



THE SECRETARY OF THE NAVY
WASHINGTON DC 20350-1000

SEP - 7 2023

From: Secretary of the Navy
To: President, FY-25 Active-Duty Rear Admiral Line and Staff
Corps Promotion Selection Boards

Subj: ORDER CONVENING THE FY-25 PROMOTION SELECTION BOARDS TO
CONSIDER OFFICERS IN THE LINE AND STAFF CORPS ON THE
ACTIVE-DUTY LIST OF THE NAVY FOR PERMANENT PROMOTION TO
THE GRADE OF REAR ADMIRAL

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

Encl: (1) Board Members
(2) Board Recorders and Administrative Support
(3) Statutory and Regulatory Promotion Objectives

1. **Date and Location**

a. The promotion selection boards, consisting of you as president and the officers and individuals listed in enclosures (1) and (2), are ordered to convene at the Navy Personnel Command, Millington, TN, at 0800, Monday, September 25, 2023, or as soon as practicable thereafter.

b. The boards shall proceed in accordance with all guidance in this letter, the FY-25 Active-Duty and Reserve Navy Flag Officer Promotion Selection Board Precept, reference (a), and Statutory and Regulatory Promotion Objectives, enclosure (3).

2. **Promotion Board Authorized Selections.** The zones for selection to flag have been set forth in the FY-25 Active-Duty Flag Officer Promotion Plan. The boards may recommend up to the number I have provided below.

<u>COMPETITIVE CATEGORY</u>	<u>NUMBER TO SELECT</u>
Unrestricted Line	15
Restricted Line	
Acquisition Line Community	4
Information Warfare Community	2
Staff Corps	
Judge Advocate General's Corps	1
Supply Corps	1
Civil Engineer Corps	1

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3. 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 that do not meet this standard shall not be recommended for promotion.

(1) 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 my behavior, mindful of the privilege to serve my fellow Americans; Courage, the moral and mental strength to do what is right, with confidence and resolution even in the face of temptation or adversity; and Commitment, joining together as a team to improve the quality of our work, our people, and ourselves.

(b) Upon this foundation of Navy core values, they must show a mindset of continuous self-improvement, a desire to Get Real and 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 Navy's hardest problems in a lasting way; and Always Learn, to pursue knowledge and apply learning from diverse sources in order to make themselves and their teams better.

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

(2) The Navy is composed of men and women representing dozens of different ethnic groups and hundreds of cultural heritages. Fully qualified officers must have shown the ability to successfully lead and mentor a diverse workforce, while

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executing the Navy's strategic diversity initiatives and effectively retaining the right quality and quantity of performance-proven personnel.

b. **Best Qualified.** Among the fully qualified officers, you must recommend for promotion the best qualified officers within their respective competitive category. The following core considerations should guide your recommendations. Members assigned to brief individual records are expected to use these considerations to guide the review and structure of their briefs. Each board member is expected to apply this guidance when deliberating and voting. Considerations are:

(1) **Proven and Sustained Performance**

(a) You are statutorily required to pick the best officers. Proven and sustained superior performance in command and leadership positions in difficult and challenging assignments, including those in the diplomatic/foreign service arena, is the ultimate test of fitness for promotion. This is the number one factor that should guide your recommendations.

(b) 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 who imbue this belief in their team. Look for those who take fierce pride in this obligation. Select the Commanders who are the example their team reflects and those that embody humility, selflessness, and complete transparency.

(c) You must consider that the future Navy and joint force leadership will be comprised of a mix of officers who have excelled in both traditional and alternate career paths. You must consider the critical competency/skill sets developed by officers who have excelled in alternate career paths. You must seek those officers who have been relentless in building a culture of the highest character...a tough, resilient team that wins. Our nation needs and expects their Navy to remain above reproach, as a force they can admire and rely upon. Further, this board's charter is to select the future leadership of the Navy. Superior leadership skills may be developed in a variety of assignments, and may be found across the Navy from various communities, platforms, and career paths. There are no

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expectations that flag officers must be selected from only certain communities or platform assignments. Your challenge is to look broadly across the Navy without regard to community, platform, or career path to select the best qualified officers to serve as the future leaders of the Navy. Seek those officers who think strategically and acknowledge the value of every Sailor and civilian. Seek those who take care of themselves and their families, embrace diversity of thought and background, and foster inclusion and connectedness. Seek those who always do the right thing, especially when it is hard. Consider those who keep close watch on their own mental, physical, and emotional health, and the health of those they lead.

(d) Our dynamic Navy requires equal consideration to those who have served in non-traditional, combat-related, nation-building roles. Successful performance and leadership in combat conditions demonstrate exceptional promotion potential and should be given special consideration.

(e) You should also consider for promotion those men and women possessing the education, experience, and language skills that help improve the Navy's gender and cultural awareness and those who demonstrate mentoring skills that enhance the professional development of the Navy's future male and female leaders and the wide and varied diversity of the Navy.

(f) A critical goal of the Navy is to encourage -- to demand -- innovation and efficiency to ensure that we retain an adaptive, flexible, and effective naval force able to anticipate events and win across the spectrum of conflict. In your consideration, recognize that the continued preeminence of the Navy in the future is inextricably linked to its ability to successfully change and to manage for efficiency. Our future depends on male and female leaders who have demonstrated their awareness of this fact. Within the charter of best and fully qualified, seek to select these officers. Likewise, we must not restrict or limit the opportunity of any officer to think creatively, develop new ideas, take prudent risks, and maximize capabilities through sound management practices. Bear in mind that, in the context of a changing Navy, officers demonstrating innovative thinking, efficient management skills, prudent risk-taking, and effective business practices may reflect a variety of backgrounds.

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(2) **Education / Personal and Professional Development**

(a) The Navy's ability to support future operational requirements depends on a well-educated and trained officer workforce. The Navy needs officers who have helped create a culture of continuous learning demonstrated by their professional development through education and training. You shall favorably consider professional military education (PME), leadership development, and experience in specialized areas. The PME Continuum integrates four components of education: advanced education, Navy-specific professional military education (NPME), joint professional military education (JPME) and leadership development. Best and fully qualified candidates seek opportunities to improve performance by increasing their knowledge throughout their careers.

(b) Applying advanced education in subspecialty tours and achieving specialized skills as reflected in additional qualification designator (AQD) codes are significant career milestones.

(3) **Statutory Promotion Objectives**

(a) The following competency/skill sets are of such great importance to the Navy's future operational requirements that there are specific statutory goals associated with each:

1. Joint Duty
2. Acquisition Workforce

(b) Success in these assignments should be given special consideration. The statutory joint duty and acquisition workforce objectives, which are delineated in enclosure (3), represent critical requirements, which warrant particular consideration when determining which officers are best qualified for promotion. Members must note, however, that these promotion objectives do not alter the best and fully qualified selection standard. Members are not to meet these promotion objectives if meeting the objectives requires selection of officers who are not best and fully qualified.

(4) **Demonstration of Core Attributes.** The challenges facing our Navy are growing in scope, scale, and pace. To meet these challenges, the Navy needs male and female leaders who have demonstrated estimable character and are prepared for

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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, when an officer displays conduct that is upright and honorable, and who works 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 U.S. Navy remains the world's finest Navy and deserve your careful consideration when selecting officers who are best and fully qualified.

4. EQUAL OPPORTUNITY GUIDANCE

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

b. The Department of the Navy is dedicated to equality of treatment and opportunity for all personnel without regard to race, religion, color, sex (including pregnancy), gender, gender identity, sexual orientation, or national origin. The Navy strives to maintain a professional working environment in which any of these bases will not limit his or her 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," you must ensure that officers of every race, religion, color, sex(including pregnancy), gender, gender identity, sexual

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orientation, and national origin are given fair and equitable consideration.

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

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

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

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

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

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

e. The Navy has assigned some officers outside of traditional career development patterns, e.g., institutional instructors, diversity officers, recruiting, and equal opportunity billets. These assignments, though greatly beneficial to the Navy, may have foreclosed to the officers so assigned opportunities available to other officers. In addition, other utilization policies or practices, such as those based on statutory restrictions on the assignment of women, may have had an effect on career opportunities. Such assignment practices should not prejudice the selection of these men and women for promotion; to do so may deny the Navy the diversity of talent, background, and experience we should seek and which is necessary for sustained success in our changing world. Successful performance of duties assigned is the key in measuring an officer's potential for promotion; duty performed well by men and women affected by such utilization policies or

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practices should be given weight equal to duty performed well by an officer not affected by such policies or practices.

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

5. **Competency and Skill Guidelines (URL/RL/Staff Corps)**. Per 10 U.S.C §615(b)(4), all promotion selection boards convened by this order to consider eligible officers in the URL, RL, and Staff Corps shall apply the following guidelines relating to Navy's need for rear admirals who possess the competencies and skills indicated.

a. The Navy must continue to develop leaders who possess the competency/skill areas listed in order of significance below. Give due consideration to demonstrated performance and expertise in these areas.

(1) Experience in warfare areas of undersea warfare, air and missile defense, and cyber.

(2) Financial Management. Navy leadership must be able to develop and use the tools of sound financial management during decision-making processes. Flag officers will likely make decisions involving substantial resources. Multiple one, two, and three-star flag billets specifically require strong financial management experience as a prerequisite, and professional diversity in these senior flag financial management billets is key to long-term optimal resource allocation. It is critical that you carefully consider an officer's knowledge, skills, and abilities in financial management as you determine the future senior leadership in the Navy. Accordingly, in your deliberations you should consider those officers who have proven themselves in the area of financial management favorably over those officers with similar records and performance who lack such proven skills.

(3) Operational Analysis. Senior Navy leaders must be able to fully leverage analyses and assessments to inform complex decisions involving substantial resources. Understanding and using big data analytics, statistical analysis, and optimization tools to improve Navy execution and drive stronger outcomes is fundamentally important to flag

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officer decision-making. Operational analysis experience in senior flag billets is a key element for driving improved Navy decision making, valuation, and the assessments that underpin Navy positions. Accordingly, in your deliberations you should favorably consider those officers who have proven themselves in the area of operational analysis.

(4) Language, Regional Expertise, and Cultural Experience.

(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 China continues to seek economic and military ascendance, 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.

b. **Direct Support of Overseas Contingency Operations (OCO) and Irregular Warfare.** The board should give favorable consideration to those officers who, while serving in the grade of O-6 or above, have displayed superior performance in a leadership role while serving in direct support of OCO or in irregular warfare assignments, in particular those assignments that are extraordinarily arduous or which involve significantly heightened personal risk. These individuals are developing valuable combat and nation-building skills under stressful conditions. Such assignments may not be typical of the officer's traditional community career path and the officer may be rated by a reporting senior unfamiliar with the officer's specialty and the Navy fitness report system.

6. **Competency and Skill Guidelines**

a. **Unrestricted Line.** Per 10 U.S.C. §615(b)(4), the URL promotion selection board shall apply the following guidelines relating to the Navy's need to fill FY-25 critical vacancies with specified numbers of URL officers who possess the

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competencies and skills outlined in Table 1. In most cases, critical vacancies are identified in the tables by officer designators, which themselves reflect the particular competencies and skills possessed by officers in the respective communities. You shall apply these guidelines in conjunction with the best and fully qualified selection standard and in no case shall the Navy's need for specified numbers of officers to fill the vacancies be interpreted as a quota. As such, when applying the best and fully qualified standard, give strong consideration to those officers who possess the competencies and skills necessary to fill the FY-25 critical vacancies, as outlined in table 1.

**TABLE 1
GUIDELINES RELATING TO NAVY'S NEED FOR URL OFFICERS WITH
PARTICULAR COMPETENCIES AND SKILLS**

FY-25 CRITICAL VACANCY	NUMBER OF OFFICER(S) NEEDED	COMPETENCIES AND SKILLS REQUIRED FOR CRITICAL VACANCY
Surface Warfare (111X)	3	Vacancies in O-8 1110 billets require officers who are or will be assigned as a strike group commander (operational/training strike group) or task force commander, experience in material and operational readiness and working knowledge of the budgeting and programming process. Successful flag tour on a major staff or as a task force commander is desired.
Submarine Warfare (112X)	2	Vacancies in O-8 1120 billets requires an officer who is or will be assigned as a submarine group commander, undersea task force commander, or other task force commander with proven knowledge of integrated undersea operations, doctrine, and readiness generation. Successful flag tour on a major staff or as a task force commander is desired.

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Special Warfare (113X)	1	Vacancy in O-8 1130 billet requires performance in joint or Navy flag command assignment. Commanding knowledge of special warfare missions, tactics, and joint force capabilities is required. Knowledge of the budgeting, programming, and acquisition process is desired.
Naval Aviator/Naval Flight Officer (13XX)	4	Vacancies in O-8 1310/1320 billets require officers who are or will be assigned as a strike group commander (operational/training strike group), maritime patrol and reconnaissance group commander (unique P-3/P-8 billet), or task force commander, as well as strong tactical aviation and/or operational readiness experience and working knowledge of the budgeting and programming process. Successful flag tour on a major staff or as a task force commander is desired.
11XX/13XX	3	Vacancies in URL O-8 billets require successful flag tour on a major staff or as a task force commander, giving favorable consideration for cross domain expertise and effectual performance in joint command operational leadership positions, budgeting, programming, requirements generation, cyberspace, space, information warfare, or strategic mission.
11XX/13XX	1	Vacancy in URL O-8 billet requires successful flag tour on a major staff or as a task force commander with cross domain expertise in Space, Cyberspace, or Information Operations.
11XX/13XX	1	Vacancy in URL O-8 billet requires successful flag tour on a major staff or as a task force commander with experience in operational logistics planning and execution including familiarity with Joint logistics operations and sealift control and coordination.

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b. **Acquisition Line Community (ACQ)**. The Navy has requirements for acquisition line flag officers with broad-based technical and acquisition business experience and proven records of flexibility, innovation, and change leadership. In the context of best and fully qualified, the needs of the Navy require officers with proven capacity for leadership and the competencies and skills identified in Table 2. The acquisition cadre benefits from both the extensive acquisition and maintenance expertise of the Engineering Duty (ED/1440) and Aviation Engineering Duty (AED/1500) communities and the operational experience of acquisition professionals who have commanded aircraft, ships and submarines (AV/AP/13XX, SW/AP/1110, SS/AP/1120). The board should take both of these diverse career paths into account as well as overall balance of the acquisition cadre when making their selection.

**TABLE 2
GUIDELINES RELATING TO NAVY'S NEED FOR ACQ OFFICERS WITH
PARTICULAR COMPETENCIES AND SKILLS**

FY-25 CRITICAL VACANCY	NUMBER OF OFFICER(S) NEEDED	COMPETENCIES AND SKILLS REQUIRED FOR CRITICAL VACANCY
Acquisition Corps (1XX0/1440/1500)	1	Vacancy in O-8 billet to lead NAVWAR requires in-depth understanding of major combat system development with demonstrated experience in successful large industry contract management, complex combat system development, and support of widely deployed combat systems. Experience as a combat system Program Executive Officer (PEO) required.
Acquisition Corps (13XX/15XX)	1	Vacancy in O-8 billet requires in-depth understanding of major aviation weapons systems program management with demonstrated experience in successful large industry contract management, foreign military sales and/or aviation maintenance.

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<p>Acquisition Corps (1XX0/1440/1500)</p>	<p>1</p>	<p>Vacancy in O-8 billet to lead our Naval Research efforts requires in-depth understanding of major Command, Control, Communications, Computers & Intelligence (C4I) system development with demonstrated experience in successful large industry contract management, complex C4I system development, and support of widely deployed C4I systems. Experience as a C4I PEO desired.</p>
<p>Acquisition Corps (1XX0/1440)</p>	<p>1</p>	<p>Vacancy in O-8 billet requires significant experience in nuclear maintenance; an in-depth understanding of the maintenance and modernization of nuclear submarines and aircraft carriers, and; a detailed understanding of naval shipyard operations.</p>

c. **Information Warfare Community.** The Navy requires two officers who are agile, flexible and capable of leading across the broadest range of Information Warfare (IW) disciplines while supporting the application of joint and/or naval task forces in military and IW operations worldwide. The officers will be required to fill Joint/Navy positions that require expert knowledge in network operations and/or cyber effects missions. The selected officers need to have high potential to compete for O-9 positions. In the context of the best and fully qualified selection standard, the Navy requires officers with proven capacity for leadership and the competencies and skills identified in Table 3.

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**TABLE 3
GUIDELINES RELATING TO NAVY'S NEED FOR IWC OFFICERS WITH
PARTICULAR COMPETENCIES AND SKILLS**

FY-25 CRITICAL VACANCY	NUMBER OF OFFICER(S) NEEDED	COMPETENCIES AND SKILLS REQUIRED FOR CRITICAL VACANCY
Information Warfare Community (1860)	1	Vacancy in O-8 billet to fill Navy and Joint positions requires expert knowledge in network policy for cyber security and assured communications, as well as experience in information warfare doctrine, tactics, techniques and procedures at the operational level of warfare.
Information Warfare Community (1860)	1	Vacancy in O-8 billet to fill Navy and Joint positions requires recent, in depth expert knowledge of the Indo-Pacific Region and experience in information warfare doctrine, tactics, techniques and procedures at the operational level of warfare.

d. **Judge Advocate General's Corps (Deputy Judge Advocate General)**. The Navy needs one judge advocate for assignment as the Deputy Judge Advocate General (DJAG), who performs a wide variety of legal duties, assists the Judge Advocate General (JAG) and acts for the JAG in his or her absence, and advises me and other senior leaders, including the Chief of Naval Operations (CNO), on matters of critical importance to the Department of the Navy (DON). The officer you select must be of the highest integrity, moral character, and professional ethics, and have demonstrated the ability to provide legal advice to senior leaders that is accurate, independent, objective, and reflective of the core values of the DON. In addition to these fundamental requirements, I have developed the following criteria, set out below in order of significance, which will ensure the future DJAG has a broad base of qualities and experience.

(1) **Legal Advisor to Senior Leaders**. The DJAG advises the DON's senior leadership on a broad range of complex legal

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issues. The officer you select must be able to work closely with me, my staff, and secretariat civilian leadership, including the General Counsel and the Office of General Counsel, as well as with CNO and staff, and Office of the Chief of Naval Operations (OPNAV) leadership. The officer must have experience in and practical knowledge of practices and procedures at the headquarters level of the DON, and experience advising senior leaders. Accordingly, experience in challenging billets providing direct support to senior leaders in the DON, combatant commands, Joint Staff, Office of the Secretary of Defense (OSD), and Interagency is desired.

(2) **Performance in Command.** Demonstrated success in command is a significant factor in assessing an officer's leadership, judgment, and readiness to serve as DJAG. The DJAG assists the JAG, who reports directly to me and is assigned additional duty to the CNO. The JAG commands the Office of the Judge Advocate General, which consists of specialty divisions whose task is to resolve critical questions of law for the DON. Performance in command is the defining test for all top naval officers, and demonstrated success in command represents the preeminent test of an officer's leadership and judgment. This includes proven ability to develop and lead judge advocates, civilian attorneys, and our enlisted and civilian legal support personnel.

(3) **Legal Supervision in the Navy.** The DJAG assists in supervising the provision of legal advice and related services throughout the DON that are within the JAG's responsibilities, to include the administration of military justice, national security law, administrative law, and Sailor and family legal services. Knowledge of the needs of the afloat forces and demonstrated superior performance in providing legal services to the fleet, shore establishment, headquarters (e.g., OSD, Joint Staff, DON Secretariat, OPNAV) and Interagency are desired. The officer you select must be able to provide and oversee legal advice and activities within the context of the National Defense Strategy and strategic guidance from me and the CNO, and have military justice experience as a staff judge advocate and as a commanding officer. This ability will be enhanced by experience supporting key facets of such guidance, including: integrating with the U.S. interagency, the Joint Force, and U.S. Marine Corps counterparts; working in a great power competition environment or with allies and coalitions; understanding fleet-level warfare; and ensuring high levels of performance, readiness, and training.

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(4) **Support to the JAG.** The DJAG assists the JAG with leading, overseeing, and managing the JAG Corps and the Office of the Judge Advocate General. Associated responsibilities include: ensuring talent management through mentoring, recommending assignments for judge advocates, and community-wide initiatives; establishing rules governing the professional conduct of military attorneys in the DON; overseeing attorneys serving in specialized legal divisions or supporting critical management functions; and overseeing the Commanding Officer, Naval Justice School. The officer you select must possess the leadership and management experience to enable performance of these important responsibilities.

e. **Supply Corps.** The Supply Corps and Navy require flag officers to serve in a wide array of assignments requiring expertise across OPNAV, Navy fleet, force generation, and diverse functional areas. While there is no set career path for upward mobility, the flag officer you select will be placed in positions that require broad military perspectives. The flag officer selected must also be able to perform effectively and influence persuasively at the highest levels of government across Navy and joint assignments. Finally, the flag officer selected must show clear potential to serve as Commander, Naval Supply Systems Command and Chief of Supply Corps.

f. **Civil Engineer Corps.** Excellence in Command as a Naval Facilities Engineering Command Theater Engineer and Fleet Civil Engineer, demonstrated potential/ability to lead change in a Systems Command, experience in Civil Engineer Corps community management, and strong fiscal acumen are strong indicators of an officer's ability to meet the increased demands of community flag leadership.



Carlos Del Toro

BOARD MEMBERSHIP
FY-25 ACTIVE-DUTY NAVY
REAR ADMIRAL LINE AND STAFF
PROMOTION SELECTION BOARDS

1. Unrestricted Line

ADM Christopher W. Grady, USN (SW) - President
VADM John V. Fuller, USN (SW)
VADM William J. Houston, USN (SS)
VADM Craig A. Clapperton, USN (AV/NFO)
RADM Jeffrey T. Jablon, USN (SS)
RADM Daniel L. Cheever, USN (AV)
**RADM Yvette M. Davids, USN (SW)
RADM Christopher S. Gray, USN (AV/NFO)
RADM George M. Wikoff, USN (AV)
RADM Brendan R. McLane, USN (SW)
**RADM John V. Menoni, USN (AV)
RADM Robert M. Gaucher, USN (SS)
RADM Milton J. Sands III, USN (NSW)

2. Acquisition Line Community

ADM Christopher W. Grady, USN (SW) - President
VADM John V. Fuller, USN (SW)
*VADM Carl P. Chebi, USN (AV/AP)
VADM Craig A. Clapperton, USN (AV/NFO)
RADM Shoshana S. Chatfield, USN (AV)
**RADM Yvette M. Davids, USN (SW)
*RADM Scott W. Pappano, USN (SS/AP)
**RADM John V. Menoni, USN (AV)
RADM Robert M. Gaucher, USN (SS)

3. Information Warfare Community

ADM Christopher W. Grady, USN (SW) - President
VADM Kelly A. Aeschbach, USN (IWC)
VADM John V. Fuller, USN (SW)
**RADM Yvette M. Davids, USN (SW)
**RADM John V. Menoni, USN (AV)

4. Staff Corps (Judge Advocate General's Corps)

VADM John V. Fuller, USN (SW) - President
VADM Kelly A. Aeschbach, USN (IWC)
**RADM Yvette M. Davids, USN (SW)
RADM Leonard C. Dollaga, USN (SS)
RADM Christopher C. French, USN (JAGC)

5. Staff Corps (Supply Corps)

VADM John V. Fuller, USN (SW) - President
RADM Shoshana S. Chatfield, USN (AV)
**RADM Yvette M. Davids, USN (SW)
*RADM Joseph D. Noble JR., USN (SC/AP)
**RADM John V. Menoni, USN (AV)

6. Staff Corps (Civil Engineer Corps)

VADM John V. Fuller, USN (SW) - President
VADM Kelly A. Aeschbach, USN (IWC)
**RADM Yvette M. Davids, USN (SW)
*RADM Dean A. Vanderley, USN (CEC/AP)
**RADM John V. Menoni, USN (AV)

* Acquisition Corps Representative

** Joint Representative

Enclosure (1)

STATUTORY AND REGULATORY PROMOTION OBJECTIVES

(These objectives DO NOT alter the best and fully qualified selection standard discussed in the convening order)

1. **Statutory Joint Objectives.** For officers assigned to joint duty, within the best and fully qualified standard, the board shall strive to ensure that the following statutory promotion objectives are achieved:

a. Officers who are serving, or have served, on the Joint Staff (JS) are expected, as a group, to be promoted to the next higher grade at a rate not less than the rate for officers in the same grade and competitive category who are serving on, or have served on, Navy Headquarters staff; and,

JS Rate \geq HQ Rate of Selection

b. Officers in the grades of lieutenant commander or above, who have been designated as a joint qualified officer (JQO), are expected, as a group, to be promoted to the next higher grade at a rate not less than the rate for all officers in the same grade and competitive category.

JQO Rate \geq Overall Selection Rate for Category

2. **Statutory Acquisition Workforce Objective.** In accordance with 10 U.S.C. § 1731, Acquisition (ACQ) Workforce officers are expected, as a group, to be promoted at a rate not less than the rate for all line (or the equivalent) officers (both in-zone (IZ) and below-zone (BZ)), in the same grade.

ACQ Workforce Rate \geq All Line (or Equivalent) Rate (IZ & BZ)

3. **Regulatory Objective.** Although not contained in statute, the Secretary of Defense has established an additional promotion objective as a matter of policy. Officers who are serving, or have served since their last promotion board, on the staff of the Secretary of Defense are expected, as a group, to be promoted to the next higher grade at a rate not less than the rate for all officers in the same grade and competitive category who are serving, or who have served since their last promotion board, on the Navy Headquarters staff.

OSD Rate \geq HQ Rate of Selection

4. Prior to adjournment, the board must review the extent to which the statutory and regulatory promotion objectives have been met.