

“DAMN THE TORPEDOES...FULL SPEED AHEAD!”

~ ADMIRAL DAVID GLASGOW FARRAGUT

DO NOT MISS THESE AMAZING OPPORTUNITIES in FY-24!

DHRB is required for programs included in this document

It is with great pleasure that PERS-412 announces this year’s Talent Management opportunities available to our top talent across the fleet. There are many available opportunities for PEP tours, Graduate Education, and other programs of interest like WTI and SECNAV Tours with Industry.

**** The programs/quotas offered are based on the proposal submitted to the FY24 Strategic and Education Alignment (SEA) Plan and may change once the SEA plan is approved/released.****

JUNIOR OFFICER DETAILER CONTACT INFO

<u>Last names starting with</u>	<u>Detailer</u>	<u>Email</u>
A-B & T-Z:	LT Jessica Yang	jessicalynn.b.yang.mil@us.navy.mil
C-G:	LT Griffin Buskill	peter.g.buskill.mil@us.navy.mil
H-M:	LT Justice Swett	justice.swett.mil@us.navy.mil
N-S:	LT Tatihana Moreno	tatihana.v.moreno.mil@us.navy.mil
NUKE:	LCDR Derek Mockel	wade.d.mockel.mil@us.navy.mil
SHORE COORDINATOR:	LCDR Rob Allen	robert.r.allen29.mil@us.navy.mil

• TALENT MANAGEMENT BOARD ADMINISTRATION

- PERS-412 will conduct the FY24 Talent Management Board (TMB) in August 2023, and expects to release results in early September. Officers notified of their selection or nomination for a TM program will be required to accept or deny the position/nomination **within 7 calendar days of results being released**. The timeline discussed is critical as it will allow for alternates to be notified and still meet the corresponding deadlines for some of the programs included in this announcement (ie: USNA LEAD, FSEP, etc.). Additionally, officers accepting program selections from the Talent Management board will be **required to submit a DHRB contract within 14 calendar days of results being released (7 days to accept the program followed by another 7 days to submit DHRB paperwork)**.
- All of the TMB programs require officers to have been screened for DH afloat.
- Talent Management package submissions are due NLT **Friday, 28 July 2023**.
- Your package must include:
 - A letter of recommendation from your Commanding Officer
 - Program Request Sheet – Prioritizing the programs for which you wish to be considered
 - APC Calculation complete and in your record (required for NPS candidates, highly recommended for all candidates)
 - Transcripts, if applying for graduate programs or NROTC billet (does not need to be an official copy)
 - Commanding Officer’s Point of Contact Information
- ***The template for the Program Request Sheet is included at the end of this document.*** Please review your record to ensure all FITREPS/awards/qualifications/transcripts are uploaded to BOL. Your detailers (contacts above) are more than happy to assist in the record review process, but CANNOT add items into your records. If items are not in your record, please be sure to include those in your package as additional enclosures and follow the procedures in the Officer Record Management & Verification Brief to get it formally added to your record. Detailers can only add AQDs. If you have any questions about your package, or program requirements, please contact your detailer immediately.

- With the introduction of the new SWO career flexibility, if an officer is interested in delaying Department Head School to 9 years, to support a particular program, contact the 1DH detailer to discuss career timing and impacts. Officers submitting for Talent Management programs need to discuss their Department Head convening timeline and what plans can be made with the program of choice to ensure there is enough time to complete in the timeframe of both the Talent Management program and maintain minimal risk to
- All graduate education programs in this newsletter are also explained on the NPC website:

<https://www.mynavyhr.navy.mil/Career-Management/Detailing/Officer/Pers-41-SWO/Career-Info/Graduate-Education/>

● CIVILIAN GRADUATE EDUCATION

- **FLEET SCHOLAR EDUCATION PROGRAM (FSEP).** Officers selected for FSEP should plan to attend the Fall 2024 class at the accredited, in-residence graduate school of their choice (CONUS, Alaska and Hawaii) for up to 24 months. Additional information regarding the FSEP program and the list of schools with education service agreements can be found on the Navy CIVINS websites at:

<http://my.nps.edu/web/civins/fsep>
<http://www.nps.edu/academics/CIVINS/index.html>

In cases where the school of choice is not on the Education Support Agreements (ESA) listing, the selectee must notify the NPS CIVINS office as soon as possible to allow sufficient time to pursue additional ESAs. Participants are responsible for researching and completing school prerequisites including a GRE where applicable. Once notification and acceptance of selection for FSEP, **applicants need to IMMEDIATELY apply** to their graduate school of choice and submit the acceptance notification from the school to your detailer as soon as possible. It is recommended to apply to a few institutions desired so you have options in the event that your primary school does not work out. **DO NOT WAIT TO APPLY!!**

Participants will be required to choose from the following areas of study: Data Science, Engineering (5XXX), Public Policy/Public Administration, or Technology Innovation/Management. FSEP does not require a subspecialty association, but can be pursued if the officer is interested. Subspecialty information is explained here:

<https://www.mynavyhr.navy.mil/Career-Management/Education/Subspecialty/>

- **USNA GRADUATE EDUCATION AND TEACHING (GE+T).** Surface Warfare qualified officers who have demonstrated superior performance at sea and who have the career timing to support a 36-month shore duty assignment. Nuclear trained officers are also eligible for the GE+T program. In your application – please indicate your willingness to accept USNA LEAD if GE+T is not available (see the note below).

Under this program, SWO JOs apply to a university in the National Capital Region, pursue a one-year Master's Degree, and then teach that subject area at USNA for two years. GRE is required. Please note the Talent Management Board will select the **nominees** for this program. There is a separate application process with USNA for which detailers will assist the nominees. Concentration areas will be approved by USNA during this process. For potential disciplines and school options, and additional application information, please visit:

<https://www.mynavyhr.navy.mil/Career-Management/Detailing/Officer/Education-Placement/LEAD-GE-T/>

If nominated during Talent Management, the timeline highlighted below under the LEAD program would apply to final selectees.

Note: For the past several years, while GE+T has been approved on the SEA Plan – funding has not been available. GE+T applicants have then been asked if they would consider LEAD. FY-24 does not have any available quotas for GE+T – if interested in GE+T, please apply for LEAD.

- **USNA LEADERSHIP, EDUCATION, AND DEVELOPMENT (LEAD).** Surface Warfare qualified officers who have demonstrated superior performance at sea and who have the career timing to support a 36-month shore duty assignment. Nuclear trained officers are also eligible for the LEAD program.

Officers selected for this fully-funded Professional Masters of Business Administration with a concentration in leadership education and development will attend the Naval Postgraduate School with a required two-year follow-on commitment as a company officer at USNA. Officers will be stationed in Annapolis, Maryland for the duration of their tour, completing the PMBA via a blended learning approach consisting of distance learning courses, in-residence courses taught at USNA, and two accelerated one-week courses taught at NPS.

Please note the Talent Management Board will select the **nominees** for this program. There is a separate application process with USNA for which detailers will assist the nominees. For additional information, please visit:

<https://www.mynavyhr.navy.mil/Career-Management/Detailing/Officer/Education-Placement/LEAD-GE-T/>

If nominated during Talent Management, the timeline highlighted below will apply to final selectees. Additional updates will be released:

- ~OCT 2023: Applications forwarded to USNA for selection/approval.
- ~DEC 2023: USNA selection board complete / Selectees notified
- ~JUN 2024: Selectees report to USNA

- **PURDUE MILITARY RESEARCH INITIATIVE (PMRI).** Through the PMRI program, tuition scholarships are awarded annually for officers entering an in-residence graduate or doctorate program. Undergrads with technical expertise are highly encouraged, but not required, for acceptance into the program. Officers who have demonstrated superior performance at sea and who have the career timing to support a 24-month (Master's program) or 36-month (PhD program) shore duty assignment prior to DH school are eligible. Nuclear trained officers are also eligible as academic timelines may be modified to support SWO career timing.

There are between 50 and 100 Purdue faculty working with DoD research grants at any given time - ready to provide funded research opportunities in support of your doctorate or master's degree! For more information, please visit:

<https://www.purdue.edu/research/defense-innovation/pmri/index.php>

Please note the Talent Management Board will select the **nominees** for this program. There is a separate application process that detailers will assist the nominees with the PMRI process.

- **GEORGIA TECH RESEARCH INSTITUTE (GTRI) PROGRAM.** GTRI offers a military graduate degree fellowship to a student pursuing a Science, Technology, Engineering or Mathematics (STEM) related master's degree at Georgia Tech. The officer will be required to perform related research at GTRI approximately two days a week.

Please note the Talent Management Board will select the **nominees** for this program. There is a separate application process that detailers will assist the nominees with for the GTRI program.

- **MASSACHUSETTS INSTITUTE FOR TECHNOLOGY/WOODS HOLE (MIT-WHOI).** MIT-WHOI offers a Master's Degree in an Oceanography based curriculum. This world-class program offers deep knowledge of ocean processes, ocean vehicles and instrumentation, acoustics, and signal processing. Furthermore, it seeks to enhance understanding and application of operational oceanography as it pertains to the Undersea Warfare domain.

Officers who have demonstrated superior performance at sea and have an undergraduate degree in geoscience, physics, chemistry, mathematics or engineering are eligible for this program. The program is designed to be completed in 27 months (two years and a summer). Additional information can be found here:

<https://mit.whoi.edu/admissions/navy-program/>

Please note the Talent Management Board will select the **nominees** for this program. There is a separate application process that detailers will assist the nominees with for the program.

- **NAVAL RESERVE OFFICER TRAINING CORPS (NROTC) INSTRUCTOR DUTY.** Surface Warfare qualified officers who have demonstrated superior performance at sea and have a minimum GPA of 3.0 are eligible for this program. Some programs accept a 2.5 GPA – please contact your detailer for more information. Please note the Talent Management Board will select the **nominees** for the various ROTC programs - the civilian institution **has final approval authority** due to accreditation requirements. Selection to a ROTC unit does not guarantee end orders to the ROTC unit of choice. Once the unit has made their determination, other units may be offered if unable to attend the first unit of choice. The following schools have projected availabilities throughout calendar year 2024 and early 2025. Opportunities to complete graduate education vary by university.

-	NROTC ILLINSTECH (CHICAGO, IL)	OCT	2023	
-	NROTC U CAL BERK (BERKELEY, CA)	OCT	2023	
-	NROTC VMI LEX VA (LEXINGTON, VA)	OCT	2023	
-	NROTC MARAD CAST (CASTINE, ME)	NOV	2023	
-	NROTC GA TECH (ATLANTA, GA)	DEC	2023	SWO(N) req
-	NROTC H RDS NFK (NORFOLK, VA)	FEB	2024	SWO(N) req
-	NROTC VMI LEX VA (LEXINGTON, VA)	FEB	2024	
-	NROTCU ERAU (DAYTONA BEACH, FL)	FEB	2024	
-	NROTCU NORWICH U (NORTHFIELD, VT)	FEB	2024	
-	NROTCU PURDUE U (WEST LAFAYETTE, IN)	FEB	2024	
-	NROTCU UN SO FL (TAMPA, FL)	MAR	2024	
-	DNS MMACAD BUZZ (BUZZARDS BAY, MA)	MAR	2024	
-	NROTC NOTRE DAME (NOTRE DAME, IL)	APR	2024	
-	NROTC OREG ST U (CORVALLIS, OR)	APR	2024	SWO(N) req
-	NROTC U CAL LA (LOS ANGELES, CA)	APR	2024	
-	NROTC CARN MEL U (PITTSBURGH, PA)	MAY	2024	
-	NROTC RUTGERS NJ (NEW BRUNSWICK, NJ)	MAY	2024	SWO(N) req
-	NROTC U MISS (UNIVERSITY, MS)	MAY	2024	
-	NROTCUUSDSUSDC (SAN DIEGO, CA)	MAY	2024	
-	NROTC U COLORADO (BOULDER, CO)	JUN	2024	
-	NROTC CITADEL SC (CHARLESTON, SC)	JUN	2024	
-	NROTC MIAMI U OX (OXFORD, OH)	JUN	2024	
-	NROTC TULAN U LA (NEW ORLEANS, LA)	JUN	2024	
-	NROTC RENSLRPOLY (TROY, NY)	JUN	2024	SWO(N) req
-	NROTC U ROCHESTR (ROCHESTER, NY)	JUN	2024	
-	NROTC U VPI BLKB (BLACKSBURG, VA)	JUN	2024	
-	NROTC SAVANNAH ST (SAVANNAH, GA)	JUL	2024	
-	NROTC U OKLAHOMA (NORMAN, OK)	JUL	2024	
-	NROTC FLA A&M U (TALLAHASSEE, FL)	AUG	2024	
-	NROTC U SO CAR (COLUMBIA, SC)	SEP	2024	
-	NROTC UNIV UTAH (SALT LAKE CITY, UT)	SEP	2024	
-	NROTC BOSTON (BOSTON, MA)	SEP	2024	
-	NROTCU GEO WASH (WASHINGTON, DC)	SEP	2024	
-	NROTCU U ARIZONA (TUCSON, AZ)	SEP	2024	
-	NROTCU MIT C MA (CAMBRIDGE, MA)	SEP	2024	SWO(N) req
-	NROTC CITADEL SC (CHARLESTON, SC)	OCT	2024	
-	NROTC U IDAHO (MOSCOW, ID)	NOV	2024	
-	NROTC U VPI BLKB (BLACKSBURG, VA)	DEC	2024	
-	NROTC U MISSOURI (COLUMBIA, MO)	DEC	2024	
-	DNS TXMARCAD GAL (GALVESTON, TX)	DEC	2024	
-	NROTC MARQ U WI (MILWAUKEE, WI)	DEC	2024	
-	NROTC MIDSOREG (MEMPHIS, TN)	DEC	2024	
-	NROTC PENN ST U (UNIVERSITY PARK, PA)	DEC	2024	SWO(N) req
-	NROTC VILLANOVA (VILLANOVA, PA)	DEC	2024	
-	NROTCU MD BC (BALTIMORE, MD)	DEC	2024	

- **GRADUATE EDUCATION VOUCHER (GEV).** Surface Warfare qualified officers, who have demonstrated superior performance at sea are eligible. GEV is an education voucher that pays up to \$20,000 per year for a maximum of two years towards graduate school tuition, books and most fees. The voucher can be used at any accredited university of the Officer's choice, with endorsement from PERS-412 and curriculum approval from NPS. Since specific curriculum quotas are limited, please rank your desired curriculum in your TMB application. PERS-412 will approve applicants for specific curricula within GEV based on the distributions authorized. The standard SWO GEV curricula are listed below:

- Cyber Systems and Operations (6208P/G)
- Engineering (5XXXP/G)
- Financial Management (3105P)
- Regional Studies (2XXXP/G)

The curriculum must align with the approved Navy Sub-Specialty Code and meet the requirements set forth by Commander, Naval Education and Training, as approved by NPS. Lastly, officers must meet all eligibility requirements as specified in OPNAVINST 1520.37B. More information can be found here:

<https://www.navycollege.navy.mil/common-resources/education-voucher-programs.htm?section=sr-gev>

Preference will be given to officers who can complete a full 24-month graduate education program prior to their assigned department head class.

- **LOW-RESIDENCY GRADUATE EDUCATION PROGRAM (LGEP).** Quotas are NOT assigned during the Talent Management Board. Applications are submitted directly to the Navy Education Division and require a detailer endorsement. Contact your detailer ASAP if interested!

LGEP provides a Navy-funded graduate degree opportunity in strategy, management and international relations through a low-residency delivery model at selected regionally accredited partner universities or colleges. The program offers studies that are designed to fit into shore duty tours, allowing officers with compressed career paths to stay close to the waterfront while earning a Master's degree. Surface Warfare qualified officers who have demonstrated superior performance at sea are eligible.

LGEP studies range from 10-24 months in duration at partner universities that may include Old Dominion University, William and Mary, American University, Johns Hopkins University, University of California San Diego and the University of Washington. Partner university programs require short or intermittent periods of in-residence education on campus to ensure minimal disruption to a typical career path and participants will remain at their current duty stations. Preference will be given to officers who can complete a full graduate education program prior to their assigned department head class.

<https://www.navy.mil/CHIEF-LEARNING-OFFICER/Low-Residency-Graduate-Education-Program/>

- **NAVAL POST GRADUATE SCHOOL (NPS).** One of the SWO community's top priorities for Junior Officers during their first shore tour remains the opportunity to earn a graduate education degree. **NPS is the best choice for this career milestone due to the flexibility in timing, tailored curricula, and JPME Phase I inclusion.** Of note, JPME can be completed via:

- Naval Postgraduate School
- NWC Fleet Seminar Program (<http://www.usnwc.edu>)
- NWC Web-Enabled Program

Academic Profile Code (APC): The APC is a three-digit code which summarizes pertinent portions of an officer's prior college performance. This code is used to determine an officer's eligibility for programs at NPS. It is **highly** recommended that you submit to have your APC calculated as soon as possible. **Your APC must be calculated before the Detailers can assign you a curriculum quota.** **If an APC waiver is required, the Detailers will submit on the officer's behalf.** Guidance on getting your APC calculated can be found here:

<https://nps.edu/Admissions/AMS/>

<https://www.mynavyhr.navy.mil/Career-Management/Detailing/Officer/Pers-41-SWO/Career-Info/Graduate-Education/>

- **NOTE 1:** USW Students earn accredited master's degrees (Master of Science) in any of the following disciplines: Engineering Acoustics, Physical Oceanography, Electrical Engineering, Operations Research, Mechanical Engineering, and Applied Sciences. See NPS website (www.nps.edu) for details.
- **NOTE 2:** Combat Systems Students earn an accredited master's degree (Master of Science) in Applied Physics, but may also earn a degree in Physics, Engineering Acoustics, Electrical Engineering, Mechanical Engineering, and Software Engineering. See NPS website (www.nps.edu) for details.
- **NOTE 3:** Curricula **highlighted in red below** require DHRB throughout the fiscal year while curricula highlighted in black require DHRB only if competed at Talent Management. Any remaining quotas after the talent management board will be advertised for rolling admissions; **however, officers attending NPS incur an active duty obligation of three years after completion of education.**
- **NOTE 4:** Officers selected for select curriculums in Regional Studies Programs, Homeland Defense or Strategic Studies (annotated with an *) will also be selected for WTI and attend WTI COI immediately before or after NPS (based on availability and timing) and complete a WTI production tour. List the WTI programs in order of preference on your TM application (minimum of 2 areas required). A separate WTI application will not be required. Every effort will be made for officers to complete their WTI production tour after NPS and prior to Department Head Course convening.
- **NOTE 5:** If Officers are interested in selecting WTI with any of the other curriculums, indicate the preferred WTI programs on your TM application (minimum of 2 areas) and we will work to incorporate that into your orders as well.

CURRICULUM	START	APC	LENGTH (MONTHS)
SYSTEMS ENGINEERING ANALYSIS #308	Summer	334	24
CYBER SYSTEMS & OPS #326	Winter/Summer	334	24
OPERATIONS WARFARE ANALYSIS #355	Fall	325	18
OPERATIONS RESEARCH ANALYSIS #360	Fall/Spring	325	24
SPACE SYSTEMS OPS #366	Fall	323	21
COMPUTER SCIENCE #368	Fall/Spring	322	24
INFORMATION SYSTEMS & TECHNOLOGY #370	Summer	325	21
MODELING, VIRTUAL ENVIRONMENTS & SIMULATION #399	Summer	325	24
UNDERSEA WARFARE #525	Fall/Spring	323	24
COMBAT SYSTEMS SCIENCE & ENGINEERING #533	Winter/Summer	323	24
NAVAL MECHANICAL ENGINEERING #570	Winter/Summer	323	24
SYSTEMS ENGINEERING #580	Fall/Spring	323	21
ELECTRONIC SYSTEMS ENG #590	Every Quarter	323	24
*MIDDLE EAST, SOUTH ASIA, SUB-SUHAN AFRICA #681	Every Quarter	265	18
*EAST ASIA AND THE INDO-PACIFIC #682	Every Quarter	265	18
*WESTERN HEMISPHERE #683	Every Quarter	265	18
*EUROPE AND EURASIA #684	Every Quarter	265	18
*STRATEGIC STUDIES #688	Every Quarter	265	15
* HOMELAND DEF & SECURITY #691	Every Quarter	265	18
SYSTEMS ACQUISITION MANAGEMENT #816	Winter/Summer	345	18
* FINANCIAL MANAGEMENT MBA #837	Winter/Summer	345	18

Please enjoy the video below provided by NPS. The video speaks specifically to the Systems Engineering Analysis curriculum, but the NPS tailored education experience resonates throughout all curricula! This offers excellent opportunities to our top talent! <https://nps.edu/web/sea>

- **WTI SCHOLARS.** PERS is now incorporating the WTI Scholars quotas into the Talent Management Board process to ensure enough timing exists for program utilization and career timing. **These quotas are for coded WTI Officers serving in a valid production tour that want to add in graduate education upon completion of your production tour and before Department Head School.** You must also have your APC score already calculated and in your record. Officers interested in WTI Scholars need to submit their application for one of 2 quotas in:

CURRICULUM	START	APC	LENGTH (MONTHS)
UNDERSEA WARFARE #525	Fall/Spring	323	12

- **NPS DISTANCE LEARNING MASTER’S PROGRAM.** *Quotas are NOT assigned during the Talent Management Board – officers are responsible for contacting NPS and applying to the distance learning program.* If officers have any questions, they should contact their respective JO detailer. More information can also be found here:

<https://nps.edu/web/dl/welcome>

Master of Systems Analysis Degree Program (MSA, Curriculum #363): The MSA program is designed to meet the needs of the Navy and other services in the Department of Defense (DoD) for technical graduate education in systems analysis as a basis for aiding key decisions on force requirements, weapons systems, and other defense matters. Students acquire foundation skills and hands-on experience in all aspects of analytical studies. MSA grads earn the Navy 3210P subspecialty code, Operations Research Analysis.

The day may change from class up to class up, but officers need to work with their current or gaining shore command to ensure VTC activities will be supported. All other course requirements will be completed during off duty hours. Distance learning programs kick off at varying intervals with specific application time lines for each class up. **Officers will incur a three year OBLISERV following graduation or withdrawal from the program.** If officers do not intend on signing DHRB, officers should contact their detailer to discuss the slating options that could potentially be offered to meet the OBLISERV requirement.

**** For any questions on program information/types of courses/etc. the Surface Warfare Chair at NPS is available to point you in the right direction as well as your detailer. Please feel free to email CAPT Jeremy Gray (Jeremy.gray@nps.edu) and cc your detailer as well as the Shore Coordinator. While the SWO Chair cannot guarantee a quota, detail you to NPS, or control acceptance to NPS – he is available to answer any questions and connect officers with the department that you are interested in getting additional information on curriculums.****

● PROFESSIONAL INITIATIVES

- **SECNAV TOUR WITH INDUSTRY (SNTWI)/WARFARE TACTICS INSTRUCTOR (WTI).** Officers selected for these tours gain the knowledge of private sector business practices, processes, and innovative strategies. They will form a cadre of officers that can apply this knowledge to Surface Warfare processes and policies. These officers will also be able to reference their experiences in private-sector leadership methods and augment their existing practices for use in leading sailors and in warfighting. Past fellows were assigned to VMware, Qualcomm, Apple, Boeing, Tesla, Oak Ridge National Laboratory, GE Digital, Amazon, FedEx, Northrup Grumman, Space X, LinkedIn and USAA. More information, to include potential company partners and locations, can be found here:

<https://mynavyhr.navy.mil/Career-Management/Talent-Management/SNTWI/>

Surface Warfare qualified officers who have demonstrated superior performance at sea are eligible for the one-year internship that starts and ends in July. Candidates selected for SNTWI will also be selected for WTI and attend WTI COI immediately before or after SNTWI tour. List the WTI program you want to attend on your TM application. A separate WTI application will not be required. If timing permits, officers will complete their WTI production tour after NPS.

Please note the Talent Management Board will select the **nominees** for this program. The companies will conduct their own interview process in the months after the Talent Management nomination and ultimately decide whether to offer placement in the company. Officers interested in this program should list at least 5 companies to ensure best fit for the company and officer. Officers must be available to report JULY 2023 for a one-year assignment.

- **MARINE CORPS UNIVERSITY EXPEDITIONARY WARFARE SCHOOL (EWS)/WARFARE TACTICS INSTRUCTOR (WTI).** Officers selected for this program will attend 41 week in residence course in Quantico, VA. Officers who select this program will also be selected for AMW WTI and attend the WTI COI immediately before or after EWS. A separate WTI application will not be required. If timing permits, officers will complete their WTI production tour after EWS.
- **UNITED STATES COAST GUARD EXCHANGE PROGRAM:** Officer will spend approximately 18 months with the USCG onboard a National Security Class cutter, serving as the Combat Systems Officer. The Combat Systems Officer billet on a NSC is a department head LT position that oversees the weaponry, law enforcement, combat-information center (CIC) operations onboard. This billet also includes duties as a bridge deck watch officer. Location is Alameda, CA.
- **PEP BILLETS:**
 - **BREST, FRANCE – EOD OPS OFF (must serve 36 months in country accompanied/24 months unaccompanied):** The Assistant Operations Officer is in charge of organizing and driving multinational exercises with French mine warfare forces. AOPS assists the planning officer in coordinating relations between French and American mine warfare forces, especially the annual cooperation that is held. Additionally, will assist the custodian of the documents that the French are in charge of in regards to mine warfare tactics for NATO. AOPS will be deployable with the French Mine Counter Measure Tactical Authority (MCMTA) when they deploy (usually once every 2 years) and will stand as a Battle Watch Officer during deployment. The Commander French Maritime Force Mine Warfare (CFMF/MW) department will assign the US NAVY (USN) Personnel Exchange Program (PEP) officer as the N0B3 operation officer deputy. Within the French Navy MW Headquarters, this officer is in charge of the organization and the conduct of multinational exercises including French MW forces participation. Thus, this officer participates in the organization of NATO exercises that are proposed by France and he defines the modalities in which French forces participate in exercises proposed by other nations. As the N0B3 deputy, the incumbent will act as a focal point for CFMF/MW NATO questions related and will attend conferences and organization briefings. He will support N0B operational commanders with a standing deployable MIW battle staff and will act as a battle staff officer or a battle watch captain in accordance with his background and experience within an N3 cell. The incumbent will assist the officer maintaining currency of MW NATO doctrine publications and will also assist the French staff representative within NATO structures dedicated to the documentation (NATO's Mine Warfare Working Group - NMWWG) and will attend the meetings. The incumbent will also assist the N0B5 officer to investigate the possibility of potential exchanges personnel and equipment with USN MW related units, and co-ordinate proposed exchanges of information with the French Navy PEP assigned to NMAWC to increase MW capabilities of either France or the US. Officers must be able to report NLT February 2024 for language training. ONSTA in country November 2024.
 - **PORTSMOUTH, UK – JTEPS SURF/AMPBEX PLNR (must serve 36 months in country accompanied/24 months unaccompanied):** Works on UK's Joint Tactical Exercise Planning Staff (JTEPS), which plans and executes the UK's premier Tier 2 (Task Group Integration level) Joint exercise, Joint Warrior (JW). JW is most akin to the US's Joint Task Force Exercise (JTFX) in its style and execution. The position is the lead planner for all Surface Warfare (Anti-Surface Warfare, Maritime Interdiction Operations, Maritime Support Operations, Surface Gunnery, Naval Gunfire Support, Amphibious Operations, Force Protection) events to be conducted in a JW. Additionally, responsible for supervising all Rules of Engagement (ROE) in JW. Officers must be able to report October/November 2023 (1wk I-stop in Norfolk, then in country).
 - **ESQUIMALT VICTORIA, CANADA – 2ND CAN SQDN OPS OFF (must serve 36 months in country accompanied/24 months unaccompanied):** This billet is currently Command and Control, Information Systems Officer (CCISO), an operational position within the Canadian Fleet Pacific Headquarters (CANFLTPACHQ), working for the Fleet Operations (F3) section of CANFLTPAC,

responsible for the operational and tactical control of CANFLTPAC ships and Task Groups. Officers must be able to report October/November 2023 in country.

- **DENHELD, NETHERLANDS – BRIDGE WATCHSTANDER (must serve 36 months in country accompanied/24 months unaccompanied):** Responsible for all duties as executed by Dutch Bridge Watch Officers. This includes the preparation of navigational chart work as well as the execution of watch standing on the bridge. Additional duties include acting as Safety Officer during line handling evolutions. Officers must be able to report NLT November 2023 for language training. ONSTA in country May 2024.
- **PORTSMOUTH, UK – TACT AAW INSTR (must serve 36 months in country accompanied/24 months unaccompanied):** Responsible for the training of Royal Navy Initial Warfare (IWO), Primary Warfare (PWO) and Air Warfare Officers (AWO) in classroom instruction covering introductory-level air warfare training to IWO students and covering instruction to AWO and Fighter Controllers (FC) students regarding US Airspace Management and NATO SAM Systems. Also provides training to PWO, AWO and FC students through a series of warfare scenario simulations. Require AEGIS course graduate and DDG or CG experience; prefer AAWC qual, Aegis DH, and FCO experience. Officers must be able to report for training between February-May 2024 (to include 5 week course in Dahlgren.
- **BERGEN, NORWAY – BRDG/OPS WATCH OFF (must serve 36 months in country accompanied/24 months unaccompanied):** Primary – Assistant to the primary Anti-Air Warfare Officer. Assist in the training and supervision of the unqualified anti-air warfare officers. In non-combative and non-qualification scenarios only, stand watch in the anti-air warfare section of the combat operations center onboard the vessel assigned. Secondary – Assistant the Navigation Officer. Expected to train and to qualify in the standards of Norwegian navigation. In non-combative and non-qualification scenarios only, stand bridge watch as a navigation officer under-instruction. Tertiary – Assistant to the Operations Officer. Assist in the planning, coordination and training of the Operations Department personnel in all bi-lateral, multi-national and NATO exercises. Officers must be able to report NLT June 2024 for language training. ONSTA in country February 2025.
- **SYDNEY, AUSTRALIA – HQJOC TAO/LINK 11 ANA (must serve 36 months in country accompanied/24 months unaccompanied):** Leads civilian experts, RAN, RAAF, AA officers and enlisted personnel in the supervision, design and operation of Australian TDLs. Ensure ADF Links remain inter-operable with U.S. military links. Officer must be able to report NLT February 2024 for training. ONSTA in country March 2024.
- **WILHELMSHAVEN, GERMANY – ASST NAV (must serve 36 months in country accompanied/24 months unaccompanied):** This is a division officer tour afloat. In charge of 6 to 8 enlisted personnel. Stand normal watches on the bridge underway, plus collateral duties. Officer must be able to report December 2024/January 2025 for language training. ONSTA in country November 2025.
- **KIEL, GERMANY – DESK OFF/RESCH & TECH (must serve 36 months in country accompanied/24 months unaccompanied):** Attached to the Centre of Excellence for Operations in Confined and Shallow Waters (COE CSW). Officers must be able to report NLT January 2024 for language training. ONSTA in country November 2024.

**** Officers applying for PEP need to ensure that they can serve the amount of time required for each billet. Requests to adjust PRD/early returns will not be available due to the amount of time in country required and length of language training.**

- **ARMY WAR COLLEGE w/Tuition Assistance. Leavenworth, KS. YG 17/18 Officers.** Army Command and General Staff College is accepting O-3s for their in-residence Master's and JPME 1 program. MMAS (Master of Military Art and Science) Consortium University options include: KSU, KU, CMU, Webster Univ. Degree Options: Security Studies, SCM, HR Management, Intl Relations, Procurement and Acquisitions, Gen Admin, Leadership, Public Admin. Preference will be given to YG 16 officers who are completing SWO community staff sea duty tours (i.e. DESRONS, PHIBRONS, etc).

• **TALENT MANAGEMENT – Application Template**

From: LTJG/LT _____, (Command)
To: Surface Warfare Junior Officer Assignments (PERS-412)
Via: Commanding Officer

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

Subj: FY-24 TALENT MANAGEMENT APPLICATION

1. After speaking with my detailer, and reviewing my eligibility for the various programs being offered on the talent management board, I would like to be considered for the following programs in priority order. *[There is no limit to the number of programs an officer can list]*. If your programs include WTI selection, include which WTI track you want to complete (**minimum 2 areas of concentration** IAMD, ASW/SUW, AMW, MIW).
 - a. _____
 - b. _____
 - c. _____
 - d. _____
2. *[Much like the slate process, this field is reserved for amplifying information regarding your preferences. For example, if ROTC is listed as a priority program be sure to list the schools in priority order as well. Be mindful of what your current PRD/relief timing is and the advertised PRD of the ROTC fill. If there is a point where NPS would be preferred to ROTC, spell that out. IE: If these five schools are not available for ROTC, then my priority will shift to NPS for these specific curriculums, and finally FSEP, or I will take any ROTC unit!]*
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. *[Typically there is a face-to-face requirement for relief onboard the ship prior to your departure. Commands need to address any acceptable gaps or dates when officers are available to detach. Keep in mind that some billets cannot be gapped. i.e. NAV or DCA]*
4. My undergrad GPA is _____ and transcripts are attached.
5. My Academic Profiling Code is _____. *[Required for officers applying for NPS – Recommended for all]*
6. I have/have not received any funding to date for post graduate education. If funding was received, define the program:_____.
7. My Commanding Officer's contact information is:
 - a. Email:
 - b. Phone:
8. I understand that I am required to sign DHRB if I choose to accept my program or billet selection.

//Signed//