



FY-27 Active-Duty Line Community Brief Disclaimer

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

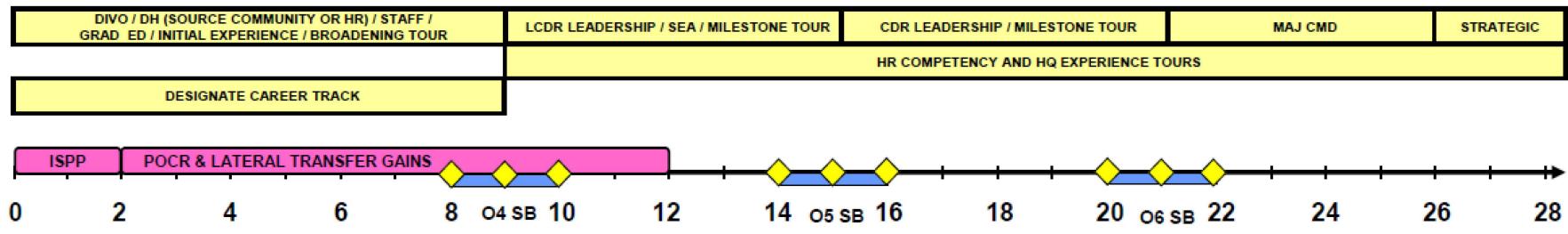
Community leaders have provided these slides to community members for career planning purposes; however, strict adherence to the career progressions depicted in the slides is not a prerequisite for promotion.

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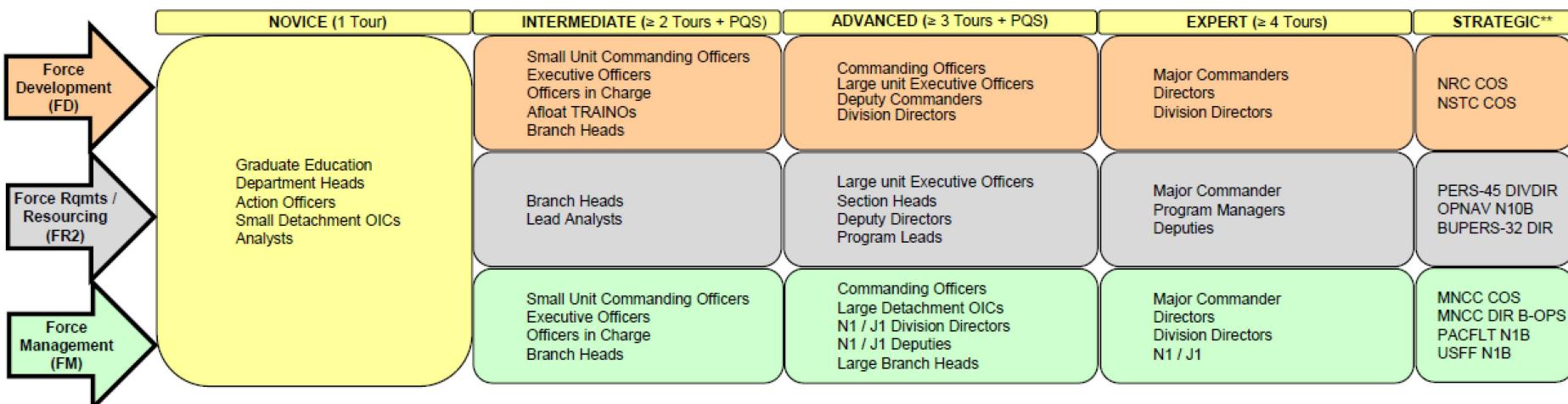


Human Resources Officer

Career Progression



Typical Career Track Path*: Billets & Qualifications



*Officers may complete tours outside of their designated career track to achieve the following community values: HR Command, Leadership and Sea, HR Milestone, HR Headquarters, or Joint assignment.

**Strategic category also includes the following nominative billets: ASN (M&RA) EA, CNP EA, NPC EA, NETC EA, USMEPCOM CDR, and COCOM J1

VALUED SUBSPECIALTIES

31XX	Financial Management	3150	Training & Education
3130	Manpower Systems Analysis	321X	Operations Analysis
S	18 Month Experience Tour	P	Graduate Degree
R	Two Separate 18 Mo. Tours - Proven	Q	(P) Degree + 18 Mo. Tour - Proven

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Community Values

- Career progression produces senior HR Officers with deliberately developed expertise in one of three career tracks: Force Development (FD), Force Management (FM), and Force Requirements and Resourcing (FR2). Officers may complete tours outside of their designated career track to achieve the following community values: HR Command, Leadership and Sea, HR Milestone, HR Headquarters, or Joint assignment.
- **Evidence of a learning mindset, innovative problem solving and data-driven decision making**
- **Valued achievements prior to LIEUTENANT COMMANDER**
 - Sustained superior performance in HR and/or source community tours
 - Progress toward or completion of HR related master's degree, particularly in Operations Research Analysis, Manpower Systems Analysis, Financial Management, Education and Training Management or civilian equivalent (3XXX). NOB FITREPs from in-residence education should not be viewed negatively.
 - Command eligible (CQP ELIGIBLE)
 - Current HR certification: PHR, SPHR, or CDFM
 - Attainment of source community qualifications
- **Valued achievements prior to COMMANDER**
 - Sustained superior performance in all assigned duties, especially in LCDR HR Command / HR Leadership / HR Sea Duty Screened (CO/XO/OIC/Sea Duty) tour
 - Sustained superior performance in LCDR HR Milestone tour
 - Command eligible or Command qualified (CQP ELIGIBLE / CQP QUALIFIED)
 - Completion of HR related master's degree
 - Intermediate in designated career track
 - Current HR certification: PHR, SPHR, or CDFM
 - Completion of JPME I
- **Valued achievements prior to CAPTAIN**
 - Sustained superior performance in all assigned duties, especially in CDR HR Command / HR Leadership Screened (CO/XO) tour
 - Sustained superior performance in CDR HR Milestone tour
 - Sustained superior performance in LCDR or CDR HR Headquarters tour
 - Advanced or Expert in designated career track
 - Major Command eligible (MJR CMD ELG)
 - Completion of HR related master's degree
 - Current HR certification: PHR, SPHR, or CDFM
 - JQO Progression: JPME II and/or Joint Tour



FY-27 Active-Duty Line Merit Reorder Disclaimer

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

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Merit Reorder Considerations

Sustained superior performance - trait average consistently above RSCA - in positions of increased responsibility, complexity, and judgement should be the primary consideration for Merit Reorder.

▪ Valued achievements prior to LIEUTENANT COMMANDER

- Top recognized performer consistently above RSCA with breakout performance (e.g. EP hard break or #1 or #2 soft break) in source community and/or subsequent HR tour(s)
- Completion of HR related Master's degree, particularly in Operations Research Analysis, Manpower Systems Analysis, Financial Management, Education and Training Management, or civilian equivalent (3XXX).
- Command eligible (CQP ELIGIBLE)
- Intermediate in designated career track
- Current HR Certification: PHR, SPHR, or CDFM

▪ Valued achievements prior to COMMANDER

- Top recognized performer consistently above RSCA with breakout performance (e.g. EP hard break or #1 or #2 soft break) across all assignments, and completed or serving in two of the following tours: lieutenant commander HR Command/Leadership/Sea Screened (CO/XO/OIC/Sea Duty) tour / HR lieutenant commander milestone.
- Command eligible or qualified (CQP ELIGIBLE / CQP QUALIFIED)
- Completion of HR related master's degree
- Intermediate in designated career track
- HR PROVEN subspecialty (Q/R suffix): 321X, 3130, 3150, 311X
- JPME I

▪ Valued achievements prior to CAPTAIN

- Top recognized performer consistently above RSCA with breakout performance (e.g. EP hard break or #1 or #2 soft break) across all assignments, and completed or serving in CDR HR Command / Leadership Screened (CO/XO) tour and CDR HR Milestone tour.
- Major Command eligible (MJR CMD ELG)
- Completion of HR related master's degree
- Fleet N1/TYCOM/HQ/Major Staff experience
- HR PROVEN subspecialty (Q/R suffix): 321X, 3130, 3150, 311X
- Expert in designated career track
- JQO