

Talent Management Board FAQ Sheet

The Talent Management Board (TMB) is used to ensure that the best and fully qualified officers are assigned to billets or special programs that reward performance. PERS-42 will conduct the TMB semi-annually in September and March. An announcement will be promulgated to the fleet detailing the specific assignments available on each Board and timeline for submission. This semi-annual timeline will support service-wide programs such as Naval Academy Leadership and Development Master's Program (USNA LEAD), Fleet Scholar Education Program (FSEP), and Massachusetts Institute of Technology/Woods Hole Oceanographic Institution (MIT/WHOI) which each contain additional submission requirements.

A TMB application package shall consist of:

- A letter of Recommendation from your Commanding Officer
- Program Request Sheet prioritizing programs to be considered for
- An enclosure of any additional information not included in your official record (FITREPS, awards, qualifications, transcripts, etc.)

Officers selected for assignment via the TMB will be required to submit a nuclear officer continuation pay (COBO) contract (excluding those selected for CIP) within two weeks of the board results announcement. If selected as a nominee for a program not controlled by PERS-42, officers will submit a contract within two weeks of final program selection notification.

Some opportunities that go unfilled on the TMB may be added to the next quarterly shore slate for detailing.

Typical Talent Management Board Opportunities

Civilian Graduate Education

- Fleet Scholar Education Program
 - Release notification and specific program requirements will be released via My Navy Education message.
 - Preference will be given to those officers who can complete a full 24-month graduate education program prior to their SOAC gate (January of their 8th YCS, based on year group).
 - Officers should plan to begin classes in the fall semester (i.e. if selected for FSEP at the August 2024 board, classes would most likely begin in the Summer or Fall of 2025)
 - Additional information regarding the FSEP program and the list of schools with education agreements can be found on the Navy CIVINS website at:
<http://www.nps.edu/academics/CIVINS/index.html>
- USNA Leadership and Development Master's Program

The Leadership Education and Development (LEAD) Program is a comprehensive initiative offering graduate education and training for adept Officers, preparing them for roles as company officers at the United States Naval Academy (USNA) and continued service in the Navy and Marine Corps.

Administered by the Naval Postgraduate School, this fully-funded master's of science degree program entails a 36-month commitment, with one year dedicated to earning the degree and a subsequent two-year obligation as a company officer at USNA.

- To qualify, junior officers must be able to support a 36-month shore tour without exceeding their SOAC gate (January of their 8th YCS).
- The Talent Management Board (TMB) exclusively selects nominees for the program, and nominees must complete a separate application with the USNA.
- All USNA Company Officers are required to participate in this program.

If nominated for this program, the timeline for the Leadership Education and Development (LEAD) Program is as follows:

- September - the TMB announces results
- October - applications are due to the USNA
- December - the USNA selection board concludes its process, and selectees are notified
- June - the chosen individuals report to graduate school to commence their master's of science degree as part of the program.

- Massachusetts Institute for Technology/Woods Hole Oceanographic Institute
 - JOs obtain their Master's Degree at MIT/WHOI in an Oceanography based curriculum.
 - Those who have demonstrated superior performance at sea and have a minimum GPA of 3.8 with a strong technical background and an undergraduate degree in geoscience, physics, chemistry, mathematics, or engineering are eligible for this program.
 - The program is designated for 27 months (two years and a summer). The following specialties will be offered:
 - Applied Ocean Science and Engineering
 - Biological Oceanography
 - Chemical Oceanography
 - Marine Geology and Geophysics
 - Physical Oceanography
 - Interdisciplinary Focus
 - Climate Variability and Impacts
 - The TMB will select 1120 nominees for this program. There is a separate application process for which the detailer will assist and advocate for the nominee.
- Graduate Education Voucher (GEV)
 - GEV is an education voucher that pays up to \$20,000 per year for a maximum of two years for graduate school tuition, books and most fees. The voucher can be used at any accredited university of the Officer's choice with an endorsement from PERS-42 and curriculum approval by NPS.
 - The quotas allotted to PERS-42 change based on the NAVADMIN that is released around June each year. The programs for which PERS 42 has quotas may include the following:

- Computer Science (6203P/G)
- Computer Operations and Technology (6209P/G)
- Cyber Systems and Operations (6208P/G)
- Engineering (5XXXXP/G)
- Operations Research Analysis (3211G)
- Regional/National Security Studies (2XXXXP/G) The curriculum must align with the approved Navy Sub-Specialty Code and meet the requirements set forth by the Commander, Naval Education and Training Command. Officers must meet all eligibility requirements specified in OPNAVINST 1520.37B
- Officers may already be on shore duty when applying. Officers on sea duty will still submit preferences for the slate along with an application for this TMB program.

Professional Initiatives

- SECNAV Tours With Industry (SNTWI)
 - Officers selected for these tours will be armed with knowledge in private sector business practices, processes and innovative strategies.
 - Officers will be able to take what they have learned during their industry tour and utilize that experience to not only enhance their own leadership skills, but also bring this experience to the submarine force.
 - The one year internships typically begin and end in August and are followed by a utilization tour prior to SOAC. The available companies are:
 - Amazon (Seattle, WA)
 - Apple (Cupertino, CA)
 - Boeing (St. Louis, MO)
 - CH2M Hill (Tampa, FL)
 - Deloitte (Multiple Locations)
 - FedEx (Memphis, TN)
 - FLIR (Wilsonville, OR)
 - GE Aviation (Multiple Locations)
 - GE Digital (San Ramon, CA)
 - Huntington Ingalls (Newport News, VA)
 - Hydroid (Pocasset, MA)
 - Idaho Nation Laboratory (Idaho Falls, ID)
 - La Quinta (Dallas, TX)
 - LinkedIn (Multiple Locations)
 - Liquid Robotics (Sunnyvale, CA)
 - Lockheed Martin (Bethesda, MD)
 - Marotta Controls (Montville, NJ)
 - McCrystal Group (Alexandria, VA)
 - Microsoft (Multiple Locations)
 - Palo Alto Networks (Palo Alto, CA)
 - Oak Ridge National Laboratory (Oak Ridge, TN)
 - Qualcomm (San Diego, CA)
 - SpaceX (Multiple Locations)

- Splunk (San Francisco, CA)
- St. Jude (Memphis, TN)
- Tesla (Multiple Locations)
- UPS (Atlanta, GA)
- USAA (San Antonio, TX)
- VMWare (Multiple Locations)
- Wal*Mart (Bentonville, AR)
- The TMB will select 1120 **nominees** for this program. The companies above will conduct their own interview process in the months after the TMB nomination and ultimately decide whether to offer placement in the company.
- Officers interested in this program should list at least five companies to ensure the best fit for the company and the officer.
- Announcement will be released via naval message and officers should be available to report in the August timeframe.
- Personnel Exchange Program (PEP) and other unique overseas assignments
 - There are multiple countries with either exchange programs or unique career broadening opportunities that will be detailed through the TMB to include (but not limited to) Canada, England, Spain, Portugal, and Australia.
 - Specific timing and descriptions of assignments will be included in TMB announcements. JOs applying must have a PRD that can meet the required timeline of the assignment.
- Additional Assignments
 - If any additional assignments are to be filled through TMB selection, the description and required fill date will be included with the announcement.

Career Flexibility

- The Direct to Department Head and Career Intermission Program will both be assigned via the TMB process. Details on these programs are available in a separate FAQ sheet on the PERS-42 Webpage

TALENT MANAGEMENT BOARD – Package Template

From: LTJG/LT _____, (Command)

To: Submarine Junior Officer Shore Tour Detailer (PERS-421C)

Via: Commanding Officer

Encl: (1) Commanding Officer Letter of Recommendation
(2) Items missing from official record

Subj: TALENT MANAGEMENT APPLICATION

1. After reviewing my eligibility for programs being offered on the talent management board, I request to be considered for the following programs in priority order. (There is no limit to the number of programs listed, and further lines can be added):

- a. _____
- b. _____
- c. _____
- d. _____

2. (Much like the slate process, this field is reserved for amplifying information regarding your preferences. For example, if GEV is listed as a priority program be sure to list the curriculums in priority order as well. This is your space to explain any amplifying information for your preferences.)

3. Based on my PRD of _____, my chain of command and I understand I may need to extend/rotate early to match one of the programs listed above.

4. My undergrad GPA was _____ in (list program(s)).

5. I have/have not received any funding to date for postgraduate education. If funding was received, list the program: _____.

6. I understand that I am required to sign a COBO contract if I choose to accept my program or billet selection.

//Signed//