



FY-26 Navy Reserve Line Community Brief Disclaimer

This community brief has been generated by the community leaders, including detailers and community managers. It has been vetted by Navy Personnel Command and OJAG for statutory compliance and approved by SECNAV.

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.

**ONLY MATERIAL APPROVED BY THE SECRETARY OF THE NAVY
WILL BE PRESENTED TO STATUTORY SELECTION BOARDS. THIS
BRIEF HAS BEEN APPROVED BY SECNAV FOR USE BY THE FY-26
STATUTORY SELECTION BOARDS.**



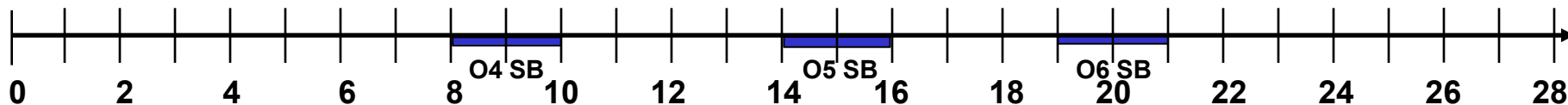
Aerospace Engineering Duty Officer

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	OIC – NAVAIR Unit XO – NAVAIR HQ Unit 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 Engineering 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**
- **Demonstration of "Get Real, Get Better" principles, data-driven decision making in missions and assignments, and embodies transparency in leadership**
- **Valued achievements at all paygrades***
 - Consistent demonstration of leadership and technical expertise in increasingly challenging acquisition 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 (HQ Unit), 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***
 - OIC – NAVAIR Unit
 - XO – NAVAIR HQ Unit
 - 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

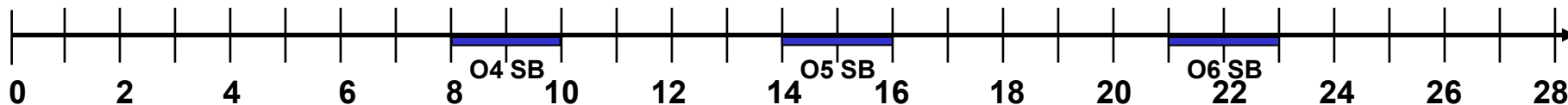
IPT: Integrated Program Team
LCL: Logistics Life Cycle
MMCO: Maintenance Material Control Officer
PQM: Production, Quality, and Manufacturing
PM: Program Management

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	OIC – NAVAIR Unit XO - NAVAIR HQ Unit Mission/IPT Lead Deputy Chief of Staff	NAVAIR Chief of Staff Commanding Officer Military/Mission Director
ON RAMP - JO Sea & Shore Tours			

DCO /
POCR

AC Lateral-Transfer Window



Training / Certification

Naval Aviation
Maintenance
Officer Course

Master's Degree (Technical or Business)

DAWIA Legacy Level I Certification (Any) or
Logistics Life Cycle (LCL) Foundational Certification

DAWIA PM Practitioner 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**
- **Demonstration of "Get Real, Get Better" principles, data-driven decision making in missions and assignments, and embodies transparency in leadership**
- **Valued achievements at all paygrades***
 - Consistent demonstration of leadership and technical expertise in increasingly challenging acquisition/maintenance billets
 - Mobilization or active duty for operational support (ADOS), preferably in support of the Naval Aviation Enterprise
 - Experience in Organizational (O-level) or Fleet Readiness Center (FRC) Intermediate (I-level) or Depot (D-Level) maintenance
 - Master's degree (technical or business)
- **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 (HQ Unit), Deputy Mission or IPT lead
 - Detachment Maintenance Officer or Assistant Maintenance Officer (AMO)
 - DAWIA Legacy Level I Certification:** Production, Quality, Manufacturing (PQM), Life Cycle Logistics (LCL), or Program Management (PM) or LCL Foundational Certification
- **Valued achievements prior to CAPTAIN***
 - OIC – NAVAIR Unit, XO – NAVAIR HQ Unit, mission or IPT lead, or DCOS positions
 - Experience in NAVAIR Logistics, Program Management, or FRC billets
 - DAWIA Program Management Practitioner

*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

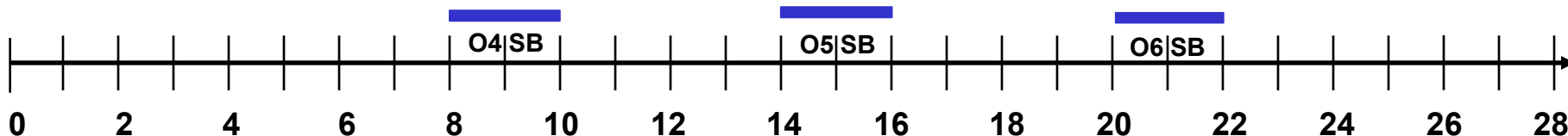
Career Path

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

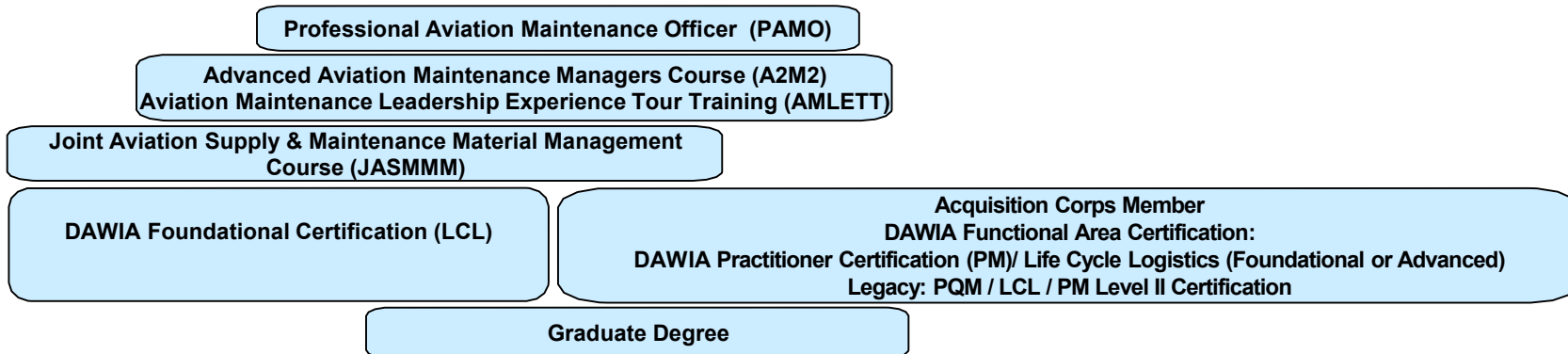
MMCO: Maintenance Material Control Officer
 MO: Maintenance Officer
 NRC: Naval Reserve Center
 RPD: Reserve Program Director
 TPOC: Technical Point of Contact

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	Staff / Acquisition	Staff / Acquisition	

POCR/TAR ISPP	Lateral Transfer Window
---------------	-------------------------



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





Aerospace Maintenance Duty Officer (TAR)

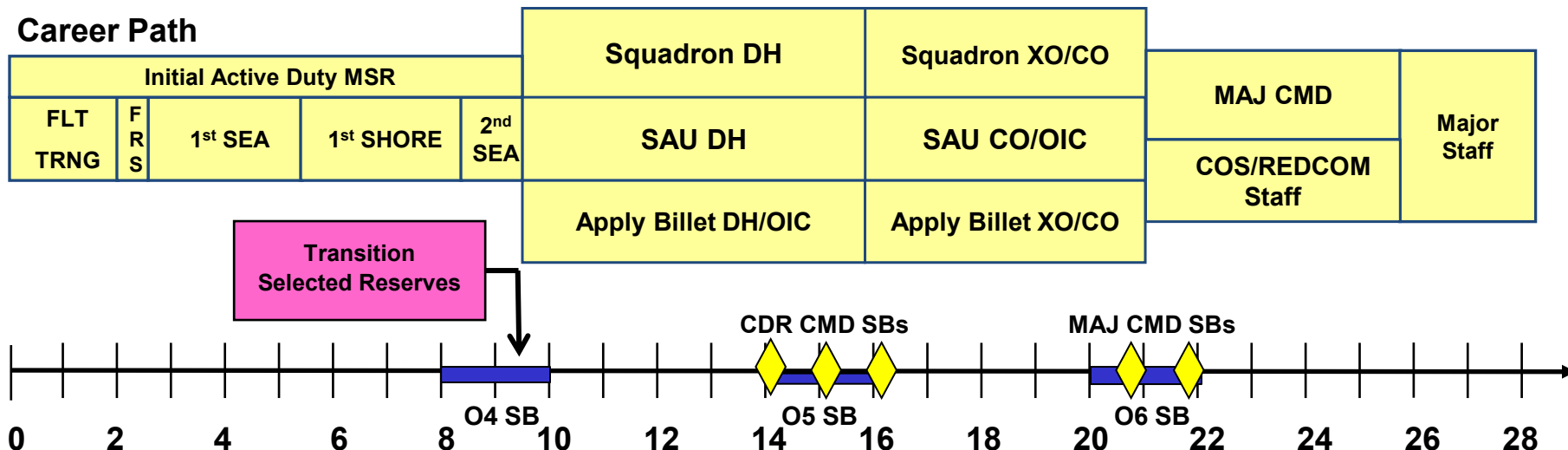
Community Values

- **Sustained superior performance and demonstrated expertise in demanding billets and assignments**
- **Demonstration of "Get Real, Get Better" principles, data-driven decision making in missions and assignments, and embodies transparency in leadership**
- **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.**
 - Support the Naval Reserve mission and the Naval Aviation Enterprise
 - 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
 - Masters degree desired
- **Valued achievements prior to COMMANDER**
 - Superior performance in jobs with increasing complexity, scope, responsibility
 - Professional Aviation Maintenance Officer (PAMO) qualification required
 - 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)
 - Advanced Aviation Maintenance Manager's Course (A2M2) desired
 - Joint Aviation Supply & Maintenance Material Management Course (JASMMM) desired
- **Valued achievements prior to CAPTAIN**
 - Superior performance and proven ability in leading and directing people and organizations in tough, highly visible, and challenging environments
 - DAWIA Advanced Certification (LCL) or Program Management (PM) Practitioner

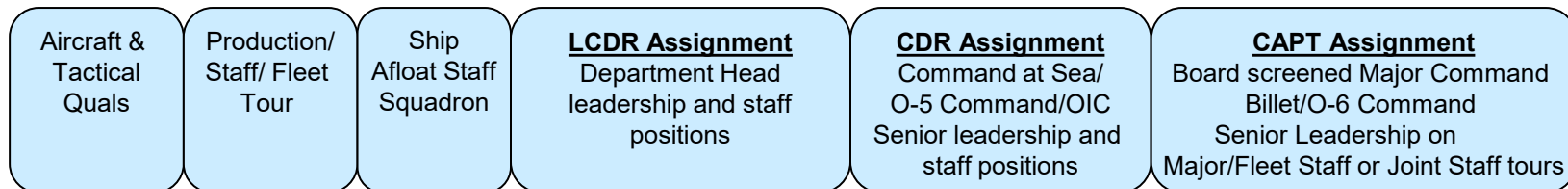
Aviation Officer

Career Progression

Career Path



Typical Billets





Aviation Officer

Community Values

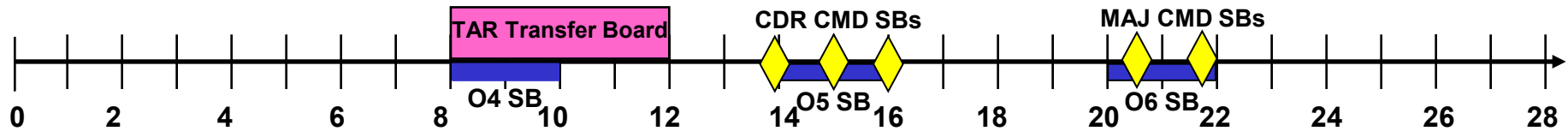
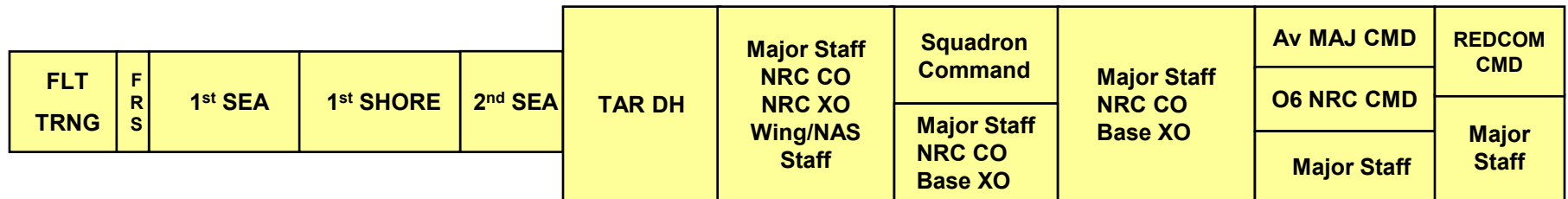
- **Sustained superior performance and demonstrated expertise in demanding billets and assignments**
- **Valued Reserve contributions to Navy mission via operational / mobilization assignments and Canvasser Recruiter duty during FY23 and beyond**
- **Demonstration of "Get Real, Get Better" principles, data-driven decision making in missions and assignments, and embodies transparency in leadership**
- **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
 - OLW experience or training (tour / named exercise / education / course)
- **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 Apply / board-selected CO/OIC billet
 - Sustained superior performance in Apply / board-selected major staff and leadership positions
 - Fleet MOC experience / OLW
- **Other Considerations**
 - Warfighting focused qualifications valued (MISR/ Air Logistics SME/VARMTT/Tactical Syllabus Quals)
 - Professional or personal development that contributes to warfighting readiness (JMPE I/II, JQO, Masters Degree, OLW)
 - Other schools/courses/qualifications/designations/exercises



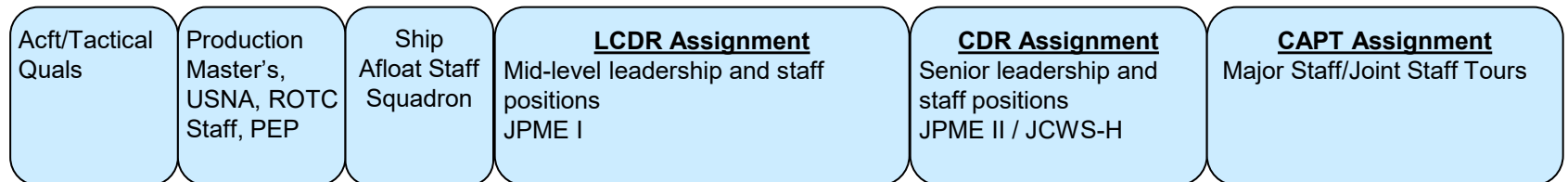
Aviation Officer (TAR)

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

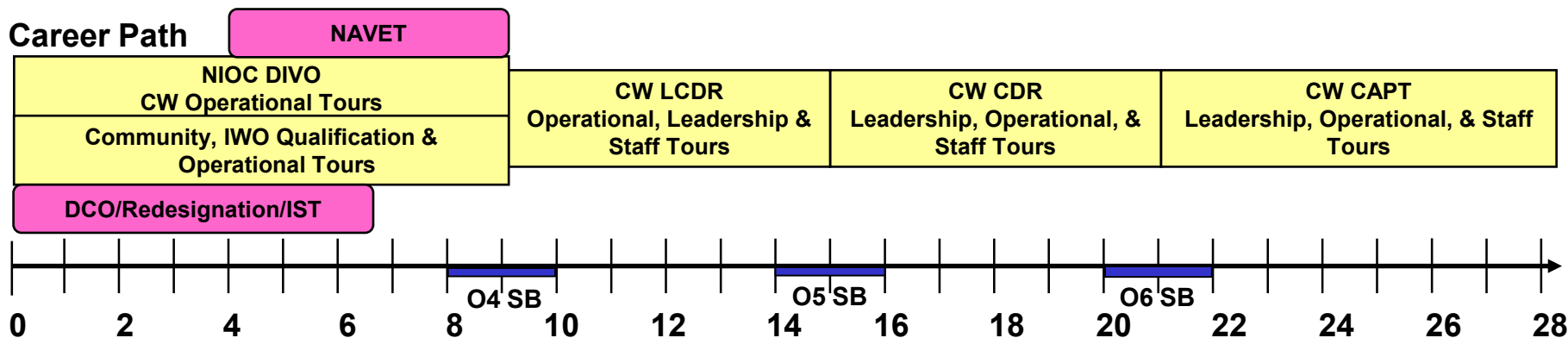
- **Sustained superior performance and demonstrated expertise in demanding billets and assignments**
- **Demonstration of "Get Real, Get Better" principles, data-driven decision making in missions and assignments, and embodies transparency in leadership**
- **AVN officers have long training pipeline, 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 (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 RTAG/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



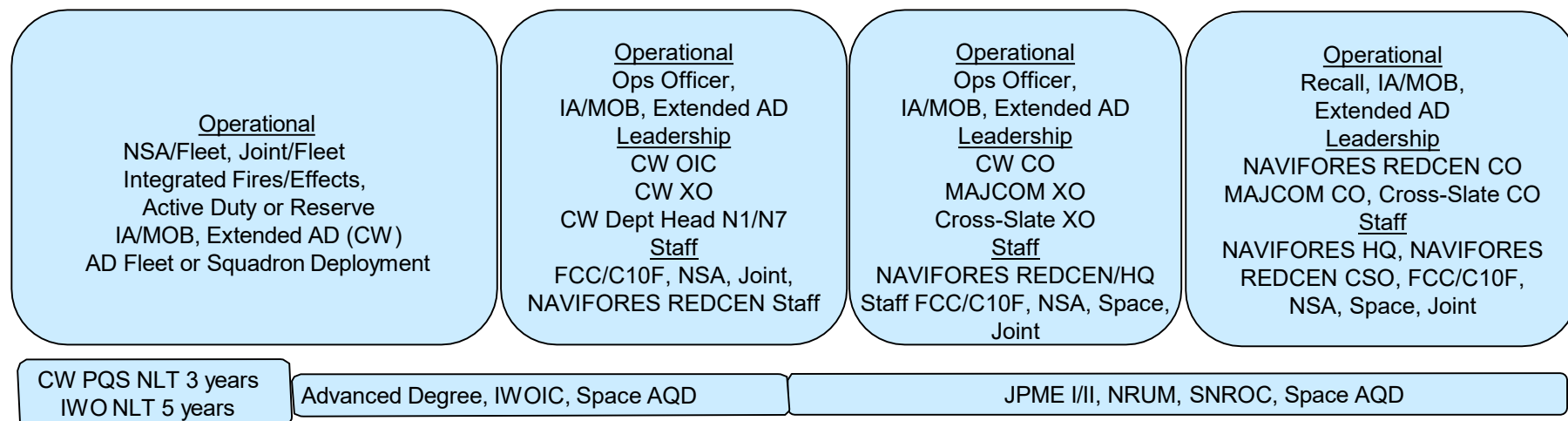
Cryptologic Warfare Officer

Career Progression

Career Path



Typical Billets/Quals





Cryptologic Warfare Officer

Community Values

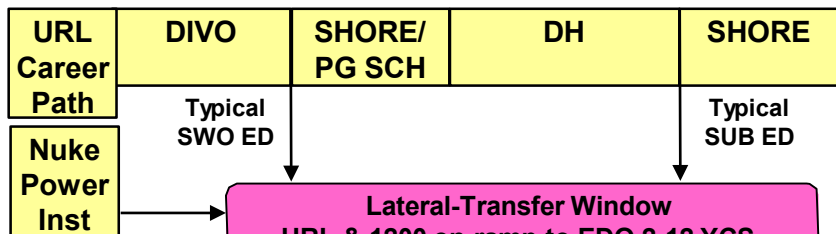
- **Sustained superior performance and demonstrated expertise in demanding billets and assignments**
- **Valued Reserve contributions to Navy mission via operational / mobilization assignments and Canvasser Recruiter duty during FY23 and beyond**
- **Demonstration of "Get Real, Get Better" principles, data-driven decision making in missions and assignments, and embodies transparency in leadership**
- **Valued achievements prior to LIEUTENANT COMMANDER**
 - CW/IWO qualification
 - Division Officer, SIGINT, Joint/Fleet Integrated Fires/Effects 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 degree in STEM-related field, or technical certifications
 - OPS Officer, MOB; operational planning qualification/experience tours
 - Major staff tours (NAVIFORES HQ/Region, FCC/C10FLT, NSA, Joint)
 - Space AQD (VS5 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/REDCEN, 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

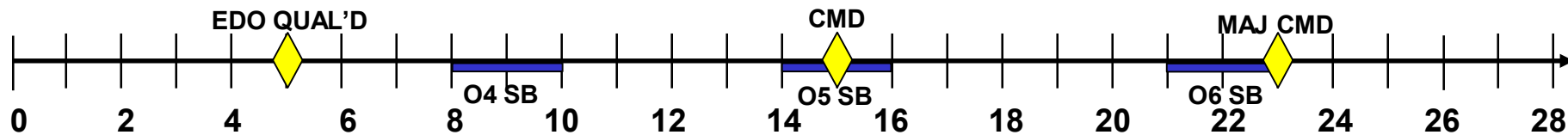
Career Progression

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
------------	---	---	---

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
---	---	--	--



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**
- **Demonstration of "Get Real, Get Better" principles, data-driven decision making in missions and assignments, and embodies transparency in leadership**
- **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.
 - Joint Professional Military Education (JPME) is desirable, but not required.
- **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.)

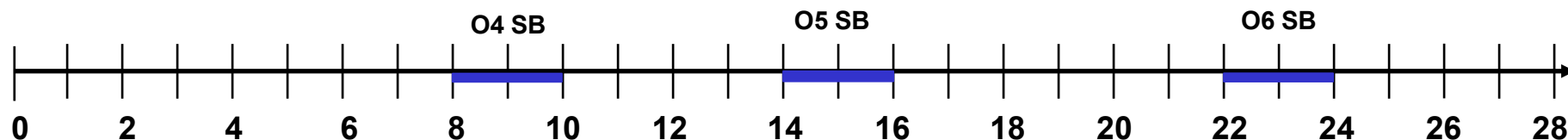


Explosive Ordnance Disposal Officer

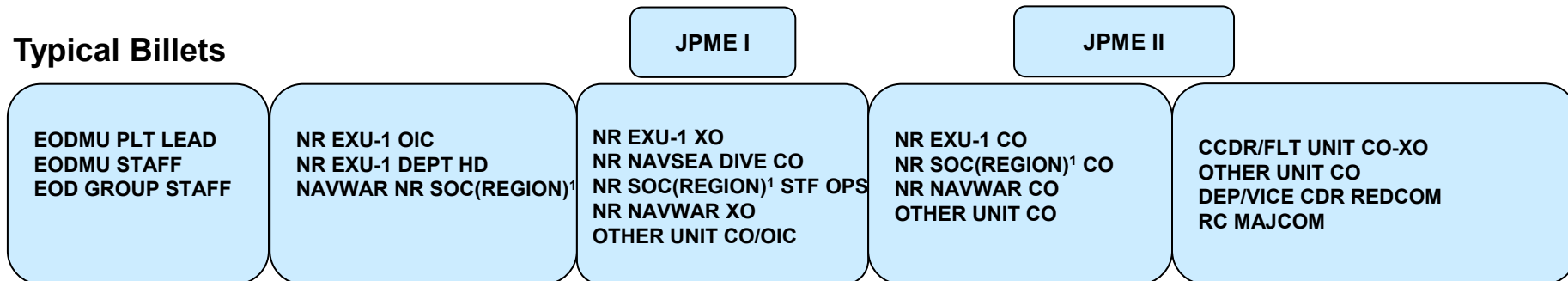
Career Progression

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 SEQ MAJCOM Staff: POST CMD Major Staff Joint Tour
		Initial RC Tours					



Typical Billets



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



Explosive Ordnance Disposal Officer

Community Values

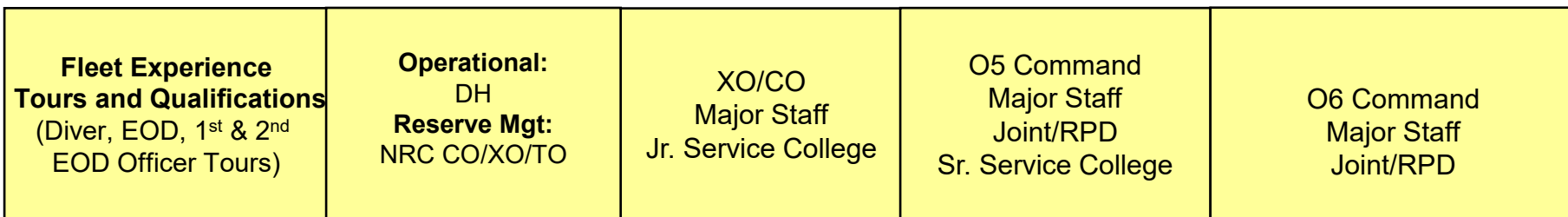
- **Sustained superior performance and demonstrated expertise in demanding billets and assignments**
- **Valued Reserve contributions to Navy mission via operational / mobilization assignments and Canvasser Recruiter duty during FY23 and beyond**
- **Demonstration of "Get Real, Get Better" principles, data-driven decision making in missions and assignments, and embodies transparency in leadership**
- **Valued achievements at all paygrades**
 - Dual Warfare Qualified (SWO and EOD) for those commissioned before 2006
 - 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 or EOD/Dive/NSW related mobilization or deployment while on active duty (prior to SELRES)
- **Valued achievements prior to COMMANDER**
 - Advanced Degree
 - JPME I
 - XO / DH billet at an EOD/Dive/NSW unit (EXU, NECC, NSW, NAVWAR)
 - NR EXU-1 or EOD/Dive/NSW related mobilization or a mobilization to an operational theater
- **Valued achievements prior to CAPTAIN**
 - JMPE II or A-JPME
 - CO / XO billet at an EOD/Dive/NSW unit (EXU, NECC, NSW, Joint Staff, CCDR)



Explosive Ordnance Disposal Officer (TAR)

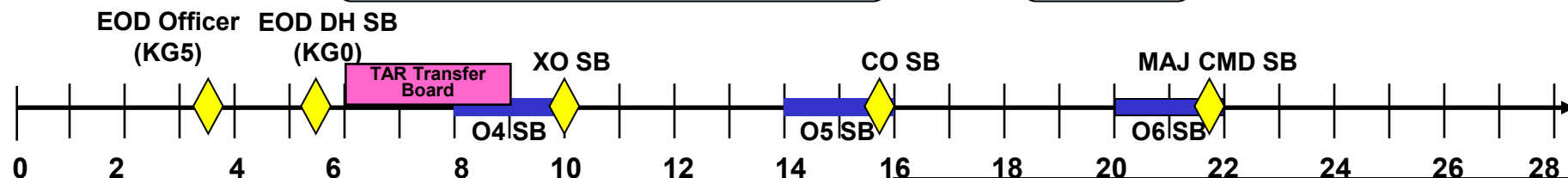
Career Progression

Career Path



Graduate Education
JPME I

JPME II
JCWS-H



RESERVE MANAGEMENT:

NRC CO – 24-36 Month Tours
Major Staff (OCNR/CNRF/REDCOM/RPD/NECC/NSW/
SOCOM/TSOC)
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
JTF-SREC:	JTF Special Reconnaissance Enabling Command
MDSU:	Mobile Diving and Salvage Unit
NEDU:	Navy Experimental Diving Unit
NDSTC:	Navy Diving and Salvage Training Center
NSEOD:	Naval School EOD
NSWC:	Naval Special Warfare Command
NSW:	Naval Special Warfare
TSOC:	Theater Special Operations Command (SOCEUR, SOCNORTH)



Explosive Ordnance Disposal Officer (TAR)

Community Values

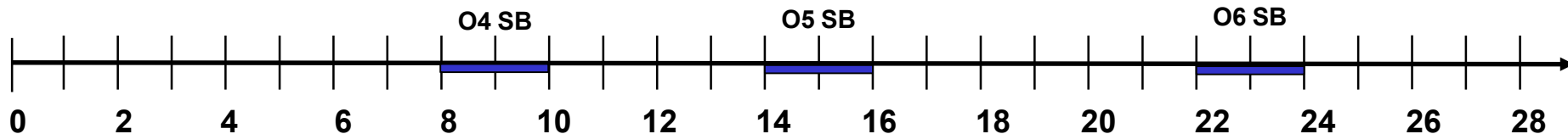
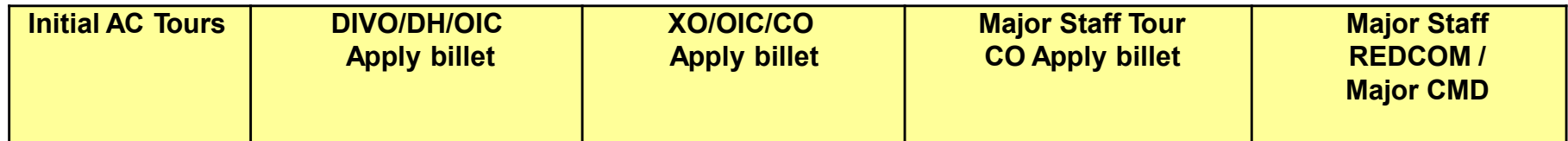
- **Sustained superior performance and demonstrated expertise in demanding billets and assignments**
- **Demonstration of "Get Real, Get Better" principles, data-driven decision making in missions and assignments, and embodies transparency in leadership**
- **Valued achievements prior to LIEUTENANT COMMANDER**
 - Served/Serving Department Head
 - Attained both EOD OFFICER (KG5) and EOD DH (KG0) qualifications
 - Active PLT OIC tours
 - Recognized top performer in tactical/operational assignments (NSW, 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 and Joint Assignments (OPNAV, OCNR, NPC, CNRFC, NSWC, NECC, OSD, JSOC, USSOCOM, TSOC (SOCEUR, SOCNORTH, etc.), GCC)
 - Recognized top performer in tactical/operational assignments (NSW, 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 and Joint Assignments (JTF-SREC, OPNAV, OCNR, NPC, CNRFC, NSWC, NECC, OSD, JSOC, USSOCOM, TSOC (SOCEUR, SOCNORTH, etc.), GCC)
 - Recognized top performer in screened/nominative positions
- **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

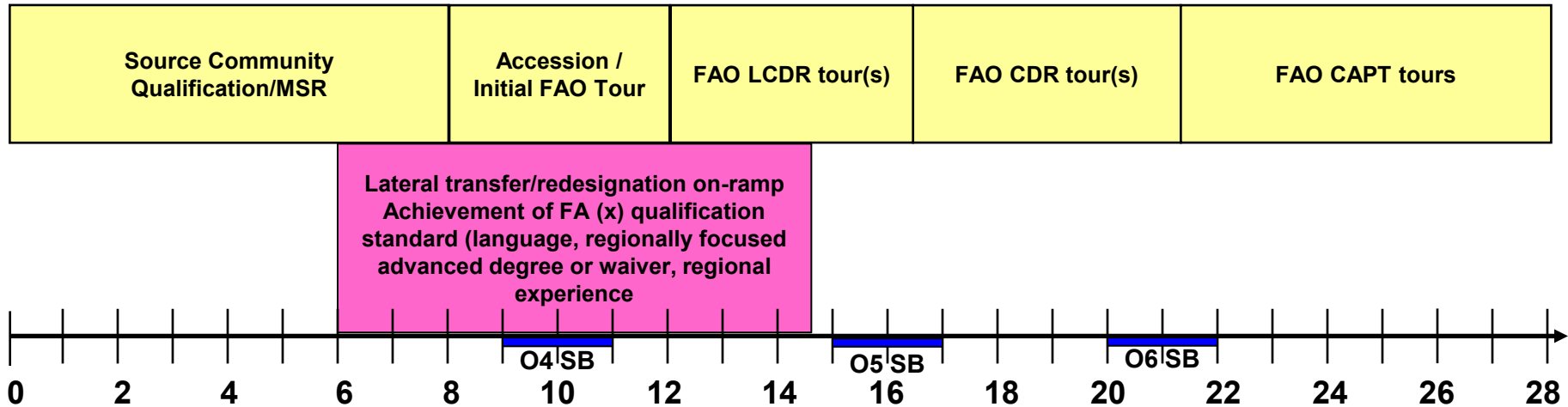
Community Values

- **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**
- **Demonstration of "Get Real, Get Better" principles, data-driven decision making in missions and assignments, and embodies transparency in leadership**
- **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
- 5) FA (x) qualification

- 1) CDR tour
- 2) JQS Level II (JQ2)
- 3) Joint FAO Phase I & II
- 4) Language proficiency equal or >2/2

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



Foreign Area Officer

Community Values

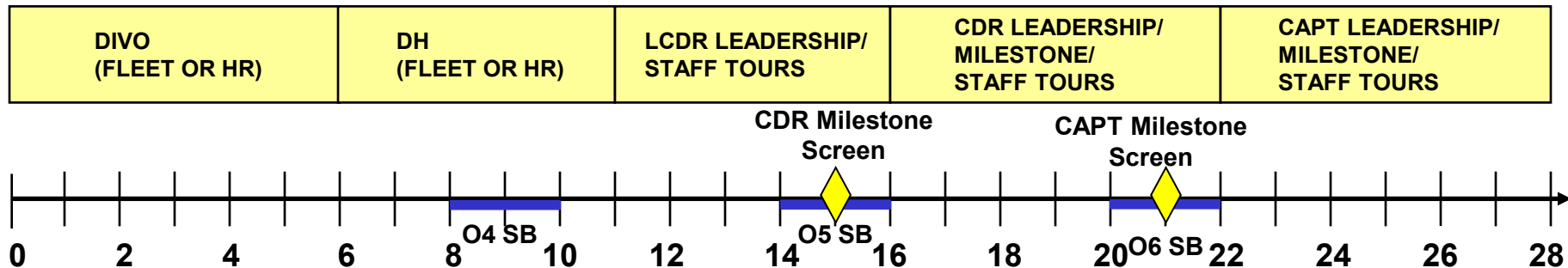
- **Sustained superior performance and demonstrated expertise in demanding billets and assignments**
- **Valued Reserve contributions to Navy mission via operational / mobilization assignments and Canvasser Recruiter duty during FY23 and beyond**
- **Demonstration of "Get Real, Get Better" principles, data-driven decision making in missions and assignments, and embodies transparency in leadership**
- **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
PERS/Training/Pay
Officer/Staff Ops/Plans
Joint Experience

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

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

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

- Develop Core competency areas: Development, Management, 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

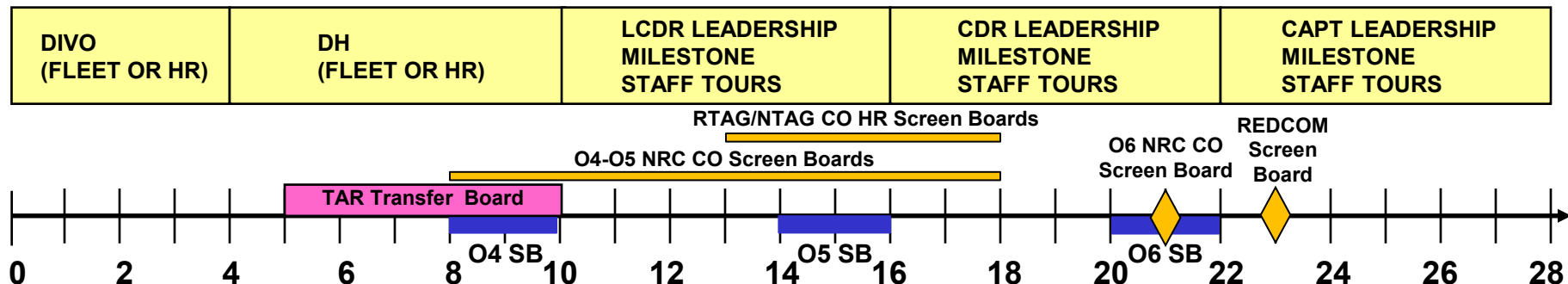
- **Sustained superior performance and demonstrated expertise in demanding billets and assignments**
- **Valued Reserve contributions to Navy mission via operational / mobilization assignments and Canvasser Recruiter duty during FY23 and beyond**
- **Demonstration of "Get Real, Get Better" principles, data-driven decision making in missions and assignments, and embodies transparency in leadership**
- **Service within the 1205 community in roles including mentorship, Executive Steering Committee (ESC) involvement, Reserve Regional Captain, HR regional positions, and Direct Commission Officer Interviewer or board support**
- **Valued achievements prior to LIEUTENANT COMMANDER**
 - Attainment of source community qualifications
- **Valued achievements prior to COMMANDER**
 - Successful leadership tours and/or periods of active duty such as mobilization, ADOS, or recall in N1 enterprises throughout the Fleet
 - Master's degree in subspecialties including Financial Management, Manpower Systems Analysis, Education and Training Management, Operations Analysis, Information Systems and Technology (3XXX SSP preferred)
 - Attainment of command qualification and screening (2N1 AQD)
 - Certification including PHR, SPHR, GPHR, CPT, CPLP, CDFM, CDFM-A, CISSP or GSLC
- **Valued achievements prior to CAPTAIN**
 - CDR HR Milestone assignments, leadership tours, or periods of active duty such as mobilization, ADOS or recall in N1 enterprises throughout the Fleet
 - Master's degree in subspecialties including Financial Management, Manpower Systems Analysis, Education and Training Management, Operations Analysis, Information Systems and Technology (3XXX SSP preferred)
 - Attainment of command qualification and screening (2N1 AQD)
 - Professional Certification including PHR, SPHR, GPHR, CPT, CPLP, CDFM, CDFM-A, CISSP or GSLC
 - JPME I completed



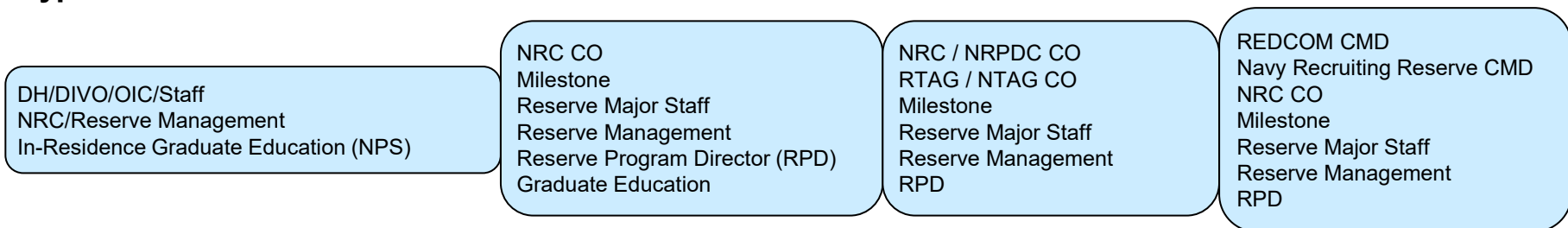
Human Resources Officer (TAR)

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)

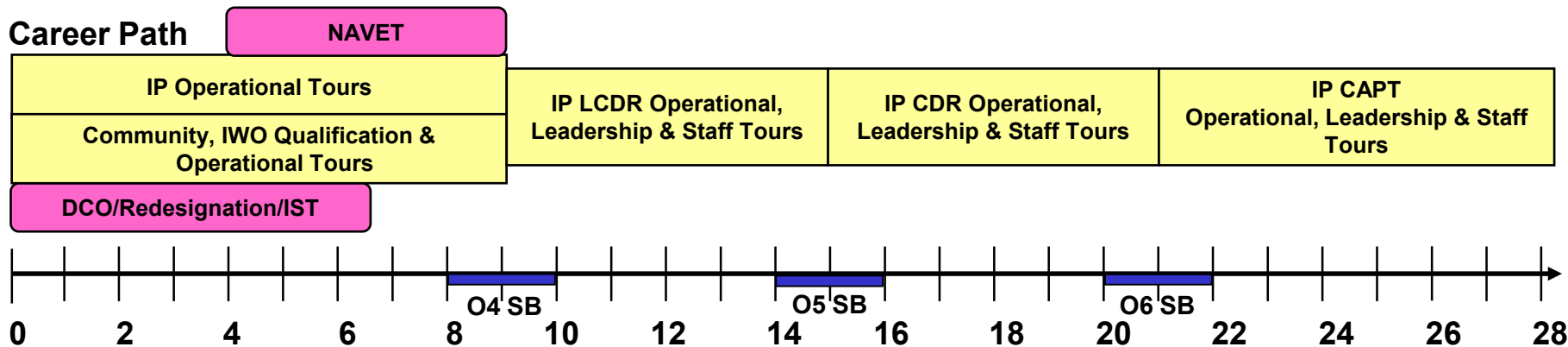
Community Values

- **Sustained superior performance and demonstrated expertise in demanding billets and assignments**
- **Demonstration of "Get Real, Get Better" principles, data-driven decision making in missions and assignments, and embodies transparency in leadership**
- **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, RTAG/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)
 - Professional Certification including PHR, SPHR, GPHR, CDFM, CDFM-A, CISSP or GSLC

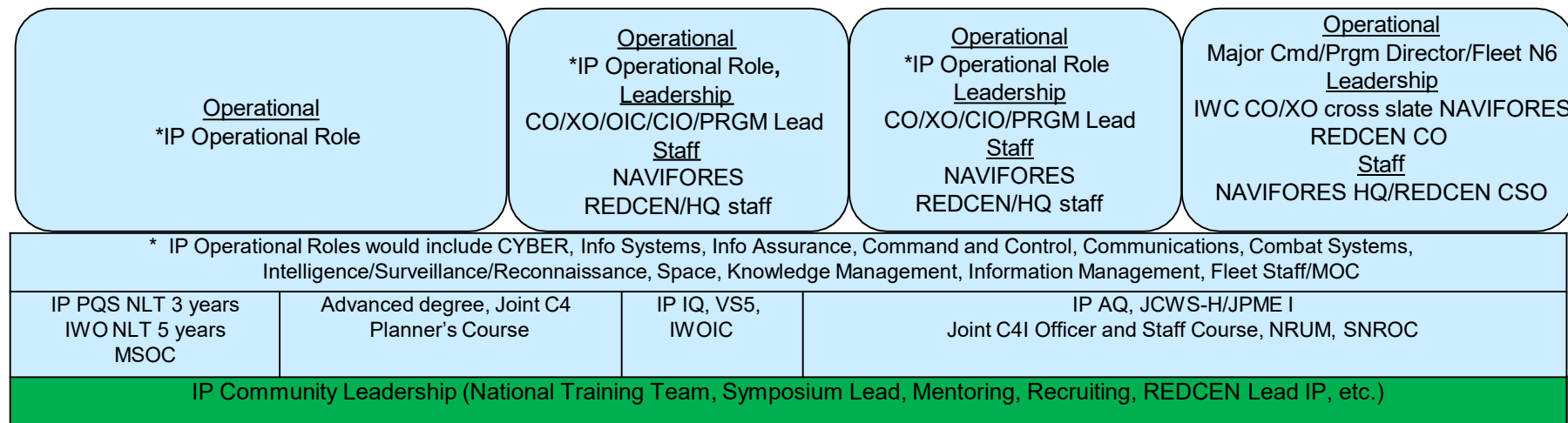


Information Professional Officer

Career Progression



Typical Billets/Quals





Information Professional Officer

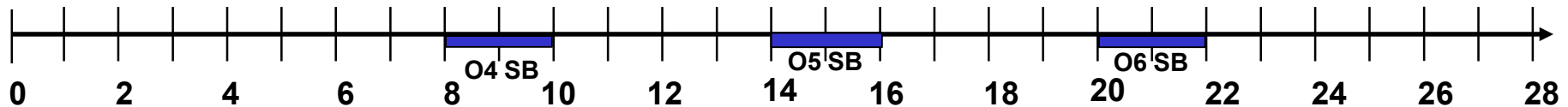
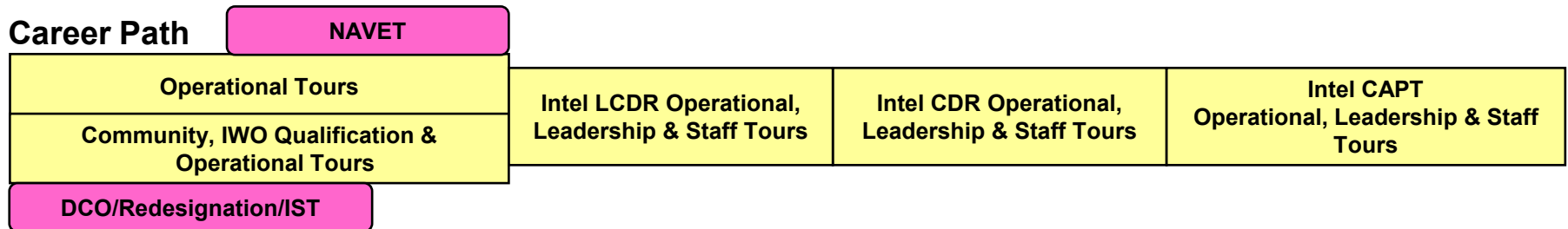
Community Values

- **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**
- **Demonstration of "Get Real, Get Better" principles, data-driven decision making in missions and assignments, and embodies transparency in leadership**
- **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
 - Advanced degree in STEM-related field, advanced technical certifications, or DoD CIO certificate
 - IP-related OLW experience
 - Space AQD VS5 or higher
- **Valued achievements prior to CAPTAIN**
 - CO, program manager, CIO, or equivalent tour as an O-5
 - NAVIFORES national/REDCEN tour
 - IP community leadership roles
 - Space AQD VS5 or higher
 - JPME I

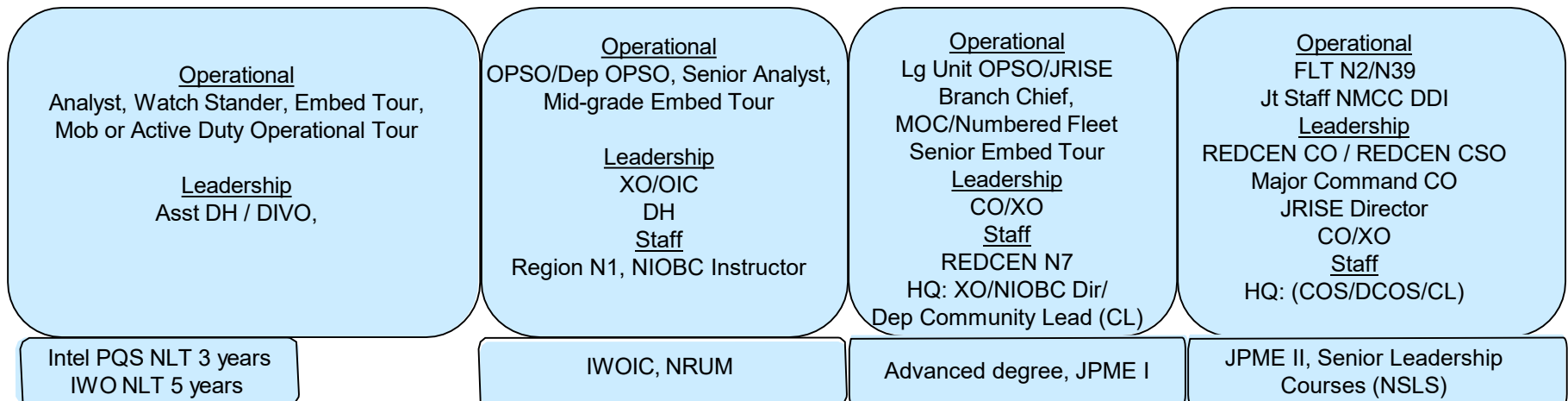
Intelligence Officer

Career Progression

Career Path



Typical Billets/Quals





Intelligence Officer

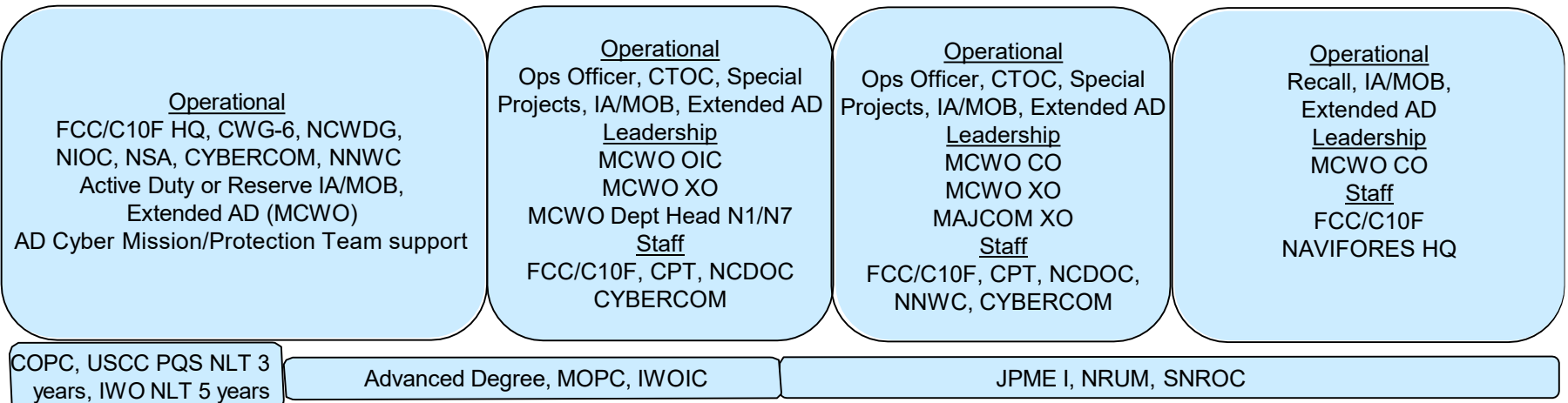
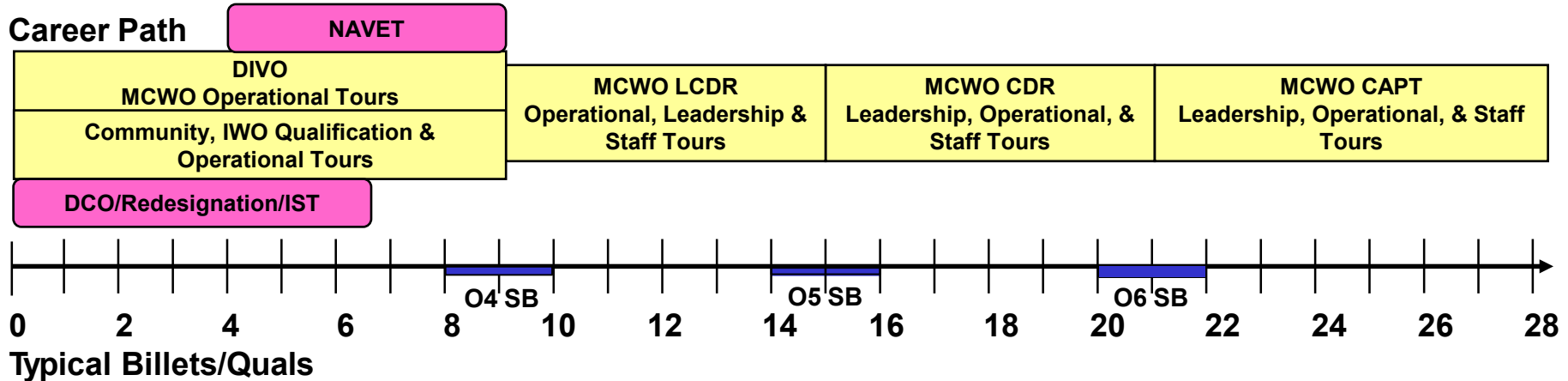
Community Values

- **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**
- **Demonstration of "Get Real, Get Better" principles, data-driven decision making in missions and assignments, and embodies transparency in leadership**
- **Valued achievements prior to LIEUTENANT COMMANDER**
 - Completed Intelligence and IWO qualifications
 - Demonstrated proficiency in OPINTEL, NSW, Strike/Targeting, HUMINT, Collection Management, area expertise (e.g., in INDOPACOM), or application of technology to intelligence (e.g., AI/ML, Data Science, Cyber, Space, or Robotics)
 - Provide 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, area expertise (e.g., in INDOPACOM), or application of technology to intelligence (e.g., AI/ML, Data Science, Cyber, Space, or Robotics)
 - 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 REDCEN/CNIFR staff leadership post (NIFR Ech III 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 Community Lead) position
 - Advanced degree, progress towards JQO beyond JMPE I



Maritime Cyber Warfare Officer

Career Progression



Constructive Entry Credit: SECNAV authorized MCWO for Constructive Grade Credit, which allows for MCWOs to be accessed at paygrades above O1/ENS due to Experience and/or Education.

Redesignation: Community established in FY23. All initial accessions are redesignations from other communities. NAVET/DCO incorporated into the FY24 Accession Plan.



Maritime Cyber 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**
- **Demonstration of "Get Real, Get Better" principles, data-driven decision making in missions and assignments, and embodies transparency in leadership**
- **Valued achievements prior to LIEUTENANT COMMANDER**
 - Superior performance/qualification in Cyber Mission Force (CMF) operational tour
 - Information Warfare Qualification Complete
 - Active Duty or Reserve IA/MOB, AD Cyber Mission/Protection Team Support
 - Progress toward Advanced Degree in Cyber related field
 - Continuing education demonstrated through Cyber Industry certifications (Includes, but not limited to: SEC+, PenTest+, CEH, CISSP, CCSP, CISM, OSCP)
- **Valued achievements prior to COMMANDER**
 - Superior performance CMF Ops Officer, IA/MOB, Extended Active Duty
 - Superior performance in CMF Leadership tour MCWO OIC/XO, MCWO Dept Head, N1, N7
 - Superior performance in Executive Officer Leadership tour
 - Master's Degree in Cyber related field Complete
 - Continuing education demonstrated through Cyber Industry certifications (Includes, but not limited to: SEC+, PenTest+, CEH, CISSP, CCSP, CISM, OSCP)
- **Valued achievements prior to CAPTAIN**
 - Superior performance in senior CMF Ops Officer, IA/MOB, Extended Active Duty
 - Superior performance in CMF Leadership tour MCWO XO
 - Superior Performance in NAVIFORES Staff
 - JPME I



Oceanography Officer

Career Progression

Career Path

NAVET

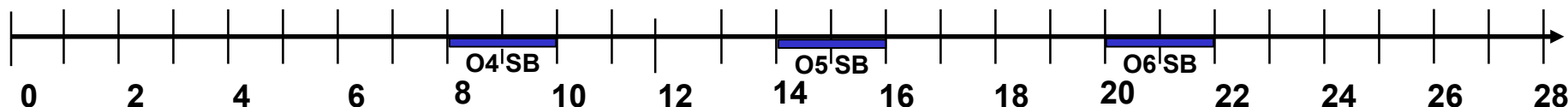
Operational Tours, Community & IWO Qualification

LCDR Operational, Leadership & Staff Tours

CDR Operational, Leadership & Staff Tours

CAPT Operational, Leadership & Staff Tours

DCO/Redesignation/IST



Typical Billets / Quals

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

Operational
DH FWC/NAVO/USNO
NOOC, Joint, MAJ/CCDR
Numbered Fleet,
WDC, SUBLANT
IA/MOB
Leadership
XO, OIC
Staff
NAVIFORES REDCEN
staff

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

Operational
NR CNMOC HQ PACFLT
Leadership
CO, XO NR CNMOC HQ,
CO NR NAVO
CO/XO/IWC cross slate
NAVIFORES REDCEN CO
Staff
NAVIFORES HQ/REDCEN CSO

METOC PQS NLT 3 years
IWO NLT 5 years

Advanced Degree, NRUM, IWOIC

JPME I/II, NRUM, SNROC



Oceanography Officer

Community Values

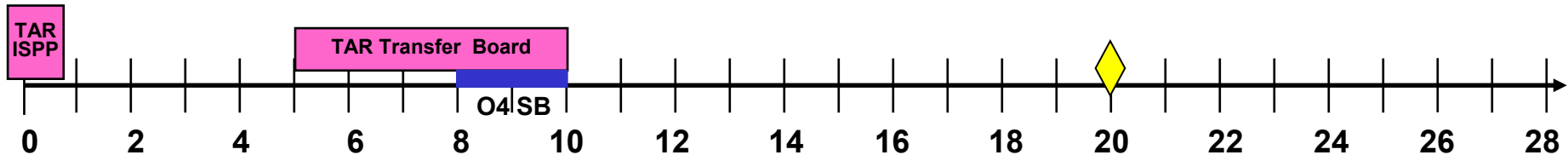
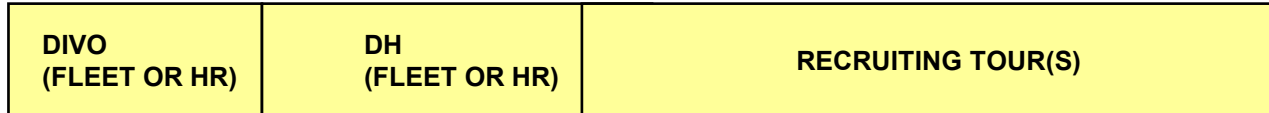
- **Sustained superior performance and demonstrated expertise in demanding billets and assignments**
- **Valued Reserve contributions to Navy mission via operational / mobilization assignments and Canvasser Recruiter duty during FY23 and beyond**
- **Demonstration of "Get Real, Get Better" principles, data-driven decision making in missions and assignments, and embodies transparency in leadership**
- **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 REDCEN 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

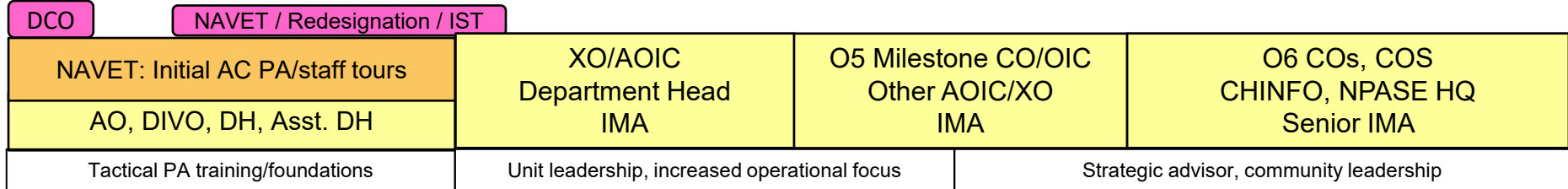
- **Sustained superior performance and demonstrated expertise in demanding billets and assignments**
- **Demonstration of "Get Real, Get Better" principles, data-driven decision making in missions and assignments, and embodies transparency in leadership**
- **Valued achievements at all paygrades**
 - Superior performance in Recruiting and Reserve Management
 - Education & Qualifications: Advanced degree



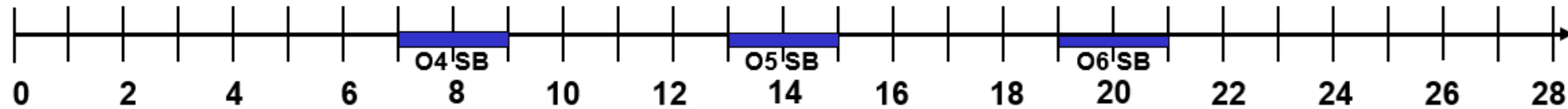
Public Affairs Officer

Career Progression

Career Path

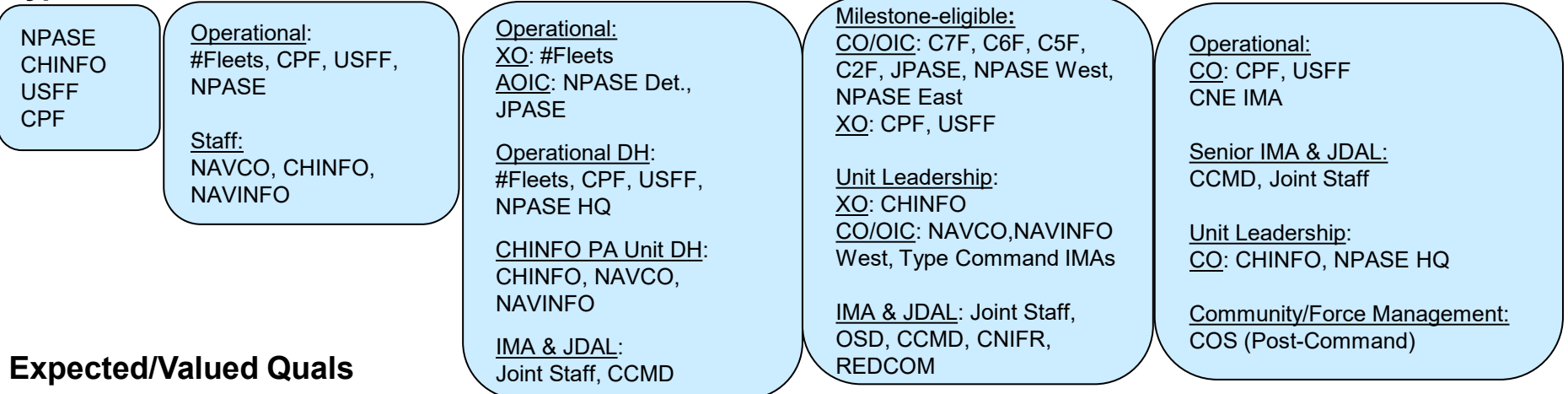


*Community collateral duty appointments enhance leadership and community management proficiencies

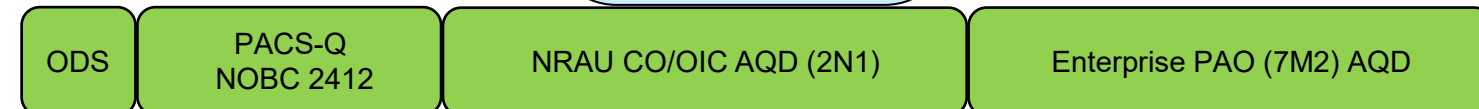


Typical Billets

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



Expected/Valued Quals





Public Affairs Officer

Community Values

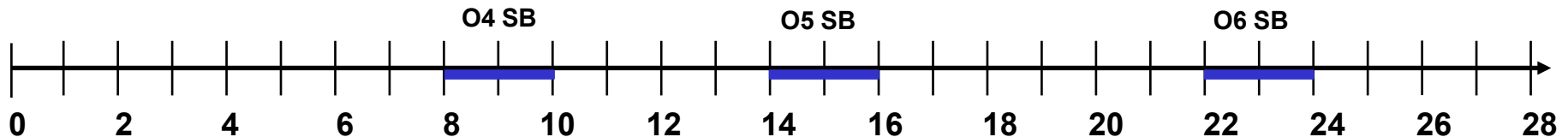
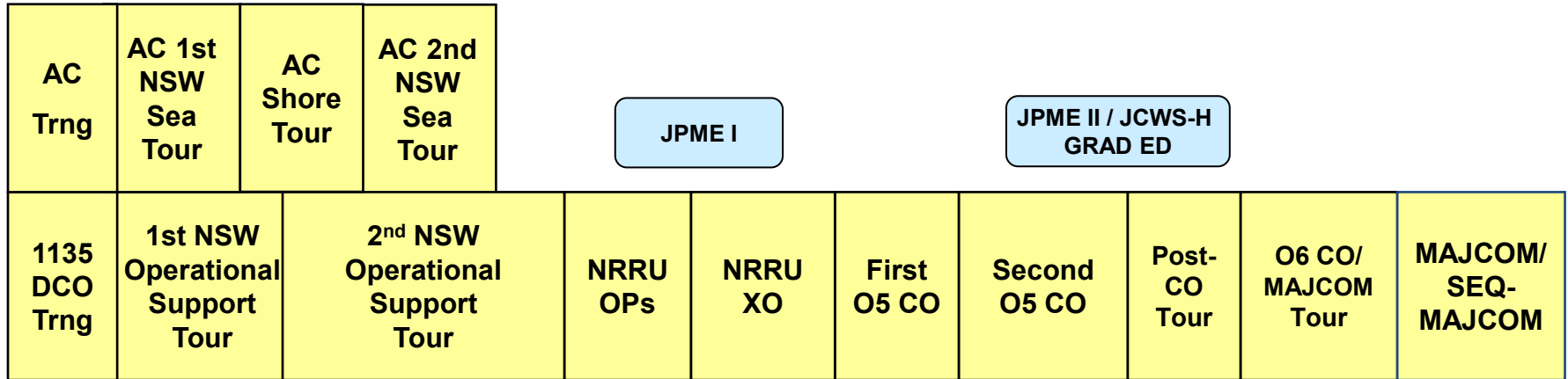
- **Sustained superior performance and demonstrated expertise in demanding billets and assignments**
- **Valued Reserve contributions to Navy mission via operational / mobilization assignments and Canvasser Recruiter duty during FY23 and beyond**
- **Demonstration of "Get Real, Get Better" principles, data-driven decision making in missions and assignments, and embodies transparency in leadership**
- **Valued achievements at ALL PAYGRADES**
 - NOBC 2412, NRAU CO/OIC AQD (2N1), NRUM, Advanced Degree / Certification, Joint Experience / Education
- **Valued achievements prior to LIEUTENANT COMMANDER**
 - Sustained superior performance and demonstrated operational-PA expertise in planning and execution, particularly Fleet/Joint exercises and contingency/crisis response
 - Department Head (DH) or Assistant DH responsibilities
 - Demonstrated performance of PA tactics, particularly supporting Operational Level of War (OLW), Maritime Operations Center (MOC), and Operations in the Information Environment (OIE) concepts.
- **Valued achievements prior to COMMANDER**
 - Sustained superior performance in Fleet/Joint exercises; experience conducting PA during Fleet/Type Command maritime operations
 - Contingency operations/crisis response experience in an operational/strategic planning PAO billet
 - Superior leadership in an O4 milestone-eligible billet; and/or other XO, AOIC or senior DH role
 - Documented experience as a PA advisor to Unrestricted Line (URL) operators
 - Demonstrated success of senior-level PA skills: strategic planning, staff coordination/synchronization, sr. leader messaging/media prep, PA spokesperson; and OLW, MOC, and OIE PA capabilities
- **Valued achievements prior to CAPTAIN**
 - Sustained superior performance in unit leadership and management in an O5 milestone-eligible billet, or other CO/OIC/XO billet
 - Enterprise PAO AQD (7M2)
 - Contingency operations/crisis response experience in an operational/strategic advisor PAO billet
 - Demonstrated ability to design & execute communication strategies that promote commander's intent and command goals
 - Documented superior performance as senior-level PA advisor in fleet exercises and/or operations; communication synchronization with staffs/subordinate commands/higher-headquarters; and OIE PA capabilities
 - Demonstrated success of leadership contributions to community management initiatives/collateral duty assignments



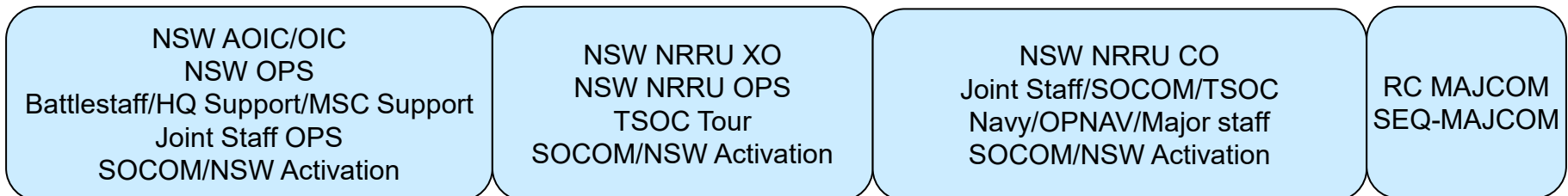
Special Warfare (SEAL) Officer

Career Progression

Career Path



Typical Billets





Special Warfare (SEAL) Officer

Community Values

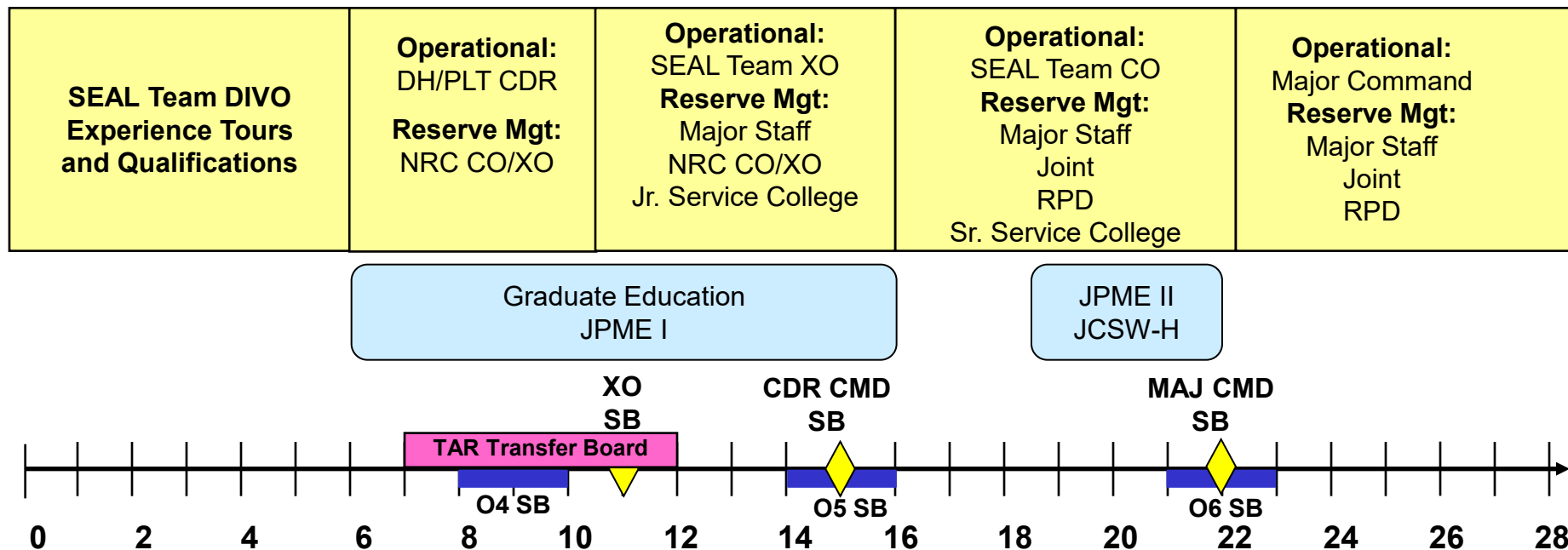
- **Sustained superior performance and demonstrated expertise in demanding billets and assignments**
- **Valued Reserve contributions to Navy mission via operational / mobilization assignments and Canvasser Recruiter duty during FY23 and beyond**
- **Demonstration of "Get Real, Get Better" principles, data-driven decision making in missions and assignments, and embodies transparency in leadership**
- **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 AQD complete
 - 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

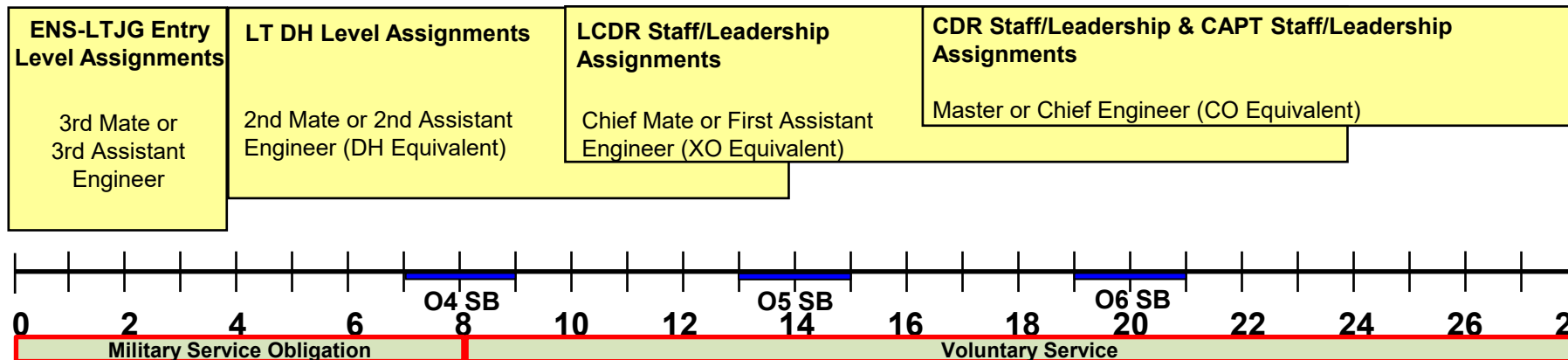
- **Sustained superior performance and demonstrated expertise in demanding billets and assignments**
- **Demonstration of "Get Real, Get Better" principles, data-driven decision making in missions and assignments, and embodies transparency in leadership**
- **Valued achievements prior to LIEUTENANT COMMANDER**
 - Served/Serving Department Head
 - Recognized top performer in tactical/operational and screened community positions (JSOC, NSWDCG/TACDEVCON, SMU, SDV, SBT, SEAL, SRT)
- **Valued achievements prior to COMMANDER**
 - Served/Serving NSW XO (Afloat or Ashore), Troop Commander, Operations Officer, or served/serving O-4 NRC CO
 - Recognized top performer in tactical/operational and screened community positions (JSOC, NSWDCG/TACDEVCON, SMU, SDV, SBT, SEAL, SRT)
- **Valued achievements prior to CAPTAIN**
 - Served/Serving NSW CO (Afloat or Ashore) or served/serving O-5 NRC CO
 - Sustained superior performance in operational and Reserve management leadership positions
 - Recognized top performer in tactical/operational and screened community positions (JSOC, NSWDCG/TACDEVCON, 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**
- **Joint experience and Joint Professional Military Education is valued**



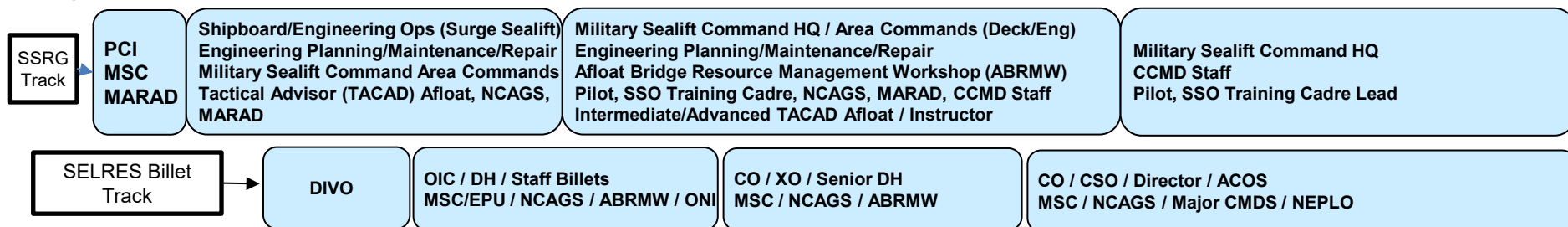
Strategic Sealift Officer

Career Progression

Career Path



Typical Billets



Professional Milestones





Strategic Sealift Officer

Community Values

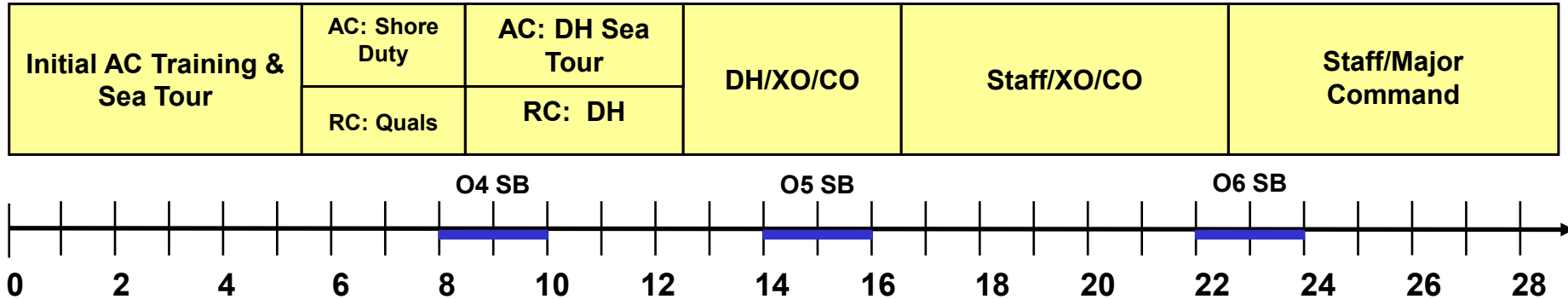
- Sustained superior performance and demonstrated expertise in demanding billets and assignments
- Valued Reserve contributions to Navy mission via operational / mobilization assignments and Canvasser Recruiter duty during FY23 and beyond
- Demonstration of "Get Real, Get Better" principles, data-driven decision making in missions and assignments, and embodies transparency in leadership
- 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 90% of the SSO Program members are part of the Strategic Sealift Readiness Group (SSRG) comprised of individual ready reservists 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 demanding leadership assignments, similar to other communities. SELRES affiliation typically occurs at LT or above
- SSRG are identifiable by a majority of Non Observed (NOB) FITREPs. Annual service requirement is 12 days of ADT. SSRG members who receive 'Observed' FITREPs or Personal Decorations should be viewed favorably. SSRG members should show consistent program participation through ADT or approved ADT waivers for sailing in a Letter to the Board where applicable, and advanced USCG Merchant Marine-license.
- **Valued achievements at all paygrades**
 - Required to maintain USCG Merchant Marine 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)
 - Advanced USCG Merchant Marine License (Master/1st/2nd Officer or Chief/1st/2nd Assistant Engineer)
 - Navy courses, continuing education, JPME
 - Command assignments and successful leadership tours supporting MSC and Fleets or Joint Force
 - Long Term ADT/ADOS supporting CNRFC N14, USTC, MSC, or Joint Commands
 - Proficiency at sea with meaningful underway experience within the last four years
- **Valued achievements prior to LIEUTENANT COMMANDER**
 - SSRG Advanced USCG Merchant Marine License (2nd Officer or 2nd Assistant Engineer) or SELRES DH tour
 - Active Service aligned to Maritime Operations: MSC HQ, MOC, Logistics, Security, C2 (Mobilization/ADOS/long term ADT)
- **Valued achievements prior to COMMANDER**
 - SSRG Management Level USCG Merchant Marine 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 USCG Merchant Marine 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)
 - Promotion Board Support (Assistant Recorder / Recorder / Member)



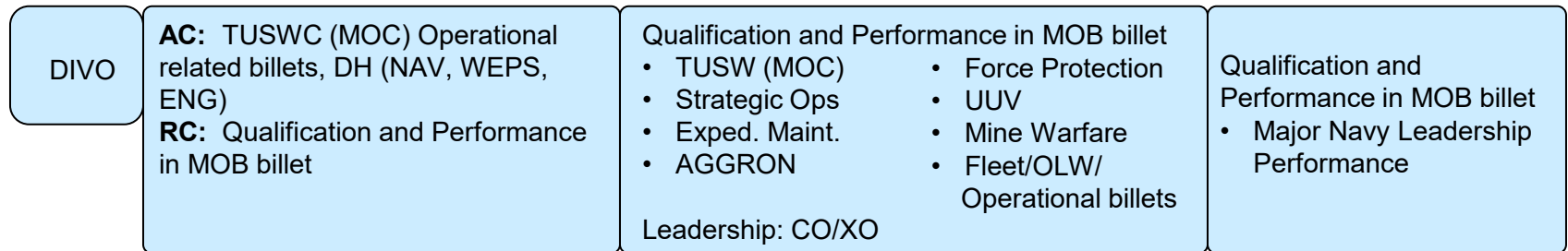
Submarine Warfare Officer

Career Progression

Career Path



Typical Billets



Expected Qualifications/Valued Achievements





Submarine Warfare Officer

Community Values

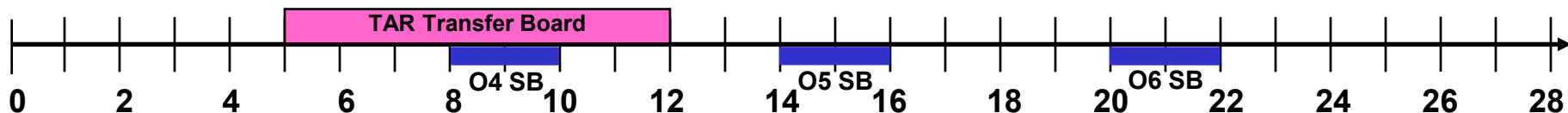
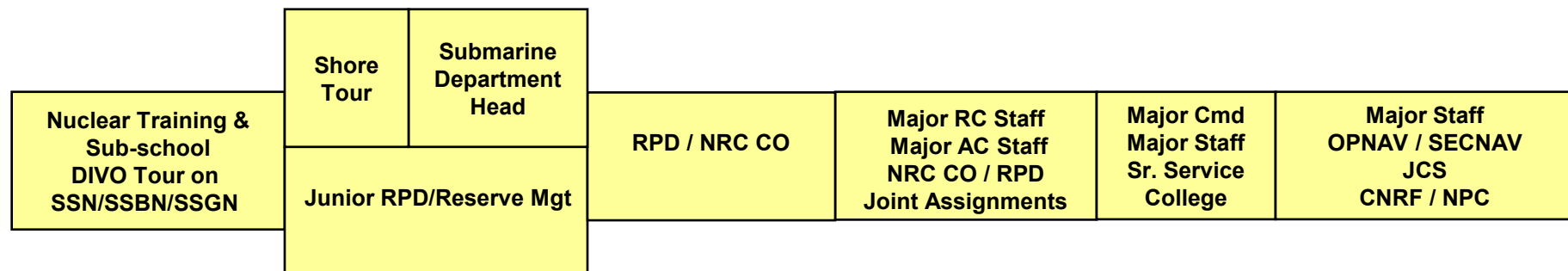
- **Sustained superior performance and demonstrated expertise in demanding billets and assignments**
- **Valued Reserve contributions to Navy mission via operational / mobilization assignments and Canvasser Recruiter duty during FY23 and beyond**
- **Demonstration of "Get Real, Get Better" principles, data-driven decision making in missions and assignments, and embodies transparency in leadership**
- **Valued achievements at all paygrades**
 - TUSWC, real world events followed by Exercises
 - Varied experience, particularly in UUVRON or OLV assignment
 - STRAT OPS (Battle staff, Operations, Targeting)
- **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 (BA6: TASW WATCH OF) or STRAT OPS ABWC
- **Valued achievements prior to CAPTAIN**
 - Successful CO / XO leadership positions
 - Qualified BWC (including BWC for TUSWC, STRAT OPS, Named or Numbered Fleets (e.g., C3F, CPF, USFFC, etc.), OPNAV, or other equivalent CTF)
- **Other valued achievements**
 - JPME
 - Advanced degree
 - Navy support of major initiatives or programs



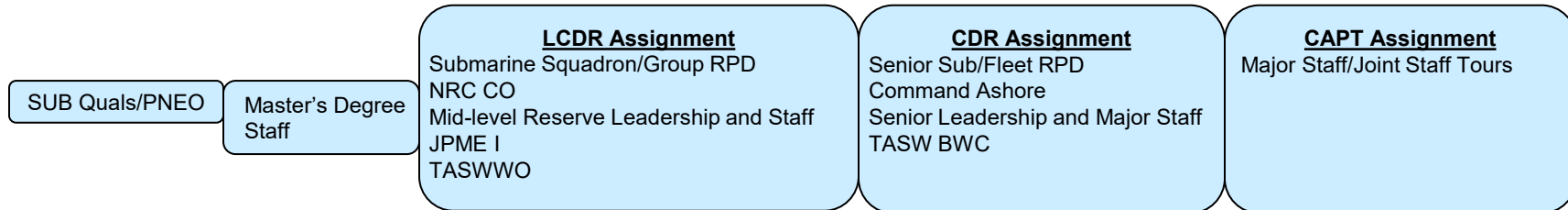
Submarine Warfare Officer (TAR)

Career Progression

Career Path



Expected Qualifications/Valued Achievements



RESERVE MANAGEMENT:

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



Submarine Warfare Officer (TAR)

Community Values

- **Sustained superior performance and demonstrated expertise in demanding billets and assignments**
- **Demonstration of "Get Real, Get Better" principles, data-driven decision making in missions and assignments, and embodies transparency in leadership**
- **Valued achievements prior to LIEUTENANT COMMANDER**
 - Submarine service at sea – successful initial sea tours
 - Successful Reserve Management Experience (RPD, NRC XO)
- **Valued achievements prior to COMMANDER**
 - Successful Department Head at-sea or NRC CO
 - Successful Reserve Program Director at Submarine Force commands
 - Master's degree / JPME I complete
- **Valued achievements prior to CAPTAIN**
 - Successful Command Ashore tour (NRC, RTAG)
 - Successful Reserve Management/Leadership tour at Major Staff (OPNAV, PERS, OCNR, CNRFC, REDCOM CSO)
 - Reserve Program Director at Submarine Force commands or Major AC Staff (TYCOM, Numbered Fleet)
- **Reserve management tours**
 - Officers serving in Reserve management/leadership positions are directly supporting the mission of the TAR community (e.g., OCNR, CNRFC, REDCOM)
 - Successful NRC command and outstanding performance on major staffs are key indicators of potential success at the next higher paygrade

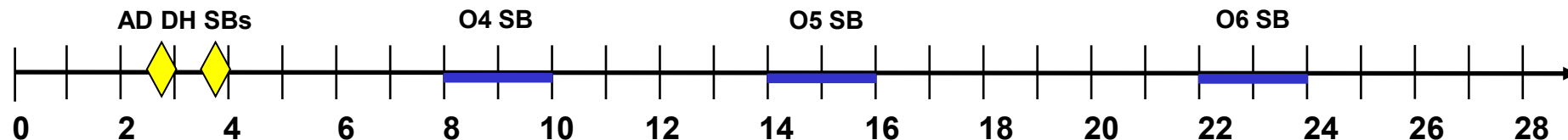


Surface Warfare Officer

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 Experience / Staff Tours / AOIC / OIC		Command, Specialty Qual Tour / Staff	Command, Operational, Major Staff	Command, MAJCOM	SEQ MAJCOM, Post / Milestone, COS



Typical Billets

Division Officer

At Sea DH/Shore Staff
MSRON: SecDet OIC
NRAU: Unit DH, XO, OIC

MSRON/Ech I/II/III
Staff, Joint
MSRON: BoatDiv OIC
NRAU: DH (med unit),
Unit XO, OIC, CO

MSRON/Ech I/II/III, NFCs,
TYCOMs, Joint
MSRON: CO (CAS)
NRAU: DH (large unit),
Unit XO, CO

NRAU: Major CMD, SEQ Major
CMD, Dep Cdr, CDRE, CO,
R-COS, DEP/Vice Cdr, REDCOM
Deputy, NFC ACOS/CO, MESG
Deputy, NBG Deputy, POST Billet

Command Type

Surface (CNSG, LCS, NBG, SMWDC, TYCOM), Expeditionary (MSRON), MOC/OLW (I.E.: NFC, USFF/CPF, CNA-CNE), MSC (EPU), OPNAV/Ech II

Operational Expertise/ Professional Achievements

SWO, BMD, EOOW, Expeditionary
Warfare, IAMD, TAO, WTI, TLAM

Operational Planner, Fires/Targeting, MIW, Space, Cyber, IAMD/BMD
Expeditionary Warfare, UxS, Logistics, Ops Analysis, LREC, MOC BWC

JQO, Policy Board, Nat'l
Security course

Board Recorder
NRFI/Surface Warfare Reserve Enterprise (SWRE) participation

Board Membership
NRFI/SWRE Leadership

Education:

SWO Specialty Courses,
NPG, MSOC, MHSC, WTI

Grad deg, JPME I, NRU, RILC, SOLC, MSOC, MHSC, MOPC, MAWS,
Maritime Fires Course, JAWS, JOFEC, JMTC, War/Staff College, NPS

ELOC, NSLS, RCNSC
JPME II / AJPME, SOLC



Surface Warfare Officer

Community Values

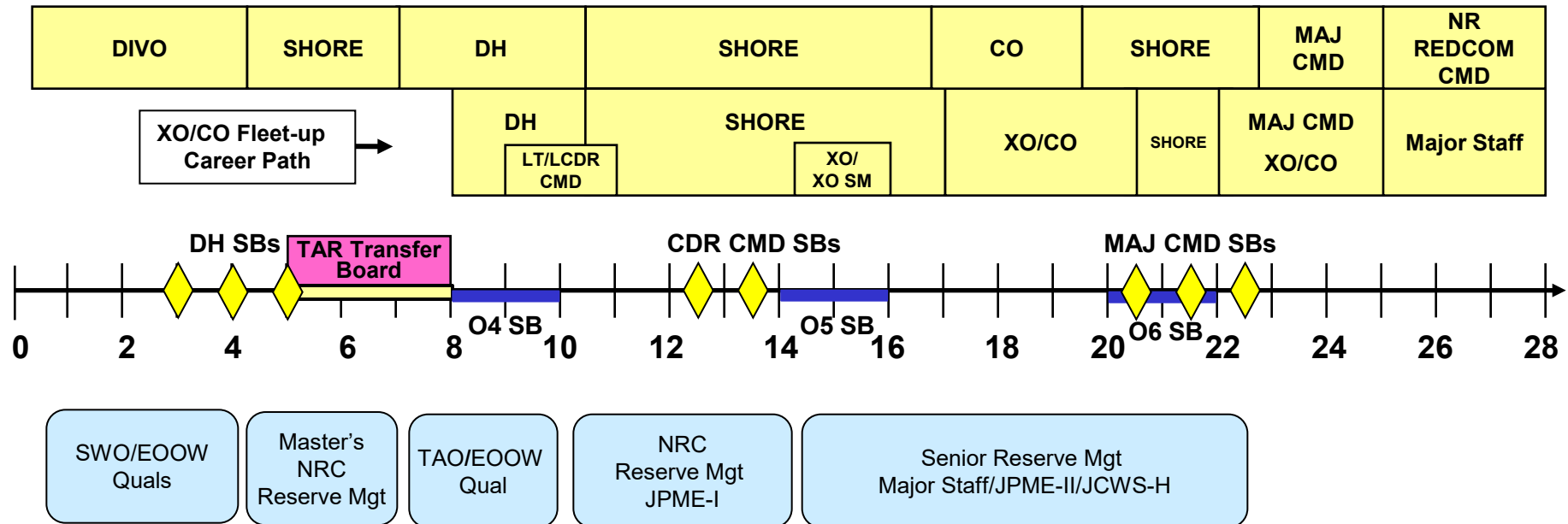
- **Sustained superior performance and demonstrated expertise in demanding billets and assignments**
- **Valued Reserve contributions to Navy mission via operational / mobilization assignments and Canvasser Recruiter duty during FY23 and beyond**
- **Demonstration of "Get Real, Get Better" principles, data-driven decision making in missions and assignments, and embodies transparency in leadership**
- **Valued achievements at all paygrades**
 - Proven leadership
 - Unit Command/Command at Sea/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, CNSP/L TYCOM HQ)
 - Career variety / subject matter expertise
 - Experience/qualifications within specialty/high demand fields (Commander Naval Surface 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 (DH afloat, DIVO); 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
 - Variety 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/RTAG/NTAG CO – 24-36 Month Tours
Major Staff (OCNR/CNRFC/REDCOM/RPD)



Surface Warfare Officer (TAR)

Community Values

- **Sustained superior performance and demonstrated expertise in demanding billets and assignments**
- **Demonstration of "Get Real, Get Better" principles, data-driven decision making in missions and assignments, and embodies transparency in leadership**
- **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/RTAG/NTAG CO, REDCOM, or CNRFC Staff)
 - Master's degree / JPME I awarded
- **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/RTAG/NTAG 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 (i.e. RPD, OCNR, CNRFC, REDCOM, etc.)
 - Successful NRC/RTAG/NTAG 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, N81, N82, N96, N95, N4)

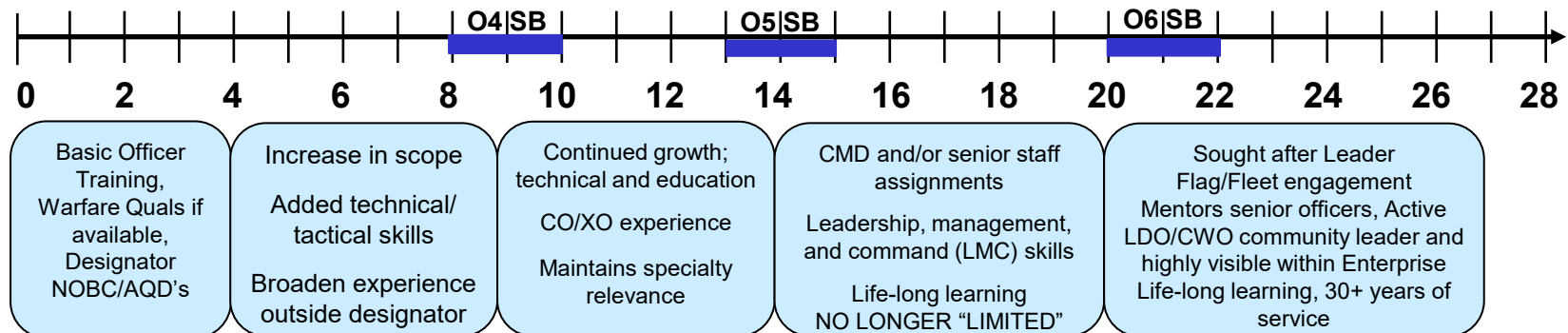


Limited Duty Officer (Line)

Career Progression

Typical Billets

Surface	DIVO	XO/DH	CO/XO/OIC	CO/Major Command XO/Major Staff	Major Staff
Submarine	Sub Tender Maint. Support/DIVO	Augment Unit/DH	Exp. Maint Unit CO/XO	Sub Force Augment Unit CO/MAJCOM-Staff	Sub Force Mission Area Lead MAJCOM 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 Cmdr./ROC CO	CNIC Deputy Force Protection Director/NAVSEA Deputy Staff Security Officer/ROC CO
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**
- **Demonstration of "Get Real, Get Better" principles, data-driven decision making in missions and assignments, and embodies transparency in leadership**
- **Valued achievements at all paygrades**
 - Upward progression in scope of management and leadership throughout career
 - Variety 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, and JPME)
- **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 tours in CO/XO/Milestone/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 and enlisted)
 - 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.