



FY-24 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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BRIEF HAS BEEN APPROVED BY SECNAV FOR USE BY THE FY-24
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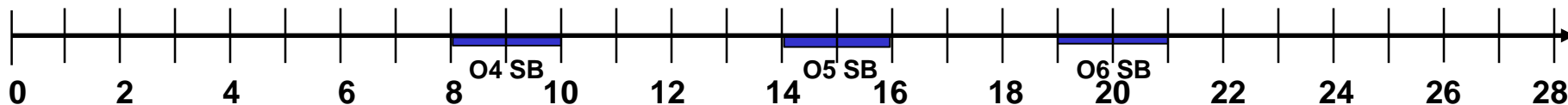
Aerospace Engineering Duty Officer

Career Progression

Career Path

O3 and below Milestone*	O4 Milestone*	O5 Milestone*	O6 Milestone*
FLEET: Squadron Aircrew	Department Head Project Lead Deputy IPT Lead Flag Staff Member	NAVAIR OIC (APPLY selected) CO/OIC (APPLY selected) XO NAVAIR HQ Unit XO (APPLY selected) Mission/IPT Lead Deputy Chief of Staff	Commanding Officer Military/Mission Director Chief of Staff
DCO: Acquisition/Engineering/Research Operational Experience			

AC Lateral-Transfer Window
4 - 14 YCS



Training / Certification

DAWIA Legacy Level I or Engineering & Technical
Management (ETM) Foundational Certification

Master's Degree (Technical / Business)
DAWIA Legacy Level II Engineering or
ETM Practitioner Certification

* Career Milestones arranged in descending order, most valued experience or position listed on top



Aerospace Engineering Duty Officer

Community Values

- **Valued achievements at all paygrades***
 - Consistent demonstration of leadership and technical expertise in increasingly challenging billets.
 - Mobilization or active duty for operational support (ADOS), preferably in support of the Naval Aviation Enterprise
 - Master's degree (technical or business)
 - Warfare qualification / PQS completion
- **Valued achievements prior to LIEUTENANT COMMANDER***
 - Department Head, Project lead
 - Operational squadron junior officer tours (for prior Naval Aviator/Naval Flight Officers)
- **Valued achievements prior to COMMANDER***
 - Department Head, Deputy mission or IPT lead
 - DAWIA Legacy Level I Certification – Engineering preferred or Engineering & Technical Management (ETM) Foundational, additional DAWIA Legacy Level I or Practitioner certification in Program Management (PM) is desired**
 - Participation in mentoring initiatives
- **Valued achievements prior to CAPTAIN***
 - NAVAIR OIC (APPLY selected)
 - CO or OIC of a non-NAVAIR unit (APPLY Selected)
 - NAVAIR XO HQ Unit
 - XO of a non-NAVAIR unit (APPLY selected)
 - Mission or IPT Lead, or Deputy Chief of Staff
 - DAWIA Legacy Level II Certification – Engineering preferred or ETM Practitioner / Additional DAWIA Legacy Level II or Advanced certification in PM is desired**

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

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

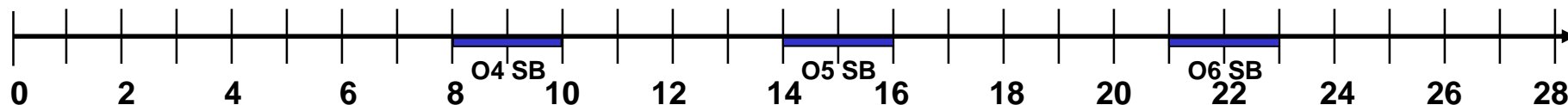


Aerospace Maintenance Duty Officer

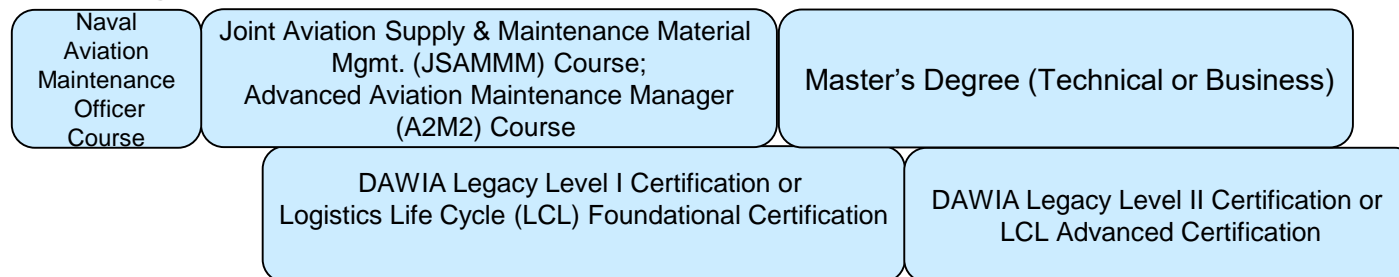
Career Progression

Career Path

O3 and below Milestone*	O4 Milestone*	O5 Milestone*	O6 Milestone*
SHORE/SEA O-Level I-Level/FRC MCO/MMCO	Department Head Project Lead Deputy IPT Lead Flag Staff Member	OIC (APPLY selected) XO HQ Unit Mission/IPT Lead Deputy Chief of Staff	Commanding Officer Military/ Mission Director Chief of Staff
ON RAMP - JO Shore & Sea Tours			



Training / Certification



* Career Milestones arranged in descending order, most valued experience or position listed on top



Aerospace Maintenance Duty Officer

Community Values

▪ **Valued achievements at all paygrades***

- Consistent demonstration of leadership and technical expertise in increasingly challenging billets
- Mobilization or active duty for operational support (ADOS), preferably in support of the Naval Aviation Enterprise
- Experience in Organizational (O-level) or Fleet Readiness Center (FRC) Intermediate (I-level) or Depot (D-Level) maintenance
- Master's degree (technical or business)
- Warfare qualification / Professional Aviation Maintenance Officer (PAMO) PQS

▪ **Valued achievements prior to LIEUTENANT COMMANDER***

- MCO/MMCO, Department Head, assistant project lead

• **Valued achievements prior to COMMANDER***

- Department Head, Deputy Mission or IPT lead
- Detachment Maintenance Officer, NR Squadron Augment Unit XO or Assistant Maintenance Officer (AMO)
- DAWIA Legacy Level I Certification – Production, Quality, Manufacturing preferred, or Life Cycle Logistics (LCL) Foundational, additional DAWIA Legacy Level I or Practitioner certification in Program Management (PM) is desired**
- Participation in mentoring initiatives

▪ **Valued achievements prior to CAPTAIN***

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

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

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



Aerospace Maintenance Duty Officer (TAR)

Career Progression

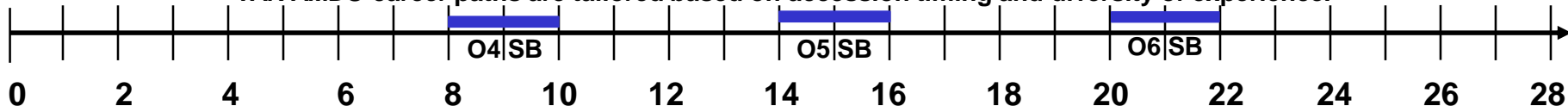
ADCOS: Asst. Deputy Chief of Staff
 AMO: Assistant Maintenance Officer
 AOIC: Assistant Officer In Charge
 COR: Contracting Officer Representative
 DPM: Deputy Program Manager
 FRC: Fleet Readiness Center

LSS: Lean Six Sigma
 MMCO: Maintenance Material Control Officer
 MO: Maintenance Officer
 NRC: Naval Reserve Center
 RPD: Reserve Program Director
 TPOC: Technical Point of Contact

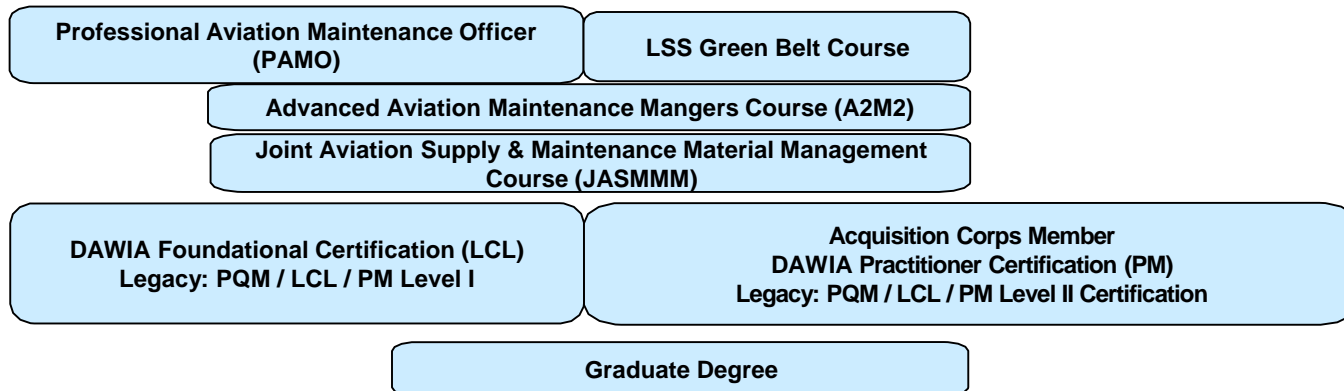
Career Path

Squadron AMO/MMCO or Squadron COR/TPOC	FRC AOIC or WING AMO / RO	FRC MO / OIC / XO or WING MO or NRC CO	FRC CO NAVAIR RPD/CO CNAFR MO PMA-207 DPM
FRC MMCO / DIVO	MAJOR STAFF	MAJOR STAFF	

TAR AMDO career paths are tailored based on accession timing and diversity of experience.



Valuable Training/Certifications





Aerospace Maintenance Duty Officer (TAR)

Community Values

- **Valued achievements prior to LIEUTENANT COMMANDER**
 - Superior performance in both Squadron and FRC positions
 - Professional Aviation Maintenance Officer (PAMO)
 - DAWIA Foundational Certification (LCL)
 - DAWIA Legacy (PQM/LCL/PM) Level I

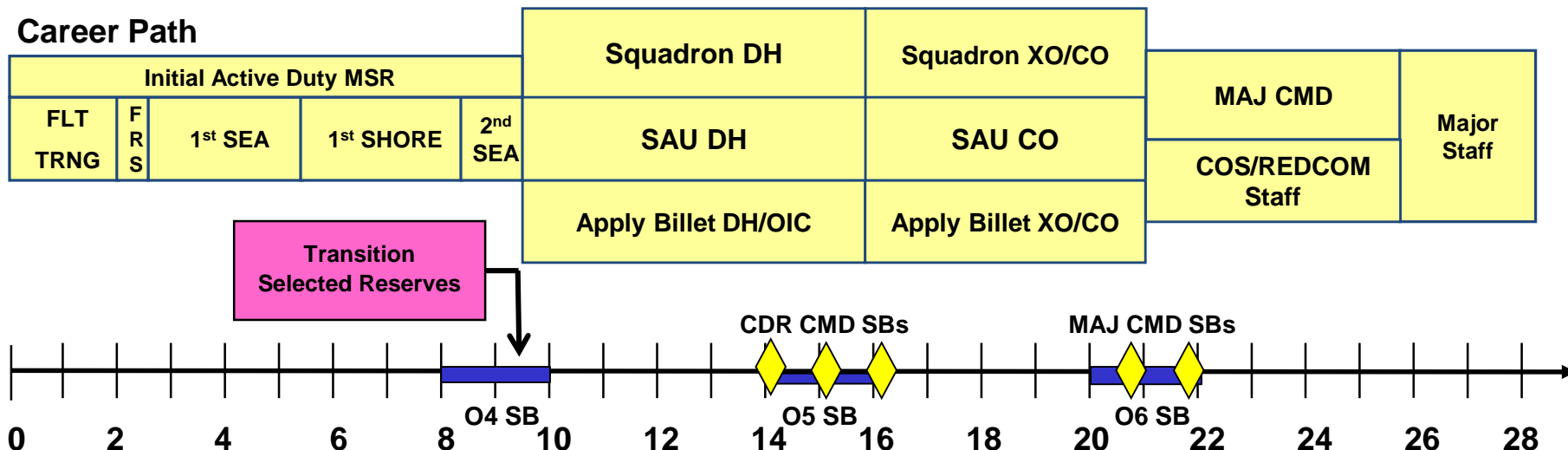
- **Valued achievements prior to COMMANDER**
 - Superior performance as FRC AOIC or WING AMO/RO
 - Superior performance in major staff positions (e.g., BUPERS, TYCOM, NAVAIR, etc.)
 - Acquisition Professional Membership
 - DAWIA Legacy Certification (PQM/LCL/PM Level II)
 - DAWIA Practitioner Certification (PM)
 - Advanced Aviation Maintenance Manager's Course (A2M2)
 - Joint Aviation Supply & Maintenance Material Management Course (JASMMM)
 - Lean Six Sigma Green Belt Certification Course (LSS GB)
 - Master's degree

- **Valued achievements prior to CAPTAIN**
 - Superior performance in one of the following positions:
 - FRC MO or OIC or XO, WING MO, NRC CO
 - Superior performance in a major staff billet (e.g., BUPERS, TYCOM, COMFRC, NAVAIR)
 - DAWIA Advanced Certification (LCL)
 - DAWIA Legacy PQM/LCL/PM Level III

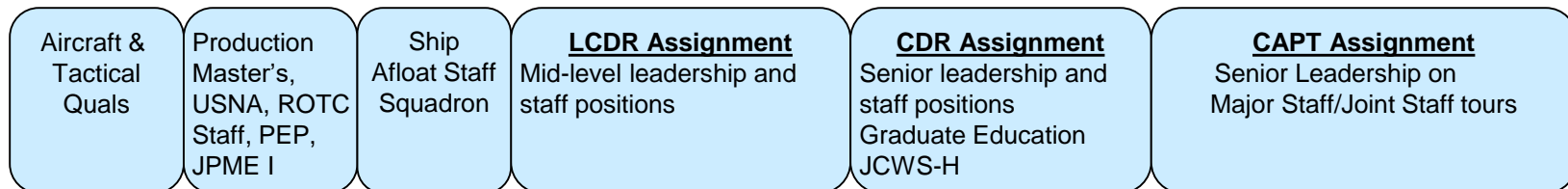
Aviation Officer

Career Progression

Career Path



Typical Billets





Aviation Officer

Community Values

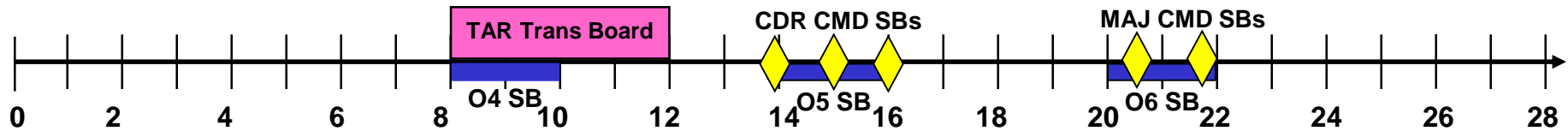
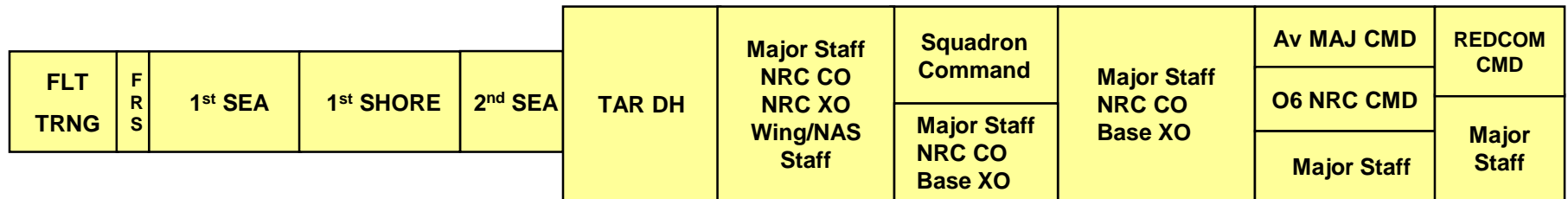
- **AVN officers have long training pipeline, resulting in NOB FITREPS for first 3-4 years**
 - MSR retains Navy pilots through approx 10 YCS and NFOs approx 7 YCS
- **Valued achievements prior to LIEUTENANT COMMANDER**
 - Superior performance during Fleet Squadron tour and attainment of initial warfare qualifications
 - Superior performance in subsequent shore tour
 - Production tours most valued (Weapons School, FRS, VFC, VT/HT)
- **Valued achievements prior to COMMANDER**
 - Superior performance as Squadron major DH (Operations/maintenance, or EP DH reflected in FITREP)
 - If no Squadron DH opportunity, then superior performance as SAU DH or in Apply leadership positions
 - Established sustained superior performance, EP Highwater FITREP and increasing responsibility
- **Valued achievements prior to CAPTAIN**
 - Successful Squadron Command tour
 - If no Squadron Command, then top performer in SAU Command or Apply-selected CO/OIC billet
 - Sustained superior performance in major staff and leadership positions
- **Other valued achievements**
 - Advanced Degree
 - JPME / JCWS-H / joint tour / IA JT OPS / Mobilization



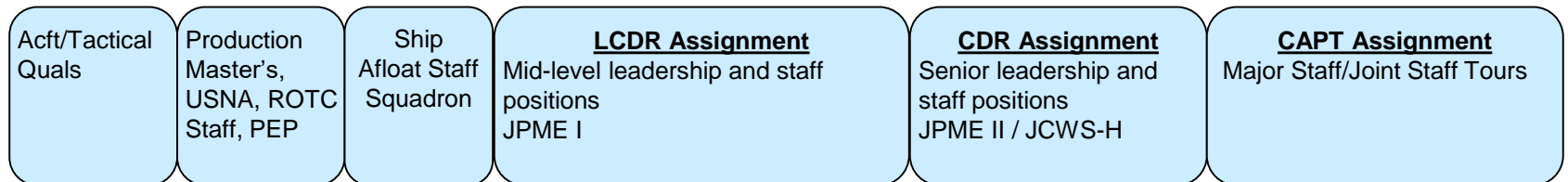
Aviation Officer (TAR)

Career Progression

Career Path



Typical Billets



RESERVE MANAGEMENT CAREER PATH:

NRC CO – 24-36 Month Tours
Major Staff (OCNR/CNRF/CNAFR/REDCOM/RPD)



Aviation Officer (TAR)

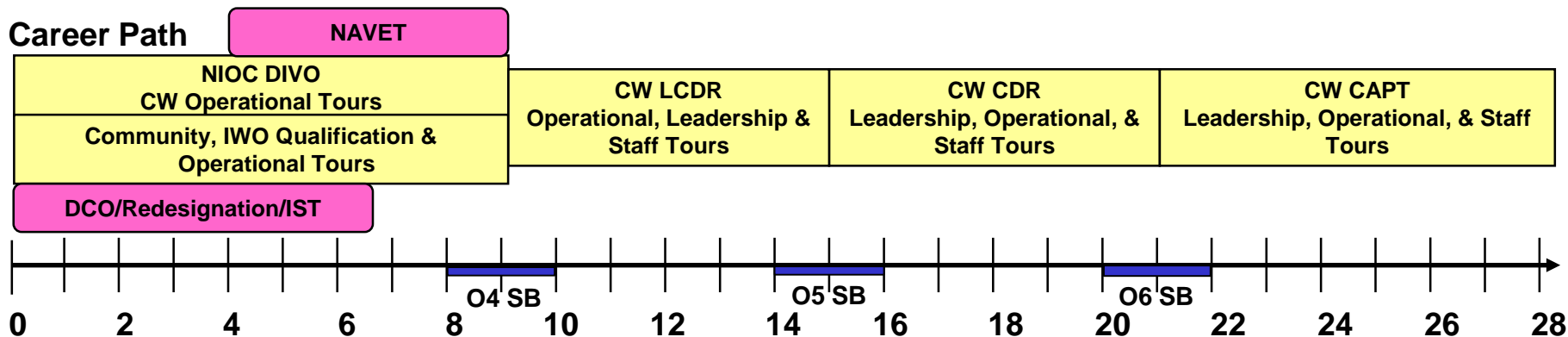
Community Values

- **AVN officers have long training pipeline, resulting in NOB FITREPS first 3-4 years**
 - Min service requirement retains most aviators through 10 years
- **Valued achievements prior to LIEUTENANT COMMANDER**
 - Superior performance during Fleet Squadron tour
 - Superior performance in subsequent shore tour
 - Production tours most valued (Weapons School, FRS, VFC, VT/HT)
- **Valued achievements prior to COMMANDER**
 - Superior performance as Squadron major DH (Operations/maintenance, or EP DH reflected in FITREP)
 - Major staff tour or nominative community staff assignment (OPNAV, PERS, CNAP, CNAL, CNAFR, Fleet Staff or Joint Tours)
 - Top performer in O4 NRC command tour
 - Established sustained superior performance, EP Highwater FITREP and increasing responsibility
 - Master's degree or JPME I awarded or in progress (Not required until assuming O5 CMD)
- **Valued achievements prior to CAPTAIN**
 - Successful Squadron command tour (i.e. VR, VP, HSC, HSM, VFA, VFC, VT/HT)
 - Successful NTAG command tour
 - Top performer in O5 NRC command tour
 - Sustained superior performance in major staff and Reserve management leadership positions
- **Reserve management career path**
 - Officers serving in Reserve management/leadership positions that are directly supporting the mission of the Reserve Component (e.g., OCNR, CNRFC, REDCOM, BUPERS) Note: All CNAFR Commands perform Reserve Management function in addition to operational missions.
 - Subspecialty utilization as defined in the precept

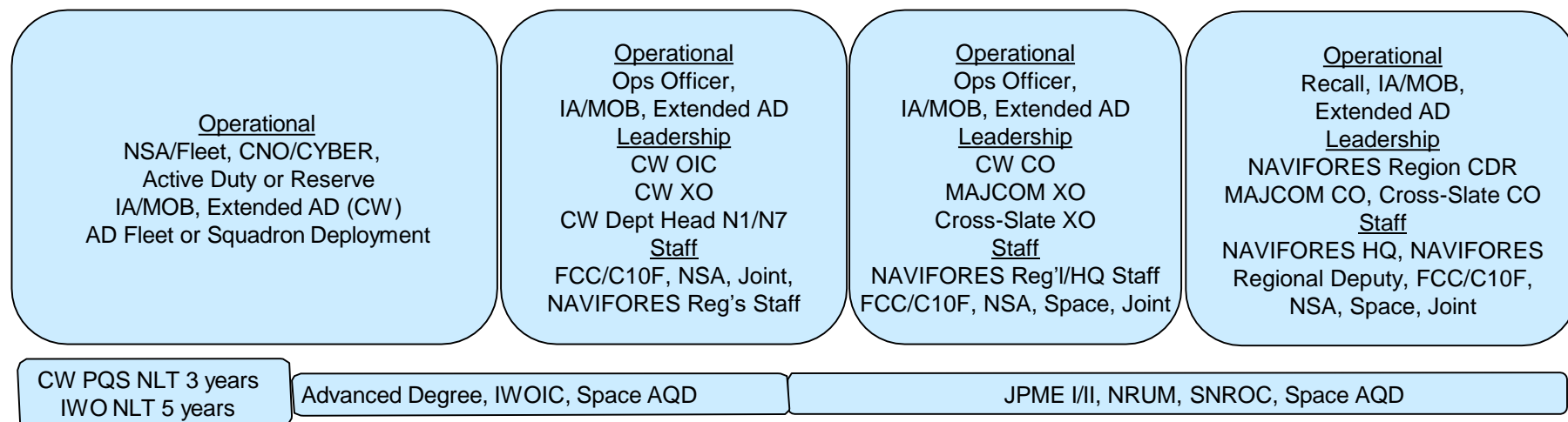


Cryptologic Warfare Officer

Career Progression



Typical Billets/Quals





Cryptologic Warfare Officer

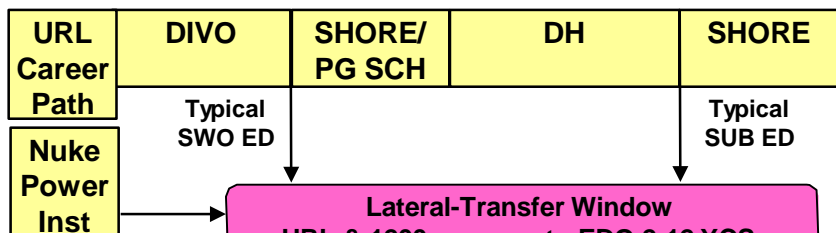
Community Values

- **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, Afloat Tour (AC), or CW/CYBER AC Tour
 - MT&E experience to include Training or Admin Officer
- **Valued achievements prior to COMMANDER**
 - Leadership tour (CW XO, CW OIC)
 - Advanced technical Master's degree, advanced language degree, or technical certifications
 - Operational tours (OPS Officer, MOB; operational planning qualification/experience)
 - Major staff tours (NAVIFORES HQ/Region, FCC/C10FLT, NSA, Joint)
 - Space AQD (VS4 or higher)
 - MT&E experience to include Training or Admin Officer
- **Valued achievements prior to CAPTAIN**
 - Leadership tours (CW CO, MAJCOM XO)
 - Operational tours (Continued OPS Experience, MOB)
 - Major staff tours (NAVIFORES HQ/Region, FCC/C10FLT, NSA, Joint)
 - JPME I is a discriminator, Additional Space AQD (VS5 or higher)
 - Note: CW Joint Qualification Billets not available for JQO attainment

Engineering Duty Officer

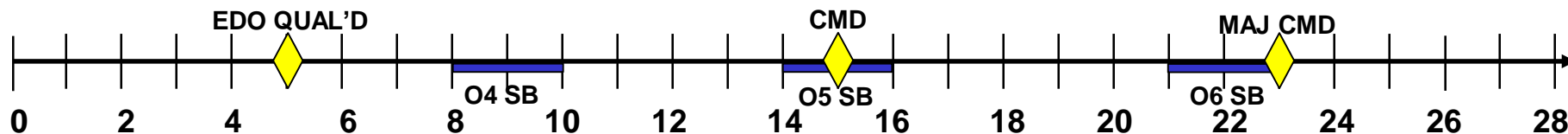
Career Progression

Career Path



EDQP (ODS)	<u>NAVSEA</u> CO, XO, SURGEMAIN (SM) DIVO, Project Officers at Shipyards, RMCs, SUPSHIPS, NSWC, Field Activities <u>NAVWAR/SSP/MDA/ONR</u> CO, XO, Project Officer	<u>NAVSEA</u> SM Dep Dir RCO/RXO, CO MDA/SSP/HL/RMC CO NSWC/MDA/SSP/CYBER Lead <u>NAVWAR/ONR/Other</u> CO, XO, PM	MPO/COMM MGR NAVSEA PILLAR LEAD (SM, SHPYD, RMC, SUPSHIP, SYSENG, PLAT, HL/DIVE, NAVEXCOM)
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Each individual's EDO career path is tailored based on past experience, accession timing, and education.



Typical Billets

<u>EDQP</u> ODS AT-SEA Industrial Tour (FIT) EDO Basic EDO Qual board (yr3-5)	<u>LEADERSHIP</u> CO, XO, SM DIVO (03/04) <u>PROJECT WORK</u> Project Engineer with SysEng, Platforms, SSP, MDA, Shipyards, Supships, ONR NAVWAR Program Mgr (PM)	<u>IMG, RMC, SUPSALV</u> RCO, CO, RXO, OIC/XO SUPSHIP, OIC/XO Shipyard, Project Officers <u>C4i, SSP/MDA, iwEDO, Surfpack Subba</u> <u>Bubbas, PEP, NAVEXCOM</u> CO/XO SSP, MDA, ONR, NAVWAR CO, Project Officers	NAVSEA MPO/Comm Mgr SM Director SM Deputy Director NAVSEA NorthWest (Shipyard) NAVSEA East (SUPSHIP) Systems Engineering NAVSEA Platforms SSP/NAVEXCOM Regional CO
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Engineering Duty Officer

Community Values

▪ Valued achievements prior to LIEUTENANT COMMANDER

- Advanced technical degree and EDO qualification tour completed
 - Lateral transfers may not be qualification complete
- SurgeMain (SYRD / RMC) Division Officer, Department Head 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
- Mobilization

▪ 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.)
- Mobilization

▪ 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.)
- Mobilization

*Make Impactful Contributions – While On All Orders
Progress Towards Mob Qualification – Move Out!*



Explosive Ordnance Disposal Officer

Career Progression

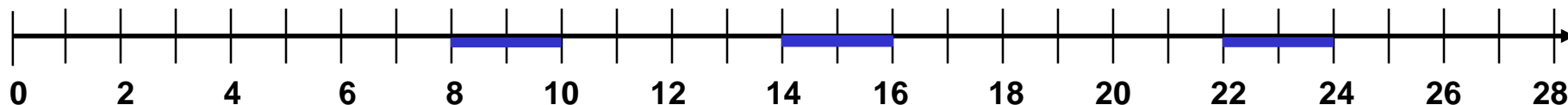
Career Path

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 CCDR	Staff: Major Staff Joint Tour/RPD

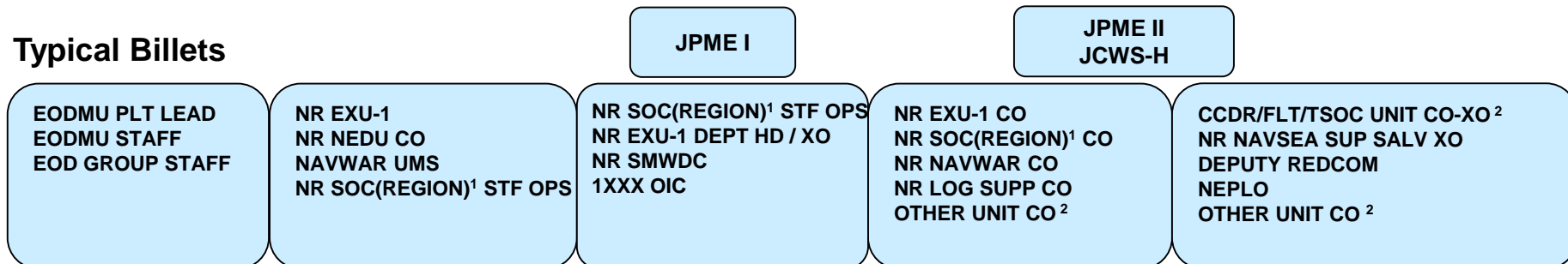
O4 SB

O5 SB

O6 SB



Typical Billets



1) Includes SOCAFRICA, SOCCENT, SOCEUROPE, SOCKOREA, SOCNORTH, SOCPACIFIC and SOCSOUTH

2) Those commissioned 2006 or earlier are qualified 1115 and 1145 Officers



Explosive Ordnance Disposal Officer

Community Values

- **Valued achievements at all paygrades**
 - Sustained superior performance in leadership jobs
 - Dual Warfare Qualified (SWO and EOD for Officers commissioned prior to 2006)
 - NRU CO/OIC qualified (AQD 2N1)
 - Graduate education in any field regardless of source or method of achievement (e.g. civilian institution, NWC, NPS, distance learning)
 - Mobilization
 - Joint Qualified Officer
- **Valued achievements prior to LIEUTENANT COMMANDER**
 - Sustained outstanding performance through active PLT OIC tours
 - Completed EOD Warfare Qualifications (AQD KG5)
 - NR EXU-1 CTG 56.1 mobilization or successful deployment while on active duty (prior to SELRES)
- **Valued achievements prior to COMMANDER**
 - Advanced Degree
 - JPME I
 - Successful XO / DH billet in high profile unit (EXU, SOCOM, UAS, NWDC, NECC)
 - NR EXU-1 CTG 56.1 mobilization or a successful mobilization to an operational theater
- **Valued achievements prior to CAPTAIN**
 - JMPE II/JCWS-H
 - Successful CO / XO billet in high profile unit (EXU, NSW, Joint Staff, CCDR, NAVSEA)



Explosive Ordnance Disposal Officer (TAR)

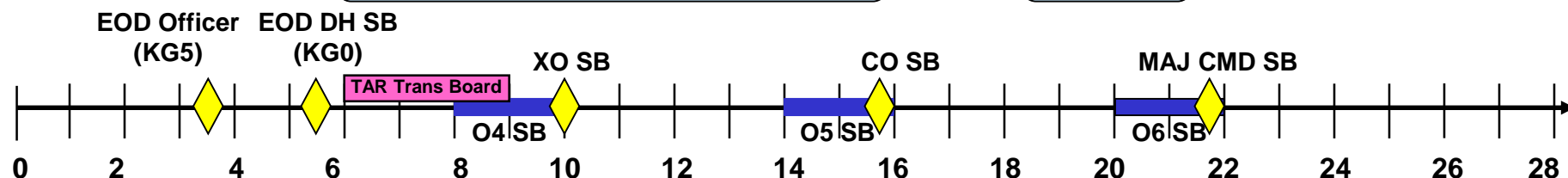
Career Progression

Career Path

Fleet Experience Tours and Qualifications (Diver, EOD, 1 st & 2 nd EOD Officer Tours)	Operational: DH Reserve Mgt: NRC CO/XO/TO	Operational: XO Reserve Mgt: Major Staff NRC CO/XO Jr. Service College	Operational: CO Reserve Mgt: Major Staff/NRC CO Joint/RPD Sr. Service College	Operational: Major Command Reserve Mgt: Major Staff Joint/RPD
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Graduate Education
JPME I

JPME II
JCWS-H



RESERVE MANAGEMENT:

NRC CO – 24-36 Month Tours
Major Staff (OCNR/CNRF/REDCOM/RPD/NECC/NSW)
CDR CMD: EXU-1, NRC
XO: EXU-1, NRC

ACRONYMS

CEODD:	Center for EOD and Diving
EODMU:	EOD Mobile Unit
EODTEU:	EOD Training and Evaluation Unit
EXU-1:	Expeditionary Exploitation Unit One
JSOC:	Joint Special Operations Command
MDSU:	Mobile Diving and Salvage Unit
NEDU:	Navy Experimental Diving Unit
NDSTC:	Navy Diving and Salvage Training Center
NSEOD:	Naval School EOD
NSWC/WARCOM:	Naval Special Warfare Command/WARCOM
NSWDG:	Naval Special Warfare Development Group
SMU:	Special Mission Unit
TACDEVIRON:	Tactical Development Squadron (part of NSWDG)



Explosive Ordnance Disposal Officer (TAR)

Community Values

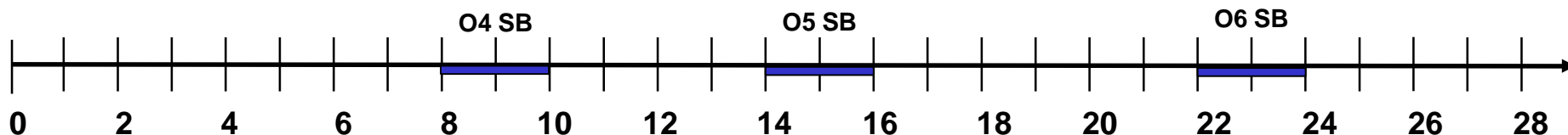
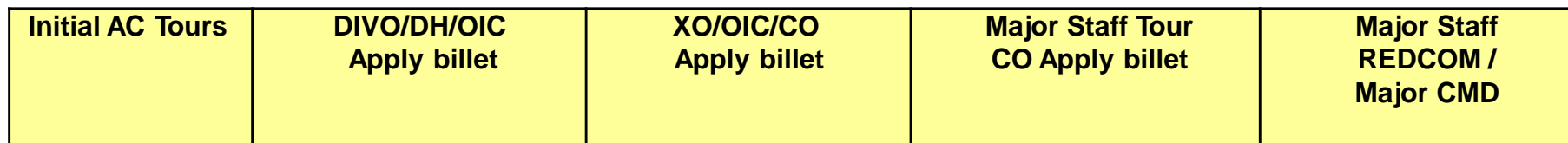
- **Sustained superior performance in operational assignments**
- **Valued achievements prior to LIEUTENANT COMMANDER**
 - Served/Serving Department Head
 - Attained both EOD OFFICER (KG5) and EOD DH (KG0) qualifications
 - Sustained outstanding performance through active PLT OIC tours
 - Recognized top performer in tactical/operational and screened community positions (JSOC, NSWDC/TACDEVRON, SMU, CNO Special Program, EODMU, MDSU, EXU-1)
- **Valued achievements prior to COMMANDER**
 - Served/Serving O-4 XO (Afloat or Ashore)
 - Served/Serving O-4 NRC CO
 - Major Staff Assignment (OPNAV, OCNR, NPC, CNRFC, NSWC, NECC, OSD, JSOC, USSOCOM, TSOC, GCC)
 - Recognized top performer in tactical/operational and screened community positions (JSOC, NSWDC/TACDEVRON, SMU, CNO Special Program, EODMU, MDSU, EXU-1)
- **Valued achievements prior to CAPTAIN**
 - Served/Serving O-5 CO (Afloat or Ashore)
 - Sustained superior performance in operational and Reserve management leadership positions
 - Major Staff Assignment (OPNAV, OCNR, NPC, CNRFC, NSWC, NECC, OSD, JSOC, USSOCOM, TSOC, GCC)
 - Recognized top performer in tactical/operational and screened community positions (JSOC, NSWDC/TACDEVRON, SMU, CNO Special Program, EODMU, MDSU, EXU-1)
 - Requirements or financial management qualification
- **Graduate education in any field is valued regardless of source or method of achievement (e.g. civilian institution, NWC, NPS, distance learning)**



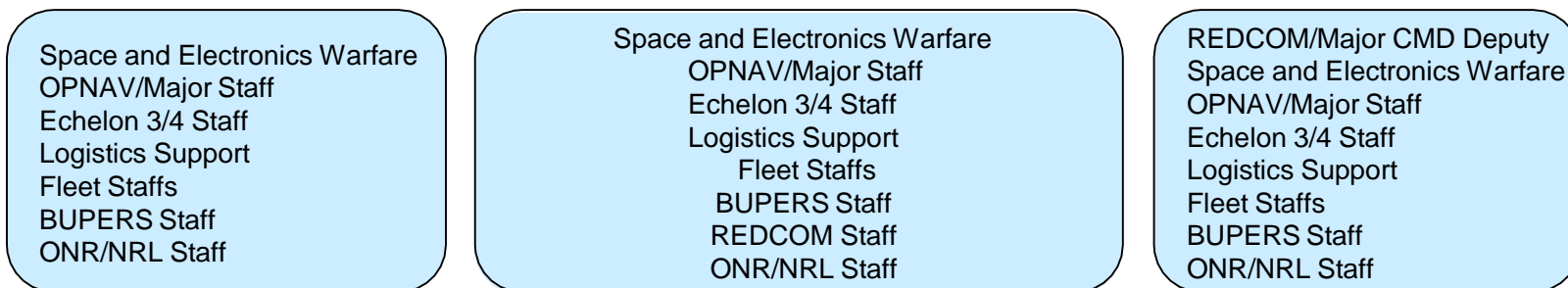
Fleet Support Officer

Career Progression

Career Path



Typical Billets





Fleet Support Officer

Community Values

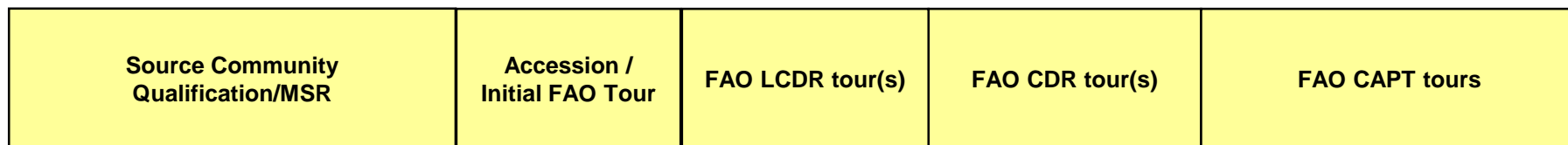
- **Valued achievements at all paygrades**
 - Sustained Superior Performance, particularly in leadership, mobilization, and positions of progressing responsibility
 - Consistent leadership assignments across multiple specialties
- **Valued achievements prior to LIEUTENANT COMMANDER**
 - Successful DIVO / 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



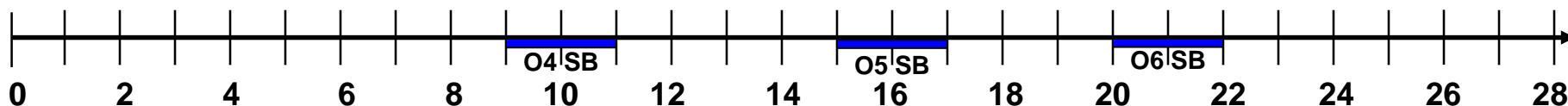
Foreign Area Officer

Career Progression

Career Path



Primary Lateral-Transfer On-Ramp
Initial Language acquisition
Regionally focused Master's and/or foreign experience



Typical Billets / Quals:

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.

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

- 1) CDR tour
- 2) Joint Qualification Level II
- 3) Joint FAO Phase I/II
- 4) Language proficiency >2/2

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



Foreign Area Officer

Community Values

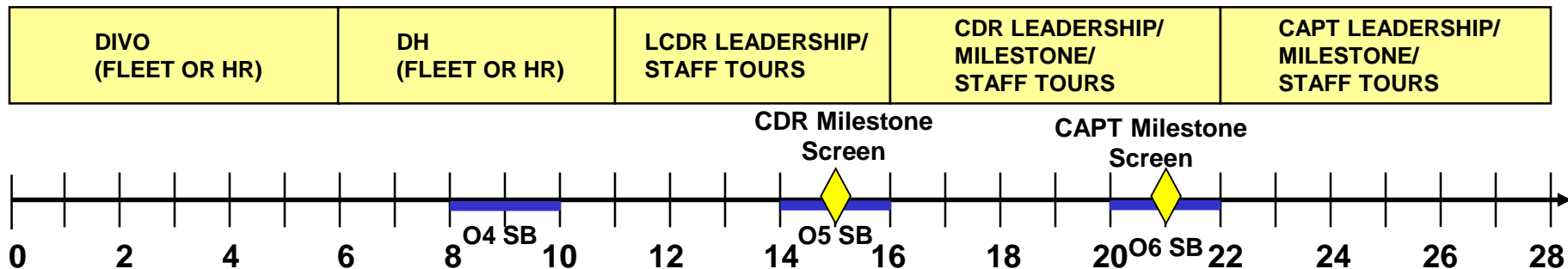
- **Valued achievements prior to LIEUTENANT COMMANDER**
 - Sustained superior performance and warfare qualified in source community
 - Demonstration of increasing levels of responsibility and sound judgment
- **Valued achievements prior to COMMANDER**
 - Completion of FAO regional qualification (FAO Qual AQD)
 - Sustained superior performance in all assigned duties during periods of active duty such as mobilization, ADOS or recall
 - Demonstrated performance advancing NDS objectives with emphasis on great power rivals in any region
 - Documented foreign language proficiency level of 2/2 or better within previous two years
 - JPME Phase I
 - Scholarship or continued education focused on strategic warfighting advantage
- **Valued achievements prior to CAPTAIN**
 - Sustained superior performance in all assigned duties during periods of active duty such as mobilization, ADOS or recall
 - Demonstrated leadership advancing NDS objectives with emphasis on great power rivals in any region
 - Significant experience leading, planning, and executing GO/FO level international strategic dialogue
 - Documented foreign language proficiency level of 2/2 or better within previous two years
 - JQO, or significant progress toward (i.e. JQS Level II)
 - Scholarship or continued education focused on strategic warfighting advantage



Human Resources Officer

Career Progression

Notional Career Path



Typical Billets

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

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

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

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

- Develop Core competency areas: Development, Management, Recruiting, Requirements
- MPT&E leadership positions within the Fleet and major staffs
- Reserve leadership positions that enable reserve warfighting readiness in support of Reserve Force design, training, mobilization, & development.

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



Human Resources Officer

Community Values

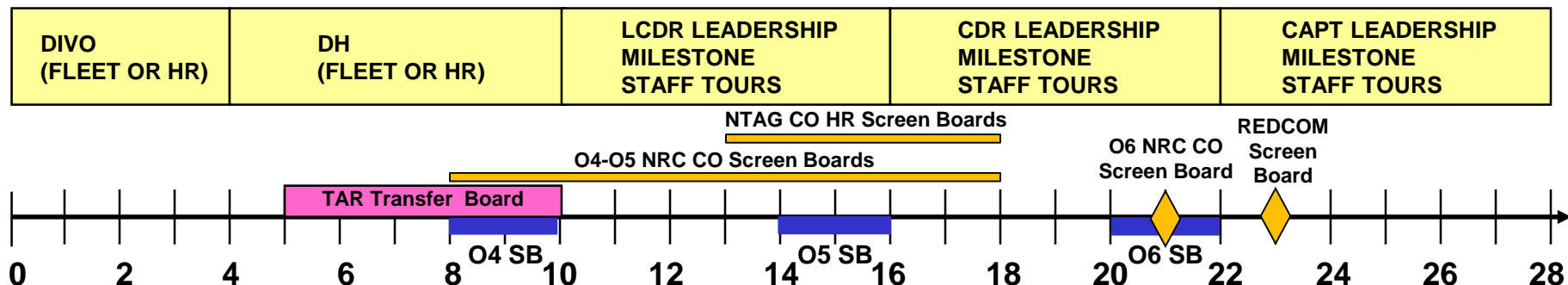
- **Valued achievements prior to LIEUTENANT COMMANDER**
 - Sustained superior performance and attainment of source community qualifications
- **Valued achievements prior to COMMANDER**
 - Sustained superior performance in all assigned duties, especially leadership tours or during periods of active duty such as mobilization, ADOS, or recall 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 and screening (2N1 AQD)
 - Certification including PHR, SPHR, GPHR, CPT, CPLP, CDFM, CDFM-A, CISSP or GSLC
- **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 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 and screening (2N1 AQD)
 - Professional Certification including PHR, SPHR, GPHR, CPT, CPLP, CDFM, CDFM-A, CISSP or GSLC
 - JPME I completed or in progress



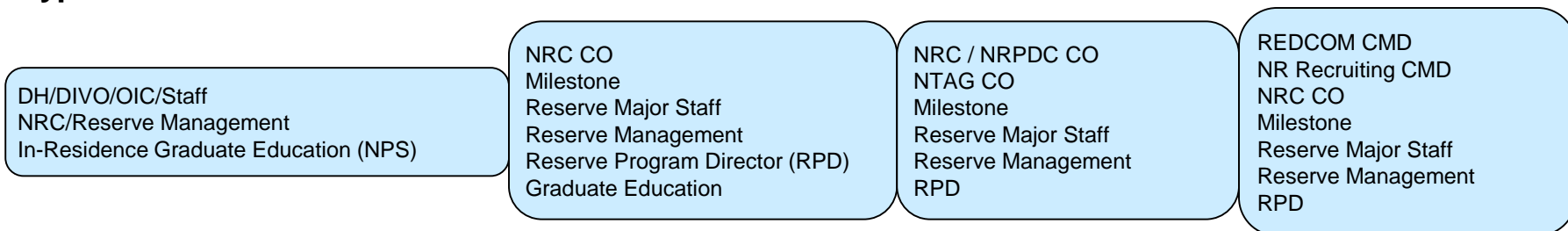
Human Resources Officer (TAR)

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), Requirements Management (6511)

Command screening occurs annually. LT-CAPT may screen for REDCOM and NRC 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 (TAR)

Community Values

- **Valued achievements prior to LIEUTENANT COMMANDER**

- Sustained superior performance and attainment of source community qualifications

- **Valued achievements prior to COMMANDER**

- Sustained superior performance in all assigned duties, especially NRC CO, Milestone and Major Reserve Staff, RPD, and OIC tours
- Master's degree in subspecialties including Financial Management, Manpower Systems Analysis, Education and Training Management, Operations Analysis, Information Systems and Technology (3XXX SSP preferred)
- HR Subspecialty experience: 311X, 3130, 3150, 321X, 620X, 6511
- Attainment of command qualification and screening (2D1 AQD)
- Professional Certification including PHR, SPHR, GPHR, CPT, CPLP, CDFM, CDFM-A, CISSP or GSLC

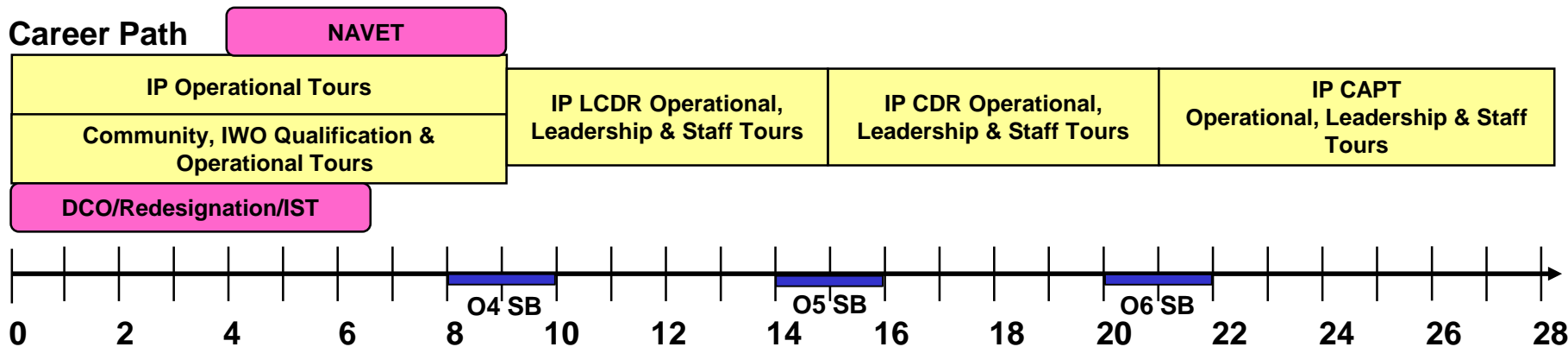
- **Valued achievements prior to CAPTAIN**

- Sustained superior performance in all assigned duties, especially NRC/NRPDC CO, NTAG CO, Milestone and Major Reserve Staff tours
- Master's degree in subspecialties including Financial Management, Manpower Systems Analysis, Education and Training Management, Operations Analysis, Information Systems and Technology (3XXX SSP preferred)
- Proven subspecialist: 311X, 3130, 3150, 321X, 620X, 6511
- Attainment of command qualification and screening (2D1 AQD)
- Professional Certification including PHR, SPHR, GPHR, CPT, CPLP, CDFM, CDFM-A, CISSP or GSLC



Information Professional Officer

Career Progression



Typical Billets/Quals

Operational *IP Operational Role	Operational *IP Operational Role, Leadership CO/XO/OIC/CIO/PRGM Lead Staff NAVIFORES Reg'l/HQ staff	Operational *IP Operational Role Leadership CO/XO/CIO/PRGM Lead Staff NAVIFORES Reg'l/HQ staff	Operational Major Cmd/Prgm Director/Fleet N6 Leadership IWC CO/XO cross slate NAVIFORES Region CDR Staff NAVIFORES HQ/Region Deputy
* 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			
IP PQS NLT 3 years IWO NLT 5 years MSOC	Advanced degree, Joint C4 Planner's Course	IP IQ, VS4, IWOIC	IP AQ, JCWS-H/JPME I Joint C4I Officer and Staff Course, NRUM, SNROC
IP Community Leadership (National Training Team, Symposium Lead, Mentoring, Recruiting, Regional Lead IP, etc.)			



Information Professional Officer

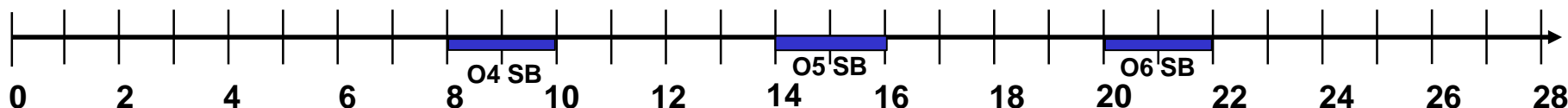
Community Values

- **Sustained superior performance in leadership and operational billets**
- **Valued achievements prior to LIEUTENANT COMMANDER**
 - Attainment of IP Basic and IWO qualifications
 - Competitive operational tours demonstrating superior performance and fundamental knowledge of cyber operations, C4I, and information technology
 - Advanced certifications in networking, security, and cloud such as CISSP, CEH, or anything from Cisco, SANS/GIAC, AWS, Azure, or GCP
 - 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, or DoD CIO certificate
 - IP-related OLV experience
 - Space AQD VS4 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
 - Space AQD VS5 or higher (limited opportunity)
 - JPME I

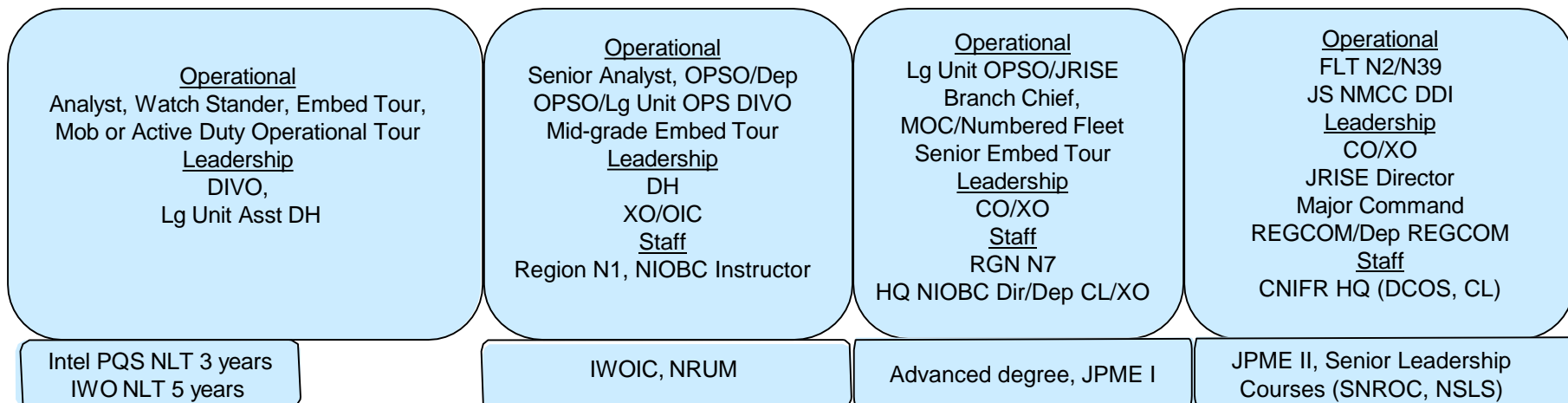
Intelligence Officer

Career Progression

Career Path



Typical Billets/Quals





Intelligence Officer

Community Values

- **Sustained superior performance in leadership and operational billets**
- **Valued achievements prior to LIEUTENANT COMMANDER**
 - Completed Intelligence and IWO qualifications
 - Demonstrated proficiency in OPINTEL, NSW, Strike/Targeting, HUMINT, Collection Management, or critical languages
 - Providing intelligence capability to Navy/Joint forces via IW unit or as an embed; as available, via a mobilization/active operational tour
 - Leadership performance in a unit DIVO/Asst DH/DH position
- **Valued achievements prior to COMMANDER**
 - Demonstrated advanced proficiency in OPINTEL, NSW, Strike/Targeting, HUMINT, Collection Management, or critical languages
 - Providing intelligence capability to Navy/Joint forces via OPS leadership position in IW unit, as an embed, or in a MOC or Fleet Staff position
 - Successful leadership performance in a Navy Unit DH, XO, OIC; Joint unit Branch/Div Chief; or Region/CNIFR staff leadership post (Region N1, NIOBC instructor)
 - IWOIC, NRUM
- **Valued achievements prior to CAPTAIN**
 - Demonstrated superior leadership performance as unit CO/XO, or competitive regional (N7) or HQ (XO, Dep CL, NIOBC Dir) billets
 - Providing intelligence capability to Navy/Joint forces via OPS leadership position in IW unit/JRISE, senior embed tour, or in a MOC or Fleet Staff position
 - Advanced degree, JPME I



Oceanography Officer

Career Progression

Career Path

NAVET

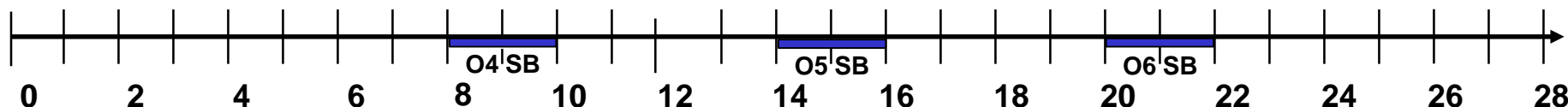
Operational Tours, Community & IWO Qualification

LCDR Operational, Leadership & Staff Tours

CDR Operational, Leadership & Staff Tours

CAPT Operational, Leadership & Staff Tours

DCO/Redesignation/IST



Typical Billets / Quals

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

Operational
DH FWC/NAVO/USNO
NOOC, Joint, MAJ/CCDR
Numbered Fleet,
WDC, SUBLANT

Leadership
XO, OIC
Staff
NAVIFORES Reg'l
staff

Operational
NR CNMOC HQ, Joint,
MAJ/CCDR, WDC,
Numbered Fleet
Leadership
CO, XO FWC/NAVO/
NOOC/USNO
Staff
NAVIFORES Reg'l/HQ staff

Operational
NR CNMOC HQ PACFLT
Leadership
CO, XO NR CNMOC HQ,
CO NR 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, NRUM, IWOIC

JPME I/II, NRUM, SNROC



Oceanography Officer

Community Values

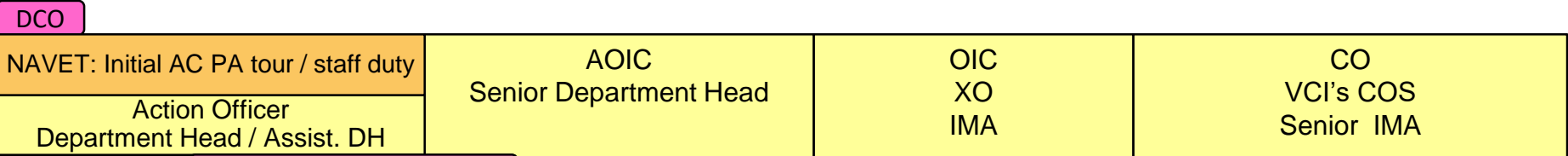
- **Sustained superior performance in leadership and operational billets**
- **Valued achievements prior to LIEUTENANT COMMANDER**
 - METOC PQS Complete / IWO qualification
 - Leadership experience in a unit DIVO/DH position
 - Demonstrated operational OCEANO experience at NR CNMOC unit, fleet staff or WDC
- **Valued achievements prior to COMMANDER**
 - Superior performance in reserve unit leadership tour (XO, OIC)
 - Demonstrated proficiency in operational support to CNMOC OCEANO missions
 - Demonstrated proficiency in staff OCEANO missions at fleets, WDCs, or TYCOMs
 - Completion of an MOB or other long term active duty operational OCEANO assignment
- **Valued achievements prior to CAPTAIN**
 - Superior performance in NR unit command tour(s)
 - Superior performance in positions of OCEANO leadership and influence (Numbered Fleet, WDC's)
 - Operational OCEANO training/experience at joint service command or major fleet exercise
 - Reserve TYCOM experience in NAVIFORES Regional or HQ billet
 - JPME I



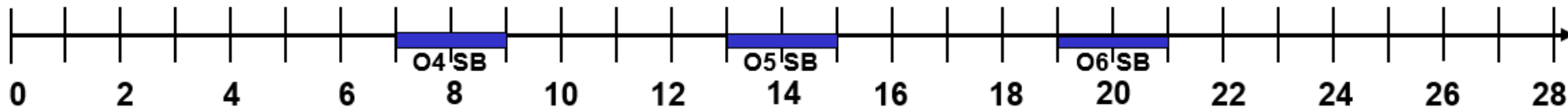
Public Affairs Officer

Career Progression

Career Path



NAVET / Redesignation / IST



Typical Billets

* Billets are grouped in descending order; most challenging positions listed on top

Operational:
Numbered Fleets, CPF, CNE, USFF

CHINFO staff:
CHINFO, NPASE, NAVCO,
NAVINFO

AOIC: JPASE, NPASE det.

Operational DH: #Fleets,
CPF, CNE, USFF

CHINFO staff DH: CHINFO,
NPASE, NAVCO, NAVINFO

IMA:
Joint Staff, CCMD

OIC – JPASE, NPASE det.

Operational XO: Numbered
Fleets, CPF, CNE, USFF

CHINFO staff:
OIC - NAVINFO
XO - CHINFO, NPASE HQ,
NAVCO

IMA:
Joint Staff, CCMD, OSD,
REDCOM

Operational:
CO - Numbered Fleets, CPF,
USFF, CNE

CHINFO staff:
VCI COS
CO - CHINFO, NPASE HQ,
NAVCO

Senior IMA:
Joint Staff, CCMD

Expected Quals/Valued Achievements

DCO
School,
PAQC

Advanced degree

Mobilization

NRAU/CO OIC AQD

JPME

JPME II

Leadership over VCI-designated
community-wide initiative



Public Affairs Officer

Community Values

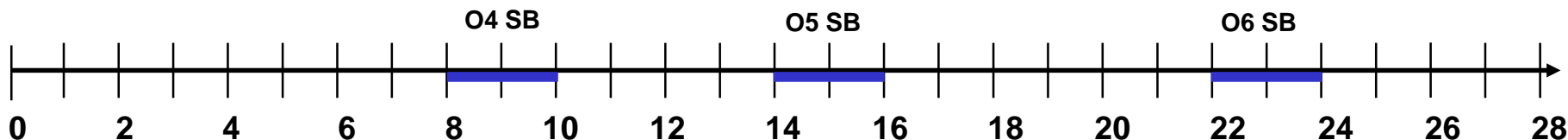
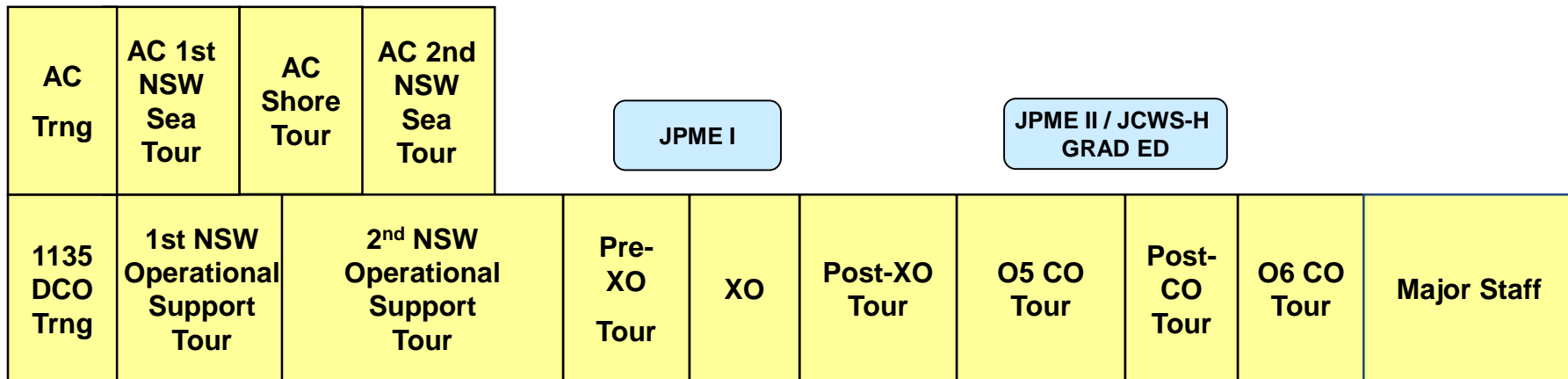
- **Valued achievements at all paygrades**
 - Proven leadership; sustained superior performance
 - OCONUS mobilization in a PAO billet
 - Operational PA experience, particularly fleet exercises and contingency/crisis response
- **Valued achievements prior to LIEUTENANT COMMANDER**
 - Fleet/Joint/Combined exercises and operational PA experience
 - Junior DH responsibilities
 - OCONUS mobilization
 - Contingency operations/crisis response experience
 - Demonstrated performance of PA tactics: writing public affairs guidance (PAG), communication plans, Response to Queries (RTQ), media releases, Navy News Service stories and social media and media relations proficiency
- **Valued achievements prior to COMMANDER**
 - Documented experience as a PA advisor to operators
 - NRAU CO/OIC AQD (2N1)
 - Leadership: AOIC or senior DH experience
 - OCONUS mobilization
 - Superior performance in fleet exercises (blue cell); experience conducting PA during fleet operations
 - Contingency operations/crisis response experience
 - Demonstrated success in senior-level core PA skills: strategic planning, senior leader content writing, ability to serve as spokesperson for senior leaders
- **Valued achievements prior to CAPTAIN**
 - Superior performance as an OIC or XO as an O5
 - Documented superior leadership aptitude, experience as PA advisor to senior operators
 - OCONUS mobilization
 - Superior performance in fleet exercises (blue cell); experience conducting PA during fleet operations
 - Contingency or crisis response in a PA leadership role
 - Demonstrated ability to create & execute communication strategies that promote commander's intent and command goals
 - Community-level/USNR leadership: VCI-designated community-wide project, board service, NR Policy Board, or similar



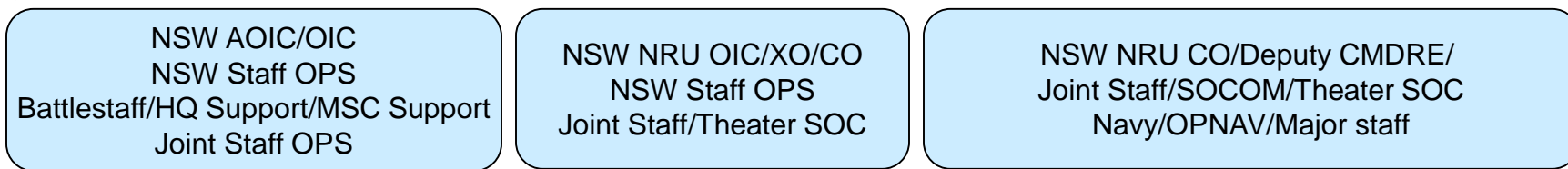
Special Warfare (SEAL) Officer

Career Progression

Career Path



Typical Billets





Special Warfare (SEAL) Officer

Community Values

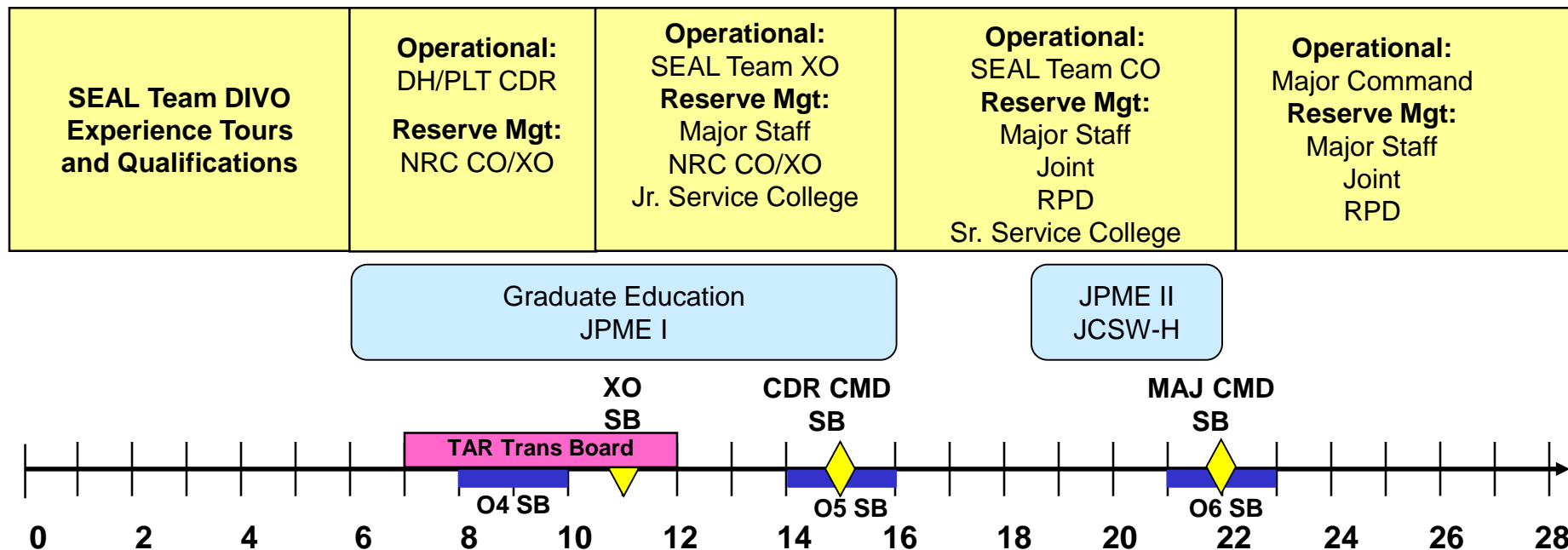
- **Valued achievements at all paygrades**
 - Sustained superior performance in all assignments particularly in leadership, mobilization, and positions of progressing responsibility
 - Graduate education in any field regardless of source or method of achievement (e.g. civilian institution, NWC, NPS, distance learning)
- **Valued achievements prior to LIEUTENANT COMMANDER**
 - Served/Serving Department Head (RC Troop Commander, Operations Officer)
 - Recognized top performer in tactical/operational and screened community positions (JSOC, NSWDG/TACDEVRON, SMU, SDV, SBT, SEAL, SRT)
- **Valued achievements prior to COMMANDER**
 - Served/Serving NSW XO (RC)
 - JPME I complete/in-progress
 - Recognized top performer in tactical/operational and screened community positions (JSOC, NSWDG/TACDEVRON, SMU, SDV, SBT, SEAL, SRT)
- **Valued achievements prior to CAPTAIN**
 - Screened for NSW CO via NSW NLAP
 - NSW CO (RC) complete
 - JPME II complete/in-progress
 - Recognized top performer in tactical/operational and screened community positions (JSOC, NSWDG/TACDEVRON, SMU, SDV, SBT, SEAL, SRT)



Special Warfare (SEAL) Officer (TAR)

Career Progression

Career Path



RESERVE MANAGEMENT:

NRC CO – 24-36 Month Tours
Major Staff (OCNR/CNRFRC/REDCOM/RPD)



Special Warfare (SEAL) Officer (TAR)

Community Values

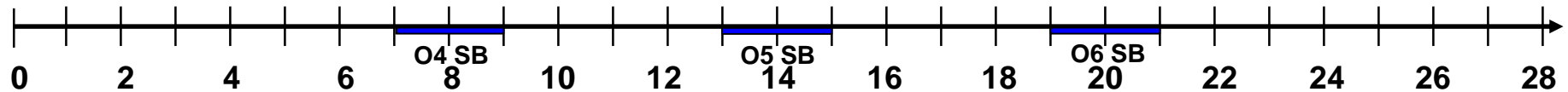
- **Sustained superior performance in all assignments**
- **Valued achievements prior to LIEUTENANT COMMANDER**
 - Served/Serving Department Head
 - Recognized top performer in tactical/operational and screened community positions (JSOC, NSWDCG/TACDEVRON, SMU, SDV, SBT, SEAL, SRT)
- **Valued achievements prior to COMMANDER**
 - Served/Serving NSW XO (Afloat or Ashore), Troop Commander, Operations Officer, or served/serving O-4 NRC CO
 - Recognized top performer in tactical/operational and screened community positions (JSOC, NSWDCG/TACDEVRON, SMU, SDV, SBT, SEAL, SRT)
- **Valued achievements prior to CAPTAIN**
 - Served/Serving NSW CO (Afloat or Ashore) or served/serving O-5 NRC CO
 - Sustained superior performance in operational and Reserve management leadership positions
 - Recognized top performer in tactical/operational and screened community positions (JSOC, NSWDCG/TACDEVRON, SMU, SDV, SBT, SEAL, SRT)
 - Requirements or financial management qualification and/or experience
- **Graduate education in any field is valued regardless of source or method of achievement (e.g. civilian institution, NWC, NPS, distance learning)**



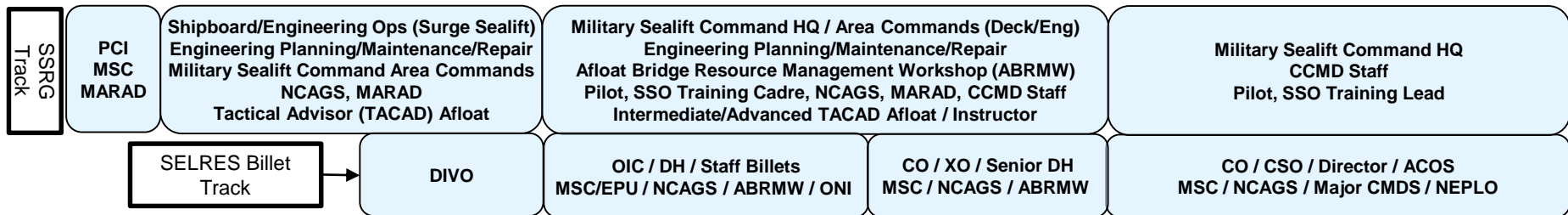
Strategic Sealift Officer

Career Progression

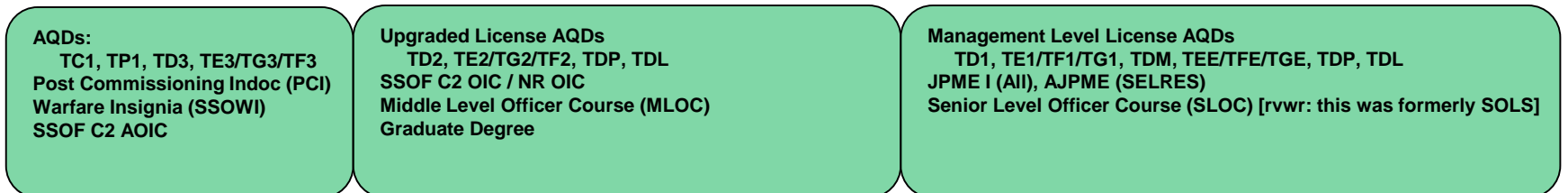
Career Path



Typical Billets



Professional Milestones





Strategic Sealift Officer

Community Values

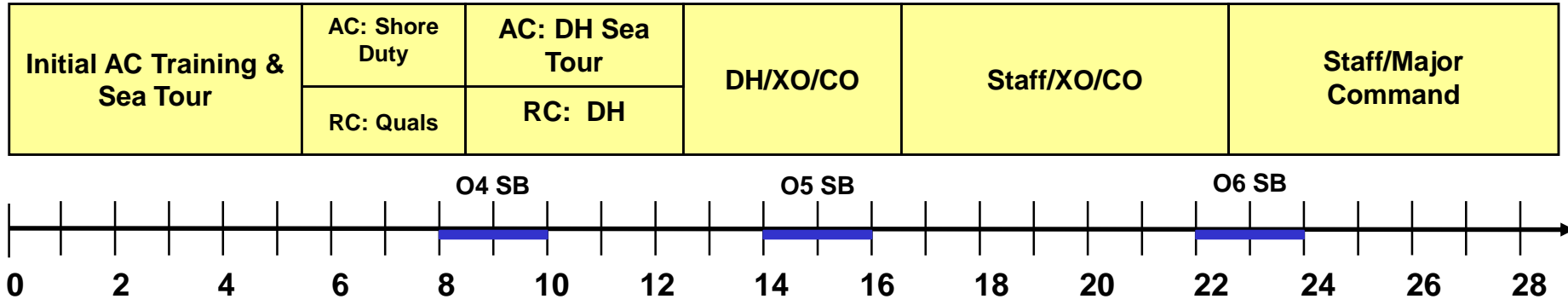
- **Strategic Sealift Officers are licensed as U.S. Merchant Mariners who are qualified to operate merchant ships as naval auxiliaries and provide officer crewing for ships in MARAD's Ready Reserve Force and COMSC's Surge Sealift Fleet during competition, conflict, and crisis.**
- **Approximately 85% of the SSO Program members are part of the Strategic Sealift Readiness Group (SSRG) and are normally employed afloat in their civilian careers. The remainder are in the Selected Reserve (SELRES) or a Volunteer Training Unit (VTU). Both career paths are viable options and valued.**
- **SELRES and VTU records are identifiable by a continuity of observed FITREPs and should be selected for promotion based upon sustained superior performance in progressive leadership assignments, similar to other communities. SELRES affiliation typically occurs at LT or LCDR.**
- **SSRG are identifiable by a majority of Non Observed (NOB) FITREPs. SSRG Members do not typically receive 'Observed' FITREPs or awards as their annual service requirement is only 12 days of ADT. SSRG members who receive 'Observed' FITREPs or Personal Decorations should be viewed favorably. SSRG members should show consistent, progressing Navy participation.**
- **Valued achievements at all paygrades**
 - Required to maintain USCG Unlimited License. The AQD must be in OSR or a copy of a valid license must be in the LTB, **No Exceptions!**
 - Proven leadership (Navy or Civilian At Sea)
 - Command assignments and successful leadership tours supporting the Fleet or Joint Force
 - SSRG demonstrating leadership in challenging maritime-related assignments: Mobilization/Recall/ADSW/long term ADT
- **Valued achievements prior to LIEUTENANT COMMANDER**
 - SSRG Upgraded License (2nd Officer or 2nd Assistant Engineer) or SELRES DH tour
 - Active Service aligned to Maritime Operations: MOC, Logistics, Security, C2 (Mobilization/ADSW/long term ADT)
 - Underway service as TACAD and/or ABRMW
- **Valued achievements prior to COMMANDER**
 - SSRG Management Level License (Chief Mate / Master or 1st Assistant Engineer / Chief Engineer) or SELRES Senior DH/XO/OIC tour
 - Active Service aligned to Maritime Operations or Operational Planning (Mobilization/Recall/ADSW/long term ADT)
- **Valued achievements prior to CAPTAIN**
 - SSRG Management Level License (Master or Chief Engineer) or SELRES O-5 CO Tour
 - Significant Community Leadership in the SSOF Command and Control Structure
 - Major Staff or Joint Experience
- **Other valued achievements**
 - Wide range of operational/engineering NOBCs and AQDs in record
 - Recent service (within last 4-5 years) underway as TACAD; ABRMW; or TACAD Instructor
 - Master's or Doctoral Degree (Management, Engineering, Admiralty Law, Logistics, and National Security)
 - Professional Engineer License and Professional Certifications (DAWIA, IT, PM, etc.)
 - Promotion Board Support (Assistant Recorder / Recorder / Member)
 - JPME I (SELRES/IRR) and II (SELRES)



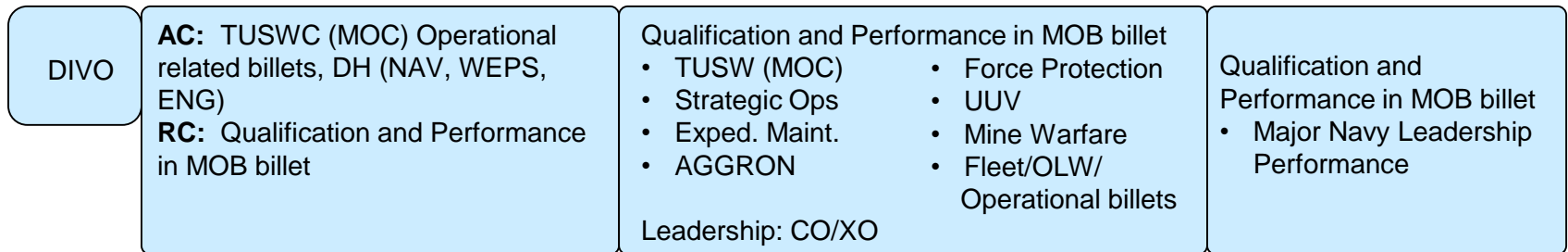
Submarine Warfare Officer

Career Progression

Career Path



Typical Billets



Expected Qualifications/Valued Achievements





Submarine Warfare Officer

Community Values

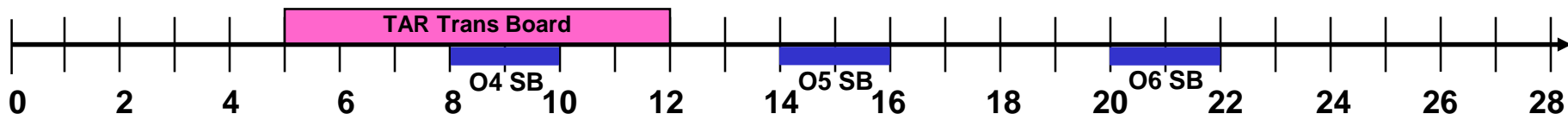
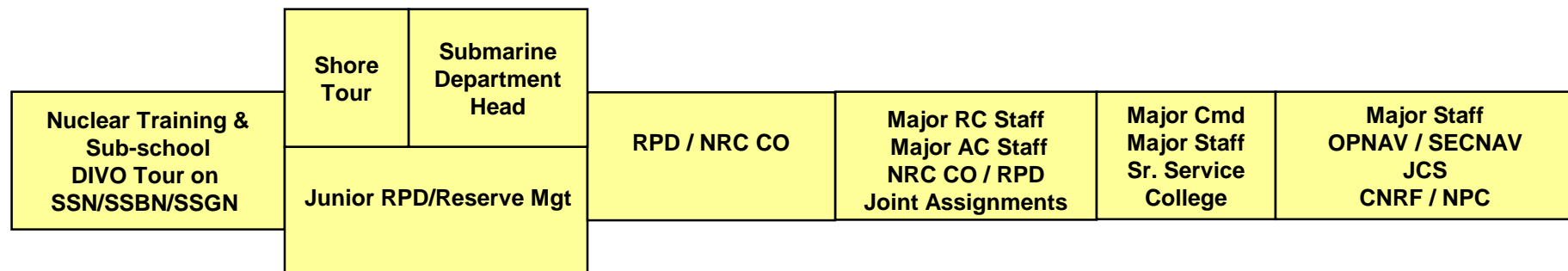
- **Valued achievements at all paygrades**
 - *** QUALIFICATION AND PERFORMANCE IN MOB BILLET ***
 - Sustained superior performance / leadership positions / operational experience
 - TUSWC (STRAT OPS), real world events followed by Exercises
 - Diverse experience
- **Valued achievements prior to LIEUTENANT COMMANDER**
 - Successful active-duty tours
 - Successful leadership positions
- **Valued achievements prior to COMMANDER**
 - Successful CO / XO / DH leadership positions
 - Qualified TASWWO (STRAT OPS)
- **Valued achievements prior to CAPTAIN**
 - Successful CO / XO leadership positions
 - Qualified BWC (STRAT OPS)
- **Other valued achievements**
 - Mobilization (high performer / challenging role)
 - JPME
 - Advanced degree
 - Navy support of major initiatives or programs



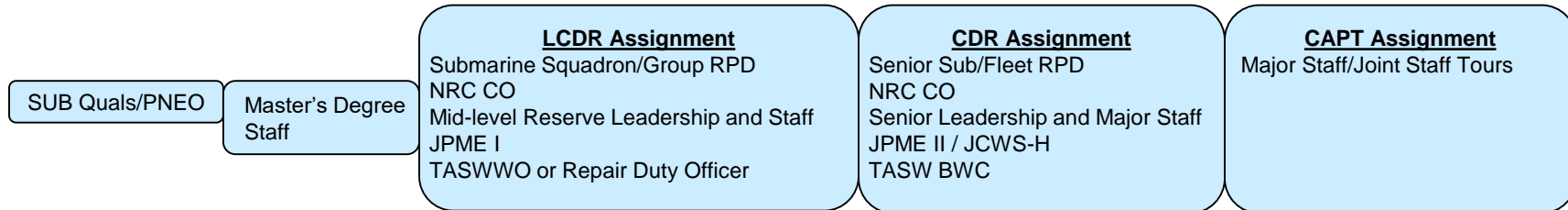
Submarine Warfare Officer (TAR)

Career Progression

Career Path



Expected Qualifications/Valued Achievements



RESERVE MANAGEMENT:

- NRC CO – 24-36 Month Tours
- Major Staff (OCNR/CNRF/REDCOM/RPD)



Submarine Warfare Officer (TAR)

Community Values

- **Valued achievements prior to LIEUTENANT COMMANDER**
 - Submarine service at sea – successful initial sea tours
 - Reserve Program Director at Submarine Force commands
- **Valued achievements prior to COMMANDER**
 - DH at-sea or Successful completion of Reserve Management tour (NRC CO, REDCOM, or CNRFC Staff)
 - Successful O4 NRC command tour
 - Master's degree / JPME I awarded or in progress
- **Valued achievements prior to CAPTAIN**
 - Successful O5 NRC command tour
 - Successful Readiness and Mobilization Command (REDCOM) CSO tour
 - Major staff or Reserve Program Director at Submarine Force commands
 - Sustained superior performance in operational and Reserve management leadership positions
 - Requirements or financial management qualification and/or experience
 - Sub-specialty utilization
- **Reserve management tours**
 - Officers serving in Reserve management/leadership positions are directly supporting the mission of the TAR community (e.g., OCNR, CNRFC, REDCOM, etc.)
 - Sustained superior performance in NRC command and on major staffs are key indicators of potential success at the next higher paygrade

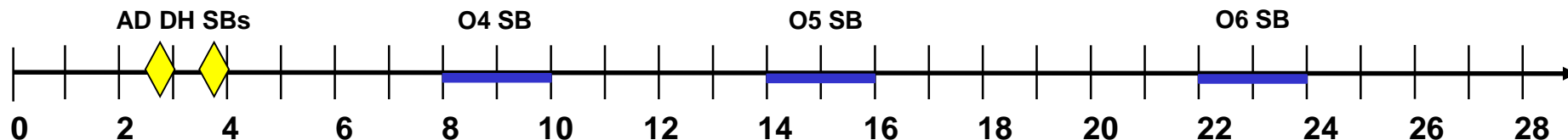


Surface Warfare Officer

Career Progression

Career Path

Initial AC Sea Tours	AC Shore Duty	AC DH Sea Tour	<u>Mid-grade Leader</u> Command, Specialty Qual Tour / Staff	<u>Senior Leadership</u> Command, Operational, Major Staff	<u>Strategic Leader</u> Command, MAJCOM		SEQ MAJCOM, Post / Milestone
	RC Affiliation / Staff Tour						



Typical Billets

Division Officer	Sea DH/Shore Staff XO, DH, AOIC	CO, OIC, XO Joint, ECH I / II staff LCS DIV CO MESF Platoon CO MET CO	CO, CSO, ACOS, M-Coded Billet MET CO MESF Company Cdr	Major CMD, SEQ MAJCOM, CDRE, CO, COS, DEP/Vice Cdr, P/M-Coded Billet, ACOS, REDCOM Deputy MESG Deputy
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Command Type

Joint, OPNAV, Major Staffs (Fleets/USFF/Forces/CCDR), CPF, CNE, CNF, TYCOM, LCS, SMWDC, MSC, NSE, Expeditionary, MESF

Professional Achievements

SWO, EOOW, TAO, BMD, IAMD, TLAM, Expeditionary Warfare, AEGIS	OLW Planner, OPT Lead, Air Defense, Operations Analysis, Fires, Targeting, C4I, Space, Logistics, BWC, MIW, Unmanned Systems, Cyber Board Recorder Participation in Surface Warfare Reserve Enterprise (SWRE)	ACW, Policy Board Board Membership SWRE Leadership
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Education

SWO Specialty courses, NPG, MSOC, WTI (SC, IAMD, MIW, AMW)	JPME I / II, NRUM, MSOC, MOPC, JAWS, MAWS, JMTC, War/Staff College, Post grad degree	NSLS, ELOC, RCNSC
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Surface Warfare Officer

Community Values

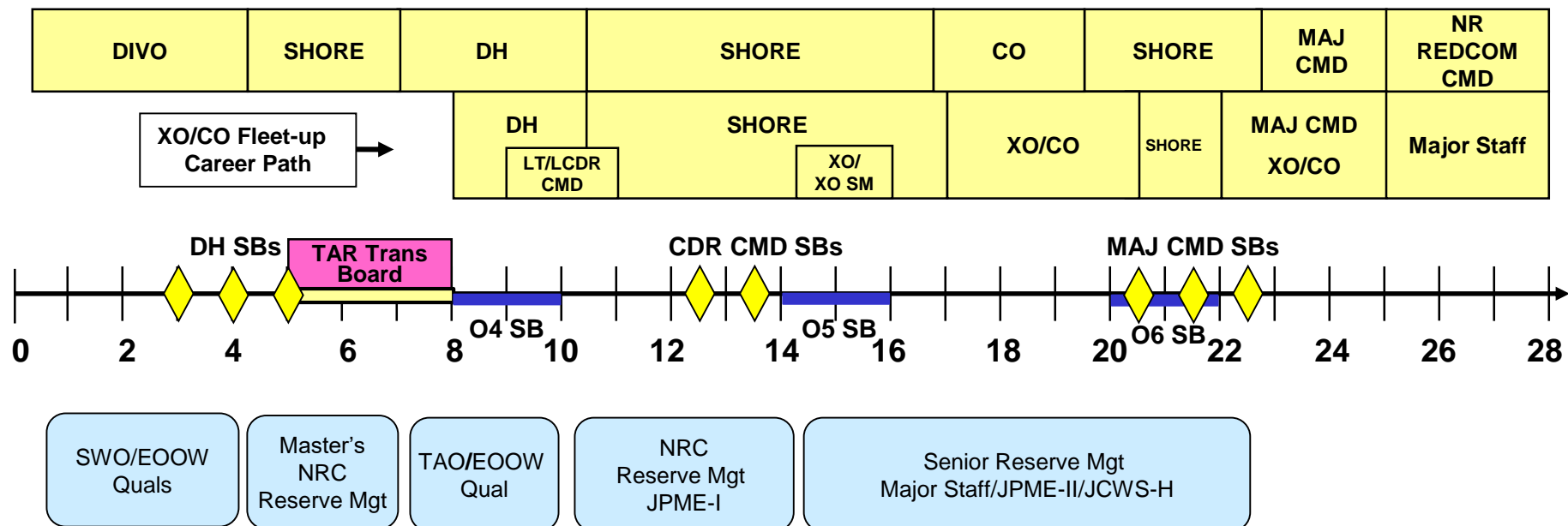
- **Valued achievements at all paygrades**
 - Proven leadership / sustained superior performance
 - Command/OIC, post-command and milestone assignments
 - Successful leadership positions in high profile / demanding / high OPTEMPO Surface Force Specialty Units (LCS, MESF, TYCOM, SMWDC, NECC, MSC, NSE)
 - Career diversity / subject matter expertise
 - Experience/qualifications within specialty/high demand fields (Joint, CCDR, OPNAV, USFF/PACFLT/CNE, Numbered Fleet, Naval Forces, LCS, MESF, NAVWAR, INFO Warfare, ONR/NRL, CNIC)
- **Valued achievements prior to LIEUTENANT COMMANDER**
 - Successful active duty tours at sea; Reserve Component affiliation and integration
 - Leadership and advancement recommendations
- **Valued achievements prior to COMMANDER**
 - Successful completion of at-Sea DH tours and advance warfare instructors (i.e., WTIs)
 - 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 Surface Reserve Force, Numbered Fleet, and Combatant Commands
 - Surface Warfare Reserve Enterprise participation
- **Other valued achievements**
 - Mobilization
 - Experience: operational planning, MOC/FCC, Fires, Cyber, Space, Expeditionary logistics planning and maintenance
 - Education & Quals: JPME, advanced degree, MSOC/ELOC, AEGIS, NSLS, RCNSC, ACW, WTI, BWC, 2N1, 2D1



Surface Warfare Officer (TAR)

Career Progression

Career Path



RESERVE MANAGEMENT:

NRC CO – 24-36 Month Tours
Major Staff (OCNR/CNRFC/REDCOM/RPD)



Surface Warfare Officer (TAR)

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
 - Recognized top performer at major community and Reserve management assignments (e.g., OPNAV, BUPERS, OCNR, CNRFC, NPC, SURFLANT, SURFPAC, etc.)
 - Command at Sea (LCDR/MCM)
 - Screened for Afloat XO/CO fleet-up, commander command, XO, or XO special mission
 - Successful completion of Reserve Management tour (NRC CO, REDCOM, or CNRFC Staff)
 - Master's degree / JPME I awarded or in progress
- **Valued achievements prior to CAPTAIN**
 - Successful surface ship or other operational commander command tour
 - Successful Reserve management leadership tour (NRC CO)
 - Successful completion of major Reserve management staff tour (OCNR or CNRFC)
 - Requirements or financial management qualification
 - 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 TAR community (e.g., OCNR, CNRFC, REDCOM, etc.)
 - Sustained superior performance in NRC command and on major staffs are also key indicators of potential success at the next higher paygrade
 - Requirements or financial management positions.(i.e. OCNR N0959, OPNAV N80, N82, N98, N96, N95, N4)

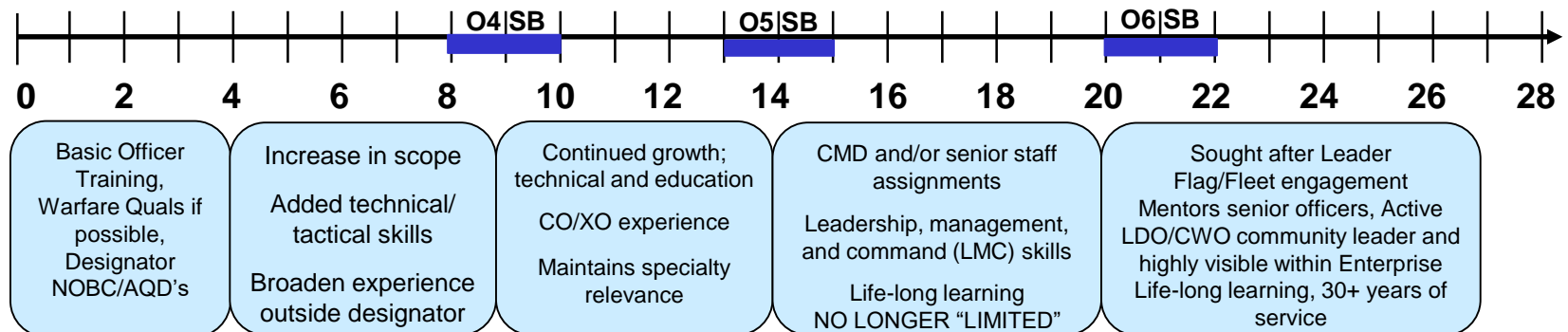


Limited Duty Officer (Line)

Career Progression

Typical Billets

Surface	DIVO	XO/DH	CO/XO/OIC	CO/Major Command XO/Major Staff	MAJOR CMD/Major Staff
Submarine	DIVO	XO/DH	CO/XO/OIC	CO/Major Command XO/Major Staff	MAJOR CMD/Competency Lead/Major Staff
Aviation	DIVO	QAO/MCO/MMCO	MCO/MMCO/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/MSC/CNIC/ COMUBGRU9/10/ CORIVRON FPO	O4 CO/MSC/CNIC/ COMSUBGRU9/10/ 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, NRAU Command 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 and actively seeks out candidates for the program.
 - A visible and positive representative of the community to the Fleet. Maintains communication with community leadership