



THE ASSISTANT SECRETARY OF THE NAVY
(MANPOWER AND RESERVE AFFAIRS)
1000 NAVY PENTAGON
WASHINGTON, D.C. 20350-1000

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From: Principal Deputy Assistant Secretary of the Navy
(Manpower and Reserve Affairs)

To: Presidents, FY-25 Navy Reserve Captain Staff Corps
Officers Promotion Selection Boards

Subj: ORDER CONVENING THE FY-25 PROMOTION SELECTION BOARDS TO
CONSIDER STAFF CORPS OFFICERS ON THE RESERVE ACTIVE-
STATUS LIST OF THE NAVY FOR PERMANENT PROMOTION TO THE
GRADE OF CAPTAIN

Ref: (a) FY-25 Active-Duty Navy and Reserve Officer and Chief
Warrant Officer Promotion Selection Board Precept

Encl: (1) Board Membership
(2) Recorders and Assistant Recorders
(3) Administrative Support Staff

1. Date and Location

a. The promotion selection boards, consisting of you as presidents, the officers listed in enclosure (1) as members, the officers listed in enclosure (2) as recorders and assistant recorders, and the personnel listed in enclosure (3) as administrative support staff, are ordered to convene at Navy Personnel Command, Millington, TN, at 0800, February 27, 2024, or as soon as practicable thereafter.

b. The boards shall proceed in accordance with all guidance in this letter and the FY-25 Active-Duty Navy and Reserve Officer and Chief Warrant Officer Promotion Selection Board Precept, reference (a).

2. Promotion Board Authorized Selections

a. The total number of officers who may be recommended in each competitive category shall be the number that most closely approximates the percentage set forth below of in-zone eligible officers determined as of the date the boards convene. The Chief of Naval Personnel shall determine the number of in-zone and above-zone, not previously considered, eligible officers on the convening date, calculate the number that may be recommended for promotion under the percentages set forth in the FY-25 Navy

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Reserve Officer Promotion Plan, and furnish the number to the
boards.

b. If the computation results in a fraction of a number of
0.5 or greater, the fraction is rounded up to the nearest whole
number. If the computation results in a fraction of a number
less than 0.5, that fraction is rounded down to the nearest
whole number. The boards may recommend up to the number
provided by the Chief of Naval Personnel.

<u>COMPETITIVE CATEGORY</u>	<u>PERCENT TO SELECT</u>
Medical Corps	50
Dental Corps	43
Medical Service Corps	50
Judge Advocate General's Corps	52
Nurse Corps	48
Supply Corps	41
Supply Corps (TAR)	60
Chaplain Corps	83
Civil Engineer Corps	50

3. Equal Consideration of Officers "In-Zone" and "Above-Zone".

As detailed above, the number of in-zone and above-zone, not
previously considered, eligible officers is used only to
calculate the total number of selects authorized. There are no
individual zone selection limitations or expectations.
Accordingly, in determining which officers are best and fully
qualified for promotion, you are required to equally consider
both above-zone and in-zone officers.

4. Consideration of Officers "Below-Zone". The boards shall
identify exceptional officers from below-zone and consider
selecting them for promotion to the grade of captain. The
boards must ensure that these exceptional below-zone candidates
are fully considered for promotion if they meet the best and
fully qualified standard. A number not to exceed 10 percent of
the total selections authorized for each grade and competitive
category may be selected from below-zone unless the number
calculated is less than one, in which case the number that may
be selected from below-zone is one.

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5. Best and Fully Qualified Selection Standard

a. Fully Qualified. All officers recommended for promotion must be fully qualified; that is, each officer recommended must be capable of performing the duties of the next higher pay grade. Officers who do not meet that standard shall not be recommended for promotion. In this era of strategic competition, the Navy needs officers and leaders who are both skilled operators and skilled thinkers who have been exposed to an increasingly complex web of networks, people, and concepts. Our leaders must be evaluated for development of increasing talents in support of operational employment of naval capabilities, understanding of strategic competition, and exposure to the people, concepts, and educational experiences (including technology) to become transformational in the organization.

(1) Officers fully qualified for promotion demonstrate an appropriate level of both **competence**, as evidenced by a commitment to operational excellence and continual performance improvement, and **character**, as evidenced by the presence of the four core attributes of integrity, accountability, initiative, and toughness. Additionally, officers fully qualified for promotion adhere to Navy and Department of Defense (DoD) ethical standards, are physically fit, and demonstrate loyalty to the Navy Core Values.

(2) The Navy is composed of men and women representing dozens of different ethnic groups and hundreds of cultural heritages. Fully qualified officers must be capable of leading personnel from widely varying backgrounds and mentoring a diverse workforce while executing the Navy's strategic diversity initiatives. The Navy's ability to meet this leadership challenge depends, in part, on having leaders who reflect our very best, including performance, professional experience, and education. This capability is demonstrated by an officer's willingness and ability to be open to the diversity of ideas, experiences, and backgrounds of others. Conversely, factors which demonstrate a lack of this ability include, but are not limited to: substantiated equal opportunity/equal employment opportunity complaints and/or any substantiated finding of hazing, hostile work environment, or maltreatment.

(3) Officers fully qualified for promotion should show a readiness for leading and solving problems at larger and larger

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scales.

(a) Their performance must reflect Navy Core Values: Honor, accountability for behavior, mindful of the privilege to serve our fellow Americans; Courage, the moral and mental strength to do what is right, with confidence and resolution even in the face of temptation or adversity; and Commitment, joining together as a team to improve the quality of our work, our people, and ourselves.

(b) Upon this foundation of Navy Core Values, they must show a mindset of continuous self-improvement, a desire to "Get Real, Get Better" every day. This includes the ability to: self-assess, to be absolutely honest, humble, and transparent in determining the actual performance of themselves and their teams; self-correct, to apply problem solving frameworks to pursue root cause and solve the Navy's hardest problems in a lasting way; and always learn, to pursue knowledge and apply learning from diverse sources in order to make themselves and their teams better.

(c) In modeling this behavior, they must demonstrate an ability to build teams and rapidly collaborate across diverse organizations to solve problems and achieve lasting outcomes. In doing so, they will model the belief that our people and culture are the Navy's asymmetric advantage, showing dignity and respect for everyone, regardless of background or rank. In addition, they will measure themselves by creating opportunities to remove barriers to individual, team, and Navy warfighting excellence.

b. **Best Qualified.** Among the fully qualified officers, you must recommend for promotion the best qualified officers within their respective competitive category. Proven and sustained superior performance in command or other leadership positions in difficult and challenging assignments is a definitive measure of fitness for promotion. Furthermore, successful performance and leadership in combat conditions demonstrate exceptional promotion potential and should be given special consideration. Each board member shall apply this guidance when deliberating and voting. Additionally, members will use the considerations below to guide their determination of the best qualified officers.

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(1) Command, whether at sea or ashore, is fundamentally about preparing for and leading in combat. You should select those officers who seize absolute ownership of their assigned mission and all that goes into its accomplishment. A command's mission is absolutely essential to the Navy's ability to fight and win. Look for those officers that imbue this belief in their team. Look for those that take fierce pride in this obligation. Select the officers that are the example their team reflects and those that embody humility, selflessness, and complete transparency.

(2) You must seek those officers that have been relentless in building a culture of the highest character and a tough, resilient team that wins. Our nation needs and expects their Navy to remain above reproach, as a force they admire and rely upon.

(3) Seek those officers that acknowledge the value of every Sailor and civilian. Consider those that take care of themselves and their teammates, embrace diversity of thought and background, and foster inclusion and connectedness. Seek those that always do the right thing, especially when it is hard. Consider those that keep close watch on their own mental, physical, and emotional health, and the health of those they lead.

c. **Skill Requirements**. The Navy must focus on the skills mandated by current needs and on developing the professional competencies required in our future leadership. The Navy and joint force leadership need to comprise a diverse blend of male and female officers who have excelled in both traditional and specialized career paths. Give due consideration to demonstrated performance and expertise in the competency/skill listed in order of significance below. For amplifying information, refer to the competency/skill information, reference (b) to reference (a).

Medical Corps (2105):

1. Expeditionary Warfare
2. Navy Operational Planner
3. Joint Experience
4. Naval Special Warfare (NSW) Experience

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Dental Corps (2205):

1. Joint Experience
2. Expeditionary Warfare

Medical Service Corps (2305):

1. Expeditionary Warfare
2. Navy Operational Planner
3. Joint Experience
4. Education and Training
5. Naval Special Warfare (NSW) Experience

Judge Advocate General (2505):

1. N/A

Nurse Corps (2905):

1. Joint Experience
2. Expeditionary Warfare
3. Navy Operational Planner

Supply Corps (3105):

1. Expeditionary Warfare
2. Navy Operational Planner
3. Naval Special Warfare (NSW) Experience
4. Joint Experience
5. Acquisition Corps

Supply Corps (TAR) (3107):

1. Expeditionary Warfare
2. Navy Operational Planner
3. Financial Resource Management (FM)
4. Education and Training
5. Operations Analysis (OA)
6. Acquisition Corps
7. Joint Experience

Chaplain Corps (4105):

1. N/A

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Civil Engineering Corps (5105):

1. Expeditionary Warfare
2. Shore Installation Leadership
3. Acquisition Corps
4. Joint Experience
5. Financial Resource Management (FM)

d. **Additional Considerations.** The following are additional considerations in determining the best qualified officers:

(1) **Competence.** In addition to proven and sustained superior performance in command or other leadership positions, competence also includes the following attributes:

(a) **Commitment to Operational Excellence.** Because Mission One for every officer is the operational readiness of our Navy, the best qualified officers will demonstrate an unrelenting commitment to operational excellence. This commitment will be evidenced by mastery of the skills critical to naval warfare. The Navy values service and superior performance on operational fleet and subordinate command staffs.

(b) **Continual Performance Improvement.** This attribute includes the ability to self-assess and self-correct, using a "Get Real, Get Better" mindset every day. It also includes the ability to develop a culture of learning in the teams they are called to lead, embracing meaningful feedback as an opportunity to get better.

(c) **Education and Professional Development.** Graduate-level education that develops naval warfare competencies and prepares officers to lead and think strategically is integral to developing warfighting advantage. Professional Military Education (PME), advanced degree programs, professional certifications, experiential learning, and other non-standard educational opportunities provide a rich portfolio for developing future leaders. The boards will actively seek those officers whose records reflect operational excellence and increasing education, and exposure to strategic concepts. Strategic competition demands leaders who possess the ability to outthink and outfight all competitors and adversaries.

1. In accordance with the Naval Education Strategy 2023 and Secretary of the Navy Memorandum "Continuous

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Learning for Naval Officers" dated August 26, 2021, the boards shall give favorable consideration to those officers with graduate education relevant to naval warfighting, experience in specialized areas, Navy PME and Joint PME (JPME). In May 2018, the Unrestricted Line (URL) instituted a board selection process for in-residence graduate education programs. That board selection process ensures that URL officers with superior performance records are afforded the opportunity for graduate education. Cultivation of our best and brightest officers through high quality in-residence, low-residence, and hybrid learning enhances critical thinking skills and warfighting expertise. Beginning with officers in year group 2015, graduate education will be required prior to assuming major command. In determining officers who are best and fully qualified for promotion, the boards should give favorable consideration to officers who have obtained naval warfighting-relevant graduate education. Degrees earned through Department of the Navy funded Low-residency Graduate Education Program fulfill the graduate education requirement.

2. The Navy values graduate education and development of a subspecialty. Degrees and certificates from the Naval Postgraduate School, the Naval War College or equivalent Service institutions, and civilian education programs that result in assignment of a subspecialty code or award of Additional Qualification Designation (AQD) codes are desirable. Proven expertise from an experience tour utilizing that subspecialty is both valued and fundamental to development of Navy leaders.

3. The Navy values competitive scholarships and fellowships, examples of which include: Olmsted Scholar, Marshall Scholar, Rhodes Scholar, White House Fellowship, Secretary of Defense (SecDef) Corporate Fellowship, Tours with Industry, Legislative Fellowships, and Federal Executive Fellowships (e.g., politico-military and cyber).

4. Best qualified officers seek opportunities to broaden their cultural awareness through experiences and education to enable better communication in a global operating environment.

5. The Navy values the importance of Naval Reserve Officers Training Corps (NROTC), Officer Training Command (OTC), Recruit Training Command (RTC), and U.S. Naval

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Academy (USNA) duties in building and developing future Navy leaders. When reviewing an officer's qualifications for the next higher grade, you should give favorable consideration to NROTC/OTC/RTC/USNA assignments.

6. Favorable consideration shall be given to the critical need for senior leaders who are Joint Qualified Officers (JQO) as documented by an AQD.

(d) Individual Augmentee (IA)/Global Support Assignment (GSA)/Overseas Contingency Operations (OCO)/Irregular Warfare/Afghanistan-Pakistan Hands (APH) Program Assignment

1. The boards may give favorable consideration to those officers who have displayed superior performance while serving in IA/GSA/OCO/APH assignments in direct support of OCO, Irregular Warfare, and the National Defense Strategy and, in particular, those IA/GSA/OCO/APH assignments that are extraordinarily arduous and/or involve significantly heightened personal risk. These individuals are developing valuable combat and nation-building skills under stressful conditions. Such assignments may not be typical of the officer's traditional community career path, and the officer may be rated by a reporting senior unfamiliar with the officer's specialty and the Navy fitness report system.

2. IA/GSA/OCO assignments may take an officer out of the normal community career path for periods up to one and a half years. APH assignments consist of extensive specialized training and multiple, non-standard deployments that may take an officer out of the normal community career path for periods of up to three and a half years.

3. Note that CHC officers are noncombatants. Chaplains do not have the same IA/GSA/OCO/APH assignment opportunities as other communities. However, chaplains develop combat experience through support of warfighters in operational environments within the Navy, Marine Corps, and Coast Guard. The board may give favorable consideration to those CHC officers who have displayed sustained superior performance in operational assignments to include Navy fleet; Fleet Marine Force (FMF); Coast Guard sectors, districts, or regions; and IA/GSA/OCO/APH assignments.

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(e) Ensures adherence to standards while fostering innovation. Every officer must build on an understanding of standards to think creatively, develop new ideas, take prudent risks, and deliver superior outcomes. Innovative officers, who can build great teams that innovate as they manage risk and ensure standards, may come from a variety of backgrounds.

(2) Character. In addition to competence, the best qualified officers will demonstrate the following attributes:

(a) Possesses and openly demonstrates the four core attributes. The challenges facing our Navy are growing in scope, scale, and pace. To meet these challenges, the Navy needs male and female leaders who have demonstrated estimable character and are prepared for decentralized operations. You should give careful consideration to officers who demonstrate the four core attributes that guide our decisions and actions: integrity, accountability, initiative, and toughness. Integrity may be demonstrated as an individual or as a team member by displaying conduct that is upright, honorable, and by working to strengthen the resolve of their peers, superiors, and subordinates. Accountability may be demonstrated by achieving and maintaining high standards, honestly assessing progress, and adjusting as required. Officers demonstrate initiative by taking ownership, acting to the limit of their authorities, and looking at new ideas with an open mind. Toughness can mean marshalling all sources of strength and resilience, including rigorous training; encouraging the fighting spirit of our people; and providing steadfast support to our families. Officers who demonstrate these core attributes ensure the Navy remains the world's finest navy and deserve your careful consideration when selecting officers who are best and fully qualified.

(b) Builds strong culture and teams while achieving measurable outcomes. You should give careful consideration to officers who demonstrate the following behaviors:

1. Relentlessly builds a culture of the highest character - a tough, resilient team that wins.

2. Acknowledges and honors the value of every Sailor and civilian.

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3. Takes care of themselves and their
teammates.

4. Embraces diversity of thought and
background, and fosters inclusion and connectedness.

5. Always does the right thing, especially when
it is hard.

6. Keeps close watch on their own mental,
physical, and emotional health, and the health of those they
lead.

(c) Demonstrates a commitment to personal and
professional growth. You should give careful consideration to
officers who build on our Core Values of commitment in how they
demonstrate a "Get Real, Get Better" mindset; use data-driven
insights; master the skills critical to naval warfare; and act
transparently in how they receive feedback from seniors, peers,
and subordinates alike.

(d) Builds connectedness and inclusion. You should
give careful consideration to officers who lead with humility
and consistently and sustainably inspire their teams to perform
at their best, creating teams connected to each other and
inclusive of everyone assigned, regardless of background. This
trait includes active listening to subordinates of all ranks and
backgrounds and the ability to self-assess so that personal
biases do not affect decision making.

(e) Is loyal to and behaves consistently with the
Navy's Core Values. You should give careful consideration to
officers who actively pursue what is right and behave
consistently with the Navy's Core Values. While we do not
embrace a zero-defect officer corps, the best qualified officers
will demonstrate consistency between the Navy's Core Values and
their on- and off-duty behavior.

(3) Championing a Culture of Excellence. The boards
should give favorable consideration to those officers who are
deliberate in how they build great people, leaders and teams,
achieving outcomes through a deep investment in their people.

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(4) COVID-19 Vaccine Refusal Adverse Information.

Promotion selection boards will not consider any adverse information related solely to COVID-19 vaccine refusal in cases in which an accommodation was requested. If adverse information related solely to COVID-19 vaccine refusal is identified in eligible officer's record, you will notify the board administrative support staff, who will direct you whether or not to consider the information.

(5) Indo-Pacific Area Expertise Considerations

(a) As indicated in the National Defense Strategy, China is leveraging military modernization and predatory economics to coerce neighboring countries to reorder the Indo-Pacific region to their advantage. As the PRC continues to seek economic and military dominance, it will continue to pursue a military modernization program that tries to displace the United States to achieve global preeminence in the future.

(b) Recognizing this challenge to U.S. national security interests, special consideration shall be given to officers who have excelled in their knowledge of the political-military affairs and U.S. strategic interests in the Indo-Pacific region, and operational contingency planning for Indo-Pacific war plans.

(6) Acquisition Workforce Considerations. Acquisition Workforce officers possess the qualifications to manage the development, acquisition, and life cycle support of the Navy's current and future platforms and associated systems. The URL, Aerospace Engineering Duty Officers, and Engineering Duty Officer communities all contain Acquisition Workforce officers. In addition, contracting skills are based in the Supply Corps and Civil Engineer Corps. While there are specific needs and backgrounds in each community, there are overarching acquisition skill sets which are valued and found in all of these communities. Officers who possess these skills, regardless of the community to which they belong, are valued and necessary for the health of the Acquisition Workforce, and should be considered in the broad context of the Acquisition Workforce. Examples of these overarching skill sets include technical and operational knowledge of weapons and major weapons systems (e.g., ships and aircraft), Command, Control, Communications, Computers, and Intelligence (C4I), combat systems, unmanned systems, systems engineering, enterprise information systems,

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and information technology (IT). In determining the best and fully qualified officers for promotion, you shall give equal consideration to outstanding performance whether in an acquisition or non-acquisition position.

e. **Consideration of Reserve Officers.** Within the Reserve Component (RC), a variety of mission integration options are available to support the Navy with flexibility, speed, and agility. In addition to drill periods, operational requirements are met by periods of active-duty including mobilization, active-duty for operational support, and active-duty for training. Selected Reserve (SELRES) records may reflect a variation in duration of reporting periods as members execute a variety of orders - this should not be viewed negatively. In determining best and fully qualified, these time periods should be viewed in the context of a continuum of service, integral to delivering strategic depth.

f. **Training and Administration of the Reserve (TAR)**
Community Considerations. TAR Officers perform a statutory role in "organizing, administering, recruiting, instructing, or training the reserve components" (section 12310 of title 10, U.S. Code), and favorable consideration should be given to those TAR officers who have displayed superior performance in critical staff, leadership, and command tours - specifically, either operational and/or reserve management command tours. (Note: in addition to reserve centers and readiness commands, operational units such as reserve aviation squadrons and reserve commands within Navy Special Warfare are Navy Reserve Activities and involve reserve management responsibilities at both the O-4 department head level and O-5/O-6 command level).

(1) **Dual career paths.** Many TAR officers, particularly in the URL and Human Resources (HR) communities, complete a balance of operational or community-specific milestone tours (e.g., commanding officer and major staff assignments) and reserve management milestone tours (e.g., Navy Reserve Center (NRC) commanding officer, Navy Reserve major staff assignments, operational department head tours and operational aviation, special warfare and afloat command tours). Officers selected must have demonstrated exceptional managerial skill and professional competence in operational, executive, and staff roles. In determining those officers best qualified for promotion, you should consider favorably those officers who have served in a broad spectrum of assignments requiring expertise in

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diverse functional areas. Operational requirements can sometimes limit the reserve management assignments of some officers and this limitation should not disadvantage these officers (e.g., command at sea for Surface Warfare Officers). Success and sustained exceptional performance in these areas are the most important attributes for consideration.

(2) **Subspecialty requirements.** TAR officers with expertise in Requirements Management (RM) are highly valued within the reserve force. Additionally, TAR officers with IT and Financial Management (FM) expertise are required to manage the varied reserve IT systems and to manage Reserve Personnel Navy and Operation and Maintenance Navy Reserve accounts. Although these subspecialty qualifications are a core requirement for a portion of the TAR HR community, officers of any designator may possess them. Regardless of designator, these subspecialties are critical to the TAR community and should receive favorable consideration.

(3) **Diverse career backgrounds prior to selection as TAR Officers.** Navy Reserve officers who have been recalled to active-duty will often have fewer active-duty fitness reports than their Active Component (AC) peers. Due consideration shall be given to the fitness reports available and the quality of performance reflected in the record. An officer's record shall not be discounted simply because it contains fewer active-duty fitness reports than a peer's record.

6. **Equal Opportunity and Diversity Guidance**

a. Diversity is the strength of our Nation. The Navy benefits when we capitalize on the diverse experience, perspective, innovative spirit, background, and ideas in our ranks. Diversity is focused on maximizing the warfighting effectiveness of our Navy by drawing upon the entirety of our talents and backgrounds. Diversity is not founded on statistics, percentages, or quotas. Diversity is about achieving peak performance. Our Navy should draw upon the entire possible set of talents and backgrounds to maximize our warfighting capability, innovate to address new threats and challenges, and take advantage of emergent opportunities.

b. The Department of the Navy is dedicated to equality of treatment and opportunity for all personnel without regard to race, religion, color, sex (including pregnancy), gender, gender

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identity, sexual orientation, or national origin. The Navy strives to maintain a professional working environment in which any of these bases will not limit a Sailor's professional opportunities. Discrimination on any of these bases is contrary to the Department's Core Values of honor, courage, and commitment. Accordingly, within this board's charter to determine the officers who are "best and fully qualified," or "fully qualified," as applicable, you must ensure that officers

of every race, religion, color, sex (including pregnancy), gender, gender identity, sexual orientation, and national origin are given fair and equitable consideration.

c. Your evaluation of all officers must be fair and equitable. You should be particularly vigilant in your evaluation of records to take care that no officer's promotion opportunity is disadvantaged by service utilization policies or practices. You should evaluate each officer's potential to assume the responsibilities of the next higher grade, including his or her ability to successfully lead a diverse organization, the overriding factor being performance of assigned duties.

d. Impermissible Considerations. Promotion boards are prohibited from considering the following:

(1) The marital status, civilian employment, religion, or volunteer service of an officer;

(2) Any information regarding an officer's spouse, including, but not limited to, civilian or military employment, education, race, religion, color, sex (including pregnancy), gender, gender identity, sexual orientation, national origin, and volunteer service;

(3) An officer's previous decision to opt out of a promotion selection board; and

(4) An officer's previous participation in the Career Intermission Program.

e. The Navy has assigned some officers outside of traditional career development patterns (e.g., institutional instructors, diversity officers, recruiting, and equal opportunity billets). These assignments, though greatly beneficial to the Navy, may have foreclosed to the officers so

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assigned opportunities available to other officers. In addition, other utilization policies or practices, such as those based on statutory restrictions on the assignment of women, may have had an effect on career opportunities. Such assignment practices should not prejudice the selection of these men and women for promotion; to do so may deny the Navy the diversity of talent, background, and experience we should seek and which is necessary for sustained success in our changing world. Successful performance of duties assigned is the key in measuring an officer's potential for promotion; duty performed well by men and women affected by such utilization policies or practices should be given weight equal to duty performed well by an officer not affected by such policies or practices.

f. This guidance shall not be interpreted as requiring or permitting preferential treatment of any officer or group of officers on the grounds of race, religion, color, sex (including pregnancy), gender, gender identity, sexual orientation, or national origin.

7. Medical Community Considerations

a. Navy Medicine needs exemplary leaders able to inspire and deliver results in complex and challenging environments. Proven performance and knowledge obtained through a variety of experiences in various settings including: BUMED/Navy TYCOM and Joint headquarters, Fleet/Fleet Marine Force/Joint operational medical, Navy Medicine Readiness Training Command/Units supporting Defense Health Agency Medical Treatment Facility, Medical SYSCOM, Medical Research, Medical Support Commands are necessary. Future leaders must understand and have experience across the enterprise that is "ONE" Navy Medicine. Navy Medicine greatly values joint experience and formal education, including Professional Military Education. Duty or service in combined or other staff positions at senior levels of government should also be considered favorably. Reserve Medical Community members are required to ensure that they meet the professional requirements of the billet that they fill and, if applicable, must meet any credentials and privileging requirements of billet.

b. The Navy requires officers of exceptionally high operational and clinical professional competence. They must possess critical thinking skills to analyze any situation and are willing to make risk informed decisions that address the

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root cause of any problem. They must also be able to succinctly articulate their findings and actions to patients and/or senior leaders depending on their professional practice. They must engage all stakeholders to help create and communicate Navy Medicine's vision, as well as build, empower and motivate teams to accomplish that vision. They must understand the balance of readiness and operational requirements. They must have the courage to stand on principles and demonstrate a clear potential to lead the Navy of the future. They must recognize talent and mentor, coach, and develop juniors, then build the environment in which subordinates can thrive through instilling trust and confidence by subordinates. They must understand and use best clinical practices, business tools, and operational risk management in ensuring the readiness of our operating forces so they are healthy and on the job. Our Medical Community's leadership must be drawn from those officers who clearly understand Navy Medicine's obligation to support the Fleet, Marine Corps, and Joint Force and demonstrate the capacity to meet the challenges of our commitment to maritime superiority. RC members with sustained superior performance with both Navy and Marine Corps experience or Navy BSO's other than BSO 18 are also viewed favorably.

c. Navy Medicine's future leaders must demonstrate proven leadership within their operational, clinical, educational, scientific, and other specialty communities. In determining those officers best qualified for promotion, you should select those officers who have served in a broad spectrum of assignments requiring expertise in diverse functional areas. You shall give consideration to an officer's clinical, academic, and/or scientific proficiency as a health professional to at least as great an extent as you give to that officer's leadership, administrative, and management skills. Strong consideration should be given to board certification when a board certification exists for the specialty, provided they have had sufficient time to meet the requirements. It should be noted that, although there is no set career path for upward mobility, those you select will be placed almost assuredly in positions that require broad military and medical perspectives beyond the Department of the Navy. When officers serve in operational and/or joint environments where they are often among a small or "1-of-1" peer group, or where reporting seniors may be unfamiliar with the medical department career paths and/or the Navy fitness reports system, special attention must be taken in reviewing those officers' records. Excellence in operational

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support settings should receive special consideration as Navy Medicine shifts greater focus to readiness and operational support. For operationally-focused specialties, consideration should be made for those officers who have demonstrated consistent superior performance and operational commitment. Special consideration should be given to those officers who have demonstrated the ability to move seamlessly across domains.

d. The Navy values completion of graduate education and development within an officer's subspecialty. For officers currently in or who have successfully completed a Duty Under Instruction (DUINS) program (to include residencies and fellowships), the board shall give consideration to at least as great an extent as the board gives consideration to an officer's administrative and management skills, as these officers were competitively selected by Navy Medicine for these valued programs. The Navy has invested significantly in superior officers selected for DUINS and other educational opportunities. Special attention should be given to those officers who, while in these educational programs, may not have had the opportunity for peer comparison on fitness reports. That should not be considered adverse or detrimental. For RC members, MC/DC should be board certified, NC officers should have started or have completed a Master's Degree, or higher, which is healthcare related by the time they compete for O-5 and MSC officers should be certified, if clinical, or, if non-clinical, have an advanced degree. Members should demonstrate that they have been active in Professional Military Education throughout their naval career.

e. Officers best and fully qualified for promotion to captain in Navy Medicine are those who have demonstrated sustained superior leadership. From this group will come our future flag officers and top tier leaders of Navy Medicine. Officers with superior performance who have concentrated their careers and demonstrated mastery and leadership in a particular operational, clinical, research, scientific, academic, or administrative setting should be favorably considered. Best and fully qualified officers for the rank of captain will be those with proven leadership experience who have demonstrated experience and expertise across the spectrum of military medicine, especially inclusive of operational experience and operational platforms. With Navy Medicine's renewed focus on operational support and readiness, our future leaders must have shown leadership excellence in those activities. Additionally,

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those officers would have experience and expertise with the intersection of the strategic and tactical issues in provision of military healthcare through experience in headquarters or other associated DoD agencies. Members in the RC community should have demonstrated leadership growth with career progression of various OIC positions, to include small/large Det and Command OIC, to HQ positions leading large command programs and operational exercises. Demonstration of continued professional military education should be demonstrated throughout the career.

8. Judge Advocate General's (JAG) Corps Community Considerations

a. Navy JAG Corps officers are members of two professions: the profession of arms and the profession of law. As Naval Officers, judge advocates must at all times be conscious and supportive of Navy requirements, culture, and values. The community exists to support the operational readiness of the Navy and to enable naval and joint operations in support of our national security. To attain these goals, the best and fully qualified judge advocates adhere to and demonstrate not only the character and competence described earlier in this document, but also operate according to the JAG Community Governing Principles: 1) embody a warfighting spirit; 2) lead with character and integrity; 3) stand for diversity, equity, and inclusion; 4) embrace accountability; 5) promote a culture of learning; and 6) encourage innovation. The best and fully qualified officers are those who not only perform superbly in their assignments, but do so with the highest of character and in a way that establishes and maintains the trust of their subordinates, peers, and seniors.

b. The Navy JAG Corps is comprised of Naval Officers who practice across four core practice areas: national security law, military justice, administrative law, and Sailor and family legal services. Those officers who possess a broad, diverse base of experience and skill are highly valued and are able to be detailed to a wide array of billets in support of the Fleet and shore establishment and are capable of advising DON, Joint, and civilian leaders. Accordingly, the board must view favorably those officers who demonstrate sustained superior performance in positions of increasing complexity, responsibility, and leadership. As there are no fixed career paths, some officers may, at times, operate in a specialized or

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non-traditional practice area. There are no quotas or expected selection rates for officers in a particular practice area. Rather, the board must ensure that the highest performing and most trusted officers are selected.

c. **Opportunity.** Some judge advocates may not have the opportunity to receive orders to assignments in the Fleet, Joint Force, or locations that afford geographic diversity during their career. This may result from the manning constraints of having a large number of judge advocates who desire assignment in a limited number of these sought-after billets. In other cases, opportunity may be limited by personal circumstances, some of which may be beyond their control. In evaluating a judge advocate's successive tours in the same geographic location, the board shall favorably consider the officer's sustained superior performance in positions of increasing complexity, responsibility, and leadership, as well as the needs of the Navy, which may have limited an officer's geographic diversity.

d. **Military Justice Litigation Career Track (MJLCT)**
Considerations. The delivery of military justice is both a core competency and a primary mission of the JAG Corps. To meet this mission, the JAG Corps has established the MJLCT to identify, select, develop, train, and retain judge advocates who have demonstrated aptitude for military justice litigation. Reserve Component officers may have qualified for Military Justice Litigation Career Track (MJLCT) while on active-duty though the MJLCT is not available for Reserve Component officers. The lack of MJLCT qualification should not be viewed negatively for Reserve Component officers. The board is instructed to value overall litigation experience when selecting the best qualified officers. Experience as a defense attorney and as a prosecutor are equally important.

e. **Navy Reserve Officers Recalled to Active-Duty.** A reserve officer's record shall not be discounted simply because it contains fewer reserve-duty fitness reports than a peer's record as a result of extended periods of active-duty. For Reserve Component officers, all specified standards can be satisfied through SELRES service or a combination of SELRES, mobilization, Definite Recall, and ADSW/ADOS positions. Mobilization and volunteering for activation opportunities is encouraged and valued by the Navy. In evaluating periods of extended active-

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duty, the board shall favorably consider the officer's sustained superior performance in positions of increasing complexity, responsibility, and leadership.

f. **Assignment to Office of Military Commissions (OMC).** On May 14, 2008, Deputy SecDef wrote that "military commissions are a national priority. Conducting a fair, just, and transparent military commissions process is the Department's top legal services priority and necessitates our commitment to dedicate the right number of and most skilled legal practitioners the Department has to offer." The JAG Corps has met this commitment to provide skilled legal practitioners to OMC by detailing officers from every JAG Corps core practice area. The JAG Corps must continue to value the important contributions of skilled legal practitioners at OMC.

g. **Navy Reserve Law Program Accession Programs.** The Change of Designator (COD), Direct Commission Officer (DCO), Inter-Service Transfers, and Prior Officer Accession Programs enhance the Navy Reserve JAG Corps' fleet-focus and connection to the Navy and Joint Force. Records of officers affiliated with the Navy Reserve Law Program via these programs may reflect little time as a judge advocate and considerable time as an officer of another designator or as a prior enlisted member. The board shall give due consideration to the substantial investment made by the Navy in these accession programs. The board shall give equal weight to equivalent levels of individual performance and team contribution by prior officers or enlisted members as the board gives to performance by officers from other accession sources in judge advocate billets.

h. All fully qualified JAG Corps captains should have a track record of successful tours, demonstrating outstanding leadership and professional acumen in their billets.

i. Best qualified officers will be top performers with sustained superior performance in a variety of positions of increasing complexity, leadership, and responsibility.

j. Valued achievements prior to captain:

(1) Demonstrate full command of the broad spectrum of the four core practice areas - national security law, military justice, administrative law, and Sailor and family legal services - and, for some judge advocates, a comprehensive

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understanding of a subspecialty practice area: military justice litigation and/or environmental law. For MJLCT officers, this requirement is supplemented by paragraph (6) below. This level of expertise will be demonstrated through sustained superior performance in applicable billets and, in many cases, through post-graduate education. This expertise must also include military operational knowledge, such as an understanding of strategic theater level missions, the Joint planning and execution process, and Joint Staff/Combatant Command/Component Command structures and operations, and where possible, AOR/Theater specific mission requirements. This military operational knowledge can be gained through assignments, training, deployment, Joint tours, participation in joint and/or multinational exercises, self-study, and/or JPME.

(2) Exhibit ability to proactively identify issues and provide timely and actionable legal advice to senior clients - particularly two- and three star flag and general officer commanders and staffs, senior SES, or political appointees - in advanced practice areas, including ethics/standards of conduct and General Court-Martial convening authority matters.

(3) Demonstrated ability to effectively lead staffs, offices, trial or trial defense teams, or divisions or branches in the Office of the Judge Advocate General (OJAG), and provide supervision of assigned judge advocates, legalmen and civilians or judge advocates in lower echelons. Best qualified officers have shown the ability to build, develop, inspire, and improve teams and team members as well as the ability to solve complex legal and non-legal issues through effective collaboration. They are approachable mentors inside and outside the chain of command, encourage initiative and innovation, effectively manage and motivate talent, hold individuals and organizations accountable, and are model representatives of the JAG Corps to the greater Navy in all areas, including professional competence, character, and physical fitness.

(4) Demonstrated executive-level understanding of OJAG, and Naval Legal Service Command (NLSC) or Office of the Special Trial Counsel (OSTC) organization and operations. This understanding is gained through highly-encouraged OJAG/NLSC/OSTC headquarters or leadership tours, which lead to the expert ability to assess, analyze, coordinate, and resolve complex legal, policy, and organizational issues affecting the Department of the Navy, the Navy, or the JAG Corps.

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(5) Within the Reserve Component, effective leadership also includes promotion of, and insistence upon, both individual and unit level warfighting and mobilization readiness.

(6) For Reserve Component officers who specialize in military justice, service as a military judge, magistrate, or preliminary hearing officer is highly valued. The officer should have a substantial track record of superior performance in leading and training junior litigators. Such officers may not have served in joint tours and because of their specialization, they should show a mastery of military justice litigation, but they may not have full command of the other core practice areas.

k. For merit reorder consideration, valued achievements for all paygrades:

(1) Top recognized performer in all assignments.

(2) Successful performance in a position above current paygrade, to include Acting in a billet for more than six months.

(3) Measurable leadership actions to improve retention, inclusion, and trust within the JAGC.

(4) Initiation and/or routine utilization of processes that result in self-assessment, learning, and/or process improvement.

(5) Significant contributions to recruiting efforts.

(6) Extraordinary performance on extended active-duty.

9. RC Supply Corps (SC) Community Considerations

a. The Navy Reserve requires SC leaders with high integrity, professional acumen, and business competence, who are trusted leaders, committed to the SC community and the Navy. They must recognize talent and mentor, coach, and develop juniors.

b. The Navy Reserve SC continually looks for highly qualified candidates; however, favorable consideration is given to officers who have consistently demonstrated sustained

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superior performance in a career path with increased duties and responsibilities. The best qualified officers should have a track record of successful performance in designated leadership positions with proven ability to lead and direct people and organizations, such as Commanding Officer and Executive Officer. Superior performance in O-5 command of a Navy Cargo Handling Battalion should be given particular consideration due to the tough, highly visible, and challenging environments of those assignments. Officers should be a subject matter expert in at least one line of operation or have experience in multiple core competencies to include supply chain management, expeditionary/operational logistics, contracting, and Navy operational planning. Officers are encouraged, if appropriate for their grade and selected area of professional concentration, to serve in assignments outside their core competency to diversify their fleet logistics/supply support experience base. It should be noted that, although there is no set career path for upward mobility, officers should have a depth of functional knowledge commensurate with their core competencies and rank, with broad military and logistics/supply support perspectives within and beyond the Department of the Navy.

c. The Navy Reserve SC greatly values professional development in all forms, including master's level education, JPME, and logistics-related industry experience. Successful performance in a joint or combined environment is valued, as is the demonstrated capability to work well in the interagency setting.

d. Potential captains are expected to have a proven ability to lead people and organizations in highly visible and challenging environments. Valued achievements prior to captain include completion of admin/oral board for O-5 command leading to qualification of the 2D1 AQD, successful completion of command tours, particularly in operational (commissioned) and Fleet units, and experience on a major staff at the operational level of war (identified by AQD 9L1/9L2).

e. For merit reorder consideration, valued achievements prior to captain include:

(1) Top recognized performer in O-5 command tour, particularly in operational (commissioned) unit command.

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(2) Top recognized performer on mobilization recall, or
active duty for operational support (ADOS) orders.

(3) Top recognized performer at major staff.

(4) Tour diversity in multiple Reserve Supply Corps
lines of operation and expertise in at least one of the
following areas: OPLOG, acquisition, expeditionary, or supply
chain management.

(5) Completed JPME Phase II and/or JQO.

10. **Chaplain Corps (CHC) Community Considerations**

a. The CHC exists to support Sailors, Marines, Coast
Guardsmen, and their families, in the exercise of their
religious freedom. The opportunity to practice their faith
wherever they serve has the benefit of increasing their personal
resilience by building Spiritual Readiness. CHC officers must
deliver effective and efficient Religious Ministry and should
excel in mastering the Art of Professional Naval Chaplaincy
(PNC).

(1) Success and sustained exceptional performance, at a
level commensurate with or above their rank, in applying and
combining the four CHC core competencies of providing faith
group-specific ministry to those of their own faith,
facilitating for the religious needs of those from other faith
traditions, caring for all personnel, and delivering relevant
advice to commanders are important attributes to consider.

(2) PNC expects chaplains selected for promotion to
increase PNC capabilities, capacities, and competencies, at a
level commensurate with or above their rank, while coaching,
mentoring, and supervising others.

(3) The chaplains selected for promotion should
contribute, enhance, and strengthen the PNC community and seek
innovative way to improve the quality of life for chaplains,
Religious Program Specialists, warfighters, and their families.

(4) You must ensure that Navy CHC's future leaders
possess the broad knowledge necessary to support the operating
forces and are acknowledged leaders, demonstrated by their

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exceptional leadership ability, professional competence, and
executive/staff roles in support of operational and shore
assignments.

b. Career Paths. Because chaplains serve in the Navy,
Marine Corps, Coast Guard, and Joint environments, there is no
standard or expected career path. The CHC values initiative as
indicated by the successful completion of arduous assignments,
milestone billets, and IA/GSA/OCO/APH opportunities, and, in the
case of RC chaplains, mobilizations. Chaplains demonstrate
their professional development by mastering core competencies
and agilely applying them to the contexts of their assignments
rather than by accumulating experiences associated with any
particular sequence of billets. In determining those officers
best qualified for promotion, you should consider favorably
those officers who have demonstrated sustained superior
performance as indicated by evidence of excellence in the
following twelve PNC supervision competencies:

- (1) Communication
- (2) Decision Making
- (3) Inspirational Leadership
- (4) Strategic Planning
- (5) Principles of Community
- (6) Quality Improvement
- (7) Stewardship and Managing Resources
- (8) Administration
- (9) Problem Solving
- (10) Service Focus
- (11) Teamwork
- (12) Managing People

c. The CHC values education, training, and professional
development. All CHC officers enter service with at least one
master's degree.

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(1) Advanced Education. Officers who have participated in advanced education beneficial to the Navy (e.g., Navy-funded, personal expense, etc.) after entering service that leads to another master's degree, post-graduate certification, or doctorate degree should be given favorable consideration. Schooling associated with non-observed time should not be viewed as detrimental to promotion potential.

(2) Subspecialty requirements. Officers who have successfully applied subspecialty expertise in a follow-on tour (Religion and Culture, Pastoral Counseling, and Ethics) should be given favorable consideration.

(3) Fleet Marine Force (FMF) Qualified Officer. Not all chaplains have the opportunity to be assigned to an FMF tour, but if they were, or are, then favorable consideration may be given to those officers who have qualified as a FMF (AQD: 55F). Chaplains must have been assigned to an FMF unit for at least 12-months even to be eligible for the 55F.

d. Fitness Reports. Take special care when reviewing fitness reports written by officers of the Marine Corps, Coast Guard, Merchant Marines, or commanders in joint environments where reporting seniors may be unfamiliar with the Navy fitness reports system.

e. Navy Reserve Officers Recalled to Active-Duty. The CHC Community is a mix of direct accessions and indefinite recalls. Navy Reserve officers who have been recalled to active-duty will have fewer active-duty fitness reports than their continuous active-duty peers. Due consideration shall be given to the fitness reports available and the quality of performance reflected in the record. A recalled officer's record shall not be discounted simply because it contains fewer active-duty fitness reports than an active-duty peer's record.

f. The CHC has the same standards and expectations of its chaplains in both the AC and RC. Additional expectations for the RC CHC community are as follows:

(1) Favorable consideration will be given to RC chaplains who assist in the continued development of a Strategic Reserve by demonstrating substantive Religious Ministry support to their supported command.

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(2) Favorable consideration may also be given to RC chaplains who accept mobilization orders.

(3) Completion of Navy Reserve Augment Unit Commanding Officer and Officer-in-Charge Qualification (AQD: 2N1) should be given favorable consideration, given that this AQD is required for many CHC RC billets.

g. Officers who have a successful track record of sustained superior performance and increasing scope of responsibilities in leadership, supervision, and/or major staff assignments indicate potential to succeed at the level of captain.

h. Chaplains in zone for promotion to captain should have completed PNC-Advanced Leadership Course. Course completion is a discriminator for promotion.

i. Favorable consideration should be given to those officers demonstrating business acumen and an understanding of the full tri-service (USN, USMC, USCG) scope of the Navy Chaplain Corps.

j. For merit reorder considerations, superb performance should be demonstrated in a captain billet; the chaplain should be fully functioning at captain level; superb performance as demonstrated in a commander milestone tour and/or officer-in-charge tour; demonstrated ability to be the change agent the CHC expects of a captain; and, demonstrated ability to identify process gaps and implement deliberate planning tools to close those gaps.

11. Civil Engineer Corps (CEC) Community Considerations

a. As the Navy's shore installation and expeditionary engineers, senior CEC officers are expected to display sustained superior performance in the three CEC core competencies, including Facilities Management and Acquisition; Seabees, Naval Construction Force Units, or other expeditionary units; and, Navy/Marine Corps/Joint Staff. Integral to this performance, officers must possess exceptional people, teamwork, and leadership skills to work in linear and matrix organizations with uniformed, civil service, and industry personnel at all echelons of command and levels of government.

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b. As Navy leaders, senior CEC officers are expected to take actions to improve inclusion and retention of a diverse workforce within the CEC Community and Seabees. Leadership actions include coaching, mentoring, and sponsoring subordinates. Leaders acknowledge the value that diverse officer representation brings to the CEC Community, which is especially relevant to major milestone billets including FEAD, PWO, NCF, and Command tours. Leaders also advocate the use of professional development opportunities provided by the Navy such as Career Development Symposium, Tours with Industry, and Career Intermission Program.

c. Although there is no singular career path for upward progression, all officers under consideration for promotion must exhibit continued increase in job responsibility and job diversity commensurate with their rank. Experiences in overseas contingency, humanitarian assistance/disaster response, and theater security cooperation program operations are valued. Assignments with an operational unit or as an individual augmentee should be considered equally.

d. While all CEC officers recommended for promotion must be the best qualified within their respective promotion categories, the Navy requires CEC Community leaders with exceptionally high professional engineer and business competence.

e. Officers in the CEC community are eligible for, and generally granted, a scientific waiver for the JQO designation requirement for flag officer promotion. However, JPME and joint experience are valued.

f. A limited number of CEC billets support NAVSPECWAR, the Ocean Facilities Program, COCOM staffs, instructor duty, and other unique requirements. Officers selected to perform these sensitive duties are extensively screened and complete demanding proficiency training and may have multiple-tour operational assignments that can preclude them from serving in traditional CEC career path billets. Due consideration should be given to outstanding performance by members in these assignments with the understanding that limited details of their activities may be provided in an unclassified "not observed" or "1 of 1" fitness report, given the sensitive and unique nature of their duties.

g. For merit reorder consideration, valued achievements for

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all paygrades:

- (1) Top recognized performer in all assignments.
- (2) Successful performance in multiple overseas, arduous, or operational/Individual Augment assignments.
- (3) Leadership actions to improve inclusion and diversity within the CEC and Seabees.
- (4) ACQ/PW qualification or certification in advance of requirement by grade.
- (5) Other technical qualifications or certifications (e.g., PMP, CEM, CCM, etc.).

h. **RC Officer Considerations.** RC officer billet opportunities and career assignments may differ slightly from their AC peers. RC officers are expected to obtain significant Expeditionary Naval Construction Force experience early in their career and then broaden their experience to include professional licensure, acquisition, facilities/project management, and staff assignments as they progress to more senior level positions.

i. All fully qualified CEC captains should have demonstrated superior performance in their commander billets. The best qualified officers should have a track record of successful tours in quantifiable leadership positions with proven ability to lead and direct people and organizations in tough, highly visible, and challenging environments. Superior performance in O-5 command should be given heavy consideration. O-5 OIC milestone billets are of the highest importance, where superior performance should be considered particularly high value. Major FEC/Expeditionary/Navy/Joint Staff tours are also valued.

j. Expected achievements include: registered as a Professional Engineer (AQD: 951) or Registered Architect (AQD: 952); and, the Seabee Combat Warfare qualification (AQD: 960) or other warfare qualification, if a lateral transfer to the community; and a technical, financial, or business management post-graduate education relevant to the CEC career path.

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k. Highly valued achievements include: JPME, joint experience, Contracting Professional (AQD: ACA), and other technical/professional certifications are highly valued.

l. For merit reorder consideration, valued achievements prior to captain:

(1) Additional relevant education in business, engineering or military science fields beyond a single graduate degree.

(2) Selected for command by the Command Screening Board at current paygrade.

(3) Superior performance in more than one of the following billets: Commanding Officer, Chief of Staff/Chief Staff Officer, Executive Officer, Regimental or Battalion Operations Officer.

12. **Recommendation for Reorder of Officers of Particular Merit**

a. After the boards have determined all best and fully qualified officers who should be recommended for promotion, it shall proceed to determine whether any of the recommended officers are of particular merit to be placed higher on the promotion list than their lineal number would place them. The officers recommended for merit-based reordering are, in the opinion of the majority of the members of the board, to be placed higher on the promotion list and in the order recommended; or, no officers are recommended for merit-based reordering, in the opinion of the majority of the members of the board.

b. A number not to exceed 15 percent of the total selections authorized for each grade and competitive category may be placed higher on the promotion list unless the number calculated is less than 1, in which case the number that may be placed higher on the promotion list is 1. The boards may determine that no officers should be placed higher on the promotion list than their lineal number would place them.

c. Officers of particular merit are those officers whose records contain documented performance consistently superior to the performance of other officers recommended for promotion by these boards.

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d. No officer recommended for promotion shall be moved down on the promotion list except by insertion of the name of an officer of particular merit above that officer's name.

e. If the boards recommend officers of particular merit be placed higher on the promotion list, then the boards shall recommend the order in which those officers should be placed on the list.

Robert D. Hogue
Robert D. Hogue 21 Feb 2024