



**DEPARTMENT OF THE NAVY
BUREAU OF NAVAL PERSONNEL
5720 INTEGRITY DRIVE
MILLINGTON TN 38055-0000**

1401
BUPERS-00B
29 Aug 22

From: Deputy Chief of Naval Personnel
To: President, FY-23 Information Warfare Commander, and O-5/O-6 Information Warfare Community Command/Milestone Screen Board
Subj: ORDER CONVENING THE FY-23 INFORMATION WARFARE COMMANDER, AND O-5/O-6 INFORMATION WARFARE COMMUNITY COMMAND/MILESTONE SCREEN BOARD
Ref: (a) DCNP ltr 1401 BUPERS-00B of 4 Oct 21
Encl: (1) Board Membership
(2) Administrative Support Staff
(3) Board Authorized Selections
(4) Panel Membership

1. **Date and Location**

a. This administrative selection board, consisting of you as president, the officers listed in enclosure (1) as members, and the personnel listed in enclosure (2) as administrative support staff, is ordered to convene at Navy Personnel Command, Millington, TN, at 0800, 6 September 2022, or as soon as practicable thereafter.

b. The board shall proceed in accordance with all guidance in this letter and the FY-23 Administrative Selection Board Precept, reference (a).

2. **Function**. The function of the board is to:

a. Recommend eligible officers in the Information Warfare (IW) Community (18XX) for Information Warfare Commander Afloat, Captain (O6) Major Command, Commander (O5) Command and Milestone.

b. Recommend eligible Captain (O6) and Captain (O6) (selects) in the IW community (18XX) Acquisition Corps for nomination to Major Acquisition Command and Major Program Manager positions in the Navy Systems Commands slating.

c. Review the performance of previously selected officers in the bank and recommend for removal, by majority vote of the board members, if applicable.

3. **Board Authorized Selections**. The total number of candidates that may be recommended for each competitive category is outlined by panel and listed in enclosure (3).

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a. Officer "Bank". Each screening panel will screen to a bank vice specific availability to allow for flexibility in detailing. Officers that screen for Command may not be offered Command in FY-23. If not serving in a Command billet when subsequent IW Command and Milestone Boards convene, these banked officers will rescreen as outlined in paragraph 2c.

b. Qualified/Insufficient Opportunity (QIO). In each Command Screening panel, there may be officers who miss selection because of limited quotas, but whose record clearly meets selection criteria. The board should identify such officers to the recorder, to be annotated and promulgated in the Post Board Report, ranked in order of merit (priority) by the board, and not published. Should a need arise during FY-23 for an additional officer to fill a screen-required assignment after the bank is depleted, a QIO officer shall be considered qualified and additional administrative procedures need not be pursued. PERS-47B (IWC/FAO Assignments Deputy Division Director) will, through FY-23, allocate QIOs in priority order when required. Upon adjournment of the FY-23 Information Warfare Commander, and O-5/O-6 Information Warfare Community Command/Milestone Screen Board, the FY-22 QIO list is nullified.

4. **Additional Guidance.** Sustained superior performance across a wide spectrum of increasingly challenging jobs with operational excellence and leadership demonstrated in at least one IW specialty is the cornerstone to success for all IW officers. The below information is provided to clarify specific needs and community requirements, but in no way should replace the Best and Fully Qualified Standard of reference (a).

a. Screening Panel Sequencing for all Oceanography (OCEANO)(1800) O5 Panels. Successful screening for O5 Milestone is a prerequisite for O5 Command screening. All eligible officers in PYG-22 who screen for O5 Milestone will become eligible for O5 Command screening.

b. Screening Panel Sequencing for all Intelligence (INTEL)(1830) O5 Panels. Successful screening for O5 Milestone is a prerequisite for O5 Command screening. All eligible officers in PYG-23 who screen for O5 Milestone will become eligible for O5 Command screening.

c. Screening Panel Sequencing for all Cryptologic Warfare (CW)(1810) and Information Professional (IP)(1820) O5 Panels. CW and IP officers must be currently in or have completed an O5 milestone tour to be eligible for O5 command.

d. Screening Panel Sequencing for IW (18XX) Community Information Warfare Commander Afloat and O6 Major Command Selection and Slating. IW (18XX) Captains (O6) selected for Major Command are considered eligible to serve in any IW (18XX) community O6 Command or Information Warfare Commander Afloat billet.

e. Screening Panel Sequencing for IW Community (18XX) AC Command Selection and Slating. IW Community (18XX) officers selected for AC Command are only eligible for assignment to Nominative Acquisition Commands.

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5. Community Guidance

a. Oceanography (1800). Demonstrated leadership and expertise across the full Meteorological and Oceanographic (METOC) spectrum is the bedrock of Naval Oceanography. Superior performance in challenging assignments both within and outside the Oceanography community is an indicator of a successful officer and community leader. Assignments and responsibilities for Oceanography officers extend beyond the technical fields of Meteorology, Oceanography, and Hydrography to encompass all aspects of developing and exploiting information in naval warfare. Leaders of the Oceanography community must have a proven record of technical expertise, leadership, and experience supporting Navy and joint operations. Additionally, as a science and technology community, Oceanography has PhD-coded billets. Officers selected for PhD programs will have up to three additional years of not observed fitness reports. Past performance and potential to lead and innovate should be duly considered for these officers. Under a science and technical waiver, Joint Professional Military Education (JPME) is not required to remain a due-course officer. However, the Oceanography community values joint qualification, to include progress towards qualification, and experience gained during our limited joint assignments. While all 1800 officers will have a Master's of Science degree in Meteorology and/or Physical Oceanography prior to selection to commander, additional graduate level education is valued for all OCEANO officers.

(1) Considerations for selection to O5 Milestone

(a) Fully qualified OCEANO officers will have completed or are in an O4 Milestone tour (Strike Group Staff METOC or a large deck OA/QO Division Officer).

(b) Best of fully qualified will have:

1. Superior performance in O4 Milestone tour, as highlighted by sound METOC counsel across the full spectrum of operations

2. Qualifications such as Staff Battle Watch Captain, Tactical Action Officer or OOD Underway.

3. Exceptional leadership across multiple tours.

(2) Considerations for selection to O5 Command.

(a) Fully qualified OCEANO officers have:

1. Completed an O4 Milestone tour (Strike Group Staff METOC or a large deck OA/QO Division Officer).

2. Command qualification.

3. Screened for O5 milestone (in or completed is not a requirement).

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(b) Best of fully qualified will have:

1. Sustained superior performance as highlighted by sound METOC counsel across the full spectrum of operations.
2. Qualifications such as Staff Battle Watch Captain, Tactical Action Officer or OOD Underway.
3. Exceptional leadership throughout career.

(3) Considerations for selection to O6 Command and IWC

(a) Fully qualified officers will have: Command qualification.

(b) Best of fully qualified will have:

1. Exceptional leadership in O5 Command. **This is the best indicator for success in O6 command.**
2. Superior performance and exceptional leadership in O5 assignments as highlighted by sound METOC counsel across the full spectrum of operations.
3. Superior performance and exceptional leadership in billets such as at major staffs (SECNAV, OPNAV, Bureau of Naval Personnel, Navy Personnel Command), operational commands (U.S. Fleet Forces Command; Commander, Naval Meteorology and Oceanography Command, etc.), Naval Information Forces, and MAJCOM XO.
4. Experience integrating information warfare capabilities into multi-domain warfighting missions, advanced education, and the ability to lead large numbers of highly skilled civilians.

b. Cryptologic Warfare (CW) (1810). Leadership and demonstrated excellence in the CW core mission areas of signals intelligence (SIGINT), electronic warfare (EW), and cyber operations are the foundation for successful CW officers. The CW Community values officers with deep expertise in the information warfare domain (specifically electromagnetic spectrum and cyberspace) and a proven record in cryptologic tours afloat and ashore. Future CW leaders embrace a diverse 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. 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

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cyber expertise under the operational control of U.S. Cyber Command (USCYBERCOM), its naval component command, U.S. Fleet Cyber Command (FLTCYBERCOM), 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.

(1) Considerations for selection to O5 Milestone. Fully qualified officers will have demonstrated outstanding leadership, technical acumen, and performance in an O4 milestone assignment. Best qualified officers will demonstrate progress toward an advanced education (Master's degree, Doctoral degree, or post-graduate technical certifications) and progress toward JQO.

(2) Considerations for selection to O5 Command. Fully qualified officers will have completed Command qualification and have demonstrated technical proficiency in more than one of the CW core mission areas of Signals Intelligence (SIGINT), Electronic Warfare (EW), and Cyber. All officers, starting with FY20 O5 selects, must have completed or be currently assigned to a CW O5 milestone. CW O5's who are FY19 selectees or earlier do not need to be in or complete with O5 Milestone for consideration. The best qualified officers will have completed JPME Phase I and will have completed advanced education in the form of a Master's or Doctoral degree. All officers in this category will have a diverse career that encompasses experience in more than one CW core competencies (SIGINT, EW, Cyber) with expertise in Space and/or Acquisition considered a valued distinguishing trait. Demonstrated superior performance in a leadership tour at the O4 level is valued, but due to low opportunity rates, is not a prerequisite for O5 Command. When evaluating leadership experience and potential for Command, overall size and scope of responsibility in previous assignments and O5 milestone should receive due consideration, with preference for those who have held positions of significantly broad mission, manpower and budgetary responsibilities. Officers with additional JQO progress (in or complete with JDAL tour; JPME II complete) should receive additional consideration, with JQO completion highly valued.

(3) Considerations for selection to O6 Command and IWC. Fully qualified officers must have successfully completed Command qualification and demonstrated superior performance in an O5 Milestone assignment. Completion of advanced education (Master's degree, Doctoral Degree) and JPME I is required. Prior sustained superior performance as CO or Major Command XO are the best indicators of potential for success in Major Command, though not a requirement due to insufficient opportunity. Exceptional performance in O5 Milestone should be considered a good indicator for potential success in O6 Command for those not having had an O5 Command or Major Command XO tour. The best qualified officers will have sustained superior performance in more than one CW core competencies (SIGINT, EW, Cyber) that comes from a record of diverse Fleet, National, and joint experience, with a balanced mix of afloat and shore assignments, and geographic diversity. Expertise in Space and/or Acquisition is considered a valued distinguishing trait. The best qualified officers will be JQO complete. Additional post-graduate and technical

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certifications are valued. When evaluating leadership experience and potential for Command, overall size and scope of responsibility in previous assignments should receive due consideration, with preference for those who have held positions of significantly broad mission, manpower, and budgetary responsibilities. Those who have held positions of significant responsibility at NAVIFOR, FCC/C10F, and OPNAV staff deserve additional consideration.

c. Information Professional (1820). Leadership and demonstrated operational excellence in IP core competencies of command, control, communications, combat systems (C4) and cyber (offensive/defensive/network) operations are the cornerstones of success for IP officers. Future leaders of the IP community must have a proven record at sea and in shore operational tours and demonstrated technical IP expertise supporting Naval and Joint operations. The most competitive officers will have diversity in assignments to include OPNAV or major headquarters staffs (Fleet or Type Commander). Specialization AQDs for space, acquisition, and electromagnetic spectrum management are also valued. As the IP community is historically a lateral transfer based community, many officers will have a variety of assignments prior to their lateral transfer to the IP community. Boards are encouraged to examine an officer's entire record to assess leadership, critical thinking, operational experience, advanced technical graduate education, and technical expertise that would translate to success in O5 Milestone and O5/O6 Command assignments.

(1) Considerations for selection to O5 Milestone

(a) Fully qualified. Fully qualified officers will:

1. Have demonstrated outstanding leadership and technical acumen in an O4 milestone assignment and/or equivalent pre-lateral transfer assignment.

2. Be IP Intermediate qualified.

3. Be IWO qualified.

(b) Best Qualified. Best qualified officers will have achieved one or more of the following:

1. An advanced technical graduate degree in a STEM related field from the Naval Postgraduate School (NPS) or equivalent regionally accredited university.

2. Progress toward JQO

3. Progress toward IP Advanced Qualification:

a. In-residence education

b. Civilian technical certifications such as those required for Cybersecurity Workforce (CSWF) designation

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- a. Acquisition or space experience
- b. Major Staff experience (OPNAV, TYCOM, USFF, CPF)

(2) Considerations for selection to O5 Command

(a) Fully Qualified. Fully qualified officers will have:

- 1. Completed or currently be assigned to an IP O5 milestone tour
- 2. Demonstrated sustained superior performance in an O4 Milestone assignment
- 3. IP Intermediate qualification
- 4. Command qualification

(b) Best Qualified. Best qualified officers will have:

- 1. Demonstrated sustained superior performance in an O5 milestone assignment.
- 2. Additionally, officers may have completed:

a. O4 Leadership tour

b. Advanced technical degree (MS or PhD) in a STEM related field from the
NPS or equivalent regionally accredited university

c. Progress towards JQO beyond JPME Phase 1

d. Progress toward IP Advanced Qualification:

(1) In-residence education

(2) Civilian technical certifications such as those required for Cybersecurity
Workforce (CSWF) designation

(3) Acquisition or space experience

(4) Major Staff experience (OPNAV, TYCOM, USFF, CPF)

(3) Considerations for selection to O6 Command and IWC

(a) Fully Qualified. Fully qualified officers will have:

- 1. Demonstrated sustained superior performance in an O5 milestone.

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2. IP Advanced qualification

3. Command qualification.

(b) Best Qualified. The best qualified officers will have:

1. O5/O4 leadership experience (CO/XO/OIC).

2. Demonstrated superior performance in O4/O5 Strike group, CVN, or numbered fleet assignments that integrate IW capabilities into multi-domain warfighting missions.

3. Progress towards JQO beyond JPME I.

d. Intelligence (1830). Leadership, warfighting competence, and sustained superior performance are the hallmarks of a successful Naval Intelligence officer. Senior Intelligence 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 intelligence (OPINTEL). Intelligence officers are experts on the adversary and threats, and developing deep expertise on our Nation's strategic competitors is imperative. A limited number of Naval Intelligence officers (1830) support the DoD-wide, joint service RAIDER CUTLASS (RC) initiative. Officers serving in these billets are extensively screened and trained, perform multiple operations assignments, and expected to complete the same professional milestone and leadership requirements.

(1) Considerations for selection to O5 Milestone

(a) Fully qualified officers must have demonstrated outstanding leadership and professional acumen in previous mid-career milestone (as an O3 and/or O4)

(b) Best qualified officers will have demonstrated sustained superior performance in all assignments

(c) Completion of advanced education degree and progress toward JQO qualification is highly desired but not required for selection.

(2) Considerations for selection to O5 Command

(a) Fully qualified officers must have

1. Demonstrated exceptional leadership in critical operational assignments, afloat and ashore

2. Screened for O5 milestone

3. Completed Command qualification

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(b) Best qualified officers will have

1. Excelled in a variety of leadership and major staff positions
2. Demonstrated sustained superior performance in all assignments

(c) Completion of advanced education degree, JPME Phase 1, and progress toward JQO qualification is highly desired but not required for selection.

(3) Considerations for selection to O6 Command and IWC.

(a) Fully qualified officers must have

1. Demonstrated exceptional leadership and professional acumen in O5 milestone
2. Completed Master's degree
3. Completed JPME I
4. Completed Command qualification

(b) Best qualified candidates will have

1. Excelled at leading in operationally challenging environments, substantial leadership positions, and staff assignments throughout their career
2. Demonstrated sustained superior performance in all assignments

(c) Prior experience as CO, XO, or OIC are a significant indicator of potential for success in O6 Command, though not a requirement due to insufficient opportunity. Superior performance in O5 Milestone should be considered an outstanding indicator for potential success in O6 Command for those not having had an O5 Command, XO, or OIC tour.

(d) Completion of JQO qualification is highly desired, but not required for selection.

(e) Community strongly desires selection of at least one qualified RAIDER CUTLASS officer

e. Acquisition Command. All candidates have board screened for Acquisition Corps membership (APM) as defined by ASN RDA Defense Acquisitions Workforce Improvement (DAWIA) Operating Guide and level three in respective career field. These professionals have demonstrated exceptional analytical and decision-making capabilities, superior job performance, and gained qualifying acquisition experience. Earning membership into the Acquisition Corps is a critical step in preparation for acquisition leadership, but is not enough. The best qualified candidates will have demonstrated professional competence and sustained superior performance in

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challenging assignments as delineated by each designator's community values. Those selected will comprise an elite group of acquisition professionals with the skills and attributes required to lead and effectively manage the defense acquisition process. Candidates must have completed the command qualification but screening for IW O6 Command is not a requirement for eligibility.

A handwritten signature in black ink, appearing to read 'A. HOLSEY', with a long horizontal flourish extending to the right.

A. HOLSEY