

Fellow SWO(N) Warriors –

Greetings from Millington!

In this SWO(N) Gram: Hail & Farewell, FY-25 SWO Department Head Board Results, FY-25 Commander Selection Results, FY-26 Board Schedule, Talent Management Board, SWO(N) Newsletter Inputs, and PNEO Results.

Hail & Farewell:

Please join me in welcoming LCDR Kara VanSice and LCDR Brian Danley to the Community Management Team!

Kara relieved Derek as the SWO(N) JO Detailer and joins us after a successful tour as RTA aboard CVN 77 preceded by a conventional DH assignment as WEPS aboard BAINBRIDGE (DDG 96). She is excited about her new role and engaging with the community. You can reach LCDR VanSice at kara.vansice.mil@us.navy.mil. Welcome, Kara!

Brian relieved Eric at N133 as SWO(N) Policy and joins us after a successful tour as MPA aboard CVN 68 preceded by a conventional assignment as OPS aboard KIDD (DDG 100). You can reach LCDR Danley at brian.j.danley.mil@us.navy.mil. Welcome, Brian!

Fair winds and following seas to Derek and Eric! Both will depart later this month for joint duty assignments. Derek and Eric did an outstanding job detailing and managing policies for the community and were always there to support the team – they will be missed! We wish them the best in joint assignments and follow on XO/CO tours! Thank you, Derek and Eric!

Another important farewell goes to RADM Chris Engdahl, who will be retiring this October. RADM Engdahl has been a tireless advocate for the SWO(N) Community and worked extremely hard to ensure our community's continued health and success. He will turn over SWO(N) Flag Advocate duties to RDML Tom Moninger this month. Fair winds Admiral, we have the watch!

FY-25 SWO Department Head Board Results:

SWO(N)s did extremely well at the Department Head board screening at 85.42% (overall SWO selection was 82.76%)! Congratulations to all that screened! Please reach out to us if you would like more information on general board processes or if you would like us to look at your record for areas of improvement.

The full list can be found in the link below:

<https://www.mynavyhr.navy.mil/Portals/55/Boards/ScreenBoards/SurfaceSpecopsEOD/FY25%20SWO%20DH%20Selects.pdf?ver=IUTtHAD3QqCOBLYChq-VEQ%3d%3d>

FY-25 O-5 Results

Promotions are not only an acknowledgment of strong past performance but also of future potential. Selection to the rank of commander is a significant accomplishment. These officers advance from the junior officer ranks to the senior officer ranks.

CDR(sel) Joe Bigcas
CDR(sel) Benjamin Carver (EDO(N)) *
CDR(sel) Frank Ellis
CDR(sel) Tony Guy
CDR(sel) Dave Hulse
CDR(sel) Rob Jaindl
CDR(sel) Aaron Jean
CDR(sel) Kyle Klinkhammer
CDR(sel) Travis Lair
CDR(sel) Rob Martinez
CDR(sel) Wei McFarland *
CDR(sel) Derek Mockel *
CDR(sel) Matthew Murdock (EDO(N))
CDR(sel) Barb Morejón
CDR(sel) Steven Pace
CDR(sel) Michael Schillaci
CDR(sel) Ian Taylor
CDR(sel) Mike Tenaglia
CDR(sel) Thomas Van de Castle
CDR(sel) Bret Yount

*Indicates merit reorder to the top of the promotion list

The full list can be found in the link below:

<https://www.mynavyhr.navy.mil/Portals/55/Messages/ALNAV/ALN2024/ALN24049.txt?ver=hiJC115WBPeZTZ4v6dRpCA%3d%3d>

FY-26 Board Schedule

Below are the upcoming boards (convening dates) – remember that the correspondence deadline is 10 days prior to the board’s convening date. Ensure your record includes all FITREPs, qualifications, and awards – contact your detailer if you have any questions.

Admin Boards:

Surface Major Command: 4 Nov 2024
Surface Early Command: 4 Nov 2024
Surface Commander Command: 9 Dec 2024
CVN PA/ARO: 30 Apr 2025

Surface Department Head: 16 Jun 2025
Surface Early Command: 16 Jun 2025

Statutory Boards:

Active O-6 Line: 14 Jan 2025
Active O-5 Line: 19 Feb 2025
Active O-4 Line: 12 May 2025

It is YOUR RESPONSIBILITY to review your record periodically and upon reporting to a new command. On BUPERS Online, select the OSR/PSR menu option and verify all awards, education, and relevant sub-specialty codes are up-to-date on your OSR. On your PSR, verify your most recent FITREP is present and there are no FITREP gaps. For step-by-step guidance on reviewing your record, please check out the ready reference guides on the SWO(N) MyNavyHR website here (scroll to the bottom):

<https://www.mynavyhr.navy.mil/CareerManagement/Detailing/Officer/Pers-41-SWO/Detailers/SWO-N/>

It is vital to your career progression to ensure your record is permanently updated. Waiting to submit a Letter to the Board (LTB) when you are up for screening a milestone will only update your record temporarily for that specific board. All LTBs are due 10 days prior to board convening date.

Talent Management Board (TMB):

The FY-25 TMB announcement has been released and the deadline has been extended to 26 July to apply. This is a board that is held every August. No obligation to apply. If selected for a program, officers can accept the billet by submitting a DHRB contract within seven days. Billet will pass to next officer if no DHRB contract submitted. No penalty or obligation incurred!

The announcement is attached and linked below. There is a YouTube video with more detail on the process. For more information on personnel management processes, please see the YouTube videos on the PERS-41 website.

FY-25 TMB Announcement

https://www.mynavyhr.navy.mil/Portals/55/Career/Detailing/Officer/SurfaceWarfare/Documents/FY%2025%20Talent%20Management%20Announcement.pdf?ver=4ztPUScF_xwzxTdaHDLDiQ%3d%3d

TMB Process

<https://www.youtube.com/watch?v=G-8hCjMP3CM>

PERS-41 YouTube Links

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

SWO(N) Newsletter Inputs:

We are continuing to draft the next SWO(N) Newsletter and want your inputs. Please send any pictures (high resolution required) and stories you want included to the SWO (N) Community Manager (aaron.a.jean.mil@us.navy.mil). If you have any additional topics you want to see in the newsletter, please forward those as well.

An abridged, digital version of the 2021-2022 SWO(N) Newsletter can be found on the SWO(N) Detailer website below.

<https://www.mynavyhr.navy.mil/Career-Management/Detailing/Officer/Pers-41-SWO/Detailers/SWO-N/>

PNEO Results:

Congratulations to the following officers for passing their Engineer's exam:

May Exams:

- LT Taylor Ball
- LT Debra Baner
- LT Bailey Bergeron
- LT Christopher Colle *
- LT Kathryn Courson *
- LT Michael Drennan
- LT Nathan Kunzie
- LT Tyler Love
- LT Mitchell Martin
- LT Riley Mazariegos
- LT Liam Spinney
- LT Andrew Abdelnour
- LT Benjamin Alford *
- LT Zack McLain
- LT Casey Miller
- LT Adrian Navotas
- LT Joshua Teneyck
- LT Dwayne Williams *

*Indicates Excellent Performance

My team and I are standing by to address any needs, concerns, ideas, or questions that you may have. Please don't hesitate to reach out to us or your Geographic Lead. Fair winds and safe sailing to our shipmates standing the watch out to sea around the world!

V/r,
Matt

CAPT Matt Curnen, USN
Surface Nuclear Officer Programs & Placement (PERS-424/41N)

THE STORY OF PREPAREDNESS, COMBAT READINESS, AND STRONG LEADERSHIP STARTS WAY IN ADVANCE”

~ CAPTAIN PAUL X. RINN

DO NOT MISS THESE AMAZING OPPORTUNITIES in FY-25!

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 across the fleet. 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 Jessica Yang	jessicalynn.b.yang.mil@us.navy.mil
C-G:	LT Tom Demri	thomas.demeri@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 Kara Vansice	kara.vansice.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 FY25 Talent Management Board (TMB) in August 2024, 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 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 already been screened for DH afloat prior to applying.
- Single Long Tour division officers may apply to a program that would start after their 1st look screening. It is highly recommended that you discuss options with your detailer on timing and what TM board would be most beneficial for you to apply to (FY25 or FY26).
- Talent Management package submissions are due NLT **Friday, 26 July 2024**.
- 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 and NROTC billets (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.

- With the introduction of our SWO career flexibility, if an officer is interested in delaying Department Head School to a convening outside of their assigned year group, contact your detailer and 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 milestone timing.
- 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/>

● GRADUATE EDUCATION

- **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/>

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-SUHANAN 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 #837	Winter/Summer	345	18

- **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** 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 as well.

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 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. 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.****

- o **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 (PMBA) 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 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:

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

- ~OCT 2024: Applications forwarded to USNA for selection/approval
- ~DEC 2024: USNA selection board complete / Selectees notified
- JUN 2025: Selectees report to USNA

- o **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:

-	NROTC MIAMI U OX (OXFORD, OH)	OCT	2024	
-	NROTCU PURDUE U (WEST LAFAYETTE, IN)	OCT	2024	
-	NROTC NC STE UNC (CHAPEL HILL, NC)	OCT	2024	
-	NROTC U ROCHESTR (ROCHESTER, NY)	OCT	2024	
-	NROTC U VPI BLKB (BLACKSBURG, VA)	OCT	2024	
-	NROTC U TEXAS (AUSTIN, TX)	OCT	2024	
-	NROTCU NORWICH U (NORTHFIELD, VT)	OCT	2024	
-	NROTC U IDAHO (MOSCOW, ID)	NOV	2024	
-	NROTC U VPI BLKB (BLACKSBURG, VA)	DEC	2024	
-	NROTC H RDS NFK (NORFOLK, VA)	FEB	2025	
-	NROTC UNIV FLA (GAINESVILLE, FL)	FEB	2025	
-	NROTC PHILA (PHILADELPHIA, PA)	FEB	2025	
-	NROTC TEX A&M U (COLLEGE STATION, TX)	FEB	2025	
-	NROTC PENN ST U (UNIVERSITY PARK, PA)	FEB	2025	
-	NROTC U ROCHESTR (ROCHESTER, NY)	JUL	2025	
-	NROTCU MD CONS (COLLEGE PARK, MD)	JUL	2025	
-	NROTC TEXAS A&M UNIV (COLLEGE ST, TX)	JUL	2025	**SWO(N) REQ
-	NROTC PENN STATE UNIV (UNIVERSITY PK, PA)	JUL	2025	**SWO(N) REQ
-	NROTC OHIO ST U (COLUMBUS)	JUL	2025	
-	NROTC UNIVERSITY OF UTAH (SALT LAKE CITY)	AUG	2025	**SWO(N) REQ
-	NROTC UNIV SOUTHERN CA (LOS ANGELES)	AUG	2025	**SWO(N) REQ
-	NROTC TEX A&M U (COLLEGE STATION, TX)	AUG	2025	
-	NROTC U CAL BERK (BERKELEY, CA)	AUG	2025	
-	NROTC U ARIZONA STATE UNIV (TEMPE, AZ)	SEP	2025	**SWO(N) REQ
-	NROTC U KANSAS (LAWRENCE, KS)	OCT	2025	
-	NROTC OHIO ST U (COLUMBUS, OH)	NOV	2025	
-	NROTC S TUSKEGEE (TUSKEGEE, AL)	DEC	2025	
-	NROTC U VIRGINIA (CHARLOTTESVILLE, VA)	DEC	2025	
-	NROTC U HOUSTON (HOUSTON, TX)	DEC	2025	
-	NROTC JAX UNIV (JACKSONVILLE, FL)	DEC	2025	
-	NROTC SUNY FMS (BRONX, NY)	DEC	2025	
-	NROTC TEX A&M U (COLLEGE STATION, TX)	DEC	2025	
-	NROTC U NEW MEX (ALBUQUERQUE, NM)	DEC	2025	
-	NROTC UNIV WASH (SEATTLE, WA)	DEC	2025	
-	NROTC IOWA ST U (AMES, IA)	DEC	2025	

- **FLEET SCHOLAR EDUCATION PROGRAM (FSEP).** Officers selected for FSEP should plan to attend the Fall 2025 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. Applicants need to apply simultaneously to **at least three** 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/>

- **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)

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.

- **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>

Note the TMB will select the **nominees** for this program. There is a separate application process that detailers will assist the nominees with for the PMRI program.

- **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.

Note the TMB 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.who.edu/admissions/navy-program/>

Note the TMB will select the **nominees** for this program. There is a separate application process that detailers will assist the nominees with for the MIT-WHOI program.

- **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) for details.

● PROFESSIONAL INITIATIVES

- **SECNAV TOUR WITH INDUSTRY (SNTWI).** 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. 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. 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 2025 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 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 2025 and report to EWS in June 2025.

- **PEP BILLETS:**
 - **BREST, FRANCE – ACADEMY INSTRUCTOR (must serve 36 months in country accompanied/24 months unaccompanied):** Company Officer, responsible for one squad of 30 students and their professional training program. Includes individual interviews and mentoring and daily contact with students. Additionally, directly observe and/or assess practical evaluations (i.e. graded cruises on training ships, 3-day long scenario-based field exercises, underway scenario-based leadership exercises). Officers must be able to report NLT Jan 2025 for language training. ONSTA in country Dec 2025.

 - **HAMPSHIRE, UK – MINE WARFARE OPERATIONS OFFICER (must serve 36 months in country accompanied/24 months unaccompanied):** Responsible as an operations officer on a RN MCMV. Additionally, one of two Mine Warfare Officers. Depending on ship, possibly also have collateral duties as Crypto and Secret publications Custodian or Welfare (MWR) fund treasurer. ONSTA Feb 2025.

 - **PLYMOUTH, UK – BRIDGE WATCHKEEPER / NAVIGATOR (must serve 36 months in country accompanied/24 months unaccompanied):** The RN's goal for the tour is for the PEP member to become a Navigator. The first year will be spent as one of four Officer of the Watches (OOW/OOD) onboard a RN DD/FF. The second year starts with a 4-week Fleet Navigator's Course followed by reassignment to another vessel as the Navigator. ONSTA Jun 2025.

 - **SYDNEY, AUSTRALIA – COMAUSSURFTG OPERATIONS OFFICER (must serve 36 months in country accompanied/24 months unaccompanied):** Watchkeeper and supervise watchkeeping organization in the activated Deployable Joint Forces HQ Operations Room. Plan/coordinate joint & combined operations, exercises, & training involving DJFHQ (maritime), including coalition units. Coordinate maritime air involvement in DJFHQ commanded activities. Advise COMFLOT and DJFHQ staff on maritime air activities and operating techniques. AEGIS experience required. ONSTA Jun 2025.

 - **SYDNEY, AUSTRALIA – ASUW TACTICAL INSTRUCTOR (must serve 36 months in country accompanied/24 months unaccompanied):** Duties include Royal Australian Navy Harpoon Weapon System Equipment and Training Coordinator, Surface Warfare Tactics Instructor, FFG UP Program Coordinator, USN/Joint Carrier Instructor, and Command Team Training. AEGIS experience required. ONSTA Jun 2025.

 - **HALIFAX, CANADA – 1st CANADA SQUADRON OFFICER (must serve 36 months in country accompanied/24 months unaccompanied):** Responsible for assistance in planning Fleet Exercises while in port and standing watch as Battle Watch Commander/Staff Watch Officer while underway, reporting directly to the 1 Star Commander. ONSTA Dec 2025.

**** 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 detailee to discuss career timing and Department 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-25 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//