



CHANGES TO THE SUBMARINE JUNIOR OFFICER SHORE ASSIGNMENT PROCESS

PERS-42 is making several changes to the Junior Officer (JO) shore detailing process based on feedback from the fleet and the recently completed JO survey. These changes are intended to make the process simpler, more transparent, and aligned with the following three priorities:

- (1) Rewarding performance and providing educational/career broadening opportunities
- (2) Valuing commitment to continued service in the Submarine Force and service in challenging assignments
- (3) Offering career path flexibility

With over 300 JOs participating in shore detailing each year, the majority of assignments will still be made via a quarterly slate. The changes highlighted below are designed to ensure a simple, efficient, and fair process for all while particularly rewarding performance, commitment to a Department Head (DH) tour, and service in challenging assignments.

TALENT MANAGEMENT BOARD

Twice per year (normally March and September), PERS-42 will conduct a Talent Management Board (TMB) to enable officers to compete for Navy-funded graduate education programs and other unique career broadening experiences. Officers will submit a simple one-page application to be considered for one or more of the programs available at each TMB, and selections will be made by Submarine Force leadership based on past performance and potential for future success. These programs entail additional service obligation, and officers will be required to submit a nuclear officer continuation bonus (COBO) contract as part of accepting the TMB assignment. We will announce the specific programs available in advance of each TMB via naval message.

EARLY SLATING

JOs willing to commit to continued service in the Submarine Force as a DH or electing to serve in challenging assignments will have an early slating opportunity. Specifically, these officers will submit abbreviated preferences and receive assignments prior to the mid-slate update. This process will allow individuals increased control over their own detailing and is available to JOs in the following categories:

- (1) On contract or willing to sign a contract in conjunction with early slating
- (2) Desiring to attend Naval Postgraduate School
- (3) Completing a non-traditional shore duty (NTSD) or pre-commissioning unit (PCU) tour
- (4) Volunteering for assignment to a NTSD, to PCU, or as a prototype shift engineer

Assignments selected by individuals participating in early slating will be removed on the mid-slate update.

STANDARD SLATING

JOs who were not assigned via TMB or the early slating process will participate in the standard quarterly process. This will be the vast majority of JOs detailed each quarter. Officers will provide preferences, to include binning assignments in thirds, similar to the current process. As each slate closes, assignments will be made based on performance at sea during the Division Officer tour and during the initial training pipeline. Squadron Junior Officers of the Year will be assigned first, followed by the remaining officers based on performance and preferences. In general, performers will get their top preferences.

CAREER FLEXIBILITY OPTIONS

A limited number of JOs in each year group will have the opportunity to participate in one of two programs designed to offer career path flexibility. Officers volunteering for either of the following programs will be selected through the TMB process.

Career Intermission Program (CIP). This is a Navy-wide program where individuals can transition to the Individual Ready Reserve for a period of up to three years to pursue personal or professional opportunities outside the Navy and Submarine Force. This program entails additional obligated service as a DH.

Direct to DH. This allows top performing JOs the opportunity to proceed to Submarine Officer Advance Course (SOAC) upon completion of their JO tour and proceed directly to DH. This provides the opportunity for two consecutive shore tours between DH and the Executive Officer (XO) career gate, maximizing opportunities for geographic stability and/or family planning.

These changes will go into effect beginning with the 1Q21 Shore Slate

**More information on each of these initiatives is available on the
PERS-42 Website under the Career Information Tab at:**

<https://www.public.navy.mil/bupers-npc/officer/Detailing/submarinenuclear/career/Pages/default.aspx>