

SWO(N) Community Brief



CDR Justin Smith
LCDR Kara VanSice
LCDR Dyuti Das
LT Matt Ponzi

Revised 20 May 2025

Career Management Team



- **CDR Justin Smith, Head SWO(N) Assignments, PERS 424 / 41N**
 - CO/XO, USS MASON (DDG 87)
 - REA, USS RONALD REAGAN (CVN 76); OPS, USS O'KANE (DDG 77)
 - SWO(N) detailing and placement – Post PA and senior
 - Coordinates with PERS 43 on CVN XO/CO placement
- **LCDR Kara VanSice, SWO(N) Detailer, PERS 412N**
 - RTA, USS GEORGE H. W. BUSH (CVN 77); WEPS, USS BAINBRIDGE (DDG 96)
 - SWO(N) detailing and placement – PA and junior
- **LCDR Dyuti Das, SWO(N) Programs Administration and Execution, PERS 424A**
 - RTA, USS THEODORE ROOSEVELT (CVN 71); WEPS, USS KIDD (DDG 100)
 - Community tracking and monitoring, nominations, pay, AQD Mgmt, NR liaison
- **LCDR Brian Danley, SWO(N) Program Manager, OPNAV N133C2**
 - MPA, USS NIMITZ (CVN 68); OPS, USS KIDD (DDG 100)
 - Policies, Instructions, Lateral Transfer
- **LT Matt Ponzi, SWO(N) 1st Tour and SWO New Accessions Detailer, PERS 412O**
 - RL Divo, USS GEORGE H. W. BUSH (CVN 77), Strike Divo, USS MITSCHER (DDG 57)
 - Details all SWO New Accessions and SWO(N)s to Nuclear Power School

Your SWO(N) Career Advocates!

“Tactical” and “Nuclear” Career Management



- Take a **PROACTIVE APPROACH** to career management.
- Make **INFORMED** career decisions.
- **COMMUNICATE** your goals, intentions, and desires with **YOUR TEAM**.

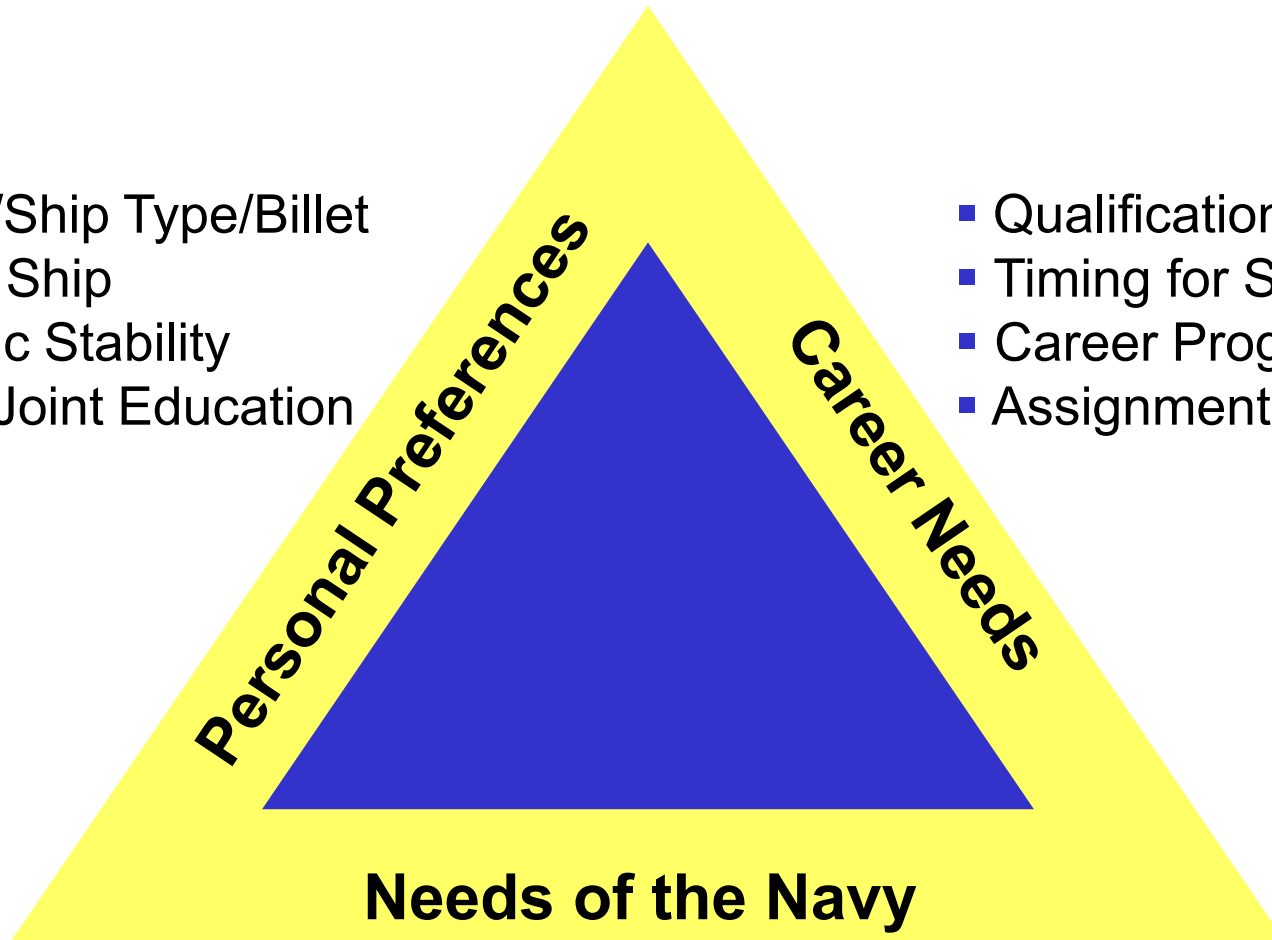
We are Support Staff for YOUR Career Management!

Detailing Triad



- Homeport/Ship Type/Billet
- Deploying Ship
- Geographic Stability
- Graduate/Joint Education

- Qualifications
- Timing for Screening
- Career Progression
- Assignment Diversity



Deliver the Right Skills, at the Right Time, for the Right Job

SWO(N) Career Path

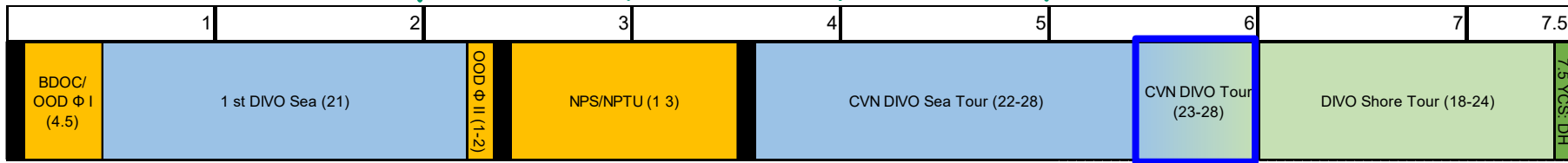


O-2 Promotion

DH Board (1st Look)

DH Board (2nd Look)
O-3 Promotion

DH Board (3rd Look)



PA Screen Board

O-4 Board

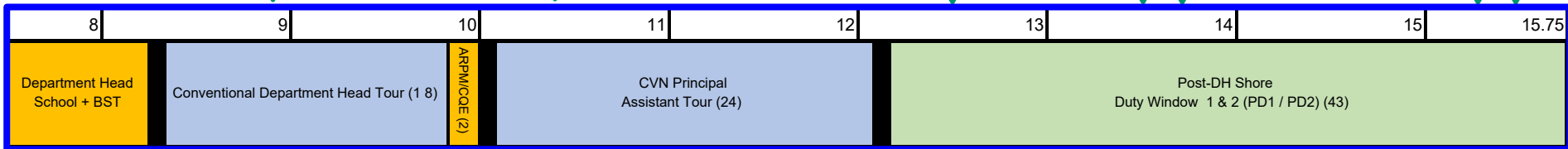
O-4 Promotion

CDR CMD Board (1st Look, 2nd Look)

CDR CMD Board (3rd Look)

O-5 Board

O-5 Promotion



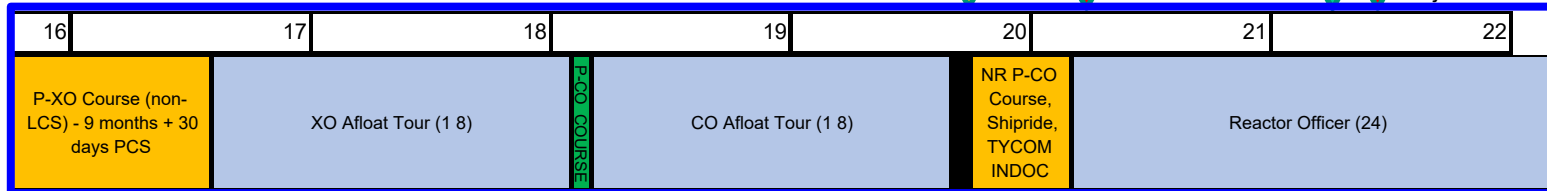
Major CMD Board

O-6 Board

(1st Look)

O-6 Promotion

Major CMD Board (2nd Look)



Promotion Board

Promotion

Administrative Board

Career Flexibility

SWO(N) Career Path



Major CMD
Board (3rd Look)

1st Look

2nd Look

3rd Look

Flag Boards

4th Look

5th Look

6th Look

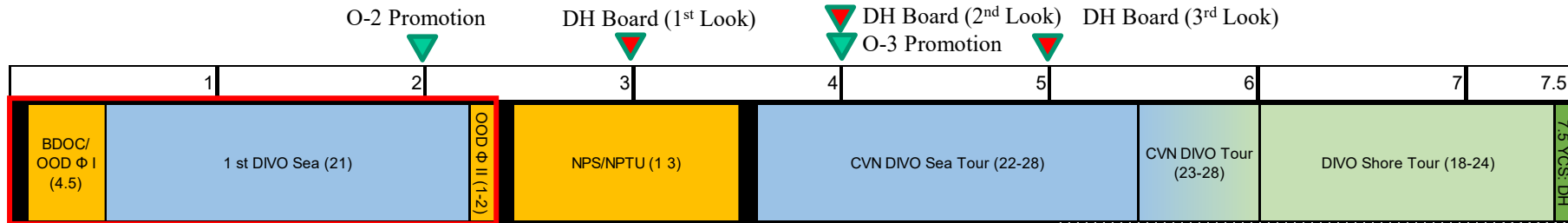
7th Look

23		24		25		26		27		28		29		30	
Major Command Training - DESRON (5 mo)	JPME Φ II (if req'd)	Major Command - DESRON Deputy Commodore/Commodore (30)				Post-Major Command Shore Tour 1 (24)				Post-Major Command Shore Tour 1 (30)					
Major Command Training - CG/LPD (5 mo)	JPME Φ II (if req'd)	Major Command - CG/LPD (22)			Post-Major Command Shore Tour 1 (24)				Post-Major Command Shore Tour 1 (38)						
JPME Φ II (if req'd)	Joint Tour (if needed ; post-Reactor Officer) (24)			Major Command Training - CG/LPD (5 mo)	Major Command - CG/LPD (22)			Post-Major Command Shore Tour 1 (24)			Post-Major Command Shore Tour 2 (1 5)				

▼ Administrative Board

▼ Flag Board

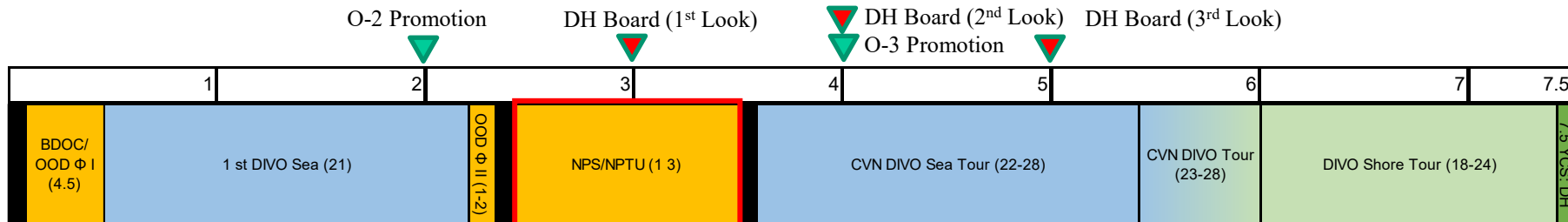
First Division Officer Tour



- **BDOC + OOD Phase I + 21 Month Conventional DIVO Tour + OOD Phase II**
 - Detailed to operational tour to earn OOD/SWO quals:
 - Gain shiphandling/navigation experience
 - Build maritime warfare/tactical skillset
 - Earn DH Afloat recommendation
- SWO(N)s shall not serve in an Engineering tour IAW MPM 1301-223

Leading Sailors, Building SWO Skills!

Nuclear Training Pipeline



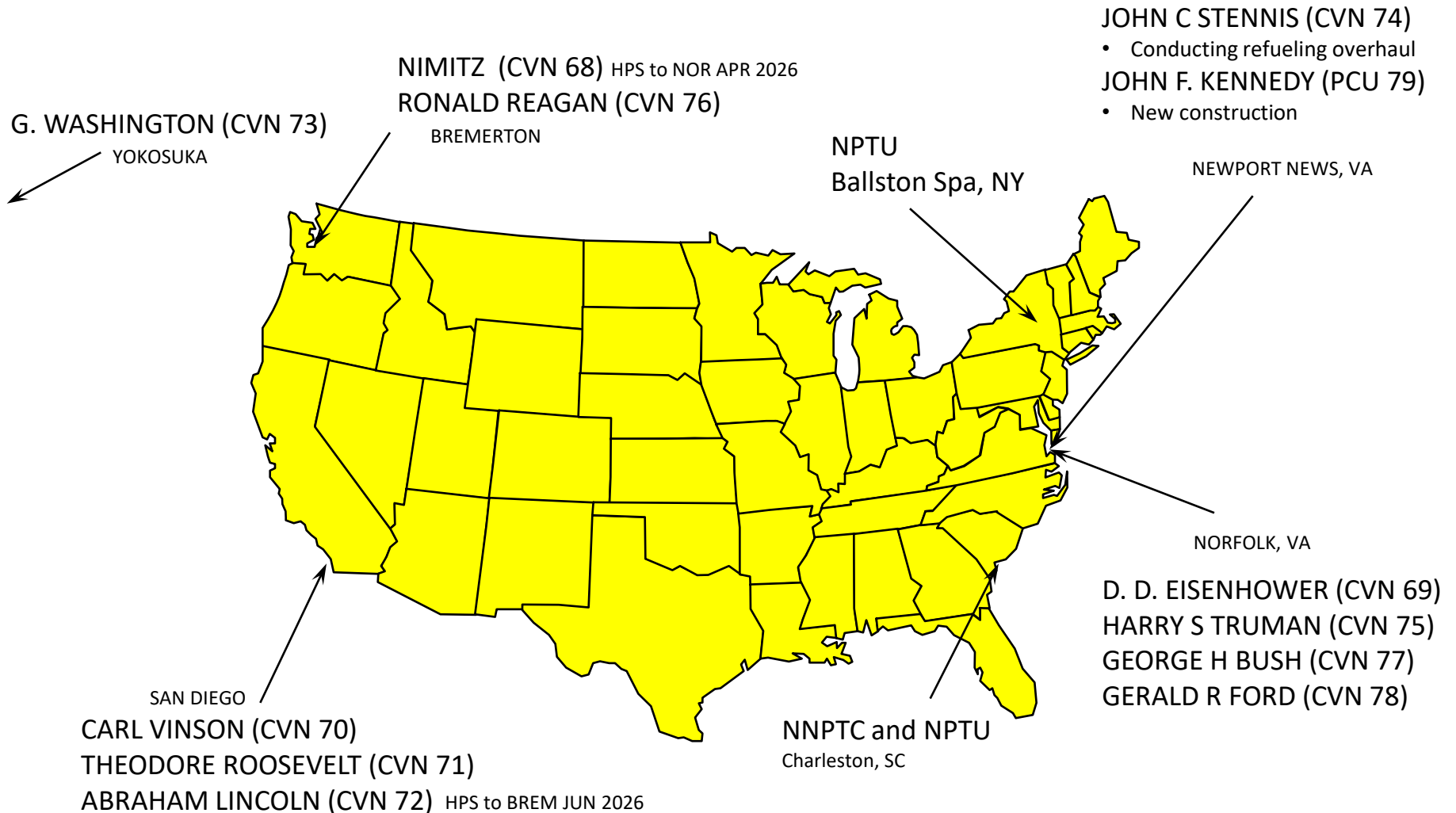
- 7 months at Nuclear Power School in Charleston, SC
 - Includes a 3 week pre-school, mandatory for all SWO(N)s
- 6 months at Prototype in Charleston, SC or Ballston Spa, NY
- Same nuclear training as submarine community and CVN Executive Officers

Challenging and Rewarding Graduate-Level Training!

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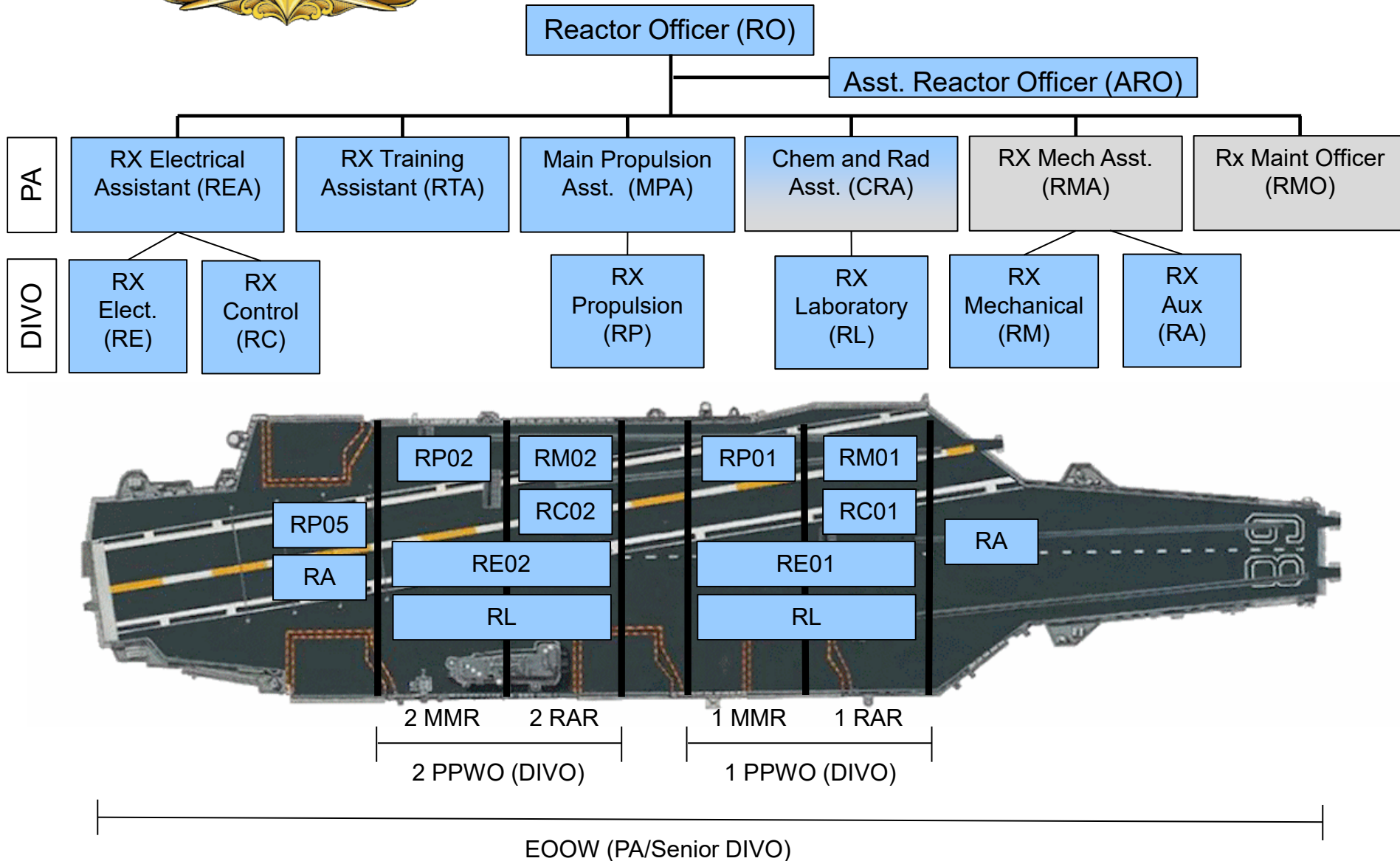
WEEKS																								
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	
Mathematics						Electrical Engineering												Core Characteristics						Comprehensive Exam
RPS	Heat Transfer and Fluid Flow									Reactor Dynamics					Materials			Radiological Fundamentals						
Physics									Chemistry					Aspects of Reactor Plant Operations										

Surface Nuclear Fleet



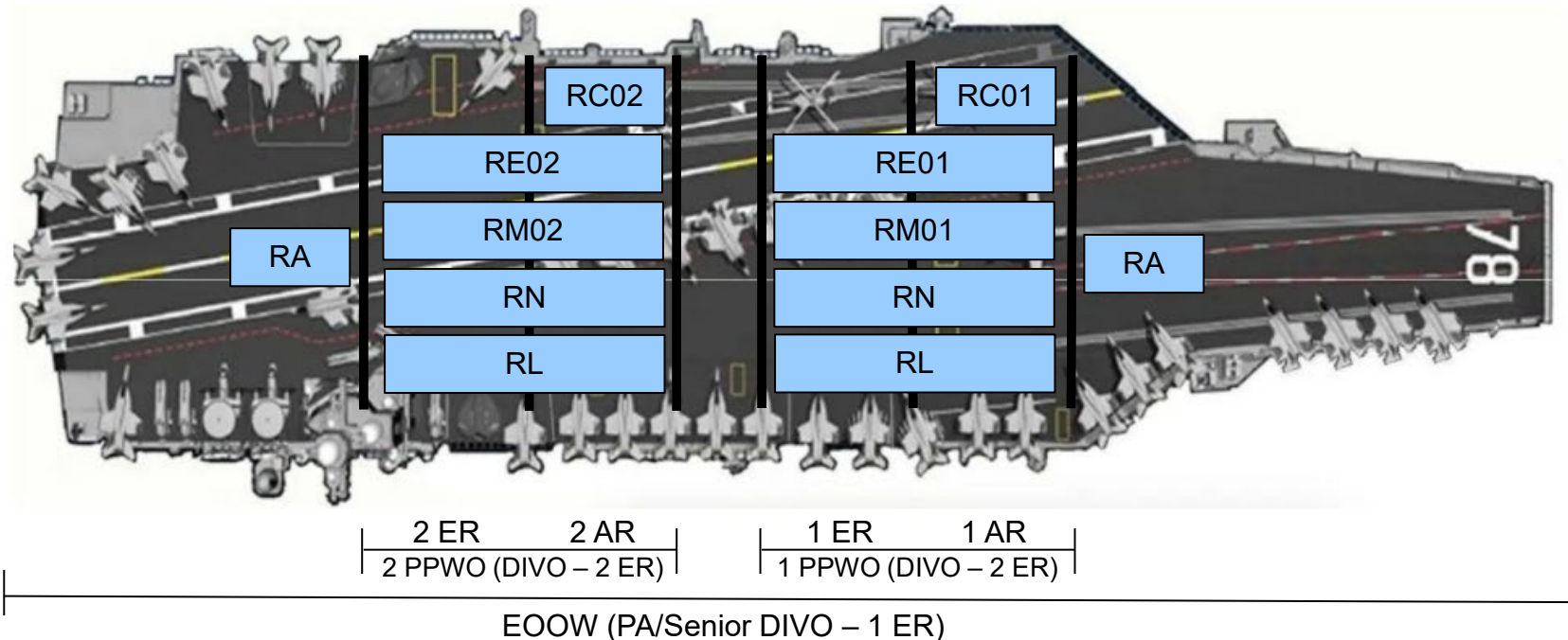
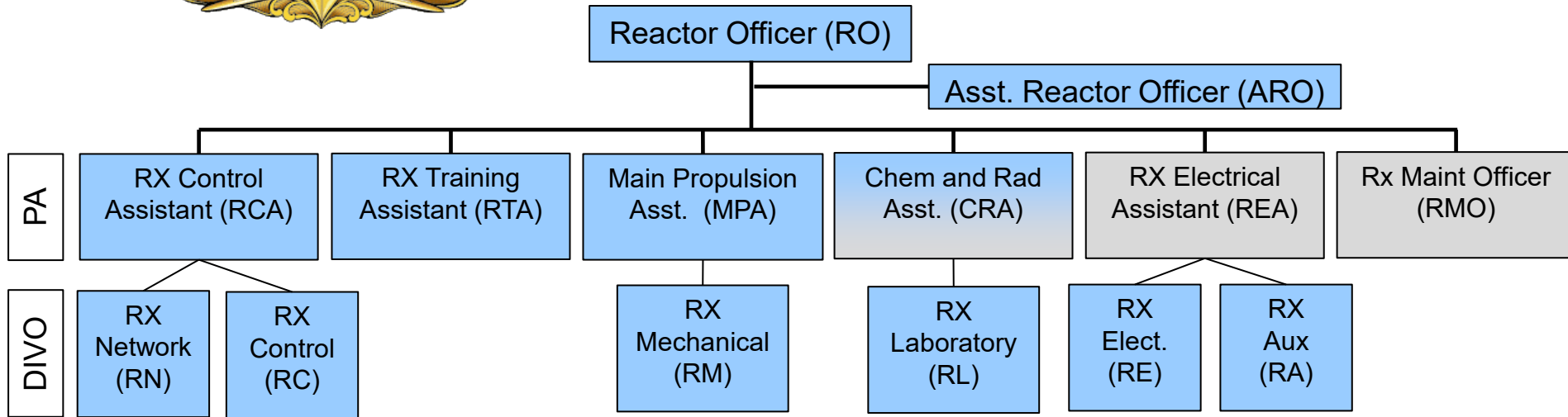
CVN Divo Experience

A4W: CVN 68-77

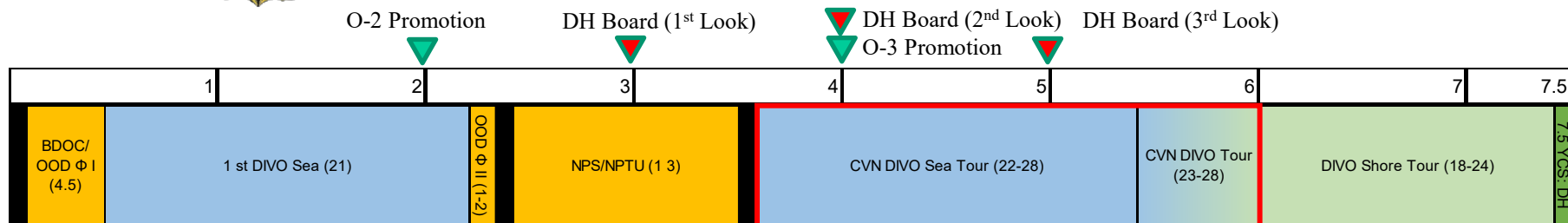


CVN Divo Experience

A1B: CVN 78 & Above



Second Division Officer Tour



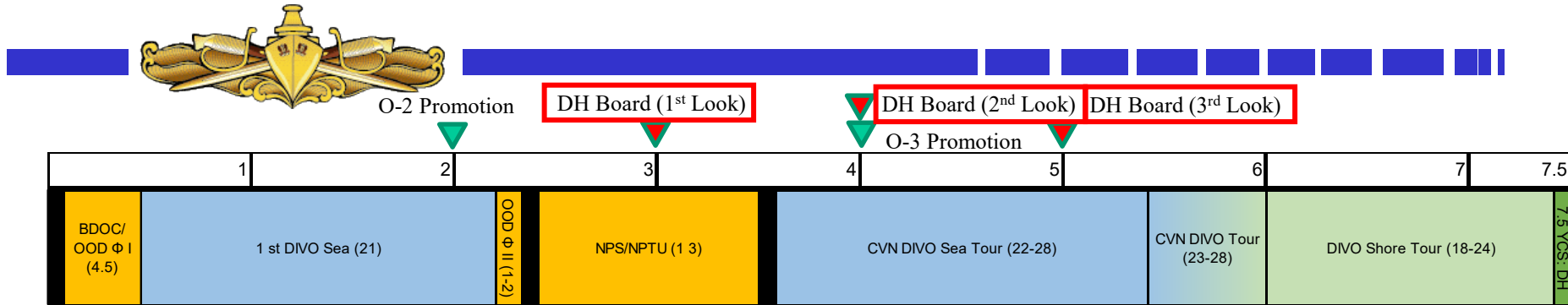
– **Qualify PPWO & Qualify NEO**

– **28 Month CVN DIVO Tour**

- May be reduced to 22 months if:
 - Complete PNEO and take orders as NPTU Shift Engineer, or
 - Signs a DHRB contract and
 - » Successfully completes PNEO
 - » Accrues a minimum of 4 months aboard post-PNEO
 - » Reactor Officer concurs with early transfer
- May be reduced to 25 months if:
 - Accepts follow-on orders to shore duty and meets the 3 requirements above

Lead Sailors, Operate and Maintain the Plant!

Department Head Screening



- Department Head Screening Board - YCS 3, 4, 5
- Factors that contribute to screening:
 - SWO Pin (**required**)
 - DH Recommendation in Block 40 (**required**)
 - At or Above CO's RSCA / Summary Group AVG
 - Soft Breakouts in Block 41
 - No Declining Performance
 - No PFA Failures
 - No legal issues / pending investigations

DH Board moved to April!

First Shore Tour – Max Flexibility!



Talent Management Board

- Every August – awards high demand/profile
- No penalty to apply! You decide to accept awarded program

Nuclear Shore Tours

- Jobs that give you nuclear experience credit
- Slate directly with me! No commitment until awarded billet

SWO(N) Required Jobs

- NROTC units have 1 nuclear trained officer
- Compete against SUB officers

Conventional Shore Slate (WTI available)

- Commit to shore upon submitting preference sheet
- Slate calculation used to determine selection order (DHRB to top)

Goals:

1. **Recharge**
2. **Masters**
3. **JPME I**

Competitive Shore Slating with Increased Billet Selectivity!

Talent Management Programs



- Board conducted **annually** in the summer. Contact your detailer for specific timing.
- **Don't need to be a DHRB signer to compete**
- Applications require:
 - willingness to sign DHRB (required to accept billet)
 - a letter indicating the programs you wish to apply for
 - a letter of endorsement from your Chain of Command
 - any other special reqs...GPA, GRE

Programs include:

- Fleet Scholar Education Program (FSEP)
- USNA LEAD/Company Officer
- SECNAV Tours with Industry
- Purdue Military Research Initiative (PMRI)
- Georgia Tech Research Initiative (GTRI)
- Massachusetts Institute for Technology/Woods Hole (MIT-WHOI)
- Professional Exchange Program (PEP) (England, Canada, Spain, France, Australia, Italy, Belgium, Portugal, etc)
- Naval Reserve Officer Training Corps (NROTC)
- Naval Postgraduate School (NPS)
- POLITICO – Military Program
- Olmsted Scholar
- Graduate Education Voucher (GEV)

Exceptional Opportunity, NO Risk!

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Competitive Shore Slating with Increased Billet Selectivity!

SWO(N) Shore Requirements



Post Division Officer, O-3 (33)

NR A4W/A1B Fleet LT (3)*
NPTU Ballston Spa (1-2)
NPTU Charleston (4-5)
NNPTC Charleston (7)
MTT Lant MTT LT (1), PNEO (2)
MTT Pac MTT LT (1), PNEO (1)
MTT PNW PNEO Coord (1)
OPNAV N133 Nuclear Programs (1)
CNRC NTO (6) - Millington, TN (4)
 - Norfolk, VA (1)
 - Jacksonville, FL (1)
NSTC ROTC Coord. – Great Lakes (1)
PERS 412O, JO/New Acc Detailer (1)*
[\(NEW\) USNA SEANAV Billet \(1\)*](#)

Post-PA, O-4 (20)

CNAP CVN N43 Maint. Desk (1)
CNAL CVN N43 Maint. Desk (1)
CNAL/CNAP FRTA (2)
MTT Deputy Lant (1) and Pac (1)
NPEB Lant (2) and Pac (2)
NPTU BSPA MTS XO (1)
NPTU Charleston MTS XO (1-2)
NNPTC DOD (1)
NR Exec Asst./Tech Asst. (2)
OPNAV N133, Program Mgr (1)
PERS 412N, JO/PA Detailer (1)
PERS 42D1, Community Mgr (1)
NPTU Charleston
Student Control Officer (1)

Post-PA, O-5 (6)

MTG Det Yoko OIC (1)
MTG Det Bremerton OIC (1)
CNAL N9 MTG OIC (1)
NPTU Charleston Site XO (1)
[NPTU Charleston ITG Dir \(1\)](#)
[NIMITZ DECOM Coord \(1\)](#)

Post Commanding Officer, O-5 (4)

MTT Lant/Pac OIC (2)
NPTU Ballston Spa CO (1)
PERS 424 (1)

Post Reactor Officer, O-6 (4)

CNAL/CNAF N9 (2)
NR Line Locker (1)
CNAP N9 Det Bremerton (1)

* DHRB Required

Numerous and Diverse Options for Nuclear Shore!

NPTU Shift Eng Benefits



- 18 months as a Shift Engineer (vice normal 24 months)(DHRB only)
- **Up to** 12 months of dedicated study time (sabbatical)(DHRB only)
 - Masters Degree and/or JPME for 12 months prior to Department Head School
 - Protected sabbatical time w/ career flexibility – tour of significant value
 - Study plan submitted to NPTU XO
 - Potential to complete JPME/Grad Ed at Naval War College
- Commit to Shift Engineer early (~9 months)
 - Allows detailer enough time to identify a relief
 - **Reduces CVN DIVO tour to as short as 22 months**
- Shift Engineer Incentive Pay (SEIP)
 - **\$1000 per month bonus for the length of assignment (including sabbatical period)**
- **Silver Bullet for DH** slating (homeport, billet, or platform)

First Shore Tour – Max Flexibility!



Talent Management Board

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Nuclear Shore Tours

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Conventional Shore Slate (WTI available)

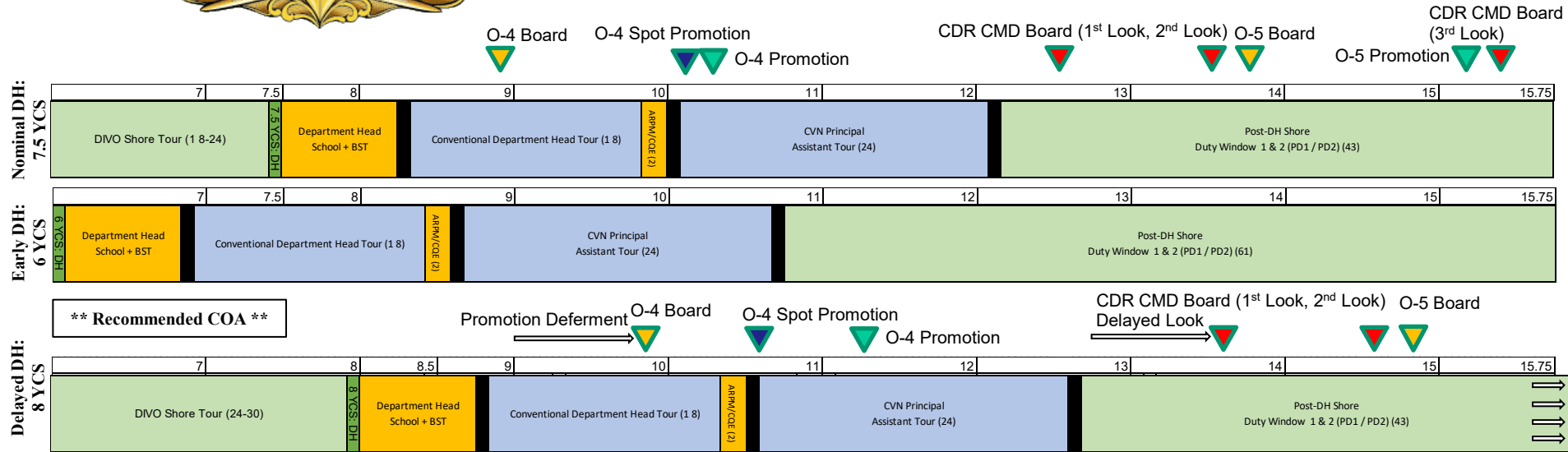
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Goals:

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2. **Masters**
3. **JPME I**

Competitive Shore Slating with Increased Billet Selectivity!

Career Flexibility: DH Tour Timing Options



- Early DH School
 - Maximizes opportunities during post-PA shore duty window (PD1/PD2)
- Delayed DH school
 - O4 promotion deferment could provide favorable FITREP timing during 1DH tour
 - CVN PA Spot Promote to O4 partially offsets pay reduction from delayed O4 promotion (if starting DH School at 8 YCS)
 - O4 promotion deferment resets promotion timeline (promotion year group) and results in a delayed look for CDR Command

***NEW* Flexible DH timing is 5-8 YCS!**

Resignations



- MPM 1920-190, 1920-200
- Submitted **9-12 months** prior to the desired separation date
- Expect separation orders **5-6 months** from approved separation date
- See PERS-451 website for more info: See Reference Page 2
 - Career management → Personnel Conduct & Sep → Officer Resignations
- All resignations/retirements submitted, routed and adjudicated **via NSIPS**
- Detailer has the ultimate responsibility for determining obligated service and dates concerning resignation

Communicate Early with Detailer!

Lateral Transfer



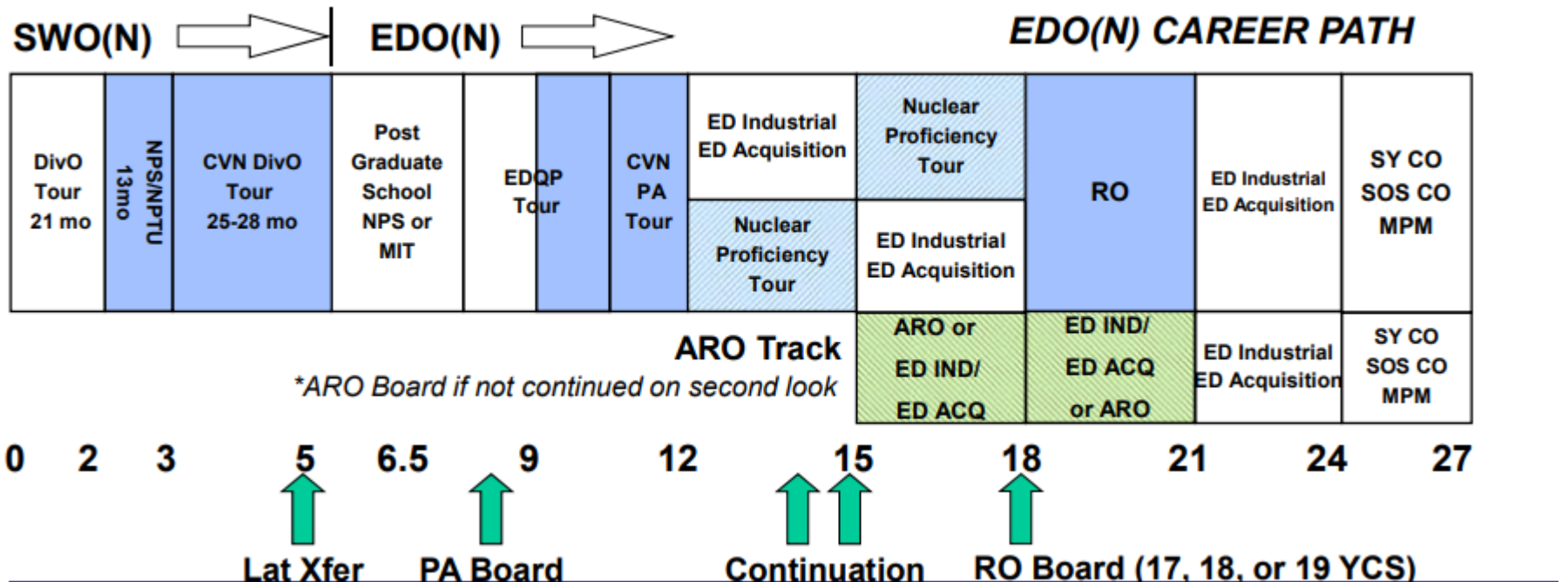
- Managed by **Year Group**
- Examples include: EDO(N), IP, HR, FAO, INTEL, IW, etc.
- EDO(N)
 - Should be pursued during CVN DIVO tour
 - Pursuing EDO(N) after CVN DIVO tour is possible but delays training and milestones required to screen O5
- Case-by-case exceptions for other communities:
 - Following PNEO qualification
 - When YG on track to meet PA requirements
- Board held every February and August
- Must be released by both SWO and SWO(N) community
- May apply for Tailored Community Transition (TCT) for lateral transfer to EDO, FAO, or MSO
 - Requires signing DHRB and serving as a DH and CVN PA
 - Able to keep SWO and Nuke bonuses through DH/PA tours
 - Tailored shore and DH tour and optional to accept lateral transfer or stay SWO(N)!

Balancing Requirements and Desires with Needs of the Navy!

EDO(N) Program Career Path



Goal: Produce officers competitive for selection as Reactor Officer on a CVN in RCOH, Inactivation or New Construction



- PA tour: preferentially detailed to CVN in RCOH / NEWCON / extended avail (DPIA)
- EDO(N)s are eligible for COBO (\$50k / year)
- EDO(N)s alternate between nuclear and non-nuclear tours

PA Screening Board



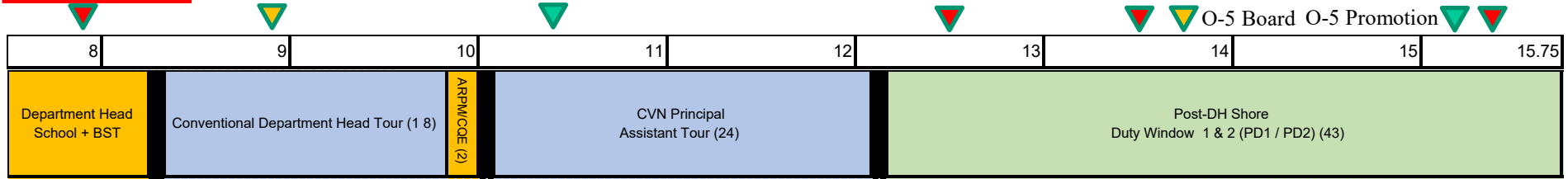
PA Screen Board

O-4 Board

O-4 Promotion

CDR CMD Board (1st Look, 2nd Look)

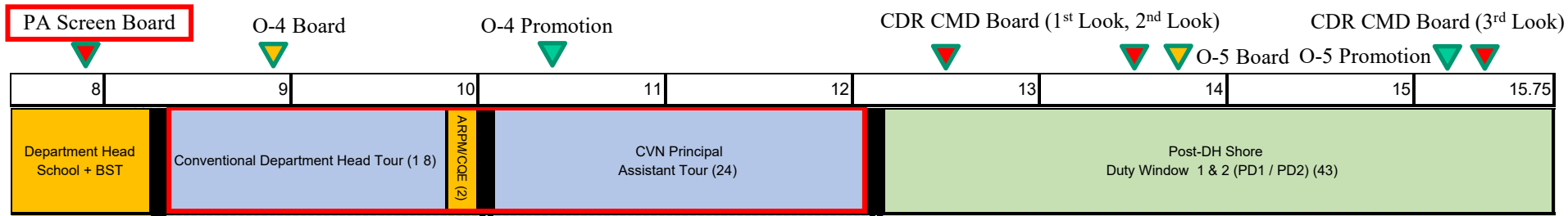
CDR CMD Board (3rd Look)



- Administrative Screening Board held in Millington
- Board occurs in spring **9-20 Months before your 1DH PRD**
- Keys to screening: Sustained superior performance during 1st DIVO tour, CVN DIVO tour, and nuclear shore duty (if applicable)

Improving Readiness through Selectivity!

Department Head/Principal Assistant Tours



1DH Tour: 18 Months

- Options:
 - CSO (LPD/LHA/LHD)
 - 1st LT (LSD)
 - OPS (DDG/LSD)
 - WEPS (CG/DDG)
- Operational Detailing: Limits time in SY

Goals:

- Build topside and tactical experience during 1DH Tour
- Pass Command Assessment before PA Tour
- Build Nuclear experience prior to RO Tour

Performance in these tours is **VITAL** for future selection boards!

CVN PA Tour: 24 Months

- Options:
 - RTA, REA (A4W), MPA, RCA (A1B), and some CRA (all are spot promote)
- Slating timeline: ~7-10 months from 1DH PRD
- Attend ARPM & CQE following 1DH (SWCLA if possible, with timing)

Superior DH Performance Is Your Path to Command!

Command Qualification



- Governing instruction - CNSFINST 1412.7B (MAY 2025) ***NEW INSTRUCTION***
 - CQE Bibliography (12) (Updated Mar 2024): See Reference Page 2 ***NEW LINK***
 - Updated Periodically on MyNavyPortal Website/ Intelink (takes 24 hours to activate)
- Requirements:
 - Minimum shipboard experience & complete Qual Card
 - Earn SWO, TAO, & EOOW qualifications
 - Pass Command Assessment (CA) - (SWOS)
 - Shiphhandling and Tactical Scenarios
 - Examination: RoR, CM, MR, NSS, MW
 - Recommendation from an Afloat CO while serving afloat
 - Surface Warfare Command Leadership Assessment (SWCLA) replaces Command Oral Board (proactive scheduling required)

Best Practices:

- Finish PA tour FULLY Qualified for Command – **Qualifies you for CDR CMD Screening AND unlocks your detailing possibilities.**
- Ensure Qualification Card line items a-f are signed by your 1st DH CO prior to detaching for 1st DH tour
- Build shiphhandling competence and confidence: Spend time in local shiphhandling simulators prior to CA

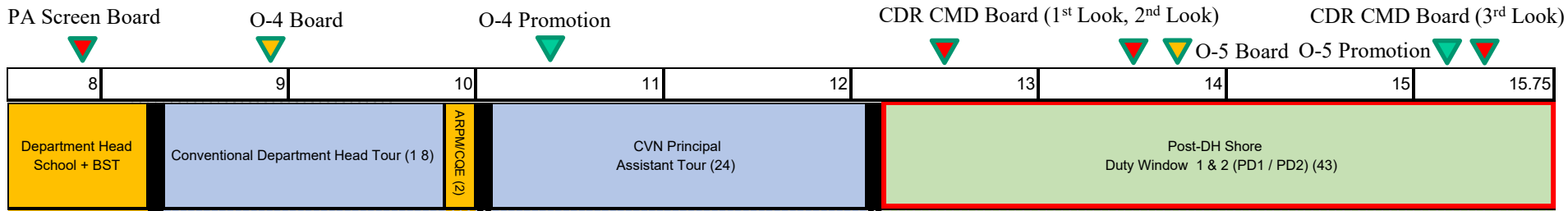
Drive Your Future!

Commander Command Board



- CDR CMD Board timing will be anchored to YCS 12
 - 1st look YCS 12, 2nd look YCS 13, 3rd look YCS 15
- Dec 2025 CDR CMD Board Eligibles
 - 1st look: December following 12 YCS
 - YG13 officers (commissioned between 01 Oct 12 – 30 Sep 13)
 - 2nd look: December following 13 YCS
 - YG12 officers (commissioned between 01 Oct 11 – 30 Sep 12)
 - Remain eligible for CDR Command Afloat, XO Afloat, XO Afloat*, or XO-SM milestones
 - 3rd look: December following 15 YCS
 - YG10 officers (commissioned between 01 Oct 09 – 30 Sep 10)
 - XO Afloat, XO Afloat*, or XO-SM screened officers w/ CMD qual eligibility for CDR Command Afloat or CO-SM milestones
- SWO Acquisition Professional (AP)
 - Apply for AP Candidacy during your CDR CMD Board
 - Up to two SWO(N)s per board may be selected for SWO AP
 - May apply for AP Eligibility during semiannual board

Post-Principal Assistant Shore Tour

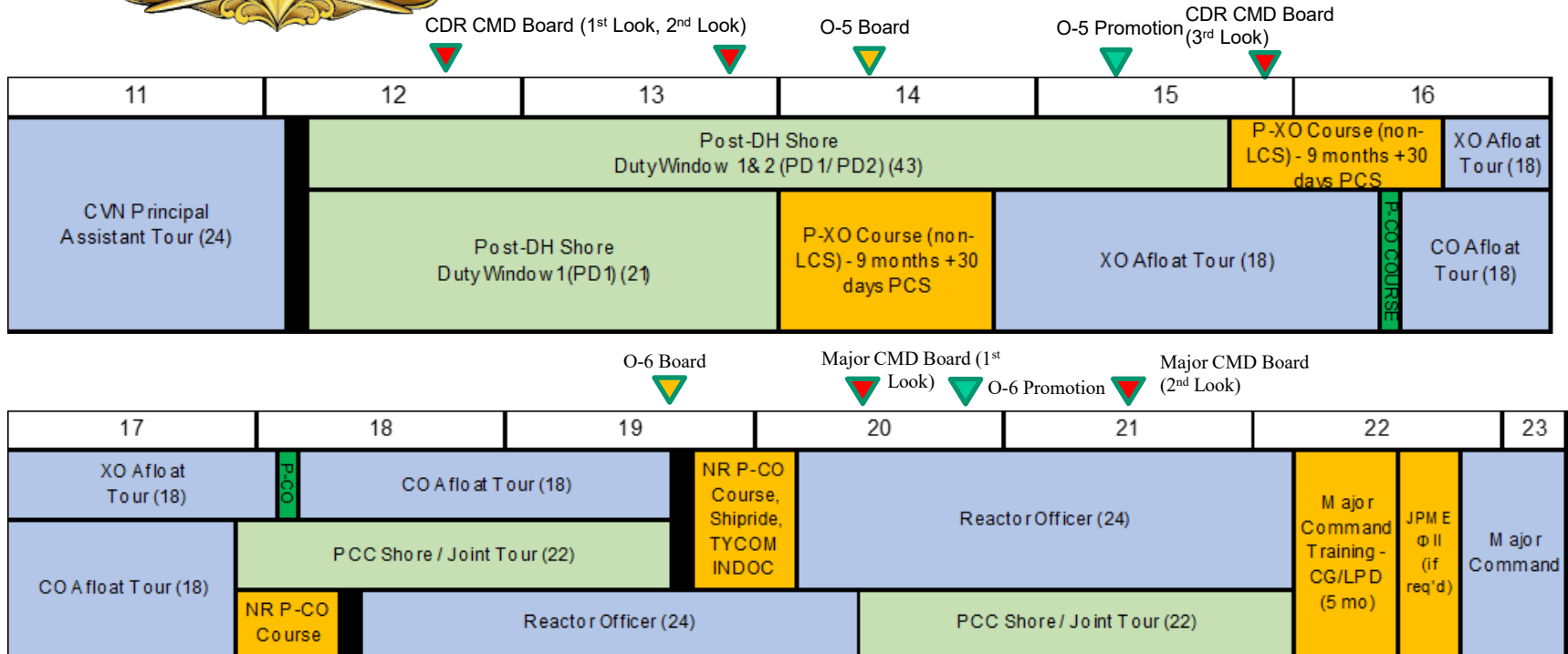


- PD1:
 - **Complete nuclear shore duty, if not yet complete**
 - First two looks for CDR CMD typically occur in PD1
 - Serve in SWO Community/OPNAV Staff Jobs to support CDR Command Screening
- PD2:
 - Complete JPME I, if not complete (a prerequisite for CDR Command)
 - Options determined by milestone-screening status at CDR Command Board
 - If screened CO Afloat – complete joint tour
 - If screened XO Afloat, XO Afloat*, or XO-SM, serve in milestone billet to improve chances of screening CDR Command Afloat or CDR Command-Special Mission

Complete Career Requirements and Broaden Skills!

Career Flexibility:

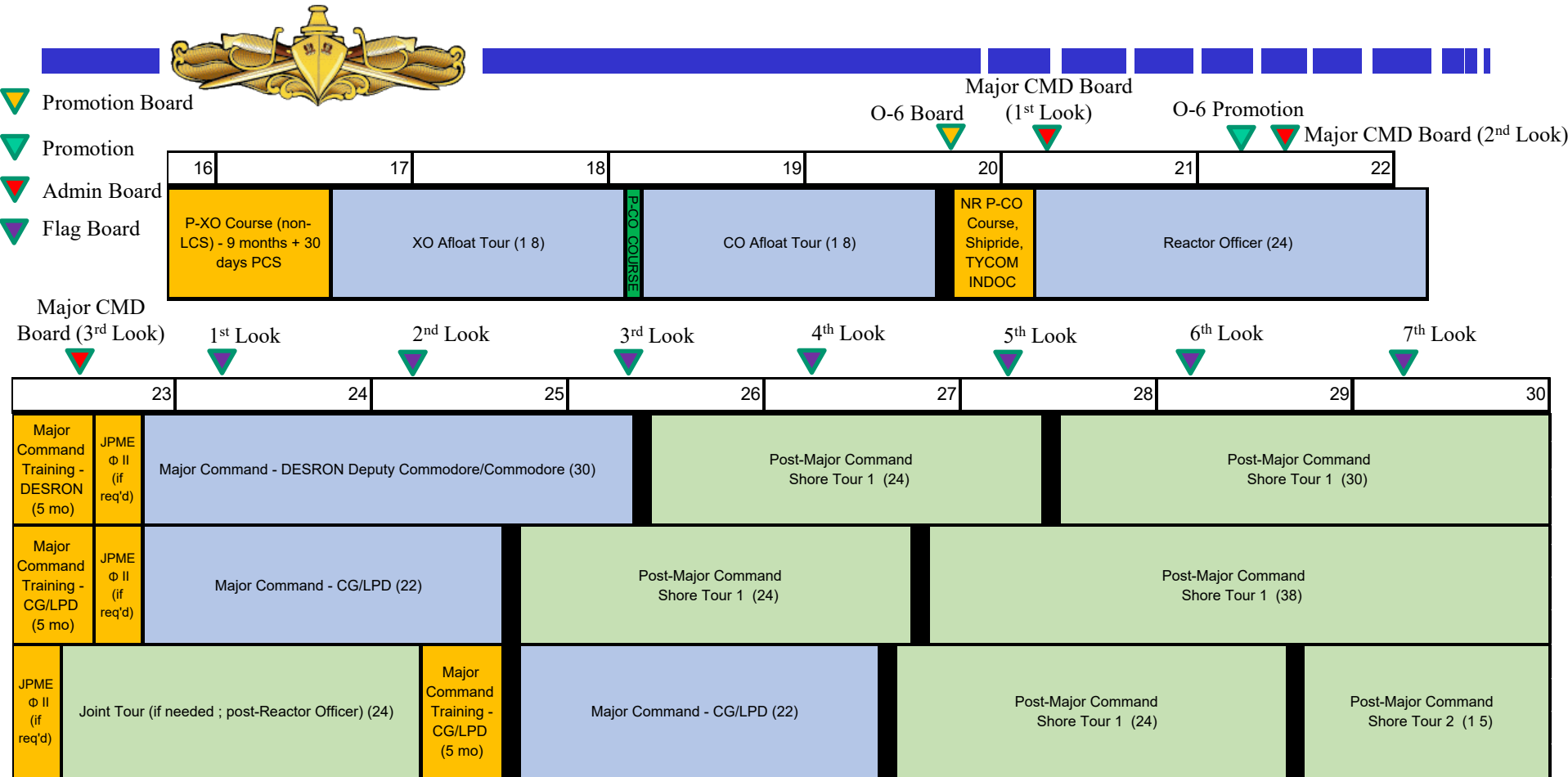
Post PA Shore Tour Timing Options



- **Early CO Tour**
 - Available to officers who select for CDR CMD in first or second look
 - Will delay reporting to XO until promoted to CDR
- **More Options Post Command**
 - Allows for breaks PCC or Post-RO before continuing to Major Command
 - RO inventory projections determine shore tour length - conversation with detailer is key

Continued Flexibility, Remain Competitive!

Post-Command Career Path



- Reactor Officer tour length is 24 months
- XO-SM, XO Afloat, XO Afloat*, and CO-SM screened officers eligible to serve as ARO
- Executing a shore tour pre/post-RO depends on desire for flag viability and RO inventory

SWO Bonuses and NOBIP



- Compensation For Two Skillsets
 - SWO: Warfighting Skills (DHRB/LRB/SORB)
 - NOBIP: Nuclear Talent (AIP/COBO/SEIP)
 - No interlock between SWO & Nuke Contracts

Bonuses: > \$1,676,000 during a 30 year career!

The Surface Warfare Family of Funds

Department Head Retention Bonus (DHRB)



- New DHRB rates are determined by commitment based on years of commissioned service (YCS)
- No longer tied to when officers screen for Department Head
- Must be screened for DH to sign
- Contract must be received **prior** to YCS anniversary to receive respective rate
- Legal restraints to DHRB:
 - Yearly payments cannot exceed \$25k
 - No payments past YCS-10
- Governed by NAVADMIN 149/24: See Reference Page 2

DHRB Payment Scheme						
Contract Received Before		YCS-4	YCS-5	YCS-6	YCS-7	YCS-8
	YCS-4	10K				
	YCS-5	15K	10K			
	YCS-6	25K	25K	20K		
	YCS-7	25K	25K	25K	25K	
	YCS-8	25K	25K	25K	25K	25K
	YCS-9	25K	25K	25K	25K	25K
	YCS-10	25K	25K	25K	25K	25K
	Total	\$150K	\$135K	\$120K	\$100K	\$75K

Up to \$500,000 Total Bonus for 2 DH Tours!

Nuclear Officer Bonus & Incentive Pay

(NOBIP)



- Continuation Bonus (COBO): up to \$60,000 Annually
 - Initial Contracts - \$50k/year
 - Renegotiated / Follow on Contracts - **\$50k/year**
 - Serving/Served Major Commanders to include fleet-up billets - \$60k/year for ≥ 2 year contracts (must obligate beyond Major Command for \$60K rate); 1-Year at \$50k (cannot sign consecutive 1-Year contracts)
- Annual Incentive Pay (AIP): \$12,500 Annually
 - Paid every 30 SEP for the previous fiscal year (\$22K for MC serving/served or O-6 w ≥ 26 YCS)
 - Pro-rated from date of PNEO qual or 5 yr MSR (whichever is later)
- Timing Considerations
 - Minimum contract length is 3 years (1 year for Major Commanders)
 - **Renegotiate** if the rate goes up prior to your final COBO payment
 - **Contact LCDR Das prior to submitting your contracts!**
- NAVADMIN 087/25: See Reference Page 2

Compensation Reflects Value of Your Job!

The Surface Warfare Family of Funds

LCDR Retention Bonus (LRB)



- SWO LRB (up to \$66,000 over 3 payments)
 - Apply between 11 and 12 YCS (may apply early)
 - Must successfully complete 2 DH Tours (exception made if still on PA tour)
 - \$22,000 payment received on 12th, 13th, and 14th YCS anniversary
 - OBLISERVE is through completion of 15 YCS (one year after last payment)
 - COBO dates are either current contract date or commissioning date
 - Can align COBO to commissioning date to match obligation on most occasions
 - NAVADMIN 247/24: See Reference Page 2

**LCDRs: YOU MUST SUBMIT AN APPLICATION
PRIOR TO 12 YCS!!**

\$266,000 Total Bonus for 2 LCDR Shore Tours!

The Surface Warfare Family of Funds

Senior Officer Retention Bonus (SORB)



- SWO SORB (up to \$48,000 over 4 payments)
 - Apply between 18 and 19 YCS (may apply early)
 - Must be permanently appointed O5 serving in or complete with milestone tour (XO/CO Fleet-up, XO-A, XO-A*, XO-SM)
 - \$12,000 payment received on 19th, 20th, 21st, and 22nd YCS anniversary
 - OBLISERVE is through completion of 23 YCS (one year after last payment)
 - COBO dates are either current contract date or commissioning date
 - Can align COBO to commissioning date to match obligation on most occasions
 - NAVADMIN 036/22: See Reference Page 2

**CDRs: YOU MUST SUBMIT AN APPLICATION
PRIOR TO 19 YCS!!**

\$248,000 Total Bonus for RO Tour

SWO(N) Retirement Compensation



- BRS retirement pay as a Commander (O-5) at 20 years yields \$46,675 annually before taxes not including cost-of-living adjustment (COLA)
- Veteran's benefits (VA health care, VGLI, potential disability pay)
- Retirement in mid-40s or able to earn a second retirement if desired
- Does not account for time at USNA or continued service (SORB, O-6 retirement pay, major command COBO)
- Consider the value and flexibility of a guaranteed income after working only 20 years, not an option anywhere in the civilian sector
- <https://militarypay.defense.gov/Calculators/Blended-Retirement-System-Standalone-Calculator/>

Significant Post-Career Compensation!

Your Service Record



- **Qualifications** Detailers can update quals & AQDs (e.g.):
 - OOD (LB2)
 - SWO (LA9)
 - LA5 (DH screened and signed)
 - PPWO/PNEO (KD1/2)
 - CVN EOOW (LC5)
 - TAO (LF6/7)
 - ECO (BS1/BS2)
 - ASWE (BA1/BA2)
 - BMDO (BM1)
- **Picture** – Get it done each time you promote. Required in your record. Update via BOL.
- **Record Management Tools:**
 - Officer Record Management guide: See Reference Page 3
 - “Board Prep” Ready Reference posted on SWO(N) webpage: See Reference Page 3
- **PFA – PRIMS**
- **Awards – NDAWS**
 - Command Award Authority updates (YN/PS)
 - OSR pulls from NDAWS
- **FITREPS – sent to PERS-32**
 - **1 of 1** – resubmit, or email detailer if missing
 - **Competitive** – must be submitted by command
- **My Record**; view your record (OMPF-My Record) and ODC/OSR/PSR via Bupers Online or My Navy Portal – MyRecord

It's YOUR Record, Own It!

Statutory Board Considerations



- Ensure promotion recommendation included in Block 41
- Screening status is not part of record – the FITREP must tell the board what the Community has decided
- Lead FITREP bullets should read:
 - MAJOR COMMAND: **Screened Major Command**
 - CO-Afloat screened officers: **Screened Commander Command Afloat**
 - CO-SM screened officers: **Screened Commander Command**
 - XO-Afloat screened officers: **Screened for Executive Officer Afloat**
 - XO-SM screened officers: **Screened for Executive Officer**
 - DH screened officers: **Screened for Department Head**
 - DH screened officers w/contract: **Screened for Department Head/DH Contract Signed**

Document Success at Sea to Support Promotion!

Key FITREP Points



FITREPS:

Know the reference!
(BUPERSINST 1610.10E)

What's the message:

- Hard break out?
- Soft break out?
- Caught in traffic?
- Boss's RSCA?
- Recommendation?
- Progression?
- Air gap?

Block 41 must tell a clear story – can you lead at the next level?

White space GOOD!

IT IS CRITICAL that your most recent community screening be clearly articulated in block 41 of **every** FITREP until you **actually serve in that milestone billet**.

40. I recommend screening this individual for next Recommendations may be for competitive schools SCP, Dept Head, XO, OIC, CO, Major Command, of two)						CDR COMMAND AFLOAT		4-STAR EA	
41. COMMENTS ON PERFORMANCE: * All 1.0 marks, three 2.0 marks, and 2.0 marks in Block 34 must be specifically substantiated in comments. Comments must be verifiable. Font must be 10 or 12 Pitch (10 or 12 Point) only. Use upper and lower case.									
<p style="text-align: center;">*** #1 OF 7 ROCKSTAR DEPARTMENT HEADS!! *** Soft Breakout</p> <p style="text-align: center;">*** EARNED HIS FULL COMMAND QUALIFICATION! READY TO COMMAND AT SEA TODAY!! ***</p> <p>Continues to demonstrate what it takes to COMMAND AT SEA! He is the perfect combination of professional competence, brilliant leadership, and warfighting/shiphandling prowess.</p> <p>- <u>COMMAND LEADER</u>. Will is THE best definition of multifaceted talent: CSO, SRA Coordinator, SWO, acting XO – no job is too big for him to tackle and excel! Expertly led maintenance effort in Yokosuka to repair our SONAR dome and get us home after an extended deployment.</p> <p>- <u>EXPERT SHIPHANDLER</u>. My best ship handler on board – period. I have full trust in his ability to steer STOCKDALE through the most challenging scenarios. He leads his bridge team with exacting standards while keeping the calm demeanor of a seasoned Captain.</p> <p>- <u>TOP-TIER TACTICIAN</u>. Understands the capabilities of our combat suite and drives his team to maximize our ship's potential. My best TAO and CSTT leader, he's the one I want in the seat at the tip of the spear!</p> <p>*** [REDACTED] EARNED MY FULL CONFIDENCE – GIVE HIM A SHIP AND CONTINUE TO PROMOTE EARLY! ***</p> <p>**ATTN FY26 CDR CMD BOARD: DON'T HESITATE – THIS IS A FIRST-LOOK SELECT! PRESS 100 NOW!**</p>									
Promotion Recommendation	NOB	Significant Problems	Progressing	Promotable	Must Promote	Early Promote	44. Reporting Senior Address		
42. INDIVIDUAL						X	Hard Breakout		
43.			0	1	1	1			
43. Signature of Reporting Senior						46. Signature of Individual evaluated. "I have seen this report, been apprised of my performance, and understand my right to submit a statement."			
Date:						I intend to submit a statement. <input type="checkbox"/> I do not intend to submit a statement. <input type="checkbox"/>			
Member Trait Average: 5.00						Summary Group Average: 4.86			
Date:						Date:			

Compare to Boss RSCA

Career Tools



- SWO(N) Newsletter
- SWO(N) Grams (stay in the loop on shore duty – send us your e-mail address)
- SWO(N) Instagram
- SWO(N) Facebook Mentorship Network Page
- SWO(N) Webpage on MyNavyHR
- FITREP Rules of Road

- www.mynavyhr.navy.mil
- **PERS41_SWO_NUC_WARRIORS (PERS41_SWO(N)_WARRIORS)**
- **SWO(N) Facebook Mentorship Network Group: Search “SWO(N) Mentorship Network” on Facebook or see Reference Page 3**
- www.facebook.com/PERS41
- **Call Customer Service: (833) 330-MNCC**

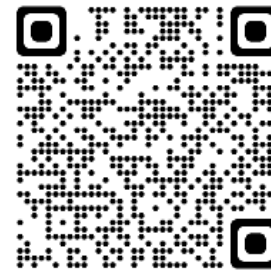
Stay Engaged in SWO(N) Community!

Career Path Education Initiatives



- PERS-41 YouTube Videos:
 1. 1DV to 2DV Slating
 2. Career Path Overview
 3. 2DV to Shore Slating
 4. Talent Management Board
 5. 1DH Slating
 6. O-4 Statutory Board
 7. 2DH Slating
 8. Reconciliation Process
 9. DH Board
 10. Commander Command Board
 11. Major Command Board
 12. Debrief Best Practices
 13. Detailer Handoff from ENS to CAPT
- Quarterly Facebook Live Sessions
- Career Path Planning Tool available on MyNavyHR
- Eight hours of record management and board process curriculum added to the P-XO and P-DH SWSC curriculums taught by PERS-41 personnel

PERS-41
YouTube



PERS-41
Facebook



Empowering your career ownership and improving process transparency!

Points of Contact



PERS 41N/424

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PERS 412N

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PERS 424A

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OPNAV N133C2

LCDR Brian Danley

SWO(N) Program Manager

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PERS 412O

LT Matt Ponzi

SWO(N) 1st Tour Divo and New Accessions Detailer

Matthew.j.ponzi.mil@us.navy.mil

NSIPS & NFAAS – Keep your contact information up to date please!

Takeaways



- Competitive slating + personalized executive detailing
 - Detailing Team is your career support staff!
- Rewarding and community valued work/jobs
- Strong financial compensation for challenging and demanding work
- Nuclear shore duty early adds flexibility later
- Diligently maintain YOUR record
- NEVER HESITATE TO CONTACT US!!!

Know Your Career Path! We are here to Help!



Questions?





Career Flexibility - Promotion Deferment:

- Promotion Deferment NAVADMIN (132/22):

<https://www.mynavyhr.navy.mil/Portals/55/Messages/NAVADMIN/NAV2022/NAV22132.txt?ver=xeRgJEMk4XzzhaQ-o28fPw%3d%3d> Active Duty Officer

- Promotion Boards webpage:

<https://www.mynavyhr.navy.mil/Career-Management/Boards/Active-Duty-Officer/>

- Promotion Board Deferment Guidance:

[https://www.mynavyhr.navy.mil/Portals/55/Boards/Active%20Duty%20Officer/documents/PSB_Deferment_\(Opt-Out\)_Policy_Implementation_Procedural_Guidance-Final_\(27_Sep_2019\).pdf](https://www.mynavyhr.navy.mil/Portals/55/Boards/Active%20Duty%20Officer/documents/PSB_Deferment_(Opt-Out)_Policy_Implementation_Procedural_Guidance-Final_(27_Sep_2019).pdf)

Career Flexibility - Career Intermission Program:

- OPNAVINST 1330.2C (Navy CIP Guidelines):

<https://www.secnv.navy.mil/doni/Directives/01000%20Military%20Personnel%20Support/01-300%20Assignment%20and%20Distribution%20Services/1330.2C.pdf>

References and Links

Page 2



Resignations – PERS 451 Website for Resignations

<https://www.mynavyhr.navy.mil/Career-Management/Personnel-Conduct-Sep/Officer-Resignations/>

Command Qualification – ****NEW LINK**** CQE Bibliography 12 (Note: Works best on Google Chrome – needs 24 hours to update)

<https://inteldocs.intelink.gov/folders/list/8f7ed25b-c616-4ebe-a353-279cbeaae608>

NOBIP – NAVADMIN 087/25

<https://www.mynavyhr.navy.mil/Portals/55/Messages/NAVADMIN/NAV2025/NAV25087.pdf?ver=z8aSMUSX-l8jidaPBwXFpQ%3d%3d>

SWO DHRB – NAVADMIN 149/24

https://www.mynavyhr.navy.mil/Portals/55/Messages/NAVADMIN/NAV2024/NAV24149.txt?ver=bV_qTOGYMNJPh39UfxJ-fw%3d%3d

SWO LRB – NAVADMIN 247/24

<https://www.mynavyhr.navy.mil/Portals/55/Messages/NAVADMIN/NAV2024/NAV24247.txt?ver=COQweppAv7lrJG7li6YHpw%3d%3d>

SWO SORB – NAVADMIN 026/25

<https://www.mynavyhr.navy.mil/Portals/55/Messages/NAVADMIN/NAV2025/NAV25026.txt?ver=yMfuONC82kOiqZeVfvt7hA%3d%3d>



Your Service Record

- Officer Record Management guide

https://www.mynavyhr.navy.mil/Portals/55/Career/Detailing/Officer/StaffCorps/Supply/Officer%20Record_Management_Brief.pdf?ver=RfJDbeqq90N_7VUBp2iqxA%3D%3D

- “Board Prep” Ready Reference posted on SWO(N) webpage

https://www.mynavyhr.navy.mil/Portals/55/Career/Detailing/Officer/StaffCorps/Supply/Officer%20Record_Management_Brief.pdf?ver=RfJDbeqq90N_7VUBp2iqxA%3D%3D

Career Tools

- MyNavyHR SWO(N) Webpage:

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

- SWO(N) Facebook Mentorship Network Group:

<https://www.facebook.com/groups/1890240891100295/>