



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

1401
BUPERS-00B
22 Aug 23

From: Deputy Chief of Naval Personnel
To: President, FY-24 Information Warfare Commander, and O-5/O-6 Information Warfare Community Command/Milestone Screen Board

Subj: ORDER CONVENING THE FY-24 INFORMATION WARFARE COMMANDER,
AND O-5/O-6 INFORMATION WARFARE COMMUNITY
COMMAND/MILESTONE SCREEN BOARD

Ref: (a) DCNP ltr 1401 BUPERS-00B of 19 Oct 22

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, 5 September 2023, or as soon as practicable thereafter.

b. The board shall proceed in accordance with all guidance in this letter and the FY-24 Administrative Selection Board Precept, reference (a).

c. The 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.

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.

Subj: ORDER CONVENING THE FY-24 INFORMATION WARFARE COMMANDER,
AND O-5/O-6 INFORMATION WARFARE COMMUNITY COMMAND/MILESTONE
SCREEN BOARD

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

d. Recommend Information Warfare Community officers for assignment to in-residence graduate education.

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). Per ref (a), all candidates recommended for selection must be fully qualified; that is, each candidate recommended must be capable of performing the duties of the program or milestone for which selected. Candidates who do not meet that standard shall not be recommended for selection.

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-24. 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-24 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-24, allocate QIOs in priority order when required. Upon adjournment of the FY-24 Information Warfare Commander, and O-5/O-6 Information Warfare Community Command/Milestone Screen Board, the FY-23 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-24 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-24 who screen for O5 Milestone will become eligible for O5 Command screening.

Subj: ORDER CONVENING THE FY-24 INFORMATION WARFARE COMMANDER,
AND O-5/O-6 INFORMATION WARFARE COMMUNITY COMMAND/MILESTONE
SCREEN BOARD

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

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 and Oceanography 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. 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. 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.

(1) Considerations for selection to O5 Milestone

(a) Fully qualified. 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 qualified. Best of fully qualified is not a checklist, but rather a list of valued skills and achievements beyond the fully qualified criteria listed above, the best qualified will have achieved many of the following:

Subj: ORDER CONVENING THE FY-24 INFORMATION WARFARE COMMANDER,
AND O-5/O-6 INFORMATION WARFARE COMMUNITY COMMAND/MILESTONE
SCREEN BOARD

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. Fully qualified OCEANO officers will 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).

(b) Best qualified. Best of fully qualified is not a checklist, but rather a list of valued skills and achievements beyond the fully qualified criteria listed above, the best qualified will have achieved many of the following:

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. Fully qualified officers will have: Command qualification.

(b) Best qualified. Best of fully qualified is not a checklist, but rather a list of valued skills and achievements beyond the fully qualified criteria listed above, the best qualified will have achieved many of the following:

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.

Subj: ORDER CONVENING THE FY-24 INFORMATION WARFARE COMMANDER,
AND O-5/O-6 INFORMATION WARFARE COMMUNITY COMMAND/MILESTONE
SCREEN BOARD

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) and electronic warfare (EW) are the foundation for successful CW officers. The CW Community values officers with deep expertise in the information warfare domain (specifically electromagnetic spectrum, space 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. With the establishment of the Maritime Cyber Warfare Officer (MCWO)/1880 community in June 2023, most CW cyber effects billets and functionalities within the Cyber Mission Force (CMF) and US Cyber Command (USCC) will transition to the MCWO community by the end of FY25. However, CW Officers will continue to support cyberspace operations across the information warfare domain. 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 cyber expertise under the operational control of U.S. Cyber Command (USCYBERCOM), its naval component command, U.S. Fleet Cyber Command (FLTCYBERCOM), NSA, and in the 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

(a) Fully qualified. Fully qualified CW officers will have completed O4 Milestone.

Subj: ORDER CONVENING THE FY-24 INFORMATION WARFARE COMMANDER,
AND O-5/O-6 INFORMATION WARFARE COMMUNITY COMMAND/MILESTONE
SCREEN BOARD

(b) Best qualified. Best of fully qualified is not a checklist, but rather a list of valued skills and achievements beyond the fully qualified criteria listed above, the best qualified will have achieved many of the following:

1. Superior performance in O4 Milestone tour as highlighted by demonstrated leadership and technical acumen.
2. Demonstrated progress towards an advanced degree.
3. Demonstrated progress towards Joint Qualified Officer (JQO).
4. Demonstrated superior performance across multiple tours with preferential consideration given to OPNAV or TYCOM assignments.

(2) Considerations for selection to O5 Command

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

1. Completed command qualification.
2. Demonstrated experience in more than one CW mission area.
3. Be in or complete with O5 Milestone.
4. Completed an advanced degree (master's or doctorate).
5. Demonstrated progress toward JQO.

(b) Best qualified. Best of fully qualified is not a checklist, but rather a list of valued skills and achievements beyond the fully qualified criteria listed above, the best qualified will have achieved many of the following:

1. Sustained superior performance across a diverse career encompassing more than one CW mission area. Demonstrated leadership experience with preference given to those who have held positions of significantly broad mission, manpower, and budgetary responsibilities.

a. Demonstrated superior performance in a screened leadership (XO/OIC) a.tour at the O4 level is the best indicator. Due to low opportunity rates, screened officers may not be slated to leadership positions.

2. Additional progress towards JQO (JPME-II, JDAL).

Subj: ORDER CONVENING THE FY-24 INFORMATION WARFARE COMMANDER,
AND O-5/O-6 INFORMATION WARFARE COMMUNITY COMMAND/MILESTONE
SCREEN BOARD

3. Expertise in Space and/or Acquisition is a valued distinguishing trait.

(3) Considerations for selection to O6 Command and IWC

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

1. Completed command qualification.
2. Completed O5 Milestone.
3. Completed an advanced degree (Master's or Doctorate).
4. Completed JPME Phase I.

(b) Best qualified. Best of fully qualified is not a checklist, but rather a list of valued skills and achievements beyond the fully qualified criteria listed above, the best qualified will have achieved many of the following:

1. Demonstrated superior performance in O5 Milestone
2. Demonstrated exceptional leadership and performance in an O5 leadership tour as an O5 Commanding Officer or O5 Major Command Executive Officer.

a. Due to insufficient inventory this is not a requirement but it is the best indicator for success in O6 command.

3. A career of sustained superior performance in more than one CW mission area encompassing diverse experience with fleet, national, and joint environments with a balanced mix of afloat and shore assignments. Those who have held significant positions of responsibility at OPNAV, TYCOMs, or FCC/C10F deserve additional consideration.

4. Demonstrated superior performance in JDAL billet or be designated JQO.

5. Additional advanced degrees and/or certifications.

6. Expertise in Space and/or Acquisition is a valued distinguishing trait.

7. Experience integrating information warfare capabilities into multi-domain warfighting missions and the ability to lead large numbers of Sailors and civilians.

c. Information Professional (1820). Leadership and demonstrated operational excellence in IP core competencies of C4 and cyber 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

Subj: ORDER CONVENING THE FY-24 INFORMATION WARFARE COMMANDER,
AND O-5/O-6 INFORMATION WARFARE COMMUNITY COMMAND/MILESTONE
SCREEN BOARD

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 acquisition, and electromagnetic spectrum management are also valued. The IP community historically gains a significant number of officers through lateral transfer, re-designation or LDO (6290 designator) off-ramp opportunities. These officers will have a variety of assignments prior to their transfer into 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 have:

1. Completed O4 milestone assignment and/or equivalent pre-lateral transfer assignment.
2. Completed IP Intermediate qualification.
3. Completed IWO qualification.

(b) Best qualified. Best of fully qualified is not a checklist, but rather a list of valued skills and achievements beyond the fully qualified criteria listed above, the best qualified will have achieved many of the following:

1. Demonstrated outstanding leadership and technical acumen in an O4 Milestone.
2. Completed a master's degree in a STEM related field.
3. Progress toward JQO.
4. Progress toward IP Advanced Qualification by completing a minimum of one of the following requirements in accordance with Enclosure (4) of COMNAVIFORINST 1520.1A:
 - a. Advanced degree.
 - b. Mastery Level Industry/Government Certifications. Examples include Cyber Security Workforce (CSWF) Expert certification (CISSP, GSLC, CASM, CAP, etc.), Project Management Professional, NPS Graduate Level Certificate, NDU Graduate Level Certificate, Requirements Certification or Financial Management Certification.

Subj: ORDER CONVENING THE FY-24 INFORMATION WARFARE COMMANDER,
AND O-5/O-6 INFORMATION WARFARE COMMUNITY COMMAND/MILESTONE
SCREEN BOARD

c. Acquisition experience (ACQ Level 2+ with APM AQD), space experience (VS6+ AQDs), IW WTI (GW series AQDs), Naval Special Warfare (QK series AQDs) or CIO (GA8 AQD).

d. Major Staff experience (OPNAV, TYCOM, USFF, CPF).

e. Significant out-of-community experience to include Fellowships, SECNAV Tours with Industry, IW Cross-Detail assignments or Individual Augmentation.

f. Force Level Watch Captain such as CSG/Fleet/Force/DISA/DoDIN Battle Watch Captain, CSG Force TAO, DESRON Staff TAO or NMCC Watch Officer.

(2) Considerations for selection to O5 Command

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

1. Completed O4 milestone assignment and/or equivalent pre-lateral transfer assignment.

2. Command qualification.

3. Completed or currently be assigned to an IP O5 milestone tour.

(b) Best qualified. Best of fully qualified is not a checklist, but rather a list of valued skills and achievements beyond the fully qualified criteria listed above, the best qualified will have achieved many of the following:

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

2. Demonstrated outstanding leadership and technical acumen in an O4 Milestone.

3. Additionally, officers may have completed:

a. O4 Leadership tour.

b. Advanced degree (Master's or Doctorate) in a STEM related field.

c. Progress towards JQO beyond JPME Phase 1.

d. Progress toward IP Advanced Qualification as outlined in sub-paragraph c.1.(b)4. above.

(3) Considerations for selection to O6 Command and IWC

Subj: ORDER CONVENING THE FY-24 INFORMATION WARFARE COMMANDER,
AND O-5/O-6 INFORMATION WARFARE COMMUNITY COMMAND/MILESTONE
SCREEN BOARD

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

1. Completed command qualification.
2. Completed an O5 milestone.
3. Completed IP Advanced qualification.

(b) Best qualified. Best of fully qualified is not a checklist, but rather a list of valued skills and achievements beyond the fully qualified criteria listed above, the best qualified will have achieved many of the following:

1. Demonstrated superior performance in O5 Milestone.
2. O5/O4 leadership experience (CO/XO/OIC).
3. Demonstrated superior performance in O4/O5 assignments that integrate IW capabilities into multi-domain warfighting missions.
4. 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) are extensively screened and selected to undergo a rigorous National-level training pipeline and certification before being designated a Navy RAIDER CUTLASS (RC) officer. These officers demonstrate leadership and warfighting competence in arduous Navy, joint and interagency tours leading teams, managing sensitive programs and conducting engagements with foreign partners. These officers also serve in a multitude of OCONUS and CONUS based operational billets to address Fleet, Navy and DoD-wide strategic competition requirements. RC officers are skilled in identifying enemy threats and developing significant expertise on strategic competitors around the globe.

(1) Considerations for selection to O5 Milestone

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

1. Completed a mid-career milestone assignment (as an O3 and/or O4).
2. Completed JPME Phase I.

Subj: ORDER CONVENING THE FY-24 INFORMATION WARFARE COMMANDER,
AND O-5/O-6 INFORMATION WARFARE COMMUNITY COMMAND/MILESTONE
SCREEN BOARD

(b) Best qualified. Best of fully qualified is not a checklist, but rather a list of valued skills and achievements beyond the fully qualified criteria listed above, the best qualified will have achieved many of the following:

1. Demonstrated sustained superior performance in all assignments.
2. Demonstrated progress toward JQO qualification beyond JPME Phase I.
3. Completed an advanced education degree.

(2) Considerations for selection to O5 Command

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

1. Completed Command qualification.
2. Screened for O5 milestone.
3. Completed JPME Phase I.

(b) Best qualified. Best of fully qualified is not a checklist, but rather a list of valued skills and achievements beyond the fully qualified criteria listed above, the best qualified will have achieved many of the following:

1. Demonstrated exceptional leadership in critical operational assignments, afloat and ashore.
2. Excelled in a variety of leadership and major staff positions.
3. Demonstrated sustained superior performance in all assignments.
4. Demonstrated progress toward JQO qualification beyond JPME Phase I.
5. Completed an advanced education degree.

(3) Considerations for selection to O6 Command and IWC

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

1. Completed Command qualification.
2. Completed O5 milestone.

Subj: ORDER CONVENING THE FY-24 INFORMATION WARFARE COMMANDER,
AND O-5/O-6 INFORMATION WARFARE COMMUNITY COMMAND/MILESTONE
SCREEN BOARD

3. Completed an advanced education degree.

4. Completed JPME I.

(b) Best qualified. Best of fully qualified is not a checklist, but rather a list of valued skills and achievements beyond the fully qualified criteria listed above, the best qualified will have achieved many of the following:

1. Demonstrated exceptional leadership and professional acumen in O5 milestone.

2. Excelled at leading in operationally challenging environments, substantial leadership positions, and major staff assignments throughout their career.

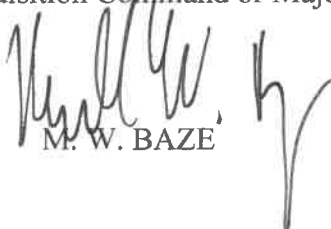
3. Demonstrated sustained superior performance in all assignments.

4. Completed JQO

(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) If best qualified, community 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. 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 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. Selected officers will ensure they meet updated criteria for Major Acquisition Command or Major Program Manager.


M. W. BAZE

BOARD MEMBERSHIP
FY-24 INFORMATION WARFARE COMMANDER AND 05/06 INFORMATION
WARFARE COMMUNITY COMMAND/MILESTONE SCREEN BOARD

Information Warfare Command and Information Warfare Community Command and Milestone Screen:

VADM Kelly A. Aeschbach, USN, 1860 (President)
RADM Michael J. Vernazza, USN, 1860
RDML Susan Bryerjoyner, USN, 1860
RDML Ronald J. Piret, USN, 1860
CAPT Kurtis A. Mole, USN, 1810
CAPT Craig M. Whittinghill, USN, 1830
CAPT Vincent S. Tionquiao, USN, 1820
CAPT Holly A. Yudisky, USN, 1810
CAPT David P. Wolynsky, USN, 1830
CAPT Hartwell F. Coke, USN, 1800
CAPT Michael S. Salehi, USN, 1810
CAPT Ruth A. Lane, USN, 1800
CAPT Brian A. Harding, USN, 1810
CAPT Stephany L. Moore, USN, 1830
CAPT Aaron M. Littlejohn, USN, 1820
CAPT James B. O'Donovan, USN, 1820
CAPT Mark Murnane, USN, 1800