

## FY26-28 Core Skills Requirement

### 680 – Naval Strategy (2300)

The Naval Strategy subspecialty code (2300) will provide the U.S. Navy with a cadre of strategists who can develop and coordinate national, military, and naval strategies and policies, translate national level strategy and guidance into naval strategy at the Service, COCOM, NCC, and Fleet levels; and evolve concepts and strategy to employ military forces at the national and theater levels. Billet subspecialty coding is to be based on the minimum education/training/experience level required for optimum performance. 2300 subspecialty coding is justified when, in addition to the general criteria listed in NAVPERS 15839 (Manual of Navy Officer Manpower and Personnel Classification) Part B, the following specific criteria are satisfied.

1. **CSR Competencies:** The listed CSRs are a set of quantifiable skills, traits, and experiences that a subspecialist must possess to perform acceptably in a coded billet for 2300 Naval Strategy subspecialty.
  - a. CSR-1: Develop and coordinate national, military, and naval strategy and policies.
  - b. CSR-2: Translate national level security strategy and guidance into naval strategy at the Service, COCOM, NCC, and Fleet levels.
  - c. CSR-3: Articulate Service equities and operational/strategic-level demand signals in terms of naval capabilities.
  - d. CSR-4: Understand how strategy and policy influence Navy programming and budgeting.
  - e. CSR-5: Evolve concepts and strategy to employ military forces at national and theater levels.
  - f. CSR-6: Demonstrate a comprehensive knowledge of U.S. national security policy, military history, and defense, military, and naval strategy gained through study and experience.
  - g. CSR-7: Assess the international strategic environment, using extensive knowledge of politico-military affairs and comprehensive experience with the inner workings of the highest levels of government.
  - h. CSR-8: Draw policy relevant conclusions and formulate actionable recommendations.
  - i. CSR-9: Understand past US Navy and other maritime strategies and policies, and how they might be applicable to current and future environments.

- j. CSR-10: Demonstrate a comprehensive knowledge of the interrelationships between use of force and other elements of national power to achieve political goals.
- k. CSR-11: Articulate the relationship of DIME elements and their effects on naval power.
- l. CSR-12: Demonstrate a comprehensive understanding of topical regional issues.

**Subspecialty Coding Restrictions:**

- a. Strategy and policy related billets assigned to SECNAV, OPNAV, Joint Staff, Combatant Command (COCOM), Office of the Secretary of Defense (OSD), National Security Staff (NSS), and Department of State.

**2. Applicable Officer Designators:**

- a. 1110 (URL – Surface Warfare)
- b. 1120 (URL – Submarine Warfare)
- c. 1130 (URL – Special Warfare)
- d. 1140 (URL – Special Operations)
- e. 13XX (URL – Aviation)
- f. 17XX (RL – Foreign Area Officer)
- g. 18XX (RL – Information Warfare)

**3. Applicable Billet Designators: 100X-114X, 130X-132X, 171X-172X, and 181X-188X**

**4. Education and Significant Experience Criteria: Coded billets are authorized when the functions of the billet include CSR competencies listed above (in paragraph 1). For additional clarification regarding definition of suffixes, refer to the NAVPERS 15839I, Vol. I)**

- a. Naval Strategy (2300) S-coded Billets are not authorized.
- b. Naval Strategy (2300) S-coded Officers are justified when:
  - (1) The Officer has successfully completed a Federal Executive Fellowship, including Hudson Fellowship and/or Council on Foreign Relations Military Fellowship.
  - (2) The Officer has successfully completed MIT Seminar XXI or Dark Trident.
  - (3) The Officer has successfully filled a 2300 H, P or Q coded billet for more than 18 months and has no Subspecialty Code in this field.
  - (4) The Officer's FITREPs justify that s/he has successfully demonstrated the Core Skill Requirements for at least 18 months.
- c. Naval Strategy (2300) R-coded Billets are not authorized.

- d. Naval Strategy (2300) R-coded Officers are justified when:
- (1) The Officer has successfully filled another 2300 H, P or Q coded billet for at least 18 months, or successfully completed a Federal Executive Fellowship, including Hudson Fellowship and/or Council on Foreign Relations Military Fellowship, after earning a 2300S Subspecialty Code.
  - (2) The Officer's FITREPs justify that s/he has successfully demonstrated the Core Skill Requirements for two or more tours of at least 18 months each.
- e. Naval Strategy (2300) Q-coded Officers are justified when the Officer satisfies the criteria listed for the 2300P code and subsequently completes at least 18 months in a 2300P or Q coded billet.
- f. Naval Strategy (2300) M-coded Billets not authorized.
- g. Naval Strategy (2300) M-coded Officers are justified when an officer has a 2300N subspecialty and subsequently completes at least 18 months in a 2300Q or N coded billet.
- h. Naval Strategy (2300) N-coded Billets are justified when the billet requires comprehensive knowledge in the development and application of military strategy, defense analysis, international relations, and public policy in support of Navy's national security functions. These billets require all of the 2300 Q-coded billet functional tasks performed to the highest level of mastery.
- i. Naval Strategy (2300) N-Coded Officers are justified when an officer has successfully completed formal education in naval strategy beyond the level of a Master's degree (i.e. completing the Arthur S. Moreau Post-Master's program at an accredited and approved institution.)
- j. Doctorate Criteria: Naval Strategy (2300) D-codes are authorized.

<b>Subspecialty Code Suffixes Authorized</b>				
<b>Billet</b>	<b>Officer</b>	<b>Suffix</b>	<b>Definition</b>	<b>Notes</b>
		C	Proven Doctor of Philosophy	
	X	D	Doctor of Philosophy	
		F	Proven Master's Degree that does not meet all ESRs	
		G	Master's Degree that does not meet all ESRs	
X		H	Master's Degree desired, not required	
	X	L	Certificate degree at the Master's level	
	X	M	Proven Post Master's Degree graduate education	1
X	X	N	Post Master's Degree graduate education	
X	X	P	Master's Degree in approved Navy subspecialty	2
X	X	Q	Proven Master's Degree	1
	X	R	Proven Significant Experience	1
	X	S	Significant Experience obtained through OJT	3

Note 1: "Proven" reflects at least 18 additional months in a billet coded for the pertinent subspecialty or satisfying the subspecialty CSRs to Subject Matter Expert satisfaction.

Note 2: P-coded billets authorized when core functions include pertinent CSRs and ESRs. P-coded officers authorized upon completion of Master's level curriculum at the Naval Postgraduate School or other accredited institution that satisfies all pertinent ESRs. The Community managers have agreed to allow billets to be coded for 2300P, and officers to be educated for this curriculum.

Note 3: S code authorized for officers who have completed least 18 months in a billet coded for the pertinent subspecialty or satisfying the subspecialty CSRs to Subject Matter Expert satisfaction.

5. Major Area Sponsor and Subject Matter Expert:


a. Sponsor: VADM Yvette M. Davids, Deputy Chief of Naval Operations for Operations, Plans, Strategy, and Warfighting Development (N3/N5/N7)

b. Subject Matter Expert: Mr. Patrick Kay, Strategy and Concepts (N57)

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Approved:  01-13-26  
Director, Warfare Development Date  
(OPNAV N57)

Approved:  01-21-26  
Director, Warfighter Development Date  
(OPNAV N71)

Final Approval:  1/23/26  
Assistant Deputy Chief of Naval Operations Date  
for Operations, Plans, Strategy, and  
Warfighting Development (N3N5N7B)