From: Deputy, Chief of Naval Personnel
To: President, FY-24 Information Warfare Community
     Lieutenant Commander Milestone and Leadership Screen Board

Subj: ORDER CONVENING THE FY-24 INFORMATION WARFARE COMMUNITY
      LIEUTENANT COMMANDER MILESTONE AND LEADERSHIP SCREEN
      BOARD

Ref: (a) DCNP ltr 1401 BUPERS-00B of 19 Oct 2022

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, 12
      December 2022, 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).

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
      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.
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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) 2023 for LCDR will receive their first look opportunity. Officers in PYG 2022 will receive their second look opportunity.

b. Leadership Eligibility

(1) OCEANO (1800): Officers will receive two opportunities to screen for LCDR Leadership. Officers positively screened for O4 milestone and in LCDR PYGs 2021 or 2020 will receive a first look or second look opportunity, respectively.

(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 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 18 or 19 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 who are milestone screened will receive two opportunities to screen for LCDR Leadership. Milestone-screened officers in PYG 2021 will receive a first look opportunity. Milestone-screened officers in PYG 2020 and senior, with one previous look opportunity for LCDR Leadership, will have a second look opportunity.

(5) Late accessions and lateral transfers (1810/1820/1830): Officers in PYGs senior to PYG 2022 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.

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-24. 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).
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BOARD

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, 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 (FLETCYBERCOM), NSA, NIOC, 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. In addition, they will have earned the Information Warfare Officer Qualification. 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 JPME Phase I 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. Information Professional (IP) Milestone (1820)

(1) 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. The IP community defines operational assignments as those assignments that deploy in support of Naval and Joint operations and those assignments conducting 24/7 C4 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.

(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 achieved an advanced technical graduate degree in a STEM related field from the Naval Postgraduate School, a STEM degree from a regionally accredited university, or an in-residence graduate degree from one of the service war colleges. Additionally, they will also have completed the IP Intermediate qualification.

(4) The IP community gains a significant number of officers through lateral transfer or redesignation, typically at O-3 and O-4. For promotion eligibility purposes, some of these officers will not have completed the IP-specific community/operational leadership assignments prior to redesignation. As such, the board is encouraged to evaluate an officer’s demonstrated sustained superior performance and warfare qualifications to identify those best qualified to serve in more senior IP leadership positions.

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 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 serve in a multitude of OCONUS and CONUS based operational billets to address Navy and DoD-wide strategic competition requirements. RC officers compete for and fulfill professional milestone and leadership requirements within the specialized RC career path on par with traditional 1830 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 IW community LCDR Milestone and Leadership assignments will be considered screened for junior service colleges.

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.

A. HOLSEY
BOARD MEMBERSHIP
FY-24 INFORMATION WARFARE COMMUNITY LIEUTENANT COMMANDER MILESTONE AND LEADERSHIP SCREEN BOARD

RDML Tracy L. Hines, USN, 1860 (President)
CAPT John P. Garstka, USN, 1800
CAPT James B. O'donovan, USN, 1820
CAPT Zachary D. Mckeehan, USN, 1810
CDR James F. Brennan, USN, 1830
CDR Caroline E. Rochfort, USN, 1830
CDR Jason D. Hanser, USN, 1810
CDR Devron L. Eakins, USN, 1830
CDR Angela S. Francis, USN, 1800
CDR Brian A. Evans, USN, 1820
CDR James L. Hammersla III, USN, 1810
CDR Robert B. Conner, USN, 1820
CDR James A. Scianna, USN, 1800
ADMINISTRATIVE SUPPORT STAFF
FY-24 INFORMATION WARFARE COMMUNITY LIEUTENANT COMMANDER MILESTONE AND LEADERSHIP SCREEN BOARD

1. Information Warfare Community Lieutenant Commander Milestone and Leadership: LCDR Sondra A. Longworth, USN, will act as senior recorder with the following personnel acting as assistant recorders:

   LCDR Cassie L. Hamblin
   LCDR Stephan D. Gallagher
   LCDR Darnell T. Harris
   LCDR Clinton M. Woods
   LT Letitia Collins

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

3. The following personnel are designated to serve as the board sponsors:

   CAPT Jamie A Fraser-Loria

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

   RADM Alvin Holsey
   RDML Michael W. Baze
   RDML Kevin M. Kennedy
   RDML Michael J. Schwerin
   CAPT Steven F. Friloux
   CAPT Craig A. Gabriellini
   CAPT Jared Geller
   CAPT Laurie R. Gibbens
   CAPT James A. Hilton
   CAPT Andrew T. Klosterman
   CAPT Eric Lindfors
   CAPT Josie L. Moore
   CAPT Mathias K. Roth
   CAPT Brian L. Shultz
   CDR Willard E. Ball
   CDR Rhiannon L. Crothers
   CDR Christopher M. Fletcher
   CDR Brandon W. Gill
   CDR Mary F. Link
   CDR Shaleatha Moran
   CDR Christopher N. Seeley
   LCDR Chris Cedros
   LCDR Ryan S. Clark
   LCDR Timothy M. Clemens
   LCDR Peter J. Crimmins
   LCDR David K. Edwards
   LCDR Kimberly M. Fowler
   LCDR Katherine T. Gorski
   LCDR Clark Hartley
   LCDR Nathaniel B. Hodges
   LCDR Heather Hutchison
   LCDR Eric M. Kemp
   LCDR Matthew M. Long
   LCDR Peter C. Maki
   LCDR Jacob N. Norris
   LCDR Donald S. Northrup
   LCDR Kristel D. Ramsay
   LCDR Chris M. Roberts
   LCDR Jeffrey M. Ryan
   LCDR Noadiah Sikinger
   LCDR Andrew E. Sweeney
   LCDR Xiao Sun
   LCDR Emilie F. Torielli
   LCDR Stephen P. Williams
   LCDR Steven A. Whatley
   LT Jason D. Bentley
   LT Jill M. Bolden
   LT Aaron U. Bolin
   LT Jeffery B. Brown
   LT Tabitha M. Calloway
   LT Andrew C. Dotson
   LT Michelle D. Downing

Enclosure (2)
ADMINISTRATIVE SUPPORT STAFF
FY-24 INFORMATION WARFARE COMMUNITY LIEUTENANT COMMANDER MILESTONE AND LEADERSHIP SCREEN BOARD

LT Bryan C. Luke
LT Dean W. Porter
LT Justice Swett
LT Joshua S. Williams
LT Morgan R. Young
LT Charles C. Youngblood
CWO4 Jesse D. Harrahill
CWO4 Tameka J. Reid
CWO4 Xavier D. Ware
FORCM(SW) Christian D. Detje
CMDCM (SW/SCW/AW) Stephen B. Graham
CMDCM(SW/AW) William Houlihan
AVCM(AW) Daniel L. Dregely
PSCM(AW) Patrick A. Abiera
NCCM(SW/AW/FMF) Derek M. Messer
YNCM(AW) Dana M. Axson
YNC(SW/AW/EXW) Aaron J. Buss
YNC(SCW/EXW/AW) Kevin L. Capeley
YNC(SW/AW) Lenora A. M. Deolatch
LSC Christopher A. Stauffer
YN1(SW) Kingston Allen
YN2(AW) Seth A. McDonough
YN3 Joseph A. P. Wilbers
ET2 Ervin F. Romero
IT2 Willie J. Allen
YN3(SW/AW) Joseph A. Wilbers
AO3 David T. Paisano
Ms. Sae Y. Ahn
Ms. Marigee Bacolod
Mr. Julion A. Bend
Ms. Pamela D. Bennett
Ms. Donna M. Carpenter
Mr. Bradley J. Cordts
Mr. Edward Dodrill
Mr. David Fischer
Mr. Christopher J. Garner
Ms. Faith Grigg
Mr. Patrick R. Harris
Ms. Latika Hartmann
Mr. Erik G. Helzer
Mr. Max Hodge
Mr. Juan J. Jimenez
Ms. Priscilla L. Jones
Mr. Carl E. Johnson
Mr. Christopher A. Leigh
Ms. Marsea K. Lewis
Mr. Joseph J. Lipko
Ms. Oberia A. Malone
Mr. Anthony Matthews
Ms. Karon D. Matthews
Mr. Michael A. McNab
Mr. Leo D. Metoyer
Mr. Tommy Owens
Ms. Leslie J. Pitts
Mr. Martin L. Pompeo
Mr. John Pucciarelli
Mr. Stephen R. Ranne
Mr. Jay A. Rublaitus
Ms. Candis L. Robinson
Mr. Antoine Sharp
Ms. Edna Shannon
Mr. Steven J. Skretkowicz
Ms. Ruby D. Snowden
Ms. Verleada S. Tarver-Pruitt
Mr. David B. Whorton
Mr. Darrence A. Wolfe
Ms. Mindee M. Wolven