



PS CAREER PATH (SW)



Personnel Specialists (PS). PSs provide enlisted personnel with information and counseling related to Navy occupations, opportunities for general education and job training, requirements for advancement, rights and benefits. PSs maintain and audit pay and personnel records of military personnel, determine military pay and travel entitlements and deductions. They prepare the financial/accounting reports related to individual pay and travel transactions, and operate associated accounting systems. They also assist enlisted personnel and their families with special problems or personal hardships.

YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO ADVANCE	COMMISSIONING OR OTHER SPECIAL PROGRAMS	SEA/ SHORE FLOW	TYPICAL CAREER PATH DEVELOPMENT
26-30	PSCM	23.8 Yrs	CSEL	36	Follow-on Shore Tours
23-26	PSCM PSCS	23.8 Yrs 19.7	CSEL, HR-ISPP	36	5th Shore Tour Billet: PSCM: PMB; HRSC/TSC/TPC; HRSC; DFAS; TYCOM; NPC PSCS: HRSC/TSC/TPC; MNCC Duty: PSCM: CSEL/SEA; LCPO PSCS: CSEL/SEA; LCPO; Program Mgr. Quals: OOD(I/P); Watchbill Coordinator; CDO/SDO
20-23	PSCM PSCS PSC	23.8 Yrs 19.7 15.3	CWO, CSEL, HR-ISPP	36	4th Sea Tour Billet: PSCM: CVN PSCS: CVN; LHA/LHD; LPD; DEVGRU; FMF Duty: PSCM: CSEL/SEA; Dept LCPO PSCS/PSC: CSEL/SEA; LCPO; Program Mgr; Quals: OOD(I/P); Watchbill Coordinator; SEWBC; ATTWO; ATTT; DCTT; MTT; STT; ATS Optional: JOOD/OOD (U/W)
17-20	PSCM PSCS PSC	23.8 Yrs 19.7 15.3	CWO, CSEL, HR-ISPP	36	3rd Shore Tour Billet: PSCM: PMB; TSC/TPC; DFAS; TYCOM; NPC PSCS: HRSC/TSC/TPC; MNCC; TYCOM; ISIC; CNRFC; OPNAV; NPC; NSW PSC: MNCC; NPPSC; HRSC/TSC/TPC; RSC; DFAS; NPC; ISIC; OPNAV; NSW; MARFOR (Installations) PS1: MNCC; PMB; HRSC/TSC/TPC; RSC; NAVY MILPAY OPS; NPC; ISIC; OPNAV; NSW Duty: PSCM: CSEL/SEA; LCPO: Program Mgr. PSCS: CSEL/SEA; LCPO; Program Mgr. PSC: LCPO; Program Mgr. PS1: LPO; Program Mgr. Quals: Watchbill Coordinator; CDO/SDO
14-17	PSCM PSCS PSC PS1	23.8 Yrs 19.7 15.3 9.3	LDO, CWO, OCS, MECP, CSEL, HR-ISPP	42	3rd Sea Tour Billet: PSCM: CVN PSCS: CVN; LHA; LPD; DEVGRU; FMF PSC: CVN; CG; LHA; LPD; DDG; LSD; DEVGRU; FMF PS1: MCM, DDG; CG; LHA; LPD; LSD; CVN; AS; NSW; Squadron Duty: PSCM: Dept LCPO PSCS: Dept LCPO or PERSO PSC: Div or Dept LCPO or PERSO PS1: Dept LPO, CCC Quals: OOD(I/P); Watchbill Coordinator; SEWBC; DCTT; ATTWO; ATTT; DCTT; MTT; STT; ATS



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11-14	PSCS PSC PS1	19.7 Yrs 15.3 9.3	LDO, CWO, OCS, MECP, CSEL, HR- ISPP	36	2 nd Shore Tour Billet: PSCS: CSEL/SEA; NPC; TYCOM; ISIC; MNCC; HRSC; TSC/TPC PSC: Instructor Duty; MNCC; NPPSC; HRSC/TSC/TPC; RSC; DFAS; NPC; ISIC; OPNAV; NSW; MARFOR PS1: MNCC; PMB; NPPSC; HRSC/TSC/TPC; RSC; MNCC; DFAS; RDC; NPC; BUPERS; NRD Instructor Duty; NSW Duty: PSCS: CSEL/SEA; LCPO PSC: LCPO; Program Mgr. PS1: LPO; Program Mgr. Quals: OOD(I/P); Watchbill Coordinator, CDO/SDO
7-11	PSC PS1 PS2	15.3 Yrs 9.3 4.2	LDO, CWO, OCS, MECP, CSEL, HR- ISPP	42	2 nd Sea Tour Billet: PSC: CG; DDG; LHA; LPD; LSD; CVN; AS; Expeditionary Command; FMF PS1: MCM, DDG; CG; LHA; LPD; LSD; CVN; AS; Squadron; NSW PS2: CVN; DDG; CG; LHA; LPD; AS; Squadron; NSW Duty: PSC: LCPO or PERSEO PS1: LPO, CCC PS2: Section Supv or LPO Quals: OOD(I/P); JOOD(I/P); Watchbill Coordinator; SEWBC; DCTT Member; ATTT Member; MTT Member; STT Member; ATS Optional: JOOD/OOD (U/W); ATS; ATTWO
4-7	PS1 PS2 PS3	9.3 Yrs 4.2 2.2	MECP, HR-ISPP	36	1 st Shore Tour Billet: PS1: MNCC; PMB; NPPSC; HRSC/TSC/TPC; RSC; DFAS; RDC; NPC; TYCOM; ISIC PS2: MNCC; PMB; NPPSC; HRSC/TSC/TPC; RSC; PMB; RDC; NPC; TYCOM; ISIC PS3: HRSC/TSC/TPC; RDC; NPC; TYCOM; ISIC; Duty: PS1: LPO; Program Mgr. PS2: ALPO; Program Mgr PS3: Pay/Pers Clerk Quals: OOD (I/P); Watchbill Coordinator
1-4	PS2 PS3 PSSN PSSA PSSR	4.2 Yrs 2.2 6 months 9 months 9 months	Naval Academy, NROTC, HR-ISPP	48	1 st Sea Tour Billet: PS2: Ship or Squadron; FMF PS3: Ship or Squadron Duty: PS2: LPO; SUPV PS3: Clerk Quals: Deck Watches; OOD(I/P); JOOD(I/P); Warfare Pin in community; USMAP Opportunity for Ship-wide (out of rate) training and qualifications NEC: A16A
1+/-	PSSN PSSA Accession Training	9 Months			Recruit Training and all schools or training events required to be completed prior to reporting to their first operational command



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Notes:

1. "A" school is not required.
2. Must be eligible for Security Clearance.
3. PSs follow a Sea/Shore Flow; until Jul 2011 Type 6 counted as sea duty (example: Overseas PSD counted as sea duty). Sea / Shore Flow. NAVADMIN 190/16.
4. Billet Definition: Displayed sustained superior performance while serving in Naval Special Warfare (NSW) assignments. These assignments include but are not limited to Naval Special Warfare Command, JSOC, DEVGRU, , NSW Groups, , SEAL Teams, Special Boat Teams, Special Reconnaissance Teams, and NSW Logistical Support Units. Such assignments may not be typical of the traditional career path, yet still provide unique leadership and career enhancing opportunities valuable to a well-rounded naval career.
5. Billet Definition: Displayed superior performance while assigned to a Fleet staff, TYCOM staff, BUPERS, NPC, CSS, or as PS "A" school, "C" school, and "F" school instructors with the 805A NEC, are carefully screened and selected to that assignment. Sailors selected to serve one of these staffs are considered to be at the top of operational expertise and are highly valued by the PS community.
6. Billet Definition: Displayed superior sustained performance while serving in shore assignments with MyNavy Career Center (MNCC), Navy Pay and Personnel Support Command (NPPSC), Human Resources Service Centers (HRSC), Transaction Service Centers (TSC), Regional Support Centers (RSC), and Travel Processing Center (TPC). These assignments are high-tempo and foundational for the personnel specialist rating. Sailors serving in these billets may have been detailed to back-to-back shore assignments or left operational duty early to fill these Chief of Naval Personnel-directed and critical billets resulting in missing an opportunity to serve at milestone operational commands. Directed back-to-back shore assignment to MNCC/NPPSC/HRSC/TSC/RSC/TPC should not be considered negatively for Sailors displaying superior performance in these challenging assignments.
7. Billet Definition: DFAS/OPNAV N10 (MILPAY OPERATIONS) - Displayed superior sustained performance while serving as a DFAS/OPNAV N10 Analyst/Technician. Sailors selected to serve in one of these billets are considered to be one of the top operational pay experts in the community and are highly valued in this fleet-wide impact position. PSs will perform as Shore and Fleet support Analyst/Technicians for over 300,000 pay accounts during the implementation of NP2 (new Navy Pay and Personnel system). Sailors at DFAS/OPNAV N10 (MILPAY OPERATIONS) will be evaluated in a small summary group and could possibly be stuck in traffic for the duration of their tour. These factors should not be viewed as, or considered negative to the Sailor serving at DFAS/OPNAV N10 (MILPAY OPERATIONS).
8. Billet Definition: CVN/AS/NSW Development Group (DEVGRU) - Displayed superior sustained performance while serving on a CVN/AS/DEVGRU platform. CVN/AS/DEVGRU are duty stations where Sailors will work at a fully functioning Pay and Personnel Support Office that performs all aspects of the PS rating while completing the mission at sea. These assignments are high-tempo and foundational for the personnel specialist rating.
9. Billet Definition: Displayed superior sustained performance while serving in Fleet Marine Force (FMF) assignments. PSs serving in FMF assignments often are serving in independent duty positions and/or operating with minimal senior PS or Navy administrator oversight. These personnel are responsible for duties similar to an Admin and Personnel Officer, and in many cases will be serving in this capacity at a junior paygrade. They may be serving in a 1 of 1 billet due to forced reporting senior distro policy and this should not be viewed as a detractor. Such assignments may not be typical of the traditional career path, yet still provide unique leadership and career enhancing opportunities valuable to a well-rounded naval career. Not all Marine Corps commands are FMF warfare (EFMFWS) eligible commands. Operational FMF commands are EFMFWS eligible and with a few exceptions, (e.g. The Basic School) shore-based Marine Corps commands are not EFMFWS eligible. For clarification purposes, many Fleet Marine Force (FMF) commands perform duties similar to regular Navy major commands. These include but are not limited to the following:



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- I, II, III Marine Expeditionary Forces (MEF) operate similarly to regular Navy Fleet commands, such as 3rd Fleet.
- 1st, 2nd & 3rd Marine Divisions (MARDIV), Marine Logistics Groups (MLG) and Marine Aircraft Wing (MAW) also operate as TYCOMs but their tasks are organized under their respective MEFs.
- Marine Corps Installations Command (MCICOM.)
- Marine Corps Installations East (MCIEAST), Marine Corps Installations West (MCIWEST), Marine Corps Installations Pacific (MCIPAC), Marine Corps Installations National Capital Region (MCINCR) also operate as TYCOMs, but their tasks are organized under MCICOM, whereas MCICOM has higher headquarters responsibility and accountability.
- Marine Corps Forces Command (MARFORCOM), Marine Corps Forces, Pacific (MARFORPAC), Marine Corps Forces Reserve (MARFORRES) and Marine Special Operations Command (MARSOC) operate similarly to regular Navy TYCOM echelon 2 commands such as SURFLANT or SURFPAC.

10. Billet Definition: Displayed superior sustained performance while serving in Mine Counter Measure (MCM) assignments. PSs serving in MCM assignments are serving in independent duty positions and also serving as a Command Career Counselor (CCC), NEC 806R (Career Information Program Advisor). These personnel are responsible for duties as a Personnel Officer and a Command Career Counselor. They are serving in a 1 of 1 billet due to distribution policy and should not be viewed as a detractor. Such assignments are a typical dual-hatted (PERSO and CCC) and are high-tempo. Assignment to MCM platform provides unique leadership and career enhancing opportunities valuable to a well-rounded naval career.

11. PSs **shall** qualify for a warfare device if serving in one of the following warfare communities: ESWS; EAWS; EIWS; EXW; SCW; or FMF. If not able to qualify in a warfare area while onboard a platform that has a program, candidate should provide documentation as to why they were not able to get that specific warfare qualification (Example: USS PRECOM has yet to establish a program for ESWS).

12. PSs may sometimes serve or re-tour in similar platforms. These assignments should not be viewed negatively when the Sailor demonstrates sustained superior performance with increased responsibilities and job/billet complexity.

Considerations for advancement from E6 to E7:

Mission and Warfighting Leadership

1. Sea Assignments:

- Documented leadership and mission impact serving in key leadership positions (LPO/PERSO/ADMINO etc.).
- Documented technical knowledge in assigned billet.
- Enlisted Warfare Qualifications are expected when available. Best qualified candidates will have documented impact leading command, departmental, and divisional completion of warfare qualifications and mission-enhancing PQS (ex. DC, AT, 3M, etc.).
- Training Team (DCTT, ATTT, STT, MTT, ATS, etc.) leader/member with documented impact to mission. Best qualified candidates will have documented leadership in execution of programs and evolutions impacting mission success.
- Watchbill Coordinator/Section Leader with documented impact to leading and qualifying watch standers.
- Command or Assistant Command Collateral Duties with documented impact. Best qualified candidates will have documented excellence in program execution, program improvements and enhancing impact to command mission. When assigned as Command Career Counselor (or filling in for gapped NC), best qualified candidates will have documented impact in all career development program areas, to include completion of CDBs, screenings, required counselings (ex. MGIB) and training (ex. FTSW, TAP), and overall CIPR and REA results.
- DDO shall be considered as a collateral duty unless assigned to a CVN, AS, or LCC. Those assigned to a CVN, AS, or LCC and filling the DDO position, should do so with proper rotation. Example: Filling DDO on CVN for 12-18 months and then rotating back to Personnel.



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- Type 2, 3, NSW, and FMF billets (that are considered sea billets for rotational purposes) that are not ships, squadrons, and/or NECC units shall document number of days deployed (either via evaluation or PERSTEMPO).
- If converted to a Personnel Specialist as an E-6, should complete a minimum of 18 months as a rated Personnel Specialist.

2. Shore Assignments:

- Documented leadership and mission impact serving in key leadership positions (LPO/PERSO/ADMINO etc.).
- Documented technical knowledge in assigned billet.
- Enlisted Warfare Qualifications are expected when available. Best qualified candidates will have documented impact leading command, departmental, and divisional completion of warfare qualifications and mission-enhancing PQS (ex. DC, AT, 3M, etc.).
- Watchbill Coordinator/Section Leader with documented impact to leading and qualifying watch standers.
- Command or Assistant Command Collateral Duties with documented impact. Best qualified candidates will have documented excellence in program execution, program improvements and enhancing impact to command mission. When assigned as Command Career Counselor (or filling in for gapped NC), best qualified candidates will have documented impact in all career development program areas, to include completion of CDBs, screenings, required counselings (ex. MGIB) and training (ex. FTSW, TAP), and overall CIPR and REA results.
- Personnel assigned to a Fleet staff, TYCOM staff, BUPERS, NPC, CSS, PS “A” School or “C” and “F” school instructors with 805A NEC, are carefully screened and selected to that assignment. Sailors selected to serve one of these staffs are considered to be at the top of operational expertise and are highly valued by the PS community
- Personnel demonstrating superior sustained performance while assigned to NPPSC, HRSC/TSC/TPC, RSC, and MNCC (CONUS and OCONUS) should be viewed as being in a challenging assignment that is foundational and highly valued by the PS community.
- Personnel assigned to RDC as a Recruit Division Commander, are carefully screened and selected for this high priority assignment.
- Serving at a Joint command and excelling, breaking out against all service members in current paygrade.
- If converted to a Personnel Specialist as an E-6, should complete a minimum of 18 months as a rated Personnel Specialist.

Institutional and Technical Expertise, and Sailorization:

- YN/PS/NC/LN Symposium coordinator and/or trainer.
- Training leader at the command, with impact on unit mission, department results, and unit certifications.
- Best qualified candidates will have documented impact in leading division, departmental, and especially command completion of Navy and in-rate qualifications/milestones (ex. Leader Development Continuum, in-rate PQS, PS Basic/Advanced Non-Resident Training Manual), professional certifications (ex. USMAP, Navy Cool Certifications, Lean Six Sigma), training completion, advancement, and retention.
- Sailor 360 involvement, leadership and documented impact (leading a committee should be favorably considered as indication of leadership abilities) . Best qualified candidates will have documented excellence in program execution, program improvements and enhancing impact to command mission.
- Documented Peer Group Organization (e.g. FCPOA, JEA, MWR, CSADD, etc.) involvement and documented impact. Best qualified candidates will have documented impact building and leading peer group organizations with documented impact to command mission enhancement.
- Completion and demonstrated ability to qualify Sailors on Personnel Specialist Personnel Qualification Standard (PQS) - NAVEDTRA 43247 series.
- Qualification as CPPA Supervisor/Phase II by completing the CPPA Qualification card demonstrates a high level of technical proficiency and should be viewed as indication of technical subject matter expertise. Sailors qualified as CPPA Supervisors enhance mission support by having the ability to execute personnel functions at the command level without TSC intervention.



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- Documented participation/contribution to initiatives with impact to entire PS community are highly valued as they have significant impact on the professional development of the rating (ex. “A” and “C” School instructor duty, and contribution/leadership in review of rating Occupational Standards, Job Duty Task Analysis, Non-Resident Training Manual [ex. PS Basic, PSC Advanced], PS Personnel Qualification Standards [PQS], etc.).

Note 1: ESO, DTS coordinator, CPPA are not collateral duties and should be treated as normal duties.

Considerations for advancement from E7 to E8:

1. Sea Assignments:

- Documented leadership and mission impact serving in key leadership positions (LCPO, PERSO/ADMINO etc.).
- Documented technical knowledge in assigned billet.
- Enlisted Warfare Qualifications are expected when available. Best qualified candidates will have documented impact leading command, departmental, and divisional completion of warfare qualifications and mission-enhancing PQS (ex. DC, AT, 3M, etc.).
- Training Team (DCTT, ATTT, STT, MTT, ATS, etc.) leader/member with documented impact. Best qualified candidates will have documented leadership in execution of programs and evolutions impacting mission success.
- Watchbill Coordinator/Section Leader with documented impact to leading and qualifying watch standers.
- Command or Assistant Command Collateral Duties with documented impact. Best qualified candidates will have documented excellence in program execution, program improvements and enhancing impact to command mission. When assigned as Command Career Counselor (or filling in for gapped NC), best qualified candidates will have documented impact in all career development program areas, to include completion of CDBs, screenings, required counselings (ex. MGIB) and training (ex. FTSW, TAP), and overall CIPR and REA results.
- DDO shall be considered as a collateral duty unless assigned to a CVN, AS, or LCC. Those assigned to a CVN, AS, or LCC and filling the DDO position, should do so with proper rotation. Example: Filling DDO on CVN for 12-18 months and then rotating back to Personnel
- Type 2, 3, NSW, and FMF billets (that are considered sea billets for rotational purposes) that are not ships, squadrons, and/or NECC units shall document number of days deployed (either via evaluation or PERSTEMPO)
- If converted to a Personnel Specialist as an E-7, shall complete a minimum of 24 months as a rated Personnel Specialist.

2. Shore Assignments:

- Documented leadership and mission impact serving in key leadership positions (LCPO, PERSO, ADMINO etc.).
- Documented technical knowledge in assigned billet.
- Enlisted Warfare Qualifications are expected when available. Best qualified candidates will have documented impact leading command, departmental, and divisional completion of warfare qualifications and mission-enhancing PQS (ex. DC, AT, 3M, etc.).
- Watchbill Coordinator/Section Leader with documented impact to leading and qualifying watch standers.
- Command or Assistant Command Collateral Duties with documented impact. Best qualified candidates will have documented excellence in program execution, program improvements and enhancing impact to command mission. When assigned as Command Career Counselor (or filling in for gapped NC), best qualified candidates will have documented impact in all career development program areas, to include completion of CDBs, screenings, required counselings (ex. MGIB) and training (ex. FTSW, TAP), and overall CIPR and REA results.
- Personnel assigned to a Fleet staff, TYCOM staff, BUPERS, NPC, CSS, PS “A” School or “C” and “F” school instructors with 805A NEC, are carefully screened and selected to that assignment. Sailors selected



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to serve one of these staffs are considered to be at the top of operational expertise and are highly valued by the PS community.

- Personnel demonstrating superior sustained performance while assigned to NPPSC, TSC/TPC, RSC, and MNCC (CONUS and OCONUS) should be viewed as being in a challenging assignment that is foundational and highly valued by the PS community
- Personnel assigned to RDC as a Recruit Division Commander, are carefully screened and selected for this high priority assignment.
- Serving at a Joint command and excelling, breaking out against all service members in current paygrade
- If converted to a Personnel Specialist as an E-7, shall complete a minimum of 24 months as a rated Personnel Specialist.

Institutional and Technical Expertise, Sailorization, and CPO Initiation:

- Must be CPO-LDC graduate.
- Command Navy Leader Development Facilitator Certification Course (C-NLDF) qualified facilitators with demonstrated performance facilitating Foundational Leader Development Course (FLDC), ILDC, and ALDC. Best qualified candidates will have documented leadership executing Navy's Leader Development Continuum courses and driving LDC completion for junior enlisted Sailors.
- YN/PS/NC Symposium coordinator and/or trainer.
- Training leader at the command, with impact on unit mission, department results, and unit certifications.
- Best qualified candidates will have documented impact in leading division, departmental, and especially command completion of Navy and in-rate qualifications/milestones (ex. Leader Development Continuum, in-rate PQS, PS Basic/Advanced Non-Resident Training Manual), professional certifications (ex. USMAP, Navy Cool Certifications, Lean Six Sigma), training completion, advancement, and retention.
- Demonstrated active participation/leadership in CPO Initiation (leading a committee should be favorably considered as indication of leadership abilities). Best qualified candidates will have documented impact leading CPO Mess evolutions and leading key CPO Initiation events.
- Sailor 360 involvement, leadership and documented impact (leading a committee should be favorably considered as indication of leadership abilities) . Best qualified candidates will have documented excellence in program execution, program improvements and enhancing impact to command mission.
- Documented Peer Group Organization (e.g. CPOA, MWR, etc.) involvement and documented impact. Best qualified candidates will have documented impact building and leading peer group organizations with documented impact to command mission enhancement.
- Completion and demonstrated ability to qualify Sailors on Personnel Specialist Personnel Qualification Standard (PQS) - NAVEDTRA 43247 series.
- Qualification as CPPA Supervisor/Phase II by completing the CPPA Qualification card demonstrates a high level of technical proficiency and should be viewed as indication of technical subject matter expertise. Sailors qualified as CPPA Supervisors enhance mission support by having the ability to execute personnel functions at the command level without TSC intervention.
- Documented participation/contribution to initiatives with impact to entire PS community are highly valued as they have significant impact on the professional development of the rating (ex. "A" and "C" School instructor duty, PS Advancement Exam Readiness Review, and contribution/leadership in review of rating Occupational Standards, Job Duty Task Analysis, Non-Resident Training Manual [ex. PS Basic, PSC Advanced], PS Personnel Qualification Standards [PQS], etc.).

Note 1: AMM, ESO, DTS coordinator, CPPA are not collateral duties and should be treated as normal duties.

Considerations for advancement from E8 to E9:

1. Sea Assignments:

- Documented leadership and mission impact serving in key leadership positions (DLCPO, ADMINO, or Department Head etc.)
- Documented technical knowledge in assigned billet



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- Enlisted Warfare Qualifications are expected when available. Best qualified candidates will have documented impact leading command, departmental, and divisional completion of warfare qualifications and mission-enhancing PQS (ex. DC, AT, 3M, etc.).
- Training Team (DCTT, ATTT, STT, MTT, ATS, etc.) leader/member with documented impact
- Watchbill Coordinator/Section Leader with documented impact to leading and qualifying watch standers.
- Command or Assistant Command Collateral Duties with documented impact. Best qualified candidates will have documented excellence in program execution, program improvements and enhancing impact to command mission. When assigned as Command Career Counselor (or filling in for gapped NC), best qualified candidates will have documented impact in all career development program areas, to include completion of CDBs, screenings, required counselings (ex. MGIB) and training (ex. FTSW, TAP), and overall CIPR and REA results.
- DDO shall be considered as a collateral duty unless assigned to a CVN, AS, or LCC. Those assigned to a CVN, AS, or LCC and filling the DDO position, should do so with proper rotation. Example: Filling DDO on CVN for 12-18 months and then rotating back to Personnel.
- Type 2, 3, NSW, and FMF billets (that are considered sea billets for rotational purposes) that are not ships, squadrons, and/or NECC units shall document number of days deployed (either via evaluation or PERSTEMPO).

2. Shore Assignments:

- Documented leadership and mission impact serving in key leadership positions (LCPO, PERSO, ADMINO etc.).
- Documented technical knowledge in assigned billet.
- Enlisted Warfare Qualifications are expected when available. Best qualified candidates will have documented impact leading command, departmental, and divisional completion of warfare qualifications and mission-enhancing PQS (ex. DC, AT, 3M, etc.).
- Watchbill Coordinator/Section Leader with documented impact to leading and qualifying watch standers.
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- Personnel assigned to a Fleet staff, TYCOM staff, BUPERS, NPC, CSS, PS “A” School or “C” and “F” school instructors with 805A NEC, are carefully screened and selected to that assignment. Sailors selected to serve one of these staffs are considered to be at the top of operational expertise and are highly valued by the PS community
- Personnel demonstrating superior sustained performance while assigned to NPPSC, TSC/TPC, RSC, and MNCC (CONUS and OCONUS) should be viewed as being in a challenging assignment that is foundational and highly valued by the PS community.
- Personnel assigned to RDC as a Recruit Division Commander, are carefully screened and selected for this high priority assignment.
- Serving at a Joint command and excelling, breaking out against all service members in current paygrade.

Institutional and Technical Expertise, Sailorization, and CPO Initiation:

- Senior Enlisted Academy Graduate.
- Command Navy Leader Development Facilitator Certification Course (C-NLDF) qualified facilitators with demonstrated performance facilitating Foundational Leader Development Course (FLDC), ILDC, and ALDC. Best qualified candidates will have documented impact in facilitating and driving completion of CPO-LDC courses at command or area level.
- YN/PS/NC Symposium coordinator and/or trainer.
- Best qualified candidates will have documented impact in leading division, departmental, and especially command completion of Navy and in-rate qualifications/milestones (ex. Leader Development Continuum,



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in-rate PQS, PS Basic/Advanced Non-Resident Training Manual), professional certifications (ex. USMAP, Navy Cool Certifications, Lean Six Sigma), training completion, advancement, and retention.

- Demonstrated leadership in CPO Initiation (leading CPO Initiation or a committee should be favorably considered as indication of leadership abilities). Best qualified candidates will have documented impact leading CPO Mess evolutions and leading key CPO Initiation events.
- Sailor 360 involvement, leadership and documented impact (leading a committee should be favorably considered as indication of leadership abilities). Best qualified candidates will have documented excellence in program execution, program improvements and enhancing impact to command mission.
- Documented Peer Group Organization (e.g. CPOA, MWR, etc.) involvement and documented impact. Best qualified candidates will have documented impact building and leading peer group organizations with documented impact to command mission enhancement.
- Completion and demonstrated ability to qualify Sailors on Personnel Specialist Personnel Qualification Standard (PQS) - NAVEDTRA 43247 series.
- Qualification as CPPA Supervisor/Phase II by completing the CPPA Qualification card demonstrates a high level of technical proficiency and should be viewed as indication of technical subject matter expertise. Sailors qualified as CPPA Supervisors enhance mission support by having the ability to execute personnel functions at the command level without TSC intervention.
- Documented participation/contribution to initiatives with impact to entire PS community are highly valued as they have significant impact on the professional development of the rating (ex. "A" and "C" School instructor duty, PS Advancement Exam Readiness Review, and contribution/leadership in review of rating Occupational Standards, Job Duty Task Analysis, Non-Resident Training Manual [ex. PS Basic, PSC Advanced], PS Personnel Qualification Standards [PQS], etc.).

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