



12th Submarine Division Officer Talent Management Board

February 2026

Eligibility Timeline:

-Officer's PRDs should align with the 4Q26 and 1Q27 slates (PRDs of September 2026 through February 2027).

-The selected officers must pass PNEO prior to signing a COBO contract and accepting their assignment. Passing PNEO is not a prerequisite to applying for and receiving an assignment from the TMB.

-If applying for the Graduate Education Voucher, PRDs may be prior to the above-mentioned timeline, or you must already be on shore duty. The funding must begin within FY26 timeframe (after October 2025, prior to October 2026).

-If scheduled to participate in the 3Q26 slate (PRDs of June 2026 – August 2026) or the 2Q27 (PRDs of March 2027 – May 2027) and interested in any of the below programs, contact PERS-421D for eligibility and submission guidance.

Submission timeline:

-Applications submitted to PERS-421D by: 1600CST Friday, 30JAN26

Submit applications to 421D, LT Logan Vredenburg – logan.d.vredenburg.mil@us.navy.mil

-Talent Management Board convenes: Week of 23FEB26

-Results Released: Week of 2MAR26

Career Flexibility Opportunities

Non-traditional career timeline options for officers seeking flexibility, acceleration, or long-term planning opportunities.

Direct to Department Head – 2 quotas

This program allows a limited number of Division Officers per year group to bypass their shore tour and proceed directly to SOAC and Department Head sea duty. Officers selected for Direct to DH will subsequently complete an extended (~48-month) post-DH shore tour prior to attending SCC and continuing toward Executive Officer. This option is ideal for officers seeking to accelerate their career milestones or align career timing for personal or professional goals.

Note: Selected officers will participate in the SOAC slate that best matches their PRD, class convening, and available seats.

Graduate Education Opportunities

Fully funded or voucher-based programs with associated service commitments.

The board will select the Submarine Force's nominees for each of the following graduate education opportunities. PERS-421D will assist selected officers with the follow-on application process where required.

USNA LEAD (Leadership Education and Development) (Annapolis, MD) – 7 billets

Submarine officers selected for USNA LEAD will complete a fully funded Master of Science through the Naval Postgraduate School while assigned to the U.S. Naval Academy. Following the 12-month academic program, officers will serve a 24-month tour as a Company Officer at USNA.

Eligible officers must be able to complete the full 36-month program prior to their no-later-than date for SOAC.

Expected report date: December 2026

For more info: [MyNavy HR USNA LEAD](#) | [USNA Program Website](#) | [NAVADMIN 221/24](#)

Naval War College (Newport, RI) – 1 billet

This 12-month in-residence program includes a Master's degree and JPME Phase I. Officers may also apply to the 15-month Advanced Research Program.

Start of study: November 2026 or February 2027

More info: [Naval War College](#)

**University of Rhode Island and University of Connecticut Master's Degree Program
(Sponsored by the National Institute for Undersea Vehicle Technology) (Groton,
CT/Newport, RI) – 8-10 billets**

This program offers fully funded graduate education at URI or UConn in undersea warfare-relevant fields. Officers must hold an undergraduate degree in engineering, mathematics, or physics, and be stationed in (or able to report to) Groton, CT or Newport, RI. Officers will be assigned to a local command and complete coursework part-time.

Start of study: August 2026 or January 2027

Available degree concentrations include:

- Acoustics, Sensors, and Signal Processing
- Advanced Materials and Structures
- Advanced Manufacturing Processes
- Cybersecurity
- Human Factors
- Marine Hydrodynamics
- Propulsion Enabling Technologies
- Structural Integrity, Vibration, and Control
- Systems Engineering/Modeling
- Unmanned Underwater Vehicles
- Underwater Shock

Participation in sea-based research is available through Professor Collin Murphy's group at URI.

Special Shore Opportunities and Overseas Assignments

Career-broadening billets with unique impact, leadership development, or international experience.

PERS 42 Division Officer Detailer (Memphis, TN) – 1 billet

This premier, highly selective assignment places a top-performing officer at the very heart of Submarine Force talent management. The selected officer will have a direct and significant impact on the careers of Submarine Officers, gaining unparalleled insight into the strategic manning requirements of the nuclear Navy. This role provides a unique, command-level perspective on personnel management and is considered a critical developmental step for those on a path to senior leadership.

Officers interested in this exceptional opportunity should contact PERS-421D for specific application details and to discuss how this assignment aligns with their career goals.

Desired report timeline: February 2027

N133 Special Assistant Nuclear Program Manager (Washington DC) – 1 billet

This influential post-Division Officer billet plays a key role in shaping the future of the submarine officer career path. Working directly under OPNAV N133 and PERS-42, the selected officer will analyze and recommend improvements to nuclear officer accessions, retention, and personnel policy—ensuring continued excellence in the Submarine Force by enhancing career satisfaction and talent management. The position involves regular collaboration with Navy leadership and provides valuable exposure to high-level policy development, program management, and the broader personnel enterprise. It offers a unique chance to contribute meaningfully behind the scenes while developing expertise in nuclear officer career management.

Desired report timeline: December 2026

Personnel Exchange Programs

- PEP Canada (Halifax, CAN) – 1 billet

The officer selected for these positions will be assigned as an undersea warfare staff officer for the Canadian Navy in Halifax, Canada. The officers will act as the senior SSN advisor, assist in developing submarine doctrine and tactics, and assist in ASW exercise planning.

Desired report timeline: October 2026

- PEP UK (Portsmouth, UK) – 1 billet

The officer selected for this position will be assigned as a staff officer on the Royal Navy's Submarine Capability Delivery Team in Portsmouth, UK. The officer will integrate directly into the Royal Navy, working alongside senior leadership and across multiple UK organizations to deliver the Royal Navy's under-ice capability and enable participation in Operation Ice Camp alongside the U.S. Navy.

Desired report timeline: March 2027

Naval Striking and Support Forces NATO (Lisbon, Portugal) – 1 billet

COMSTRIKFORNATO is located in Lisbon, Portugal and provides the Supreme Allied Commander Europe with a multinational joint operations planning and command and control capability for the NATO Alliance. This opportunity will allow the selected officer to work on a joint staff, provide their submarine expertise, and be part of operational planning for the various NATO areas of responsibility. This warfighting centric position will be a rare opportunity for any officer!

Desired report timeline: December 2026

USNA Instructor (Annapolis, MD) – 2 billets

Officers will serve as instructors at the U.S. Naval Academy. A Master's degree (preferably in a STEM field) is required, and assignment area will depend on the officer's background and Academy needs. Applicants must include a Master's transcript with their application.

Desired report timelines: March 2027

Commander, Task Force 67 (Sigonella, Italy) – 1 billet

Officers will serve as Submarine Watch Officers, responsible for submarine safety and operations in the Seventh Fleet AOR. The 4-on/4-off schedule supports operational awareness while offering opportunities for cultural engagement and regional travel.

Desired report timelines: November 2026

Commander, Task Force 69 (Naples, Italy) – 2 billets

Officers will serve as Submarine Watch Officers, responsible for submarine safety and operations in the Sixth Fleet AOR. The 4-on/4-off schedule supports operational awareness while offering opportunities for regional travel.

Desired report timelines: September 2026 and January 2027

Commander, Task Force 74 (Yokosuka, Japan) – 2 billets

Officers will serve as Submarine Watch Officers, responsible for submarine safety and operations in the Seventh Fleet AOR. The 4-on/4-off schedule supports operational awareness while offering opportunities for cultural engagement and regional travel.

Desired report timelines: October 2026 and March 2027

Naval Reactors Fleet Lieutenant (Washington DC) – 2 billets

The selected officer will provide fleet support to operational submarines, conduct reviews of technical manuals, assist in PNEO instruction, and support CO interview processes. Candidates should demonstrate strong technical performance throughout their academic and at-sea nuclear training. Applicants must include unofficial undergraduate and/or graduate transcripts.

Desired report timeline: December 2026 and March 2027

Research and Development Support Activity (RDSA) (Washington DC) – 1 billet

The selected officer will oversee classified projects supporting naval intelligence communities, providing research, engineering, and acquisition support to COCOMs and Pentagon staff. This billet requires professionalism, discretion, and the ability to manage complex, sensitive initiatives.

Desired report timeline: February 2027

SEAL Delivery Vehicle Team Two DCS OIC (Little Creek, VA) – 1 billet

Selected officers will oversee readiness, administration, and training of a Dry Combat Submersible and its support team. This role includes coordination with SEAL teams and delivery of tactical training for the operation of DCS platforms in support of Naval Special Warfare.

Officers must complete dive school prior to reporting and be able to complete a 30-month tour prior to their no later than date for SOAC.

Desired report timeline: September 2026

Naval Nuclear Power Training Command Instructor (NNPTC) (Charleston, SC) – 3 Billets

Division officers will be assigned as an Instructor at NNPTC in Charleston, SC. This billet requires the officer have a strong technical background and be a good fit for instructor duty. The specific area of instruction will be determined by NNPTC upon arrival.

Desired report timeline: November 2026, January 2027, and March 2027