

**“IT FOLLOWS THEN AS CERTAIN AS THAT NIGHT  
SUCCEEDS THE DAY, THAT WITHOUT A DECISIVE NAVAL  
FORCE WE CAN DO NOTHING DEFINITIVE, AND WITH IT,  
EVERYTHING HONORABLE AND GLORIOUS.”**

**~ PRESIDENT GEORGE WASHINGTON**

**DO NOT MISS THESE AMAZING OPPORTUNITIES IN FY-26!**

**\*\*\*DHRB is required for all programs included in this document\*\*\***

**PERS-412 announces this year’s Talent Management Board opportunities available to you - our top talent. There are many available opportunities to consider: PEP tours, Graduate Education, and other programs of interest like WTI and SECNAV Tours with Industry.**

### **JUNIOR OFFICER DETAILER CONTACT INFO**

<u>Last names starting with</u>	<u>Detailer</u>	<u>Email</u>
A-B & T-Z:	LT Hannah Andera	<a href="mailto:hannah.l.andera.mil@us.navy.mil">hannah.l.andera.mil@us.navy.mil</a>
C-G:	LT Thomas Demeri	<a href="mailto:thomas.j.demeri.mil@us.navy.mil">thomas.j.demeri.mil@us.navy.mil</a>
H-M:	LT Alexander Armstrong	<a href="mailto:alexander.j.armstrong5.mil@us.navy.mil">alexander.j.armstrong5.mil@us.navy.mil</a>
N-S:	LT Alexander Armstrong	<a href="mailto:alexander.j.armstrong5.mil@us.navy.mil">alexander.j.armstrong5.mil@us.navy.mil</a>
NUKE:	LCDR Kara VanSice	<a href="mailto:kara.vansice.mil@us.navy.mil">kara.vansice.mil@us.navy.mil</a>
SHORE COORDINATOR:	LCDR Darren Settle	<a href="mailto:darren.v.settle.mil@us.navy.mil">darren.v.settle.mil@us.navy.mil</a>

### **• TALENT MANAGEMENT BOARD ADMINISTRATION**

- PERS-412 will conduct the FY26 Talent Management Board (TMB) in August 2025 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. Additionally, officers accepting program selections from the TMB will be **required to submit a DHRB contract within 14 calendar days of TMB results being released (7 days to accept the program followed by another 7 days to submit DHRB paperwork)**.

**IF APPLYING TO A PROGRAM THAT REQUIRES A SEPARATE APPLICATION PROCESS, DHRB WILL NEED TO BE SIGNED WITHIN 7 DAYS OF SUBSEQUENT RESULTS BEING RELEASED BY THE RESPECTIVE PROGRAM OFFICE. THESE PROGRAMS INCLUDE SNTWI, PMRI, GTRI, MIT-WHOI, AND OLMSTEAD.**

- All TMB programs require officers to have already been screened for DH afloat prior to applying.
- Officers are eligible to apply for any program that allows them to be in Department Head School by YCS 8.
- Single Long Tour division officers may apply to a program that would start after their 1<sup>st</sup> look screening. It is highly recommended that you discuss options with your detailer on timing and which TM board would be most beneficial for you to apply to (FY26 or FY27).
- Talent Management package submissions are due NLT **Friday, 18 July 2025**.
- 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 completed and in your record (required for NPS candidates, highly recommended for all candidates)

- Transcripts, if applying for graduate education programs/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.** Review your record to ensure all FITREPS/awards/qualifications/transcripts are uploaded to BOL. Your detailers 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, 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, contact your detailer immediately.
- All graduate education programs in this announcement are also explained on the NPC website:

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

## ● GRADUATE EDUCATION

- **NAVAL WAR COLLEGE (NWC) COLLEGE OF NAVAL COMMAND AND STAFF.** The Master of Arts in Defense and Strategic Studies is a 10-month curriculum for resident students divided into trimesters with core teachings and electives. Core courses are primarily taught in seminar format but include capstone exercises, wargame participation, and writing assignments. Graduates are also eligible for JPME Phase I certification. Opportunities for a follow-on tour in Newport prior to classing up for Department Head School are available upon graduating. Applicants must be promoted to O-3 prior to curriculum start.

<https://usnwc.edu/college-of-naval-command-and-staff/JPME-Phase-I-and-Masters-Degree.html>

- **NAVAL WAR COLLEGE GRADUATE DEGREE PROGRAM.** Quotas are NOT assigned during the TMB – officers are responsible for contacting NWC and applying to the Fleet Seminar program/Graduate Degree Program. The Graduate Degree Program (GDP) allows students who are currently enrolled in or have graduated from the Fleet Seminar Program (FSP) to pursue a Master of Arts degree. In addition to the required FSP core courses, nine semester credit hours of approved electives are required to fulfill the M.A. degree requirements. Core courses are taught by FSP and are held annually at Naval bases and stations across the United States. Elective coursework will most likely need to be completed at non-NWC institutions as only a very limited number of elective courses are offered each year through the College of Distance Education's Online Program. Elective courses may be eligible for Navy Tuition Assistance.

More information can also be found here:

<https://usnwc.edu/college-of-distance-education/Graduate-Degree-Program/Masters-Degree.html>

- **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 TMB so 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](http://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](http://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:** If officers are interested in selecting WTI with any of the curriculums, indicate the preferred WTI programs on your TM application (minimum of 2 areas) and we will work to incorporate that into your orders.

CURRICULUM	START	APC	LENGTH (MONTHS)
SYSTEMS ENGINEERING ANALYSIS #308	Summer	334	24
SEA PROGRAM MANAGEMENT #308/51A	Summer	334	24
CYBER SYSTEMS & OPS #326	Winter/Summer	334	24
OPERATIONS WARFARE ANALYSIS #355	Fall	235	18
OPERATIONS RESEARCH ANALYSIS #360	Fall/Spring	235	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
<b>SYSTEMS ACQUISITION MANAGEMENT #816</b>	<b>Winter/Summer</b>	<b>345</b>	<b>18</b>
<b>FINANCIAL MANAGEMENT #837</b>	<b>Winter/Summer</b>	<b>345</b>	<b>18</b>

The NPS video provided below 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>

- o **NPS DISTANCE LEARNING MASTER'S PROGRAM.** Quotas are NOT assigned during the TMB – officers are responsible for contacting NPS and applying to the distance learning program. 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 timelines 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.

- **WTI SCHOLARS.** These quotas are for **coded WTI officers already 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 a quota in:

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

- **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](http://www.nps.edu)) for details.

**\*\*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. Feel free to email CAPT Jeremy Gray ([Jeremy.gray@nps.edu](mailto: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.\*\***

- **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 Master's of Science in Leadership and Education 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 Master's Degree 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 TMB will select the ***nominees*** for this program. There is a separate application process with USNA for which detailers will assist the nominees. Official approval from USNA is likely to occur late fall. 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 2025: Applications forwarded to USNA for selection/approval
- ~DEC 2025: USNA selection board complete / Selectees notified
- JUN 2026: Selectees report to USNA

- **USNA GRADUATE EDUCATION AND TEACHING (GET) PROGRAM.** The GET program provides USNA with unrestricted line officers who are qualified academically and professionally to serve as teachers and role models for future officers and then return to the Fleet in career competitive assignments.

The program consists of active duty, warfare qualified unrestricted line officers serving as or selected to Lieutenant. Selectees will complete 12 months of graduate education prior to reporting to USNA for two years of teaching. Master's degrees will be obtained at the Naval Postgraduate School for relevant disciplines. Subject to available funding, approval may be granted to attend designated civilian institutions in the Baltimore-Washington metropolitan area.

Note the TMB will select the ***nominees*** for this program. Ranking the program on your preferences will result in automatic PERS-41 endorsement to submit a program application. Calls for GET applications will be released via My Navy Education Announcement in July 2025. Expect applications to be due October 1, 2025. Application format and guidance will be posted at the link below.

<https://www.usna.edu/Academics/Faculty-Information/Faculty-Officer-Opportunities.php#panel5GraduateEducationandTeachingGETProgram>

Please contact [downs@usna.edu](mailto:downs@usna.edu) if you have specific questions about 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 may accept a 2.5 GPA – contact your detailer for more information or questions. Note the TMB 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 2025 and early 2026. Opportunities to complete graduate education vary by university. Assignment to a ROTC unit will be for a minimum of 24 months:

SCHOOL	LOCATION	FILL DATE	NOTES
NROTC U SO CAL	Los Angeles, CA	2512	
NROTCU HOUSTON	Houston, TX	2512	
NROTC OREG ST U	Corvallis, OR	2512	
NROTC U IDAHO	Moscow, ID	2512	
NROTC U MISS	University/Oxford, MS	2601	
NROTC TEX A&M U	College Station, TX	2601	
NROTC SUNY FMS	New York, NY	2602	
NROTC U ARIZ ST	Tempe, AZ	2602	
NROTCU MIT C MA	Cambridge, MA	2602	SWO(N) Required.
NROTC H RDS NFK	Norfolk, VA	2603	
NROTC YALE UNIV	New Haven, CT	2603	
NROTC U CAL BERK	Berkeley, CA	2604	
NROTC MARQ U WI	Milwaukee, WI	2605	SWO(N) Required.
NROTC U KANSAS	Lawrence, KS	2606	SWO(N) Required.
NROTC U NEBRASKA	Lincoln, NB	2606	
NROTC U MINN	Minneapolis, MN	2606	
NROTC NOTRE DAME	South Bend, IN	2606	
NROTC U ILLINOIS	Champaign, IL	2606	
NROTC HOLY CROSS	Worcester, MA	2606	
NROTC VANDERBILT	Nashville, TN	2606	
NROTC SO U&A&M C	Baton Rouge, LA	2606	
NROTC CITADEL SC	Charleston, SC	2607	
NROTCU GEO WASH	Washington, DC	2607	
NROTC CARN MEL U	Pittsburgh, PA	2607	
NROTCU MD CONS	College Park, MD	2607	
NROTCU NORWICH U	Northfield, VT	2607	
NROTC ABRN TSKG	Auburn, AL	2611	SWO(N) Required.
NROTCU PHILA	Philadelphia, PA	2611	SWO(N) Required.
NROTC FLA A&M U	Tallahassee, FL	2611	SWO(N) Required.
NROTCU ERAU (EMBRY RIDDLE)	Daytona Beach, FL	2611	SWO(N) Required.

- **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-41 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)
- Regional Studies (2XXXP/G)
- OPS Research Analysis (3211P)

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.

**ATRC GEV \*\*\*NEW THIS YEAR\*\*\*.** Two of the available GEV quotas require shore duty assignment to ATRC in Dahlgren, VA. Interested officers will only compete against those officers specifically applying for ATRC GEV quotas. To be eligible for the ATRC GEV quota, officers must have at least one of the KA6, BM1, KWS, KW2, or LF7 AQDs. Officers with the KWS AQD will attend the IAMD WTI COI enroute. Ensure "ATRC GEV" is listed in preferences to be considered.

- **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://engineering.purdue.edu/PMRI>

Note the TMB will select the ***nominees*** for this program. Ranking the program on your preferences will result in automatic PERS-41 endorsement to submit a program application. There is a separate application process for the PMRI program that must be worked concurrently.

- **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. Fall/Spring programs are available. Potential research areas include:

- |                                 |                                 |
|---------------------------------|---------------------------------|
| ▪ Autonomous Systems & Robotics | ▪ C4ISR                         |
| ▪ Systems Engineering           | ▪ Defensive Systems             |
| ▪ Cybersecurity                 | ▪ Modeling & Simulation         |
| ▪ Sensors                       | ▪ Test and Evaluation           |
| ▪ Acoustics                     | ▪ Threat Systems Research & Dev |
| ▪ Electronic Warfare            |                                 |

For more information, please visit:

<https://www.gtri.gatech.edu/outreach/mgrp>  
<https://grad.gatech.edu/degree-programs/masters-degrees>

Note the TMB will select the ***nominees*** for this program. Ranking the program on your preferences will result in automatic PERS-41 endorsement to submit a program application. There is a separate application process for the GTRI program that must be worked concurrently.

- **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.who.edu/admissions/navy-program/>

<https://www.mynavyhr.navy.mil/Portals/55/Messages/NAVADMIN/NAV2025/NAV25102.pdf?ver=wudms8F4lrGARImrL4XDqw%3d%3d>

Note the TMB will select the ***nominees*** for this program. Ranking the program on your preferences will result in automatic PERS-41 endorsement. There is a separate application process for the MIT-WHOI program that must be worked concurrently.

- **OLMSTED SCHOLARS:** The Olmsted Scholar Program offers outstanding young military leaders an unsurpassed opportunity to achieve fluency in a foreign language, pursue graduate study at an overseas university and acquire an in-depth understanding of foreign cultures, thereby equipping them to serve in positions of greater responsibility as senior leaders. This unique scholarship opportunity supports the DoD emphasis on developing language skills and regional cultural knowledge across the force.

Applicants should be available to commence language training in summer/fall 2026 at the Defense Language Institute Foreign Language Center in Monterey, CA or Washington, DC, begin two years of study at a foreign university in 2027 and complete their studies in 2029.

Please reference NAVADMIN 132/24 for last year's application requirements.

<https://www.mynavyhr.navy.mil/Portals/55/Messages/NAVADMIN/NAV2024/NAV24132.txt?ver=LI-QRnIWj-E3sVyge1or3Q%3d%3d>

The updated NAVADMIN for the eligible cycle is typically released in July. For more information, please visit:

<https://www.navycollege.navy.mil/sailors/additional-funding-and-programs>

Note the TMB will select the ***nominees*** for this program. Ranking the program on your preferences will result in automatic PERS-41 endorsement to submit a program application. There is a separate application for the Olmsted program that must be worked concurrently.

## • PROFESSIONAL INITIATIVES

- **SECNAV TOUR WITH INDUSTRY (SNTWI).** Officers selected for these tours gain 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://www.mynavyhr.navy.mil/Career-Management/Fellowships/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. If desired, candidates selected for SNTWI may also request to 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 SNTWI.

Please note the TMB will select the **nominees** for this program. Ranking the program on your preferences will result in automatic PERS-41 endorsement to submit a program application. There is a separate application process for the SNTWI program that must be worked concurrently. 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 2026 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 (KW3) and attend the WTI COI immediately before or after EWS. A separate WTI application will not be required. Officers will complete their KW3 WTI production tour after EWS. To be eligible for this program, you will need to be able to attend the AMW WTI COI from January-May 2026 and report to EWS in June 2026.
- **PEP BILLETS:**
  - **VALPARAISO, CHILE – BRIDGE/OPS WATCH OFF (must serve 24 months in country accompanied/unaccompanied):** Primary: Officer will be expected to discharge the duties of Officer of The Deck underway aboard Chilean fleet ships. Secondary: Officer will support Chilean Navy in variety of staff and planning activities. Collateral: Officer may be expected to support AMEMBASSY and Naval Section with in-country liaisons and local support for USN ship visits. Spanish language L2/R2 capability preferred (if not, training will be required). If member has Spanish already, ONSTA or start language training as early as OCT25.
  - **TOULON, FRANCE – BRDG/OPS WATCH OFF (must serve 24 months in country accompanied/unaccompanied):** Equivalent to a combination of 1st LT and Navigator in U.S. Navy, however, responsibilities are somewhat different. The job is more managerial and the “hands-on” responsibilities are given to the lower ranks. Responsible for 2 officers and 22 enlisted (4 navigation and 18 ship handling). Watch is equivalent to Officer of the Deck (Officier Chef du Quart). Officers must be able to report ~OCT 2025 for language training.. ONSTA JAN-MAR 2026.
  - **KIEL, GERMANY – DESK OFFICER/RESEARCH & TECHNOLOGY (must serve 24 months in country accompanied/unaccompanied):** Attached to the Centre of Excellence for Operations in Confined and Shallow Waters (COE CSW Officers must be able to report ~OCT 2025 for language training. ONSTA MAR 2026.
  - **RIO DE JANEIRO, BRAZIL – ASSISTANT OPERATIONS OFFICER (must serve 24 months in country accompanied/unaccompanied):** Assistant Ops Officer/Engineering Officer onboard FRAGATA RADEMAKER. Officers must be able to report ~OCT 2025 for language training. ONSTA MAY/JUN 2026.

- **ETA JIMA, JAPAN – ENGLISH LANGUAGE / CULTURE INSTRUCTOR (must serve 24 months in country accompanied/unaccompanied):** Serve as exchange instructor and service liaison at Japanese Maritime Self Defense Force Officer Candidate School. Duties at JMSDF Officer Candidate School include acting as sole instructor for “Conversational English” and “Introduction to the US Navy” courses. On occasion, PEP Officer will ride on training ships for navigation and seamanship training evolutions. Officers must be able to report ~OCT 2025 for language training. ONSTA JUN 2026.
- **PORTSMOUTH, UK – TACTICAL AAW INSTRUCTOR (must serve 24 months in country accompanied/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. ONSTA JUN/JUL 2026.
- **BERGEN, NORWAY – BRIDGE/OPERATIONS WATCH OFFICER (must serve 24 months in country accompanied/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 fall 2025 for language training. ONSTA AUG 2026.
- **DENHELD, NETHERLANDS – BRIDGE WATCHSTANDER (must serve 24 months in country accompanied/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 MAR 2026 for language training. ONSTA SEP 2026.
- **TARANTO, ITALY – STAFF OPS/PLANNING ASSISTANT (must serve 24 months in country accompanied/unaccompanied):** Responsible to ITA 2nd Naval Division, assist with the planning and execution of operations at the staff level. Specific responsibilities include product translation and development, POC coordination with allied nations, and some staff level watchstanding. Officers must be able to report spring 2026 for language training. ONSTA DEC 2026.
- **KIEL, GERMANY – MCM OOD-CIO (must serve 24 months in country accompanied/unaccompanied):** Ultimate assignment to 3rd Mine Hunter Squadron in Kiel. Officers must be able to report ~JAN/FEB 2026 for language training. ONSTA JAN 2027.

**\*\* 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 (outside of medical reasons) will not be available due to the amount of time in country required and length of language training. Reach out to your detailer to discuss career timing and Dept Head class timing if interested in a PEP tour.**

• **TALENT MANAGEMENT – Application Template**

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

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

Subj: FY-26 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 you desire to include WTI consideration/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. Pay special attention to the program start dates for each program applying to. By endorsing a TMB package that would result in a gapped billet, it is assumed to be supported unless otherwise stated. PERS will work to minimize or eliminate any potential gaps. 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//**