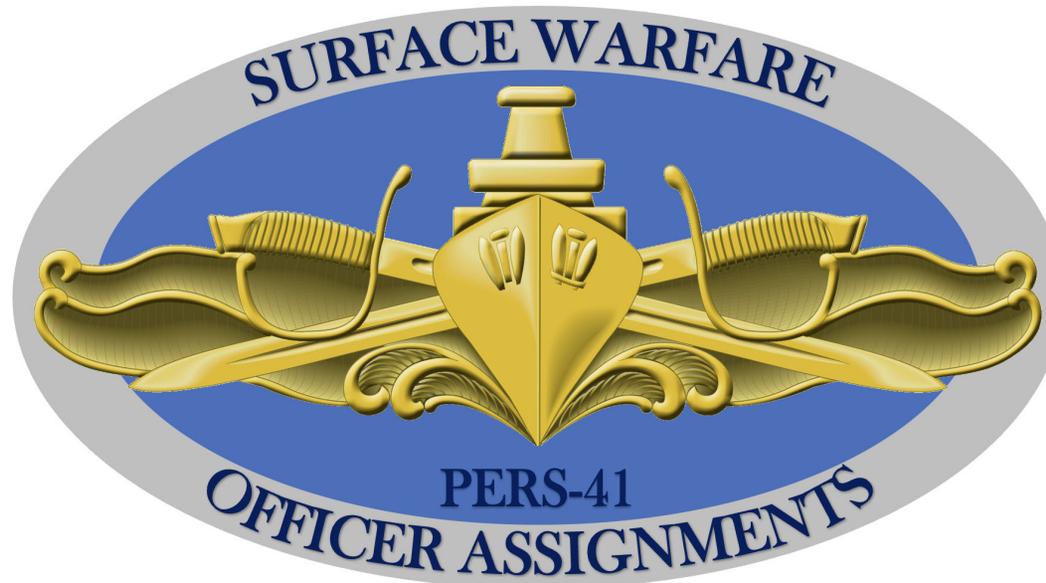




Surface Warfare Officer Community Brief



CAPT Rob Francis
Director



A SWO is a...

LEADER



MARINER



TACTICIAN



**PROBLEM
SOLVER**



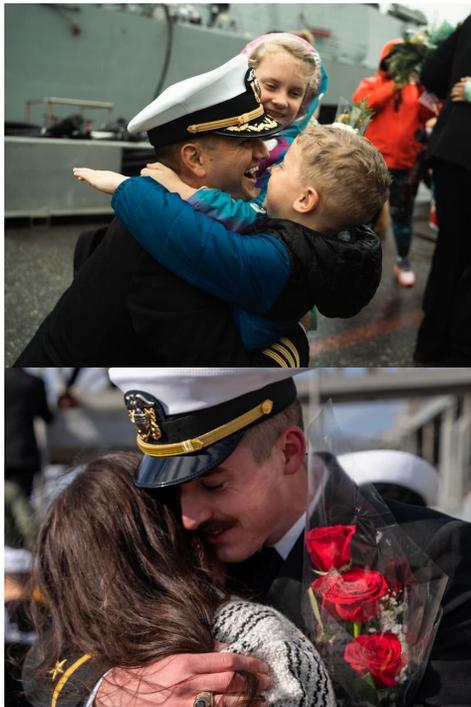


PERS-41 Mission

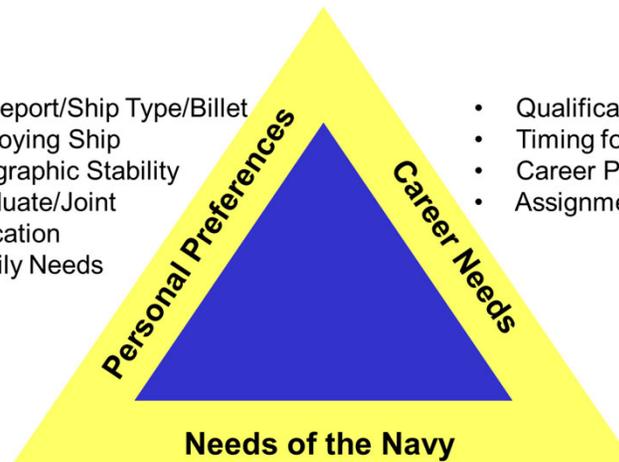
SUPPORT OPERATORS AT SEA

The SWO Community is manned by a cadre of highly motivated, well-educated, tactically and technically proficient, and creative leaders who are intent on pursuing opportunities of increasing responsibility, leading to command afloat and ashore.

DETAILING TRIANGLE



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



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



- Billet Availability
- Navy Priority Jobs
- Overseas Duty
- Sea/Shore Duty
- GSA/IA Requirements
- WTI/Training Commands



JUNIOR OFFICERS



Junior Officers

Rewarding opportunities towards **OWNING YOUR CAREER!**

- **DOSP OPTIONS**

- 24/18
 - Qualify within 18mo/checking onboard
 - 100 OOD hours
- 27/18
 - Qualify within 21mo/checking onboard
 - 160 OOD hours

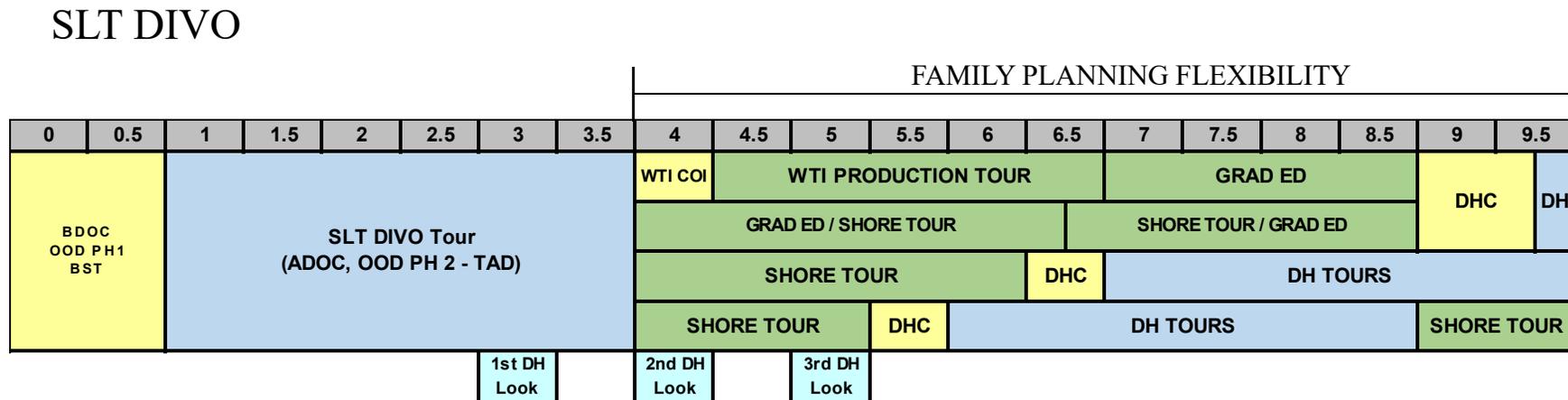
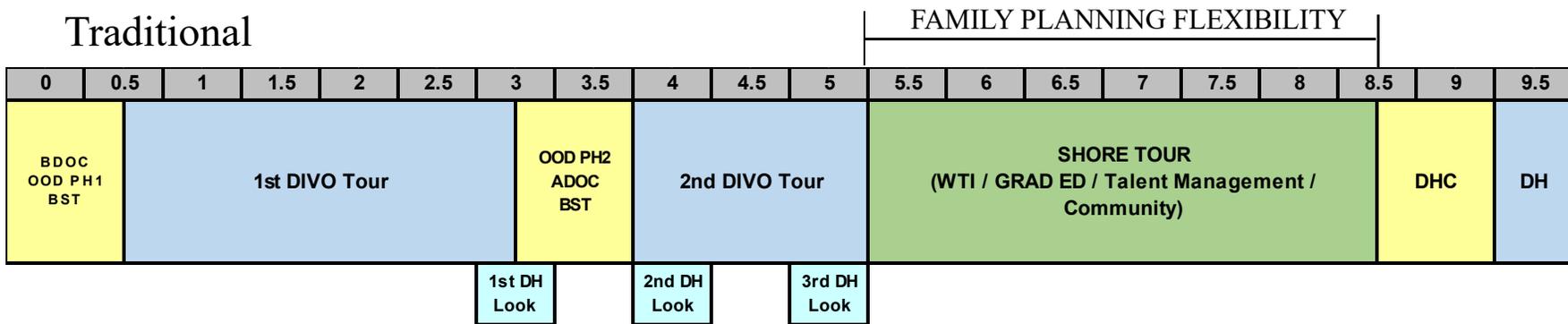
- **Single Longer Tour (SLT)**

- 36mo 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 TAD to ADOC/OOD PH2
- **YOU WILL NOT ROTATE TO SHORE WITHOUT EOOW/600 HOURS**



Junior Officers

SLT = HUGE Investment Opportunity WTI & Grad Ed, Community Tours, DH Early Rollers





Junior Officers

- **Tailored Career Transition (TCT) EDO/FAO/MSO:**
 - Allows JOs to be pre-selected into the EDO/MSO/FAO communities!
 - If accepted Junior Officers will:
 - Have tailored Shore duties and training geared toward their future community
 - Automatically lateral transfer upon completion of two DH tours
 - **HAS THE OPPORTUNITY TO STAY SWO (IF DESIRED)!**
- **1DV → 2DV:**
 - Traditional Fleet-up still available
 - Select CDS/CPRs available to 2DVs
 - Mean Lower Low Water (MLLW) OOD hours required
 - 50 Qualified OOD hours
- **DH Screening Board annually in April:**
 - **First Look: YG 2022, Second Look: YG 2021, Third Look: YG 2020**
 - Review your Record prior to any board! Engagements have been sent!
 - Send your QUALIFICATION LETTERS TO YOUR DETAILER upon receipt



Junior Officers: Talent Management Opportunities



Investing in Warrior Scholars!!

FSEP (Fleet Scholar Education Program)

USMC EWS (Expeditionary Warfare School)

LEAD (Leadership Education and Development)

Professional Exchange Program (PEP)

TWI (Tours with Industry)

NROTC (Naval Reserve Officer Training Corps)

GEV (Graduate Education Voucher)

NPS (Naval Postgraduate School)

PMRI (Purdue Univ. Military Research Initiative)

MIT-WHOI (Massachusetts Institute for Technology - Woods Hole Institute)

1 BOARD/YR (AUG) – ACCEPTANCE REQUIRES DHRB

PRD WINDOW: OCT 25 – DEC 26





SEA/SHORE Slate Schedule



PERS-412: FY2025-2026 SEA and SHORE Slate Schedule

****RANK EQUATION****

Trait AVG/CO RSCA x2 + Quality Points (.25 each)

1DV → 2DV: OOD, SWO, EOOW, TAO

2DV → SHORE: EOOW, TAO

SHORE Slate Schedule

SEA Slate Schedule

Officer PRD	Slate Month
JUL-SEP 2025	DEC 2024
OCT-DEC 2025	MAR 2025
JAN-MAR 2026	JUN 2025
TALENT MANAGEMENT	AUG 2025
APR-JUN 2026	OCT 2025
JUL-SEP 2026	DEC 2025

Officer PRD	Slate Month
JUL-SEP 2025	NOV 2024
OCT-DEC 2025	FEB 2025
DEC-JAN 2026	MAY 2025
FEB-APR 2026	JUL 2025
MAY-JUN 2026	SEP 2025
JUL-SEP 2026	NOV 2025



Junior Officers: 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



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**
 - 1 per calendar year, per CO
 - No application required, may select any WTI pipeline
 - 1st or 2nd tour DIVO primary candidates (SWO only)





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

DHRB Payment Scheme						
		YCS-4	YCS-5	YCS-6	YCS-7	YCS-8
Contract Received Before	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



EARLY COMMAND



T-EPF Early Command

- **Rotational crews to man 8x forward deployed T-EPFs**
 - **Crew of 11 USN (6 Officer/5 Enlisted)**
 - O-4 CO, O-3 XO, 3 O-2/O-3 OODs, O-3 1820
 - 1 BMC, 1 BM1, 2 BM2, IT1/ET1
 - **Crew of 15 Civilian Mariners (CIVMARs)**
 - CIVMAR OIC
 - Senior CIVMAR is Chief Engineer
- **This is IN ADDITION TO:**
 - MCM & USV
- **First crew NLT Nov 2025!**



Expanding Early Command Opportunities!



Early Command

LT Opportunities:

Unmanned UxS Task Group CO

- One 18 Month Tour
- Billets available in Port Hueneme and Bahrain
- DHRB encouraged, not required



LCDR Opportunities:

MCM Early Command

- XO/CO Fleet up Tours (~15 months each tour)
- Billets available in Bahrain and Sasebo



AMW (Beach Assault Unit)

- One 18-month tour (PD1)
- Billets available in San Diego and Little Creek
- AMW WTI and Amphib experience recommended
- Commanders will be assigned to deploying ARGs and will command landing craft to include LCAC, LCU and LARC





DEPARTMENT HEADS



Department Heads



COMMAND ASSESSMENT IS YOUR TICKET TO THE DANCE!

- **LDO to SWO Conversion – APPROVED**
 - Selection happened at FY 25 DH screening board
 - Message DTG 281647Z MAR 24 outlines eligibility and process for conversion
- **Single Longer Tour Operations Officers (SLT OPS) – APPROVED**
 - Select O5 DDG Commands will receive a Single Longer Tour OPS
- **PTO Removal from Non-AMDC and DDG 1000 Ships – APPROVED**
 - Only DDG 1000 and AMDC designated ships will be receive a PTO billet
- **Command Assessment**
 - CQE/SWCLA/PQS (submitted to TYCOM Force Navigator)
 - PERS-41 schedules 1st attempt. 2nd attempt coordinated through SWSC



Department Heads



COMMAND ASSESSMENT IS YOUR TICKET TO THE DANCE!

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MISR WTI

- **Maritime Intelligence, Surveillance and Reconnaissance (MISR)**
 - Employed in the fires cell tactical and operational levels
 - Taught by NAWDC
 - Billets for 1110s (this is your production tour)
 - Maritime Operational Centers
 - Carrier Strike Groups
 - Destroyer Squadrons
 - Amphibious Squadrons
- **Application**
 - Due 90 days before convening
 - Two convenings a year, in FEB and JUL
 - Accepting application for convening JUL 25 and FEB 26
 - PRE-REQ: TOP SECRET Clearance
 - No DHRB required
- **POC: NAWDC_N9_MISR@navy.mil**



Goal: By FY27 MISR WTI on every afloat staff!



AEI- Delivering Readiness!



Leveraging Our Expertise in Engineering Ensures Correct Lines of Effort and Maximum Fleet Impact

Program Entry



- **Applicants:** SWO, LDO/Warrant, and Engineering Senior Enlisted.
- **Red Chip:** CO Red Chips Applicant into program.
- **Application:** Applicant submits to AEI Board.
- **Convening's:** 4 Per Year (Feb, May, Aug, Nov).

Course of Instruction



- **Duration:** 68 Days
- **Convening's:** 3 Per Year (March, July, Oct). Awards AQD/NEC.
- **Common Core:** 8 Weeks, 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, TYCOM, CNSG, DESRON, EAA, EAP.

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 Delivering Combat-Ready Ships On Time!

SWSC will produce 45 AEIs per year with a goal of 1 AEI per ship by 2029



POST- DEPARTMENT HEAD / XO AFLOAT / CDR COMMAND



Post-DH / XO Afloat

- **PD 1:**
 - Goal is to ensure your record is as competitive as possible to screen for O5 milestone
 - ENGAGE YOUR DETAILER EARLY IN THE PROCESS!!!
 - Detailing “tri-fold”: your preferences / your record / hotfills
 - Potential billets: Afloat Staff / Community (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 (must be fully command qualified)
 - 2nd look: Eligible for CO Afloat / XO Afloat / XO Afloat* / XO-SM
 - 3rd look: Eligible for CO Afloat / CO-SM
- **Lieutenant Commander Retention Bonus (LRB) – 66K**
 - Eligible to apply between YCS11-12
 - Obligation to YCS15



Commander Command / 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 YCS18-19
 - Must be permanently appointed O5 serving in or complete with milestone tour (XO/CO Fleet-up, XO-A, XO-A*, XO-SM)
 - Obligation to YCS23
- **O-6 Timing**
 - Eligible at O-5 PYG +5
 - O6 selection board convenes every January
- **Major Command Screening**
 - Eligible November after first look for O-6
 - Major Command opportunity for CTF-64 and NTAG CDRE



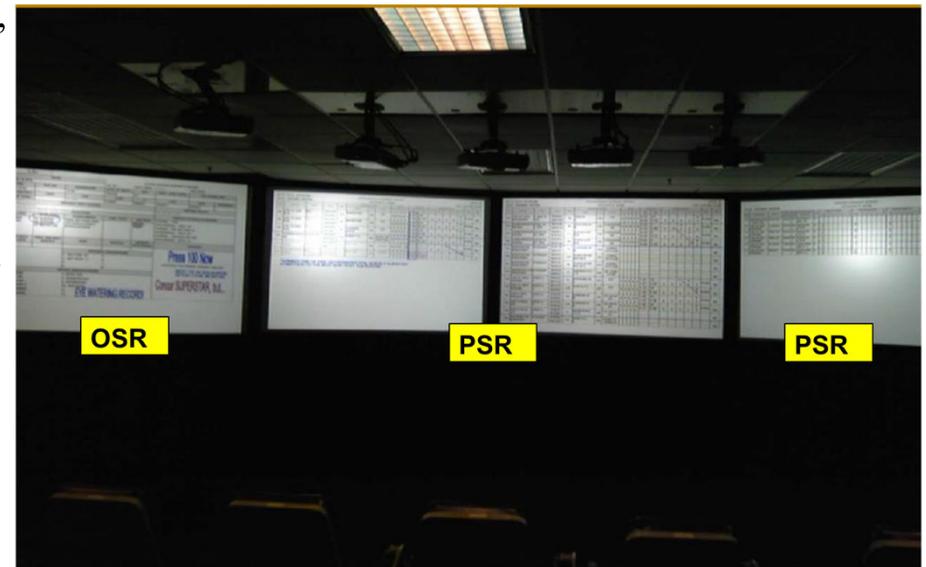
CAREER PROGRESSION AND MILESTONES



Statutory Boards

PERFORMANCE, MILESTONE COMPLETION, AND ADMIN BOARD SCREENING LEAD TO PROMOTION!

- **O-4**
 - “DH SCREENED AND DHRB CONTRACT SIGNED”
- **O-5**
 - “SCREENED ANY XO OR CO MILESTONE”
 - Added LK8 (Surface Executive Officer Screened) AQR for all Officers that screen for an O-5 Milestone (XO-SM → XO/CO Afloat)
- **O-6**
 - “SUCCESSFULLY SERVED OR SERVING IN COMMAND”
 - CO AFLOAT OR CO-SM





KEY PERFORMANCE INDICATORS



Key Performance Indicators

Assist in CO's awareness of DIVOs onboard that have not signed for DHRB and might benefit from mentorship and advocacy

DHRB Percentage captures DH committed JOs out of a group meeting the criteria:

- Served onboard as 1DV or 2DV
- Screened for DH
- Non-Option Officer



USS Jason Dunham (DDG 109)
"Always Faithful, Always Strong"

CO: CDR A. JEFFERSON
XO: CDR J. COWART

Homeport: MAYPORT

ISIC: CNSG SE

Status: TIER 3 (IP)

Coach's Corner

2 DIVOs onboard are eligible for DHRB but have not committed yet! Engage and continue to mentor them!

2024: 4 signed DHRB onboard

2025 GOAL: 3 DHRBs



Total DIVOs currently onboard	28
P-Nuclear / Option DIVOs onboard	6 / 0

Division Officers from YG 19-24

DHRB Commitments (YG 19-21)	11
DHRB Percentage (YG 19-21)	45.83%
SWO Qual Time (months)	20.71
Single Longer Tour (onboard)	1
Fleet Up (onboard)	7
EOOW Quals (onboard)	3
WTI graduate (KW1-4)	3
WTI selects (KWS onboard)	0

As of 27DEC2024

WTI metrics captures KW1-4 produced. Also provides awareness to current KWS currently onboard for tactical investment.

Each ship assigned a specific CY goal by ship class

(As of 29 Jan 2025)



QUESTIONS

INSTAGRAM



YOUTUBE



FACEBOOK



CONTACT LIST



#OWNYOURCAREER