



DEPARTMENT OF THE NAVY  
BUREAU OF NAVAL PERSONNEL  
8720 INTEGRITY DRIVE  
MILLINGTON TN 38055-0000

1401  
BUPERS-00B  
6 Dec 21

From: Deputy Chief of Naval Personnel  
To: President, FY-23 Information Warfare Community  
Lieutenant Commander Milestone and Leadership Screen  
Board

Subj: ORDER CONVENING THE FY-23 INFORMATION WARFARE COMMUNITY  
LIEUTENANT COMMANDER MILESTONE AND LEADERSHIP 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

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, 13 December 2021, 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 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) 2022 for LCDR will receive their first look opportunity. Officers in PYG 2021 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 2020 will receive a first look opportunity. Officers in PYG 2019 will receive a second look opportunity.

(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. This will include officers in PYGs 17 or 18 who previously received their first or second look opportunity prior to serving in their LCDR milestone assignment. Those officers will receive additional looks until both opportunities to screen for LCDR Leadership occur while the officer is in or has completed LCDR milestone.

(4) INTEL (1830): Officers will receive two opportunities to screen for LCDR Leadership. Officers in PYG 2020 will receive a first look opportunity. Officers in PYG 2019 will receive a second look opportunity.

(5) Late accessions and lateral transfers (1810/1820/1830): Officers in PYGs senior to PYG 2021 not previously screened for LCDR Milestone will be eligible for

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Milestone assignment. These officers have the option to defer first look opportunity eligibility for LCDR Leadership screening for up to one year.

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-23. 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 (e.g. 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) The 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

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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, 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), 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. 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 one of the following tactical AQDs: BIS, BIA, BIW, or BIU) and have demonstrated sustained superior performance in leadership positions.

(2) Achievement or progression towards Joint Professional Military Education (JPME) Phase I and advanced education (Master's degree, Doctoral Degree, or post-graduate

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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. 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 ships' 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 JPME 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

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examine an officer's entire record to assess leadership, critical thinking, operational experience, and technical expertise.

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/or 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.



A. HOLSEY

**BOARD MEMBERSHIP**  
**FY-23 INFORMATION WARFARE COMMUNITY LIEUTENANT COMMANDER**  
**MILESTONE AND LEADERSHIP SCREEN BOARD**

Information Warfare Community Lieutenant Commander Milestone and Leadership Screen Board:

RDML Nicholas M. Homan, USN, 1860 (President)  
CAPT Charleese R. Hasan, USN, 1830  
CAPT Ruth A. Lane, USN, 1800  
CAPT Sharon D. Pinder, USN, 1810  
CAPT Aaron M. Littlejohn, USN, 1820  
CAPT David C. West, USN, 1820  
CDR Josie L. Moore, USN, 1810  
CDR William M. Wilson, USN, 1810  
CDR Katie M. Abdallah, USN, 1820  
CDR David R. Marino, USN, 1800  
CDR Timothy L. Raymie, USN, 1830  
CDR Jennifer J. Landry, USN, 1800  
CDR David B. Damato, USN, 1830

