

Surface Warfare Officer Community Brief

12 Jan 2026

CAPT Ed Angelinas
Director, PERS-41





PERS-41 Mission & Vision

Mission

To serve the Surface Warfare community with transparent, responsive, and principled detailing that balances Navy needs with individual desires

Vision

To be the trusted career stewards for every Surface Warfare Officer, ensuring professional growth and retention of our top talent





The Detailing Triangle

Performance Creates Opportunity

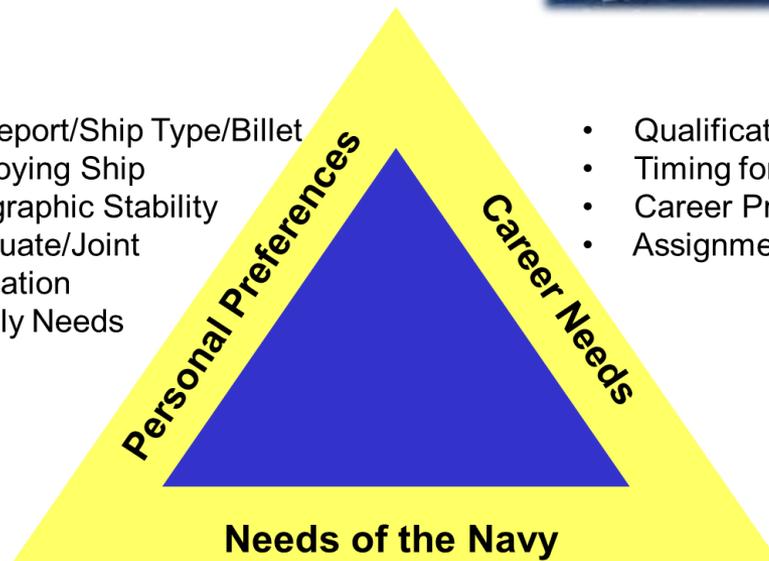
How we assign talent-to-task

- 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

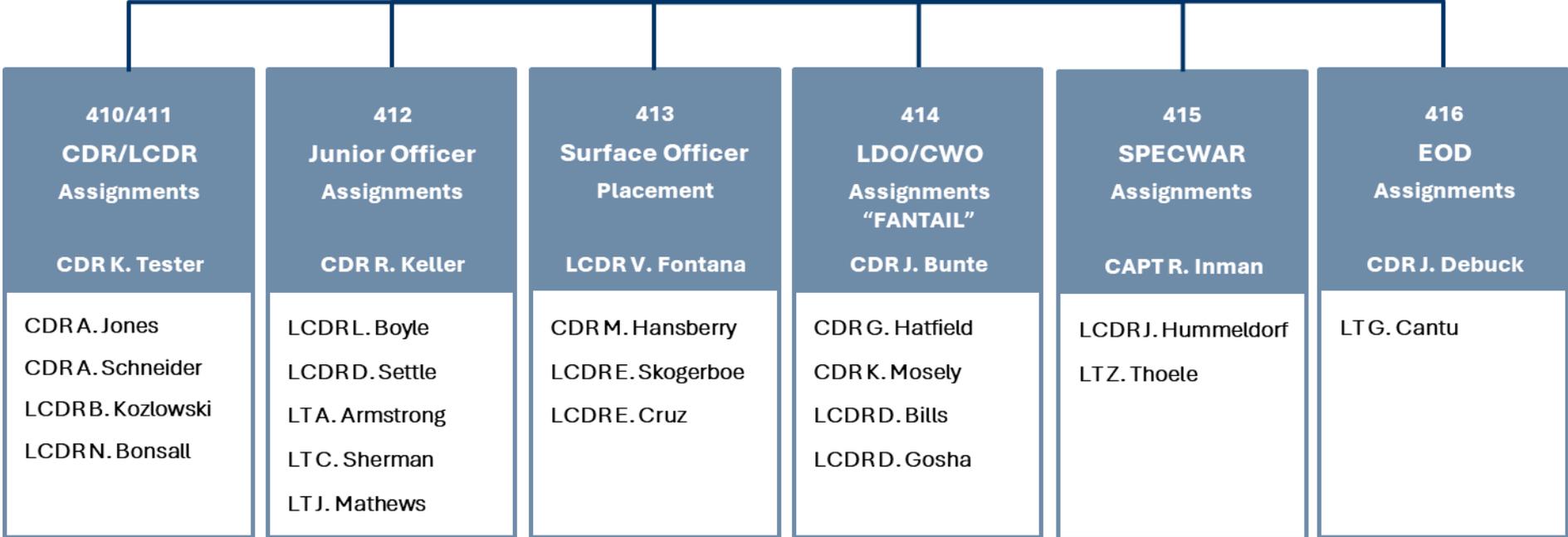




Your Career Management Team

External Support	
SWO(N) Detailer	CAPT J. Smith
SWO(N) OCM	LCDRD. Das
SWO TAR Branch Head	CDR S. Gonzalez
SWO TAR Detailer	LCDRA. Joseph
SWO OCM	CDR L. Johnson
DC Placement	CDR N. Maruca

41 Front Office "The Bridge"	
Dep. Dir. & O6 Detailer	CDR J. Garfield
Assist. O6 Detailer	LCDRR. VanWinter
Assist. PERS-41	LCDRG. Rosado
Chief Data Scientist	LCDRC. Bruton
AI/ML Special Projects	LCDRM. Clark



410/411 CDR/LCDR Assignments
CDR K. Tester
CDRA. Jones
CDRA. Schneider
LCDRB. Kozlowski
LCDRN. Bonsall

412 Junior Officer Assignments
CDR R. Keller
LCDRL. Boyle
LCDRD. Settle
LTA. Armstrong
LTC. Sherman
LTJ. Mathews

413 Surface Officer Placement
LCDR V. Fontana
CDRM. Hansberry
LCDRE. Skogerboe
LCDRE. Cruz

414 LDO/CWO Assignments "FANTAIL"
CDR J. Bunte
CDR G. Hatfield
CDR K. Mosely
LCDRD. Bills
LCDRD. Gosha

415 SPECWAR Assignments
CAPT R. Inman
LCDRJ. Hummeldorf
LTZ. Thoele

416 EOD Assignments
CDR J. Debuck
LTG. Cantu





Career Progression & Milestones

D H R B							L R B							S O R B						★ ★ ★ ★ ★ ★												
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 Department Head			XO/CO/COSM						Post Commander Command / XO			MAJOR			Post Major Command							
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, Single Longer Tour (SLT)
 - Warfare Tactics Instructor (WTI)
 - Advanced Engineering Instructor (AEI)
 - Unmanned Systems (UxS) Task Group CO
 - Talent Management
 - 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-11, 12, 13
 - **Bonus:** \$66K LORB

- ### 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



Key Performance Indicators

The Wardroom Health Check

Each ship assigned a specific CY goal by ship class

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

MSA-3 First Pass Yield is calculated and provided by SWSC



USS RETENTION (DDG XX)
"Lead, Mentor, Inspire"

CO: CDR CO
XO: CDR XO

Homeport: Norfolk
ISIC: CNSG
Status: BP

2025 DHRB Status / Goal		Total DIVOs currently <i>(onboard)</i>		22
6 / 3		P-Nuclear / Option DIVOs <i>(onboard)</i>		6 / 0
Coach's Corner		YG 19-24		
3x DIVOs onboard are eligible for DHRB but have not committed yet! Engage and continue to mentor them!		Actual / Goal		
MSA-3 Stats 01 Jul – 30 Sep 25		DHRB Commitments <i>(YG 19-21)</i>		
Total: 12		DHRB Percentage % <i>(YG 19-21)</i>		
1 st Attempt Passes: 4		SWO Qual Time <i>(months)</i>		
Pass Rate: 33.3%		Single Longer Tour <i>(onboard)</i>		
		Fleet Up <i>(onboard)</i>		
		EOWW Quals % <i>(onboard)</i>		
		WTI graduate <i>(KW1-4)</i>		
		WTI selects <i>(KWS onboard)</i>		

(As of 07 JAN 2026)

DHRB percentage captures JOs committed to DH meeting the criteria:

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

Average time to qualify SWO is measured for the command with a goal of 18 months

Provides awareness to current KWS AQD currently onboard for tactical investment



Junior Officers

Rewarding opportunities towards OWNING YOUR CAREER!

- **DOSP OPTIONS**

- 18/24
 - Qualify within 15mo/checking onboard, start 2DV early!
 - 100 OOD hours
- 24/18
 - Qualify within 18months/checking onboard
 - 100 OOD hours
- 27/18
 - Qualify within 21months/checking onboard
 - 100 OOD hours



- **Single Longer Tour (SLT)**

- 36-month 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 MUST COMPLETE EOOW/600 HOURS BEFORE TRANSFER**



Junior Officers

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

TRADITIONAL											FAMILY 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 PH1 BST	1st DIVO Tour					OOD PH2 ADOC BST	2nd DIVO Tour				SHORE TOUR (WTI / GRAD ED / Talent Management / Community)							DHC	DH

SLT DIVO								FAMILY 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 PH1 BST	SLT DIVO Tour (ADOC, OOD PH 2 - TAD)							WTI COI	WTI PRODUCTION TOUR				GRAD ED				DHC	DH		
								GRAD ED / SHORE TOUR					SHORE TOUR / GRAD ED							
								SHORE TOUR					DHC	DH TOURS						
								SHORE TOUR			DHC	DH TOURS					SHORE TOUR			
							1st DH Look			2nd DH Look			3rd DH Look							



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 to 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**
 - First Look: YG 2024, Second Look: YG 2023, Third Look: YG 2022
 - DHRB payment is not tied to specific looks! FY-27 Engagements will begin JAN 26
- **Early Department Head Tour Flexibility**
 - NORVA / SDGO guarantee prior to YCS 6! Homeport guarantee at or before YCS 5!
 - This gives the most flexibility for family planning and frontloading DH tours
 - Entitled to PD1 and PD2 + any additional shore time, based on O-4 and O-5 milestones!



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		UxS Early CMD		UxS Shore			CRUDES / AMPHIB / LCS			UxSRON CMD			UxS Grp / TF 59		OPNAV		
				Grad Ed / SNWTI					CRUDES / AMPHIB / LCS		WTI / AEI						OPNAV		Afloat CO / DESRON / PHIBRON		FLT Staff			
				UxS Shore					CRUDES / AMPHIB / LCS		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 milestone tours is a viable pathway to develop manned-unmanned teaming experience
- As the fleet evolves, the unmanned domain will become a SWO competency





Talent Management Opportunities

Investing in Warrior Scholars!!

1 BOARD/YR (AUG) – ACCEPTANCE REQUIRES DHRB

PRD WINDOW: OCT 26 – DEC 27

- Leadership Education and Development (LEAD)
- Tours with Industry (TWI)
- Graduate Education Voucher (GEV)
- 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 Convening's:** 3 Per Year (Feb, Jun, and Sep).

Course of Instruction



- **Duration:** 66 Days
- **Convening's:** 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)
 - Destroyer Squadrons (LCDR/LT/LTJG)
 - Amphibious Squadrons (LCDR/LT/LTJG)
- **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 - - 18 Months (Post 2DV)
 - OOD - - 18 Months (Post 1DV)

LT Opportunities

- **Unmanned UxS Task Group 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





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”
- **Single Longer Tour Operations Officers (SLT OPS)**
 - Select O5 DDG commands will receive an SLT OPS





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 and DDG 1000 Ships**
 - Only DDG 1000 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
 - PQS are submitted to TYCOMs Force Navigator as a pre-req to scheduling SWCLA
 - 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
- **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**

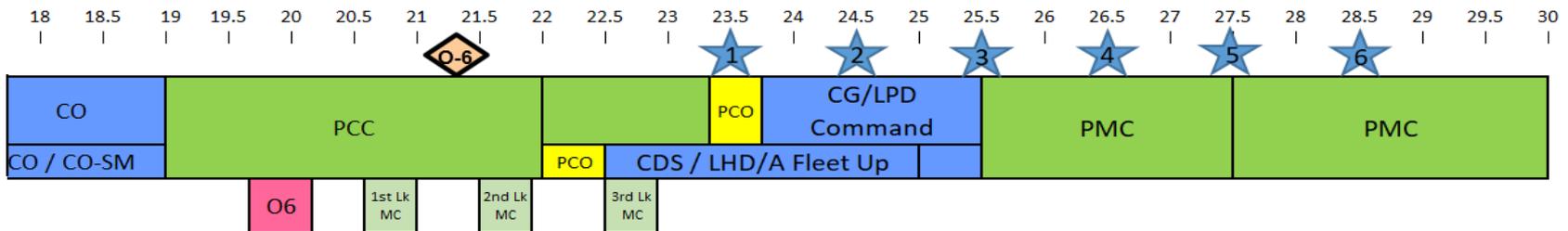
- Nominal in-zone look O-6 will occur 5 years after promotion to O-5 (PYG +5)

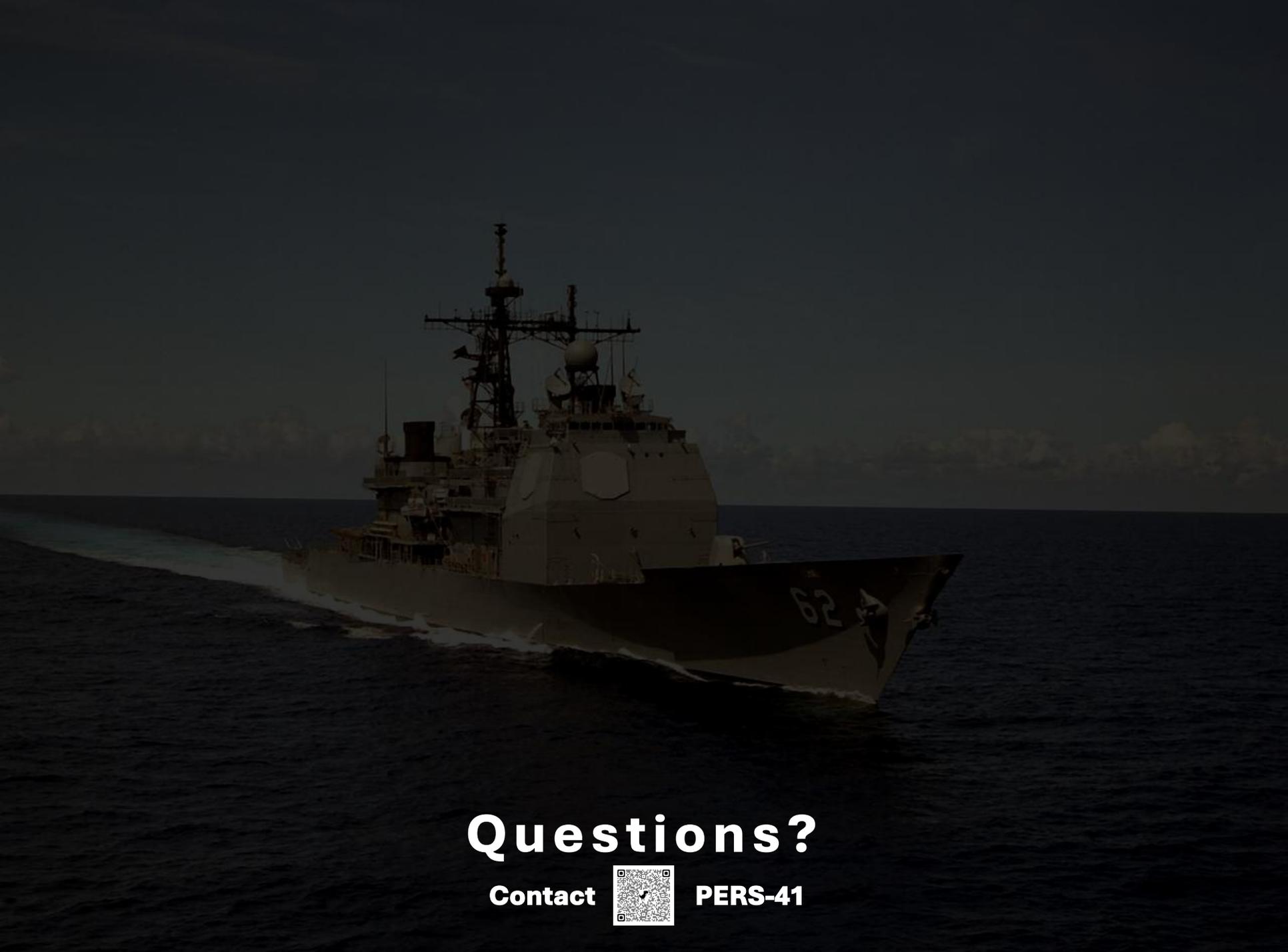
- Zone sizes change yearly; to determine eligibility, review the Zone Forecast Message released each December

- **Major Command Screening**

- First look for Major Command is 5 years after promotion to O-5 (PYG +5)

- Eg, PYG 20 O-5 first look for Major Command in November 2025





Questions?

Contact



PERS-41