

Career Flexibility Options FAQ Sheet

The standard submarine career path consists of rotating sea and shore duties that vary in length from 22 to 36 months. Due to the nature of our expeditionary, globally deploying force; most assignment changes also involve a PCS transfer to a new duty location. While necessary in this era of Great Power Competition, the inflexibility of this career path can make it difficult for officers and their families to balance other responsibilities in their professional and/or personal lives.

In an effort to provide additional options that provide increased flexibility, the below programs are available for highly motivated, career oriented submarine officers that are looking for options to help them balance these priorities. The additional time, and potential geographic stability, offered by these programs can be used to devote time to pursuits outside the professional development of the submarine warfare officer.

Direct to Department Head

A limited number of JOs from each year group may apply to proceed directly to the Submarine Officer Advanced Course (SOAC) and their Department Head (DH) tour following their division officer (DO) tour. Officers selected for this program would then expect to complete an approximate 48 month long shore duty assignment following their DH assignment prior to proceeding to SCC for their Executive Officer tour.

JOs desiring this option must apply via the Talent Management Board (TMB) and must be recommended for DH by their CO. If approved, they will sign a contract committing them to a DH assignment and will participate in the SOAC slate that matches their DO tour projected rotation date (PRD).

Requirements to apply for this program are:

- Warfare qualification and PNEO complete
- Recommended by their CO
- Apply at the TMB prior to their JO Shore Duty slate opening

Career Intermission Program (CIP)

This Navy-wide program is open to Officers, including JOs, who wish to take an extended period of absence from active duty service of one to three years to pursue other personal or professional goals. Full details of the program can be found in OPNAVINST 1330.2C.

<https://www.secnv.navy.mil/doni/Directives/01000%20Military%20Personnel%20Support/01-300%20Assignment%20and%20Distribution%20Services/1330.2C.pdf>

Officers approved for CIP will transfer to the Individual Ready Reserve (IRR) for a period of up to three years to pursue personal or professional growth. In addition to the application required

in the OPNAVINST, JOs interested in CIP must apply to the TMB at least one year prior to their PRD. Officers selected for the program will incur additional obligated service of two months for every one month of participation. (*i.e.* if you are in the IRR for one year, you will incur additional service of two years upon return to active duty). This additional obligation is served *consecutively* with any other existing service obligation.

Officers who participate in CIP will have any preexisting COBO contract suspended upon commencement of CIP. No recoupment of unearned portions of payments will be required. Upon return from CIP, the preexisting COBO agreement will be revived, and officers will submit a replacement agreement which extends their COBO to match or exceed their required CIP obligation.

Full details of entitlements while in CIP are in the OPNAVINST, but highlights include:

- Continued medical and dental care as if you were on active duty for the member and dependents
- Basic pay equal to 2/30ths of what it was when you transfer to the IRR

Upon return to active duty, CIP officers will have their YG and milestone screening dates adjusted so that they are not disadvantaged for promotion or screening opportunities.