



# Surface Warfare Officer Community Brief



**CAPT Rob Francis**  
**Director**



# A SWO is a...

## LEADER



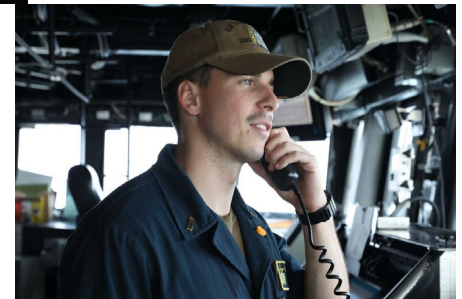
## MARINER



## TACTICIAN



## PROBLEM SOLVER





# Agenda



## WHERE YOU ARE – WHERE DO YOU WANT TO BE – HOW WE CAN HELP

- **PERS-41 Mission**
- **Updates**
  - **Junior Officer**
  - **Early Command / Department Heads**
  - **Post-Department Head / XO Milestones / CDR CMD**
  - **CDR Command / Post-CDR Command**
- **Career Progression and Milestones**
- **Key Performance Indicators**
- **Resources**
- **Questions and Discussion**

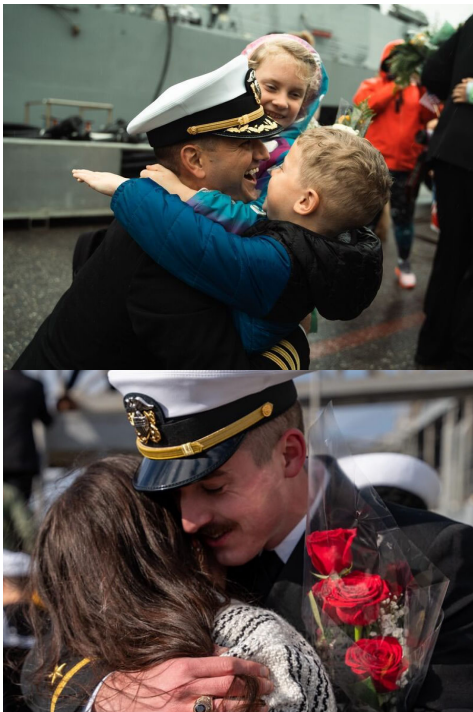


# PERS-41 Mission

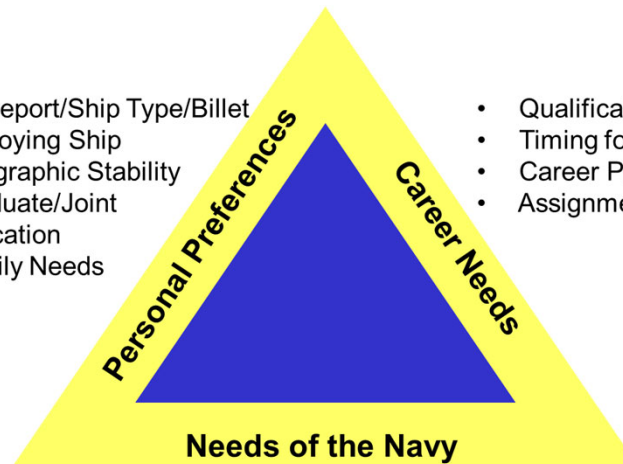
## SUPPORT OPERATORS AT SEA

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



**Great opportunities for Junior Officers who are ready to take the next step in the SWO community!**

- **DOSP options...you need to know them**
  - 24/27/30 month first tour length based on qualification timing
- **Single Longer Tour (SLT)**
  - A single 36-month Division Officer Tour (IN ANY BILLET!)
    - Does NOT replace 2DV billet – BUILD talent on the bench
  - Requirements/Application:
    - 600 OOD hours (~3 month patrol), SWO qual, EOOW qual, and DHRB contract (once screened for DH)
    - Applications can be found on the PERS-41 website

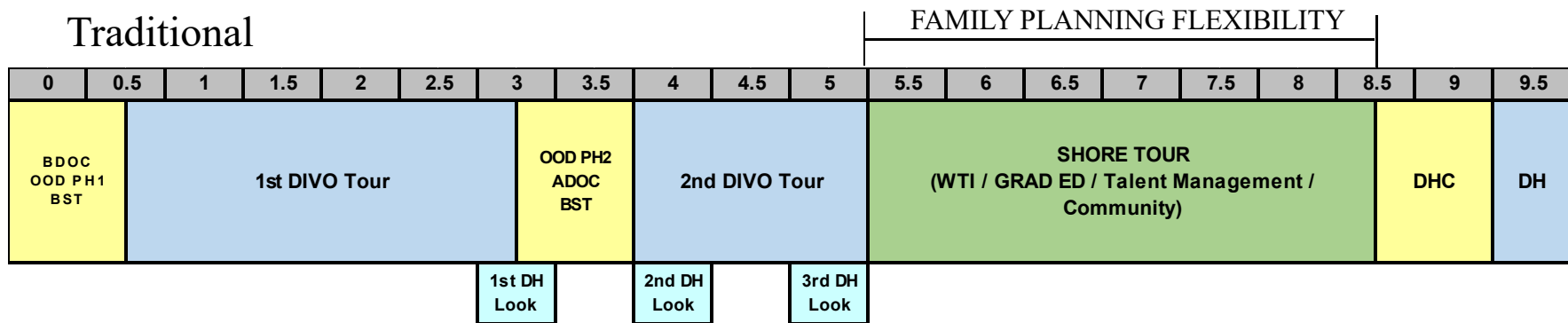




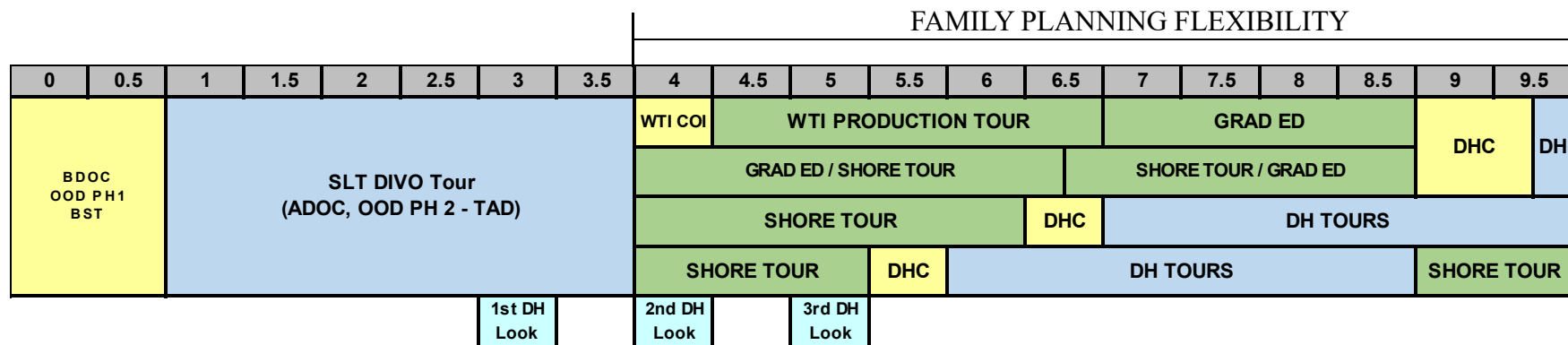
# Junior Officers

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

### Traditional



### SLT DIVO





# Junior Officers

- **Tailored Career Transition (TCT) EDO/FAO/MSO:**
  - This NEW initiative allows Junior Officers (if selected) to be pre-selected into the EDO/FAO/MSO 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 June:**
  - First Look: YCS3, Second Look: YCS 4, Third Look: YCS 5
  - Review your Record prior to the board





# Community Bonus Opportunities



## **Department Head Retention Bonus – up to \$150K**

- Up to additional \$25K for screening first look and signing DH contract
  - First look for Department Head occurs at YCS 3
  - No time limit to sign for the bonus

## **LCDR Retention Bonus - \$46K**

- \$22K on 2<sup>nd</sup> anniversary of promotion to LCDR
- \$12K on 3<sup>rd</sup> and 4<sup>th</sup> anniversary of promotion to LCDR
- Must apply between 11-12 YCS

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

- Four installments of \$12K for serving as CDR/CAPT
- Sign at YCS19 and agree to serve to YCS23

**Up to \$196K to Serve DH + 4 Years as LCDR**



# 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)**





# Junior Officers: WTI Opportunities

**HOME GROW YOUR TALENT - EVERY SHIP HAS A RED CHIP!**  
**ADD WTI COI BETWEEN DV TOURS AND GOING ASHORE!**



## 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 Wallop's Island, VA
  - 1 Week in Camp Pendleton, CA



## MIW

- 14 Week Curriculum – KW4 AQD
  - 14 Weeks in San Diego, CA
  - Supplemental training in Belgium
    - \*Tied to billet specialty training for production tour



# EARLY COMMAND



# 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 1<sup>st</sup> attempt. 2<sup>nd</sup> attempt coordinated through SWSC



# **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: 1<sup>st</sup> Look for CDR CMD at YCS 12**
  - 1<sup>st</sup> look: Only eligible for CO Afloat (must be fully command qualified)
  - 2<sup>nd</sup> look: Eligible for CO Afloat / XO Afloat / XO Afloat\* / XO-SM
  - 3<sup>rd</sup> look: Eligible for CO Afloat / CO-SM
- **Bonus:**
  - Lieutenant Commander Retention Bonus (LRB)
    - Eligible to apply between YCS11-12
    - Obligation to YCS15



# Commander Command / Post-Commander Command

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- **PCC slating**
  - Goal is to align talent to task for Major Command Screening
  
- **Bonus**
  - Senior Officer Retention Bonus (SORB)
    - Eligible between YCS18-19
    - 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, NTAG CDRE, and Naval Beach Group



# 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) AQD 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 FITREP Points

## BLK 40: Milestone Rec

Clearly state Officer's potential for next career milestone screening

Examples:

- DEPT HEAD: Pre-DH until reporting onboard for 1DH

- CDR CMD AFLOAT: 1DH until reporting onboard as CO

- MAJ CMD AFLOAT: CO thru reporting onboard for Maj Cmd

40. I recommend screening this individual for next career milestone(s) as follows: (maximum of two) Recommendations may be for competitive schools or duty assignments such as: SCP, Dept Head, XO, OIC, CO, Major Command, War College, PG School.						CDR COMMAND AFLOAT	EARLY COMMAND
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.							
*** NUMBER 1 of 5 OUTSTANDING DEPARTMENT HEADS! *** READY TO SUCCEED IN COMMAND TODAY! _____ is the heartbeat of our combat readiness! - OUTSTANDING SURFACE WARFARE LEADER. Unquestionable wardroom leader. An inspirational mentor and dedicated professional. It would be impossible to find a more positive influence for JO development fleet wide. Her drive, mission focus, and command presence are unparalleled - performance on par with two XOs! - MY NUMBER ONE WARFIGHTER. Hands down my best TAO and special evolution OOD! The one I trust to train and qualify my four newest DH TAOs. Developed a comprehensive Strike Group Air Defense Training Plan establishing innovative lines of effort to increase CSG integration - sets the standard for all warfare commanders to follow. Finalist for SURFOR SWO of the Year! - LEADS ENTIRE COMMAND TO SUCCESS! Led us to CNO/SECNAV Safety Awards, authored the Enlisted Women's Leadership Award Winner, and garnered "best CIC team on the waterfront in three years" during ATG Warfare Assessment. Everything she leads turns to gold! The most accomplished Department Head I've worked with in two Command Tours! ** FIRST LOOK SCREEN FOR COMMAND, DEEP SELECT FOR O4, MERIT RE-ORDER SHE IS THAT GOOD! **							
Promotion Recommendation	NOB	Significant Problems	Progressing	Promotable	Must Promote	Early Promote	44. Reporting Senior Address COMMANDING OFFICER
42. INDIVIDUAL						X	
43. SUMMARY		0	0	0	1	1	
45. [Redacted]					46. Signature of Individual evaluated. "I have seen this report, been apprised of my performance, and understand my right to submit a statement." I intend to submit a statement. [ ] I do not [ ]		
Member Trait Average: 5.0					Summary Group Average: 4.71		



# Key FITREP Points Continued

## BLK 41: Comments on Performance

Clear, concise statements above and below narrative

Examples:

- 1 of 5 DEPT HEADs
- 1 of 10 SQDN DHs
- 1 of 5 DHs across all designators

2 lines of bearing:

BLK 40 - CDR CMD Afloat

Correlates to

BLK 41 - SBO language and CAS recommendation

40. I recommend screening this individual for next career milestone(s) as follows: (maximum of two) Recommendations may be for competitive schools or duty assignments such as: SCP, Dept Head, XO, OIC, CO, Major Command, War College, PG School.		CDR COMMAND AFLOAT	EARLY COMMAND				
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# Key FITREP Points Continued

## BLK 41: Comments on Performance

Narrative should speak to what we value for Command at Sea

Specifically, proficiency in:

- Leadership
- Tactical watch standing
- Shiphandling

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Member Trait Average: 5.0					Summary Group Average: 4.71		



# Key FITREP Points Continued

BLK 42/43/45: Trait Average

Clear, concise, and consistent message

3 lines of bearing:

BLK 40 - CDR CMD Afloat

BLK 41 - SBO language and CAS recommendation

BLK 42-45 - HBO with numbers to match

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# 1DV to 2DV Slating Process

- (TA/RSCA of best 1DV FITREP) x2  
+ (.25 for EOOW and/or TAO) = Slate Number
- Slate number respective to all other officers on your slate will equate to your slate ranking.
- Example:

PG	STATION	DUTY	REPORTING SENIOR			AVERAGES		PROMOTION REC					RPT TYPE	MILESTONE1 MILESTONE2
			NAME	PG	TITLE	IND SUM	R/S CUM	SP	PR	P	MP	EP		
O1	NROTC	EXEC ASST		COL	CO	0	0						REGULAR	
						0	0	0	0	0	0	0		
O1	USS					4.17	13			X			REGULAR	DH AFLOAT
O1	1DIVO	STRIKE		CDR	CO	3.84	3.82	0	0	9	0	0		PG SCHOOL
						4.29	25			X			REGULAR	DH AFLOAT
O1	1DIVO	STRIKE		CDR	CO	4.1	3.99	0	0	11	0	0		PG SCHOOL

$$4.17 / 3.82 \times 2 = 2.18 + .25 \text{ (EOOW)} = 2.43$$





## 2DV to Shore Slating Equation

- (TA/RSCA of best DV FITREP) x2  
+ (1 for EOOW and/or TAO, and .5 for FDNF PC/MCM experience)/4  
=Slate Number
- Slate number respective to all other officers on your slate, and having signed DHRB or not, will equate to your overall slate ranking.
- Example:

PG	STATION	DUTY	REPORTING SENIOR			AVERAGES		PROMOTION REC					RPT TYPE	MILESTONE1
			NAME	PG	TITLE	IND SUM	R/S CUM	SP	PR	P	MP	EP		MILESTONE2
O1	NROTC	EXEC ASST		COL	CO	0	0						REGULAR	
O1	USS 1DIVO	STRIKE		CDR	CO	4.17	13			X			REGULAR	DH AFLOAT PG SCHOOL
O1	USS 1DIVO	STRIKE		CDR	CO	4.29	25			X			REGULAR	DH AFLOAT PG SCHOOL
O2	USS 1DIVO	STRIKE		CDR	CO	4.43	7			X			REGULAR	DH AFLOAT FLAG AIDE
O2	USS 2DIVO	NAVIGATOR		CAPT	AFLOAT	4.57	62			X			REGULAR	DH AFLOAT FLAG AIDE
O2	USS 2DIVO	NAVIGATOR		CAPT	AFLOAT	4.86	30			X			REGULAR	DH AFLOAT EARLY CMD
						3.95	3.96							

$$4.86 / 3.96 \times 2 = 2.45$$

$$2.45 + (1 \text{ (EOOW Point)} / 4) = \mathbf{2.70}$$





# 1DH Slating Calculation

- (TA/RSCA from best competitive 2DV FITREPs) x2 + .5 x (1 for EOOW and/or TAO and/or EC Selected + .5 for Special Circumstances) = Slate Number
- Example:

PG	STATION	DUTY	REPORTING SENIOR			AVERAGES		PROMOTION REC					RPT TYPE	MILESTONE1 MILESTONE2
			NAME	PG	TITLE	IND SUM	R/S CUM	SP	PR	P	MP	EP		
O1	NROTC	EXEC ASST		COL	CO	0	0	0	0	0	0	0	REGULAR	
O1	USS 1DIVO	STRIKE		CDR	CO	4.17	13			X			REGULAR	DH AFLOAT
						3.84	3.82	0	0	9	0	0		PG SCHOOL
O1	USS 1DIVO	STRIKE		CDR	CO	4.29	25			X			REGULAR	DH AFLOAT
						4.1	3.99	0	0	11	0	0		PG SCHOOL
O2	USS 1DIVO	STRIKE		CDR	CO	4.43	7			X			REGULAR	DH AFLOAT
						4.43	4.31	0	0	1	0	0		FLAG AIDE
O2	USS 2DIVO	NAVIGATOR		CAPT	AFLOAT	4.57	62			X			REGULAR	DH AFLOAT
						4.54	4.43	0	0	9	0	0		FLAG AIDE
O2	USS 2DIVO	NAVIGATOR		CAPT	AFLOAT	4.86	30			X			REGULAR	DH AFLOAT
						3.95	3.96	0	0	8	0	0		EARLY CMD
O3	USS 2DIVO	NAVIGATOR		CAPT	AFLOAT	4.86	35					X	REGULAR	DH AFLOAT
						4.86	4.18	0	0	0	0	1		EARLY CMD
O3	SHORE	INSTRUCTOR		CAPT	DIR	0	0						REGULAR	
						0	0	0	0	0	0	0		
O3	SHORE	INSTRUCTOR		CAPT	DIR	4.17	153				X		REGULAR	DH AFLOAT
						4.15	4.1	0	0	14	14	8		EARLY CMD
O3	SHORE	INSTRUCTOR		CAPT	DIR	4.33	53					X	REGULAR	DH AFLOAT
						4.04	4.1	0	0	13	14	7		EARLY CMD

$$4.86/3.96 \times 2 = 2.45$$

$$2.45 + (1 \text{ (EOOW Point)} / 2) = \mathbf{2.95}$$



## 2DH Slating Process

- Slating factors: DH FITREPs, qualifications, CO's comments and your preferences
- All records on the slate are graded accordingly:

**Pack ++** Hard Break Out, Command Recommendation, Above RSCA, EOOW+TAO, Strong CO Endorsement

**Pack +** Soft Break Out, MP, Command Recommendation, Above RSCA, EOOW+TAO, Strong CO Endorsement

**Pack** P FITREP with no Soft Break, EOOW or TAO, At RSCA, Positive CO Endorsement

**Pack -** P/SP FITREP, No Command Recommendation, Below RSCA, No EOOW or TAO, Weak/Negative CO Endorsement



# Post-DH Reconciliation Discussions

- Strength of record?
  - Drives flexibility to give each officer a closer match to their preferences depending on current record and career needs
- What look for Commander Command are they on?
  - If not yet screened, your detailer will want to ensure you are reconciled to a billet that sets you up for the best possible chance for screening
- Impacts to timing and O-5 selection?
  - Screening for any Commander Command milestone drives O-5 selection
- How long can they feasibly serve at this new billet?
  - Officers selected for XO Afloat, XO Afloat\*, and XO-SM typically start XO pipeline nine months after screening for that milestone
  - Will that timing satisfy the career needs of the officer and command needs for that billet?
- Advanced qualification status?
  - EOOW and TAO can impact assignment
- Command fill priorities?

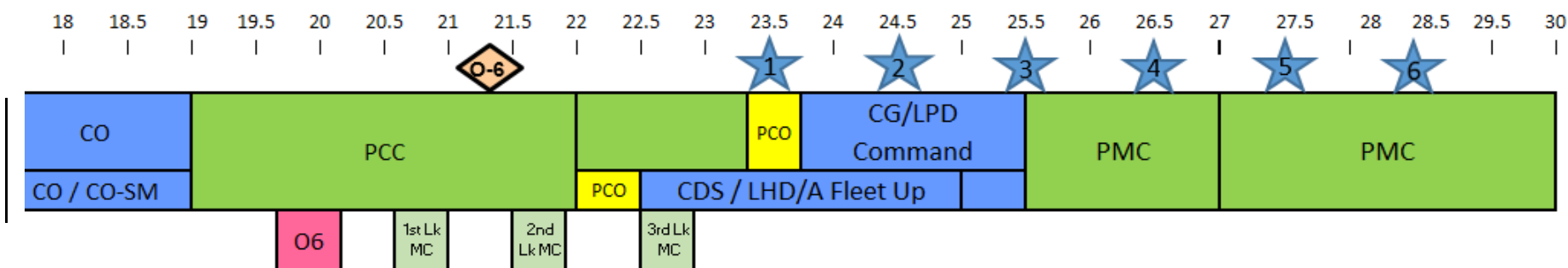


# CDR CMD/XO Slating

- Slating/Tour Length
  - CO: Slate in seniority order (quarterly by FY)
    - Goal: out of command before O6 and MAJCMD boards
    - 18-1-18 is notional fleet up tour timing
    - Slate ~18m before reporting as XO/CO fleet up, ~12m prior for direct input CO
  - XO/XO\*/XO-SM: Most officers can expect to start pipeline within 9 months of screening
    - Maximize chances of screening on 3<sup>rd</sup> look via observed XO FITREPs
    - 18m is notional tour length (some 12m unaccompanied)
  - Declinations: Officers screened for CO or XO afloat milestones that do not desire orders will be required to submit an official notification for NAVPERSCOM approval. Subsequent actions will result in the officer becoming Non-Due Course (NDC), and assignable to afloat and ashore billets per the needs of the Navy on a sea/shore rotation. Milestone declinations will be documented with a Field Code 17 (FC-17) entry in the officer's official record.



# Post CDR CMD Detailing Considerations



- What to expect for PCC detailing
  - Executive detailing – not a slate or a reconciliation – plan for **3 years total time** between CC and pipeline
  - Could be a single long tour (i.e. joint) or two short tours
    - Ex: PCC1 – 12-18 months in a community tour & PCC2 – 24 months max (or 22 & 1 day if you roll to joint)
- Why am I being pulled early if my orders are written for 36 months?
  - Health of officer: Flag timing – complete MC NLT 3<sup>rd</sup> look, fully qualified, with time for a PMC shore tour
  - Health of community: Fleet needs MC at sea – quotas for MC board based on career path timing

**Example using YG 05 officer, who promoted to O-5 in FY20:**

- IZ look for O-6 is FY26 (Jan 2025)
  - FY 2026 – promote to O-6
  - FY 28 – 1<sup>st</sup> look for Flag
  - FY 29 – 2<sup>nd</sup> look for Flag
  - FY 30 – 3<sup>rd</sup> look for Flag
- MAJCOM Timing
- 1<sup>st</sup> look CY25
  - 2<sup>nd</sup> look CY26
  - 3<sup>rd</sup> look CY27

*Once you screen, expect to slate and start pipeline before the 1 yr anniversary of O-6 promotion (except RO/joint lock)  
Ex. (CDRE) 4-6 months pipeline + 15/15 F/U tour = 3 years....Officer would need to start pipeline in 2027 to get out in 2030*



# Post-CDR Command Detailing

- One on one executive detailing based on experience & record
  - 6-8 months prior to PRD
  - More PCC Billets than PCCs
  - Will match talent to task; preferences matter
  - Man the Fleet - Will fill sea billets ahead of shore billets
- Three career goals in mind (in priority order)
  - Select for CAPT
  - Screen for Major Command
  - Building your portfolio/future potential
- Break-outs in command determine follow-on tour
  - Hard break-out (EP) – Build skillset, Joint, WC... or Sea Duty/Operational Tour
  - MP or soft break-out – Sea, overseas, community job
- Timing also important
  - Major Command 1st Look/O-6 In-zone is O5 PYG + 5 yrs
  - 2 tours between CDR CMD and MAJ CMD (~4 yr window)





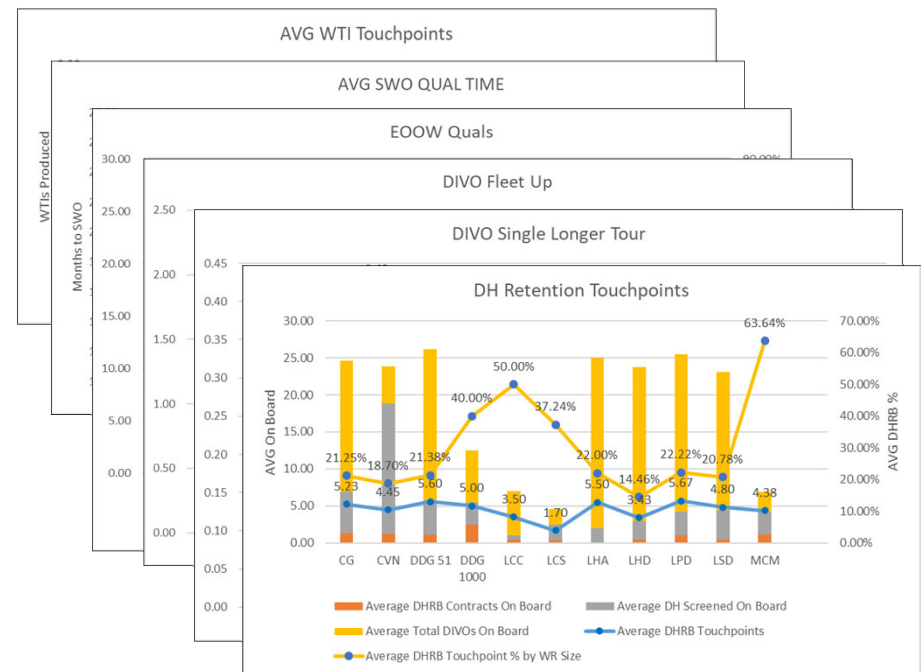
# KEY PERFORMANCE INDICATORS



# Key Performance Indicators

## Actionable Performance Data for SWO Development and Retention!

- KPI by Unit:
  - DHRB Commitments
  - Single Longer Tour
  - DIVO Fleet Up
  - DIVO EOOW Quals
  - SWO Qual: **Avg 20.90 mo**
  - WTI Production
- KPI Coaching Engagements:
  - PCO/PXO at SWSC
  - ISICs and COs at CTS
  - Focused Engagements
  - TYCOM Engagement





# Resources

## GET YOUR PHONES OUT!

### PERS-41 Website

- Career Path Planning Tool available on MyNavyHR
- Most recent Community Brief
- Detailer Contact Sheet

### 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. Who's My Detailer? (ENS to CAPT)

CONTACT LIST



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YOUTUBE



FACEBOOK





# QUESTIONS

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# #OWNYOURCAREER