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FM COMNAVSURFOR SAN DIEGO CA
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INFO COMUSFLTFORCOM NORFOLK VA
COMPACFLT PEARL HARBOR HI
COMSECONDFLT
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COMNAVSURFPAC SAN DIEGO CA
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COMNAVSURFLANT NORFOLK VA
CNO WASHINGTON DC
NAVSURFMINEWARDEVCEN SAN DIEGO CA
COMNAVSURFGRU MIDPAC
COMNAVSURFGRU WESTPAC YOKOSUKA JA
RSO PNW EVERETT WA
COMAFLOATRAGRUPAC SAN DIEGO CA
COMAFLOATRAGRU ATLANTIC NORFOLK VA
AFLOATRAGRUWESTPAC YOKOSUKA JA
AFLOATRAGRUPACNORWEST EVERETT WA
AFLOATRAGRUMIDPAC PEARL HARBOR HI
AFLOATRAGRU SAN DIEGO CA
COMNAVBEACHGRU ONE
COMNAVBEACHGRU TWO
TACTRAGRUPAC SAN DIEGO CA
NAVSURFMINEWARDEVCEN DET DAHLGREN VA
NAVSURFMINEWARDEVCEN DET LITTLE CREEK VA
NAVSURFMINEWARDEVCEN DET PT LOMA CA
NAVSURFMINEWARDEVCEN DET SAWS SAN DIEGO CA
NAVLEADETHCTR NEWPORT RI
NAVLEADETHCMD DAM NECK VA
NAVLEADETHCMD SAN DIEGO CA
COMNAVPERSCOM MILLINGTON TN
SURFCOMSYSTRNCMD AEGIS TRAREDCEN DAHLGREN VA
SURFCOMSYSTRNCMD DAHLGREN VA
SURFCOMSYSTRNCMD DET SOUTHEAST MAYPORT FL
SURFCOMSYSTRNCMD GREAT LAKES IL
SURFCOMSYSTRNCMD HAMPTON ROADS VA
SURFCOMSYSTRNCMD SAN DIEGO CA
SWOSCOLCOM NEWPORT RI
COMNAVSURFOR SAN DIEGO CA
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MSGID/GENADMIN/COMNAVSURFOR SAN DIEGO CA/-/FEB//

SUBJ/EARLY COMMAND BOARD ANNOUNCEMENT//

REF/A/DOC/CNSF/22NOV2021//

REF/B/DOC/CNPC/30JUN2016//

NARR/REF A IS CNSFINST 1412.7A, SURFACE WARFARE OFFICER CAREER MANUAL. REF B IS MILPERSMAN ARTICLE 1301-804, COMMAND POLICIES AND PROCEDURES - COMMAND SCREEN PROCEDURES.

POC/ZEBIAN, CORY/LCDR/CNPC PERS 412M/MILLINGTON TN/

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GENTEXT/REMARKS/1. THIS MESSAGE ANNOUNCES FUTURE CUTTING-EDGE COMMANDING OFFICER OPPORTUNITIES BEYOND EARLY COMMAND OPPORTUNITIES AS DEFINED IN REF A, AND UPDATED BOARD CONVENING DATES AND ADDITIONAL OPPORTUNITIES FOR EARLY COMMAND.

2. BACKGROUND.

A. 111X DEPARTMENT HEADS, POST DEPARTMENT HEADS, AND POST DIVISION OFFICERS MAY COMPETE FOR EXECUTIVE/COMMANDING OFFICER OPPORTUNITIES FOR MINE COUNTERMEASURES (MCM), NAVAL SUPPORT ELEMENT (NSE), AND UNMANNED SURFACE VESSEL (UXS) TASK GROUP COMMAND (POST DIVISION OFFICER ONLY) IN LIEU OF A TRADITIONAL SECOND DEPARTMENT HEAD TOUR, POST DEPARTMENT HEAD TOUR, OR POST DIVISION OFFICER TOUR.

(1) THE NSE COMMANDER BILLET IS A NEW LCDR EARLY COMMAND OPPORTUNITY FOR AMW WTI QUALIFIED OFFICERS TO LEAD AMPHIBIOUS FORCES AT SEA. THE NSE COMMANDING OFFICER WILL COMMAND THE FORCES OF THE NSE WITHIN AN AMPHIBIOUS READY GROUP (ARG). THE NSE IS COMPRISED OF THREE GROUPS OF CRAFT (LCAC, LCU, AND LARC) AND A BEACH PARTY TEAM, DEPLOYED ACROSS AMPHIBIOUS SHIPPING. OPERATING WITH A DEPLOYED ARG AS AMERICA'S FORCE IN READINESS, OR EMBARKED FOR OPERATIONS IN SUPPORT OF DEFENSE SUPPORT TO CIVIL AUTHORITIES (DSCA) OR HUMANITARIAN ASSISTANCE DISASTER RESPONSE (HADR), COMMANDING OFFICERS AND THEIR DEPLOYED CREWS ARE RESPONSIBLE FOR MASSING THE FORCE'S COMBAT POWER AND SUPPORT TO THE BEACH. OFFICERS SELECTED FOR NSE COMMANDER POSITIONS WILL BE PART OF NAVAL BEACH GROUP TWO (LITTLE CREEK, VA) AND NAVAL BEACH GROUP ONE (SAN DIEGO, CA) AND DEPLOYED IN SUPPORT OF AN ARG. THEY WILL BE AT THE FOREFRONT OF WARFIGHTING INNOVATION, DEVELOPING AND IMPLEMENTING NEW TACTICS, TECHNIQUES, AND PROCEDURES THAT WILL SHAPE THE FUTURE OF SHIP-TO-SHORE OPERATIONS ACROSS THE RANGE OF MILITARY OPERATIONS.

(2) THE UXS TASK GROUP COMMANDER BILLET IS AN EXCITING NEW POST-DIVISION OFFICER EARLY COMMAND OPPORTUNITY AT THE FOREFRONT OF MANNED AND UNMANNED HYBRID FLEET OPERATIONS. UXS TASK GROUP EARLY COMMANDERS HAVE THE OPPORTUNITY TO LEAD TEAMS THAT DIRECTLY CONTRIBUTE TO FUTURE FLEET DESIGN, CAPABILITY, AND LETHALITY. THESE BILLETS ARE LOCATED AT USVDIV-1 (PORT HUENEME, CA) AND CTF-59 (BAHRAIN). UXS TASK GROUP COMMANDERS WILL LEAD COMBINED MILITARY AND INDUSTRY, MULTI-PURPOSE TEAMS CAPABLE OF INTEGRATING UXS CAPABILITIES WITHIN TRADITIONAL NAVAL COMMAND AND CONTROL

ACROSS THE GLOBE. THE UXS LT COMMANDING OFFICER WILL BE CHARGED WITH DEVELOPING NEW TACTICS, TECHNIQUES, AND PROCEDURES FOR INTEGRATING UNMANNED VESSELS, PAYLOAD INTEGRATION, NAVIGATION, AND TEAMING WITH AFLOAT AND ASHORE COMMAND AND CONTROL ASSETS AROUND THE GLOBE. THEY WILL COMMAND AT THE TIP OF THE SPEAR, ENTRUSTED TO MAKE ON SCENE COMMAND DECISIONS. THE UNMANNED SURFACE VEHICLE (USV) TASK GROUP COMMANDERS WILL OPERATE OFFENSIVELY AS AN EXTENSION OF THE NAVY'S SURFACE FLEET IN A HIGH DENSITY, MULTI-THREAT ENVIRONMENT AS AN INTEGRAL ELEMENT OF AN EXPEDITIONARY OR CARRIER STRIKE GROUP (ESG/CSG) OR SURFACE ACTION GROUP (SAG). CTF-59 EARLY COMMANDERS, BASED IN BAHRAIN, WILL BE CHARGED WITH LEADING THE RAPID INTEGRATION OF CUTTING-EDGE MARITIME ROBOTICS AND ARTIFICIAL INTELLIGENCE INTO FLEET OPERATIONS. CTF-59 LEVERAGES COMMERCIAL DUAL-USE TECHNOLOGIES TO ENHANCE MARITIME DOMAIN AWARENESS. THIS IS A HEAVILY PARTNERED EFFORT AND WILL INCLUDE ENGAGEMENT WITH REGIONAL AND GLOBAL PARTNERS TO DEVELOP AND DELIVER CAPABILITY AT PACE. EARLY COMMANDERS SELECTED FOR THESE POSITIONS WILL BE ON THE LEADING EDGE OF HUMAN-MACHINE TEAMING WHILE ENGAGED IN REAL-WORLD OPERATIONS. DHRB IS NOT REQUIRED TO BE SELECTED FOR UXS OR CTF-59 EARLY COMMAND.

B. THE FY24 BOARD NR 433 WILL CONVENE ON 16 JUNE 2023. COMPLETE PACKAGES AND ALL CORRESPONDENCE SHOULD BE SUBMITTED NLT 02 JUNE 2023. ELECTRONIC SUBMISSION VIA E-MAIL TO MESSAGE POC IS REQUIRED.

C. POST-DIVISION OFFICERS APPLYING TO UXS TASK GROUP COMMAND HAVE MODIFIED REQUIREMENTS FROM REF A AND MUST COMPLETE THE FOLLOWING:

- (1) ATTAIN FORMAL DESIGNATION AS A SWO (111X).
- (2) SERVE AT LEAST 36 MONTHS IN A SHIP AND COMPLETE AT LEAST ONE DEPLOYMENT.
- (3) WHILE ASSIGNED TO A SHIP, DEMONSTRATE SUSTAINED SKILL IN NAVIGATION, SHIPHANDLING AND SEAMANSHIP PER REF A.
- (4) ATTAIN ENGINEERING OFFICER OF THE WATCH (EOOW) QUALIFICATION.
- (5) COMPLETE THE SWOS BASIC DIVISION OFFICER COURSE (BDOC) AND ADVANCED DIVISION OFFICER COURSE (ADOC). SWO NUCLEAR TRAINED OFFICERS ARE EXEMPT FROM THE ADOC REQUIREMENT.
- (6) SCREEN FOR DEPARTMENT HEAD AFLOAT. OFFICERS ARE NOT REQUIRED TO SIGN FOR DEPARTMENT HEAD TO BE ELIGIBLE FOR UXS OR CTF-59 LIEUTENANT COMMAND.

D. A COMPLETE COMMAND SCREENING PACKAGE WILL BE FORWARDED TO PERS-41 FOR INCLUSION IN THE EARLY COMMAND SCREENING BOARD. THE PACKAGE SHOULD BE SUBMITTED ELECTRONICALLY TO PERS-41 BY THE REQUESTING OFFICER AND SHOULD INCLUDE:

- (1) REQUESTING OFFICERS REQUEST FOR EARLY COMMAND, WHICH SHOULD DISCUSS OPERATIONAL EXPERIENCE IN THE LAST TWO AT-SEA TOURS;
- (2) COMMANDING OFFICERS ENDORSEMENT LETTER;
- (3) FIRST FLAG OFFICER IN CHAIN OF COMMAND ENDORSEMENT LETTER;
- (4) COMMAND QUALIFICATION BOARD LETTER. TYPE COMMANDER ENDORSEMENT IS NOT REQUIRED, UNLESS THE TYPE COMMANDER IS FIRST FLAG OFFICER IN THE CHAIN OF COMMAND.
- (5) COMMAND QUALIFICATION RECORD FOR SWOS FROM REF A.

(6) OFFICERS REQUESTING NAVAL BEACH UNIT EARLY COMMAND MUST INCLUDE PREVIOUS AMPHIBIOUS EXPERIENCE IN THEIR REQUEST FOR COMMAND, HAVE COMPLETED ONE AMPHIBIOUS DEPLOYMENT, AND COMPLETE THE AMW WTI PROGRAM PRIOR TO ASSUMING COMMAND.

E. IF SELECTED, POST-DIVISION OFFICERS WILL COMPLETE THE RESPECTIVE SWSC COMMAND TRAINING PIPELINES (TO INCLUDE THE APPLICABLE COMMAND ASSESSMENT AND A DH 360 DEGREE REVIEW), ATTEND COMMAND LEADERSHIP COURSE AT NAVAL LEADERSHIP AND ETHICS CENTER (NLEC), AND BE DESIGNATED AS QUALIFIED FOR COMMAND PRIOR TO ASSUMING COMMAND.

(1) POST-DIVISION OFFICER CANDIDATES ARE REQUIRED TO COMPLETE THE POST-DIVO CA DURING PIPELINE. THE POST-DIVO CA DOES NOT HAVE TO BE COMPLETED PRIOR TO THE COMMAND QUALIFICATION ORAL BOARD. COMPLETION OF THE POST-DIVO SWSC CA WILL NOT AFFECT AN OFFICER'S REQUIREMENT TO COMPLETE THE CDR CMD CA. PRIOR TO ASSUMING COMMAND, OFFICERS MUST FORWARD POST-DIVO CA COMPLETION AND COMMAND QUAL ORAL BOARD COMPLETION PAPERWORK TO THE APPROPRIATE TYCOM FOR FINAL DESIGNATION AS "QUALIFIED FOR COMMAND."

F. OFFICER RECORDS SCREENED FOR EARLY COMMAND WILL BE UPDATED WITH AN EARLY COMMAND SCREENING CODE. THERE IS NO EARLY COMMAND BANK. THEREFORE, NOT ALL OFFICERS SCREENED FOR EARLY COMMAND WILL BE SLATED. THIS IS DUE LARGELY TO TIMING AND AVAILABILITY. HISTORICALLY, MORE OFFICERS SCREEN FOR EARLY COMMAND THAN ARE REQUIRED IN ORDER TO MAINTAIN FLEXIBILITY IN THE ASSIGNMENT PROCESS. IF SLATED, OFFICERS CAN EXPECT TO SERVE AS A MCM, NAVAL SUPPORT ELEMENT COMMANDER, OR UXS TASK GROUP COMMANDING OFFICER. SLATING IS BASED ON PREFERENCES, TIMING, AND NEEDS OF THE NAVY. IF NOT SLATED TO COMMAND, AN OFFICER IS ASSIGNED TO A TRADITIONAL POST DEPARTMENT HEAD OR DIVISION OFFICER SHORE TOUR AS APPROPRIATE.

G. FAILURE TO SCREEN FOR EARLY COMMAND IS NOT A NEGATIVE REFLECTION OF AN OFFICER'S RECORD, NOR IS THERE ANY INDICATION OF NON-SELECTION ENTERED INTO AN OFFICER'S OFFICIAL RECORD.

H. RESULTS OF THE EARLY COMMAND SCREENING BOARD ARE FORWARDED TO CNSF FOR FINAL REVIEW AND APPROVAL.

I. ONCE APPROVED, OFFICERS WILL BE NOTIFIED OF BOARD RESULTS BY PERS-41 AND THE SLATING PROCESS WILL BEGIN.

3. AMPLIFYING INFORMATION.

A. EARLY COMMAND IS A TREMENDOUS AND REWARDING OPPORTUNITY FOR JUNIOR OFFICERS. THE BEST AND FULLY QUALIFIED OFFICERS ARE SELECTED TO COMMAND EARLY. PRINCIPAL SCREENING CRITERIA FOR EACH APPLICANT IS OBSERVED PERFORMANCE AT SEA AS A DIVISION OFFICER AND DEPARTMENT HEAD. IF CAREER TIMING SUPPORTS, APPLICANTS WHO DO NOT SCREEN ARE ENCOURAGED TO REAPPLY FOR FUTURE BOARDS.

B. MINE COUNTERMEASURES (MCM) EXECUTIVE OFFICER/COMMANDING OFFICER FLEET-UP BILLETS WILL NOMINALLY BE 12-15 MONTHS IN DURATION FOR A COMBINED 24-30 MONTH TOUR. NAVAL SUPPORT ELEMENT COMMANDER, UXS TASK GROUP COMMAND, AND CTF-59 TOURS ARE EACH 18 MONTHS IN DURATION.

4. QUESTIONS SHOULD BE DIRECTED TO LCDR CORY ZEBIAN, AT

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