advanced qualifications such as EOOW or TAO
 - Master's or JPME Phase I complete

- **Valued achievements prior to COMMANDER**
 - Service at Sea - Recognized top performer as department head afloat
 - Screened for or serving in XO-CO fleet-up at sea
 - Recognized top performer in lieutenant commander command tour (NOSC)
 - Recognized top performer at major community and Reserve management assignments (e.g., OPNAV, BUPERS, OCNR, CNRFC, NPC, SURFLANT, SURFPAC, etc.)
 - Master's and JPME Phase I complete
 - Requirements or Financial Management Qualification (e.g. ONCR N0959, OPNAV N96, N95, N4)

- **Valued achievements prior to CAPTAIN**
 - Recognized top performer in Afloat or Operational commander command tour
 - Recognized top performer in O5 NOSC command tour
 - Recognized top performer in Reserve Component Command (RCC) CSO tour
 - Recognized top performer at major staff and Reserve management assignments (e.g., OSD, SECNAV, OPNAV, BUPERS, OCNR, CNRFC, NPC, SURFLANT/SURFPAC, etc.)
 - JPME Phase II complete or Joint Qualified Officer (JQO) qualification complete
 - Requirements or Financial Management Qualification (e.g. ONCR N0959, OPNAV N96, N95, N4)



Limited Duty Officer (Line)

Merit Reorder Considerations

- **Valued achievements prior to LIEUTENANT COMMANDER**
 - Meritorious consideration should be given to those officers who demonstrate superior TECHNICAL performance and leadership within their designator specialty
 - Recognized top performer evidenced by consistent Individual Trait Averages above the Reporting Senior's Cumulative Average
- **Valued achievements prior to COMMANDER**
 - Meritorious consideration should be given to those officers who demonstrate superior leadership based on opportunities within their designator.
 - Recognized top performer evidenced by consistent Individual Trait Averages above the Reporting Senior's Cumulative Average
 - Meritorious consideration should be given to those officers who demonstrate superior performance and leadership in O4 command tour(s)
 - Successful OCO/IA mobilization(s)
- **Valued achievements prior to CAPTAIN**
 - Recognized top performer evidenced by consistent Individual Trait Averages above the Reporting Senior's Cumulative Average
 - Meritorious consideration should be given to those officers who demonstrate superior performance and leadership in O5 command and O5 milestone tour in regards to the opportunities of their designator.
 - Superior performance in positions of influence and leadership at operational and strategic staffs should also be considered.