



THE SECRETARY OF THE NAVY

WASHINGTON DC 20350-1000

JUN 12 2025

From: Secretary of the Navy
To: Presidents, FY-26 Navy Reserve Lieutenant Commander Line Promotion Selection Boards

Subj: ORDER CONVENING THE FY-26 PROMOTION SELECTION BOARDS TO CONSIDER OFFICERS IN THE LINE ON THE RESERVE ACTIVE-STATUS LIST OF THE NAVY FOR PERMANENT PROMOTION TO THE GRADE OF LIEUTENANT COMMANDER

Ref: (a) FY-26 Active-Duty Navy and Reserve Officer and Chief Warrant Officer Promotion Selection Board Precept

Encl: (1) Board Membership
(2) Records and Assistant Recorders
(3) Administrative Support Staff
(4) Merit Reorder Considerations

1. Date and Location

a. The Promotion Selection Boards (PSB), consisting of you as presidents, the officers listed in enclosure (1) as members, the officers listed in enclosure (2) as recorders and assistant recorders, and the personnel listed in enclosure (3) as administrative support staff, are ordered to convene at the Navy Personnel Command, Millington, TN, at 0800, June 16, 2025, or as soon as practicable thereafter.

b. The boards shall proceed in accordance with all guidance in this letter and the FY-26 Active-Duty Navy and Reserve Officer and Chief Warrant Officer PSB Precept, reference (a).

2. Promotion Board Authorized Selections

a. The total number of officers who may be recommended in each competitive category shall be the number that most closely approximates the percentage set forth below of in-zone eligible officers determined as of the date the boards convene. The Chief of Naval Personnel shall determine the number of in-zone and above-zone, not previously considered, eligible officers on the convening date, calculate the number that may be recommended for promotion under the percentages set forth in the FY-26 Navy Reserve Officer Promotion Plan, and furnish the number to the boards.

Subj: ORDER CONVENING THE FY-26 PROMOTION SELECTION BOARDS TO
CONSIDER OFFICERS IN THE LINE ON THE RESERVE ACTIVE-
STATUS LIST OF THE NAVY FOR PERMANENT PROMOTION TO THE
GRADE OF LIEUTENANT COMMANDER

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

<u>COMPETITIVE CATEGORY</u>	<u>PERCENT TO SELECT</u>
Unrestricted Line Officer	80
Unrestricted Line Officer (TAR)	100
Special Duty Officer (Human Resources)	38
Special Duty Officer (Human Resources) (TAR)	100
Special Duty Officer (Permanent Professional Recruiter) (TAR)	100
Engineering Duty Officer	67
Aerospace Engineering Duty Officer (Engineering)	67
Aerospace Engineering Duty Officer (Maintenance)	71
Aerospace Engineering Duty Officer (Maintenance) (TAR)	100
Special Duty Officer (Public Affairs)	90
Special Duty Officer (Strategic Sealift Officer)	35
Special Duty Officer (Foreign Area)	100
Special Duty Officer (Oceanography)	100
Special Duty Officer (Cryptologic Warfare)	76
Special Duty Officer (Information Professional)	90
Special Duty Officer (Intelligence)	75
Special Duty Officer (Maritime Cyber Warfare)	50
Limited Duty Officer (Line)	85

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

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

4. Consideration of Officers "Below-Zone". The boards shall identify exceptional officers from below-zone and consider selecting them for promotion to the grade lieutenant commander. The boards must ensure that these exceptional below-zone candidates are fully considered for promotion if they meet the best and fully qualified standard. A number not to exceed 10

Subj: ORDER CONVENING THE FY-26 PROMOTION SELECTION BOARDS TO
CONSIDER OFFICERS IN THE LINE ON THE RESERVE ACTIVE-
STATUS LIST OF THE NAVY FOR PERMANENT PROMOTION TO THE
GRADE OF LIEUTENANT COMMANDER

percent of the total selections authorized for each grade and competitive category may be selected from below-zone unless the number calculated is less than one, in which case the number that may be selected from below-zone is one.

5. Best and Fully Qualified Selection Standard

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

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

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

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

(b) Upon this foundation of Navy Core Values, they must show a mindset of continuous self-improvement, a desire to

Subj: ORDER CONVENING THE FY-26 PROMOTION SELECTION BOARDS TO
CONSIDER OFFICERS IN THE LINE ON THE RESERVE ACTIVE-
STATUS LIST OF THE NAVY FOR PERMANENT PROMOTION TO THE
GRADE OF LIEUTENANT COMMANDER

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

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

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

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

Subj: ORDER CONVENING THE FY-26 PROMOTION SELECTION BOARDS TO
CONSIDER OFFICERS IN THE LINE ON THE RESERVE ACTIVE-
STATUS LIST OF THE NAVY FOR PERMANENT PROMOTION TO THE
GRADE OF LIEUTENANT COMMANDER

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

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

c. **Skill Requirements.** Give due consideration to demonstrated performance and expertise in the competency/skill listed in order of significance below. For amplifying information, refer to the competency/skill information, reference (b) to reference (a).

Unrestricted Line (11X5/13X5):

1. Navy Operational Planner
2. Targeting
3. Unmanned Systems (UxS)
4. Expeditionary Warfare
5. Cyber Operations and Planning
6. Naval Special Warfare (NSW) Experience
7. Mine Warfare
8. Space Cadre
9. Integrated Air and Missile Defense (IAMD)
10. Operational Analysis (OA)
11. Language, Regional Expertise, and Cultural (LREC) Experience

Unrestricted Line (TAR) (11X7/13X7):

1. Naval Special Warfare (NSW) Experience
2. Financial Management (FM)
3. Expeditionary Warfare
4. Requirements Management (RM)
5. Targeting
6. Operational Analysis (OA)
7. Recruiting Leadership
8. Navy Operational Planner
9. Integrated Air and Missile Defense (IAMD)
10. Mine Warfare
11. Space Cadre

Subj: ORDER CONVENING THE FY-26 PROMOTION SELECTION BOARDS TO
CONSIDER OFFICERS IN THE LINE ON THE RESERVE ACTIVE-
STATUS LIST OF THE NAVY FOR PERMANENT PROMOTION TO THE
GRADE OF LIEUTENANT COMMANDER

12. Unmanned Systems (UxS)

Human Resources (1205):

1. Operations Analysis (OA)
2. Requirements Management
3. Education and Training
4. Financial Management (FM)
5. Joint Experience

Human Resources (TAR) (1207):

1. Operations Analysis (OA)
2. Recruiting Leadership
3. Requirements Management
4. Financial Management (FM)
5. Cyber Operations and Planning

Permanent Professional Recruiter (TAR) (1287):

1. Recruiting Leadership
2. Education and Training

Engineering Duty Officer (14X5):

1. Acquisition Corps
2. Unmanned Systems (UxS)
3. Cyber Operations and Planning
4. Nuclear Weapons (NW) Technical Expertise
5. Integrated Air and Missile Defense (IAMD)
6. Expeditionary Warfare
7. Space Cadre
8. Financial Resource Management (FM)

Aerospace Engineering Duty Officer (Engineering) (1515):

1. Acquisition Corps
2. Unmanned Systems (UxS)
3. Space Cadre
4. Requirements Management
5. Operations Analysis (OA)
6. Astronaut Consideration

Aerospace Engineering Duty Officer (Maintenance) (1525):

1. Acquisition Corps
2. Financial Management (FM)
3. Education and Training
4. Requirements Management
5. Operations Analysis (OA)

Subj: ORDER CONVENING THE FY-26 PROMOTION SELECTION BOARDS TO
CONSIDER OFFICERS IN THE LINE ON THE RESERVE ACTIVE-
STATUS LIST OF THE NAVY FOR PERMANENT PROMOTION TO THE
GRADE OF LIEUTENANT COMMANDER

Aerospace Engineering Duty Officer (Maintenance) (TAR)
(1527):

1. Acquisition Corps
2. Education and Training
3. Financial Management (FM)
4. Expeditionary Warfare
5. Operations Analysis (OA)
6. Shore Installation Leadership

Public Affairs (1655):

1. N/A

Strategic Sealift (1665):

1. Expeditionary Warfare
2. Navy Operational Planner

Foreign Area (1715):

1. Language, Regional Expertise, and Cultural (LREC)
Experience

Oceanography (1805):

1. N/A

Cryptologic Warfare (1815):

1. Cyber Operations and Planning
2. Space Cadre

Information Professional (1825):

1. Cyber Operations and Planning
2. Space Cadre

Intelligence (1835):

1. Unmanned Systems (UxS)
2. Targeting
3. Cyber Operations and Planning
4. Space Cadre
5. Joint Experience
6. Naval Special Warfare (NSW) Experience
7. Attache Duty
8. Language, Regional Expertise, and Cultural (LREC)
Experience

Maritime Cyber Warfare Officer (1885):

1. Cyber Operations and Planning

Subj: ORDER CONVENING THE FY-26 PROMOTION SELECTION BOARDS TO
CONSIDER OFFICERS IN THE LINE ON THE RESERVE ACTIVE-
STATUS LIST OF THE NAVY FOR PERMANENT PROMOTION TO THE
GRADE OF LIEUTENANT COMMANDER

Limited Duty Officer (Line) (6XX5):

1. N/A

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

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

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

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

(c) **Education and Professional Development.**

1. In accordance with the Naval Education Strategy 2023 and Secretary of the Navy Memorandum "Continuous Learning for Naval Officers" dated August 26, 2021, the boards shall give favorable consideration to those officers with graduate education relevant to naval warfighting, experience in specialized areas, Navy PME and Joint PME (JPME). In May 2018, the Unrestricted Line (URL) instituted a board selection process for in-residence graduate education programs. That board selection process ensures that URL officers with superior performance records are afforded the opportunity for graduate education. Cultivation of our best and brightest officers through high quality in-residence, low-residence, and hybrid learning enhances critical thinking skills and warfighting expertise. Beginning with officers in year group 2015, graduate education will be required prior to assuming major command. In determining officers who are best and fully qualified for promotion, the board should give favorable consideration to officers who have obtained naval warfighting-relevant graduate

Subj: ORDER CONVENING THE FY-26 PROMOTION SELECTION BOARDS TO
CONSIDER OFFICERS IN THE LINE ON THE RESERVE ACTIVE-
STATUS LIST OF THE NAVY FOR PERMANENT PROMOTION TO THE
GRADE OF LIEUTENANT COMMANDER

education. Degrees earned through Department of the Navy funded Low-residency Graduate Education Program fulfill the graduate education requirement.

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

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

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

5. The Navy values the importance of Naval Reserve Officers Training Corps (NROTC), Officer Training Command (OTC), Recruit Training Command (RTC), and U.S. Naval Academy (USNA) duties in building and developing future Navy leaders. When reviewing an officer's qualifications for the next higher grade, you should give favorable consideration to NROTC/OTC/RTC/USNA assignments.

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

1. The boards may give favorable consideration to those officers who have displayed superior performance while serving in IA/GSA/OCO/APH assignments in direct support of OCO, Irregular Warfare, and the National Defense Strategy and, in particular, those IA/GSA/OCO/APH assignments that are extraordinarily arduous and/or involve significantly heightened personal risk. These individuals are developing valuable combat

Subj: ORDER CONVENING THE FY-26 PROMOTION SELECTION BOARDS TO
CONSIDER OFFICERS IN THE LINE ON THE RESERVE ACTIVE-
STATUS LIST OF THE NAVY FOR PERMANENT PROMOTION TO THE
GRADE OF LIEUTENANT COMMANDER

and nation-building skills under stressful conditions. Such assignments may not be typical of the officer's traditional community career path, and the officer may be rated by a reporting senior unfamiliar with the officer's specialty and the Navy fitness report system.

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

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

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

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

Subj: ORDER CONVENING THE FY-26 PROMOTION SELECTION BOARDS TO
CONSIDER OFFICERS IN THE LINE ON THE RESERVE ACTIVE-
STATUS LIST OF THE NAVY FOR PERMANENT PROMOTION TO THE
GRADE OF LIEUTENANT COMMANDER

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

1. — Relentlessly builds a culture of the highest character - a tough, resilient team that wins.
2. — Acknowledges and honors the value of every Sailor and civilian.
3. — Takes care of themselves and their teammates.
4. — Leads with humility, with the ability to self-assess.
5. — Always does the right thing, especially when it is hard.
6. — Keeps close watch on their own mental, physical, and emotional health, and the health of those they lead.

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

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

(3) **Championing a Culture of Excellence.** The boards should give favorable consideration to those officers who are deliberate in how they build great people, leaders, and teams. This is demonstrated through emotional intelligence, self-awareness, and investing in their people's needs.

Subj: ORDER CONVENING THE FY-26 PROMOTION SELECTION BOARDS TO
CONSIDER OFFICERS IN THE LINE ON THE RESERVE ACTIVE-
STATUS LIST OF THE NAVY FOR PERMANENT PROMOTION TO THE
GRADE OF LIEUTENANT COMMANDER

(4) **COVID-19 Vaccine Refusal Adverse Information.**

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

(5) **Indo-Pacific Area Expertise Considerations.**

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

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

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

Subj: ORDER CONVENING THE FY-26 PROMOTION SELECTION BOARDS TO
CONSIDER OFFICERS IN THE LINE ON THE RESERVE ACTIVE-
STATUS LIST OF THE NAVY FOR PERMANENT PROMOTION TO THE
GRADE OF LIEUTENANT COMMANDER

Communications, Computers, and Intelligence (C4I), combat systems, unmanned systems, systems engineering, enterprise information systems, and information technology (IT). In determining the best and fully qualified officers for promotion, you shall give equal consideration to outstanding performance whether in an acquisition or non-acquisition position.

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

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

(1) **Dual career paths.** Many TAR officers, particularly in the URL and Human Resources (HR) communities, complete a balance of operational or community-specific milestone tours (e.g., commanding officer and major staff assignments, operational department head tours and operational aviation, special warfare and afloat command tours) and reserve management milestone tours (e.g., Navy Reserve Center (NRC) and Navy and/or Reserve Talent Acquisition Group (RTAG/NTAG) commanding officer, Navy Reserve major staff assignments). Officers selected must have demonstrated exceptional managerial skill and professional

Subj: ORDER CONVENING THE FY-26 PROMOTION SELECTION BOARDS TO
CONSIDER OFFICERS IN THE LINE ON THE RESERVE ACTIVE-
STATUS LIST OF THE NAVY FOR PERMANENT PROMOTION TO THE
GRADE OF LIEUTENANT COMMANDER

competence in operational, executive, and staff roles. In determining those officers best qualified for promotion, you should consider favorably those officers who have served in a broad spectrum of assignments requiring expertise in varied functional areas. Operational requirements can sometimes limit the reserve management assignments of some officers and this limitation should not disadvantage these officers (e.g., command at sea for Surface Warfare Officers). Success and sustained exceptional performance in these areas are the most important attributes for consideration.

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

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

6. Equal Opportunity

a. The Department of the Navy is dedicated to equality of treatment and opportunity for all personnel without regard to race, religion, color, sex (including pregnancy), sexual orientation, or national origin. The Navy demands a professional working environment in which any of these bases will not limit a Sailor's professional opportunities. Discrimination on any of these bases is contrary to the Department's Core Values of honor, courage, and commitment. Accordingly, within this board's charter to determine the officers who are "best and fully qualified," or "fully qualified," as applicable, you must ensure that officers of

Subj: ORDER CONVENING THE FY-26 PROMOTION SELECTION BOARDS TO
CONSIDER OFFICERS IN THE LINE ON THE RESERVE ACTIVE-
STATUS LIST OF THE NAVY FOR PERMANENT PROMOTION TO THE
GRADE OF LIEUTENANT COMMANDER

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

b. Your evaluation of all officers must be fair and equitable. You should evaluate each officer's potential to assume the responsibilities of the next higher grade, with the overriding factor being performance of assigned duties.

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

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

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

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

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

d. The Navy has assigned some officers outside of traditional career development patterns (including but not limited to the following types of assignments: institutional instructors, recruiting, and equal opportunity billets). These assignments, though greatly beneficial to the Navy, may have foreclosed to the officers so assigned opportunities available to other officers. In addition, other utilization policies or practices, such as those based on statutory restrictions on the assignment of women, may have had an effect on career opportunities previously. Such assignment practices should not prejudice the selection of these men and women for promotion. Successful performance of duties assigned is the key in measuring an officer's potential for promotion; duty performed well by men and women affected by such utilization policies or practices should be given weight equal to duty performed well by an officer not affected by such policies or practices.

e. This guidance shall not be interpreted as requiring or permitting preferential treatment of any officer or group of

Subj: ORDER CONVENING THE FY-26 PROMOTION SELECTION BOARDS TO
CONSIDER OFFICERS IN THE LINE ON THE RESERVE ACTIVE-
STATUS LIST OF THE NAVY FOR PERMANENT PROMOTION TO THE
GRADE OF LIEUTENANT COMMANDER

officers on the grounds of race, religion, color, sex (including pregnancy), sexual orientation, or national origin.

7. Unrestricted Line (URL) Considerations

a. Each URL Community has a separate and distinct career path, with milestones that do not necessarily correlate to one another. In determining best and fully qualified officers, the board may consider demonstrated superior performance in leadership positions as strong indication of future potential. However, the board should not view the absence of such experience negatively where the typical career path does not include opportunities for equivalent lieutenant leadership positions across all officers of the URL. As always, sustained superior performance in any duties assigned is what provides positive indication of future potential to serve in the next higher grade.

b. Aviation merit reorder slides guide the following discussion: Naval aviation is a large and competitive community. Those officers who are consistently recognized as top performers in competitive summary groups during sea and shore assignments where timing allows, should receive first priority for merit reordering. Priority should be given to officers who have earned a top three Early Promote (EP) FITREP in a competitive summary group during their first sea tour while achieving advanced warfare qualifications for their specific Type/Model/Series. Naval Aviation highly values first shore production assignments (NAWDC, FRS, Weapons School, VT/HT, test). Priority should be given to those officers that excel in the production environment over others. Finally, career timing permitting, Aviation Officers are expected to fulfill a second sea tour as ship's company (ANAV, Shooter, OPS Admin), Weapons and Tactics Instructor (WTI), Super JO, or CAG Staff. Priority should be given to officers who earn an EP FITREP in a competitive summary group during their second sea tour. Additional consideration should be given to officers who have completed JPME Phase I or graduate education.

c. Surface Warfare merit reorder slides guide the following discussion: Surface Warfare is a large and competitive community. Those officers with consistently above-Reporting Senior's Cumulative Average (RSCA) performance at sea in DIVO tours, recommendations for Afloat DH in each DIVO tour, are screened for or serving as a DH Afloat, and completed an EOOW

Subj: ORDER CONVENING THE FY-26 PROMOTION SELECTION BOARDS TO
CONSIDER OFFICERS IN THE LINE ON THE RESERVE ACTIVE-
STATUS LIST OF THE NAVY FOR PERMANENT PROMOTION TO THE
GRADE OF LIEUTENANT COMMANDER

letter should receive first priority for merit reordering. Additional consideration should be given to officers with early EP performance in their DH tours and are screened for or are serving in Early Command (PC/MCM/MK6), completed a TAO letter, WTI qualification, JPME Phase I, and/or Master's degree.

d. Submarine merit reorder slides guide the following discussion: Those officers serving (or having served) as a department head afloat with recognized top performance as a division officer should receive first priority for merit reordering. Additional consideration should be given to officers who have been consistently recognized as EP performers in competitive summary groups during both sea and shore assignments.

e. Reserve Component TAR Officer Naval Special Warfare merit reorder slides guide the following discussion: Those officers who completed their Department Head tour (reflected by AQD9) and were recognized as top performers in the position should receive first priority for merit reorder. Additional consideration should be given to TAR officers who are currently serving in post-Department Head operational leadership positions, such as Troop Commanders or Operations Officers, and have demonstrated sustained superior performance across all assignments.

(1) Reserve Component SELRES Officers should be given favorable consideration if they have demonstrated superior performance and experience in operational and screened community positions (NSW Department Head, JSOC, NSWDC/TACDEVRON, SMU, SDV, SBT, SEAL, SRT) and major staff assignments (USSOCOM, TSOC, NSWC, CNRFC, OPNAV, OCNR, OSD, JCS, JSOC, Fleet, BUPERS, NPC). Additional consideration should be given to those with a Masters or JPME Phase I complete and recent AC service in an NSW DEPOD requirement lasting greater than six months. SELRES Officers who are consistently recognized as Early Promote (EP) performers, above RSCA, during both sea and shore assignments should receive first priority for merit reordering.

f. Reserve Component TAR Officer EOD merit reorder slides guide the following discussion: Priority should be given to officers with sustained superior performance through their initial tours. An officer with a soft break out as #1 or #2 as a lieutenant Junior Grade Platoon Commander and lieutenants with an Early Promote FITREP during their second operational tour as

Subj: ORDER CONVENING THE FY-26 PROMOTION SELECTION BOARDS TO
CONSIDER OFFICERS IN THE LINE ON THE RESERVE ACTIVE-
STATUS LIST OF THE NAVY FOR PERMANENT PROMOTION TO THE
GRADE OF LIEUTENANT COMMANDER

a Company or Platoon Commander have demonstrated sustained leadership and performance. Third tour top performance includes in-residence graduate education or a competitive breakout FITREP, wherever assigned.

(1) Reserve Component SELRES Officers should be given favorable consideration if they have demonstrated superior performance and experience in operational and screened 1145 and/or 1135 positions (EODMU, MDSU, CTF, Operations Officer) and major staff assignments (COCOM, TSOC, NSWC, CNRFC, OPNAV, OCNR, OSD, JCS, BUPERS, NPC). Officers who are consistently recognized as Early Promote (EP) performers, above RSCA, during both sea and shore assignments should receive first priority for merit reordering.

8. Human Resources (HR) Community Considerations

a. The HR community provides core human resource expertise to define, attract, recruit, develop, assign, and retain America's best talent. Career progression produces HR officers serving in critical roles in leadership and major staff positions. Successful HR officers demonstrate sustained superior performance in all assignments and with increasing responsibilities across three billet types: command and leadership, sea duty (AC only), and milestone tours.

(1) The HR 1205 community implemented changes adding Fleet N1/J1 manpower and requirements billets as milestone as these are critical warfighter enablement capabilities.

(2) Additionally, successful 1205 HR officers will distinguish themselves through 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.

b. Community Values are listed in order of significance for each paygrade.

c. Almost all gains in the AC and TAR HR communities are from URL lateral transfers at the lieutenant level. SELRES gains are from lateral transfer, active to reserve transition, and direct commission. Most AC and TAR officers will have attained a warfare qualification and completed successful tours

Subj: ORDER CONVENING THE FY-26 PROMOTION SELECTION BOARDS TO
CONSIDER OFFICERS IN THE LINE ON THE RESERVE ACTIVE-
STATUS LIST OF THE NAVY FOR PERMANENT PROMOTION TO THE
GRADE OF LIEUTENANT COMMANDER

in their previous community. Officers who have a successful track record of sustained superior performance in their previous community or as an HR officer, indicate potential to succeed at the level of lieutenant commander.

d. Upon re-designation into the HR community, many AC and some TAR officers will be sent directly to Naval Postgraduate School to complete an HR-focused master's degree. Some will have non-observed fitness reports covering significant periods of time. Education is valued by the HR community. Officers who have made progress toward or completion of a master's degree, particularly HR-focused (3XXX) (including Operations Research Analysis, Manpower Systems Analysis, Financial Management, and Education and Training Management, or civilian equivalent (plus IT (TAR only))), indicate an officer's potential to grasp complex human capital concepts, policy, and analytical accuracy as a leader in the HR community.

e. Officers that have completed qualification standard requirements for command indicate potential to succeed at the level of lieutenant commander.

f. Officers who maintain a current industry-recognized HR-related certification (or IT certification (TAR only)) have demonstrated the ability to understand and apply human capital theories, concepts, and laws/regulations critical to policy development and execution across the Navy.

g. For merit reorder considerations (SELRES HR), valued achievements prior to lieutenant commander:

(1) Recognized top performer in demanding source community and/or subsequent HR tour(s).

(2) Master's degree in subspecialties including Financial Management, Manpower Systems Analysis, Education and Training Management, Operations Analysis, and Information Systems and Technology (3XXX SSP preferred).

(3) Attainment of command qualification and screening (2N1 AQD).

(4) Professional certifications in disciplines to include: PHR, SPHR, GPHR, CDFM, CDFM-A, CISSP, or GSLC.

Subj: ORDER CONVENING THE FY-26 PROMOTION SELECTION BOARDS TO
CONSIDER OFFICERS IN THE LINE ON THE RESERVE ACTIVE-
STATUS LIST OF THE NAVY FOR PERMANENT PROMOTION TO THE
GRADE OF LIEUTENANT COMMANDER

(5) Service within the 1205 community in roles including mentorship, Executive Steering Committee (ESC) involvement, HR regional positions, and Direct Commission Officer board support.

h. For merit reorder considerations (TAR HR), valued achievements prior to lieutenant commander:

(1) Sustained superior performance in demanding billets and assignments.

(2) Recognized top performer in source community and attainment of source community qualifications.

(3) Master's degree in subspecialties including Financial Management, Manpower Systems Analysis, Education and Training Management, Operations Analysis, and Information Systems and Technology (3XXX SSP preferred).

9. Engineering Duty Officer (EDO) Community Considerations

a. Officers with sustained superior performance and leadership at the DEPT HEAD/DIVO/PROJ OFF level should be given favorable consideration. Proven experience across critical competency skills and mastery of PQS/ITP qualifications should be secondary considerations.

10. Aerospace Engineering Duty Officer (AEDO) (Engineering and Maintenance) Community Considerations

a. Board members should carefully examine an officer's entire record to assess leadership and performance in operational fleet and/or acquisition positions. Consideration should be given to those officers that have demonstrated superior performance while mobilized, or on active-duty for operational support (ADOS) in support of the Naval Aviation Enterprise.

b. For merit reorder consideration, clear recommendations toward early promotion should accompany recognized sustained superior performance; officers should excel in billets of increasing complexity, responsibility, and scope.

c. Engineering (1515) officers under consideration for promotion to lieutenant commander will have varying degrees of acquisition and operational experience. Officers should

Subj: ORDER CONVENING THE FY-26 PROMOTION SELECTION BOARDS TO
CONSIDER OFFICERS IN THE LINE ON THE RESERVE ACTIVE-
STATUS LIST OF THE NAVY FOR PERMANENT PROMOTION TO THE
GRADE OF LIEUTENANT COMMANDER

demonstrate superior performance as a department head or Project Lead.

d. Maintenance (1525) officers under consideration for promotion to lieutenant commander should have demonstrated superior performance in aviation organizational and intermediate fleet positions to include Maintenance Control Officer (MCO), Maintenance Material Control Officer (MMCO), Production Control Officer, Detachment Maintenance Officer, or Project Lead.

e. Maintenance (1527) officers under consideration for promotion to lieutenant commander should demonstrate superior performance in direct leadership of aviation organizational and intermediate fleet positions to include Maintenance Material Control Officer (MMCO), Production Control Officer (PCO), or Contracting Officer Representative (COR).

11. **Public Affairs Officer (PAO) Community Considerations**

a. PAOs use communication skills, strategies, and tactics to support a commander's objectives. Career progression produces senior PAOs who can lead an organization's communication enterprise and demonstrate an awareness and ability to navigate the dynamics of the information environment to achieve desired communication end states. Successful senior PAOs communicate strategically, demonstrate critical thinking, conduct thorough problem set analysis, execute tactically, and provide astute counsel to flag officers and staffs. Providing direct support to three- and four-star flag and general officers is the pinnacle of a PAO's career. As such, sustained superior performance in varied billets, particularly direct senior leader support on operational staffs, community leadership, Washington, D.C. headquarters, and joint staffs indicate strong potential for future success. Keep in mind an officer's career track may not include all desired career markers due to the Reserve slating process, which influences an officer's billet assignment process, but does not allow for detailing an officer into a billet. Senior reserve PAOs must demonstrate excellent management and administrative skills to ensure RC officers and Sailors under their charge are mobilization and warfighting ready for short-fused contingency, high-visibility priority or crisis missions afloat or ashore. As such, sustained superior performance in public affairs leadership billets, particularly on numbered fleets and operational staffs, as well as in combat operations with demonstrated mastery of the full range of public

Subj: ORDER CONVENING THE FY-26 PROMOTION SELECTION BOARDS TO
CONSIDER OFFICERS IN THE LINE ON THE RESERVE ACTIVE-
STATUS LIST OF THE NAVY FOR PERMANENT PROMOTION TO THE
GRADE OF LIEUTENANT COMMANDER

affairs skills as it applies to maritime operations and
warfighting indicates strong potential for future success.

b. Transitions from active-duty, officer re-designations,
inter-service transfers and direct commission officer accessions
are the means for gaining officers into the RC PAO community.
Due to the variance in length of service and values associated
with each accession method, deeper consideration must be applied
to understanding the value associated with each individual
career path. Upon entry into the PAO community, officers will
have the opportunity to complete the Public Affairs &
Communication Strategy Qualification (PACS-Q) Course at the
Defense Information School during their first PAO assignment,
earning the Public Affairs Navy Officer Billet Classification
(2412 NOBC).

c. A successful track record of sustained superior
performance in SELRES unit department head or assistant
department head assignments and a history of directly supporting
the supported command's public affairs mission during
operational or high visibility missions/support, reflecting
increasing scope and complexity, indicates potential to succeed
as a lieutenant commander.

d. PAOs with documented operational public affairs
experience to include experience supporting fleet, joint or
combined exercises should be given favorable consideration.

e. PAOs who have demonstrated superior performance in an
individual augmentee assignment, particularly supporting combat
and/or contingency operations should be given favorable
consideration.

f. The Navy Reserve Augment Unit Commanding
Officer/Officer-In-Charge qualification, (2N1 AQD) is required
for command leadership billet assignments. Completion indicates
that the PAO is ready for increased responsibilities as a
potential XO/AOIC.

g. Completion of the Navy Reserve Unit Management Course
(NRUM) is optimal; course completion indicates that the PAO is
ready for increased responsibilities as a potential XO/AOIC.

h. Considerations for Merit Reorder. Ideally candidates
for merit reorder should meet all criteria. Values for merit

Subj: ORDER CONVENING THE FY-26 PROMOTION SELECTION BOARDS TO
CONSIDER OFFICERS IN THE LINE ON THE RESERVE ACTIVE-
STATUS LIST OF THE NAVY FOR PERMANENT PROMOTION TO THE
GRADE OF LIEUTENANT COMMANDER

reorder are listed on the merit reorder slide in order of
priority with the top four carrying the most weight:

(1) Emphasis should be placed on a sustained superior
performance throughout their time in grade.

(2) Superior performance in their assigned duties in
operational or fleet tours, and senior advisor roles, is more
important than earning degrees, accreditations, and
certifications.

(3) Officers selected for merit reorder should stand out
among those selected for promotion as the best of the group.

12. **Strategic Sealift Officer (SSO) Community Considerations**

a. The SSO community provides a trained, experienced,
properly licensed, and credentialed pool of merchant marine
naval officers to supplement the manning of the surge sealift
fleet in times of war or national emergency. The SSO Community
has two separate but equal career progression tracks:

(1) Individual Ready Reserve (IRR) approximately 90% of
the members.

(2) SELRES approximately 10% of the members.

Both tracks provide fully qualified officers for consideration
by the board.

b. The SSO program is the only managed and funded IRR
community with a mission in the Navy Reserve. IRR officers are
often limited in their ability to participate due to civilian
merchant marine careers that require them to be at sea for
extended periods. Their reserve participation requirement is 12
days of ADT each fiscal year resulting in their fitness reports
during these periods being non-observed. Favorable
consideration should be given to officers based on their
civilian mariner and naval leadership, experience, credentials,
licenses, and members who receive observed fitness reports due
to superior performance and extended training periods.

c. The best qualified officers maintain their proficiency
at sea with meaningful underway experience within the last four
years and demonstrate a successful track record of sustained

Subj: ORDER CONVENING THE FY-26 PROMOTION SELECTION BOARDS TO
CONSIDER OFFICERS IN THE LINE ON THE RESERVE ACTIVE-
STATUS LIST OF THE NAVY FOR PERMANENT PROMOTION TO THE
GRADE OF LIEUTENANT COMMANDER

superior performance with an increasing scope of responsibilities in reserve leadership positions and maritime related active duty assignments. Favorable consideration should be given to officers who demonstrate leadership during challenging mobilization, Active-Duty for Operational Support (ADOS), recall, or extended Active-Duty for Training (ADT) assignments; complete advanced or joint military education; demonstrate civilian maritime leadership experience/subject matter expertise or are engaged in long-term support of SSOF community management.

d. Merit reorder slides guide the following discussion: SSOs serve as Deck Officers or Engineering Officers in the Individual Ready Reserve (IRR) and SELRES who train to their assigned mobilization billet. Officers who have a proven track record of performance - either through upgrading their merchant mariner credential/license while actively sailing, or demonstrated superior leadership within their community and across a variety of commands should be considered for merit reorder.

e. Fully qualified officers have an SSO warfare qualification listed as a special qualification in the Officer Summary Record (OSR) as: SSO WARFARE.

f. Fully qualified officers have a United States Coast Guard (USCG) Merchant Mariner Credential (MMC). MMCs are documented as AQDs in the OSR. A MMC renewal or upgrade that has been approved by the USCG, but not issued, is to be considered as valid with supporting documentation from the USCG.

(1) The best qualified officers will have an advanced USCG MMC (categories (a), (b), and (c) below). Category (a) is the most valued (Master or Chief Engineer). Attainment or maintenance of an advanced MMC demonstrates operational and leadership ability as a professional mariner indicating greater potential to succeed in all phases of ship operations. MMCs and their corresponding AQD short titles are identified below:

(a) Master (MASTER) or Chief Engineer (STM CHENG, MTR CHENG, GT CHENG);

(b) Chief Mate (DO CH MATE) or First Assistant Engineer (STM 1ST ASST, MTR 1ST ASST, GT 1ST ASST);

Subj: ORDER CONVENING THE FY-26 PROMOTION SELECTION BOARDS TO
CONSIDER OFFICERS IN THE LINE ON THE RESERVE ACTIVE-
STATUS LIST OF THE NAVY FOR PERMANENT PROMOTION TO THE
GRADE OF LIEUTENANT COMMANDER

(c) Second Mate (DO SECIMATE) or Second Assistant Engineer (STM 2ND ASST, MTR 2ND ASST, GT 2ND ASST); and,

(d) Third Mate (DO THRDIMATE) or Third Assistant Engineer (STM 3RD ASST, MTR 3RD ASST, GT 3RD ASST).

(2) SELRES officers should be given favorable consideration for a valid Standards of Training, Certification, and Watchkeeping endorsement on their MMC.

g. Favorable consideration should be given to IRR and SELRES lieutenants who have attained or maintained an advanced MMC (SECIMATE/2ND ASST or higher); and consistently execute annual ADT (or have an approved waiver).

h. Favorable consideration should be given to SELRES lieutenants who have demonstrated superior performance and leadership tours across a variety of commands such as officer-in-charge, executive officer, department head and/or assistant department head.

i. Favorable consideration should be given to lieutenants who acquired the AQD TC1 and have served as a TACAD afloat (TC2 AQD).

j. Favorable consideration should be given to lieutenants who have demonstrated support to engineering planning, maintenance, or repair activities, both shore-side and afloat; and whose annual training efforts align with government owned ships' crew augmentation, Port Engineer, Life Cycle Management, or Safety Management System functions.

13. **Foreign Area Officer (FAO) Community Considerations**

a. FAOs are the Navy's globally embedded, persistently forward, strategic operators. Career progression produces officers who deliver assured global access and posture, interoperability with U.S. partners, and human information advantage for the Fleet. Successful FAOs demonstrate sustained superior performance and increasing responsibilities along three billet types: Embassy Security Cooperation Officer; Defense Attaché Service (Senior Defense Official/Defense Attaché (DATT) or Naval Attaché (NATT)); and Strategy, Plans, and Policy (Navy, Joint, or Inter-Agency staffs). The SDO/DATT serves as both the senior attaché and the senior SCO.

Subj: ORDER CONVENING THE FY-26 PROMOTION SELECTION BOARDS TO
CONSIDER OFFICERS IN THE LINE ON THE RESERVE ACTIVE-
STATUS LIST OF THE NAVY FOR PERMANENT PROMOTION TO THE
GRADE OF LIEUTENANT COMMANDER

b. Fully qualified FAOs receive the "FAO Q" AQD. This AQD requires: a political-military master's degree or equivalent; documented language proficiency at a level of 2 or higher in two of three modalities (listening, reading, speaking); and no less than six months of in-region experience. FAOs working toward full qualification hold the "FAO T" AQD.

c. Non-observed time for language study, master's-level education, and billet specific training is expected and should not be viewed negatively.

d. For merit reorder consideration, superior performance in arduous overseas assignment(s) typified by one or more of the following: duty in remote, austere, and challenging locations, typically with unstable governments, authoritarian or non-permissive regimes, or significant environmental hazards. Reserve Component FAOs serving on temporary periods of active-duty and considered for O-6 selection shall be considered for merit reorder under the same conditions.

e. Accession timing and lengthy training tracks (up to four years) prevent most lieutenants from full qualification. The best officers demonstrate:

(1) Sustained superior performance, leadership, and are warfare qualified while exemplifying Navy Core Values;

(2) Progress towards FAO qualification with consideration given to re-designation timing (completion of graduate education, proficiency in at least one foreign language at a DLPT level of 2/2 or above, and/or in region duty experience); and

(3) Teamwork demonstrating initiative, collaboration and increasing levels of responsibility and sound judgment.

f. Officers who transferred into the FAO community within the last 18 months should not be penalized for a lack of progress toward qualification, as entry into FAO training track can be delayed up to 18 months following re-designation. Decreases in reports from source community after lateral transfer to FAO should not disadvantage members with records that otherwise demonstrate sustained superior performance.

Subj: ORDER CONVENING THE FY-26 PROMOTION SELECTION BOARDS TO
CONSIDER OFFICERS IN THE LINE ON THE RESERVE ACTIVE-
STATUS LIST OF THE NAVY FOR PERMANENT PROMOTION TO THE
GRADE OF LIEUTENANT COMMANDER

14. **Information Warfare (IW) Community Considerations**

a. The IW community is comprised of officers in the Oceanography (180X), Cryptologic Warfare (181X), Information Professionals (182X), Naval Intelligence (183X) and Maritime Cyber Warfare Officer (188X) communities. The IW community was created to more effectively and collaboratively lead and manage the officers who possess extensive skills in information-intensive specialties. The IW community aspires to assure command and control, generate predictive battle space awareness, and deliver integrated non-kinetic and kinetic fires, including effective maneuver across cyberspace, the electromagnetic spectrum, and space as a warfighting capability, within fleet and joint force.

b. The Navy needs officers who possess unimpeachable credentials, have deep technical/operational experience in the IW community domain, are innovative and bold, think creatively and challenge assumptions, and take well-calculated risks to deliver outcomes. As such, board members should view an officer's performance in leadership assignments as an indicator of their ability to lead organizations across the range of IW missions and functions. Best qualified candidates will be top performers and will have experience leading, planning, and executing operations across a range of IW disciplines.

c. As of May 31, 2013, all officers in competitive categories that compose the IW community began receiving rankings within combined IW summary groups in block 42 of fitness reports. However, officers in competitive categories that comprise the IW community continue to compete for promotion within their respective individual community categories. As such, summary group position may not fully show an officer's position relative to individual community peers.

d. Merit reorder consideration will be given to those IW officers with sustained superior performance, demonstrating exceptional proficiency within their specific IW community and across multiple IW disciplines afloat and ashore. Officers considered for merit reorder will possess an outstanding track record when ranked against their peers, within key operational milestone and leadership positions, and continued advancement of qualifications and higher education. Each IW community's specific merit reorder consideration criteria is provided in

Subj: ORDER CONVENING THE FY-26 PROMOTION SELECTION BOARDS TO
CONSIDER OFFICERS IN THE LINE ON THE RESERVE ACTIVE-
STATUS LIST OF THE NAVY FOR PERMANENT PROMOTION TO THE
GRADE OF LIEUTENANT COMMANDER

amplified merit reorder consideration slides and will be followed.

15. **Oceanography (OCEANO) Community Considerations**

a. The OCEANO community's core mission capability and capacity draws on experience and expertise in the fields of meteorology, oceanography, precise time and astrometry, bathymetry, geophysics, and hydrography, and is focused on providing timely and relevant support to fleet and joint operations. OCEANO officers typically develop foundational expertise in assignments at operational meteorology and oceanography (METOC) commands.

b. Demonstrated expertise in one or more of the core missions of meteorology, oceanography, precise time and astrometry, bathymetry, geophysics, and hydrography is the foundation of the OCEANO community. Expertise in multiple warfighting areas is highly valued. OCEANO officers should have balanced professional experience, to include demonstrated leadership, operational proficiency and qualifications, and technical expertise. Proven and sustained superior performance in documented positions of leadership and in difficult, challenging, and arduous operational assignments is the ultimate test of readiness for promotion selection.

c. Education is valuable and highly regarded for OCEANO officers. All active-duty officers will participate in advanced education leading to a Master's of Science degree in Meteorology and/or Physical Oceanography. Reserve officers who have additional graduate level education are highly valued.

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

e. The reserve OCEANO community is a mix of officers attained from both Direct Commission and affiliation from the Active Component; thus, some lieutenants will have a mix of assignments in both the OCEANO community and URL fields prior to lateral transition. Both are equally valuable and board members should examine an officer's entire record to assess career potential, leadership, and operational expertise to determine best of fully qualified.

Subj: ORDER CONVENING THE FY-26 PROMOTION SELECTION BOARDS TO
CONSIDER OFFICERS IN THE LINE ON THE RESERVE ACTIVE-
STATUS LIST OF THE NAVY FOR PERMANENT PROMOTION TO THE
GRADE OF LIEUTENANT COMMANDER

f. Fully qualified reserve OCEANO lieutenant commanders will have:

- (1) Earned their OCEANO basic qualification.
- (2) Qualified as an IW Officer under the IW community Qualification Program.
- (3) Demonstrated active participation in Navy reserve assignment.

g. Best qualified criteria is not a checklist, but rather a list of valued skills and achievements beyond the fully qualified criteria listed above that are indicative of officers prepared for selection to the next higher paygrade. The best qualified reserve OCEANO lieutenant commanders will have:

- (1) Demonstrated leadership performance as an OIC of Navy reserve unit.
- (2) Be in or have successfully completed an OCEANO mobilization or active duty operational tour at any rank.
- (3) Qualified in one or more watch standing positions at their supported command.

16. **Cryptologic Warfare (CW) Community Considerations**

a. Leadership and demonstrated excellence in the CW core mission areas of signals intelligence (SIGINT) and electronic warfare (EW) are the foundation for successful CW officers. The CW community values officers with deep expertise in the information warfare domain (specifically electromagnetic spectrum, space, and cyberspace) and a proven record in cryptologic tours afloat and ashore. Future CW leaders embrace a range of assignments in support of naval and joint operations and have experience across the breadth of CW mission areas to include space or acquisition qualifications. With the establishment of the Maritime Cyber Warfare Officer (MCWO)/1880 community in June 2023, most CW cyber effects billets and functionalities within the Cyber Mission Force (CMF) and US Cyber Command (USCC) will transition to the MCWO community by the end of FY26. However, CW Officers will continue to support cyberspace operations across the information warfare domain.

Subj: ORDER CONVENING THE FY-26 PROMOTION SELECTION BOARDS TO
CONSIDER OFFICERS IN THE LINE ON THE RESERVE ACTIVE-
STATUS LIST OF THE NAVY FOR PERMANENT PROMOTION TO THE
GRADE OF LIEUTENANT COMMANDER

b. CW officers typically develop deep foundational SIGINT and cyber expertise in assignments at NIOCs and staffs aligned with Cryptologic Centers, Cyber Mission Force, and NSA/CSS. CW officers gain SIGINT and EW expertise in embedded maritime and expeditionary environments, assigned to surface combatants as ship's company or afloat staff, NAVSPECWAR commands/units, as a Direct Support Officer (aboard surface, subsurface, or airborne platforms), or IAs as an augmentee (Service, national, or joint). Experience in SIGINT is denoted by the BI-series AQDs, while EW experience is reflected through the BL-series AQDs. CW officers gain cyber expertise under the operational control of U.S. Cyber Command (USCYBERCOM), its naval component command, U.S. Fleet Cyber Command (FLT CYBERCOM), NSA, and joint arena (Joint Forces Headquarters/geographic combatant commands). These commands integrate tactically and operationally with fleet and joint forces in planning and executing operations worldwide. Cyber experience is documented through the BO-series AQDs. Additionally, CW officers make up a significant portion of the Navy's Space Cadre (VS-series AQDs) and can qualify for the Navy's Acquisition Corps (Acquisition series AQDs). The CW Community values officers with experience in Space and Acquisition.

c. The reserve CW community is a mix of direct commission (largely O-1, but some may receive constructive entry credit up to O-3) level, and affiliation from the Active Component and lateral transfers from other communities (O-2 and O-3). Those officers who have laterally transferred to CW should have a successful track record in their previous community to indicate potential to succeed as a CW lieutenant commander.

d. Fully qualified reserve CW lieutenant commanders will have:

(1) Earned their CW basic qualification.

(2) Qualified as an IW Officer under the IW community Qualification Program.

e. Best qualified criteria is not a checklist, but rather a list of valued skills and achievements beyond the fully qualified criteria listed above that are indicative of officers prepared for selection to the next higher paygrade. The best qualified reserve CW lieutenant commanders will have:

Subj: ORDER CONVENING THE FY-26 PROMOTION SELECTION BOARDS TO
CONSIDER OFFICERS IN THE LINE ON THE RESERVE ACTIVE-
STATUS LIST OF THE NAVY FOR PERMANENT PROMOTION TO THE
GRADE OF LIEUTENANT COMMANDER

(1) Demonstrated strong operational leadership performance and innovation in ashore and tactical CW assignments.

(2) Be in or have successfully completed a Cryptology mobilization or active duty operational tour at any rank.

(3) Demonstrated progress toward an advanced degree (master's degree, post-graduate technical certification, doctorate degree).

17. **Information Professional (IP) Community Considerations**

a. Leadership and demonstrated excellence in C4 and cyber in the maritime environment is the cornerstone of success for IP officers. Future leaders of the IP community must have a proven record at sea, in shore C4 and Cyber tours, and demonstrated technical IP expertise supporting naval and joint operations.

b. The IP community gains a significant number of officers through lateral transfer or re-designation, typically at O-3 and O-4. For promotion eligibility purposes, these officers will not have completed the IP qualifications or assignments. As such, the board is encouraged to evaluate an officer's demonstrated sustained superior performance in warfare-appropriate billets (e.g., department head tours) and technical acumen to identify this aspect of a fully qualified officer.

c. Fully qualified reserve IP lieutenant commanders will have:

(1) Completed the IP Basic Qualification.

(2) Qualified as an IW Officer under the IW community Qualification Program.

d. Best qualified criteria is not a checklist, but rather a list of valued skills and achievements beyond the fully qualified criteria listed above that are indicative of officers prepared for selection to the next higher paygrade. The best qualified reserve IP lieutenant commanders will:

(1) Have demonstrated strong operational leadership performance and innovation in C4 and cyber assignments.

Subj: ORDER CONVENING THE FY-26 PROMOTION SELECTION BOARDS TO
CONSIDER OFFICERS IN THE LINE ON THE RESERVE ACTIVE-
STATUS LIST OF THE NAVY FOR PERMANENT PROMOTION TO THE
GRADE OF LIEUTENANT COMMANDER

(2) Have advanced certifications in networking, security, and cloud such as CISSP, CEH, or anything from Cisco, SANS/GIAC, AWS, Azure, or GCP.

(3) Have demonstrated progress towards a technical advanced degree (master's or doctorate).

(4) Be in or have successfully completed a mobilization or active duty operational tour at any rank.

18. **Intelligence (Intel) Community Considerations**

a. Leadership, warfighting competence, and sustained superior performance are the hallmarks of a successful naval Intel officer. Senior Intel officers must possess a well-rounded career that demonstrates proven leadership in operationally-challenging environments, Navy and joint operational warfighting proficiency and expertise in conducting all-source operational Intel (OPINTEL). Intel officers are experts on the adversary and threats; therefore, developing deep expertise on our nation's strategic competitors is imperative, particularly in China and Russia. The Intel community also values additional specialty skills, which are documented in records as Intel-specific AQDs (typically 3XX alpha-numeric AQD series). All officers should demonstrate progress toward completion of advanced education.

b. The Intel Community gains a significant number of officers through lateral transfer or re-designation, typically at O-3 and below. Some officers will have a mix of assignments in both the Intel community and another Navy community (e.g., aviation, surface warfare, etc.) prior to re-designation into the Intel community. All are equally valuable and board members are encouraged to examine an officer's entire record to assess career potential, leadership, and warfighting ability.

c. Fully qualified reserve Intel lieutenant commanders will have:

(1) Qualified as an Intelligence and Information Warfare Officer.

(2) Demonstrated proficiency in an intelligence specialty skill.

Subj: ORDER CONVENING THE FY-26 PROMOTION SELECTION BOARDS TO
CONSIDER OFFICERS IN THE LINE ON THE RESERVE ACTIVE-
STATUS LIST OF THE NAVY FOR PERMANENT PROMOTION TO THE
GRADE OF LIEUTENANT COMMANDER

d. Best qualified criteria is not a checklist, but rather a list of valued skills and achievements beyond the fully qualified criteria listed above that are indicative of officers prepared for selection to the next higher paygrade. The best qualified reserve Intel lieutenant commanders will have:

(1) Demonstrated superior performance and/or depth within their intelligence specialty skill.

(2) A highly successful Intel mobilization or active-duty operational tour at any rank.

(3) Impactful contributions to community training and health beyond one's normal job description (e.g., through teaching/hosting PDS Surges or IWIREP training programs, or other community contributions).

(4) Demonstrated capability and/or capacity in another strategically critical area (e.g., China, Russia).

19. Maritime Cyber Warfare Officer (MCWO) Community Considerations

a. Leadership, sustained superior performance, and technical expertise in Cyberspace Operations (CO) are the hallmarks of a successful naval MCWO officer. Within the MCWO core mission of CO, leadership and demonstrated excellence span both Offensive Cyberspace Operations (OCO) and Defensive Cyberspace Operations (DCO) with the objective of generating decisive advantage for Navy and Joint force through the monitoring, collection, analysis, and exploitation of cyberspace systems, threats, and vulnerabilities; as well as, the exquisite integration of CO with Navy, Joint and Allied maritime operations. The MCWO Community values officers who are able to think critically and leverage their operational acumen and warfighting intuition to inform commanders' decisions, integrate effects across warfare domains, and actively contribute to a culture of warfighting excellence.

b. MCWO officers gain operational expertise and develop technical acumen in assignments under the operational control of U.S. Cyber Command (USCYBERCOM), U.S. Fleet Cyber Command (FLTCYBERCOM), NSA, and various Joint force units (Joint Forces Headquarters/Geographic Combatant Commands). While executing these assignments, MCWOs integrate with Fleet and Joint forces

Subj: ORDER CONVENING THE FY-26 PROMOTION SELECTION BOARDS TO
CONSIDER OFFICERS IN THE LINE ON THE RESERVE ACTIVE-
STATUS LIST OF THE NAVY FOR PERMANENT PROMOTION TO THE
GRADE OF LIEUTENANT COMMANDER

at the tactical and operational levels as applicable to plan and execute CO worldwide. While breadth of experience between OCO and DCO, varied geographic mission areas, or differing adversary threats is valuable, development of deep expertise in specific technical capabilities, geographic mission areas, or adversaries is equally valuable. As a result, officers with multiple assignments to the same unit or aligned to the same geographic mission area or adversary shall not be viewed negatively. Cyber experience may be documented via the BO-series AQDs and the inclusion of advanced cyber industry certifications like Certified Information Systems Security Professional (CISSP), Certified Ethical Hacker (CEH), Offensive Security Certified Professional (OSCP), GIAC Certified Incident Handler (GCIH), Certified Information Security Manager (CISM), Certified Cloud Security Professional (CCSP).

c. The MCWO community has very limited commanding officer and executive officer opportunities for its officers. While experience in these positions is highly valued, officers who have not completed a commanding officer or executive officer tour should not be viewed negatively due to insufficient opportunities within the MCWO Community.

d. The MCWO Community gains a significant number of officers through lateral transfer or redesignation, typically at O-4 and below. Some officers will have a mix of assignments in both the MCWO Community and another Navy community (e.g. another IW community or URL community) prior to redesignation into the MCWO Community. Both are equally valuable and board members are encouraged to examine an officer's entire record to assess career potential, leadership, and warfighting ability.

e. The reserve MCWO Community is a mix of lateral transfers from other communities (O-1 through O-3). Those officers who have laterally transferred to MCWO should have a successful track record in their previous community to indicate potential to succeed as a MCWO lieutenant commander.

f. Fully qualified reserve MCWO lieutenant commanders will have:

(1) Qualified as an IW Officer under the IW community Qualification Program.

g. Best qualified criteria is not a checklist, but rather a

Subj: ORDER CONVENING THE FY-26 PROMOTION SELECTION BOARDS TO
CONSIDER OFFICERS IN THE LINE ON THE RESERVE ACTIVE-
STATUS LIST OF THE NAVY FOR PERMANENT PROMOTION TO THE
GRADE OF LIEUTENANT COMMANDER

list of valued skills and achievements beyond the fully
qualified criteria listed above that are indicative of officers
prepared for selection to the next higher paygrade. The best
qualified reserve MCWO lieutenant commanders will:

(1) Have demonstrated strong operational leadership
performance and innovation in a cyber mission/protection team
support assignment, cyber mission force tour, or active duty or
reserve mobilization.

(2) Have demonstrated progress toward an advanced degree
(master's or doctorate) in a cyber-related field.

(3) Have attained one or more advanced cyber industry
certifications.

(4) Be in or have successfully completed an MCWO
mobilization or active duty operational tour at any rank.

20. Permanent Professional Recruiter (PPR) Community Considerations

a. The TAR PPR community provides the Navy Reserve with a
cadre of dedicated recruiting experts to develop key
relationships within communities and establish market
penetration in an increasingly challenging recruiting
environment. PPR career progression will produce consistent
corporate knowledge for the Navy Reserve, maintain historical
knowledge, and facilitate seamless communication in a designated
geographical location to deliver recruiting support. Promotion
opportunity is limited to lieutenant commander (the community is
capped at this paygrade) for successful PPR officers who
demonstrate sustained superior performance in all assignments,
with special emphasis on increasing responsibilities in
recruiting and reserve management.

b. Gains into the TAR PPR community are from lateral
transfers, re-designation, active to reserve transition, and the
TAR in-service procurement program. Most AC and TAR officers
will have attained a warfare qualification, completed successful
tours in their previous community, and have recruiting
experience. Officers who have a proven track record of
sustained superior performance in their previous community, as
an HR officer, have demonstrated leadership, and/or have

Subj: ORDER CONVENING THE FY-26 PROMOTION SELECTION BOARDS TO
CONSIDER OFFICERS IN THE LINE ON THE RESERVE ACTIVE-
STATUS LIST OF THE NAVY FOR PERMANENT PROMOTION TO THE
GRADE OF LIEUTENANT COMMANDER

significant recruiting experience indicate potential to succeed at the level of lieutenant commander.

c. Upon re-designation into the TAR PPR community, officers will be assigned to their PPR duty station in a specific geographical area. TAR PPR is unique in that officers may remain in the same geographical area for the duration of their service time. Therefore, geographical stability SHOULD NOT be viewed negatively.

d. Superior performance in recruiting and reserve management are highly valued.

e. The TAR PPR community values education. Officers who have made progress toward or completion of a master's degree indicate an officer's potential to grasp complex human capital concepts, policy, and analytical accuracy as a leader in the PPR community.

f. Officers who maintain an industry-recognized recruiting related certification or Professional in Human Resources (PHR)/ Senior Professional in Human Resources (SPHR) certification have demonstrated the ability to understand and apply human capital theories, concepts, and laws/regulations critical to policy development and execution across the Navy.

21. Reserve Limited Duty Officer (LDO) Considerations

Selection within the aggregate (LDO Line) continues for the reserve component. Consideration for promotion remains fully qualified officers who have demonstrated outstanding leadership and professional acumen commensurate with the opportunities provided in their designator career path. Best qualified officers will have completed command qualification, will be top performers, and will have consistently excelled at leading in operationally challenging environments and staff assignments throughout their career. Refer to the SECNAV-approved Community Value Slides for amplifying information on specific valued achievements for each control grade within the competitive categories.

22. Recommendation for Reorder of Officers of Particular Merit

a. After the boards have determined all best and fully qualified officers who should be recommended for promotion, it shall proceed to determine whether any of the recommended

Subj: ORDER CONVENING THE FY-26 PROMOTION SELECTION BOARDS TO
CONSIDER OFFICERS IN THE LINE ON THE RESERVE ACTIVE-
STATUS LIST OF THE NAVY FOR PERMANENT PROMOTION TO THE
GRADE OF LIEUTENANT COMMANDER

officers are of particular merit to be placed higher on the promotion list than their lineal number would place them. The officers recommended for merit-based reordering are, in the opinion of the majority of the members of the board, to be placed higher on the promotion list and in the order recommended; or, no officers are recommended for merit-based reordering, in the opinion of the majority of the members of the board.

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

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

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

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


John C. Phelan

JUN 12 2025



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.

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

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; OLV
- **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, OLV



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/NIOOC)
 - Standout performance during a CW mobilization
- **Valued achievements prior to COMMANDER**
 - Demonstrated superior performance XO, at NIOOC 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

- **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 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/ST)
 - 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, NSWDG/TACDEVIRON, SMU, SDV, SBT, SEAL, SRT)
 - Awards for combat or national mission actions
 - Superior performance in a competitively-screened billet (NSWDG TACDEVIRON, or SDV)
 - Superior performance in a variety of NSW billets (NSWDG/SDV/SRT/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, NSW, CNRFC)
 - Recognized top performer in tactical/operational and screened community positions (JSOC, NSWDG/TACDEVIRON, 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, NSW, CNRFC)
 - Recognized top performer in tactical/operational and screened community positions (JSOC, NSWDG/TACDEVIRON, 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.