



FY-24 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 as a Department Head
 - Recognized top performer in an acquisition or squadron assignment
- **Valued achievements prior to COMMANDER***
 - Recognized top performer in two separate LCDR tours
 - Recognized top performer during a mobilization or active duty for operational support (ADOS) in support of the Naval Aviation Enterprise
 - Recognized top performer as a Flag Advisory Panel Member
 - Master's degree (technical or business)
- **Valued achievements prior to CAPTAIN***
 - Recognized top performer in two separate CDR tours
 - Recognized top performer as a NAVAIR OIC (APPLY selected)
 - Recognized top performer as a CO/ OIC other than NAVAIR (APPLY Selected)
 - Recognized top performer as a NAVAIR HQ Unit XO, XO other than NAVAIR HQ (APPLY selected) or Deputy Chief of Staff

*Arranged in descending order, most valued experience or position listed on top



Aerospace Maintenance Duty Officer

Merit Reorder Considerations

- **Valued achievements prior to LIEUTENANT COMMANDER***
 - Recognized top performer as a Maintenance Material Control Officer, Assistant Maintenance Officer, or Department Head
 - Recognized top performer in an acquisition or squadron assignment
- **Valued achievements prior to COMMANDER***
 - Recognized top performer in two separate LCDR tours
 - Recognized top performer during a mobilization or active duty for operational support (ADOS) in support of the Naval Aviation Enterprise
 - Recognized top performer as a Flag Advisory Panel Member
 - Master's degree (technical or business)
- **Valued achievements prior to CAPTAIN***
 - Recognized top performer in two separate CDR tours
 - Recognized top performer as a CO/OIC, XO HQ Unit or Deputy Chief of Staff
 - Professional Aviation Maintenance Officer (PAMO PQS)

* Arranged in descending order, most valued experience or position listed on top



Aerospace Maintenance Duty Officer (TAR)

Merit Reorder Considerations

- **Priority should be given to those officers who meet all the criteria outlined in the primary valued achievements, and then merit reorder valued achievements.**
- **Valued achievements prior to LIEUTENANT COMMANDER**
 - Top recognized performer as squadron MMCO/AMO or squadron COR/TPOC
 - Top recognized performer as an FRC MMCO/DIVO
 - Completion of an acquisition tour outside of an FRC
 - Advanced Aviation Maintenance Managers Course
 - Joint Aviation Supply and Maintenance Material Management (JASMMM)
 - Professional Aviation Maintenance Officer (PAMO) warfare qualified
 - Lean Six Sigma Yellow Belt
 - Master's degree
- **Valued achievements prior to COMMANDER**
 - Top recognized performer as FRC AOIC/MMCO, or WING AMO/RO
 - Top recognized performer in major staff positions (e.g., BUPERS, TYCOM, NAVAIR, etc.)
 - AQD APM (Acquisition Professional Membership –ACQ full qualification)
 - Legacy DAWIA Level II (PQM, LCL or PM) and an additional Level I (PQM, LCL, or PM)
- **Valued achievements prior to CAPTAIN**
 - Top recognized performer in two of the following positions:
 - WING MO
 - FRC MO/OIC/XO
 - Major Staff
 - DAWIA Advanced Certification or two Legacy DAWIA Level III Certifications



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 meet community valued achievements. Other achievements are not required 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 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 or EP DH as indicated in FITREP)
 - 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 (TAR)

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 not required 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 (Not required)
- **Valued achievements prior to COMMANDER**
 - Primary requirement: Recognized top performer in squadron department head milestone assignment (Ops O/maintenance officer or EP DH as indicated in FITREP)
 - Community valued achievements: Top performer in nominative community or major staff assignments (e.g. CNAFR, OPNAV, PERS, CNAP, CNAL, Fleet Staff or Joint Tours, etc.)
 - Other achievements: Master's and JPME Phase I (Not required)
- **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, Fleet Staff or Joint Tours, etc)
 - 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: Recognized top performer across multiple tours/reporting seniors; Diversity of experience (EOD, ExMCM, SOF, EXU, Diving)
- **Valued achievements prior to COMMANDER**
 - Primary requirement: Completion of successful JOAPPLY NRU CO/OIC billet
 - Community valued achievements: Sustained superior performance in NRU DH or XO billets with trait average consistently above RSCA; Recognized top performer across multiple tours/reporting seniors
 - Recognized top performer at major staff assignments (e.g., OPNAV OCNR, JSOC, USSOCOM, TSOC, NSWC, CNRFC)
 - Other achievements: JPME I complete
- **Valued achievements prior to CAPTAIN**
 - Primary requirement: Sustained superior performance in APPLY-selected NRU OIC or CO billet with trait average consistently above RSCA
 - Community valued achievements: Recognized top performer across multiple tours/reporting seniors with trait average consistently above RSCA
 - Recognized top performer at major staff assignments (e.g., OSD, SECNAV, OPNAV, BUPERS, NPC, USSOCOM, TSOC, NSWC, CNRFC, etc.)
 - Other achievements: JPME II/JQO in progress/complete



Explosive Ordnance Disposal Officer (TAR)

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
- Recognized top performer in tactical/operational and screened community positions (JSOC, NSWDCG/TACDEVCON, SMU CNO Special Program, EODMU, MDSU, EXU-1)
- Awards for combat or national mission actions

▪ Valued achievements prior to COMMANDER

- Recognized top performer in O4 XO/CO Tour
- Recognized top performer at major staff assignments (e.g., OPNAV, OCNR, NPC, CNRFC, NSWC, NECC, OSD, JSOC, USSOCOM, TSOC, GCC, etc.)
- Recognized top performer in tactical/operational and screened community positions (JSOC, NSWDCG/TACDEVCON, SMU CNO Special Program, EODMU, MDSU, EXU-1)
- Master's and JPME Phase I in progress/complete
- Awards for combat or national mission actions

▪ Valued achievements prior to CAPTAIN

- Recognized top performer in O5 CO Tour
- Recognized top performer at major staff assignments (e.g., OPNAV, OCNR, NPC, CNRFC, NSWC, NECC, OSD, JSOC, USSOCOM, TSOC, GCC, etc.)
- Recognized top performer in tactical/operational and screened community positions (JSOC, NSWDCG/TACDEVCON, SMU CNO Special Program, EODMU, MDSU, EXU-1)
- JPME Phase II complete or Joint Qualified Officer (JQO) in progress/complete
- Awards for combat or national mission actions



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)
- 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)
- Master's degree in subspecialties including Financial Management, Manpower Systems Analysis, Education and Training Management, Operations Analysis, Information Systems and Technology (3XXX SSP preferred)
- Attainment of command qualification and screening (2N1 AQD)
- Professional certifications in disciplines to include: PHR, SPHR, GPHR, CPT, CPLP, CDFM, CDFM-A, CISSP, or GSLC

▪ 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 enterprises throughout the Fleet
- Master's degree in subspecialties including Financial Management, Manpower Systems Analysis, Education and Training Management, Operations Analysis, Information Systems and Technology (3XXX SSP preferred)
- Attainment of command qualification (2N1 AQD)
- Professional certifications in disciplines to include: PHR, SPHR, GPHR, CPT, CPLP, CDFM, CDFM-A, CISSP, or GSLC
- JPME I complete or in progress

▪ 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
- Master's degree in subspecialties including Financial Management, Manpower Systems Analysis, Education and Training Management, Operations Analysis, Information Systems and Technology (3XXX SSP preferred)
- Professional certifications in disciplines to include: PHR, SPHR, GPHR, CPT, CPLP, CDFM, CDFM-A, CISSP, or GSLC
- Attainment of command qualification (2N1 AQD)
- JPME I completed, and JQO progression



Human Resources Officer (TAR)

Merit Reorder Considerations

- **Valued achievements prior to LIEUTENANT COMMANDER**
 - Recognized top performer in source community and/or subsequent HR tour(s)
 - Master's degree in subspecialties including Financial Management, Manpower Systems Analysis, Education and Training Management, Operations Analysis, Information Systems and Technology (3XXX SSP preferred)
 - Attainment of command qualification and screening (2D1 AQD)

- **Valued achievements prior to COMMANDER**
 - Recognized top performer across all assignments, especially NRC CO, Milestone and Major Reserve Staff, RPD, and OIC tours
 - Subspecialty experience, with at least one proven subspecialty (Q/R suffix): (311X, 3130, 3150, 321X, 620X, 6511)
 - Master's degree in subspecialties including Financial Management, Manpower Systems Analysis, Education and Training Management, Operations Analysis, Information Systems and Technology (3XXX SSP preferred)
 - Attainment of command qualification and screening (2D1 AQD)
 - Professional certifications including: PHR, SPHR, GPHR, CPT, CPLP, CDFM, CDFM-A, CISSP, GSLC
 - JPME I complete or in progress

- **Valued achievements prior to CAPTAIN**
 - Recognized top performer across all assignments, especially NRC/NRPDC CO, NTAG CO, Milestone and Major Reserve Staff
 - Subspecialty experience, with at least two proven subspecialties (Q/R suffix): (311X, 3130, 3150, 321X, 620X, 6511)
 - At least one master's degree in subspecialties including Financial Management, Manpower Systems Analysis, Education and Training Management, Operations Analysis, Information Systems and Technology (3XXX SSP preferred)
 - Professional certifications in disciplines to include: PHR, SPHR, GPHR, CPT, CPLP, CDFM, CDFM-A, CISSP, GSLC
 - Attainment of command qualification and screening (2D1 AQD)
 - JPME I completed or in progress



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
- **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
 - 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
 - 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 mobilization
- Unique, low density, high demand community wide skill
- Exceptional proficiency in all-source analysis and advanced analytical techniques
- Language proficiency demonstrated in high impact intelligence operations

▪ Valued achievements prior to COMMANDER

- Recognized top performer as XO/OIC (<5% opportunity)
- Demonstrated superior performance in Large Unit Department Head
- Highly successful intel mobilization or active duty operational tour if not performed as an O3
- Recognized top performer at competitive Intel Center/Intel Operational Center as O4
- Completed IWOIC

▪ Valued achievements prior to CAPTAIN

- Demonstrated superior performance and leadership as 1-2x APPLY-selected CO as O5 (<10% opportunity)
- Regional/CNIFR staff experience
- Standout performance while serving in positions of influence or leadership at operational commands
- Completion of a Master's degree
- JPME I



Oceanography Officer

Merit Reorder Considerations

▪ **Valued achievements prior to LIEUTENANT COMMANDER**

- Demonstrated superior performance and leadership in an OCEANO operational tour as OIC/DH
- Standout performance during an OCEANO mobilization
- Watch standing qualification at supported command

▪ **Valued achievements prior to COMMANDER**

- Demonstrated superior performance as unit XO
- Breakout OCEANO 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
- Mobilization (Limited Availability)

▪ **Valued achievements prior to CAPTAIN**

- Demonstrated superior performance and leadership as unit CO
- Breakout performance while serving in OCEANO positions of influence or leadership at operational commands
- Breakout performance at Fleet/Major staffs demonstrating OLW competency
- JPME II
- Superior performance while serving in a NIFR region staff/Joint tour
- Demonstrated proficiency across multiple Information Warfare disciplines



Public Affairs Officer

Merit Reorder Considerations

- Ideally candidates for merit reorder should meet all criteria for respective rank.
- **Valued achievements prior to LIEUTENANT COMMANDER**
 - Superior performance in OCONUS mobilization
 - Documented superior performance on a contingency operation
 - Demonstrated successful Fleet exercise PA experience
 - Recognized top performer EP in traffic at least two times
 - Outstanding performance in at least two different DH roles
 - Advanced degree
 - Documented successful performance as a PA advisor to operational leaders
- **Valued achievements prior to COMMANDER**
 - Successful OCONUS mobilization in combat conditions (AFG, Iraq)
 - Documented superior performance on a contingency operation
 - Navy Reserve Augment CO/OIC AQD (2N1)
 - Documented successful performance as advisor to senior operational leaders
 - Sustained superior performance as an AOIC
 - JPME I
 - Outstanding performance in at least three different DH roles
 - Major Fleet exercise experience as PAO
- **Valued achievements prior to CAPTAIN**
 - Successful tour as APPLY-selected OIC or XO as an O5, particularly numbered fleets
 - OCONUS mobilization in combat conditions in PA role (AFG, IRAQ)
 - Documented superior performance on a contingency operation as an O-5
 - Documented, sustained superior performance as PA advisor to 3- or 4-star Flag Officer
 - Major Fleet exercise experience as a senior PAO
 - JPME I and JPME II
 - Led designated special project/initiative/leadership on behalf of the Vice Chief of Information



Special Warfare (SEAL) Officer

Merit Reorder Considerations

▪ Valued achievements prior to LIEUTENANT COMMANDER

- Recognized top performer in tactical/operational and screened community positions (JSOC, NSWDG/TACDEVRON, SMU, 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/RPD assignments (e.g., OPNAV OCNR, JSOC, NPC, USSOCOM, TSOC, NSWC, CNRFC, etc.)
- Recognized top performer in tactical/operational and screened community positions (JSOC, NSWDG/TACDEVRON, SMU, SDV, SBT, SEAL, SRT)
- 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

- Screened for NSW CO via NSW NLAP
- 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.)
- Recognized top performer in tactical/operational and screened community positions (JSOC, NSWDG/TACDEVRON, SMU, SDV, SBT, SEAL, SRT)
- 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 (TAR)

Merit Reorder Considerations

■ Valued achievements prior to LIEUTENANT COMMANDER

- Recognized top performer in tactical/operational and screened community positions (JSOC, NSWDG/TACDEVRON, SMU, 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/SBT/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/RPD assignments (e.g., OPNAV OCNR, JSOC, NPC, USSOCOM, TSOC, NSWC, CNRFC, etc.)
- Recognized top performer in tactical/operational and screened community positions (JSOC, NSWDG/TACDEVRON, SMU, SDV, SBT, SEAL, SRT)
- Awards for combat or national mission actions
- Master's and JPME Phase I complete
- Screened for NSW XO, via NSW NLAP

■ Valued achievements prior to CAPTAIN

- Recognized top performer in NSW O5 milestone (CO) operational command tour
- Recognized top performer at major staff assignments (e.g., OSD, SECNAV, OPNAV, BUPERS, JSOC, NPC, USSOCOM, TSOC, NSWC, CNRFC, etc.)
- Recognized top performer in tactical/operational and screened community positions (JSOC, NSWDG/TACDEVRON, SMU, SDV, SBT, SEAL, SRT)
- Awards for combat or national mission actions
- JPME Phase II complete or Joint Qualified Officer (JQO) qualification complete
- Recognized top performer in Readiness and Mobilization Command (REDCOM) CSO tour



Strategic Sealift Officer

Merit Reorder Considerations

■ Valued achievements prior to LIEUTENANT COMMANDER

- Holds Active USCG Merchant Marine license as Second Officer or Second Assistant Engineer (IRR/SELRES) or higher; AND
 - Demonstrated competitive breakout performance as SELRES OIC, DH, or on long term support (ADOS/ADT, Recall/MOB) to MSC HQ or Area Commands
- Advanced quals and mission execution (TACAD with multiple underway missions, BWC)

■ Valued achievements prior to COMMANDER

- Holds Active USCG Merchant Marine license as Chief Mate or First Assistant Engineer (IRR/SELRES) or higher; AND
 - Demonstrated competitive breakout performance as O4 SELRES CO/OIC, XO, or on long term support (ADOS/ADT, Recall/MOB) to MSC HQ, Area Commands, OCONUS SSUs, or Number Fleet Watchfloor
- Demonstrated leadership with MSCHQ and Area Commands, USTRANSCOM, NCAGS, ABRMW, SSO Training Lead as O4, or SSRG C2 Structure
- Completed graduate education (master's degree)

■ Valued achievements prior to CAPTAIN

- Holds Active USCG Merchant Marine license as Master or Chief Engineer (IRR/SELRES); AND
 - Demonstrated competitive breakout performance as O5 SELRES CO, CSO, or on long term support (ADOS/ADT, Recall/MOB) to Numbered Fleet, MSC HQ, Area Commands, or Combatant Commands
- Demonstrated leadership with MSCHQ and Area Commands, USTRANSCOM, NCAGS, ABRMW, SSO Training Lead as O5, or SSRG C2 Structure
- Graduate degree (community value field) and JPME Phase I 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: SIGNIFICANT Sustained Superior Performance
 - Community valued: TASWWO (STRAT OPS)
- **Valued achievements prior to COMMANDER**
 - Primary requirement: Leadership AND SIGNIFICANT Sustained Superior Performance
 - Community valued: BWC (STRAT OPS)
 - Other: Advanced degree
- **Valued achievements prior to CAPTAIN**
 - Primary requirement: Leadership AND SIGNIFICANT Sustained Superior Performance
 - Community valued: Diverse experience – external to Submarine Force
 - Other: JPME Phase I



Submarine Warfare Officer (TAR)

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) or qualified Repair Duty Officer
- **Valued achievements prior to COMMANDER**
 - Recognized top performer in lieutenant commander command tour (NRC)
 - 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 in progress / complete
 - Earned TASW BWC AQD (BA7)
- **Valued achievements prior to CAPTAIN**
 - Recognized top performer in O5 NRC command tour
 - Recognized top performer in Readiness and Mobilization Command (REDCOM) 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.)
 - Requirements or financial management qualification
 - Other achievements: 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/DH 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 (TAR)

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
- Command at Sea (LCDR/MCM)
- Screened for or serving in XO-CO fleet-up at sea
- Recognized top performer in lieutenant commander command tour (NRC)
- 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 NRC command tour
- Recognized top performer in Readiness and Mobilization Command (REDCOM) 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 (i.e. OCNR N0959, OPNAV N80, N82, N98, 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 and soft breakout callouts on FITREPS.

▪ 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 and soft breakout callouts on FITREPS.
- Meritorious consideration should be given to those officers who demonstrate superior performance and leadership in O4 command tour(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.