

FY19-20 CORE SKILL REQUIREMENTS
Operations Research Analysis – Foundations of Modeling and Analysis
Subspecialty 3214

Billet subspecialty coding is to be based on the minimum education/training/experience level required for optimum performance. Operational Analysis/3214 subspecialty coding is justified when, in addition to the general criteria stated in NAVPERS 158391 (Manual of Navy Officer Manpower and Personnel Classification) Part B, the following specific criteria are applied:

1. Description of CSR Competencies. The listed Core Skill Requirements (CSRs) are a set of quantifiable skill, traits and experience that a subspecialist must possess to perform acceptably in a coded billet for Operational Analysis/3214.

a. CSR-1: Independently perform and evaluate quantitative analyses dealing with alternative choices in military or national security operations, critical infrastructure protection and resilience, capability development, manpower management, human systems integration, logistics, cost analysis, or readiness.

b. CSR-2: Exhibit an understanding (and utilize at least two) of the following foundational Operations Analysis competencies: probability and statistics, modeling and analysis, quantification of uncertainty and random phenomena, resource allocation, optimization techniques, game theory, and war gaming.

c. CSR-3: Support decision-making through the application of quantitative techniques described in CSR-2.

d. CSR-4: Present analytical results to senior decision-makers via written reports and/or briefings, making appropriate use of data visualization techniques.

e. CSR-5: Closely collaborate and team with other officers designated through post-graduate education (C/D/P/Q codes) in the field of operations analysis.

f. CSR-6: Supervise other Operations Analysis coded billets (3211, 3212, 3214) and/or analysts when applicable.

Enclosure (3)

2. Applicable Officer Designators

- a. 111x
- b. 112x
- c. 113x
- d. 114x
- e. 130x
- f. 131x
- g. 132x

3. Applicable Billet Designators

- a. 1000
- b. 1050
- c. 111x
- d. 112x
- e. 113x
- f. 114x
- g. 130x
- h. 131x
- i. 132x

4. Educational and Significant Experience Criteria

a. Coded billets are authorized when the functions of the billet include the CSR competencies listed in paragraph 1

Note: 'Proven' requires at least an 18-month experience tour in an Operational Analysis 3214-coded billet or billet using the CSR of a related subspecialty, such as Operations Research-Operations Analysis/3211 or Operations Research Logistics Analysis/3212.

b. Subspecialty Code Suffixes Authorized. Authorized suffixes are annotated with "X"; unauthorized suffixes are blank.

Subspecialty Code Suffixes Authorized				
Billet	Officer	Suffix	Definition	Notes
		C	Proven Doctor of Philosophy	14,15
		D	Doctor of Philosophy	12,13
		E	Bachelor's or Baccalaureate Degree	1
		F	Proven Master's Degree that does not meet all Educational Skill Requirements (ESR)s	3
		G	Master's Degree that does not meet all ESRs	2
X		H	Master's Degree desired, not required	4
		I	Bowman Scholar Program	5
		L	Certificate Degree at the Master's level	
		M	Proven Post Master's Degree graduate education	
		N	Post Master's Degree graduate education	
X	X	P	Master's Degree in approved Navy subspecialty	6,7
X	X	Q	Proven Master's Degree	8,9
	X	R	Proven Significant Experience	11
	X	S	Significant Experience obtained through OJT	10

Note 1: E-coded officers are not authorized.

Note 2: G-coded officers are not authorized.

Note 3: F-coded officers are not authorized.

Note 4: H-coded billet authorized when a Master's level of knowledge in Operational Analysis is desired, but not essential for optimum performance.

Note 5: I-coded officers are not authorized.

Note 6: P-coded billet authorized when it requires the educational skills required for a Master's degree in Operational Analysis and CSRs 1-4 (at a minimum).

Note 7: P-coded officer authorized when the officer completes a Master of Operational Analysis (Warfare) degree program that meets all Operational Analysis/3214 ESRs and all Master's requirements to include thesis, final project, etc. An officer who attends a civilian institution and completes all Operational Analysis (Warfare)/3214 ESRs with the exception of analysis of military operations and a capstone project (in lieu of a thesis) will be considered for a P-code.

Note 8: Q-coded billet authorized when all of the following are met:

- Billet requires all educational skills required for a Master's degree in Operational Analysis.
- Billet range and scope requires the incumbent to have successfully completed a tour in coded Operational Analysis/3214 billet or billet using the CSR of a related subspecialty, such as Operations Research Analysis/3211 or Operations Research Logistics Analysis/3212.
- Billet requires CSRs 1-4 and 6 (at a minimum).

Note 9: Q-coded officer authorized when officer with a P-code completes at least 18 consecutive months in a B-, C-, D-, H-, P- or Q-coded Operational Analysis/3214 billet or billet using the CSR of a related subspecialty, such as Operations Research Analysis/3211 or Operations Research Logistics Analysis/3212.

Note 10: S-coded officer justified when:

- The officer has filled a P- or Q-coded billet for more than 18 consecutive months and has no subspecialty code in Operational Analysis.
- Fitness report (FITREP) justifies the officer has accomplished CSRs 1-5 for more than 18 consecutive months.
- The officer has obtained initial experience or improved understanding of the general principles, techniques, and skills of Operational Analysis.

Note 11: R-coded officer justified when:

- The officer has filled a P- or Q-coded billet for more than 18 consecutive months and was previously awarded an S-code in Operational Analysis.
- FITREP justifies the officer has accomplished CSRs 1-5 for more than 18 consecutive months.
- The officer has obtained improved understanding of the general principles, techniques, and skills of Operational Analysis.

Note 12: D-coded billets not authorized.

Note 13: D-coded officers not authorized. Officers completing a doctoral program in Operations Research Analysis will be coded according to the Operations Research Analysis/3211 guidelines.

Note 14: C-coded billets are not authorized.

Note 15: C-coded officers are not authorized.

5. Officer Community Managers (OCMs) have agreed to allow billets to be coded for Operational Analysis/3214 and Officers to be educated for this curriculum.

Designator	OCM	Contact Information	Approval Date
111X			
112X			
113X			
114X			
130X			
131X			
132X			

6. Major Area Sponsor and Subject Matter Experts

a. Major Area Sponsor: [REDACTED] Deputy Chief of Naval Operations, Integration of Capabilities and Resources (OPNAV N8).

b. Subject Matter Expert: [REDACTED] Director, Assessment Division (N81).

c. Action Officer SME: [REDACTED]

APPROVED: [REDACTED]
Major Area Sponsor

16 April 2020
Date

APPROVED: [REDACTED]
Director of NAV N71

3 AUG 2020
Date