1401
BUPERS-00B
23 Aug 24

From: Deputy Chief of Naval Personnel
To: President, FY-25 Information Warfare Commander, and O-5/O-6 Information Warfare Community Command/Milestone Screen Board

Subj: ORDER CONVENING THE FY-25 INFORMATION WARFARE COMMANDER, AND O-5/O-6 INFORMATION WARFARE COMMUNITY COMMAND/MILESTONE SCREEN BOARD

Ref: (a) DCNP ltr 1401 BUPERS-00B of 3 Oct 23

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, 9 September 2024, or as soon as practicable thereafter.

   b. The board shall proceed in accordance with all guidance in this letter and the FY-25 Administrative Selection Board Precept, reference (a). 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. Review the performance of previously selected officers in the bank for command and recommend for removal, by majority vote of the board members, if applicable.

   c. 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 reference (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-25. If not serving in a Command billet when subsequent IW Command and Milestone Boards convene, these banked officers will rescreen as outlined in paragraph 2b.

    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-25 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-25, allocate QIOs in priority order when required. Upon adjournment of the FY-25 Information Warfare Commander, and O-5/O-6 Information Warfare Community Command/Milestone Screen Board, the FY-24 QIO list is nullified.

4. **Additional Guidance**. The Navy needs officers who possess unimpeachable credentials, have deep technical/operational experience in the IW community domain, are innovative and bold, think creatively and challenge assumptions, and take well-calculated risks to deliver outcomes. Board members should view an officer's performance in leadership assignments as an indicator of their ability to lead diverse organizations across the range of IW missions and functions. The IW community also values acquisition expertise and experience at commands creating critical future Naval capabilities such as Navy Cyber Warfare Development Group and NAVWAR. Best qualified candidates will be top performers and will have experience leading, planning, and executing operations across a range of IW disciplines. 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 Oceanography (OCEANO)(1800), Cryptologic Warfare (CW)(1810), Information Professional (IP)(1820), and Intelligence (INTEL)(1830) O5 Panels. Successful screening for O5 Milestone is a prerequisite for O5 Command screening. All eligible officers in PYG-24 and PYG-23 who screen for O5 Milestone will become eligible for O5 Command screening.

b. O5 Screening Panels for Maritime Space Officer (MSO)(1870) and Maritime Cyber Warfare Officer (MCWO)(1880). This FY25 board will include, for the first time, screening panels for MSO and MCWO. There is an MSO O5 Milestone screening panel but no MSO command screening panel. There is a MCWO O5 Command screening panel, but no MCWO Milestone screening panel.

c. Screening Panels for IW (18XX) Community Information Warfare Commander Afloat and 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.

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:

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, earned during the O4 Milestone tour.

<u>3</u>. Exceptional leadership across multiple tours.

(2) <u>Considerations for selection to O5 Command</u>

(a) <u>Fully qualified</u>. Fully qualified OCEANO officers will have:

<u>1</u>. Completed an O4 Milestone tour (Strike Group Staff METOC or a large deck OA/QO Division Officer).

<u>2</u>. Command qualification.

(b) <u>Best qualified</u>. 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:

<u>1</u>. Sustained superior performance as highlighted by sound METOC counsel across the full spectrum of operations.

<u>2</u>. Qualifications such as Staff Battle Watch Captain, Tactical Action Officer or OOD Underway, earned during the O4 Milestone tour.

<u>3</u>. Exceptional leadership throughout career.

(3) <u>Considerations for selection to O6 Command and IWC</u>

(a) <u>Fully qualified</u>. Fully qualified officers will have: Command qualification.

(b) <u>Best qualified</u>. 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.

<u>2</u>. Superior performance and exceptional leadership in O5 assignments as highlighted by sound METOC counsel across the full spectrum of operations.

<u>3</u>. 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, MAJCOM XO, and ARG IWC.

<u>4</u>. Experience integrating information warfare capabilities into multi-domain warfighting missions, advanced education, and the ability to lead large numbers of highly skilled civilians.

b. <u>Cryptologic Warfare (CW) (1810)</u>. 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 FY26. 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) <u>Considerations for selection to O5 Milestone</u>

(a) <u>Fully qualified</u>. Fully qualified CW officers will have completed O4 Milestone.

(b) <u>Best qualified</u>. 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:

<u>1</u>. Superior performance in O4 Milestone tour as highlighted by demonstrated leadership and technical acumen.

<u>2</u>. Demonstrated progress towards an advanced degree.

3. Completed JPME 1.

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. Completed an advanced degree (master's or doctorate).

4. Completed JPME 1.

(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.

2. 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 Major Command XO tour.

b. Demonstrated superior performance in a screened O4 leadership (XO/OIC) tour. Due to low opportunity rates, screened officers may not be slated to leadership positions.

c. Demonstrated superior performance in operational leadership tours.

3. Demonstrated progress toward JQO beyond JPME 1.

4. 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.

<u>3</u>. Completed an advanced degree (Master's or Doctorate).

<u>4</u>. Completed JPME Phase I.

(b) <u>Best qualified</u>. 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:

<u>1</u>. Successful tour completion as an O5 Commanding Officer.

<u>2</u>. Demonstrated superior performance in O5 Milestone.

<u>3</u>. 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.

<u>4</u>. Completed JQO.

<u>5</u>. Additional advanced degrees and/or certifications.

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

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

(c) Prior experience as a CO is a significant indicator of potential for success in O6 Command, though not a requirement due to insufficient opportunity. Superior performance in O5 Milestone, MAJCOM XO, ARG IWC should be considered an outstanding indicator for potential success in O6 Command for those not having had an O5 Command tour.

c. <u>Information Professional (1820)</u>. Leadership and demonstrated operational excellence in IP core competencies of Command, Control, Communications, and Computers (C4) along with cyberspace security and cyberspace system operations (previously known as network security and network 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 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 has transitioned to a direct-accession model, but there remains a significant number of Officers gained through lateral transfer. 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.

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(1) Considerations for selection to O5 Milestone

    (a) <u>Fully qualified</u>. Fully qualified officers will have:

        <u>1</u>. Completed IWO qualification.

        <u>2</u>. Completed IP Intermediate qualification.

        <u>3</u>. Completed O4 milestone assignment and/or equivalent pre-lateral transfer assignment.

    (b) <u>Best qualified</u>. 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:

        <u>1</u>. Demonstrated exceptional leadership in operational assignments, afloat or ashore.

        <u>2</u>. Excelled in a variety of leadership and major headquarter (OPNAV, Fleet, or Type CDR) assignments.

        <u>3</u>. Completed advanced STEM degree (Master's or Doctorate)

        <u>4</u>. Completion of JPME 1.

        <u>5</u>. Completed IP Advanced Qualification.

        <u>6</u>. Completed command qualification.

(2) Considerations for selection to O5 Command

    (a) <u>Fully qualified</u>. Fully qualified officers will have:

        <u>1</u>. Completed command qualification.

        <u>2</u>. Completed an Advanced Degree (Master's or Doctorate).

        <u>3</u>. Completed JMPE 1.

    (b) <u>Best qualified</u>. 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:

        <u>1</u>. Demonstrated sustained superior performance in O5 Milestone or substantial leadership positions.

<u>2</u>. Demonstrated exceptional leadership and professional acumen in challenging operational assignments, afloat or ashore.

<u>3</u>. Excelled in a variety of assignments throughout their career. Experience at major headquarters such as OPNAV, Type Commander, and Fleet commands is particularly valued.

<u>4</u>. Completed advanced STEM degree (Master's or Doctorate)

<u>5</u>. Demonstrated progress toward JQO beyond JPME 1.

<u>6</u>. Completed IP Advanced Qualification.

(3) <u>Considerations for selection to O6 Command and IWC</u>

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

<u>1</u>. Completed an O5 milestone.

<u>2</u>. Completed command qualification.

<u>3</u>. Completed IP Advanced qualification.

<u>4</u>. Completion of JPME 1.

(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:

<u>1</u>. Demonstrated sustained superior performance in O5 Milestone

<u>2</u>. Demonstrated exceptional leadership and professional acumen in challenging operational assignments, afloat or ashore.

<u>3</u>. Excelled in a variety of assignments throughout their career. Experience at major headquarters such as OPNAV, Type Commander, and Fleet commands is particularly valued.

<u>4</u>. Completed JQO

<u>5</u>. Advanced STEM degree (Master's or Doctorate)

<u>6</u>. Experience integrating information warfare capabilities into multi domain warfighting missions and the ability to lead large numbers of Sailors and civilians.

(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 or ARG IWC 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. 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 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 (RC) officers, executing specialized 1830 missions and sensitive programs in a variety of leadership, operational, and staff assignments 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.

(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, particularly in O4 Milestone.

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. 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:

<u>1</u>. Demonstrated exceptional leadership in critical operational assignments, afloat and ashore.

<u>2</u>. Excelled in a variety of assignments throughout their career. Experience at major headquarters such as OPNAV, Type Commander, and Fleet commands is particularly valued.

<u>3</u>. Demonstrated progress toward JQO qualification beyond JPME Phase I.

<u>4</u>. Completed an advanced education degree.

(3) <u>Considerations for selection to O6 Command and IWC</u>

(a) <u>Fully qualified</u>. Fully qualified officers will have:

<u>1</u>. Completed Command qualification.

2. Completed O5 milestone.

3. Completed an advanced education degree.

<u>4</u>. Completed JPME I.

(b) <u>Best qualified</u>. 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:

<u>1</u>. Demonstrated exceptional leadership and professional acumen in O5 milestone.

<u>2</u>. Superior performance in a command leadership assignment as an O5, including O5 Commanding Officer, Major Command Executive Officer, and/or ARG IWC assignments.

3. Excelled in a variety of assignments throughout their career. Experience at major headquarters such as OPNAV, Type Commander, and Fleet commands is particularly valued.

<u>4</u>. Experience integrating information warfare capabilities into multi-domain Warfighting missions and the ability to lead large numbers of Sailors and civilians.

<u>5</u>. 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. Maritime Space Officer (MSO) (1870). The MSO community's core mission capability draws on experience and expertise in the space domain. MSOs develop foundational Space Operations expertise in tours integrating Naval, Joint, and national space capabilities into maritime operations, or supporting Fleet and Joint commanders. All MSOs join the community through lateral transfer, therefore, officers will have a mix of assignments in both the Maritime Space Officer 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 MSO community is an indicator of a successful officer and future community leader.

(1) Considerations for selection to O5 Milestone.

(a) Fully Qualified. Fully qualified MSOs will have:

1. Documented expertise in space with a Space Series AQD.

(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 achieve many of the following:

1. Demonstrated superior performance in challenging operational and leadership tours both in and out of the MSO community.

2. Warfare qualification in any warfare area.

3. Exceptional leadership across multiple tours.

f. Maritime Cyber Warfare (MCWO) (1880). Leadership, cyberspace superiority, and sustained superior performance are the hallmarks of a successful MCWO officer. The MCWO Community values leadership and demonstrated expertise in the core mission area of Cyberspace Operations (CSO) focused on both Offensive Cyberspace Operations (OCO) and Defensive Cyberspace Operations (DCO) that generate a decisive advantage by monitoring, collecting, analyzing, and exploiting threats to Navy and Department of Defense Information Networks (DoDIN). Future MCWO leaders embrace a diverse range of assignments in support of Navy, National, and Joint Cyberspace operations supporting cyber mission areas. The MCWO Community gains a significant number of officers through lateral transfer or redesignation. Most officers will have a mix of assignments in both the MCWO Community and another Navy

community (e.g., aviation, surface warfare, IW community, etc.) prior to redesignation into the MCWO Community. Both are equally valuable and board members are encouraged to examine an officer's entire record to assess career potential, leadership, and warfighting ability.

(1) Consideration for selection to O5 Command.

(a) <u>Fully qualified</u>. Fully qualified MCWO Officers will have:

<u>1</u>. Completed command qualification.

<u>2</u>. Completed JPME Phase 1.

(b) <u>Best qualified</u>. 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:

<u>1</u>. Demonstrated sustained superior performance in current and previous cyber-related assignments.

<u>2</u>. Demonstrated outstanding leadership and technical acumen in operational tours afloat or ashore.

<u>3</u>. Demonstrated progress toward an advanced education degree in a technical, cyber related field.

(2) Consideration for selection to O6 Command.

(a) <u>Fully qualified</u>. Fully qualified MCWO Officers will have:

<u>1</u>. Command qualification.

<u>2</u>. Completed an advanced degree.

<u>3</u>. Completed JPME Phase 1.

(b) <u>Best qualified</u>. 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:

<u>1</u>. Demonstrated sustained superior performance in current and previous cyber-related assignments

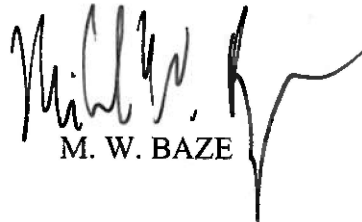<u>2</u>. Demonstrated superior leadership and performance in an O5 operational tour afloat or ashore.

3. Superior performance and exceptional leadership in billets such as at major staffs (SECNAV, OPNAV, Bureau of Naval Personnel, Navy Personal Command, U.S. Cyber Command), operational commands (U.S. Fleet Forces Command; and/or U.S. Fleet Cyber Command / Commander U.S. 10th Fleet).

4. Demonstrated progress toward JQO beyond JPME Phase 1.

5. Completed an advanced education degree in a STEM or cyber related field.

(c) Prior experience as CO, XO, OIC, or CSG/ARG IWC are a significant indicator of potential for success in O6 Command, though not a requirement due to insufficient opportunity.

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