



FY-26 Reserve Merit Reorder Disclaimer

This information is provided to assist board members in identifying performance and career achievements which may indicate a record of particular merit. Board members are expected to use their experience and judgment after review of the records recommended for promotion to determine those records of particular merit. Information on these slides is not an all inclusive list and should not be used to exclude records that otherwise document particular merit. This information is not a checklist of traits required for merit and should not be a substitute for board discretion. It has been vetted by Navy Personnel Command and OJAG for statutory compliance and approved by SECNAV.

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Aerospace Engineering Duty Officer

Merit Reorder Considerations

- **Superior contributions to the Navy Reserve that surpass those of their peers. Contributions include performance in challenging assignments that mobilize, design, train and develop the Force and that result in tangible improvements to the Navy Reserve. Community related qualifications listed below are valued as an indication of a member's ability to contribute in demanding assignments.**
- **Valued achievements prior to LIEUTENANT COMMANDER***
 - Recognized top performer as a Det Department Head or HQ Assist DH
 - DAWIA Level I certification in Engineering or ETM Foundational*
- **Valued achievements prior to COMMANDER***
 - Recognized top performer in two separate HQ Department Head tours
 - Recognized top performer during a mobilization or active duty for operational support (ADOS) in support of the Naval Aviation Enterprise
 - DAWIA Level II certification in Engineering or ETM Practitioner*
 - DAWIA Level I certification in PM or PM Foundational*
 - 2N1/2D1 AQD
- **Valued achievements prior to CAPTAIN***
 - Recognized top performer as OIC NAVAIR Unit
 - Recognized top performer as an XO NAVAIR HQ Unit or Deputy Chief of Staff
 - DAWIA Level II certification or Practitioner / Advanced in two Career Fields*

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



Aerospace Maintenance Duty Officer

Merit Reorder Considerations

- **Superior contributions to the Navy Reserve that surpass those of their peers. Contributions include performance in challenging assignments that mobilize, design, train and develop the Force and that result in tangible improvements to the Navy Reserve. Community related qualifications listed below are valued as an indication of a member's ability to contribute in demanding assignments.**
- **Valued achievements prior to LIEUTENANT COMMANDER***
 - Recognized top performer as a squadron Maintenance Material Control Officer, Assistant Maintenance Officer, FRC Division Officer or Unit Department Head
 - Recognized top performer in a squadron, FRC, or acquisition assignment
- **Valued achievements prior to COMMANDER***
 - Recognized top performer in two separate maintenance/acquisition LCDR tours
 - Recognized top performer during a mobilization or active duty for operational support (ADOS) in support of the Naval Aviation Enterprise
 - Advanced Aviation Maintenance Managers Course
 - Joint Aviation Supply and Maintenance Material Management (JASMMM)
- **Valued achievements prior to CAPTAIN***
 - Recognized top performer in two separate CDR tours
 - Recognized top performer as CO of NAVAIR Reserve Program Unit or Detachment
 - Recognized top performer as XO of a NAVAIR Reserve Program HQ Unit
 - Recognized top performer as Deputy Chief of Staff
 - Professional Aviation Maintenance Officer (PAMO PQS)

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



Aerospace Maintenance Duty Officer (TAR)

Merit Reorder Considerations

- **Superior contributions to the Navy Reserve that surpass those of their peers. Contributions include performance in challenging assignments that mobilize, design, train and develop the Force and that result in tangible improvements to the Navy Reserve. Community related qualifications listed below are valued as an indication of a member's ability to contribute in demanding assignments.**
- **Valued achievements prior to LIEUTENANT COMMANDER**
 - Recognized top performer as squadron MMCO/AMO or squadron COR/TPOC
 - Recognized top performer as an FRC MMCO/DIVO
 - Professional Aviation Maintenance Officer (PAMO) warfare qualified
 - Advanced Aviation Maintenance Managers Course
 - Joint Aviation Supply and Maintenance Material Management (JASMMM)
 - Master's degree
- **Valued achievements prior to COMMANDER**
 - Recognized top performer as FRC AOIC/MMCO, WING AMO/RO, or AMMT Lead
 - Recognized top performer in major staff positions
 - Life Cycle Logistics Foundational or Program Management Practitioner required – commensurate with ACQ time of service
- **Valued achievements prior to CAPTAIN**
 - Recognized top performer in two of the following positions:
 - WING MO
 - FRC MO/OIC/XO
 - Major Staff
 - DAWIA Advanced Certification (LCL) or Program Management (PM) Practitioner



Aviation Officer

Merit Reorder Considerations

- **Exceed their peers in performance, scope of responsibility, and number of days of operational support for combatant commanders and warfighting readiness.**
- **Priority should be given to those officers who meet the criteria outlined in the primary requirements and meet community valued achievements. Other achievements are not required and should only be considered as discriminators.**
- **Valued achievements prior to LIEUTENANT COMMANDER**
 - Primary requirement: Recognized top performer over consecutive tours (sea and shore assignments); advanced warfare qualifications
 - Community valued achievements: First shore assignment in production (NAWDC, FRS, VT/HT, Adversary, Weapons School); officers that excel in the production environment prioritized over others
 - Other achievements: Graduate education
- **Valued achievements prior to COMMANDER**
 - Primary requirement: Recognized top performer in Squadron Department Head milestone assignment (Operations/Maintenance officer or EP DH as indicated in FITREP)
 - Community valued achievements: Recognized top performer in billets/jobs of increasing scope and responsibility
 - Other achievements: Graduate education; IA/GSA; JPME I; JQO; OLW
- **Valued achievements prior to CAPTAIN**
 - Primary requirement: Recognized top performer in Squadron Command tour
 - Community valued achievements: Top performer in SAU Command or board selected CO/OIC billet with trait average consistently above RSCA
 - Other achievements: Graduate education; JPME II; JQO, OLW



Aviation Officer (TAR)

Merit Reorder Considerations

- **Superior contributions to the Navy Reserve that surpass those of their peers. Contributions include performance in challenging assignments that mobilize, design, train and develop the Force and that result in tangible improvements to the Navy Reserve. Community related qualifications listed below are valued as an indication of a member's ability to contribute in demanding assignments.**
- **Priority should be given to those officers who meet the criteria outlined in the primary requirements, and then community valued achievements. Other achievements should only be considered as discriminators.**
- **Valued achievements prior to LIEUTENANT COMMANDER**
 - Primary requirement: Recognized top performer over consecutive tours (sea and shore assignments); advanced warfare qualifications
 - Community valued achievements: First shore assignment in production (e.g. NAWDC, FRS, VT/HT, Adversary, Weapons School); officers that excel in the production environment prioritized over others
 - Other achievements: Master's or JPME Phase I
- **Valued achievements prior to COMMANDER**
 - Primary requirement: Recognized top performer in squadron department head milestone assignments (Ops O/maintenance officer or EP DH as indicated in FITREP)
 - Community valued achievements: Top performer in nominative community or major staff assignments (e.g. CNAFR, OPNAV, PERS, CNAP, CNAL, Fleet Staff or Joint Tours)
 - Other achievements: Master's and JPME Phase I
- **Valued achievements prior to CAPTAIN**
 - Primary requirement: Recognized top performer in Squadron Command (VR, VP, HSM, HSC, VFA, VFC, VT/HT)
 - Community valued achievements: Top performer at nominative major staff assignments (e.g. SECNAV, OPNAV, PERS, OCNR, CNRFC, CNAFR, Fleet Staff or Joint Tours)
 - Other achievements: Master's and JPME Phase II



Cryptologic Warfare Officer

Merit Reorder Considerations

- **Superior contributions to the Navy Reserve that surpass those of their peers. Contributions include performance in challenging assignments that mobilize, design, train and develop the Force and that result in tangible improvements to the Navy Reserve. Community related qualifications listed below are valued as an indication of a member's ability to contribute in demanding assignments.**
- **Valued achievements prior to LIEUTENANT COMMANDER**
 - Demonstrated superior performance and leadership in an operational tour
 - Tactical cryptologic tour (Surface, Fleet, SPECWAR, Remote Ops.)
 - Joint/Fleet Integrated Fires/Effects or Information Operations
 - National or Joint tour (NSA/NIOC)
 - Standout performance during a CW mobilization
- **Valued achievements prior to COMMANDER**
 - Demonstrated superior performance XO, at NIOC or IW unit
 - Standout performance while serving in leadership positions at operational commands
 - Top recognized performer during competitive CW/Staff/Joint/MOB tour as O4
 - Master's degree
 - Command qualification complete
 - JPME I
 - Space AQD (VS5 or higher)
- **Valued achievements prior to CAPTAIN**
 - Standout performance and leadership as CO
 - Standout performance while serving in positions of influence or leadership at operational commands
 - Standout performance while serving in a large Staff/Joint tour as O5
 - Demonstrated proficiency across CW Core and Information Warfare disciplines
 - Master's degree
 - AJPME or JPME II
 - JQ2 or Joint Qualified Officer
 - Space AQD (VS5 or higher)



Engineering Duty Officer

Merit Reorder Considerations

- **Superior contributions to the Navy Reserve that surpass those of their peers. Contributions include performance in challenging assignments that mobilize, design, train and develop the Force and that result in tangible improvements to the Navy Reserve. Community related qualifications listed below are valued as an indication of a member's ability to contribute in demanding assignments.**
- **Valued achievements prior to LIEUTENANT COMMANDER**
 - Documented successful or superior performance in positions of leadership, such as XO or command assignments
- **Valued achievements prior to COMMANDER**
 - Documented successful or superior performance in positions of leadership, such as in command
 - Deep technical expertise in their specific mission area
- **Valued achievements prior to CAPTAIN**
 - Documented successful or superior performance in command
 - Technical leadership in mission or community national-level roles
 - Mentor Group Executive Secretary



Explosive Ordnance Disposal Officer

Merit Reorder Considerations

- **Superior contributions to the Navy Reserve that surpass those of their peers. Contributions include performance in challenging assignments that mobilize, design, train and develop the Force and that result in tangible improvements to the Navy Reserve. Community related qualifications listed below are valued as an indication of a member's ability to contribute in demanding assignments.**
- **Priority should be given to those officers who meet the criteria outlined in the primary requirements, and then community valued achievements. Other achievements are nice to have and should only be considered as discriminators.**
- **Valued achievements prior to LIEUTENANT COMMANDER**
 - Primary requirement: Superior performance in EOD DH billet (EODMU/MDSU/CTF/Operations Officer or Flag Staff)
 - Community valued achievements: Recognized top performer across multiple tours/reporting seniors; Variety of experience (EOD, ExMCM, SOF, EXU, Diving)
- **Valued achievements prior to COMMANDER**
 - Primary requirement: Completion of successful JOAPPLY NRU CO/OIC billet
 - Community valued achievements: Sustained superior performance in NRU DH or XO billets with trait average consistently above RSCA; Recognized top performer across multiple tours/reporting seniors
 - Recognized top performer at major staff assignments (e.g., NECC, OPNAV OCNR, JSOC, USSOCOM, TSOC, NAVWAR, CNRFC)
 - Other achievements: JPME I complete
- **Valued achievements prior to CAPTAIN**
 - Primary requirement: Sustained superior performance in APPLY-selected NRU OIC or CO billet with trait average consistently above RSCA
 - Community valued achievements: Recognized top performer across multiple tours/reporting seniors with trait average consistently above RSCA
 - Recognized top performer at major staff assignments (e.g., NECC, OSD, SECNAV, OPNAV, BUPERS, NPC, USSOCOM, TSOC, NAVWAR, CNRFC)
 - Other achievements: JPME II/JQO in progress/complete



Explosive Ordnance Disposal Officer (TAR)

Merit Reorder Considerations

- **Superior contributions to the Navy Reserve that surpass those of their peers. Contributions include performance in challenging assignments that mobilize, design, train and develop the Force and that result in tangible improvements to the Navy Reserve. Community related qualifications listed below are valued as an indication of a member's ability to contribute in demanding assignments.**
- **Valued achievements prior to LIEUTENANT COMMANDER**
 - Recognized top performer in EOD DH billet (EODMU/MDSU/CTF/Ops Officer/Flag Staff)
 - Recognized top performer across multiple tours
 - Recognized top performer in tactical/operational assignments (NSW, EODMU, MDSU, EXU-1)
 - Awards for combat or national mission actions
- **Valued achievements prior to COMMANDER**
 - Recognized top performer in O4 XO/CO Tour
 - Recognized top performer at Major Staff and Joint assignments (e.g., USSOCOM, TSOC (SOCEUR, SOCNORTH, etc.), OPNAV, OCNR, NPC, CNRFC, NSWC, NECC, OSD, JSOC, GCC)
 - Recognized top performer in tactical/operational assignments (NSW, EODMU, MDSU, EXU-1)
 - Master's and JPME Phase I complete
 - Awards for combat or national mission actions
- **Valued achievements prior to CAPTAIN**
 - Recognized top performer in O5 CO Tour
 - Recognized top performer at Major Staff and Joint assignments (e.g., JTF-SREC, USSOCOM, TSOC (SOCEUR, SOCNORTH, etc.), OPNAV, OCNR, NPC, CNRFC, NSWC, NECC, OSD, JSOC, GCC)
 - Recognized top performer in screened/nominative positions
 - JPME Phase II complete or Joint Qualified Officer (JQO) complete
 - Awards for combat or national mission actions



Foreign Area Officer

Merit Reorder Considerations

- **Superior contributions to the Navy Reserve that surpass those of their peers. Contributions include performance in challenging assignments that mobilize, design, train and develop the Force and that result in tangible improvements to the Navy Reserve. Community related qualifications listed below are valued as an indication of a member's ability to contribute in demanding assignments.**
- **Valued achievements prior to LIEUTENANT COMMANDER**
 - Top recognized performer in source community as evidenced in FITREPS
 - Other official or external recognition of leadership (i.e. Officer of the Year)
 - Clear recommendations in words/ranking towards early promotion during reserve duty and periods of active duty
- **Valued achievements prior to COMMANDER**
 - Attainment of FA (x) qualification
 - Clear recommendations in words/ranking towards early promotion and future Flag potential during reserve duty and periods of active duty
 - Clear breakout against peers while performing FAO duties during periods of reserve or active duty
 - Regional expertise as shown through embassy, major staff support and direct partner nation engagement
 - Additional language qualifications
- **Valued achievements prior to CAPTAIN**
 - Clear recommendations in words/ranking towards early promotion and future Flag potential during reserve duty and periods of active duty
 - Clear breakout against peers while performing FAO duties during periods of reserve or active duty
 - Regional expertise as shown through embassy, major staff support and direct partner nation engagement
 - Additional language qualifications



Human Resources Officer

Merit Reorder Considerations

- **Superior contributions to the Navy Reserve that surpass those of their peers. Contributions include performance in challenging assignments that mobilize, design, train and develop the Force and that result in tangible improvements to the Navy Reserve. Community related qualifications listed below are valued as an indication of a member's ability to contribute in demanding assignments.**
- **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**
 - Recognized top performer in demanding source community and/or subsequent HR tour(s)
 - Master's degree in subspecialties including Financial Management, Manpower Systems Analysis, Education and Training Management, Operations Analysis, Information Systems and Technology (3XXX SSP preferred)
 - Attainment of command qualification and screening (2N1 AQD)
 - Professional certifications in disciplines to include: PHR, SPHR, GPHR, CPT, CPLP, CDFM, CDFM-A, CISSP, or GSLC
- **Valued achievements prior to COMMANDER**
 - Recognized top performer across all assignments, especially LCDR HR command/milestone or during periods of active duty such as mobilization, ADOS, or recall in N1 enterprises throughout the Fleet
 - Master's degree in subspecialties including Financial Management, Manpower Systems Analysis, Education and Training Management, Operations Analysis, Information Systems and Technology (3XXX SSP preferred)
 - Attainment of command qualification (2N1 AQD)
 - Professional certifications in disciplines to include: PHR, SPHR, GPHR, CPT, CPLP, CDFM, CDFM-A, CISSP, or GSLC
 - JPME I completed
- **Valued achievements prior to CAPTAIN**
 - Recognized top performer across all assignments, especially in CDR HR milestone assignments, leadership tours, or during periods of active duty such as mobilization, ADOS, or recall
 - Master's degree in subspecialties including Financial Management, Manpower Systems Analysis, Education and Training Management, Operations Analysis, Information Systems and Technology (3XXX SSP preferred)
 - Professional certifications in disciplines to include: PHR, SPHR, GPHR, CPT, CPLP, CDFM, CDFM-A, CISSP, or GSLC
 - Attainment of command qualification (2N1 AQD)
 - JPME I and JPME II completed



Human Resources Officer (TAR)

Merit Reorder Considerations

- **Superior contributions to the Navy Reserve that surpass those of their peers. Contributions include performance in challenging assignments that mobilize, design, train and develop the Force and that result in tangible improvements to the Navy Reserve. Community related qualifications listed below are valued as an indication of a member's ability to contribute in demanding assignments.**
- **Valued achievements prior to LIEUTENANT COMMANDER**
 - Recognized top performer in source community and/or subsequent HR tour(s)
 - Master's degree in subspecialties including Financial Management, Manpower Systems Analysis, Education and Training Management, Operations Analysis, Information Systems and Technology (3XXX SSP preferred)
 - Attainment of command qualification and screening (2D1 AQD)
- **Valued achievements prior to COMMANDER**
 - Recognized top performer across all assignments, especially NRC CO, Milestone and Major Reserve Staff, RPD, and OIC tours
 - Subspecialty experience, with at least one proven subspecialty (Q/R suffix): (311X, 3130, 3150, 321X, 620X, 6511)
 - Master's degree in subspecialties including Financial Management, Manpower Systems Analysis, Education and Training Management, Operations Analysis, Information Systems and Technology (3XXX SSP preferred)
 - Attainment of command qualification and screening (2D1 AQD)
 - Professional certifications including: PHR, SPHR, GPHR, CDFM, CDFM-A, CISSP, GSLC
- **Valued achievements prior to CAPTAIN**
 - Recognized top performer across all assignments, especially NRC/NRPDC CO, RTAG/NTAG CO, Milestone and Major Reserve Staff
 - Subspecialty experience, with at least two proven subspecialties (Q/R suffix): (311X, 3130, 3150, 321X, 620X, 6511)
 - At least one master's degree in subspecialties including Financial Management, Manpower Systems Analysis, Education and Training Management, Operations Analysis, Information Systems and Technology (3XXX SSP preferred)
 - Professional certifications in disciplines to include: PHR, SPHR, GPHR, CDFM, CDFM-A, CISSP, GSLC
 - Successful completion of command at sea or ashore, as documented by AQD (e.g., CE3, CE4, CE5)



Information Professional Officer

Merit Reorder Considerations

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- **Valued achievements prior to LIEUTENANT COMMANDER**
 - Demonstrated superior performance and leadership in C4I operational billet
 - Standout performance during an IP mobilization
 - Technical master's degree
 - Advanced certifications in networking, security, and cloud such as CISSP, CEH, or anything from Cisco, SANS/GIAC, AWS, Azure, or GCP
- **Valued achievements prior to COMMANDER**
 - Demonstrated superior performance as CO/XO/OIC
 - Standout performance while serving in leadership positions at operational commands
 - IP intermediate qualification complete
 - Master's degree or higher
 - JPME I
 - Space AQD VS5 or higher
- **Valued achievements prior to CAPTAIN**
 - Demonstrated superior performance and leadership as CO/XO/CIO/PRGM lead
 - Standout performance while serving in positions of influence or leadership at operational commands and staffs
 - Demonstrated proficiency across Information Warfare disciplines
 - JPME II
 - Space AQD VS5 or higher



Intelligence Officer

Merit Reorder Considerations

- **Superior contributions to the Navy Reserve that surpass those of their peers. Contributions include performance in challenging assignments that mobilize, design, train and develop the Force and that result in tangible improvements to the Navy Reserve. Community related qualifications listed below are valued as an indication of a member's ability to contribute in demanding assignments.**
- **Highly successful intel mobilization or active duty operational tour at any rank.**
- **Valued achievements prior to LIEUTENANT COMMANDER**
 - Demonstrated superior performance in an intelligence discipline, area expertise (e.g., INDOPACOM, EUCOM), or application of technology to intelligence (e.g., AI/ML, Data Science, Cyber, Space, or Robotics)
 - Impactful contributions to community training and health beyond one's normal job description (e.g., surges, IWIREP, or other community contributions)
- **Valued achievements prior to COMMANDER**
 - Demonstrated leadership as XO/OIC (<5% opportunity) in Joint and/or Navy assignments
 - Recognized top performer in an intelligence discipline, area expertise (e.g., INDOPACOM, EUCOM) or application of technology to intelligence (e.g., AI/ML, Data Science, Cyber, Space, or Robotics)
 - Deep contributions to community training and health beyond one's normal job description
 - JPME I
 - Master's Degree
- **Valued achievements prior to CAPTAIN**
 - Demonstrated superior leadership in 2+ CO tours, senior staff positions, or operational commands
 - Demonstrated ability to innovate and improve the IW Reserve force
 - Depth in strategically critical area (e.g., INDOPACOM, EUCOM) or other Navy strengthening distinction
 - Distinctive master's degree or higher
 - JPME II/JQO
 - Demonstrated proficiency in another IW discipline



Maritime Cyber Warfare Officer

Merit Reorder Considerations

- **Superior contributions to the Navy Reserve that surpass those of their peers. Contributions include performance in challenging assignments that mobilize, design, train and develop the Force and that result in tangible improvements to the Navy Reserve. Community related qualifications listed below are valued as an indication of a member's ability to contribute in demanding assignments.**
- **Valued achievements prior to LIEUTENANT COMMANDER**
 - Demonstrated superior technical performance and leadership in Cyber Mission Force (CMF) operational billet
 - Standout performance during a Cyber Mission/Protection Team Support tour
 - Technical master's degree
 - Advanced Cyber Industry certifications such as SEC+, PenTest+, CEH, CISSP, CCSP, CISM, OSCP
- **Valued achievements prior to COMMANDER**
 - Demonstrated superior performance as XO/OIC
 - Standout performance while serving in technical leadership positions at operational commands
 - Technical Master's degree or higher
 - Advanced Cyber Industry certifications such as SEC+, PenTest+, CEH, CISSP, CCSP, CISM, OSCP
 - JPME I
- **Valued achievements prior to CAPTAIN**
 - Demonstrated superior performance and leadership as CO/XO
 - Standout performance while serving in a large Staff/Joint tour as O5
 - Standout performance while serving in positions of influence or leadership at operational commands and staffs
 - Demonstrated proficiency across Information Warfare disciplines
 - JPME II



Oceanography Officer

Merit Reorder Considerations

- **Superior contributions to the Navy Reserve that surpass those of their peers. Contributions include performance in challenging assignments that mobilize, design, train and develop the Force and that result in tangible improvements to the Navy Reserve. Community related qualifications listed below are valued as an indication of a member's ability to contribute in demanding assignments.**
- **Valued achievements prior to LIEUTENANT COMMANDER**
 - Demonstrated superior performance and leadership in an OCEANO operational tour as OIC/DH
 - Standout performance during an OCEANO mobilization
 - Watch standing qualification at supported command
- **Valued achievements prior to COMMANDER**
 - Demonstrated superior performance as unit XO
 - Breakout OCEANO performance in leadership positions at operational commands, staffs
 - Master's degree in Meteorology, Oceanography, Hydrography or Physics (or related science) complete
 - JPME Phase I complete
 - Mobilization (Limited Availability)
- **Valued achievements prior to CAPTAIN**
 - Demonstrated superior performance and leadership as unit CO
 - Breakout performance while serving in OCEANO positions of influence or leadership at operational commands
 - Breakout performance at Fleet/Major staffs demonstrating OLW competency
 - JPME II
 - Superior performance while serving in a NIFR REDCEN staff/Joint tour
 - Demonstrated proficiency across multiple Information Warfare disciplines



Permanent Professional Recruiter Officer (TAR)

Merit Reorder Considerations

- **Superior contributions to the Navy Reserve that surpass those of their peers. Contributions include performance in challenging assignments that recruit, mobilize, design, train, develop and retain the Force and that result in tangible improvements to the Navy Reserve. Community related qualifications listed below are valued as an indication of a member's ability to contribute in demanding assignments.**
- **Valued achievements prior to LIEUTENANT COMMANDER**
 - Recognized top performer (e.g., EP promotion recommendations and soft or hard breakouts) in source community and/or recruiting tour(s)
 - Professional in Human Resources (PHR) or Senior Professional in Human Resources (SPHR) certification
 - Selected as General Officer Recruiter of the Year, Medical Officer Recruiter of the Year, or Reserve Officer Recruiter of the Year at the command or higher level



Public Affairs Officer

Merit Reorder Considerations

- **Superior contributions to the Navy Reserve that surpass those of their peers. Contributions include performance in challenging assignments that mobilize, design, train and develop the Force and that result in tangible improvements to the Navy Reserve. Community related qualifications listed below are valued as an indication of a member's ability to contribute in a demanding assignment.**
- **Ideally candidates for merit reorder should meet all criteria for respective rank.**
- **Valued achievements prior to LIEUTENANT COMMANDER**
 - Superior performance in OCONUS mobilization
 - Documented superior performance on a contingency operation or crisis response
 - Demonstrated successful PA experience in Fleet exercises or operations
 - Outstanding performance in at least two different DH roles
 - Documented successful performance as a PA advisor to operational leaders
 - Navy Reserve Augment CO/OIC AQD (2N1)
- **Valued achievements prior to COMMANDER: All valued achievements for LCDR, and**
 - Superior performance in OCONUS mobilization; during combat conditions particularly valued
 - Documented superior performance and PA subject matter expertise on a contingency operation, crisis response, or major Fleet exercise
 - Documented successful performance as advisor to senior operational leaders
 - Sustained superior performance as an XO/AOIC
- **Valued achievements prior to CAPTAIN: All valued achievements for CDR, and**
 - 7M2 AQD coupled with superior performance in the AQD-earning billet
 - Successful tour in APPLY-selected O5 milestone-eligible CO/OIC billet or other XO (Ech. II) billet
 - Superior performance in OCONUS mobilization; during combat conditions particularly valued
 - Documented superior performance on a crisis response or contingency operation as an O-5
 - Documented, sustained superior performance as PA advisor to 3- or 4-star Flag Officer
 - Demonstrated PA subject matter expertise while supporting a major Fleet exercise as the senior PAO
 - JPME I



Special Warfare (SEAL) Officer

Merit Reorder Considerations

- **Superior contributions to the Navy Reserve that surpass those of their peers. Contributions include performance in challenging assignments that mobilize, design, train and develop the Force and that result in tangible improvements to the Navy Reserve. Community related qualifications listed below are valued as an indication of a member's ability to contribute in demanding assignments.**
- **Valued achievements prior to LIEUTENANT COMMANDER**
 - Superior performance in a competitively-screened billet (NSWDG TACDEVRON, or SDV)
 - Superior performance in a variety of NSW billets (NSWDG/SDV/SRT/SBT)
 - Superior performance in Joint/USN tours (OSD, JCS, JSOC, NPC, OPNAV, Fleet, USSOCOM, TSOC)
 - Active Duty Support (> 6 mos) in support of SOCOM/NSW GFM requirement
- **Valued achievements prior to COMMANDER**
 - 2N1/2D1 Qualification
 - Recognized top performer in AC support to NSW, TSOC, and MOC/Fleet Integration requirements (> 6 mos)
 - Recognized top performer in NSW O-4 milestone (NRRU XO) tour
 - Master's and JPME Phase I complete
- **Valued achievements prior to CAPTAIN**
 - Completion of 2 x NSW O5 NRRU CO Tours
 - Recognized top performer in NSW O-5 milestone (NRRU CO) operational commander command tours (NSW and TSOC)
 - Deployed / Recognized top performer in AC NSW, TSOC, and MOC/Fleet Integration requirements (> 6 mos)
 - JPME Phase II complete
 - Joint Qualified Officer (JQO) qualification complete



Special Warfare (SEAL) Officer (TAR)

Merit Reorder Considerations

- **Superior contributions to the Navy Reserve that surpass those of their peers. Contributions include performance in challenging assignments that mobilize, design, train and develop the Force and that result in tangible improvements to the Navy Reserve. Community related qualifications listed below are valued as an indication of a member's ability to contribute in demanding assignments.**
- **Valued achievements prior to LIEUTENANT COMMANDER**
 - Recognized top performer in tactical/operational and screened community positions (JSOC, NSWDCG/TACDEVCON, SMU, SDV, SBT, SEAL, SRT)
 - Awards for combat or national mission actions
 - Superior performance in a competitively-screened billet (NSWDCG TACDEVCON, or SDV)
 - Superior performance in a variety of NSW billets (NSWDCG/SDV/SRT/SBT/overseas)
 - Superior performance in joint/USN tours (OSD, JCS, JSOC, NPC, OPNAV, Fleet, USSOCOM, TSOC)
 - Master's or JPME Phase I complete
- **Valued achievements prior to COMMANDER**
 - Recognized top performer in NSW O4 milestone (XO) highlighted by operational qualification
 - Recognized top performer at major staff/RPD assignments (OPNAV, OCNR, JSOC, NPC, USSOCOM, TSOC, NSWDC, CNRFC)
 - Recognized top performer in tactical/operational and screened community positions (JSOC, NSWDCG/TACDEVCON, SMU, SDV, SBT, SEAL, SRT)
 - Awards for combat or national mission actions
 - Master's and JPME Phase I complete
- **Valued achievements prior to CAPTAIN**
 - Recognized top performer in NSW O5 milestone (CO) operational command tour
 - Recognized top performer at major staff assignments (OSD, SECNAV, OPNAV, BUPERS, JSOC, NPC, USSOCOM, TSOC, NSWDC, CNRFC)
 - Recognized top performer in tactical/operational and screened community positions (JSOC, NSWDCG/TACDEVCON, SMU, SDV, SBT, SEAL, SRT)
 - Awards for combat or national mission actions
 - JPME Phase II complete or Joint Qualified Officer (JQO) qualification complete
 - Recognized top performer in Readiness and Mobilization Command (REDCOM) CSO tour
 - Screened for NSW CO, via NSW NLAP



Strategic Sealift Officer

Merit Reorder Considerations

- **Superior contributions to the Navy Reserve that surpass those of their peers. Contributions include performance in challenging assignments that mobilize, design, train and develop the SSO Force in order to improve Strategic Sealift Readiness. Community related qualifications listed below are valued as an indication of a member's ability to contribute in demanding assignments.**
- **Valued achievements prior to LIEUTENANT COMMANDER**
 - Holds Active USCG Merchant Marine license as Second Officer or Second Assistant Engineer (IRR/SELRES) or higher; AND
 - Demonstrated competitive breakout performance as SELRES OIC, DH, or on long term support (ADOS/ADT, Recall/MOB) to MSC HQ or Area Commands for operations, training, engineering or maintenance
 - Advanced quals and mission execution (TACAD with multiple underway missions, BWC)
- **Valued achievements prior to COMMANDER**
 - Holds Active USCG Merchant Marine license as Chief Mate or First Assistant Engineer (IRR/SELRES) or higher; AND
 - Demonstrated competitive breakout performance as O4 SELRES CO/OIC, XO, or on long term support (ADOS/ADT, Recall/MOB) to MSC HQ Battle Watch, Area Commands, OCONUS SSUs, or Numbered Fleet Watchfloor
 - Demonstrated leadership with MSCHQ and Area Commands, USTRANSCOM, NCAGS, ABRMW, SSO Training Lead as O4, or SSRG C2 Structure
 - Completed graduate education (master's degree)
- **Valued achievements prior to CAPTAIN**
 - Holds Active USCG Merchant Marine license as Master or Chief Engineer (IRR/SELRES); AND
 - Demonstrated competitive breakout performance as O5 SELRES CO, CSO, or on long term support (ADOS/ADT, Recall/MOB) to Numbered Fleet, MSC HQ, Area Commands, or Combatant Commands
 - Demonstrated leadership with MSCHQ and Area Commands, USTRANSCOM, NCAGS, ABRMW, SSO Training Lead as O5, or SSRG C2 Structure
 - Graduate degree (community value field) and JPME Phase I complete



Submarine Warfare Officer

Merit Reorder Considerations

- **Superior contributions to the Navy Reserve that surpass those of their peers. Contributions include performance in challenging assignments that mobilize, design, train and develop the Force and that result in tangible improvements to the Navy Reserve. Community related qualifications listed below are valued as an indication of a member's ability to contribute in demanding assignments.**
- **Priority should be given to those officers who meet the criteria outlined in the primary requirements, and then community valued achievements. Other achievements are nice to have and should only be considered as discriminators.**
- **Valued achievements prior to LIEUTENANT COMMANDER**
 - Primary requirement: SIGNIFICANT Sustained Superior Performance
 - Community valued: Successful completion of NRU DH or junior officer NRU CO/OIC billet
- **Valued achievements prior to COMMANDER**
 - Primary requirement: Leadership AND SIGNIFICANT Sustained Superior Performance
 - Community valued: Recognized top performer in NRU CO/OIC, XO or DH billets. Standout performance while serving in Submarine Force Reserve Community or operational assignments
 - Other: Advanced degree and/or JPME Phase I complete; JPME Phase II awarded or in progress
- **Valued achievements prior to CAPTAIN**
 - Primary requirement: Leadership AND SIGNIFICANT Sustained Superior Performance
 - Community valued: A variety of experience – external to Submarine Force including top recognized performer at major staff/OLW assignments both afloat and ashore
 - Other: JPME Phase II complete; AJPME and/or JQO qualification awarded or in progress



Submarine Warfare Officer (TAR)

Merit Reorder Considerations

- **Superior contributions to the Navy Reserve that surpass those of their peers. Contributions include performance in challenging assignments that mobilize, design, train and develop the Force and that result in tangible improvements to the Navy Reserve. Community related qualifications listed below are valued as an indication of a member's ability to contribute in demanding assignments.**
- **Valued achievements prior to LIEUTENANT COMMANDER**
 - Recognized top performer as a department head (DH) in a DH afloat billet
 - May have completed a competitively-screened shore duty, post division officer (e.g., Flag LT, Prototype, Naval Reactors, Detailer, Community Management)
 - Master's or JPME Phase I complete
 - Earned TASWWO AQD (BA6)
- **Valued achievements prior to COMMANDER**
 - Recognized top performer in lieutenant commander command tour (NRC)
 - Recognized top performer at major Submarine Force or Reserve management staffs (e.g., OPNAV, BUPERS, OCNR, CNRFC, SUBFOR, SUBPAC, SUBGRUs/CTFs)
 - Master's and JPME Phase I complete
 - Earned TASW BWC AQD (BA7)
- **Valued achievements prior to CAPTAIN**
 - Recognized top performer in O5 (NRC / RTAG) command tour
 - Recognized top performer in Readiness and Mobilization Command (REDCOM) CSO tour
 - Recognized top performer at major Submarine Force or Reserve management commands (e.g., OSD, SECNAV, OPNAV, BUPERS, OCNR, CNRFC, SUBFOR, SUBPAC, SUBGRUs/CTFs)
 - Requirements or financial management qualification



Surface Warfare Officer

Merit Reorder Considerations

- **Superior contributions to the Navy Reserve that surpass those of their peers. Contributions include performance in challenging assignments that mobilize, design, train and develop the Force and that result in tangible improvements to the Navy Reserve. Community related qualifications listed below are valued as an indication of a member's ability to contribute in demanding assignments.**
- **Priority should be given to those officers who meet the criteria outlined in the primary requirements, and then community valued achievements. Other achievements are nice to have and should only be considered as discriminators.**
- **Valued achievements prior to LIEUTENANT COMMANDER**
 - Primary requirement: Service at Sea - successful performance as a DIVO/DH afloat; trait average consistently above RSCA
 - Community valued achievements: Completion of successful NRU DH or junior officer NRU CO/OIC billet
 - Other achievements: Completed competitively-screened graduate education or fellowship (FSEP, Olmstead, MIT, LEAD, etc.); Advanced qualifications such as EOOW, TAO, or Warfare Tactics Instructor (WTI); Advanced Degree or JPME Phase I complete
- **Valued achievements prior to COMMANDER**
 - Primary requirement: Completion of successful junior officer NRU CO/OIC billet
 - Community valued achievements: Sustained superior performance in NRU CO/OIC, XO or DH billets with trait average consistently above RSCA; Standout performance while serving in Surface Reserve community or operational assignments
 - Other achievements: Advanced Degree and JPME Phase I complete; Standout performance demonstrated during a forward-deployed mobilization assignment
- **Valued achievements prior to CAPTAIN**
 - Primary requirement: Sustained superior performance in NRU CO/OIC billets or MSRON Command at Sea CO billets with trait average consistently above RSCA; Depth and breadth of experience demonstrated in one or more Surface Reserve community pillars: Naval Surface Force, Maritime Expeditionary Security Force, Operational Level of War, Military Sealift Command
 - Community valued achievements: Top recognized performer at major staff/OLW assignments both afloat and ashore
 - Other achievements: Advanced Degree, JPME Phase II or AJPME; Standout performance demonstrated during a forward-deployed mobilization assignment
 - Demonstrated commitment to the community – leadership or participation in the Surface Warfare Reserve Enterprise



Surface Warfare Officer (TAR)

Merit Reorder Considerations

- **Superior contributions to the Navy Reserve that surpass those of their peers. Contributions include performance in challenging assignments that mobilize, design, train and develop the Force and that result in tangible improvements to the Navy Reserve. Community related qualifications listed below are valued as an indication of a member's ability to contribute in demanding assignments.**
- **Valued achievements prior to LIEUTENANT COMMANDER**
 - Service at Sea - Successful performance as a division officer afloat, trait average consistently above RSCA
 - Screened for or served in early command at sea (PC, MCM, post-division officer MKVI patrol boat)
 - Warfare Tactics Instructor (WTI) qualification
 - Advanced qualifications such as EOOW or TAO
 - Master's or JPME Phase I complete
- **Valued achievements prior to COMMANDER**
 - Service at Sea - Recognized top performer as department head afloat
 - Command at Sea (LCDR/MCM)
 - Screened for or serving in XO-CO fleet-up at sea
 - Recognized top performer in lieutenant commander command tour (NRC)
 - Recognized top performer at major community and Reserve management assignments (e.g., RPD, OPNAV, BUPERS, OCNR, CNRFC, NPC, SURFLANT, SURFPAC, etc.)
 - Master's and JPME Phase I complete
 - Requirements or Financial Management Qualification (e.g. OCNR N0958, N0959, OPNAV N96, N95, N4)
- **Valued achievements prior to CAPTAIN**
 - Recognized top performer in Afloat or Operational commander command tour
 - Recognized top performer in O5 NRC command tour
 - Recognized top performer in Readiness and Mobilization Command (REDCOM) CSO tour
 - Recognized top performer at major staff and Reserve management assignments (e.g., RPD, OSD, SECNAV, OPNAV, BUPERS, OCNR, CNRFC, NPC, SURFLANT/SURFPAC, etc.)
 - JPME Phase II complete or Joint Qualified Officer (JQO) qualification complete
 - Requirements or Financial Management Qualification (i.e. OCNR N0958, N0959, OPNAV N80, N81, N82, N96, N95, N4)



Limited Duty Officer (Line)

Merit Reorder Considerations

- **Superior contributions to the Navy Reserve that surpass those of their peers. Contributions include performance in challenging assignments that mobilize, design, train and develop the Force and that result in tangible improvements to the Navy Reserve. Community related qualifications listed below are valued as an indication of a member's ability to contribute to demanding assignments.**
- **Valued achievements prior to LIEUTENANT COMMANDER**
 - Meritorious consideration should be given to those officers who demonstrate superior TECHNICAL performance and leadership within their designator specialty.
 - Recognized top performer evidenced by consistent Individual Trait Averages above the Reporting Senior's Cumulative Average, hard breakouts, and soft breakout callouts on FITREPS.
- **Valued achievements prior to COMMANDER**
 - Meritorious consideration should be given to those officers who demonstrate superior leadership based on opportunities within their designator.
 - Recognized top performer evidenced by consistent Individual Trait Averages above the Reporting Senior's Cumulative Average, hard breakouts, and soft breakout callouts on FITREPS.
 - Meritorious consideration should be given to those officers who demonstrate superior performance and leadership in O4 command tour(s).
- **Valued achievements prior to CAPTAIN**
 - Meritorious consideration should be given to those officers who demonstrate superior performance and leadership in O5 command and/or milestone tour(s) regarding the opportunities of their designator.
 - Recognized top performer evidenced by consistent Individual Trait Averages above the Reporting Senior's Cumulative Average.
 - Successful O5 Mobilization or ADOS periods supporting the AD force, or superior performance in positions of influence and leadership at operational and strategic staffs should also be considered.