



FY-25 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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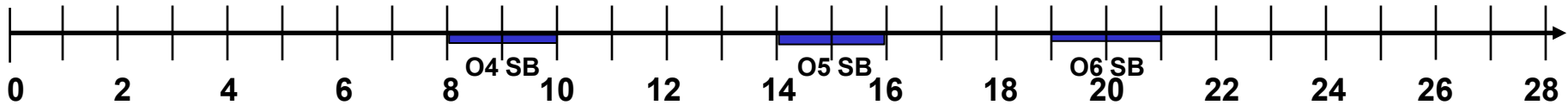
Aerospace Engineering Duty Officer

Career Progression

Career Path

O3 and below Milestone*	O4 Milestone*	O5 Milestone*	O6 Milestone*
FLEET: Squadron Aircrew	Department Head Project Lead Deputy Mission/IPT Lead Asst. Deputy Chief of Staff	NAVAIR OIC (APPLY selected) CO/OIC (APPLY selected) XO NAVAIR HQ Unit XO (APPLY selected) Mission/IPT Lead Deputy Chief of Staff	NAVAIR Chief of Staff Commanding Officer Military/Mission Director
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

- **Sustained superior performance and demonstrated expertise in demanding billets and assignments**
- **Valued Reserve contributions to Navy mission via operational / mobilization assignments and Canvasser Recruiter duty during FY23 and beyond**

- **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)

- **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**

- **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

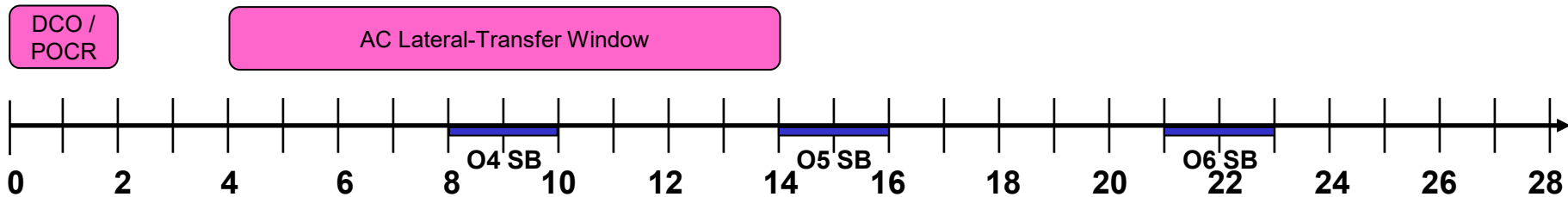
Career Progression

AMO: Assistant Maintenance Officer
 DCOS: Deputy Chief of Staff
 FRC: Fleet Readiness Center
 ADCoS: Asst. Deputy Chief of Staff

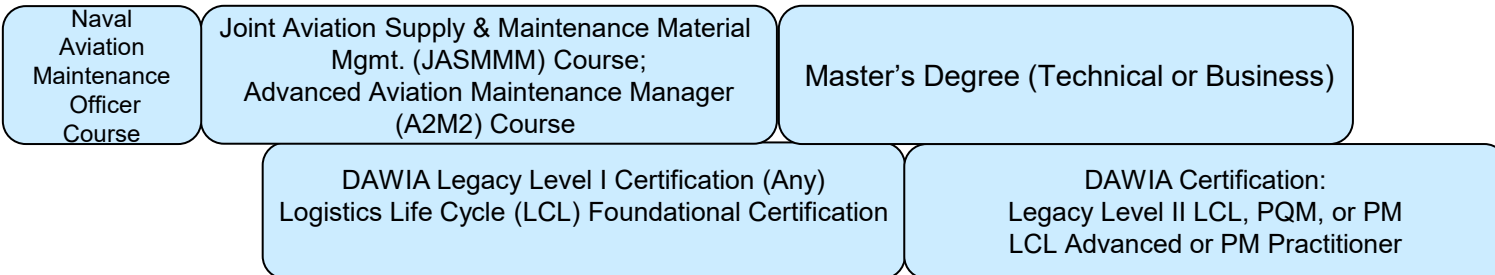
IPT: Integrated Program Team
 LCL: Logistics Life Cycle
 MMCO: Maintenance Material Control Officer
 PQM: Production, Quality, and Manufacturing
 PM: Program Management

Career Path

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



Training / Certification



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



Aerospace Maintenance Duty Officer

Community Values

- **Sustained superior performance and demonstrated expertise in demanding billets and assignments**
- **Valued Reserve contributions to Navy mission via operational / mobilization assignments and Canvasser Recruiter duty during FY23 and beyond**

- **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
 - Professional Aviation Maintenance Officer (PAMO) or other warfare qualification
 - Master's degree (technical or business)
 - Joint Aviation Supply & Maintenance Material Mgmt. (JASMMM) Course

- **Valued achievements prior to LIEUTENANT COMMANDER***
 - Squadron AMO / DET MO / MCO / MMCO, FRC DIVO, 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 (PQM), Life Cycle Logistics (LCL), or Program Management (PM). LCL Foundational or PM Practitioner certification** is desired

- **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** PM, LCL, or PQM. LCL or PM Advanced certification** 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)

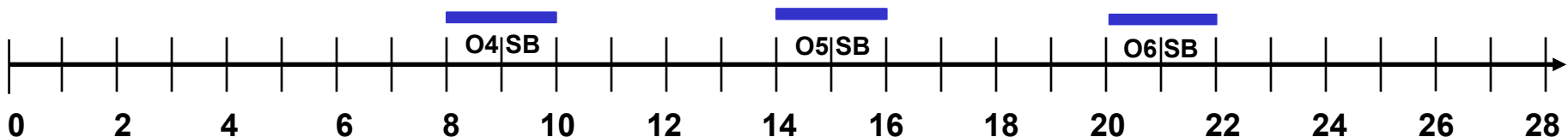
Career Progression

Career Path

APML: Assistant Program Manager Logistics
 AMO: Assistant Maintenance Officer
 AOIC: Assistant Officer In Charge
 COR: Contracting Officer Representative
 DPM: Deputy Program Manager
 FRC: Fleet Readiness Center

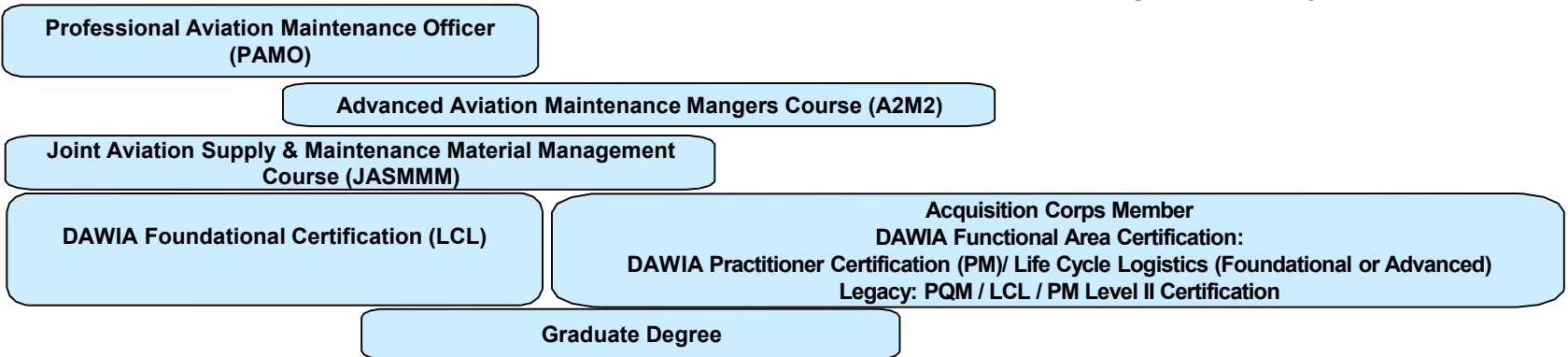
MMCO: Maintenance Material Control Officer
 MO: Maintenance Officer
 NRC: Naval Reserve Center
 RPD: Reserve Program Director
 TPOC: Technical Point of Contact

Squadron AMO / MMCO or Squadron COR / TPOC	FRC AOIC / MMCO, AMMT Lead 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	



Valuable Training/Certifications

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





Aerospace Maintenance Duty Officer (TAR)

Community Values

- **Career progression produces senior AMDOs with steadfast character, a strong maintenance background, demonstrated business acumen and that are prepared to lead large complex acquisition and sustainment organizations for Reserve Naval Aviation.**
 - **Sustained superior performance and demonstrated expertise in demanding billets and assignments.**
 - Support the Naval Reserve mission and Naval Reserve aviation.
 - Values are listed in decreasing precedence of importance from top to bottom

- **Valued achievements prior to LIEUTENANT COMMANDER**
 - Superior performance in both Squadron and FRC positions (Organizational, Intermediate, or Depot Level)
 - Professional Aviation Maintenance Officer (PAMO) desired
 - DAWIA Foundational Certification (LCL) desired if given opportunity for acquisition coded billet
 - Masters degree desired

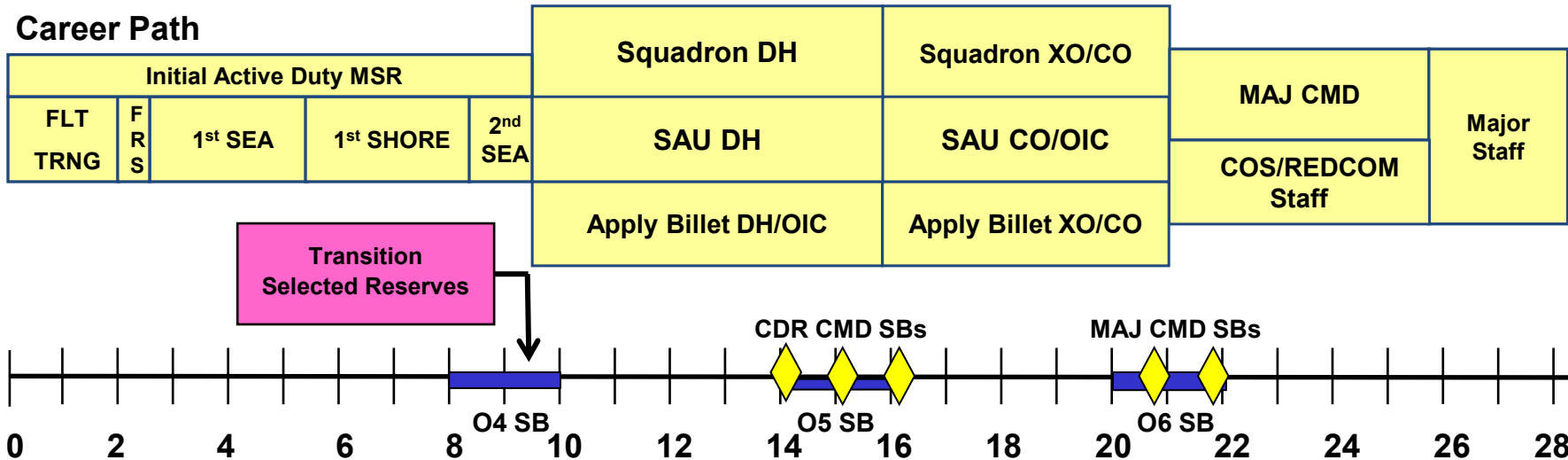
- **Valued achievements prior to COMMANDER**
 - Superior performance as FRC AOIC/MMCO or WING AMO/RO or AMMT Lead
 - Superior performance in major staff positions
 - Professional Aviation Maintenance Officer (PAMO) qualified
 - Acquisition Professional Membership required
 - Master's degree required
 - DAWIA Practitioner Certification (PM) or Foundational Life Cycle Logistics (LCL) or Legacy Certification (PQM/LCL/PM Level II) if given opportunity for acquisition coded billet
 - Advanced Aviation Maintenance Manager's Course (A2M2) desired
 - Joint Aviation Supply & Maintenance Material Management Course (JASMMM) desired

- **Valued achievements prior to CAPTAIN**
 - Superior performance in one of the following positions listed in decreasing order of importance:
 - FRC MO or OIC or XO, WING MO
 - Major Staff
 - NRC CO
 - DAWIA Advanced Certification (LCL) or Program Management (PM) Practitioner

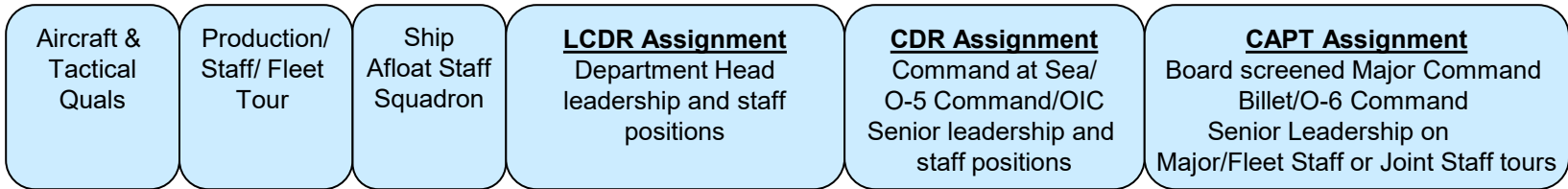


Aviation Officer Career Progression

Career Path



Typical Billets





Aviation Officer

Community Values

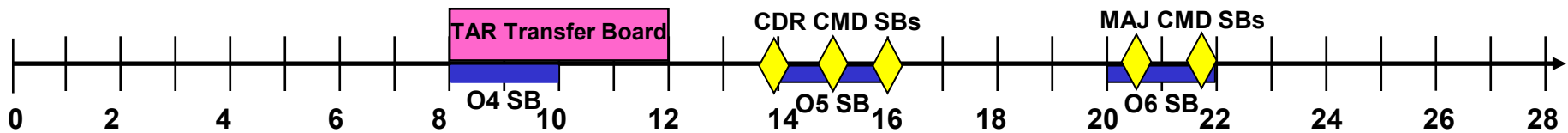
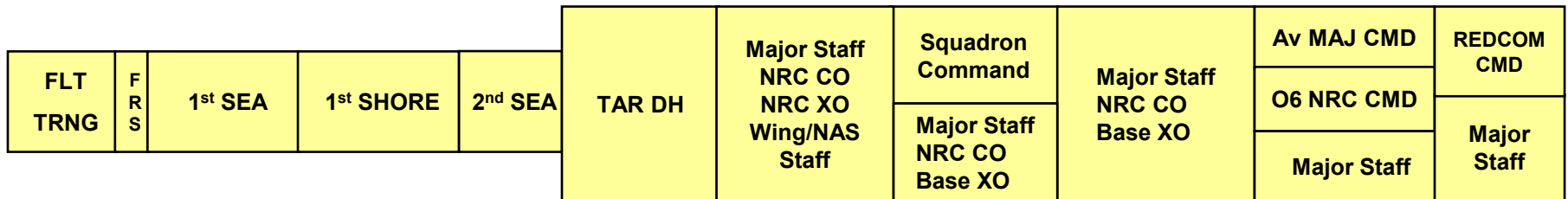
- **Sustained superior performance and demonstrated expertise in demanding billets and assignments**
- **Valued Reserve contributions to Navy mission via operational / mobilization assignments and Canvasser Recruiter duty during FY23 and beyond**
- **AVN officers have long training pipeline, resulting 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/Production tour and attainment of initial warfare qualifications
 - Superior performance in subsequent shore tour
 - Operational/Production tours valued (Weapons School, FRS, VFC, VT/HT)
- **Valued achievements prior to COMMANDER**
 - Superior performance as Squadron DH (Operations/Maintenance, or EP DH reflected in FITREP)
 - Superior performance as a SAU DH or in Apply leadership positions
 - Competitive EP Highwater FITREP
- **Valued achievements prior to CAPTAIN**
 - Operational Squadron Command tour (VR, VP, HSM, HSC, VP, VUP, VAQ, VFC, VFA, VT, HT)
 - Top performer in SAU Command or board-selected CO/OIC billet
 - Sustained superior performance in Apply/board-selected major staff and leadership positions
- **Other Considerations**
 - Warfighting focused qualifications valued (MISR/ Air Logistics Subject Matter Expert/VARMTT etc..)
 - Professional or personal development that contributes to warfighting readiness.
(Schools/courses/qualifications/designations/exercises etc...)



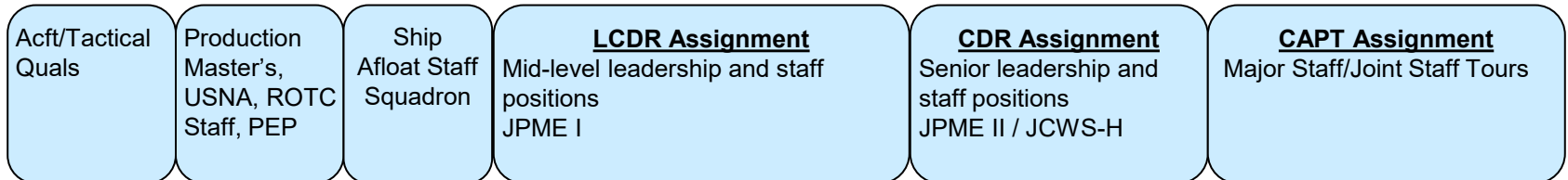
Aviation Officer (TAR)

Career Progression

Career Path



Typical Billets



RESERVE MANAGEMENT CAREER PATH:

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



Aviation Officer (TAR)

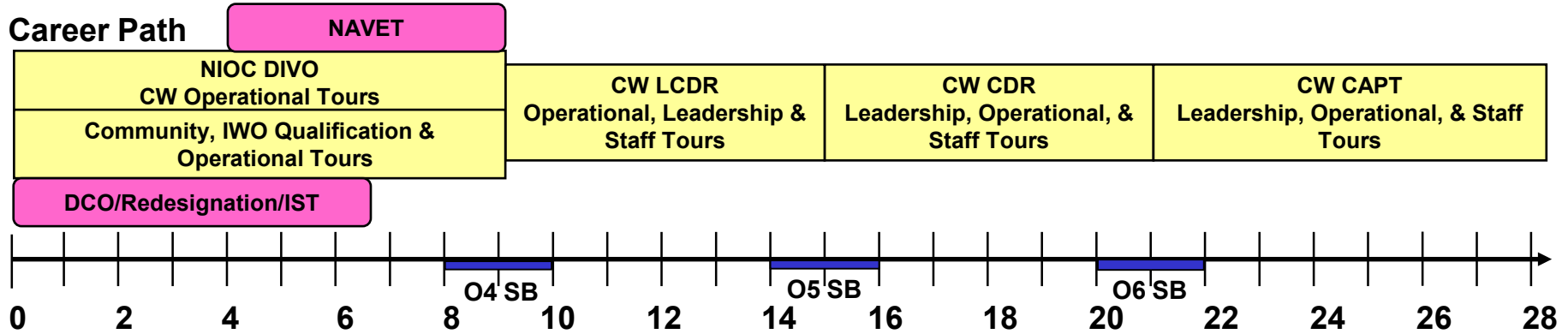
Community Values

- **Sustained superior performance and demonstrated expertise in demanding billets and assignments**
- **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**
 - Fleet Squadron tour
 - Superior performance in subsequent shore tour
 - Production tours most valued (Weapons School, FRS, VFC, VT/HT)
- **Valued achievements prior to COMMANDER**
 - Squadron major DH (Operations/maintenance, or EP DH reflected in FITREP)
 - Major staff tour or nominative community staff assignment (OPNAV, PERS, CNAP, CNAL, CNAFR, CNRFC, 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

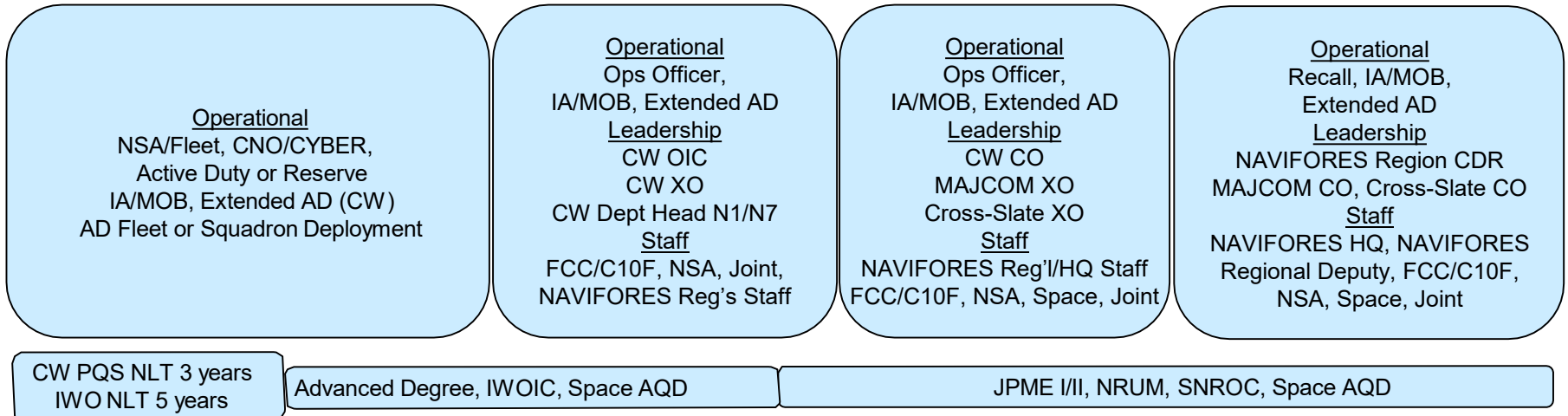


Cryptologic Warfare Officer

Career Progression



Typical Billets/Quals





Cryptologic Warfare Officer

Community Values

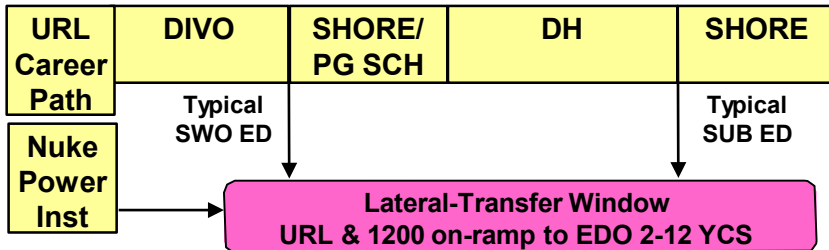
- **Sustained superior performance and demonstrated expertise in demanding billets and assignments**
- **Valued Reserve contributions to Navy mission via operational / mobilization assignments and Canvasser Recruiter duty during FY23 and beyond**
- **Valued achievements prior to LIEUTENANT COMMANDER**
 - CW/IWO qualification
 - Division Officer, SIGINT, Computer Network Operations/Cyber, Information Operations, EW, Space tours
 - 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
 - OPS Officer, MOB; operational planning qualification/experience tours
 - 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)
 - Continued OPS Experience, MOB tours
 - 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

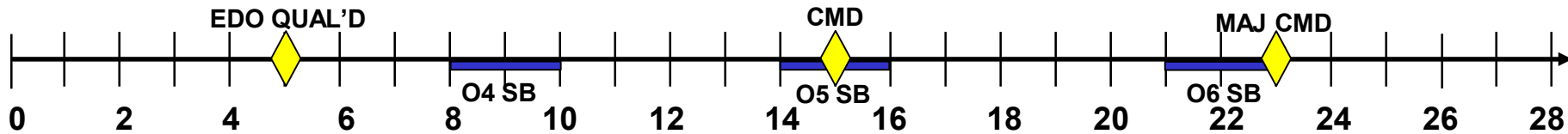
Career Progression

Career Path



EDQP (ODS)	<u>NAVSEA CO, XO,</u> Project Officers at HQ, Shipyards, RMCs, NSWC, Field Activities <u>NAVWAR/SSP/MDA/ONR CO, XO, Project Officer</u>	<u>NAVSEA CO, XO, Project Leads</u> <u>MDA/SSP/HL/RMCSM CO, XO</u> <u>NSWC/MDA/SSP/CYBER Lead</u> <u>NAVWAR/ONR/Other CO, XO, PM</u>	MPO/COMM MGR NAVSEA Pillar Lead Mentor Group Lead
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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) SurgeMain/RMC XO/DIVO	<u>LEADERSHIP</u> CO, XO, SM DIVO, DH (03/04) <u>MISSION WORK</u> Project Engineer with SysEng, Salvage, SSP, MDA, Shipyards, RMC, ONR NAVWAR Program Mgr (PM)	<u>LEADERSHIP</u> RCO, RXO, CO Mentor Group Executive Secretary <u>MISSION WORK</u> Project Lead with SysEng, ProgEng, Salvage, SSP, MDA, Shipyards, RMC, ONR NAVWAR Program Mgr (PM)	Pillar Lead/Deputy RCO, RXO Mentor Group Lead Mission Area Lead
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Engineering Duty Officer

Community Values

- **Sustained superior performance and demonstrated expertise in demanding billets and assignments**
- **Valued Reserve contributions to Navy mission via operational / mobilization assignments and Canvasser Recruiter duty during FY23 and beyond**

- **Valued achievements prior to LIEUTENANT COMMANDER**
 - Advanced technical degree and EDO qualification tour completed
 - Lateral transfers may not be qualification complete
 - SurgeMain / RMC / SY ENG Division Officer, Department Head or Executive Officer
 - Specific technical expertise (diving & salvage, heavy lift, maintenance/repair, strategic systems, missile defense, space) serving as Project Officers in commands utilizing those skills

- **Valued achievements prior to COMMANDER**
 - Commanding Officer or Executive Officer
 - Technical expert in their specific mission area
 - Community engagement: - Recruiting, National SurgeMain/RMC (Finance, Training, Communications, Admin), Junior Officer Advisory Panel, ED Qualification Program (JO Training and Mentoring, EDO Community Event Support), etc.

- **Valued achievements prior to CAPTAIN**
 - Commanding Officer
 - Technical leadership in mission or community national-level roles when not in command
 - Community engagement: ED Qualification Program (JO training and mentoring, Counseling/Qualification Officer, mock boards), Individual Development Plan development, EDO community issue engagement at the national level (e.g. Workshop Lead, Strategic Planning, Course Director, etc.)

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



Explosive Ordnance Disposal Officer

Career Progression

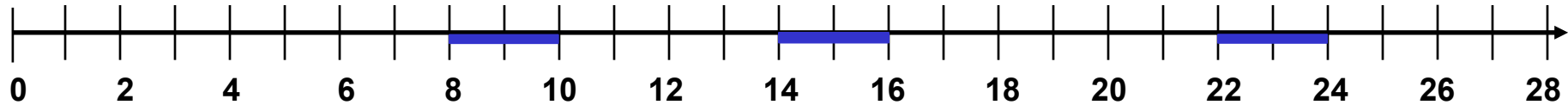
Career Path

AC Init Trng	AC Plt Ldr	AC Plt Comp Cdr	AC Shore	Operational: XO Tour/CO Tour Staff: TYCOM/ Numbered Fleet/Joint Tour	Operational: XO Tour/CO Tour Staff: TYCOM/ Numbered Fleet/Joint Tour	Operational: O6 CO Tour Staff: Major Staff CCDR	Operational: MAJCOM Staff: Major Staff Joint Tour/RPD
		Initial RC Tours					

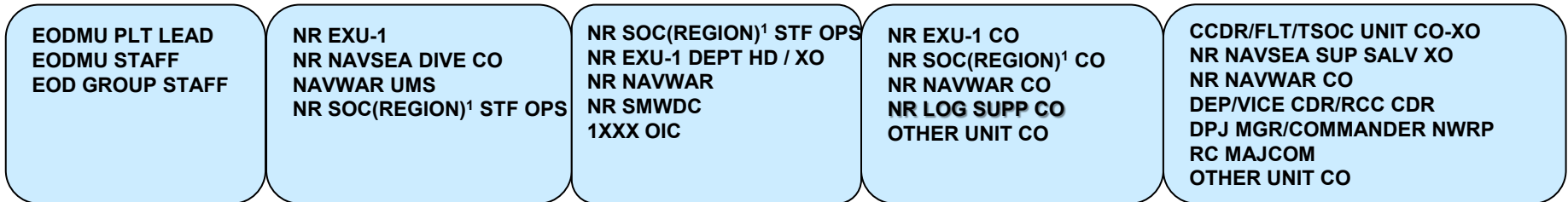
O4 SB

O5 SB

O6 SB



Typical Billets



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



Explosive Ordnance Disposal Officer

Community Values

- **Sustained superior performance and demonstrated expertise in demanding billets and assignments**
- **Valued Reserve contributions to Navy mission via operational / mobilization assignments and Canvasser Recruiter duty during FY23 and beyond**
- **Valued achievements at all paygrades**
 - Dual Warfare Qualified (SWO and EOD)
 - NRU CO/OIC qualified (AQD 2N1)
 - Graduate education
 - Joint Qualified Officer
- **Valued achievements prior to LIEUTENANT COMMANDER**
 - Sustained outstanding performance through active PLT OIC tours
 - NR EXU-1 CTG 56.1 mobilization or deployment while on active duty (prior to SELRES)
- **Valued achievements prior to COMMANDER**
 - Advanced Degree
 - JPME I
 - XO / DH billet in high profile unit (EXU, SOCOM, UAS, NAVWAR, NECC)
 - NR EXU-1 CTG 56.1 mobilization or a mobilization to an operational theater
- **Valued achievements prior to CAPTAIN**
 - JMPE II
 - CO / XO billet in high profile unit (EXU, NSW, Joint Staff, CDR, NAVSEA)



Explosive Ordnance Disposal Officer (TAR)

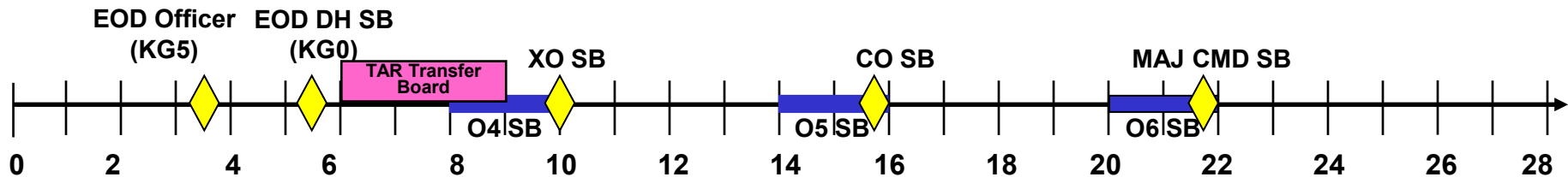
Career Progression

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
TACDEVRON:	Tactical Development Squadron (part of NSWDG)



Explosive Ordnance Disposal Officer (TAR)

Community Values

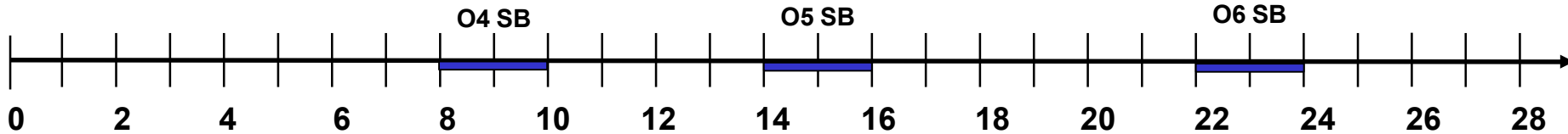
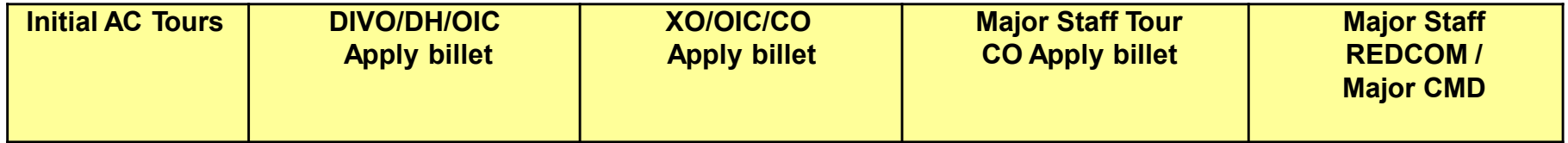
- **Sustained superior performance and demonstrated expertise in demanding billets and assignments**
- **Valued achievements prior to LIEUTENANT COMMANDER**
 - Served/Serving Department Head
 - Attained both EOD OFFICER (KG5) and EOD DH (KG0) qualifications
 - Active PLT OIC tours
 - Recognized top performer 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)
 - 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

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

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

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



Fleet Support Officer

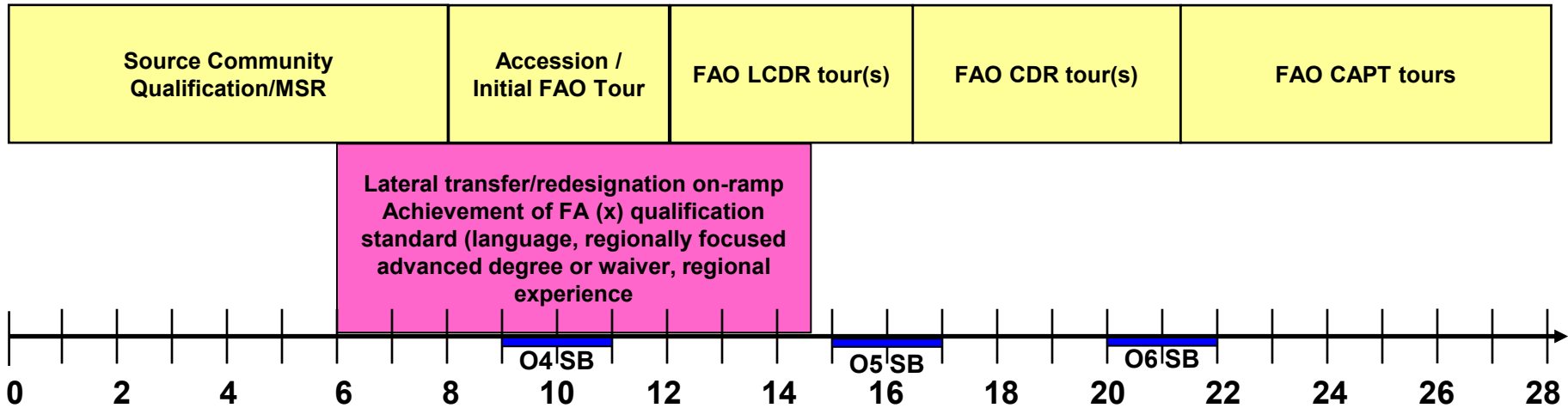
Community Values

- **Sustained superior performance and demonstrated expertise in demanding billets and assignments**
- **Valued Reserve contributions to Navy mission via operational / mobilization assignments and Canvasser Recruiter duty during FY23 and beyond**
- **Valued achievements at all paygrades**
 - 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)



Foreign Area Officer Career Progression

Career Path



Typical Billets / Quals:

The RC FAO community provides policy, plans, and strategy professionals enabled by language, culture, and regional expertise qualifications for ally and partner engagement to Joint/Navy staffs, U.S. Embassy Defense Attache Offices, and Security Cooperation Offices worldwide ISO planning and execution of international engagement and security cooperation 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 should be equal or >2/2

- 1) CAPT tour
- 2) Joint FAO Phase II
- 3) JQO
- 4) Language proficiency should be equal or >2/2



Foreign Area Officer

Community Values

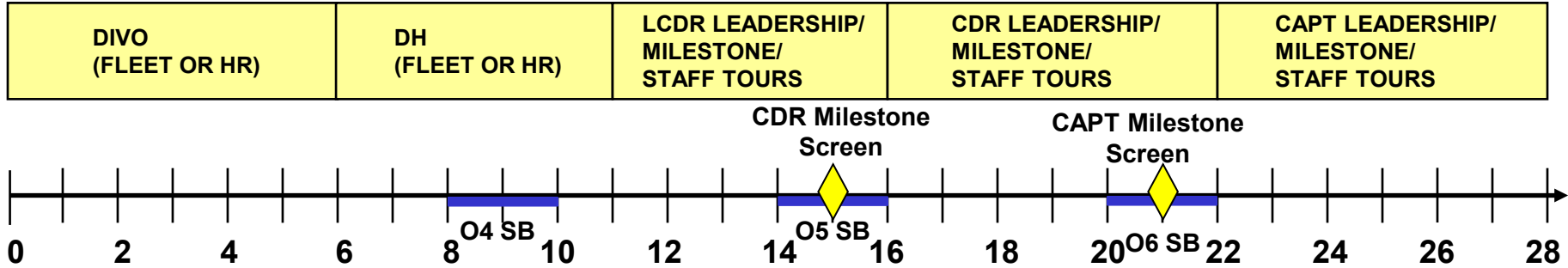
- **Sustained superior performance and demonstrated expertise in demanding billets and assignments**
- **Valued Reserve contributions to Navy mission via operational / mobilization assignments and Canvasser Recruiter duty during FY23 and beyond**
- **Valued achievements prior to LIEUTENANT COMMANDER**
 - 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)
 - 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**
 - 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, strategic partner engagements, security cooperation activities, or international exercise and operational planning.
 - 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
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- 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

- **Sustained superior performance and demonstrated expertise in demanding billets and assignments**
- **Valued Reserve contributions to Navy mission via operational / mobilization assignments and Canvasser Recruiter duty during FY23 and beyond**

- **Valued achievements prior to LIEUTENANT COMMANDER**
 - Attainment of source community qualifications

- **Valued achievements prior to COMMANDER**
 - 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, CDFM, CDFM-A, CISSP or GSLC

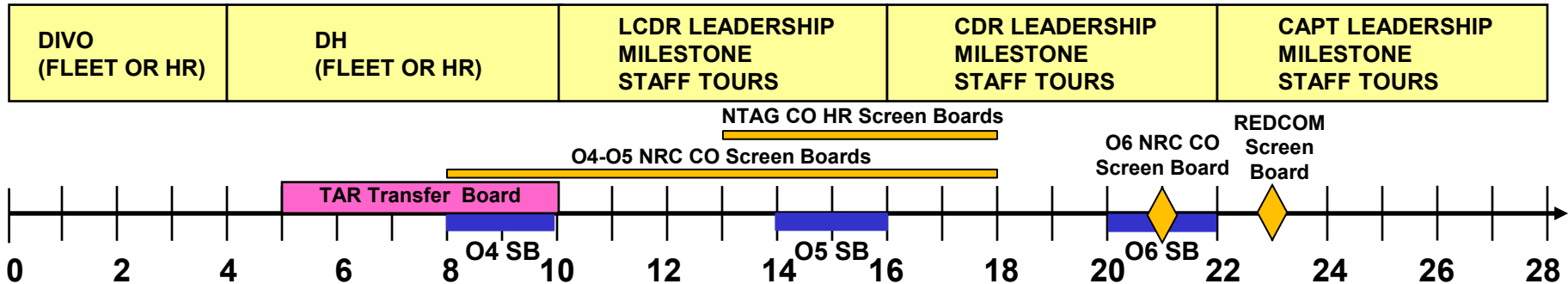
- **Valued achievements prior to CAPTAIN**
 - Master's degree in subspecialties including Financial Management, Manpower Systems Analysis, Education and Training Management, Operations Analysis, Information Systems and Technology (3XXX SSP preferred)
 - Attainment of command qualification and screening (2N1 AQD)
 - Professional Certification including PHR, SPHR, GPHR, CDFM, CDFM-A, CISSP or GSLC
 - JPME I completed or in progress



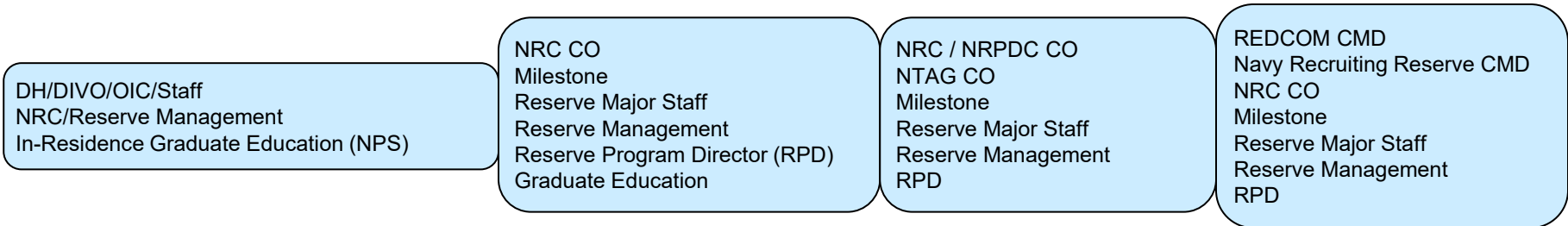
Human Resources Officer (TAR)

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)

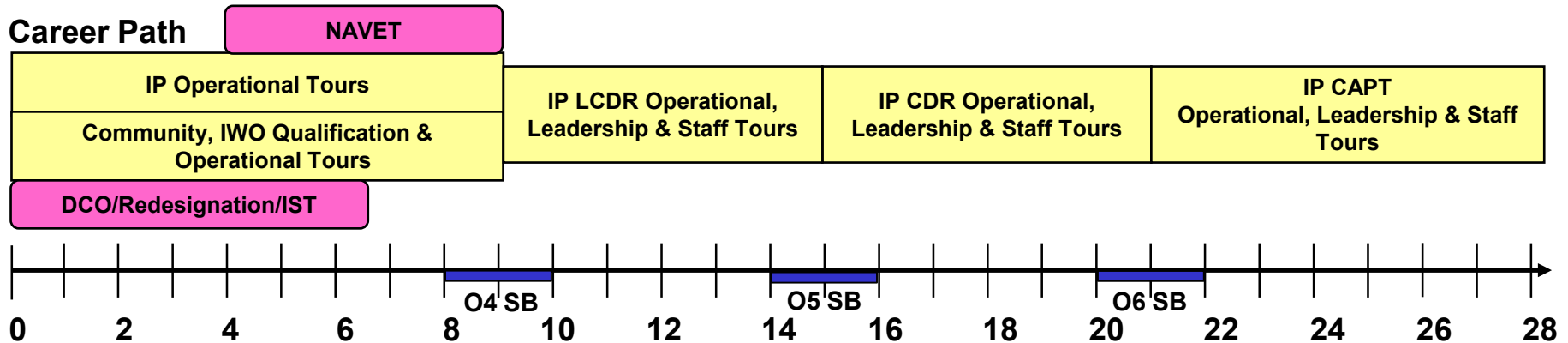
Community Values

- **Sustained superior performance and demonstrated expertise in demanding billets and assignments**
- **Valued achievements prior to LIEUTENANT COMMANDER**
 - Attainment of source community qualifications
- **Valued achievements prior to COMMANDER**
 - 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, CDFM, CDFM-A, CISSP or GSLC
- **Valued achievements prior to CAPTAIN**
 - 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
 - Successful completion of command at sea or ashore, as documented by AQD (e.g., CE3, CE4, CE5, etc.)
 - Professional Certification including PHR, SPHR, GPHR, CDFM, CDFM-A, CISSP or GSLC

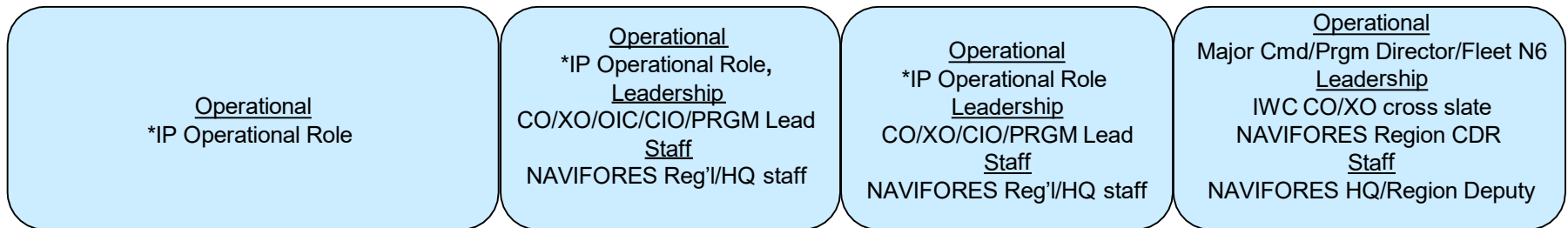


Information Professional Officer

Career Progression



Typical Billets/Quals



* 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.)



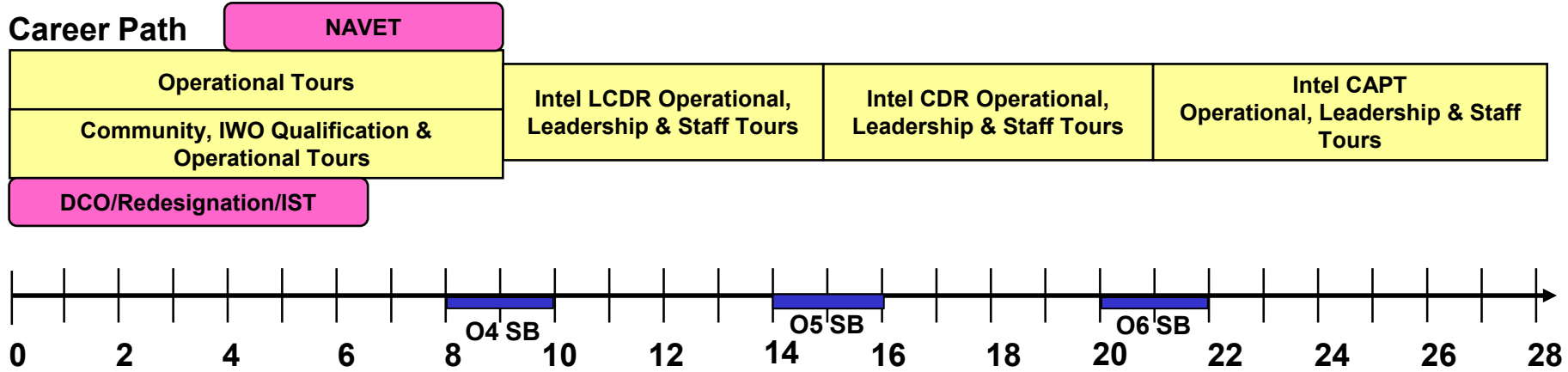
Information Professional Officer

Community Values

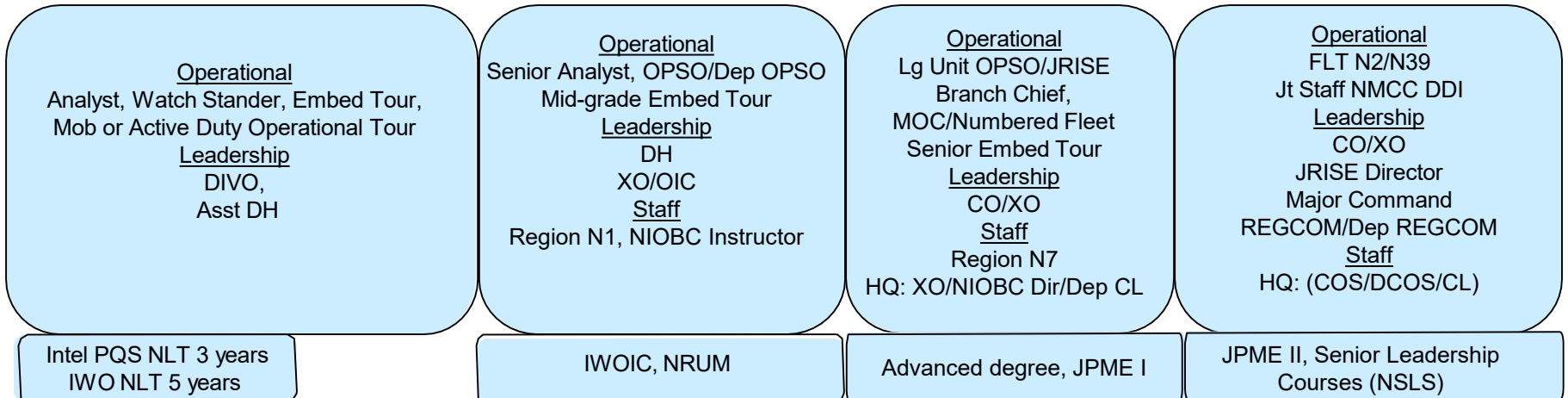
- **Sustained superior performance and demonstrated expertise in demanding billets and assignments**
- **Valued Reserve contributions to Navy mission via operational / mobilization assignments and Canvasser Recruiter duty during FY23 and beyond**
- **Valued achievements prior to LIEUTENANT COMMANDER**
 - 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 OLW 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



Typical Billets/Quals





Intelligence Officer

Community Values

- **Sustained superior performance and demonstrated expertise in demanding billets and assignments**
- **Valued Reserve contributions to Navy mission via operational / mobilization assignments and Canvasser Recruiter duty during FY23 and beyond**
- **Valued achievements prior to LIEUTENANT COMMANDER**
 - Completed Intelligence and IWO qualifications
 - Demonstrated proficiency in OPINTEL, NSW, Strike/Targeting, HUMINT, Collection Management, critical languages and/or area expertise (e.g., in INDOPACOM), or relevant technology experience/expertise
 - Providing intelligence capability to Navy/Joint forces via IW unit or as an embed
 - Leadership performance in a unit DIVO/Asst DH
- **Valued achievements prior to COMMANDER**
 - Demonstrated advanced proficiency in OPINTEL, NSW, Strike/Targeting, HUMINT, Collection Management, critical languages, and/or area expertise (e.g., in INDOPACOM), or relevant technology
 - 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 (NIFR Ech IV Staff, 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, including superior innovation capability ISO mission and team
 - Providing intelligence capability to Navy/Joint forces via senior OPS leadership position in IW unit/JRISE, senior embed tour, or in a senior MOC or Fleet Staff or HQ (e.g., XO, Dep CL) position
 - Advanced degree and JPME I



Oceanography Officer

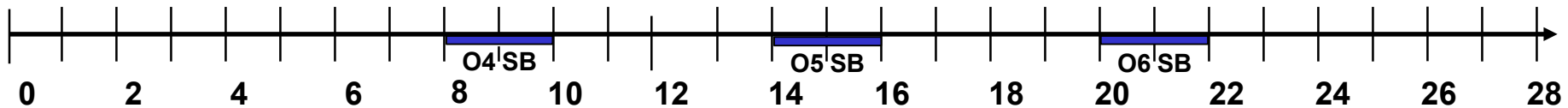
Career Progression

Career Path

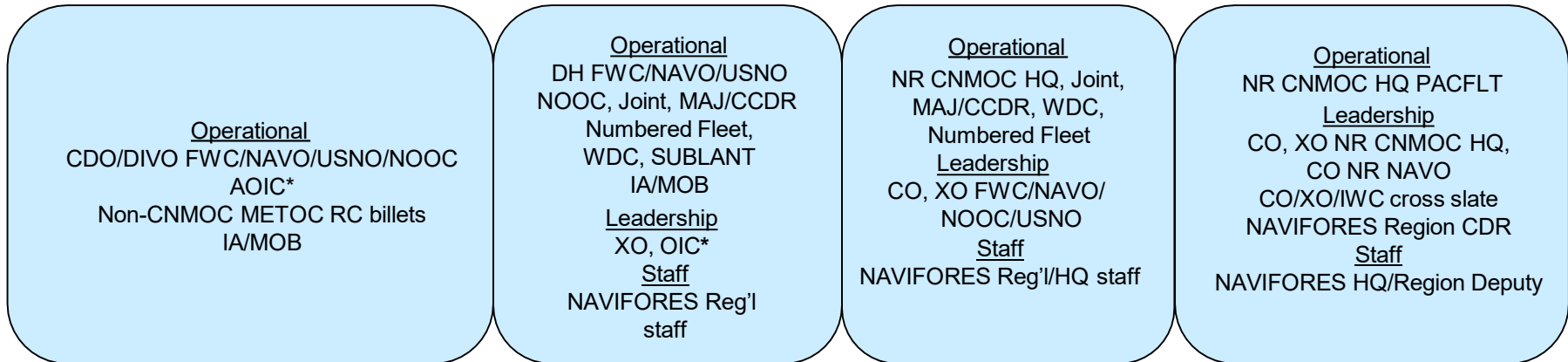
NAVET



DCO/Redesignation/IST



Typical Billets / Quals



METOC PQS NLT 3 years
IWO NLT 5 years

Advanced Degree, NRUM, IWOIC

JPME I/II, NRUM, SNROC

*OIC and AOIC billets absorbed by FWC units in FY23



Oceanography Officer

Community Values

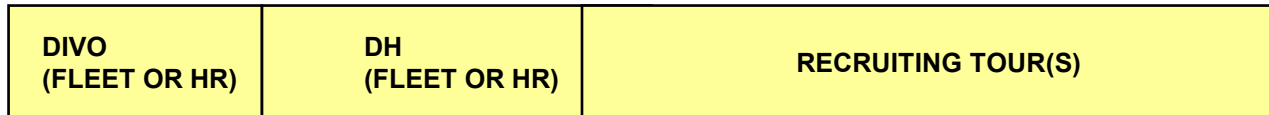
- **Sustained superior performance and demonstrated expertise in demanding billets and assignments**
- **Valued Reserve contributions to Navy mission via operational / mobilization assignments and Canvasser Recruiter duty during FY23 and beyond**
- **Valued achievements prior to LIEUTENANT COMMANDER**
 - 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



Permanent Professional Recruiter Officer (TAR)

Career Progression

Career Path



Typical Billets

Permanent Professional Recruiting Tour(s)
 NRRC HQ, *RTAG, Area and Site Production and Staff Tour(s)

Fleet Assignments
 DH/DIVO/OIC/Staff
 Recruiting Tour
 Reserve Management

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

Develop Sub-specialty Experience: General Management (3XXX)

Promotion to CDR requires community transition and change of designator.

*Reserve Talent Acquisition Group (RTAG).



Permanent Professional Recruiter Officer (TAR)

Community Values

▪ **Valued achievements at all paygrades**

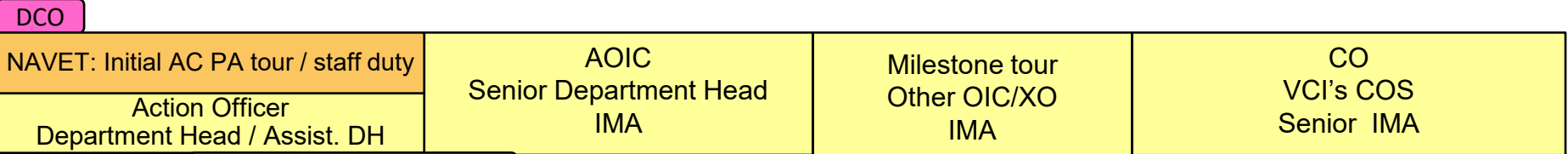
- Sustained superior performance and demonstrated expertise in demanding billets and assignments
- Superior performance in Recruiting and Reserve Management
- Education & Qualifications: Advanced degree
- Professional in Human Resources (PHR) Certification



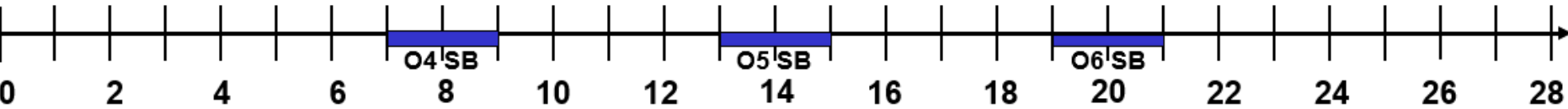
Public Affairs Officer

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

Milestone-eligible billets:

- Operational XO: C7F, C5F, C2F, CPF, CNE/C6F, USFF
- OIC: JPASE, NPASE West, NPASE East

Challenging staff/leadership:

- OIC: NPASE Midwest, NPASE Pacific, NAVINFO West
- XO: CHINFO
- Joint Staff & CCMD
- XO - NPASE HQ, NAVCO

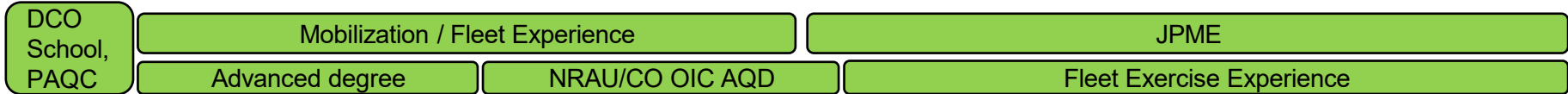
IMA: OSD, CNIFR, REDCOM

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





Public Affairs Officer

Community Values

- **Sustained superior performance and demonstrated expertise in demanding billets and assignments**
- **Valued Reserve contributions to Navy mission via operational / mobilization assignments and FY23 and beyond Convasser Recruiter duty**

- **Valued achievements at all paygrades**
 - Proven leadership OCONUS mobilization in a PAO billet
 - Demonstrated PA subject matter expertise via 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

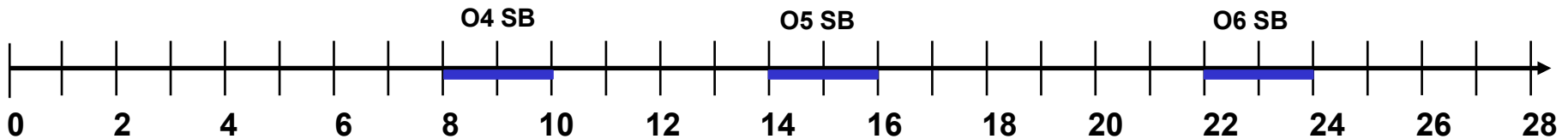
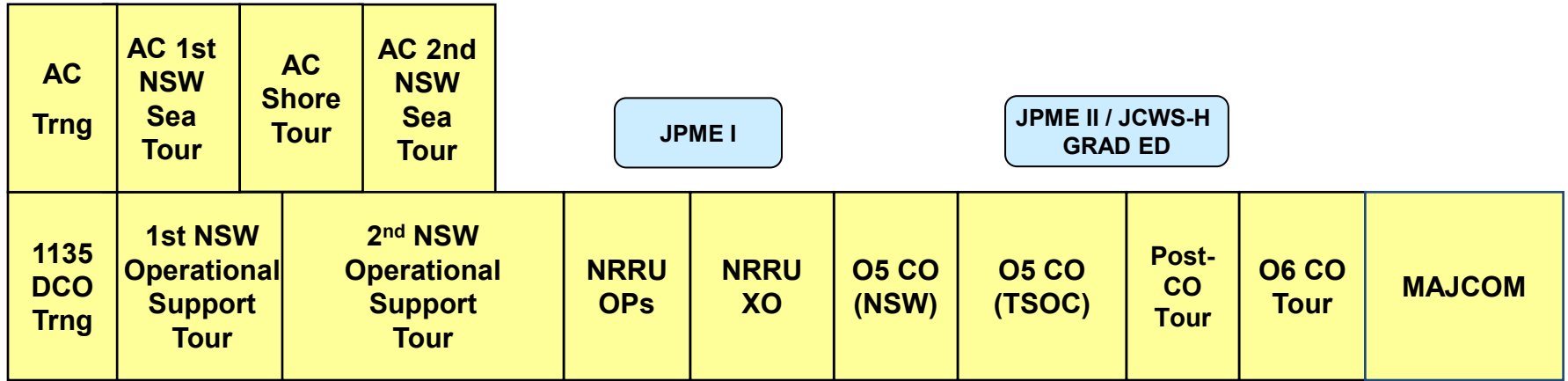
- **Valued achievements prior to COMMANDER**
 - Documented experience as a PA advisor to operators
 - NRAU CO/OIC AQD (2N1)
 - Leadership: AOIC or senior DH experience
 - OCONUS mobilization in a PAO billet
 - Superior performance in fleet exercises (blue cell); experience conducting PA during fleet 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**
 - 7M2 AQD (enterprise PAO and special advisor)
 - Superior performance in an O5 milestone-eligible billet or in other OIC or XO billet(s) as an O5
 - Documented superior leadership aptitude, experience as PA advisor to senior operators
 - OCONUS mobilization in a PAO billet
 - 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

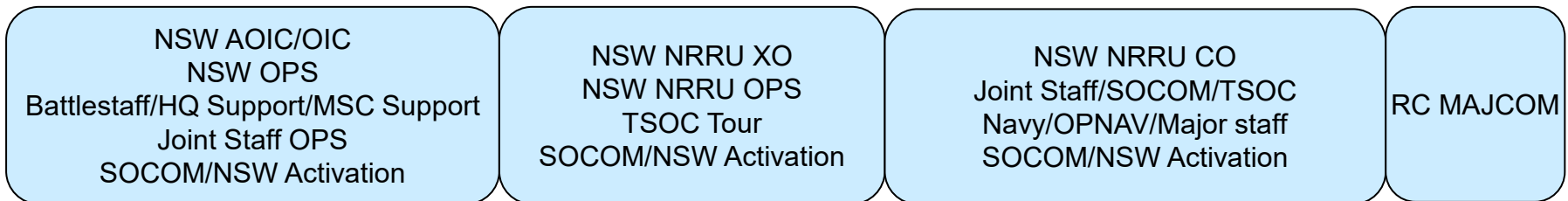


Special Warfare (SEAL) Officer Career Progression

Career Path



Typical Billets





Special Warfare (SEAL) Officer

Community Values

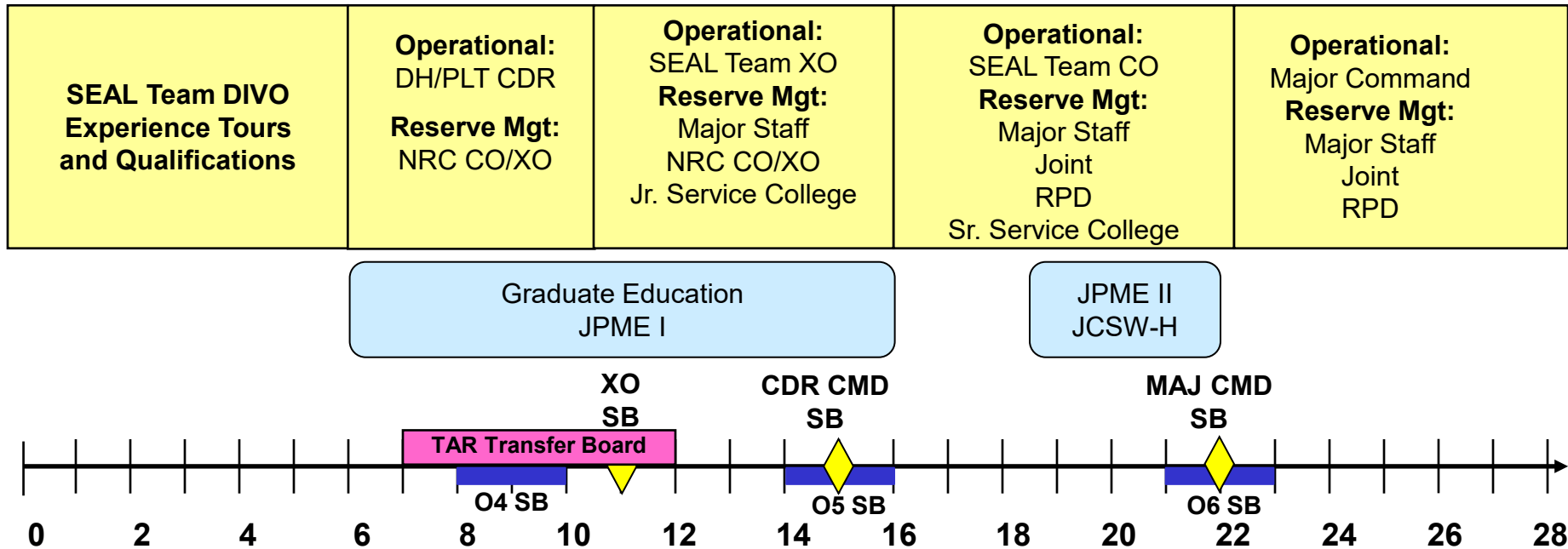
- **Sustained superior performance and demonstrated expertise in demanding billets and assignments**
- **Valued Reserve contributions to Navy mission via operational / mobilization assignments and Canvasser Recruiter duty during FY23 and beyond**
- **Valued achievements at all paygrades**
 - Demonstrated leadership through initiative, responsiveness, and proactive actions
 - 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 community prioritized positions (SDV, SBT, SEAL, SRT)
 - Successful completion of assigned AC NSW Platoon Cdr tour (SDV, SBT, SEAL, SRT)
- **Valued achievements prior to COMMANDER**
 - Served/Serving NSW XO (RC) minimum 12 months
 - 2N1 Qualification
 - NR TSOC tour
 - JPME I complete/in-progress
 - Recognized top performer in community prioritized positions (SOCOM/NSWC prioritized JIAs – JCS named operations/overseas deployment, SDV, SBT, SEAL, SRT)
 - Successful deployment (> 6 mos) in support of SOF requirement
- **Valued achievements prior to CAPTAIN**
 - Multiple O5 NSW RC leadership positions (CO, XO, COS)
 - NSW CO (RC) complete
 - Recognized top performer in community prioritized positions (SOCOM/NSWC prioritized JIAs, SDV, SBT, SEAL, SRT)
 - Successful deployment (> 6 mos) in support of SOF requirement



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

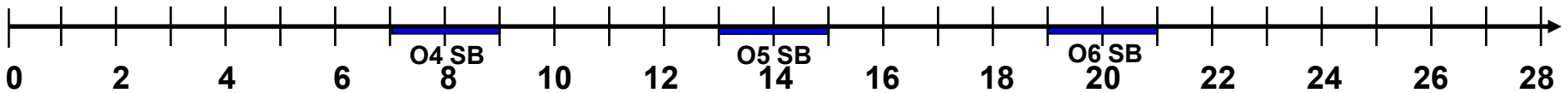
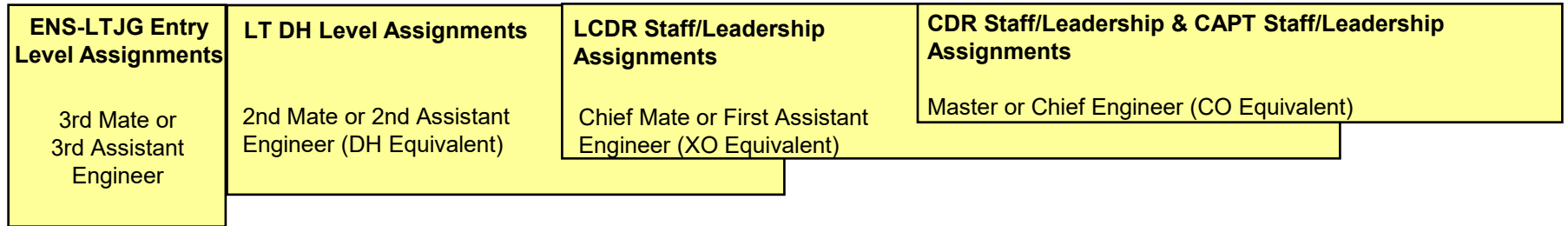
- **Sustained superior performance in all assignments**
- **Valued achievements prior to LIEUTENANT COMMANDER**
 - Served/Serving Department Head
 - Recognized top performer in tactical/operational and screened community positions (JSOC, NSWDG/TACDEVRON, SMU, SDV, SBT, SEAL, SRT)
- **Valued achievements 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, NSWDG/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, NSWDG/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)**



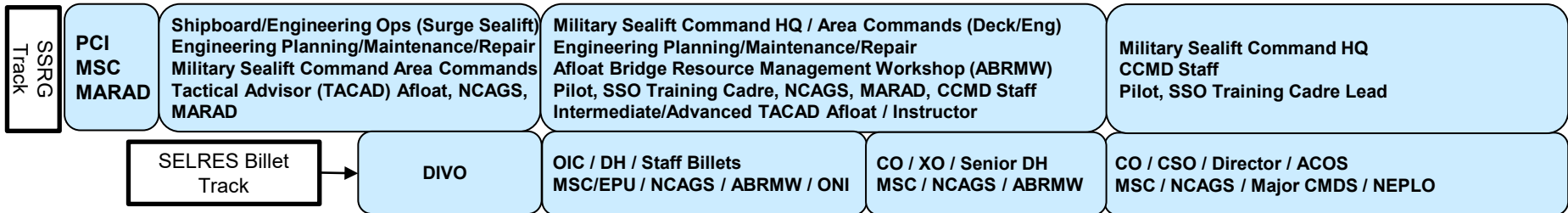
Strategic Sealift Officer

Career Progression

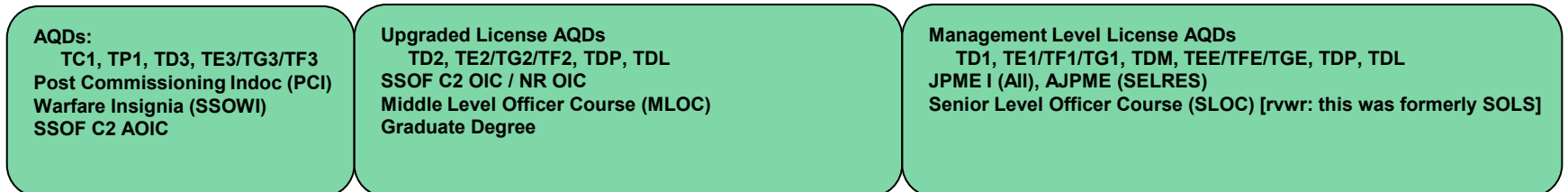
Career Path



Typical Billets



Professional Milestones





Strategic Sealift Officer

Community Values

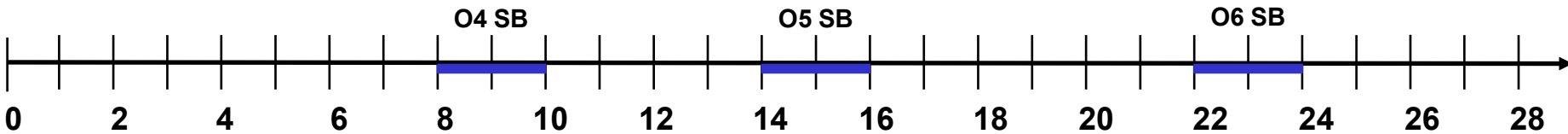
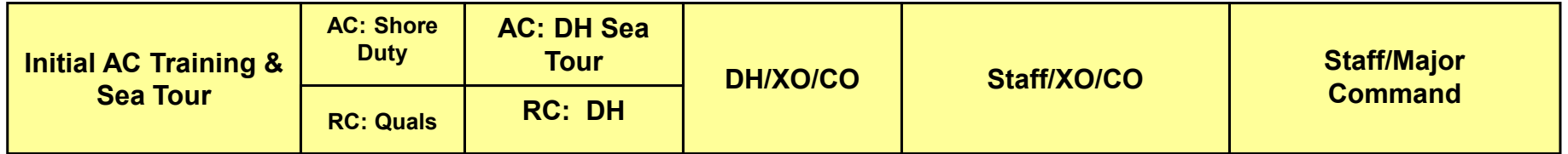
- **Sustained superior performance and demonstrated expertise in demanding billets and assignments**
- **Valued Reserve contributions to Navy mission via operational / mobilization assignments and Canvasser Recruiter duty during FY23 and beyond**
- Strategic Sealift Officers are licensed as U.S. Merchant Mariners who are qualified to operate merchant ships as naval auxiliaries and provide officer crewing for ships activated from MARAD's Ready Reserve Force and operated by COMSC 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 as licensed Mariners 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 MSC and Fleets or Joint Force
- **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: MSC HQ, 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, Training, Engineering, Maintenance or Operational Planning
- **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; and/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)



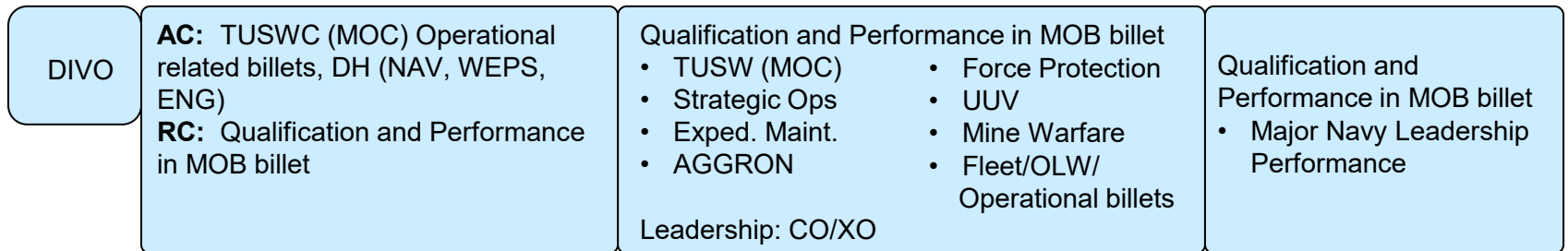
Submarine Warfare Officer

Career Progression

Career Path



Typical Billets



Expected Qualifications/Valued Achievements





Submarine Warfare Officer

Community Values

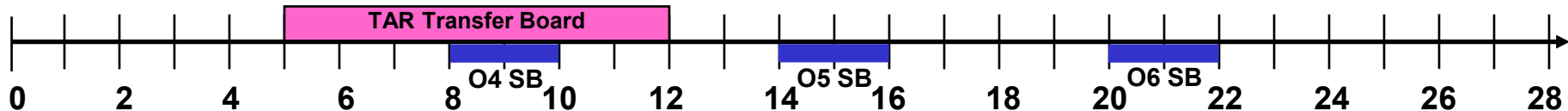
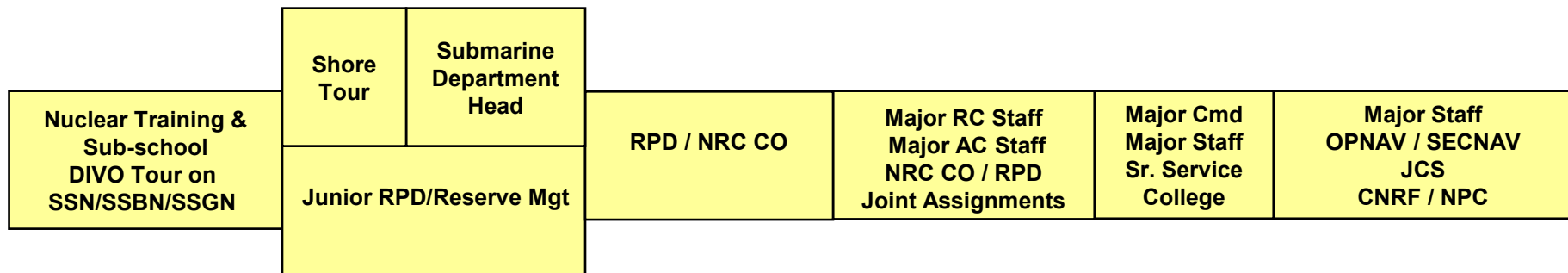
- **Sustained superior performance and demonstrated expertise in demanding billets and assignments**
- **Valued Reserve contributions to Navy mission via operational / mobilization assignments and Canvasser Recruiter duty during FY23 and beyond**
- **Valued achievements at all paygrades**
 - TUSWC (STRAT 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**
 - JPME
 - Advanced degree
 - Navy support of major initiatives or programs



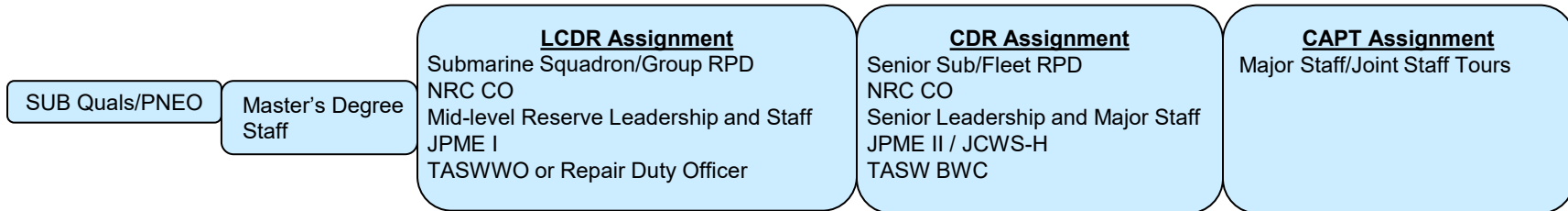
Submarine Warfare Officer (TAR)

Career Progression

Career Path



Expected Qualifications/Valued Achievements



RESERVE MANAGEMENT:

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



Submarine Warfare Officer (TAR)

Community Values

- **Sustained superior performance and demonstrated expertise in demanding billets and assignments**
- **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
 - 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.)
 - Successful NRC command and outstanding performance on major staffs are key indicators of potential success at the next higher paygrade

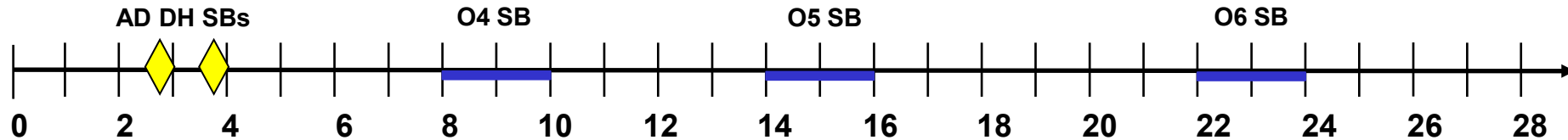


Surface Warfare Officer

Career Progression

Career Path

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



Typical Billets

Division Officer	CO, OIC, XO, CSO MESF Security Pltn OIC MESF AOIC/staff	CO, OIC, XO ECH I-II-III staff OIC MESF Boat Pltn	CO, OIC, CSO, ACOS, XO OPS/Plans Chief MESF Security Boat Co.	MAJCOM, SEQMAJCOM, CDRE, CO, DEP/Vice CDR, COS MOC DIR, Fleet ACOS, MSRON, P/M-Coded Billet
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Command Type

Expeditionary, LCS, MESF, MSC, NSE, OPNAV, OLW Major Staffs (NFCs/Forces/COCOM), SMWDC, SURFGRU, TYCOM

Operational Expertise / Professional Achievements

SWO, BMD, EOOW, Expeditionary Warfare, IAMD, TAO, TLAM, WT1	Operational Planner, Fires/Targeting, MIW, Space, Cyber, IAMD/BMD, Expeditionary Warfare, UxS, Logistics, Ops Analysis, LREC, MOC BWC Board Recorder NRFI/Surface Warfare Reserve Enterprise (SWRE) participation	JQO, Policy Board Board Membership NRFI/SWRE Leadership
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Education

SWO Specialty courses, NPG, MSOC, WT1	Graduate Degree, JPME I, JAWS, JMTC, JOFEC, Maritime Fires Course, MAWS, MHSC, MOPC, MSOC, NRUM, War/Staff College	ELOC, JPME II / AJPME, NSLS, RCNSC
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Surface Warfare Officer

Community Values

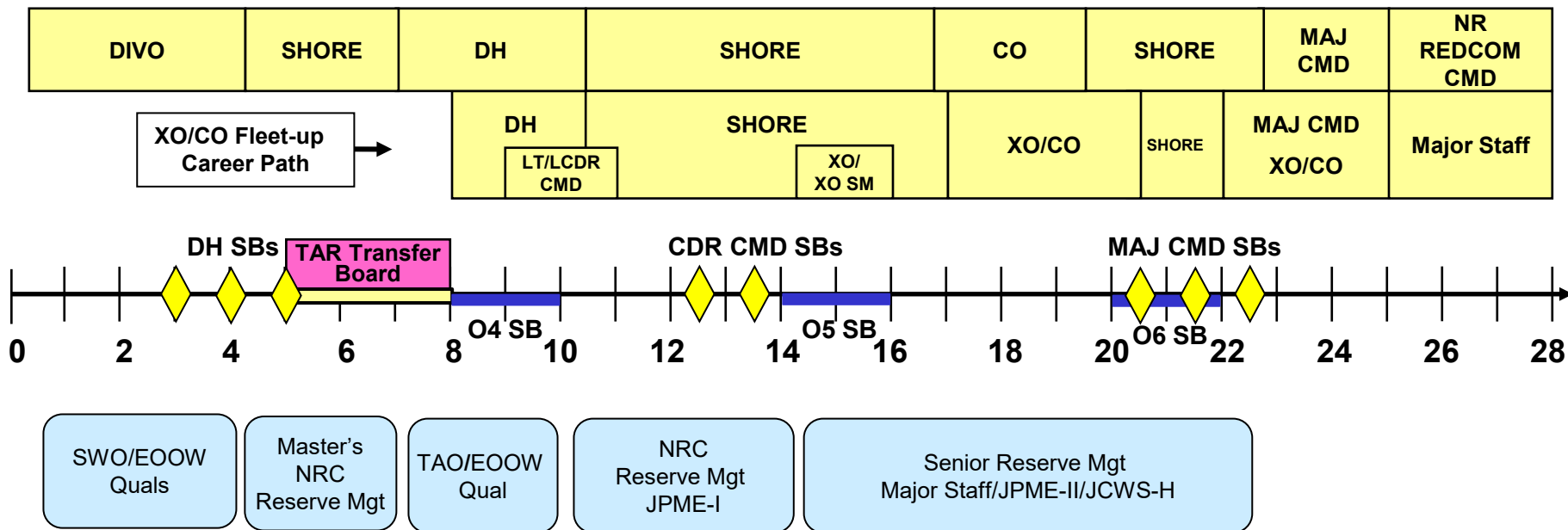
- **Sustained superior performance and demonstrated expertise in demanding billets and assignments**
- **Valued Reserve contributions to Navy mission via operational / mobilization assignments and Canvasser Recruiter duty during FY23 and beyond**
- **Valued achievements at all paygrades**
 - Proven leadership
 - Command/OIC, MAJCOM, SEQMAJCOM, post-command and milestone assignments
 - Successful leadership positions in high-profile/demanding/high-OPTEMPO Surface Force Pillars (CNSG, LCS, MSC, MESF, NECC, NSE, SMWDC, CNSL/P TYCOM HQ)
 - Career diversity / subject matter expertise
 - Experience/qualifications within specialty/high demand fields (Commander Naval Forces, Joint, LCS, MESF, Numbered Fleet Commands, OPNAV, PACFLT/USFF)
 - Advanced degree and certifications demonstrating continual learning
- **Valued achievements prior to LIEUTENANT COMMANDER**
 - Successful tours at sea; Reserve Component affiliation and integration
 - Leadership and advancement recommendations
- **Valued achievements prior to COMMANDER**
 - Successful leadership tours with qualifications/NOBC/AQDs in Surface Pillar units
 - Increasing leadership, span of control, and complexity (force generation / force employment) 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**
 - Experience: Operational Planning, MOC/FCC, Fires/Targeting, AEGIS/IAMD/BMD, Cyber, Space, TYCOM, UxS
 - Education & Quals: 2N1, 2D1 – Command at Sea, BWC, JPME, MSOC/ELOC/MHSC, NSLS, RCNSC, WTI



Surface Warfare Officer (TAR)

Career Progression

Career Path



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



Surface Warfare Officer (TAR)

Community Values

- **Sustained superior performance and demonstrated expertise in demanding billets and assignments**
- **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 special mission 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
 - 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.)
 - Successful NRC command and outstanding performance 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)

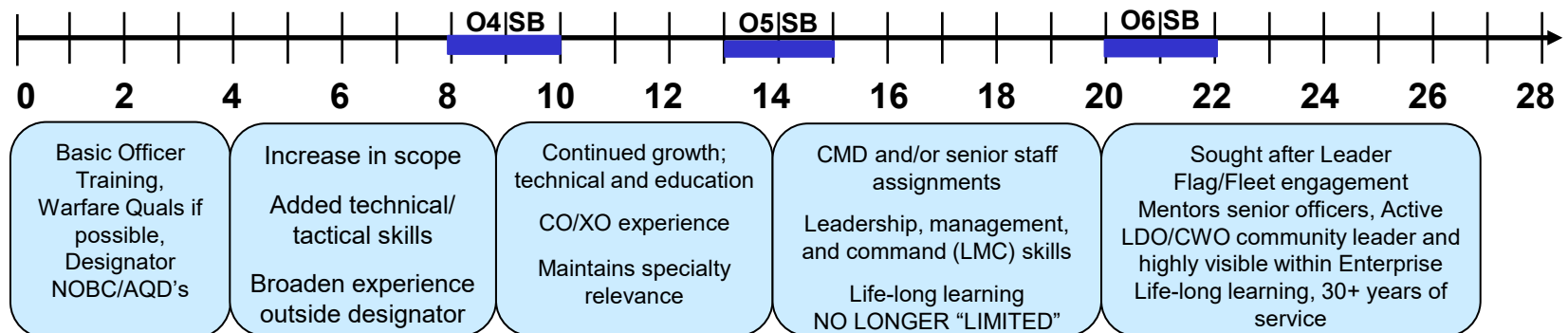


Limited Duty Officer (Line)

Career Progression

Typical Billets

Surface	DIVO	XO/DH	CO/XO/OIC	CO/Major Command XO/Major Staff	Major Staff
Submarine	DIVO	XO/DH	CO/XO/OIC	CO/Major Command XO/Major Staff	Mission Lead/Major Staff
Aviation	DIVO	QAO/MCO/MMCO	MCO/MMCO/AMO	Squadron Maintenance Officer (MO)/Major Staff	Major Staff
Admin	DIVO	DH/ Joint Staff	OIC/XO/DH/NLEC Instructor/Joint Staff	Major Staff/Joint Staff	Major Staff
Security	NSF CO/XO/OIC/DIVO	CO/XO/OIC/DIVO/CNIC /MESF/FPO/ MSC SUBGRU 9/10 FP XO	CO/OIC/RSC/CNIC MSC/MESF FPO/RSC SUBGRU 9/10 FP XO	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

- Sustained superior performance and demonstrated expertise in demanding billets and assignments
- Valued Reserve contributions to Navy mission via operational / mobilization assignments and Canvasser Recruiter duty during FY23 and beyond

- **Valued achievements at all paygrades**
 - 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, JPME, etc.

- **Valued achievements prior to LIEUTENANT COMMANDER**
 - Successful XO/DH/OIC/Squadron MMCO/QAO

- **Valued achievements prior to COMMANDER**
 - Successful CO/XO/OIC/DH/Squadron AMO/Region Security Officer

- **Valued achievements prior to CAPTAIN**
 - Successful CO/XO/MAJ COMMAND DH/Squadron Maintenance Officer (MO)/Region Security Officer

- **LDO/CWO Community participation, involvement and representation.**
 - Documented mentorship 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.
 - Engagement and Impact within the Community.