



Surface Limited Duty Officer Command Qualification Program for Command Ashore

COMNAVSURFPAC/COMNAVSURFLANT INSTRUCTION 1412.3B

A Guide for Our Future Leaders

The recently released COMNAVSURFPAC/COMNAVSURFLANT INSTRUCTION 1412.3B marks a significant update to the Surface Limited Duty Officer (LDO) Command Qualification Program for Command Ashore. This revised instruction is designed to thoroughly prepare our officers for the dynamic challenges and profound responsibilities of command in today's modern Navy. This pamphlet is intended to serve as a convenient resource, addressing the most frequently asked questions regarding this important update. Our goal is to provide clarity and guidance as you progress on your career path toward a command assignment. We are confident that this updated program will produce leaders of unparalleled caliber.

Frequently Asked Questions

Q: Where can I find the Surface LDO Command Qualification Program for Command Ashore Instruction?

A: The most current version of the instruction, along with the essential submission checklist, is available for download on the Surface LDO/CWO Assignments Web Portal. You can access the portal directly at: <https://www.mynavyhr.navy.mil/Career-Management/Detailing/Officer/Pers-41-SWO/LDO-CWO/>. It is highly recommended that you bookmark this page for convenient access to the latest program documents and any future announcements or updates.

Q: If I have already started the previous version of the Surface LDO Command Qualification PQS, am I required to complete the newest revision?

A: No, you are not required to transition to the new PQS if you have already commenced your qualification process using COMNAVSURFPAC/COMNAVSURFLANTINST 1412.3A CH-1. You are permitted to continue with the version you have started. However, it is highly encouraged that all officers consider completing the newest revision, as it contains substantial updates that accurately reflect the evolving demands of command. Please be aware of a critical deadline: if you choose to continue with the previous version, your final, completed qualification package must be submitted



no later than March 1, 2026. The previous version of the instruction will no longer be accepted for submission after this date.

Q: *If I am already command eligible with a 2D1 AQD, do I need to recomplete the PQS?*

A: No, you are not required to do so. Your existing 2D1 AQD and your command eligibility are "grandfathered" under this new instruction. You have already met the stringent requirements for command eligibility, and therefore, no further action is necessary on your part to maintain this important qualification.

Q: *Who is eligible to complete the Surface LDO Command Qualification PQS?*

A: Eligibility for this vital program is limited to selected Lieutenant Commanders (LCDR/O4) and above. The specific officer designators that are eligible to participate in the program are: 61XX, 641X, and 649X. If you are an officer in one of these designators and have been selected for the rank of O4 or higher, you are strongly encouraged to pursue this critical career milestone.

Q: *What do I earn upon successful completion of the qualification?*

A: Upon the successful completion of all requirements of the Surface LDO Command Qualification program, you will be awarded the 2D1 Additional Qualification Designation (AQD). This AQD is the formal recognition that you are "command eligible," signifying a major achievement in your professional development and career progression.

Q: *If I complete the PQS and earn the 2D1 AQD, does this guarantee I will serve in command?*

A: No, earning the 2D1 AQD does not come with a guarantee of a command assignment. Opportunities for command are inherently limited and are highly dependent on a variety of factors, including timing, billet availability, and the specific needs of the Navy at any given time. Earning the 2D1 AQD is the critical step that makes you eligible to be considered for command; it is a prerequisite for, but not a guarantee of, a command tour.

Q: *Are the online courses still required for the qualification?*

A: No, the previous requirement to complete a series of online courses as a prerequisite for this PQS has been removed. These courses are now prerequisites for other naval programs and have been decoupled from the Surface LDO Command Qualification in an effort to streamline the process and reduce redundancy for our officers.

Q: *Who is eligible to serve on the command qualification oral board?*

A: The oral board must be conducted by a group of highly experienced leaders. This includes Commanding Officers (COs) who have each completed a minimum of one year in command, and/or Post-Command Officers. A critical requirement is that all members of the board must be senior in



rank to the officer being considered. It is considered a best practice to include at least one LDO on the board who has personal experience serving in a command ashore billet.

Q: *When I am complete with the PQS and Oral Board, where should I submit all required documents?*

A: Once you have completed all components of the PQS and the oral board, you should compile all your required documents in accordance with the submission checklist. The complete package should then be submitted to your respective detailer. Please allow for a processing time of approximately 2-3 weeks for your package to be reviewed and for your qualification to be officially recorded.

Contact Information

For any further questions or clarification regarding the Surface LDO Command Qualification Program, please do not hesitate to contact:

Surface LDO/CWO Assignments (PERS-414)

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