



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

1401  
BUPERS-00B  
21 Feb 25

From: Deputy Chief of Naval Personnel  
To: President, FY-26 Information Warfare Community Lieutenant Commander Milestone and Leadership Screen Board  
Subj: ORDER CONVENING THE FY-26 INFORMATION WARFARE COMMUNITY LIEUTENANT COMMANDER MILESTONE AND LEADERSHIP SCREEN BOARD  
Ref: (a) DCNP ltr 1401 BUPERS-00B of 3 Feb 25  
Encl: (1) Board Membership  
(2) Administrative Support Staff  
(3) Board Authorized Selections

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 the Navy Personnel Command, Millington, TN, at 0800, 24 February 2025, or as soon as practicable thereafter.

b. The board shall proceed in accordance with all guidance in this letter and the FY-26 Administrative Selection Board Precept, reference (a).

2. **Function.** The function of the board is to recommend eligible active-duty Information Warfare Community (IWC) officers (designators 18XX) for Lieutenant Commander (LCDR) Milestone and Leadership (e.g., executive officer and officer-in-charge) assignments.

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

a. **Milestone Eligibility**

(1) Oceanography (OCEANO) (1800): Officers will receive two opportunities to screen for LCDR Milestone. The first look opportunity will occur when officers have reached six years of commissioned service and have served in an oceanography billet for at least 12 months as of the last day of the month prior to the convening of the screening board. The second look opportunity will occur the following year for those officers not selected for LCDR Milestone during the first look opportunity. In-residence graduate education in a curriculum earning the 6401 or 6402 sub specialty code is considered an oceanography billet.

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(2) Cryptologic Warfare (CW)/Information Professional (IP)/Intelligence (INTEL) (1810/1820/1830): Each CW, IP and INTEL officer will receive two opportunities to screen for LCDR Milestone. Officers in promotion year groups (PYG) 2025 for LCDR will receive their first look opportunity. Officers in PYG 2024 will receive their second look opportunity.

(3) 1800/1810/1820/1830 are eligible for a third O-4 Milestone look by request. Third looks may be consecutive or non-consecutive to the second look for O-4 Milestone. Authority approval for third look requests resides with Director, PERS-47. Officers will only receive three total looks for O-4 Milestone.

(4) Late accessions and lateral transfers (1810/1820/1830): Lateral transfers and late accessions joining their current designator as a LCDR after years of service plus one (YOS+1) are considered Milestone screened and eligible for Milestone assignment without board action.

b. Leadership Eligibility

(1) OCEANO (1800): Officers who are Milestone screened will receive at most two opportunities to screen for LCDR Leadership. Milestone-screened officers in LCDR PYGs 2022 and 2023 are eligible for the FY-26 board.

(2) CW (1810): Officers will receive two opportunities to screen for LCDR Leadership. An officer's first look opportunity will occur when an officer is in, or has completed, LCDR Milestone prior to the convening of this board.

(3) IP (1820): Officers will receive two opportunities to screen for LCDR Leadership. An officer's first look opportunity will occur when an officer is in, or has completed, LCDR Milestone prior to the convening of this board.

(4) INTEL (1830): Officers who are Milestone screened will receive at most two opportunities to screen for LCDR Leadership. Milestone-screened officers in LCDR PYG 2022 and 2023 are eligible for the FY-26 board.

(5) MCWO (1880): Officers will receive two opportunities to screen for LCDR Leadership. Officers in LCDR PYG 2023 and PYG 2022 will be eligible. Officers previously screened O-4 Leadership (or equivalent in their prior community) will be re-screened for MCWO O-4 Leadership.

(6) Late accessions and lateral transfers (1810/1820/1830): Officers in LCDR PYGs senior to PYG 2023 not previously screened for LCDR Milestone will be eligible for Milestone assignment. These officers have the option to defer first look opportunity eligibility for LCDR Leadership screening for up to one year.

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c. Officer "Bank". The Milestone and Leadership Screening Panels will screen to a "bank" vice specific availability to allow for flexibility in detailing. Not all officers that screen for LCDR Milestone and Leadership may be assigned to a LCDR Milestone or Leadership billet in FY-26. These selectees will have their record annotated and remain eligible for future assignment.

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

a. IWC LCDR Leadership (1800/1810/1820/1830/1880). Key Leadership billets at the LCDR level for which this board is screening include executive officer and designated officer-in-charge billets. Superior performance and demonstrated leadership in challenging operational assignments and roles as a division officer, department head, or other naval or joint leadership positions is an indicator of a high performing officer who will succeed in these key billets. With the exception for the MCWO designator, which does not have established LCDR Milestone tours, fully qualified officers must be LCDR Milestone screened. The best qualified officers will be in or complete with LCDR Milestone, have demonstrated sustained superior performance in operational and leadership roles (either afloat or ashore) throughout their career, and have completed their command qualification. Professional excellence and leadership experience should be documented in fitness reports where the officer's performance clearly exceeds that of his or her peers.

b. OCEANO Milestone (1800)

(1) OCEANO community's core mission capability and capacity draws on experience and expertise across the full Meteorological and Oceanographic (METOC) spectrum to enable naval operations. OCEANO officers typically develop foundational METOC expertise at operational METOC commands afloat and ashore. As a predominantly lateral transfer community, many officers may have a mix of assignments in both the oceanography community and another community. Both are equally valuable in assessing an officer's career potential, leadership, and operational experience. As such, sustained superior performance in challenging assignments both inside and outside the Oceanography community is an indicator of a successful officer and future community leader. Due to timing and graduate education requirements, some eligible officers may not have FITREPS in operational oceanography billets.

(2) Advanced education is valued, though not a requirement prior to LCDR Milestone screening. OCEANO sends a limited number of qualified officers to pursue doctorate degrees. Officers selected for doctorate programs will have up to three additional years of not observed fitness reports. Past performance and future potential to lead and innovate should be duly considered for these officers.

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c. CW Milestone (1810)

(1) The CW community's core mission capability draws upon technical knowledge of and operational experience in the electromagnetic spectrum and cyberspace. CW officers demonstrate tactical SIGINT and EW expertise while embedded in the maritime and expeditionary environments. With the establishment of the Maritime Cyber Warfare Officer (MCWO)/1880 community in June 2023, most CW cyber effects billets will transition to the MCWO community by the end of FY25. CW Officers will continue to lead and support cyberspace operations across the information warfare domain. Completion of CW mission may be accomplished while permanently assigned to ships or Navy Special Warfare (NSW) Commands, or as a Direct Support Officer onboard surface, subsurface, or airborne platforms/squadrons. CW officers demonstrate cyber expertise in a variety of assignments to include U.S. Cyber Command (USCYBERCOM), the Cyber National Mission Force (CNMF), U.S. Fleet Cyber Command (FLTCYBERCOM), NSA, NIOCs, CWG-6, NCDOC, NCWDG, and other Navy or joint cyber assignments.

(2) Fully qualified officers will have demonstrated outstanding leadership and technical acumen in assignments at sea or ashore. In addition, they will have earned the Information Warfare Officer qualification.

(3) Best qualified officers will have demonstrated success in a Type-2/4 sea duty and have demonstrated sustained superior performance in leadership positions.

(4) Some officers will have a mix of assignments in both the CW community and another Navy community prior to re-designation into the CW community. Both are equally valuable and board members are encouraged to examine an officer's entire record to assess career potential, leadership ability, and warfare competency.

(5) Achievement or progression towards JPME Phase 1 and advanced education (Master's degree, Doctoral Degree, or post-graduate technical certifications) is not a requirement, but highly valued prior to LCDR Milestone assignment. Degrees in the areas of Science, Technology, Engineering and Mathematics (STEM) are valued.

d. IP Milestone (1820)

(1) Leadership and demonstrated operational excellence in IP core competencies of command, control, communications, computers, and combat systems (C5) and cyber (offensive/defensive/network) operations are the cornerstones of success for IP officers. The IP community defines operational assignments as those assignments that deploy in support of Naval and Joint operations and those assignments conducting 24/7 C5 or cyber functions in direct support of Naval and Joint operations. In all assignments, future leaders of the IP community must have a proven record of leadership and demonstrated technical IP expertise.



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(2) Fully qualified officers will have demonstrated sustained superior performance in operational assignments in the IP community or in equivalent pre-lateral transfer assignments. Additionally, they will have earned the Information Warfare Officer qualification.

(3) Best qualified officers will have a diversity in assignments and a balance between different types of operational tours. They will have excelled in a variety of assignments throughout their career. Experience at major headquarters such as the Office of the Chief of Naval Personnel, Type Commander commands, and Fleet commands is particularly valued. They will have demonstrated sustained superior performance in substantial leadership positions. They may have also completed the Information Professional Intermediate qualification.

(4) The IP community gains a significant number of officers through lateral transfer or re-designation, typically at O-3 and O-4. Some officers will have a mix of assignments in both the IP community and/or another Navy community prior to re-designation into the IP community. Both are equally valuable and board members are encouraged to examine an officer's entire record to assess career potential, leadership ability, and warfare competency.

e. INTEL Milestone (1830)

(1) Leadership, warfighting competence, and sustained superior performance are the hallmarks of a successful Naval Intelligence officer. Intelligence officers should seek a well-rounded career that demonstrates leadership in operationally challenging environments, proficiency in Navy and Joint operational warfighting, and expertise in conducting all-source intelligence. Intelligence officers are experts on the adversary and threats, and developing deep expertise on our Nation's strategic competitors is imperative. Consideration should be given to officers extensively screened, selected, and trained as RAIDER CUTLASS officers, executing specialized 1830 missions and sensitive programs in a variety of leadership, operational, and staff assignments around the globe.

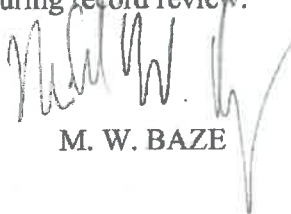
(2) Fully qualified officers will have completed at least one operational assignment between the paygrades of ENS/O-1 and LT/O-3 and have completed the Information Warfare Officer (IWO) qualification. The best qualified officers will also demonstrate breakout performance in competitive summary groups and/or possess sustained superior performance in multiple operational tours.

(3) Some officers will have a mix of assignments in both the Intelligence community and another Navy community prior to re-designation into the Intelligence community. Both are equally valuable and board members are encouraged to examine an officer's entire record to assess career potential, leadership ability, and warfare competency.

5. Service Colleges. All officers screened for IWC LCDR Milestone and Leadership assignments will be considered screened for junior service colleges.

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6. **Markup Procedures.** Official Navy Record Markup Program (ONRMP) will be utilized to "pre-markup" records with fitness report trend lines, individual trait averages above reporting senior cumulative average, rank changes, and tour lines. The board member assigned is responsible to ensure ONRMP's accuracy during record review.



M. W. BAZE

**FY-26 INFORMATION WARFARE COMMUNITY  
LIEUTENANT COMMANDER MILESTONE AND LEADERSHIP SCREEN BOARD  
BOARD MEMBERSHIP**

Information Warfare Community Lieutenant Commander Milestone and Leadership Screen:

RDML Brian A. Harding, USN, 1810 (President)  
CAPT Nick G. Wicker, Jr., USN, 1830  
CAPT Mark Murnane, USN, 1800  
CAPT Katie M. Abdallah, USN, 1820  
CAPT Melinda K. Schryver, USN, 1830  
CAPT Brian C. Broadwell, USN, 1810  
CDR Phillip P. Menard VII, USN, 1830  
CDR Julia M. Gorney, USN, 1880  
CDR Jonathan R. Alston, USN, 1820  
CDR Nicholas P. Walker, USN, 1880  
CDR Cassandra M. Sisti, USN, 1800  
CDR Jeremy J. Huls, USN, USN, 1820  
CDR Stephanie A. Johnson, USN, 1800  
CDR Robert J. Bebbber, USN, 1810  
CDR Gregory A. Sudderth, USN, 1810



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1401  
BUPERS-00B/98  
24 Feb 25

From: Deputy Chief of Naval Personnel  
To: President, FY-26 Information Warfare Community Lieutenant Commander Milestone and Leadership Screen Board

Subj: MODIFICATION TO ORDER CONVENING THE FY-26 INFORMATION WARFARE COMMUNITY LIEUTENANT COMMANDER MILESTONE AND LEADERSHIP SCREEN BOARD

Ref: (a) BUPERSINST 1401.5C  
(b) DCNP ltr 1401 BUPERS-00B of 3 Feb 25  
(c) DCNP ltr 1401 BUPERS-00B of 21 Feb 25

Encl: (1) Board Membership (Revised)

1. In accordance with references (a) and (b), the following changes to the membership of the FY-26 Information Warfare Community Lieutenant Commander Milestone and Leadership Screen Board are effective immediately:

- a. Delete CAPT Nick Wicker from Board Membership (family emergency).
2. Enclosure (1) will replace enclosure (1) of the original convening order, reference (c).

  
M. W. GAZE