



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

1401
BUPERS-00B
13 Nov 20

From: Deputy Chief of Naval Personnel
To: President, FY-22 Information Warfare Community
Lieutenant Commander Milestone and Leadership Screen
Board

Subj: ORDER CONVENING THE FY-22 INFORMATION WARFARE COMMUNITY
LIEUTENANT COMMANDER MILESTONE AND LEADERSHIP SCREEN
BOARD

Ref: (a) DCNP ltr 1401 BUPERS-00B of 5 Nov 20

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, 16 November 2020, or as soon as practicable thereafter.

b. The board shall proceed in accordance with all guidance in this letter and the FY-22 Administrative Selection Board Precept, reference (a).

2. Function. The function of the board is to recommend Information Warfare (IW) community officers (18XX) for Lieutenant Commander (LCDR) Milestone and Leadership (XO/OIC) 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 have two opportunities to be screened for LCDR Milestone duty. The first look opportunity will occur when officers have reached six

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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.

(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) 2021 for LCDR will receive their first look opportunity. Officers in PYG 2020 will receive their second look opportunity.

b. Leadership Eligibility

(1) OCEANO (1800) officers will receive two opportunities to screen for LCDR Leadership. Officers in PYG 2019 will receive a first look opportunity. Officers in PYG 2018 will receive a second look opportunity.

(2) CW/IP (1810/1820) officers will receive two opportunities to screen for LCDR Leadership. An officer's first look opportunity will occur when an officer is in, or completed, LCDR milestone prior to the convening of this board. Officers in PYG 2018 and senior, with one previous look opportunity for LCDR leadership, will receive a second look opportunity regardless of milestone status.

(3) INTEL (1830) officers will receive two opportunities to screen for LCDR Leadership. Officers in PYG 2019 that either successfully screened for LCDR milestone or completed LCDR milestone will receive a first look opportunity. Officers in PYG 2018 and senior, with one previous look opportunity for LCDR leadership, will have a second look opportunity regardless of milestone status.

(4) Late accessions and lateral transfers: Officers in PYGs senior to PYG 2020 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-22. 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 IW specialty is the cornerstone to success for all IW officers. The below information is provided to clarify designator-specific requirements, but in no way should replace the Best and Fully Qualified standard of reference (a).

a. IW LCDR Leadership (1800/1810/1820/1830). 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. Fully qualified officers must be LCDR Milestone screened or grandfathered from milestone screening (1800 PYGs 2019 and prior). The best qualified officers will be in or complete with LCDR Milestone, and have demonstrated sustained superior performance in operational and leadership roles, either afloat or ashore, throughout their career. 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. Oceanography (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 other communities. Both are equally valuable in assessing an officer's career potential,

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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.

(2) Advanced education is valued, though not a requirement prior to LCDR Milestone screening. OCEANO sends a limited number of qualified officers to pursue PhDs. Officers selected for PhD 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.

c. Cryptologic Warfare (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 core-mission areas are Signals Intelligence (SIGINT), Cyber, and Electronic Warfare (EW). CW officers demonstrate tactical SIGINT and EW expertise while embedded in the maritime and expeditionary environments. This 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), U.S. Fleet Cyber Command (FLTCYBERCOM), NSA, NIOCs, NCDOC, or NCWDG. Fully qualified officers will have demonstrated outstanding leadership and technical acumen in previous CW assignments at sea or ashore. Best qualified officers will have demonstrated success in a Type-2/4 sea duty (reflected by earning the BIS, BIA, BIW, or BIU AQD) and have demonstrated sustained superior performance in leadership positions.

(2) 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.

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d. Information Professional (IP) Milestone (1820)

(1) The IP Community's core mission capabilities draw upon technical knowledge and demonstrated expertise in IW disciplines and IP core competencies including communications, combat systems, space operations, network operations, offensive and defensive cyber operations, electromagnetic spectrum management, information assurance, and knowledge management in operational assignments ashore and afloat. Future leaders of the IP community must have a proven record of leadership, at sea and/or in Naval Special Warfare/Expeditionary operational tours and demonstrated technical IP expertise supporting Naval and Joint operations.

(2) Fully qualified officers will have demonstrated leadership and technical acumen in IP operational assignments and/or equivalent pre-lateral transfer assignments. In addition, they will have a Bachelor's degree from a regionally accredited university.

(3) Best qualified officers will have diversity in assignments and a balance between afloat staffs and ship's company or squadron/detachment tours. They will have achieved an advanced technical graduate degree in a STEM related field from the Naval Postgraduate School or equivalent regionally accredited university. An in-residence graduate degree from one of the service war colleges is also highly valued. They will also have completed the IP Intermediate qualification and Joint Professional Military Education Phase I.

(4) As a lateral transfer based community, many officers will have a mix of assignments prior to their redesignation. Both are valuable and board members must examine an officer's entire record to assess leadership, critical thinking, operational experience, and technical expertise.

(5) The Submarine Communications LDO (6290) community is a new off-ramp community for IP. The prior 6290s career paths will not mirror that of a typical 1820. Board members must examine an officer's entire record to assess leadership, critical thinking, operational experience, and technical expertise.

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e. Intelligence (INTEL) Milestone (1830)

(1) The Intelligence community's core mission capability is conducting all-source operational intelligence (OPINTEL). Leadership, demonstrated professional competence in conducting all-source OPINTEL and sustained superior performance are the hallmarks of a successful Naval Intelligence officer. Intelligence officers must have a proven record of leadership at sea and/or in Naval Special Warfare/Expeditionary operational tours and OPINTEL expertise in supporting Naval and Joint operations. A limited number of Naval Intelligence officer (1830) billets support the DoD-wide, joint service RAIDER CUTLASS (RC) initiative. Officers serving in RC billets are expected to complete professional milestone and leadership requirements.

(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 redesignation 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 Information IW community LCDR Milestone and Leadership assignments will be considered screened for junior service colleges.


J. W. HUGHES

BOARD MEMBERSHIP
FY-22 INFORMATION WARFARE COMMUNITY LIEUTENANT COMMANDER
MILESTONE AND LEADERSHIP SCREEN BOARD

Information Warfare Community Lieutenant Commander Milestone and Leadership Screen Board:

RADM Kathleen M. Creighton, USN, 1860 (President)
CAPT Michael J. Hannan, USN, 1830
CAPT Jonathan J. Vorrath, USN, 1800
CAPT Christopher G. Bryant, USN, 1810
CAPT Bobby T. Carmickle, USN, 1820
CAPT Elizabeth M. S. Higgins, USN, 1800
CAPT Anthony T. Saxon, USN, 1820
CDR Kimberly M. Freitas, USN, 1800
CDR Kenneth B. Myrick, USN, 1830
CDR Tony R. Nichols, USN, 1820
CDR Devron L. Eakins, USN, 1830
CDR Jeffery L. Burke, USN, 1810
CDR Joseph A. Maxwell, USN, 1810

ADMINISTRATIVE SUPPORT STAFF
FY-22 INFORMATION WARFARE COMMUNITY LIEUTENANT COMMANDER
MILESTONE AND LEADERSHIP SCREEN BOARD

1. Information Warfare Community Lieutenant Commander Milestone and Leadership: CDR Edward A. McLellan, III, USN, will act as senior recorder with the following personnel acting as assistant recorders:

LCDR Robert J. Bebbler
LT Angellica M. Perkins

LCDR Ryan T. Wadington

2. The recorder or an assistant recorder will be present during all deliberations.

3. The following person is designated to serve as the board sponsor:

CAPT Bryan E. Braswell

4. The following personnel are designated to serve as administrative support staff to the board:

RADM Jeffrey W. Hughes
RDML Derek A. Trinque
CAPT Erin E. Acosta
CAPT David J. Casteel
CAPT Kathleen A. Elkins
CAPT Craig A. Gabriellini
CAPT Keith J. Harnetiaux
CAPT Robert P. Schulhof
CAPT Mark A. Steliga
CDR Willard E. Ball
CDR Jonathan D. Dieter
CDDR Richard A. Dorsey II
CDR Christopher A. Dumas
CDR James G. Gabriel
CDR William K. Tirrell
LCDR Brian R. Crosby
LCDR Lyndsey D. Fatz
LCDR James C. George
LCDR Stephanie A. Johnson
LCDR Sondra A. Longworth
LCDR Cameron J. Mackley
LCDR Sean P. Caulfield
LCDR Xiao Sun
LCDR Stephen A. Whatley

LCDR Stephen P. Williams
LT Jason M. Bentley
LT Jill M. Bolden
LT Aaron U. Bolin
LT Michelle D. Downing
LT Juliann P. Gonzales
LT Patrice Hernandez
LT Eric M. Kemp
LT Jason W. McClinton
LT Leroy Rhem, Jr.
LT Katharine M. Shumway
LTJG Letitia A. Collins
CWO4 Jesse D. Harrahill
FORCM(SW) Christian D. Detje
YNCM(SW/AW) Roy K. Lambert
LSC Christopher A. Staufer
YN1 Matthew M. Nolan
IT2 Willie J. Allen
YN2(AW) Seth A. McDunnah
ET2 Ervin F. Romero
YN2(SW) Doneisha M. Smith
AO3 David T. Paisano
Mr. George N. Barnes II
Ms. Marisa Y. Beal

ADMINISTRATIVE SUPPORT STAFF
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Mr. Julion A. Bend
Ms. Donna M. Carpenter
Mr. Bradley J. Cordts
Mr. John R. Crotts
Mr. David Fischer
Mr. Christopher J. Garner
Mr. Anthony P. Gaston
Mr. Patrick R. Harris
Mr. Michael J. Higgs
Mr. Max Hodge
Mr. Juan J. Jimenez
Ms. Marsea K. Lewis
Mr. Joseph J. Lipko
Mr. Anthony Matthews
Ms. Karon D. Matthews
Mr. Tommy Owens
Mr. Stephen R. Ranne
Mr. Jay A. Rublaitus
Ms. Edna Shannon
Mr. Antoine Sharp
Ms. Ruby D. Snowden
Mr. David B. Whorton
Mr. Darrence A. Wolfe
Ms. Mindee M. Wolven

BOARD AUTHORIZED SELECTIONS
FY-22 INFORMATION WARFARE (IW) COMMUNITY LIEUTENANT COMMANDER
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a. Oceanography (1800)

O4 Leadership	O4 Milestone
Eligible: PYG 19 (19 Officers) PYG 18 (6 Officers)	Eligible: PYG 15 (1 Officers) PYG 14 (19 Officers) PYG 13 (4 Officers) PYG 11 (2 Officers)
Total Records: 25 Selection Goal: 15	Total Records: 26 Selection Goal: 24

b. Cryptologic Warfare (1810)

O4 Leadership	O4 Milestone
Eligible: PYG 20 (10 Officers) PYG 19 (31 Officers) PYG 18 (43 Officers)	Eligible: PYG 21 (80 Officers) PYG 20 (20 Officers)
Total Records: 84 Selection Goal: 23	Total Records: 100 Selection Goal: 58

c. Information Professional (1820)

O4 Leadership	O4 Milestone
Eligible: PYG 20 (9 Officers) PYG 19 (37 Officers) PYG 18 (24 Officers) PYG 17 (3 Officers)	Eligible: PYG 21 (42 Officer) PYG 20 (10 Officers)
Total Records: 73 Selection Goal: 10	Total Records: 52 Selection Goal: 31

d. Intelligence (1830)

O4 Leadership	O4 Milestone
Eligible: PYG 19 (74 Officers) PYG 18 (53 Officers)	Eligible: PYG 21 (76 Officers) PYG 20 (20 Officers)
Total Records: 127 Selection Goal: 30	Total Records: 96 Selection Goal: 64

Note: The board need not select to the numbers provided. The authorized number to select should only be attained if there are a sufficient number of candidates determined fully qualified.