

Surface Warfare Officer Community Brief

31 Aug 2026

CAPT Ed Angelinas

Director, PERS-41





The Detailing Triangle

Performance Creates Opportunity!

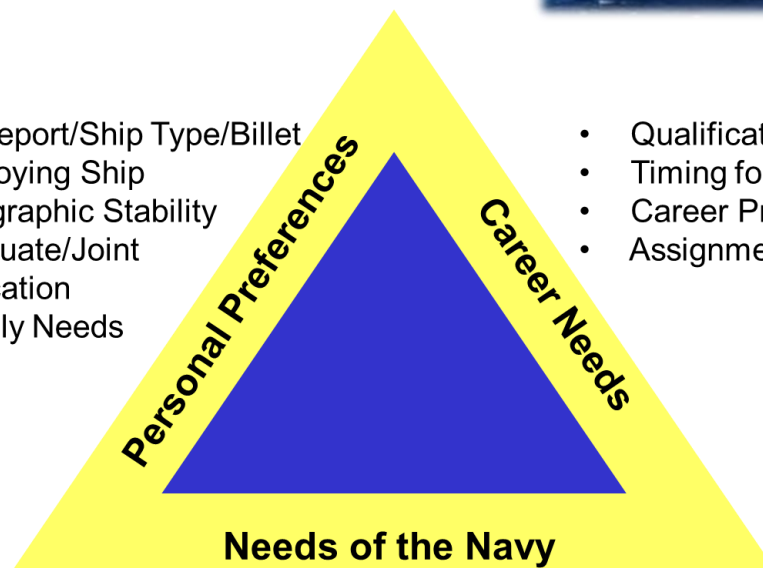
How We Assign Talent-to-Task:

- Balance of fleet needs, officer needs, and career timing
- Billet availability, qualifications, screening windows
- Interests vs. requirements vs. long-term competitiveness



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

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





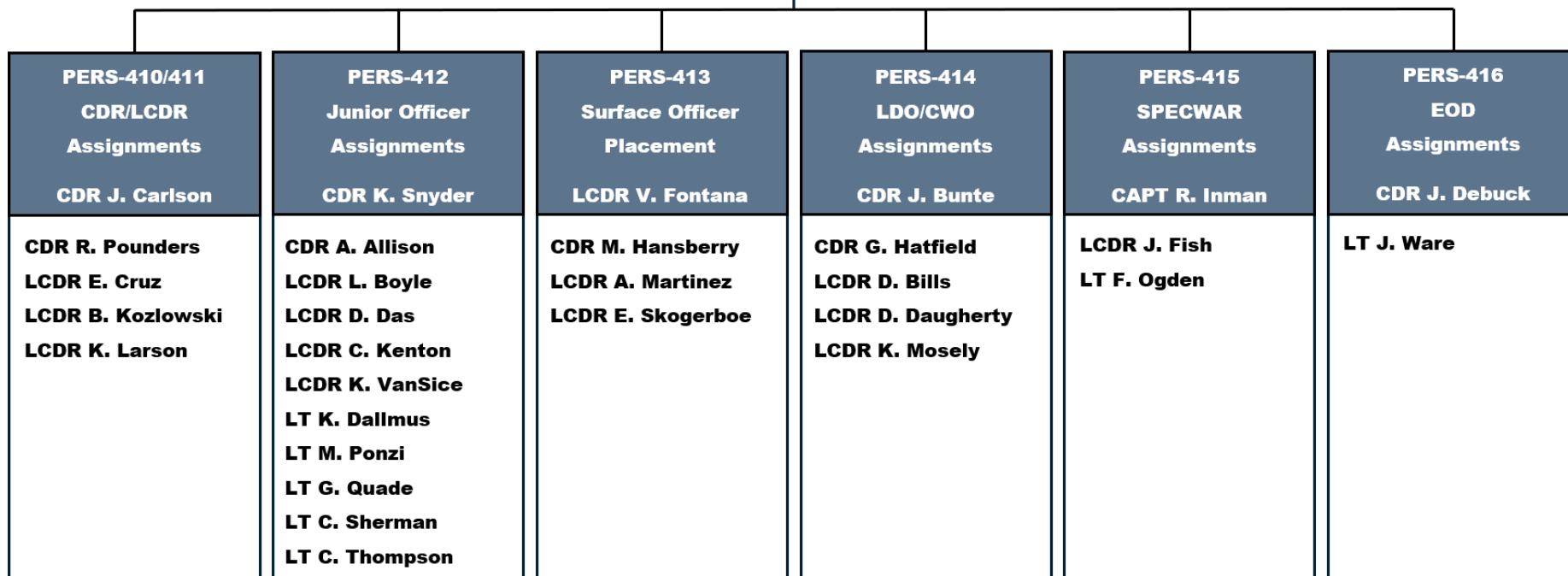
Your Career Management Team

External Support

SWO(N) Detailer	CAPT J. Smith
SWO(N) OCM	LCDR A. Michelli
SWO TAR Branch Head	LCDR A. Joseph
SWO TAR Detailer	LCDR A. Joseph
SWO OCM	CDR L. Johnson
DC Placement	CDR N. Maruca

PERS-41 Front Office "The Bridge"

Director	CAPT E. Angelinas
Dep. Dir & O6 Detailer	CAPT K. Tester
Asst. O6 Detailer	LCDR R. Van Winter
Asst. PERS-41	LCDR G. Rosado
Chief Data Scientist	LCDR N. Bonsall





Career Progression & Milestones

																														
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29		
DIVO						Post DIVO		DH		Post DH				XO/CO/COSM				Post CDR CMD/XO				MAJOR			Post Major CMD					
			1st Look DH	2nd Look DH	3rd Look DH						1st Look CDR CMD	2nd Look CDR CMD			3rd Look CDR CMD					1st Look MAJ CMD	2nd Look MAJ CMD	3rd Look MAJ CMD								

Junior Officers

- Division Officer Sequencing Plans
- Warfare Tactics Instructor (WTI)
- Advanced Engineering Instructor (AEI)
- Unmanned Systems (UxS) Division CO
- Talent-to-Task Programs
- Tailored Career Transition (TCT)
- Department Head (DH) look at YCS-3, 4, 5
- Bonus: Up to \$150K DHRB

Department Heads

- T-EPF or MCM Early Command
- Command Assessment
- Surface Warfare Command Leadership Assessment (SWCLA)

Post-DH / CDR Command

- Warfare Tactics Instructor (WTI)
- Advanced Engineering Instructor (AEI)
- Graduate Education
- TYCOM, CNSG, PERS-41, OPNAV, SMWDC, SWSC
- Joint Tour
- CDR Command look at YCS-12, 13, 15
- Bonus: \$66K LRB

Senior Officers

- Major Command first look at O-5 PYG + 5
- 1st Look for Flag Officer at O-6 PYG + 2
- Joint
- Bonus: \$48K SORB



Junior Officers



Junior Officers

Rewarding opportunities towards OWNING YOUR CAREER!

- **DOSP Options**

- 18/24

- Qualify within 15 months of checking onboard, start 2DV early!
 - 100 OOD hours

- 24/18

- Qualify within 18 months of checking onboard
 - 100 OOD hours

- 27/18

- Qualify within 21 months of checking onboard
 - 100 OOD hours

- Single longer tour

- No 2DV/Not a Fleet-Up
 - 600 OOD hours (~3-month patrol) / SWO / EOOW / DHRB (once screened DH)
 - CMD will send you TDY to ADOC/OOD PH2
 - **YOU MUST COMPLETE ALL REQUIREMENTS BEFORE TRANSFER**





Junior Officers

WTI & Grad Ed, Community Tours, DH Early Rollers

TRADITIONAL											CAREER PLANNING FLEXIBILITY										
0	0.5	1	1.5	2	2.5	3	3.5	4	4.5	5	5.5	6	6.5	7	7.5	8	8.5	9	9.5		
BDOC OOD PH I BST		1st DIVO Tour					ADOC OOD PH II BST		2nd DIVO Tour			SHORE TOUR (WTI / GRAD ED / Talent Management / Community)					DHC		DH		
						1ST DH LOOK			2ND DH LOOK			3RD DH LOOK									

Coming soon – Building UNMANNED experience!

- Manned-unmanned teaming is a future requirement for fleet operations
- Integration of hybrid experience tours with traditional career path is a viable pathway to develop manned-unmanned teaming experience



Junior Officers

- **Tailored Career Transition (TCT) EDO/FAO/MSO:**
 - If accepted, Junior Officers will:
 - Be pre-selected into the EDO/MSO/FAO communities
 - Have tailored shore duties and training geared toward their future community
 - Automatically lateral transfer upon completion of two DH tours; **can stay SWO if desired!!**
- **1DV ➔ 2DV**
 - Traditional Fleet-up still available
 - Select DESRON/PHIBRON available to 2DVs
 - UPDATE to Mean Lower Low Water (MLLW) – 100 OOD hours required to transfer
 - Change is implemented JAN 26
- **DH Screening Board annually in April (FY-28 Board – April 2027!)**
 - First Look: YG 2024, Second Look: YG 2023, Third Look: YG 2022
 - DHRB payment is not tied to specific looks! FY-28 Engagements will begin JAN 27
- **Early Department Head Tour Flexibility**
 - East Coast / West Coast guarantee prior to YCS 6! Homeport guarantee at or before YCS 5!
 - This gives the most flexibility for family planning and frontloading DH tours



Unmanned Career Path

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25
DIVO Tours				DIVO Shore			DH Tours				Post-DH Tours				CDR CMD			PCC			MAJCOM		PMC	
UxS Tour	CRUDES / AMPHIB / LCS			WTI			CRUDES / AMPHIB / LCS		CRUDES / AMPHIB / LCS		UxS Shore				CRUDES / AMPHIB / LCS			UxSRON CMD			UxS Grp / TF 59		OPNAV	
				Grad Ed / SNWTI							WTI / AEI							OPNAV			Afloat CO / DESRON / PHIBRON		FLT Staff	
				UxS Shore / Early Command							Grad Ed							FLT Staff / TYCOM					TYCOM	

Unmanned Surface Systems Specialist (AQD KB1)

- Manned-unmanned teaming is a future requirement for fleet operations
- Robotics majors and officers with unmanned expertise provide talent to the SWO community
- Pace and scale of UxS task force growth based on a 40% hybrid Fleet (Project 33) and Replicator, require immediate action to develop SWO hybrid experience at all levels
- Integration of hybrid experience tours with traditional career path is a viable pathway to develop manned-unmanned teaming experience
- As the fleet evolves, the unmanned domain will become a SWO competency





Talent-to-Task Early Commit

Reinventing Talent Management – More Opportunities, Recurring Basis!

CONCURRENT WITH SHORE SLATES – ACCEPTANCE REQUIRES DHRB

- **TEC At A Glance – Give Me The Details!**
 - **Who does this apply to?**
 - DHRB signers and Officers considering signing DHRB
 - **When does TEC take place?**
 - On EVERY SHORE SLATE!
 - **Is every program on every TEC?**
 - Not every program – there will be different opportunities on every shore slate, but some will be recurrent!
- **How Does TEC Work?**
 - **LOOK!** - Review the slate and identify desired billets
 - **SUBMIT!** - Send your TEC inputs to your JO Detailer prior to the prescribed deadline
 - **SELECTION!** - PERS-412 Team matches Talent to Task for all TEC Applicants
 - **DECIDE!** - Once offered, you have 3 days to accept – no penalty for declining!





Talent Management Programs

Investing in Warrior Scholars!!

- Leadership Education and Development (LEAD)
- Tours with Industry (TWI)
- Warfighter Education and Professional Studies - Part Time (WEPS-PT)
- Warfighter Education and Professional Studies – Full Time (WEPS-FT)
- Purdue Univ. Military Research Initiative (PMRI)
- Graduate Education & Teaching Program (GET)
- Olmsted Scholar
- USMC Expeditionary Warfare School (EWS)
- Professional Exchange Program (PEP)
- Naval Reserve Officer Training Corps (NROTC)
- Naval Postgraduate School (NPS)
- Massachusetts Institute for Technology - Woods Hole Institute (MIT-WHOI)
- Georgia Tech Research Institute (GTRI)





Community Bonus Opportunities

Department Head Retention Bonus – up to \$150K

- New DHRB rates are determined by commitment based on years of commissioned service (YCS)
- Must be screened for DH to sign
- Contract must be received **prior** to YCS anniversary to receive respective rate
- Must sign before or at YCS-4 to receive full \$150K payment scheme
(YCS-4+1 day will pay out as YCS-5 \$135K)

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



Advanced Engineering Instructor (AEI)

SWSC will produce 45 AEIs per year (1x AEI per ship by 2033)

Program Entry



- **Applicants:** SWO, LDO/Warrant, and Engineering Senior Enlisted.
- **Red Chip:** CO Red Chips Applicant into program.
- **Application:** Applicant submits to AEI Board.
- **Board Convenings:** 3 Per Year (Feb, Jun, and Sep).

Course of Instruction



- **Duration:** 66 Days
- **Convenings:** 3 Per Year (March, July, Oct). Awards AQD/NEC.
- **Common Core:** 6 Week focus on Avail Structure, Planning, Engineering Mgmt, QA, and JFMM.
- **Specialty:** 4 Week focus on Propulsion Specific Training, LOA, DCMA, DC-I, CS-LOA.

Impact to Fleet



- **Sustainability:** An AEI with AQD/NEC Onboard: Ensures timely maintenance and addresses high failure items, improving overall engineering material readiness and sustainability.
- **Production Tours:** SWSC, SURFGRUs, EAA/EAP Project Officers and TYCOMs.

Measuring Success



- **Short Term:** Increase first-pass LOA and DCI rates.
- **Long Term:** Reduced yard period delays; ships return on or ahead of schedule, resulting in more FMR/CSR ships.

The AEI Program Fosters Maintenance Excellence, Enhancing Fleet Knowledge and Delivers Combat-Ready Ships Early or On Time.



WTI Eligibility / How to Apply

- **Basic Eligibility Criteria**
 - SWO qualified or Surface LDO / CWO (6180/6110/6120 or 7181/7111/7121 designators)
- **Submit your application with enclosures prior to slating for your next tour**
 - Applications due second Friday of odd numbered months
 - Presented to a board of qualified WTIs with each patch type represented
 - Results approved by SMWDC Commander
- **WTI candidate selected by Ship's CO (Red Chip)**
 - 1 per calendar year, per CO
 - No application required, may select any WTI pipeline
 - Only for SWO division officers
 - **POC: swo_wti@navy.mil**





SMWDC WTI Opportunities

ALL COIs ARE 16 WEEKS, INCLUDING 14 WEEKS OF PATCH SPECIFIC CURRICULUM EVERY WTI CANDIDATE STARTS WITH 1 WEEK OF INSTRUCTOR SKILLS TRAINING AND CONCLUDES WITH 1 WEEK OF CAPSTONE



ASW/SUW

- 14 Week Curriculum – KW1 AQD
 - 14 weeks in San Diego, CA



IAMD

- 14 Week Curriculum – KW2 AQD
 - 3 weeks in Dahlgren, VA
 - 1 week in Fallon, NV



AMW

- 14 Week Curriculum – KW3 AQD
 - 1 Week in Camp Pendleton, CA
 - 1 Week in Wallop's Island, VA



MIW

- 14 Week Curriculum – KW4 AQD
 - 14 weeks in San Diego, CA
 - Supplemental training in Belgium tied to Billet Specialty Training required for the WTI Production Tour



NAWDC MISR WTI

Goal: By FY27 MISR WTI on EVERY AFLOAT STAFF!

- **Maritime Intelligence, Surveillance and Reconnaissance (MISR) Weapons Tactics Instructor (WTI)**
 - Employed in the fires cell tactical and operational levels
 - Taught by Naval Aviation Warfighting Development Center (NAWDC)
 - Billets for 1110s (this is your production tour)
 - Maritime Operational Centers (LCDR/LT)
 - Carrier Strike Groups (LCDR/LT)
- **Application**
 - Due 90 days before convening
 - Two convenings a year, in FEB and JUL (length: 4 months)
 - PRE-REQ: TOP SECRET Clearance
 - No DHRB required
- **POC: MISRWSStaff@navy.mil**





Early Command



Early Command

T-EPF Opportunities

Rotational crews; 8 FDNF units

- **Crew of 11x USN (6 Officer/5 Enlisted)**
 - O-4 CO, O-3 XO
 - 6x O-2/O-3 OODs; O-3 1820
 - NAV / AOPS / DCA / ORDO
 - 1x BMC, 1x BM1, 2x BM2, IT1/ET1
- **Crew of 15 Civilian Mariners (CIVMAR)**
 - CIVMAR OIC
 - Senior CIVMAR is Chief Engineer
 - 4 months on-hull / off-hull rotation
- **T-EPF Tour Lengths**
 - CO - - 24 Months
 - XO - - 24 Months (Post 2DV)
 - OOD - - 24 Months (Post 1DV)

LT Opportunities

- **Unmanned UxS Division CO**
 - One 18-month tour
 - Billets available in Port Hueneme, San Diego, and Bahrain
 - DHRB encouraged, not required

LCDR Opportunities

- **MCM Early Command**
 - XO/CO fleet up tours (~15 months / tour)
 - Billets only available in Sasebo

**** SWCLA is not required to apply to Early Command!**





Department Heads



Department Heads

- **PEO Prior to DHC**
 - All non-EOOW qualified Officers will attend PEO before the start of DHC (arrival to SWSC approx. 2 months prior)
- **WTI DH Distribution**
 - Every ship and afloat staff to have a patched WTI DH onboard
 - Prioritizing patch to platform
 - CNSF message (DTG 142215Z APR25), titled “Sourcing WTI DHs”





Department Heads

DH PERFORMANCE AT SEA = O5 MILESTONE SCREENING

- **2DH Slating**
 - Pack Designations vice standard slating equation
 - Career needs of detailing triangle extends to support milestone screening
- **PTO Removal from Non-AMDC Ships**
 - Only LPDs (with LDO CHENG) and AMDC designated ships will be receive a PTO billet
- **Command Assessment**
 - PERS-41 schedules 1st CA attempts between 1DH / 2DH; for SLT it is at your convenience
 - Mandatory two-week study time at SWSC for all 1st attempts
 - 2nd CA attempts are coordinated through SWSC
 - SWCLA is scheduled through TYCOMs
 - Officers must be a sitting DH for one year, attain EOOW/TAO, and be nominated in writing by Commanding Officer IAW Enclosure (1) of CNSFINST 1214.1 prior to scheduling SWCLA convening
 - Upon completion of SWCLA the Navy-wide Command Qualification (2D1) AQD is awarded
 - Upon completion of CA and SWCLA the SWO-specific Command Qualification (LN7) AQD is awarded



Post-Department Head / XO Afloat / CDR Command



Post-DH / CDR CMD Milestones

- **PD 1**
 - Goal is to ensure your record is as competitive as possible to screen for O5 milestone
 - Detailing Triangle: your preferences / your record / fleet requirements
 - Potential billets: Afloat Staffs / Community (TYCOM, OPNAV, SMWDC, PERS, SWSC, etc.)
- **PD 2**
 - Timing-dependent upon O5 milestone screening status
 - Potential billets: Community / War College / Joint
- **O-5 Milestone Screening: 1st Look for CDR CMD at YCS 12**
 - 1st look: Only eligible for CO Afloat (SWCLA completion required)
 - 2nd look: Eligible for CO Afloat / XO Afloat / XO Afloat* / XO-SM
 - 3rd look: Eligible for CO Afloat / CO-SM
 - Next CDR CMD Board: **December 2026!**
- **Lieutenant Commander Retention Bonus (LRB) – \$66K**
 - Eligible to apply between YCS11-12
 - Obligation to YCS15





Post-Commander Command

- **PCC Slating**

- Goal is to align talent to task for Major Command Screening

- **Senior Officer Retention Bonus (SORB) – \$48K**

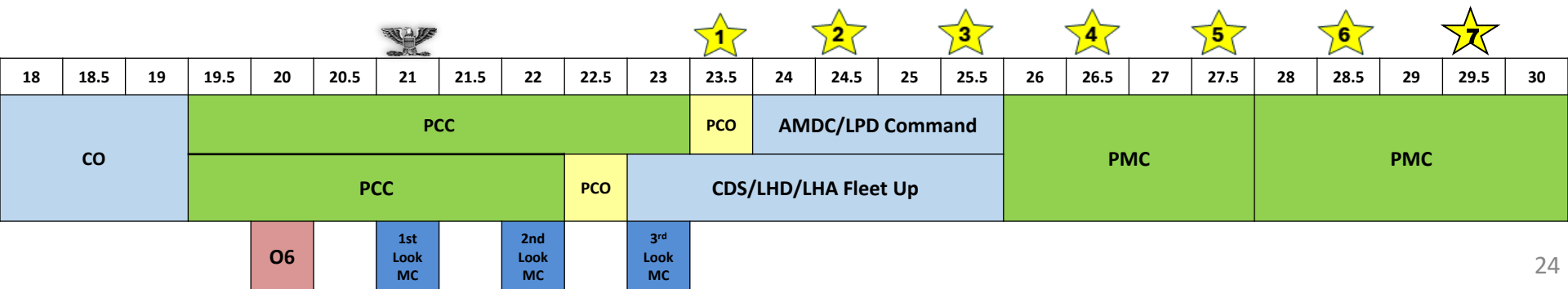
- Eligible to apply between YCS 18-19
- Must be permanently appointed O-5 serving in or complete with milestone tour (XO / CO Fleet-up, XO-A, XO-A*, XO-SM)
- Obligation to YCS 23

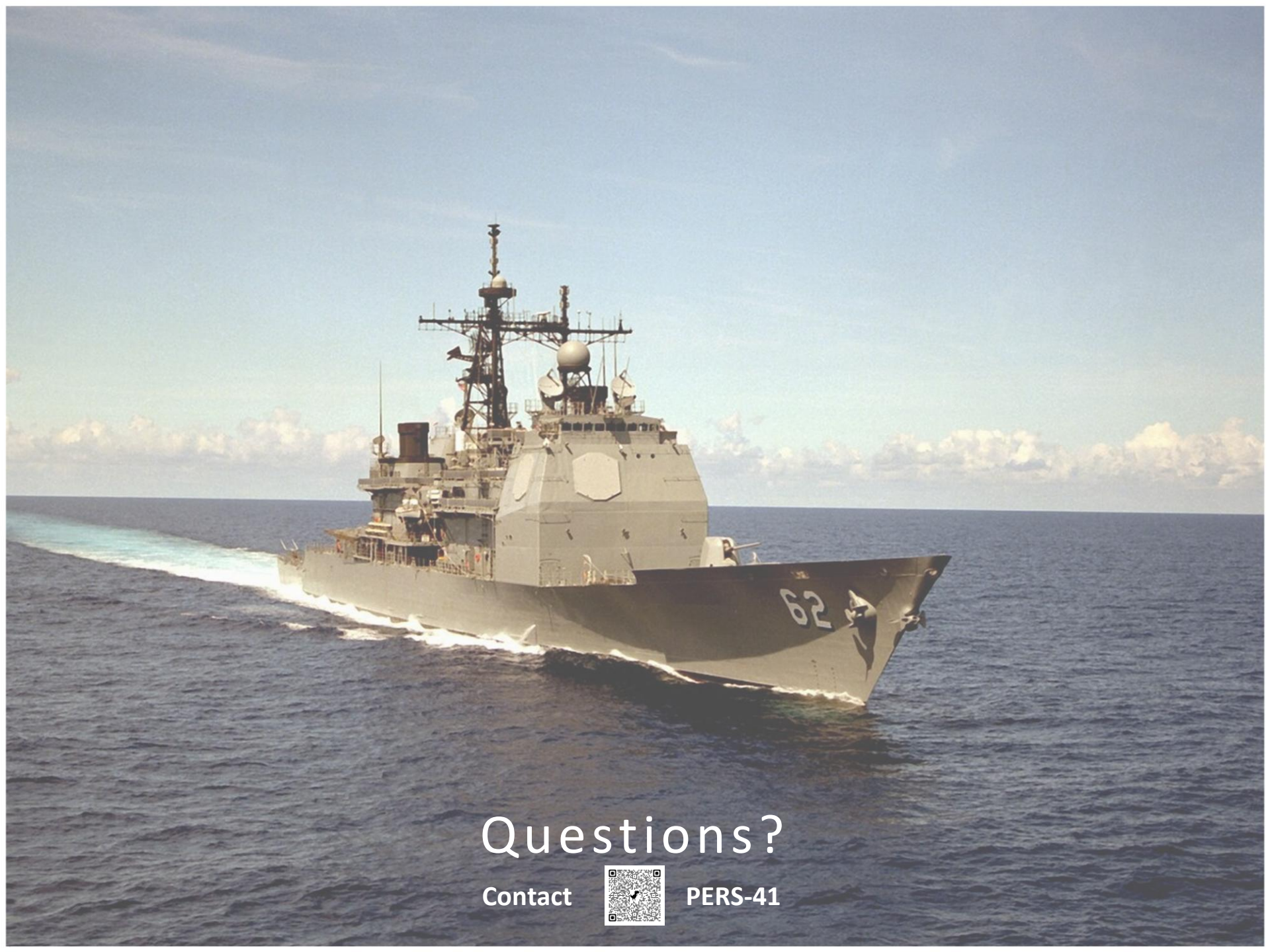
- **O-6 Timing**

- Nominal in-zone look O-6 will occur 5 years after promotion to O-5 (PYG +5)
 - Zone sizes change yearly; to determine eligibility, review the Zone Forecast Message released each December

- **Major Command Screening**

- First look for Major Command is 5 years after promotion to O-5 (PYG +5)
 - Eg, PYG 21 O-5 first look for Major Command in **November 2026**





Questions?

Contact



PERS-41