

# **FY-24 ACTIVE DUTY LDO/CWO PRIMARY DISCRETE REQUIREMENTS**

Objective is to select applicants that are technically, operationally and administratively proven while demonstrating **Sustained Superior Performance** (i.e. Consistent Hard/Soft evaluation breakouts; above RSCA etc.) in increased levels of technical management within their specialty.

If the applicants' quality supports the total number of quotas, select to the requested numbers. However, if the quality level does not support the total number, it is important that only those who are "**Best and Fully Qualified**" are selected.

---

## **Surface Deck / Boatswain (611X / 711X)**

Applicants must have demonstrated strong leadership traits, adaptability, produced a body of work that equates to potential success as a Naval Officer and possess significant in-rate experience.

The following watch station qualifications and technical abilities are highly desirable, to include but not limited to:

1. Well Deck Control Officer
2. Officer equivalent qualifications/and or billets: CONN/OOD UW, CICWO, TOPWO
3. Craftmaster, Small Craft Officer-in-Charge (OIC)
4. Safety Officer for boat handling, anchoring, line handling, well deck operations, underway replenishment and cranes
5. In depth administrative working knowledge of the Technical Data Management Information System (TDMIS), Combined Regional Technical Libraries (CORETL), Advanced Technical Information Support (ATIS), and the Class Advisories (CLADS) information systems

New accession officers should expect to be detailed to traditional sea duty assignments (BOSN/AFL) aboard LHDs, LHA's, LPDs, LSDs and CVNs, as well as OIC positions within the respective Naval Beach Groups (ACU/BMU/ACB). Every billet assigned will require the applicant to rapidly function as the resident technical expert in his or her field. Applicants must have compiled a diverse career track and upon commissioning be world-wide assignable.

## **Surface Operations / Operations Technicians (612X / 712X)**

Applicants from Operations Specialist (OS) Sonar Technician (STG), Quartermaster (QM) and Cryptologic Technician (CTT) ratings that have demonstrated strong leadership traits and a history of assignments that have provided the candidate technical proficiency in all facets of Ship's Combat Information Center.

Upon commissioning, applicants **MUST** be ready to be the operational expert onboard and be world-wide assignable. Applicants should be well rounded and have demonstrated superior leadership, operational expertise and managerial skills in a variety of surface, space, air and

# **FY-24 ACTIVE DUTY LDO/CWO PRIMARY DISCRETE REQUIREMENTS**

undersea areas of operation. Experience in the following areas are highly desirable and will be given favorable consideration.

Achievement of qualifications in the pinnacle enlisted source rating watch stations for their associated platform should be expected. This is most commonly Combat Information Center Watch Officer (CICWO), Warfare Coordinator (Air/Surface/Underwater), AIC and ASTAC. While qualifications such as Combat Information Watch Supervisor and Tactical Data Coordinator (TDC) may not necessarily be considered equal qualifications as CICWO, Warfare Coordinator, or specific NEC, they should be considered as part of a total package and not disadvantage stellar candidates that may not have had an opportunity to obtain a higher qualification or NEC based on rank, command policy and/or platform-specific opportunity.

Applicants should be well rounded, show strong potential to become a successful officer, and have demonstrated superior leadership and tactical technical expertise in surface ship operations, CIC operations and ships scheduling, to include but not limited to:

1. Understanding and documented proficiency in planning and executing surface, air, electronic warfare and subsurface operations ISO ashore and afloat units and their respective commands
2. Understanding and documented proficiency in administrative requirements ISO operational reports and electronic data base requirements (DRRS-N, MFOM, WEBSKED, PB4T, OPREP5, DIM, OPTASKs, OPGENS, etc.)
3. Air Control
4. Ballistic Missile Defense (BMD) operations
5. Demonstrated and documented performance in Advance Data Link operations.
  - a. Interface Control Officer NEC W24A (0350), Multi TADIL NEC W23A (0348) or equivalent are highly desired
6. Demonstrated and documented performance in spectrum management
7. Demonstrated and documented Undersea Surveillance Operations expertise
  - a. ASW Specialist NEC V44B (0417) or equivalent
  - b. Journeyman Level Acoustic Analyst NEC 709B (0450) or equivalent
  - c. Journeyman Surface Ship USW Supervisor NEC V47B (0466) or equivalent
  - d. AN/SQQ-89A(V)15/(V)15 EC204 Surface Ship USW Combat Systems
  - e. Journeyman NEC V56B (0527) or equivalent
8. Demonstrated and documented IAMD or SSDS expertise
9. Ship and shore equipment/systems operability, interoperability, supporting program management, and preventative and corrective maintenance fundamentals, standards, and procedures

Favorable consideration should also be given to those applicants who have qualified two or more of the following:

1. Air Warfare Coordinator (AWC) or equivalent qualification
2. Combat Information Center Watch Officer (CICWO)
3. Surface Warfare Coordinator (SUWC) or equivalent qualification
4. Anti-Submarine Warfare Coordinator (ASWC) or equivalent qualification
5. Naval Gun Fire Surface (NGFS) or equivalent qualification

# **FY-24 ACTIVE DUTY LDO/CWO PRIMARY DISCRETE REQUIREMENTS**

6. Air Control (AIC/S (0318/0319), ASTAC (0324))
7. Data Link (TDC (0348) ICO (0350))
8. Combat Systems Training Team (CSTT) as a Coordinator or key Team Member or Leader
9. Master Training Specialist or Afloat Training Specialist

New accession 612X/712X officers can be detailed as Combat Information Center Officer (CICO), Air Defense Officers (ADO) and Assistant Operations Officer (A-OPS) on CRUDES ships. In addition, these officers perform duties that may include Naval Gunfire Liaison Officer (NGLO) assignments, which require having a broad and diverse background in fleet operations.

## **Surface Engineering-Repair / Engineering Tech (613X / 713X)**

New accession Surface Engineering LDOs and CWOs are assigned to arduous sea duty billets (CRUDES, AMPHIB, CVN, PC, LCS & LCU/LCAC) where they serve as Principal Assistants to the Chief Engineer. Those with supporting experience may have the opportunity to serve on a PC as Chief Engineer for their first tour.

Achievement of qualifications in pinnacle enlisted Engineering watch stations for their associated platform should be expected. This is most commonly Engineering Officer of the Watch (EOOW), Readiness Control Officer (RCO in LCS Crews) and CVN Non-Nuclear EOOW (CVN non-nuclear EOOW, which is extremely challenging to earn and obtained only by a handful on each CVN). While such qualifications as Main Sup/Top Watch on Big Deck AMPHIBS may not necessarily be considered equal qualifications as EOOW/RCO/Non-Nuclear EOOW, they should be considered as part of a total package and not to necessarily disadvantage stellar candidates that haven't had an opportunity to obtain qualification's based on rank, command policy and/or platform-specific opportunity.

Applicants should be well rounded in their careers, demonstrating strong potential to become a successful officer and leader in the wardroom, having demonstrated superior leadership and technical expertise in surface ship engineering, maintenance and repair, to include but not limited to:

1. Main propulsion and supporting auxiliary systems (gas turbine, diesel, steam and hybrid)
2. Electrical, auxiliary and hydraulic machinery systems
3. Damage Control and ballasting systems
4. Watch standing proficiency in pinnacle watch stations or have demonstrated timely progression toward pinnacle qualifications
5. Watch team development and training. Qualified Engineering Department Training Officer manages Engineering Department WTRP, plans MOB-D/E repetitive exercises and evolutions drill sets, and active participant in PB4T
6. Documented management of critical safety and engineering programs
7. Quality Assurance and Surface Ship standards:
  - a. Qualified QAO, Planner, etc.
  - b. Active participant in PB4M

# **FY-24 ACTIVE DUTY LDO/CWO PRIMARY DISCRETE REQUIREMENTS**

- c. Knowledgeable of JFMM requirements and standards
- d. Knowledgeable of afloat/ashore environmental standards
- 8. Gas Free Engineering qualified
- 9. Officer equivalent qualifications/and or billets: Repair 5 Locker Officer/Leader, Ballasting Officer, CONN UW, CVN CDO UW, PC MPA/DCA, MCM MPA/DCA, LCU/LCAC Engineer, etc.
- 10. Management of Engineering Dept. preventive and corrective maintenance
  - a. WCS, DLPO, Department 3MC, 3MA
  - b. Ship's Maintenance & Material Officer (SMMO) or assistant
  - c. ATG/Force 3M Inspector
- 11. Served as Main Space/Divisional/Work Center LPO
- 12. Served as DLCPO/Top Snipe/SGPI/DEI/MGTI
- 13. Qualified RMC Ship Sup, or RMC Repair Officer
  - a. FMAA Audit Team Member
  - b. NAMTS JQR qualified (i.e. pump repair, inside/outside machine repair, inside/outside electrical)
- 14. Ship's CNO Availability Coordinator, Availability Project Management Experience, Project Management Professional Certification
- 15. ATG Afloat Training Specialist, ATG Team Lead, ATG/EAP Qualified, ETT coordinator/DCTT coordinator or key team member
- 16. Master Training Specialist (MTS) qualification
- 17. Strike Force Intermediate Maintenance Activity (SFIMA) leadership / management roles onboard ships in CSG/ESG's

Favorable consideration should be given to those who have qualified and earned NECs for Diesel, Gas Turbine or Steam Plant Inspectors. Due to the nature of their billets, some may have significant time ashore at repair installations or on operations staffs and may have not had the opportunity to serve aboard a ship.

## **Special Warfare Technician (715X)**

Special Warfare Chief Warrant Officers are experienced leaders and recognized tactical and technical experts. They fill a wide variety of roles across Naval Special Warfare in the undersea, intelligence and training enterprises. All have achieved and maintain high levels of tactical and technical competency within a broad portfolio of Special Operations activities. SEAL CWO Applicants will be considered for one of two Core Competency Areas (CCA): CORE SKILLS and UNDERSEA. To apply, applicants must possess a Navy Enlisted Classification Code (NEC) that aligns with the CCA. Specifically, CORE SKILLS applicants must hold the O26A (Special Warfare Operator) or O23A (SEAL Delivery Vehicle Operator) NEC. UNDERSEA applicants must hold O23A (SEAL Delivery Vehicle Operator) NEC. All applicants must request a primary CCA and those holding qualifying NECs in more than one field may request a secondary CCA. Applicants will be selected for the CCA they are most qualified to serve.

# **FY-24 ACTIVE DUTY LDO/CWO PRIMARY DISCRETE REQUIREMENTS**

Special Warfare Chief Warrant Officers from both the CORE SKILLS and UNDERSEA CCAs serve in specially screened and selected positions, filling critical roles for United States Special Operations Command and the Navy. These Officers plan, direct and manage high-risk training events and multi-echelon exercises, assess and advise on combat readiness, and direct personnel in the execution of full spectrum special operations in every environment and every theater.

They typically serve as:

1. Detachment Officers-in-charge (OICs) and Assistant Officers-in-charge (AOICs)
2. Division Officers
3. Assistant Department Heads
4. Department Heads
5. Requirements, Resourcing and Acquisition Officers
6. Special Program Managers

Additionally, Special Warfare Chief Warrant Officers in the UNDERSEA CCA are proven experts in undersea operations. These Officers plan, direct and lead both training and operations in the undersea domain. They may also serve as:

1. Dry Combat Submersible (DCS) Pilots
2. SEAL Deliver Vehicle (SDV) Pilots

## **CCA "A" - CORE SKILLS**

1. Specific Qualification: requirement for the applicant to be designated in writing as a SEAL Special Warfare Operator and hold either the Special Warfare Operator NEC O26A or SEAL Delivery Vehicle (SDV) Operator NEC O23A
2. Favorable consideration should be given to E7 or E8 SEALs who successfully served as a SEAL Leading Chief Petty Officer in one of the following:
  - a. Special Reconnaissance (SR) Platoon or Troop LCPO
  - b. SEAL Platoon or Troop LCPO
  - c. Naval Special Warfare Development Group Team Leader or Assistant Team Leader
3. Limitations on opportunity to serve as LCPO tours should not disqualify otherwise qualified individuals. Consideration should be given to SEAL E7s serving in one of the following positions:
  - a. Training LCPO
  - b. Operations LCPO
  - c. Staff Department LCPO
  - d. TSOC or JTF Operations Senior Enlisted Advisor
4. The objective is to select the best qualified applicants; proven leaders and sustained superior performers who possess skill-set subject matter expertise as:
  - a. Advanced Special Operations Techniques (ASOT) qualifications
  - b. Master Training Specialist
  - c. Joint Terminal Attack Controller (JTAC)
5. Additional consideration should be given to applicants who possess the following qualifications:
  - a. Static-line and Military Freefall Jumpmaster
  - b. Helicopter Rope Suspension Techniques / Cast (HRST/C) Master

# **FY-24 ACTIVE DUTY LDO/CWO PRIMARY DISCRETE REQUIREMENTS**

- c. Range Officer-in-Charge (ROIC) or Range Safety Officer (RSO) for explosive breaching, fire and maneuver or close quarters combat
- d. Diving Supervisor

## **CCA "B" - UNDERSEA**

1. Specific Qualification: requirement for the applicant to be designated in writing as a SEAL Special Warfare Operator and hold the SEAL Delivery Vehicle (SDV) Operator NEC O23A
2. Favorable consideration should be given to E7 or E8 SEALs who successfully served as a SEAL Leading Chief Petty Officer in one of the following:
  - a. SEAL Delivery Vehicle (SDV) Platoon or Troop LCPO
  - b. DCS Platoon or Troop LCPO
3. Limitations on opportunity to serve as LCPO tours should not disqualify otherwise qualified individuals. Consideration should be given to SEAL E7s serving in one of the following positions:
  - a. Training LCPO
  - b. Operations LCPO
  - c. Staff Department LCPO
  - d. TSOC or JTF Operations Senior Enlisted Advisor
4. The objective is to select the best qualified applicants; proven leaders and sustained superior performers who possess skill-set subject matter expertise as:
  - a. DCS Pilot
  - b. SDV Pilot
  - c. SDV Navigator
  - d. SDV Operator
  - c. SDV Diving Supervisor
5. Additional consideration should be given to applicants who possess the following qualifications:
  - a. Advanced Special Operations Techniques qualifications
  - b. Master Training Specialist
  - c. Joint Terminal Attack Controller (JTAC)
  - d. Static-line and Military Freefall Jumpmaster
  - e. Helicopter Rope Suspension Techniques / Cast (HRST/C) Master
  - f. Range Officer-in-Charge (ROIC) or Range Safety Officer (RSO) for explosive breaching, fire and maneuver or close quarters combat
  - g. Diving Supervisor

## **Special Warfare Combatant-Craft (717X)**

Special Warfare Combatant Crewman Chief (SWCC) Warrant Officers are tactical and technical experts in the field of Naval Special Warfare operations as well as established leaders. These

# **FY-24 ACTIVE DUTY LDO/CWO PRIMARY DISCRETE REQUIREMENTS**

Officers lead Special Boat Team (SBT) Troops and direct personnel in the execution of combatant craft operations in every theater. They may serve as, but are not limited to:

1. SBT Boat Troop Chief Warrant Officers
2. Operations Officer
3. Training Officers
4. Requirements Officers

## **Specific Qualification Requirements**

1. Designated in writing as a SWCC Crewman and a Patrol Officer (SWCC Master) E-7 SWCC who successfully served and deployed (deploy--Active component only) as the Leading Chief Petty Officer in one of the following SBT boat detachments:

- a. NSW 11 Meter RIB
- b. Combatant Craft Assault
- c. Combatant Craft Medium
- d. Combatant Craft Heavy
- e. Special Operations Craft Riverine
- f. Naval Special Warfare Development Group Team Element LCPO
- g. Non-Standard Maritime

2. The objective is to select the best qualified applicants and proven leaders with sustained superior performance, who possess skill-set subject matter expertise such as:

- a. Patrol Officer (SWCC Master)
- b. HRST Master
- c. Jump Master
- d. Master Training Specialist
- e. Dynamic Waterborne Range Safety Officer

## **Surface Electronics / Electronics Technician (618X / 718X)**

Applicants who are selected for LDO or CWO in Surface Electronics derive from seven source ratings: GM, ET, FCA, FC, IC, MN, and STG. Of note, CTs with significant electronic warfare equipment (e.g., SLQ-32, etc.) maintenance and repair experience may also be considered for selection.

They must have demonstrated superior technical leadership and management within Combat Systems, Operations, or Weapons Departments both afloat and ashore. The following technical skill areas are valued:

1. Ship, shore and expeditionary equipment/systems operability, interoperability, systems of systems hosted and connected capabilities, supporting program management, and preventive and corrective maintenance fundamentals, standards, and procedures
2. Administration of Maintenance and Material Management (3M) Program
3. AEGIS and Non-AEGIS Surface Missile/Gun Fire Control systems, such as Ship's Self Defense Systems (SSDS)
4. Interior Communications, Exterior Communications, and Space Support Systems

# **FY-24 ACTIVE DUTY LDO/CWO PRIMARY DISCRETE REQUIREMENTS**

5. SONAR, Tactical data, Automated Data Processing, and Computing Systems
6. Navigation, RADAR, IFF, and Air Traffic Control Systems
7. Arms, Ammunition, and Explosives (AA&E) Logistics, Security, and Maintenance
8. Ammunition Qualification/Certification Board Member
9. Ballistic Missile Defense (BMD)
10. Electronic Warfare Systems Technician
11. Micro and Miniature (2M) and Fiber Optics Repair Programs
12. Magazine Sprinkling and Deluge Systems
13. General Purpose Electrical/Electronic Test Equipment and/or Calibration Management
14. Combat Systems Operational Sequencing System (CSOSS)
15. Combat Systems Watch Team Development
16. Tactical and Technical Scenario Development
17. Combat System Doctrine Development
18. Personnel, Manpower and Training (PMT)
19. Mining, Mine Counter Operations, and Environmental Sensing Systems
20. Operation and Maintenance of Small Arms and Crew Served Weapons
21. Technical Manual Publications and Advanced Technical Information Support (ATIS)
22. RADHAZ, EMC, EMSO Management;
23. Naval Special Warfare and Expeditionary Communications
24. Navy Munitions Command Operations and Maintenance
25. Ground Electronics Maintenance
26. Tactical Communications
27. Ordnance Information Systems

Applicants should be well-rounded, possessing subject matter expertise in multiple valued technical skill areas. Favorable consideration should also be given to those applicants who have qualified two or more of the following:

1. Combat Systems Officer of the Watch (CSOOW)
2. Combat Systems Coordinator (CSC)
3. Air Warfare Coordinator (AWC) or equivalent qualification
4. Surface Warfare Coordinator (SUWC)
5. Anti-Submarine Warfare Coordinator (ASWC)
6. Electronic Warfare or equivalent qualification
7. Combat Information Center Watch Officer (CICWO)
8. Combat Systems Repair Officer (CSRO)
9. LCS Combat Systems Manager (CSM)
10. LCS Readiness Control Officer (RCO)
11. Combat Systems Training Team (CSTT) Coordinator or key Team Member/Leader
12. AA&E Quality Assurance Safety Officer (QASO)
13. Master Training Specialist / Afloat Training Specialist
14. Antiterrorism Tactical Watch Officer (ATTWO)
15. Gun Liaison Officer (GLO)

The Surface Electronics LDO and CWO designators are sea intensive. New Accession Officers will be detailed into Systems Test Officer (STO) or Electronics Material Officer (EMO) billets



# **FY-24 ACTIVE DUTY LDO/CWO PRIMARY DISCRETE REQUIREMENTS**

on ships for their first and second tours. These tours contribute to professional development as future Combat Systems Officers, Weapons Officers, or Maintenance Officers who will serve across multiple warfare enterprises afloat and ashore within the Command, Control, Communications, Computers, Combat Systems and Intelligence (C5I) realm.

## **Nuclear Power (620X)**

Nuclear Power LDO discrete requirements are published via separate correspondence associated with the Nuclear LDO In-Service Procurement Board.

## **Diving Officer (720X)**

Diving Officers are the Navy's commissioned technical leadership authority in manned and unmanned diving and hyperbaric operations. Serving as technical experts who lead complex peacetime and combat-related diving missions at sea and ashore, they oversee underwater ship husbandry, salvage, special warfare, and undersea research and development missions in support of Type and Unified Command requirements while utilizing significant operational and technical experience to safely execute high-risk dive-enabled operations. Diving Officers are proficient in the maintenance, repair, transportation, administration, operation, and supervision of all hyperbaric systems and diving methods employed by the Joint Force.

Applicants should be well rounded with demonstrated superior leadership as well as operational and technical expertise in the field of navy diving.

Only Navy Diver (ND) rating applicants will be considered. Candidates shall possess the Master Diver Navy Enlisted Classification (NEC) code MMDV (formerly 5341) or First Class Diver NEC code MIDV (formerly 5342).

Master Divers should receive favorable consideration as they have attained the ND rating's pinnacle supervisory qualification.

First Class Divers must meet the following eligibility requirements:

1. Served or serving as a Leading Chief Petty Officer.
2. Served at least three complete tours as an ND and a minimum of one year of their fourth tour, including the following platform types:
  - a. Underwater Ship Husbandry: Submarine Tender, Regional Maintenance Center, Naval Shipyard, Trident Refit Facility, Ship Repair Facility, or Naval Submarine Support Facility.
  - b. Expeditionary: any dive-capable Navy Expeditionary Combat Command, Naval Special Warfare Command, or United States Marine Corps unit. Qualified at the highest level of Diving Supervisor at the present command and at least once as a Surface Supplied Diving Supervisor. If onboard the current command less than 12 months, member must have been qualified to the highest level at their previous command, and actively pursuing qualification at

# **FY-24 ACTIVE DUTY LDO/CWO PRIMARY DISCRETE REQUIREMENTS**

new command meeting all applicable command qualification timelines. Favorable consideration should be given to the following qualifications (in no particular order):

- a. Submarine Rescue Chamber Supervisor
  - b. Lock Out Trunk Diving Supervisor
  - c. Lock Out Chamber Diving Supervisor
  - d. Dry Deck Shelter Diving Supervisor
  - e. Navy Experimental Diving Unit Dive Watch Supervisor
  - f. Saturation Diving Supervisor
  - g. HeO2 Mixed Gas Diving Supervisor
4. Be qualified as a Diving Warfare Specialist (DWS) as a First Class Diver.
  5. Successfully pass the written Master Diver Course Pretest administered by Naval Diving and Salvage Training Center within two years of the commissioning application's submission date.

## **Submarine Engineering Repair (623X)**

New accession officers will be assigned to various sea/shore duty assignments where they will be expected to serve as Maintenance Officers/Managers, Quality Assurance (QA) Officers in the Naval Special Warfare (NSW) or Special Projects communities as well as other Sea/Shore Submarine Maintenance Support Billets.

The 623X designator is open to Submarine, Surface and Expeditionary ratings (HT, MMA and ND). Other rates should be given consideration if applicants have the NEC's or qualifications as listed below) with maintenance or repair backgrounds.

Preferred candidates should be able to demonstrate technical expertise in the field of submarine hull, mechanical and electrical maintenance. Favorable consideration should be given to those who have previously served on submarines, in submarine auxiliaries, on-board submarine tenders or shipyards in repair departments, all Deep Submergence Systems (DSS) – Scope of Certification (SOC) Programs (Special Projects/NSW/URC), that possess extensive knowledge and experience in intermediate-level repairs and SUBSAFE/SOC Quality Assurance Programs.

Navy Divers (ND) shall have completed at least one ship's husbandry tour at a submarine repair facility with favorable consideration given to “Diving Supervisors” and/or “Production Officer” or similar titles. Additionally, NDs may substitute a tour at a SEAL Delivery unit for the submarine repair tour with favorable consideration given to Dry Deck Shelter Diving Supervisor and Lock-Out Chamber Officer/Supervisor.

All applicants should be well rounded and favorable consideration given for the following qualifications and NECs:

1. Submarine Auxiliaries Operator/Technician/Maintainer: Q31A (4231) / Q34A (4234) / 739B (4246) / 740B (4252) / Q53A (4253)
2. Hull Maintenance: NDT Examiner U51A (4946) and/or Advanced Welder U53A (4955)
3. Navy Diver M2DV (5343) / M1DV (5342) / 854A (5306)

# **FY-24 ACTIVE DUTY LDO/CWO PRIMARY DISCRETE REQUIREMENTS**

4. QA Craftsman
5. QA Inspector
6. QA Supervisor
7. AQAO
8. QAO
9. SUBSAFE/SOC/DSS-SOC
10. Dry Deck Shelter/SEAL Delivery Vehicle Technicians: 785A (9534) / 786A (9535) / 854A (5306)

Completion of supervisory level watch qualifications:

1. SUBMARINE: PILOT, CO-PILOT, Diving Officer of the Watch (DOOW), Chief of the Watch (COW), Duty Chief Petty Officer (DCPO) and Command Duty Officer (CDO)
2. SURFACE: CDO, EOOW, Watch SUP, OOD or JOOD (U/W), Repair Duty Officer (RDO) and Repair Duty Chief (RDC)
3. EXPEDITIONARY: Surface Support Officer in Charge, Scuba/Chamber SUP, Dry Deck Shelter SUP, Lock-Out Chamber Officer/SUP are vital towards determining the strength of the applicant. Those who have completed senior Repair qualifications (RDO, RDC, AQAO, QAS) are highly desired for Submarine and Surface ratings as well as the Expeditionary and Special Projects Program. Qualifications such as PILOT, DOOW, EOOW and Mission Watch Supervisor are equivalent qualifications and should be given equal weight.

## **Submarine Ordnance / Ordnance Technician (626X /726X)**

Applicants selected for Submarine Ordnance LDO or CWO will lead and supervise teams in the areas of Submarine Ordnance and Special Weapons Programs supporting the Submarine Forces and Director Strategic Systems Programs (SSP). Selected Applicants will use their documented technical knowledge and leadership potential to provide operational oversight and expert management of nuclear weapons technical programs, operations and conventional ordnance operations afloat, ashore, and on our major SUBRON, TYCOM, Fleet, and OPNAV/DOD Staffs.

Exceptional candidates will have demonstrated a high level of leadership potential with documented technical expertise in areas of:

1. Nuclear Weapons Security (NWS)
2. Antiterrorism and Force Protection/Physical Security (AT/FPO)
3. Personnel Reliability Program (PRP)
4. Conventional Ordnance Certification Program Management, Ordnance Management Systems (Retail Ordnance Logistics Management and/or Ordnance Information System)
5. Conventional Ordnance, Strategic Weapons Systems instructions and Higher Headquarters Instructions and Policy Directives expertise
6. Flight Test Operations
7. Weapons Handling, Intermediate Maintenance Activity, and Depot Level torpedo operations

# **FY-24 ACTIVE DUTY LDO/CWO PRIMARY DISCRETE REQUIREMENTS**

Special consideration should be given to applicants that are (listed alphabetically) Fire Control Technicians (FTs), Missile Technicians (MTs), or Torpedoman's Mate (TM) that have qualified:

1. Strategic Weapons Duty Officer (SWDO)
2. Attack Weapons Systems Supervisor (AWS)
3. Nuclear Weapons Handling Supervisor (NWHHS)
4. Nuclear Weapons Inspector
5. Quality Assurance/Safety Observer (QASO)
6. Conventional Weapons Handling Supervisor (CWHS)
7. Squadron (MT, FT, TM) Combat Systems Department LPO and/or Strategic Weapons Facility Wharf Duty Officer

The selectee will be the Submarine Ordnance Subject Matter Expert on the waterfront serving onboard SSBNs, Strategic Weapons Facility supporting operations, programs, and production, and on major staff commands such as the SUBRON, COMSUBGRU, TYCOMs, DIRSSP, and OPNAV Staffs. The candidate should have completed all senior in rate qualifications and senior at sea watch station within normal sea/shore rotations.

Chief Petty Officers should be qualified:

1. Diving Officer of the Watch (DOOW)/Pilot at sea
2. Duty Chief Petty Officer (DCPO) and/or Strategic Weapons Duty Officer (SWDO) in port
3. Command Duty Officer (CDO) ashore

Chief Petty Officers qualified and/or serving as Strategic Weapons System Master Chief (SWSMC) and others that completed or successfully served as Department LCPO/WDEA at sea are considered to have reached a critical career milestone.

A First Class Petty Officer, qualified DOOW/Pilot, is considered to have performed above and beyond what is expected.

Normal shore duty rotations can illustrate diversity by successfully completing tours at Strategic Weapons Facilities, training commands, Submarine Group Staffs, Submarine Squadrons, and Submarine Type Commander staffs. Accordingly, the candidate should have senior shore duty qualifications completed (e.g., Master Training Specialist (MTS) for training commands).

Applicants shall have successfully demonstrated their ability to lead in operational leadership roles such as LPO/LCPO during sea and shore commands.

## **Submarine Electronics (628X)**

Applicants must have a background in the field of Non-Propulsion Electronics Systems (NPES). They assist in the operational (628X) evaluation of new installations as well as modernization of existing systems; provide operational and technical input to the research and development community for consideration in the design and testing of combat systems and components; assist

# **FY-24 ACTIVE DUTY LDO/CWO PRIMARY DISCRETE REQUIREMENTS**

in the preparation and distribution of operator and maintenance training courses; and provide operation and maintenance guidance for submarine combat systems.

Upon commissioning, the officer must be able to act independently, having demonstrated sustained superior performance at sea and shore with a strong background in the maintenance of submarine C5I systems.

System expertise includes, but is not limited to:

1. AN/BQQ-10 Sonar
2. BYG-1 Fire Control
3. RLGN and Voyage Management System (VMS)
4. AN/BLQ-10 Electronic Warfare Suite
5. BPS Radar Systems
6. Common Submarine Radio Room (CSRR)
7. Submarine periscope/photronics systems, and/or Submarine Warfare Federated Tactical Systems (SWFTS)

Applicants, who serve or have served in Chief of Naval Operations Special Projects billets, and have documented supervisory and demonstrated competency in the field of electronics are also considered qualified. Candidates in CNO Special Projects have been individually selected to perform duties in an arduous assignment and typically exhibit character attributes that have shown they can succeed in a variety of complex operational and technical environments. Additionally, consider applicants displaying superior performance having served in Integrated Undersea Surveillance System (IUSS) and qualified as an IUSS Specialist (IUSS(s)).

Eligible candidates will have demonstrated leadership in current and previous billets, as well as, completed all senior in rate qualifications and senior at sea qualifications. Senior at sea qualifications include:

1. Chief of the Watch (COW)
2. Diving Officer of the Watch (DOOW)/Pilot (VACL)
3. Duty Chief Petty Officer (DCPO) (in-port)

A First Class Petty Officer qualified DOOW/Pilot (VACL), is considered to have completed qualifications above and beyond what is expected.

Personnel assigned to CNO Special Project's billets may not have traditional senior submarine at-sea qualifications, but should be given credit for completion of senior special projects watchstations of equal importance.

Accordingly, the candidate should have senior shore duty qualifications completed (e.g. Master Training Specialist (MTS)). Normal shore duty rotations can illustrate diversity by successfully completing tours at training commands, Submarine Staffs, Intermediate Maintenance Activities (IMA), In Service Engineering Agents (ISEA) or Fleet Technical Assistance organizations.

# **FY-24 ACTIVE DUTY LDO/CWO PRIMARY DISCRETE REQUIREMENTS**

## **Acoustic Technician (728X)**

Applicants selected for Acoustic Technician will be from Sonar Technician (STG, STS) and Aviation Warfare (AWO, AWR) ratings, with a documented high degree of acoustic analytical skill. Ideal candidates should be recognized as expert acousticians and possess requisite knowledge and experience of fleet anti-submarine warfare (ASW) platforms and/or the Integrated Undersea Surveillance System (IUSS).

While having both experiences is ideal, superior acoustic capability shall be valued over IUSS experience. Candidates should hold one or more of the following NECs:

1. Acoustic Intelligence Specialist 708B (0416)
2. ASW Specialist V44B (0417)
3. Sonar (Submarines) Leading Chief Petty Officer T42A (0501)
4. IUSS Master 712B (0507)
5. IUSS Journeyman 715B (0551)
6. IUSS Surveillance Towed Array Sensor System (SURTASS) Mission Commander (SMC) V59B (0553)

Favorable consideration should be given to candidates that have successfully served as acoustic supervisors in IUSS, submarines or sonar-equipped surface vessels and hold the following NECs and qualifications:

1. Journeyman Level Acoustic Analyst 709B (0450)
2. Journeyman Surface Ship USW Supervisor V47B (0466)
3. AN/SQQ-89A(V) 15 Sonar Supervisor V56B (0527)
4. USL04 Acoustic Analysis (Intermediate) Qualified

Qualification as Submarine Sonar Supervisor, SURTASS Tactical Coordinator, or IUSS Watch Floor Supervisor should be favorably considered.

Additionally, holding IUSS Analyst 710B (0505), IUSS Passive Sensor Operator (PSO)/IUSS Apprentice 714B (0550), and being awarded the IUSS Breast Insignia should be considered positive achievements.

Applicants selected for this designator will be expected to supervise and direct acousticians on IUSS fixed system watch floors, employ mobile acoustic sensors as SMCs, and fill various division officer, department head and OIC billets within IUSS.

## **Submarine Communications (629X)**

Upon commissioning, the officer must be able to act independently and have a strong background in all areas of Information Warfare (IW) Command and Control (C2), Nuclear Command, Control and Communications (NC3), Resilient Command and Control (RC2), COMSEC, CYBER & I/A, and will be the SME on the waterfront or advise senior officers on a major submarine force staff. The candidate should have completed all senior in rate

# **FY-24 ACTIVE DUTY LDO/CWO PRIMARY DISCRETE REQUIREMENTS**

qualifications as well as senior at sea watch stations. At a minimum, the ITS candidates will be qualified senior in-rate qualifications as listed below:

1. ITS-COMM
  - a. Radio Supervisor - SSBN
  - b. Radioman of the Watch – SSN/SSGN

If a First Class Petty Officer is qualified DOOW/PILOT, that is considered above and beyond expectations.

Normal shore duty rotations can illustrate diversity by successfully completing tours at training commands, Submarine Group staffs, Submarine Squadrons, Submarine Type Commander Staffs and Broadcast Control Authorities (BCAs) (Operational Shore) at forward deployed locations or as part of COMSUBLANT and COMSUBPAC staffs. The candidate should have senior qualifications completed on shore duty such as Master Training Specialist (MTS) and BCA Communications Watch Officer if the opportunity was available.

Applicant shall have successfully demonstrated their ability to LEAD in operational leadership roles such as LPO/LCPO within communications and networking divisions/departments.

As an off-ramp community, additional consideration should go to applicants who have completed undergraduate/graduate degrees (especially technical or STEM), and/or those who completed civilian information technology related certifications such as Certified Information Systems Security Professional (CISSP) and Certified Information Security Manager (CISM).

NOTE: The ETR and ITS ratings combined in 2019 to form the ITS rating. The ITS rating is divided into the ITS-COMMS and the ITS-EW divisions. The ITS-COMMS career path for LDO is 6290, where ITS-EW is 6280. There are exceptional candidates who qualify for both, and in this case, the board should pick the best and fully qualified candidate.

## **Aviation Deck / Aviation Boatswain (631X / 731X)**

Qualifications and experience should be from CVN (NIMITZ and FORD)/LHD classes of ships. Due considerations should be given to Sailors with experience from other surface combatants that are air capable platforms as applicable. Due to the technical diversity of the Aviation Boatswain source rates, emphasis should be placed on demonstrated technical competency and leadership at sea, in an operational or maintenance availability status, with primary and secondary assignments. Favorable consideration should be based on progression of qualifications and documented usage in the following areas:

### **ABE (Equipment):**

**631X**

### **Billets Held**

1. Maintenance Control Supervisor/LPO (Maintenance Control Sup must designated in writing by the Commanding Officer)

# **FY-24 ACTIVE DUTY LDO/CWO PRIMARY DISCRETE REQUIREMENTS**

2. ALRE Quality Assurance Supervisor/LPO (Designated in writing by the Commanding Officer)
3. Branch LPO/LCPO (Bow, Waist Catapults and Arresting Gear)
4. Maintenance Support LPO/LCPO
5. Quality Assurance Inspector (QAI)

## **PQS Completion**

1. Catapult Captain (317) or Arresting Gear PO (310) or EMALS Supervisor (313), or AAG PO (311) for Ford Class CVN
2. 3M 304 LCPO/Division Officer
3. Should be qualified JOOD/OOD (I/P)
4. Should have earned at least two warfare pins
5. DCTT team or Air Department Training Team member (ADTT), or Repair Locker Leader/Integrated Training Team (ITT) or Aviation Training Team (ATT)

## **Technical Expertise**

1. Demonstrate the ability to safely perform operations and maintenance of Catapult, Arresting Gear, EMALS and AAG systems without supervision during actual flight operations in accordance with applicable operation manuals
2. Documented experience with the performance, managing and completion of maintenance on Catapult, Arresting Gear, EMALS and AAG systems
3. Has demonstrated the ability to supervise aircraft launch and recovery equipment, maintenance, troubleshooting, and quality assurance, and to complete technical reports and forms
4. Has demonstrated sufficient knowledge and skills required to administer and maintain a Quality Assurance Program aboard CVN/Nimitz/Ford class ships during all conditions of readiness, with limited supervision
5. Demonstrate the ability to coordinate, manage or supervisor repair work packages (organizational, intermediate, and depot-level) for Nimitz/Ford Class ALRE systems

## **7311**

### **Billets Held**

1. Maintenance Control Supervisor (Designated in writing by the Commanding Officer)
2. ALRE Quality Assurance Supervisor (Designated in writing by the Commanding Officer)
3. Branch LPO/LCPO (Bow, Waist Catapults and Arresting Gear)
4. Maintenance Support LCPO

## **PQS Completion**

1. Catapult Captain (317) or Arresting Gear PO (310) or EMALS Supervisor (313), or AAG PO (311) for Ford Class CVN
2. 3M 304 LCPO/Division Officer
3. Should be qualified JOOD/OOD (I/P)
4. Should have earned at least two warfare pins
5. DCTT team or other Air Department Training Team member (ADTT), or Repair Locker Leader/Integrated Training Team (ITT) or Aviation Training Team



# **FY-24 ACTIVE DUTY LDO/CWO PRIMARY DISCRETE REQUIREMENTS**

## **Technical Expertise**

1. Demonstrate the ability to safely perform operations and maintenance of catapult, arresting gear, EMALS and AAG systems without supervision during actual flight operations in accordance with applicable operation manuals
2. Documented experience with the performance, managing and completion of maintenance on Catapult, Arresting Gear, EMALS and AAG systems
3. Has demonstrated the ability to supervise aircraft launch and recovery equipment, maintenance, troubleshooting, and quality assurance, and to complete technical reports and forms
4. Has demonstrated sufficient knowledge and skills required to administer and maintain a Quality Assurance Program aboard Nimitz/Ford class ships during all conditions of readiness, with limited supervision
5. Demonstrate the ability to coordinate, manage or supervisor repair work packages (organizational, intermediate, and depot-level) for Nimitz/Ford Class ALRE systems

## **ABF (Fuels)**

### **631X**

#### **Billets Held**

1. Maintenance Control LPO/CPO or Below Decks LPO/CPO or Flight Deck LPO/CPO or V-4 LPO/LCPO
2. Flight Deck LPO/CPO (LHD/LHA/LPD) or Below Decks LPO/CPO (LHD/LHA/LPD)

#### **PQS Completion**

1. 3M 304 LCPO/Division Officer
2. Should be qualified JOOD/OOD (I/P)
3. Should have earned at least two warfare pins
4. Flight Deck Supervisor (317) or Below Decks Supervisor (318) DCTT team or Air Department Training Team member (ADTT), or Repair Locker Leader/Integrated Training Team (ITT)
5. Quality Assurance Supervisor 308 (NAVEDTRA 43523)
6. Division Supervisor (319)

## **Technical Expertise**

1. Exhibit the ability to operate and perform organizational maintenance on aviation fuel, automotive gasoline, and lubricating oil systems on CVN/LHD/LHA class ships
2. Maintain fuel quality surveillance and control in the aviation fuel systems, to include logs and records
3. Manage the aviation fuel quality surveillance program, to include logs and records
4. Coordinate repair work packages (organizational, intermediate, and depot-level)

## **Primary: 731X**

#### **Billets Held**

1. Maintenance Control Chief or Below Decks Chief or Flight Deck Chief V-4 LCPO
2. Below Decks Chief (LHD/LHA/LPD) or V4 LCPO (LHD/LHA/LPD)

#### **PQS Completion**

# **FY-24 ACTIVE DUTY LDO/CWO PRIMARY DISCRETE REQUIREMENTS**

1. 3M 304 LCPO/Division Officer
2. Should be qualified JOOD/OOD (I/P)
3. Should have earned at least two warfare pins
4. Flight Deck Supervisor (317) (NAVEDTRA 43426-4) or Below Decks Supervisor (318)
5. DCTT team or Air Department Training Team member (ADTT), or Repair Locker Leader/Integrated Training Team (ITT)
6. Quality Assurance Supervisor 308
7. Division Supervisor (319)

## **Technical Expertise**

1. Exhibit the ability to operate and perform organizational maintenance on aviation fuel, automotive gasoline, and lubricating oil systems on CVN/LHD/LHA class ships
2. Manage the aviation fuel quality surveillance program, to include logs and records
3. Display professional mastery of the aviation fuels accountability protocols, standards, and directives
4. Coordinate repair work packages (organizational, intermediate, and depot-level)

## **ABH (Handling)**

**Primary: 631X**

### **Billets Held:**

1. Flight Deck LPO/CPO or Crash and Salvage Leading Petty Officer/CPO or V-1 LPO/LCPO
2. Flight Deck LPO/LCPO (LHD/LHA/LPD) or Crash and Salvage LPO/CPO (LHD/LHA/LPD) or V-1 LPO/LCPO (LHD/LHA/LPD)

### **PQS Completion:**

1. 3M 304 LCPO/Division Officer
2. Should be qualified JOOD/OOD (I/P)
3. Should have earned at least two warfare pins
4. Flight Deck Chief (321), or Flight Deck Caller (320)
5. DCTT team or Air Department Training Team member (ADTT), or Repair Locker Leader/Integrated Training Team (ITT)

### **Technical Expertise:**

1. Exhibit the ability to manage aircraft movements during flight deck operations, this includes aircraft launch and recovery and taxi and tow movements on CVN/LHD/LHA class ships
2. Exhibit the ability to manage the response to all emergency situations related to flight deck operation and systems
3. Exhibit the ability to plan and execute flight operations
4. Exhibit the knowledge of the Air Department's training plan and coordinate Flight Deck and Hangar Bay drill scenarios within the Department

**731X**

### **Billets Held:**

# **FY-24 ACTIVE DUTY LDO/CWO PRIMARY DISCRETE REQUIREMENTS**

1. Crash and Salvage Chief or Flight Deck LCPO or V-1 LCPO
2. Crash and Salvage Chief (LHD/LHA/LPD) or Flight Deck Chief (LHD/LHA/LPD)

## **PQS Completion:**

1. 3M 304 LCPO/Division Officer
2. Should be qualified JOOD/OOD (I/P)
3. Should have earned at least two warfare pins
4. Crash and Salvage Chief (327) or Flight Deck Chief (321) Deck Caller (320)
5. DCTT team or Air Department Training Team member (ADTT), or Repair Locker Leader/Integrated Training Team (ITT)

## **Technical Expertise:**

1. Exhibit the ability to manage aircraft movements during flight deck operations, this includes aircraft launch and recovery, taxi and tow movements on CVN/LHD/LHA class ships
2. Exhibit the ability to manage the response to all emergency situations related to flight deck operation and systems
3. Exhibit the ability to plan and execute flight operations
4. Exhibit the knowledge of the Air Department's training plan and coordinate Flight Deck and Hangar Bay drill scenarios within the Department

## **Aviation Operations Technician (732X)**

Aviation Operations Technician are aeronautically designated technical leaders who come from diverse backgrounds as Naval Aircrewman in rotary and fixed wing aircraft communities. These officers have extensive knowledge in air operations supporting Anti-Submarine Warfare (ASW), Anti-Surface Warfare (ASuW), Command and Control (C2), Intelligence Surveillance and Reconnaissance (ISR), Search and Rescue (SAR), and Logistics. Applicants selected for AVOPS Technicians will serve in three distinct leadership capacities:

1. Afloat as a Staff Air Operations Officer/Helicopter Element Coordinator (HEC) on a Carrier Strike Group (CSG) Staff, executing Warfare Coordinator duties directing the daily airborne logistical effort throughout a dispersed CSG in a variety of maritime environments
2. Afloat in CVN Combat Direction Center (CDC) as Tactical Action Officer (TAO) and technical leadership of the Carrier Tactical Support Center (CV-TSC), directing daily air ASW, ASuW, and MISR operations in defense of the Carrier Strike Group (CSG)
3. Ashore as leadership of a TOCRON Detachment (previously MTOC) leading expeditionary, mobile command and control teams supporting worldwide P-8 operations from fixed and austere sites

## **Naval Aircrewman (Tactical Helicopter – AWR):**

Assigned to flying billets in the MH-60R helicopters performing Anti-Submarine Warfare (ASW), Anti Surface Warfare (ASuW), Intelligence, Surveillance and Reconnaissance (ISR),

# FY-24 ACTIVE DUTY LDO/CWO PRIMARY DISCRETE REQUIREMENTS

and Search and Rescue (SAR) or Unmanned Aircraft Systems (UAS) performing Joint Operations in an expeditionary environment.

Primary assignments:

1. Carrier air wing squadron (CVW) Departmental Leading Chief Petty Officer with emphasis on deployments in support of Carrier Strike Group (CSG) operations
2. Seahawk Weapons and Tactics Instructor (SWTI)
  - a. HSM Weapons Schools
  - b. Fleet Replacement Squadrons (FRS)
3. Aircraft carrier tactical support center (CV-TSC) Watch Officer/Supervisor
4. Special Reconnaissance Team (SRT) UAS Operator with the ability to qualify as UAS Instructor and UAS Mission Commander

Secondary assignments:

1. Departmental (Operations, Tactics, Training, NATOPS) Leading Chief Petty Officer and Aircrew Division Leading Chief Petty Officer with expeditionary deployment experience
2. Instructor tour with Master Training Specialist (MTS) qualification

## **Naval Aircrewman (Operator – AWO):**

Assigned to P-3 and P-8A fixed wing aircraft flying billets or as MQ-4 Triton payload operators performing Anti-Submarine Warfare (ASW), Anti Surface Warfare (ASuW), and Intelligence, Surveillance and Reconnaissance (ISR). Additional Sea and Shore, performing duties in non-flying billets in TOCRON, TOC, TOCRON Detachment (previously MTOC), Aircraft Carrier Tactical Support Centers (CV-TSC), Tactical Operations Centers (TOC), and Integrated Undersea Surveillance (IUSS) - Naval Oceanographic Processing Facilities (NOPF), Commander, Undersea Surveillance command (CUSS)

Primary assignments:

1. Department Leading Chief Petty Officer
2. TOCRON/TOC/TOCRON Detachment (formerly MTOC) Leading Chief Petty Officer
3. TOCRON/TOC Senior Enlisted Advisor/Leader
4. ACTC/TMTC 400/500 Instructor designation

Secondary assignments:

1. Instructor tour with Master Training Specialist (MTS) qualification
2. Weapons and Tactics Instructor (WTI)
3. Tactical Mobile (TACMOBILE) Watch Officer
4. Aircraft Carrier Tactical Support Center (CV-TSC) Watch Officer
5. Unmanned Aircraft System (UAS) operator within NSW

## **Naval Aircrewman (Helicopter – AWS):**

Serve onboard MH-60S or MH-53E helicopter crews performing Anti Surface Warfare (ASuW), Search and Rescue (SAR), Combat Search and Rescue (CSAR), Maritime Special Operations Forces (SOF) support, MQ-8 Fire Scout, or Airborne Mine Countermeasure (AMCM)

# **FY-24 ACTIVE DUTY LDO/CWO PRIMARY DISCRETE REQUIREMENTS**

operations. The secondary utility mission involves the movement of personnel, Vertical Onboard Delivery (VOD) and logistics to support Defense Support of Civil authorities (DSCA)

Primary assignments:

1. Carrier air wing squadron (CVW) Department Leading Chief Petty Officer with emphasis on deployments in support of carrier strike group (CSG) operations
2. Weapons and Tactics Instructor (WTI)
  - a. HSC Weapons Schools
  - b. Fleet Replacement Squadrons

Secondary assignments:

1. Department Leading Chief Petty Officer and Aircrew Division Leading Chief Petty Officer with expeditionary or deployment experience(s)
2. Weapons and Tactics Instructor (WTI)
3. Instructor tour with Master Training Specialist (MTS) qualification

## **Naval Aircrewman (Avionics – AWW):**

Serve as tactical mission crew onboard P-3, P-8, EP-3, SP-3, and E-6 aircraft or as tactical mission crew for Unmanned Aircraft Systems (UAS). Primary in-flight duties include In-Flight Technician, Airborne Communications Technician, and Mission Payload Operator

Primary assignments:

1. Department Leading Chief Petty Officer and Aircrew Division Leading Chief Petty Officer with expeditionary or deployment experience(s)
2. Safe-For-Flight (SFF) Qualified with usage, and Full System Quality Assurance Representatives (FSQAR)

Secondary assignments:

1. NATOPS Instructor
2. Airborne Communications Supervisor
3. Instructor tour with Master Training Specialist (MTS) qualification

## **Naval Aircrewman (Mechanical – AWF):**

Serve as tactical mission crew onboard P-3, P-8, EP-3, SP-3, and E-6 aircraft or as logistics mission crew onboard various cargo aircraft including C-2, C-12, C-20, C-40, CMV-22 and C-130 aircraft. Primary in-flight duties include Flight Engineer, Crew Chief, Loadmaster, Reel Operator, and Aircrew Readiness Manager

Primary assignments:

1. Department Leading Chief Petty Officer; Safety/NATOPS Department Leading Chief Petty Officer, Training Department Leading Chief Petty Officer and Aircrew Division Leading Chief Petty Officer with expeditionary or deployment experience(s)
2. Aircraft Maintenance Safe-For-Flight (SFF) Qualified, or Full System Quality Assurance Representatives (FSQAR)

# **FY-24 ACTIVE DUTY LDO/CWO PRIMARY DISCRETE REQUIREMENTS**

Secondary assignments:

1. NATOPS Instructor
2. Instructor tour with Master Training Specialist (MTS) qualification
3. Unmanned Air Vehicle Operator (AVO)

Technically qualified applicants, if assignment provides opportunity, should have attained the following positions/qualifications:

1. Shop/OPS/TOCRON/TOC Leading Chief Petty Officer
2. Weapons Tactic Instructor (WTI)
3. Multiple warfare qualifications
4. Battle Watch Captain (BWC)
5. Task Group Watch Officer (TGWO)
6. Master Training Specialist (MTS)
7. Instructor Duty
8. Acquisitions qualifications (if available/billeted)

Special consideration should be afforded to the following:

1. Crew members attached to CV-TSC and obtaining watch supervisor qualifications
2. LSRS/AAS sensor operator
3. MQ-4C mission payload operator

## **Aviation Maintenance (633X)**

Objective is to select those applicants that are operationally and administratively proven while performing in positions of increased leadership and responsibility than that of their peers. Applicants will have demonstrated strong adaptability and a level of experience and maturity that indicates a positive potential for success as an officer. The applicant will have demonstrated a thorough working knowledge and comprehension of aviation maintenance programs, processes, practices and procedures within their platform/community and aircraft maintenance rating.

If serving in an assignment that affords the opportunity, a well-qualified applicant will have demonstrated exceptional performance while holding positions and/or certifications in the following:

1. Maintenance Control Supervisor/LPO/LCPO (Organizational or Intermediate Level exercising SFF or PC qualifications daily)
2. Authorized to release aircraft Safe for Flight (Qualified) and show usage
3. FRC/AIMD Main Production Control (Qualified) and show usage
4. Flight Deck Coordinator (FDC)
5. Line Division LPO/LCPO
6. Division Leading Petty Officer (LPO)/Leading CPO (LCPO)
7. Quality Assurance Representative
8. Work Center Supervisor
9. Phase Coordinator
10. Detachment LPO/LCPO

# **FY-24 ACTIVE DUTY LDO/CWO PRIMARY DISCRETE REQUIREMENTS**

11. Collateral Duty Quality Assurance Representative (CDQAR)
12. Warfare Qualification(s)
13. Master Training Specialist (MTS)
14. Lean/Six Sigma Green Belt Certification – recommended not required (Only available at Intermediate/Depot Level Maintenance activities (AIMD/FRC))

Applicants who are selected for LDO can be detailed to AIMDs aboard ships (CVNs, LHAs, LHDs), any Type/Model/Series aviation platform, Fleet Readiness Centers (FRCs) and various staffs. Members will be expected to perform in various officer billets such as Material Control Officer (MCO), Quality Assurance Officer (QAO), Maintenance/Material Control Officer (MMCO) and Assistant Maintenance Officer (AMO). This list is not all inclusive.

## **Aviation Maintenance Technician (733X)**

The aviation maintenance community is exceptionally diverse. Technician (733X) Applicants who are selected for CWO will have a thorough working knowledge and comprehension of aviation maintenance programs, processes, practices, and are expected to demonstrate technical competency, while directing aviation maintenance procedures and program management within their platform/community and aircraft maintenance rating. Technical expertise and vast comprehension of aviation maintenance including coordinating, prioritizing, and monitoring maintenance efforts of multiple work centers/rates with experience at sea, shore, and/or shore deployable commands is the primary requirement for selection.

Applicants with demonstrated Sustained Superior Performance at both Organizational and Intermediate level maintenance should be highly considered.

All 733X CWO candidates should have obtained and completed the following qualification(s) as a mandatory criteria for selection. If the member has been assigned to either level of maintenance above the E6 paygrade this qualification shall be a mandatory factor for consideration:

1. Designated to release aircraft Safe For Flight (SFF) with demonstrated usage
2. "I" Level Production Control qualified with demonstrated usage

At least one of the following NECs are highly recommended:

1. Aviation Maintenance Material Control Master Chief - 724B (8300)
2. Aviation Maintenance/Production Chief - 770B (8800)

Emphasis should be placed on demonstrated technical competency and leadership with primary and secondary assignments. Favorable consideration should be based on the progression of qualifications in the following areas:

Primary:

1. Maintenance Control SUPERVISOR / acting MMCPO
2. Quality Assurance SUPERVISOR

# **FY-24 ACTIVE DUTY LDO/CWO PRIMARY DISCRETE REQUIREMENTS**

3. FRC/AIMD Main Production Control LCPO
4. Flight Deck/Line Coordinator as SCPO / CPO
5. Phase/SMI Coordinator
6. Division LCPO
7. Detachment LCPO, with documented successful deployment time
8. TYCOM Aviation Maintenance Management Team (AMMT) Inspector/Subject Matter

Expert

9. TYPE WING / Naval Safety Center Maintenance Program Assessor / Subject Matter

Expert

10. Multi/Full system Quality Assurance Representative (QAR)

Secondary:

1. Master Training Specialist
2. Program manager- with demonstrated MPA and/or AMI success
3. Collateral Duty Quality Assurance Representative (CDQAR)
4. Management of the "O" Level Maintenance Management Program (OLMM)
5. Aircraft Weight and Balance Technician qualified, with demonstrated and documented

usage

6. Graduate of Joint Aviation Supply and Maintenance Material Management (JASMMM) course (A-8B-0020)

Applicants who are selected for CWO will be detailed to any Type/Model/Series aviation platform, AIMDs aboard ships (CVNs, LHAs, and LHDs), Fleet Readiness Centers (FRCs) and various staffs. Members will be expected to perform in various officer billets such as Material Control Officer (MCO), Quality Assurance Officer (QAO), Maintenance/Material Control Officer (MMCO), and Assistant Maintenance Officer (AMO). This list is not all inclusive.

## **Aviation Ordnance / Aviation Ordnance Tech (636X / 736X)**

The Aviation Ordnance community is exceptionally diverse. Applicants who are selected for LDO or CWO will be detailed into various Branch and Division Officer Billets aboard ships (CVNs, LHA/Ds), squadrons (VFAs, JSFs, VAQs, VPs, HSCs, HSMs) and shore-based Munitions Commands and Weapons Departments/Divisions as well as flag/major staff positions. Therefore, an extremely strong working knowledge and comprehension of ordnance processes and procedures in a variety of commands and assignments should be a positive factor towards selection. Well qualified applicants, if assignment provides opportunity, should have attained the following credentials:

Ship credentials:

1. Department/Division/Production Leading Chief Petty Officer
2. Department/Division/Production Leading Petty Officer
3. Work Center Leading Petty Officer
4. Conventional Ordnance Qual/Cert: Board Member
5. Conventional Ordnance Qual/Cert: Quality Assurance/Safety Observer



# **FY-24 ACTIVE DUTY LDO/CWO PRIMARY DISCRETE REQUIREMENTS**

6. Weapons Duty Officer (WDO)
7. 3M Work Center Supervisor
8. Warfare Qualification(s)

## Squadron credentials:

1. Division/Branch Leading Chief Petty Officer
2. Department/Division Leading Petty Officer
3. Work Center Leading Petty Officer
4. Conventional Ordnance Qual/Cert: Board Member
5. Conventional Ordnance Qual/Cert: Quality Assurance/Safety Observer
6. Quality Assurance Representative/Collateral Duty Quality Assurance Representative (QAR, CDQAR)
7. Collateral Duty Inspector (CDI)
8. Warfare Qualification(s)

## Shore duty credentials:

1. Detachment/Division Leading Chief Petty Officer
2. Detachment/Division Leading Petty Officer
3. Work Center Leading Petty Officer
4. Conventional Ordnance Qual/Cert: Board Member
5. Conventional Ordnance Qual/Cert: Quality Assurance/Safety Observer
6. Weapons Duty Officer (WDO), Staff Duty Officer (SDO), Command Duty Officer (CDO)
7. Master Training Specialist (with opportunity)

Special consideration should be given to current or completed flag/major staff assignments (e.g. TYCOM, Numbered Fleet, forward deployed CTFs, etc.) as members assigned to these billets are exposed to operational level or higher activities and functions supporting fleet operations and programmatic level activities (i.e. fielding of new weapons to fleet activities; interactions with and support of Program Management Activities (PMA), Program Management Support (PMS) entities, and Program Executive Offices (PEO); theater/fleet level logistics; etc.).

Consideration should be given to those authorized by the Commanding Officer to release aircraft as Safe for Flight and/or serve as a Maintenance Control Supervisor (are nice to have, but are not required).

The primary objective is to select Leading Petty Officers and Leading Chief Petty Officers who possesses exceptional professional knowledge and demonstrate sustained superior performance, both operationally and administratively, while serving in billets involving increased levels of leadership, responsibility, and accountability.

## **Air Traffic Control (639X)**

# **FY-24 ACTIVE DUTY LDO/CWO PRIMARY DISCRETE REQUIREMENTS**

New accession officers will be detailed to CVN, LHA or LHD sea duty assignments where the expectation to stand alone as the technical expert in their field is essential. Applicants must have demonstrated technical expertise and a diverse skill set with a mix of the following leadership positions and credentials:

The strongest candidates will have excelled in a combination of leadership positions:

1. Case III Carrier Air Traffic Control Center (CATCC) Supervisor - NEC F10A (6932)
2. Facility Watch Supervisor (FWS) at a Radar Approach Control (RAPCON/CLASS IV) Facility - NEC F09A (6931)
  - a. NAS Patuxent River
  - b. NAS Oceana
  - c. NAS Key West
  - d. NAS Kingsville
  - e. NAS Meridian
  - f. NAS Fallon
  - g. NAS Lemoore
  - h. NAS Whidbey Island
  - i. Naval Base Ventura County/Point Mugu
3. Amphibious Air Traffic Control Center (AATCC) Supervisor - NEC F11A (6933)

Additional consideration should be given to the applicants performing the following duties:

Sea:

1. CATCC/AATCC/Tactical Air Control Center (TACC) Chief
2. CATCC/AATCC/TACC Leading Petty Officer

Shore:

1. ATC Training Chief/ NATOPS Evaluator
2. Radar Chief/ NATOPS Instructor
3. Control Tower Chief/ NATOPS Instructor
4. FWS at Fleet Area & Control facility (FACSFAC) Controller - NEC F13A (6935)
5. TOP performers as instructors, NEC 805A (9502); performance denoted in competitively ranked evaluations with Master Training Specialist (MTS).

## **Administration / Ship's Clerk (641X / 741X)**

Applicants should be operationally and administratively proven while performing in positions of increased leadership and responsibility. Applicants will have demonstrated strong adaptability and a level of experience and maturity that indicates a positive potential for success as an officer. New accession officers will be world-wide assignable as they will be detailed according to the needs of the Navy. The core work of the 641X/741X community aligns to the source ratings of Personnel Specialist (PS), Yeoman (YN), Navy Counselor (NC), Legalman (LN), and Religious Program Specialist (RP). The best and fully qualified applicants will have documented sustained

# **FY-24 ACTIVE DUTY LDO/CWO PRIMARY DISCRETE REQUIREMENTS**

superior performance in each assignment while demonstrating keen knowledge, managerial skills, technical expertise, and proficiency in, but not limited to:

1. Administrative functions (correspondence, awards, performance evaluations, directives management, task management, and protocol), including leadership of administrative offices at sea or ashore (ship's secretary, administrative Leading Chief Petty Officer/Leading Petty Officer).
2. Pay and personnel functions and systems, at sea with commands holding their own ADSN, ashore at a PSD/RSC/TSC, and/or as a Command Pay and Personnel Administrator (791F (formerly A16A) NEC)
3. Personnel distribution/Manpower (planning and requirements), including knowledge and use of the MyNavy Assignment system, trends, and predictive analytics
4. Proficiency in Defense Travel System management and permanent change of staff/temporary duty travel claim review/processing
5. Demonstrated knowledge of the Navy Enlisted Advancement System (NEAS), including participation in preparations, administration, and execution of NWAE testing cycles.
6. Experience with organization-level planning, policies and programs
7. Knowledge of legal procedures such as non-judicial punishment, command investigations, and administrative separation processes
8. Technical knowledge of Command Security Manager functions, including the Defense Information Security System and personnel and physical security administration and management

Applicants must have a history of diverse assignments in various operational and shore units, including staff organizations. Attention should be given to those applicants that have successfully completed both CONUS and OCONUS tours.

Applicants possessing the Flag Writer NEC A15A (2514) serve in a special program assignments and may not receive a peer group ranking. They are likely to have only shore assignments since acceptance to the program. Past and current evaluations should highlight leadership experience and success in managing complex administrative, and community leadership such as Flag Writer regional representative/mentors. Documented leadership of regional YN/PS/LN Training symposiums are also a plus for applicants.

Applicants from the Submarine Yeoman (YNS) rating will have a limited number of Sailors they can supervise at sea. YNS applicants should be given special consideration if they are qualified and stand the following watches: In-Port: Duty Chief Petty Officer, At Sea: Chief of the Watch (COW)/Co-Pilot, and Diving Officer of the Watch (DOOW)/Pilot. These watch stations supervise submarine watch sections and demonstrate significant leadership skills.

Support info: LDOs will be assigned to CONUS and OCONUS as division officers or department heads ashore or afloat or as department heads aboard CVN/LHD/LHA/LCC/AS platforms. They may also be assigned as COs, XO's, OICs, Staff Officers, Flag Secretaries and installation/region Admin/Legal/Personnel Officers.

# **FY-24 ACTIVE DUTY LDO/CWO PRIMARY DISCRETE REQUIREMENTS**

CWOs are technical experts in their field. They must have the documented proven technical expertise, leadership and management skills necessary to successfully perform independently at any unit. Warrant Officers will be assigned to CONUS and OCONUS as division officers or department heads ashore or afloat and OICs at units such as construction battalions, SPECWAR, EODs, naval bases and air stations, aviation squadrons, submarine tenders, staffs, attaché and CVWs.

## **Bandmaster (643X)**

Best and fully qualified candidates for Bandmaster will have consistently demonstrated exceptional leadership qualities and documented musical expertise. Applicants' entire record (FITREPS/EVALS/AWARDS) should highlight these qualities.

Special consideration should be given to applicants who have demonstrated sustained superior performance in one or more of the following categories:

1. LCPO/LPO
2. Ceremonial Band Leader/Conductor
3. Band Operations
4. Leader/POIC of music unit, e.g. Popular Music Group, Brass Band, Brass Quintet, Woodwind Quintet
5. NEC A51M (3851) - Enlisted Band Leader
6. NEC A53M (3853) - Unit Leader
7. Instructor Duty (Naval School of Music)
8. Assignment to Fleet Band Activities

Musician candidates originate from two Music Program sections: Preferentially staffed bands (UIC: 0434A and 64377), and Fleet bands (all other UICs). Preferentially staffed assignments are permanent duty. Lack of rotation for these applicants should not be a detractor.

While some MUs are ESWS qualified, limited opportunities for sea duty prevent many from obtaining warfare qualifications, even if on sea duty and should not be viewed negatively.

## **Explosive Ordnance Disposal (648X)**

Applicants should be operationally and administratively proven while performing in positions of increased leadership and responsibility. Applicants will have demonstrated strong adaptability and a level of experience and maturity that indicates a positive potential for success as an officer. The applicant will have demonstrated the ability to tactically lead and supervise Core Explosive Ordnance Disposal operations and is expected to demonstrate technical competency and a thorough working knowledge of EOD training programs, processes and, practices. EOD LDO's develop, manage and execute high-risk training plans, assess capability, and advise commanders on combat readiness of the force. Additionally, they review, update, and recommend changes to training policy as required by the Navy EOD Community. Upon selection to LDO, the member's initial tour will be as a Platoon Commander, and the member MUST qualify as an

# **FY-24 ACTIVE DUTY LDO/CWO PRIMARY DISCRETE REQUIREMENTS**

Explosive Ordnance Disposal Officer and Department Head (Additional Qualification Designators KG5 and KG0 respectively).

Specific Qualification Requirement:

1. Designated in writing as an Explosive Ordnance Disposal Warfare Specialist (EWS) and have the Master EOD Technician NEC (M04A)
2. Successfully served in leadership roles such as:
  - a. Platoon/Company LCPO/LPO
  - b. Division LCPO/LPO
  - c. Departmental LCPO/LPO
  - d. Training LCPO/LPO
  - e. Operations LCPO/LPO
  - f. EOD Shore Detachment LCPO/LPO
3. Select operationally proven leaders possessing a wide variety of supervisory skills, such as but not limited to:
  - a. EOD Supervisor
  - b. MK-16 Diving Supervisor
  - c. SCUBA Diving Supervisor
  - d. HRST Master
  - e. CAST Master
  - f. Jump Master
  - g. Demolition Operations Supervisor (DOS)
  - h. Master Training Specialist (MTS)

## **Security (649X)**

Applicants must possess strong, documented knowledge and experience in Antiterrorism, Physical Security and Law Enforcement programs. Applicants must have demonstrated the ability to plan, organize, train, implement and manage required security measures in the protection and defense of military units/assets, mission critical platforms and systems, and military and civilian personnel. The strongest applicants will have demonstrated an exceptional ability to successfully lead large numbers of NSF (> 25), manage and support Security Department missions in a variety of NSF disciplines, especially Fleet, CNIC, SWF, Expeditionary and VQ/TACAMO. Successful LCPO/LPO tours in security operations OCONUS, forward-deployed or in isolated/unusually arduous environments are desired.

Applicants should best represent the Chief of Naval Operations attributes of Integrity, Accountability, Initiative and Toughness; resiliency while serving in complex and arduous assignments and innovative thinking while operating in resource-challenged environments, are indicators of the Best and Fully Qualified Candidate.

Primary Watch Station Duties:

1. CMAA/Independent MA Afloat
2. LCPO/LPO

# **FY-24 ACTIVE DUTY LDO/CWO PRIMARY DISCRETE REQUIREMENTS**

3. Area Supervisor
4. Patrol Supervisor
5. Watch Commander/Supervisor
6. Mission Commander
7. Antiterrorism/Physical Security Specialist

Within diverse shore and afloat activities and due to the large variety of missions within Naval Security Forces, favorable consideration should be given to documented superior performance across multiple diverse specialties, to include familiarization with, but not limited to:

1. NSF Operations Ashore/Afloat
2. Law Enforcement and Investigations
3. Nuclear Weapons Security operations
4. Harbor Patrol Unit
5. Military Working Dog
6. Protective Services
7. Expeditionary
8. Chief Master-at-Arms/Independent Duty Afloat
9. Physical Security and Antiterrorism program management
10. Master Training Specialist (MTS)
11. Training and Assessments programs

Support info: New accession Security Officers will be world-wide assignable as they will be detailed according to the needs of the Navy. They can expect to be detailed to be assigned to afloat and shore activities OCONUS and CONUS to include, but not limited to Strategic Weapons Facility (SWF), NCIS, CVN/LHD, Harbor Patrol Unit (HPU), Coastal Riverine Force (CRF) staff and installation billets, most of which are independent and may be isolated and/or special duty assignments. Note: NSF Senior and Master Specialist qualifications are highly desired. College Education/Degree is desired.

## **Security Technician (749X)**

Applicants must be qualified to watch station consistent with paygrade and duties assigned within current Navy Security Force mission area; must possess strong, documented knowledge and experience in Antiterrorism, Physical Security and Law Enforcement; must have demonstrated the ability to plan, organize, train, implement and manage required security programs in the protection and defense of military units/assets, mission critical platforms and systems, and military and civilian personnel. The strongest applicants will have demonstrated an exceptional ability to successfully lead, manage, train, and support commands in various environments. Successful LCPO/LPO tours in security as Antiterrorism Officer and Antiterrorism Training divisions CONUS and OCONUS, forward deployed or in isolated/unusually arduous environments are desired.

Applicants should best represent the Chief of Naval Operations attributes of Integrity, Accountability, Initiative and Toughness; resiliency while serving in complex and arduous

# **FY-24 ACTIVE DUTY LDO/CWO PRIMARY DISCRETE REQUIREMENTS**

assignments and innovative thinking while operating in resource-challenged environments, are indicators of the Best and Fully Qualified Candidate.

Within diverse shore and afloat activities and due to the large variety of missions within Naval Security Forces, favorable consideration should be given to documented excellence across multiple specialties to include familiarization with, but not limited to:

1. The Protection Community core efforts
2. Antiterrorism Program Management
3. Antiterrorism/Integrated Training Team Leadership
4. Antiterrorism Training Supervision
5. Physical Security Program Management
6. Law Enforcement Program Management
7. Training and Assessments programs
8. Criminal Investigations
9. Conducting interviews/statements
10. Expeditionary (Mission Commander)
11. Master Training Specialist (MTS)
12. Chief Master-at-Arms functions/roles

Support info: New accession Security Warrants will be world-wide assignable as they will be detailed according to the needs of the Navy. They can expect to be detailed and to be assigned to shore activities OCONUS and CONUS to include, but not limited to, staff, regional, and NCIS billets, most of which are independent and may be isolated and/or special duty assignments.

Note: NSF Master Specialist qualification is highly desired. College Education/Degree is desired.

## **Supply Corps (651X)**

Applicants with sustained superior performance while performing in a high tempo operational environment, and demonstrating exceptional leadership abilities in arduous duty must be given special consideration.

Applicants' entire record (EVALS/AWARDS) should highlight superior communication, technical expertise and leadership skills in supply chain management, financial records and inventory management.

651X is an off-ramp community, education is strongly emphasized as all LDOs are required to complete their Baccalaureate degree prior to five years of commissioned service. Best of the fully qualified applicants will have completed an accredited Bachelor's degree. Strong consideration should be given to applicants who have completed an accredited Associate's degree.

Applicants from small operational units (DDG/CG/SSN/SSBN/SSGN) or shore commands must be logistics focused and their evaluation reports must highlight and clearly demonstrate success

# **FY-24 ACTIVE DUTY LDO/CWO PRIMARY DISCRETE REQUIREMENTS**

in divisional and command leadership roles and expertise in the technical elements of the supply rating.

All applicants must demonstrate superior performance in their ability to lead sailors at all levels. The following NECs are highly recommended but not required:

1. S09A (2830) - Relational Supply Force Advance Technical Specialist
2. S10A (2831) - Relational Supply Unit Advance Technical Specialist
3. S19A (8015) - Optimized NALCOMIS Supply Application Administrator (SAA)
4. S00A (3131) - Ship's Store Afloat Resale Operations Management (ROM) Manager
5. S14A (3529) - Wardroom/Galley Supervisor

## **Food Service Warrant (752X)**

Only those in the CS rating should be considered fully qualified. Applicants must possess expert, documented knowledge and experience in the field of food service subsistence, afloat sustainment and financial management procedures through the successful completion of diverse operational and arduous sea tours. Applicants who have limited large afloat sea duty experience (CVN/LHD/LHA) or, have been working outside of food service, should be scrutinized to ensure their record and evaluation reflects leadership positions demonstrating successful performance onboard an unusually arduous large afloat unit. The following positions are examples an applicant should possess:

1. NEC S14A (3529) - Wardroom/Galley Supervisor
2. Leading Culinary Specialist (LCS) afloat
3. Bulk Storeroom Custodian (BSC)
4. Galley Food Production Supervisor
5. Food Service Management (FSM)
6. Recordskeeper
7. Receipt Inspector
8. Instructor Duty (MTS)

Additional consideration should be given to applicants that has demonstrated the ability to lead large groups of military personnel, manage food service requirements in a high tempo operational environment and have a proven track record of exceptional food service operation under challenging conditions is required. Those earning the Edward F. Ney Award while performing as Leading Culinary Specialist should be given additional consideration.

Applicants must be world-wide assignable as they will be detailed according to the needs of the Navy. They can expect to be assigned to afloat or shore activities OCONUS and CONUS to include, but not limited to CVN/LHD/LHAs/Large Ashore Galleys.

## **Civil Engineer Corps (653X)**

Applicants must possess a strong knowledge base of Naval Construction Force (NCF) and Navy Expeditionary operations, have demonstrated the ability to successfully lead while holding key



# **FY-24 ACTIVE DUTY LDO/CWO PRIMARY DISCRETE REQUIREMENTS**

leadership roles as an E-6 or higher in NCF/Expeditionary units and have attained a Seabee Combat Warfare (SCW) qualification, and Master Training Specialist (MTS) where applicable. Applicants must have a diverse career track with preference given to applicants who demonstrate sustained superior performance in sea duty assignments that clearly articulate that they can lead core NCF functions. All applicants, upon commissioning, must be world-wide assignable to NECC expeditionary billets. Due to a critical shortage of LDOs with underwater construction experience, special consideration should be given to any applicant possessing the Underwater Construction Technician Advanced NEC B16A (5931) or Master Underwater Construction Diver NEC B18A (5933).

## **Oceanography Warrant (780X)**

Only those applicants in the AG rating who have earned the Enlisted Information Warfare Specialist (EIWS) qualification will be considered fully qualified. The BEST qualified applicants for Oceanography CWO will have unmatched technical competence paired with outstanding leadership.

Oceanography CWOs will:

1. Grasp and clearly communicate concepts related to the fields of meteorology, oceanography and hydrography
2. Exhibit a masterly level application of meteorology, oceanography and hydrography concepts across all warfare domains
3. Demonstrate technical acumen and sustained superior performance afloat and ashore.
4. Have a diversity of assignments across multiple warfare areas and meteorology/oceanography/hydrography disciplines
5. Exhibit substantial personal autonomy and responsibility in the generation of METOC products to influence operational decisions
6. Demonstrate exceptional leadership in operational tours
7. Effectively communicate orally and in writing
8. Complete the NAVEDTRA 43203 Watchstation 303 Master METOC Forecaster qualification

Additional favorable consideration should be given to applicants who:

1. Further develop their education in Meteorology and Oceanography beyond that received in A and C schools, to include completion of Advanced Forecaster Training, additional qualifications that pertain to Meteorology/Oceanography/Hydrography; and/or Associates, Bachelor's, and graduate degrees in physical sciences such as Meteorology, Oceanography, Hydrography, etc.
2. Earn additional warfare designations (ESWS, EAWS, EXW) when eligible
3. Excel in Information Warfare operations highlighted by operational qualifications
4. Demonstrate top performance as instructors NEC 805A; performance denoted in competitively ranked evaluations and the completion of Master Training Specialist (MTS) and/or Afloat Training Specialist teaching Sailors the foundational principles of physics, meteorology and oceanography

# FY-24 ACTIVE DUTY LDO/CWO PRIMARY DISCRETE REQUIREMENTS

## Cryptologic Warfare Technician (781X)

Only those applicants in the CTI, CTM, CTN, CTR and CTT ratings should be considered fully qualified. Cryptologic Warfare CWOs will be technical leaders in signals intelligence, Electromagnetic Warfare and cyberspace/network operations. All fully qualified applicants shall have earned the Enlisted Information Warfare Specialist (EIWS) qualification.

Cryptologic Warfare CWOs shall be expected to:

1. Grasp and clearly communicate concepts related to the fields of Cryptology, Electromagnetic Warfare and Information Operations
2. Apply Cryptology, Electromagnetic Warfare and Information Operations concepts across multiple warfare domains
3. Have a diversity of assignments supporting multiple warfare areas and within Cryptology, Electromagnetic Warfare and Information Operations disciplines
4. Demonstrate technical acumen, sustained superior performance and exceptional leadership in operational tours

The best qualified applicants will have demonstrated sustained superior performance, strong leadership, and outstanding technical acumen in their respective rating - these are the key predictors for success as a Cryptologic Warfare CWO. Additional consideration shall be given to candidates with platform and discipline diversity within the cryptologic warfare community.

In consideration of the criteria above, it shall be noted that CT career paths vary significantly depending on specific rate requirements. Assignments may include tours at CW commands (NIOCs, Cryptologic Warfare Group SIX, Navy Cyber Warfare Development Group (NCWDG), and Navy Cyber Defense Operations Command), NSA/CSS, and/or tactical assignments (PCS Afloat, Naval Special Warfare, GSA/IA, & Direct Support – Air, Surface, Subs).

Applicants selected for 781X will be detailed to tactical assignments for their first tours.

## Information Systems Technician (782X)

Only those applicants in the IT/ITS and ET/ETR ratings should be considered qualified to apply. Future accessions will be required to immediately manage, operate, and troubleshoot communications systems and networks while maintaining Assured Command and Control **in an Operational Environment**. Technical aptitude and experience in these environments are essential to those seeking selection and to the Information Warfare Community's overall success. They shall have demonstrated sustained superior performance throughout their career.

Additionally, applicants shall have earned the Enlisted Information Warfare Specialist (EIWS) qualification along with other warfare and training specialist designations when eligible. Candidates who have had the opportunity to qualify EIWS and have not done so should not be considered.

# **FY-24 ACTIVE DUTY LDO/CWO PRIMARY DISCRETE REQUIREMENTS**

Technical competencies: The strongest candidates will have a diverse set of technical skills including a mix of afloat (surface and/or subsurface), ashore, tactical and NSW/expeditionary communications, cyber security and network management experiences. These skill sets are unique to the Information Warfare Community (Cyber HXXX), Submarine Community (Technical TXXX) and Surface Community (TXXX):

1. Established technical proficiency in external RF communications
  - a. RF Management, Operations and Troubleshooting
  - b. Spectrum Management
  - c. Communications Planning
2. Established technical proficiency in Network Management
  - a. Network Operations, Administration, and maintenance
  - b. Network infrastructure
  - c. Network+ certification or higher
3. Established technical proficiency in Cyber Security
  - a. Information system security management
  - b. Risk Management Framework (RMF) (Information Assurance)
  - c. Defensive Cyber Operations (DCO)
  - d. Security+ certification or higher
4. LCPO and/or LPO at Sea or equivalent
5. Warfare Qualification(s)
6. CWO, Communications Watch Officer (CWO), Information Systems Watch Officer (ISWO), Joint Fleet Telecommunications Operations Center Watch Officer (JFTOC WO), Battle Watch Captain (BWC), Security Operations Center Watch Officer (SOC WO), and/or Combat Systems Officer of the Watch (CSOOW)
7. Spectrum Management
8. EKMS and/or KMI

Additional consideration will be given to applicants with the following:

1. Advanced cyber, computer systems/networks, and communications industry recognized certifications
2. Documented technical expertise
3. Experience with spectrum/frequency management

Highly Valued Experience: Applicant shall have successfully demonstrated their ability to LEAD having completed an operational leadership role as an LPO/LCPO. LCPO/LPO billets in communications and networking divisions/departments are especially valued.

Applicants selected for 782X will be detailed into operational and/or overseas C5I assignments for their first tours.

## **Intelligence (783X)**

Intelligence CWO applicants will be considered for selection into one of three Core Competency Areas (CCA)s: CI/HUMINT, GEOINT/Targeting and OPINTEL. In order to apply, applicants

# FY-24 ACTIVE DUTY LDO/CWO PRIMARY DISCRETE REQUIREMENTS

must possess a Navy Enlisted Classification (NEC) code, which aligns with the CCA. Specifically, CI/HUMINT Technicians must hold K13A, Marine Air-Ground Task Force (MAGTF CI/HUMINT Specialist); GEOINT/Targeting Specialists must hold either the K10A (Geospatial Interpretation Analyst) or K23A (Strike Warfare Intelligence Analyst) NEC; and OPINTEL Technicians must hold either the K12A (Expeditionary Warfare Intelligence Specialist) or K24A/K36A (Operational Intelligence Analyst) NEC. All applicants must request a primary CCA. Those holding qualifying NECs in more than one CCA may request a secondary CCA, but the applicant's record must justify the additional CCA (e.g. multiple tours in both CCAs applied for) if they choose a 2nd CCA. NOTE: One great tour in one CCA with three or more tours in another CCA does NOT justify a 2nd CCA selection. Technical expertise and experience are gained over time. Applicants will be selected for the CCA they are best and most qualified to serve.

Additionally, 783X applicants must also have earned the Enlisted Information Warfare Specialist (EIWS) qualification to be considered eligible. Applicants may however, apply for an Exception to Policy (ETP) or submit for a waiver for consideration if they were not afforded the opportunity to earn EIWS due to absence of a command program, such as those personnel serving in back-to-back-to-back operational duty assignments. For those applying for ETP consideration, lead-time will be required, because the applicant's ETP Approval MUST BE either included in the applicant's package, or received as an Addendum by the FY-24 In-Service Procurement Board prior to the Board Convening Date.

The applicant's explicit technical experience will be weighted greater than non-technical, managerial/leadership roles. New accession officers will predominantly be detailed to sea duty/operational (Type 2/4, TAC C/D) assignments where they will serve as the technical experts in their respective CCA.

## **CCA "A" - Navy Tactical Counterintelligence/Human Intelligence (CI/HUMINT)**

**Specialist:** Intelligence Technician CWOs holding the K13A NEC are tactical and technical experts in the fields of Counterintelligence and Human Intelligence. Applicants, once commissioned, primarily lead teams of Information Warfare Sailors assigned to Navy Expeditionary Combat Command, Naval Special Warfare Command, and the Office of Naval Intelligence (ONI), oftentimes in arduous and semi-permissive environments. They can expect joint assignments with agencies outside the Navy to include the Defense Intelligence Agency (DIA).

**Specific Qualification:** Requirement is for the applicant to possess the Navy Tactical CI/HUMINT Specialist NEC (K13A) and have successfully served and deployed as a K13A with one or more of the following commands:

1. Navy Expeditionary Intelligence Command (NEIC)
2. Naval Special Warfare Command (NSWC) – Special Reconnaissance Team (SRT)
3. Office of Naval Intelligence
4. Naval Criminal Investigative Service (NCIS)
5. Defense Intelligence Agency

# FY-24 ACTIVE DUTY LDO/CWO PRIMARY DISCRETE REQUIREMENTS

Special Consideration: In PRIORITY order, applicants having successfully completed any of the following requirements should be considered as “best qualified”:

1. Operational deployment(s) as a K13A team chief assigned to one of the aforementioned commands
2. Instructor duty, Master Training Specialist (MTS) qualified, assigned to Information
  - a. Warfare Training Command, Virginia Beach (IWTC VB) to teach
3. Marine Air Ground Task Force Counterintelligence/Human Intelligence (MAGTF CI/HUMINT)
4. HUMINT Training-Joint Center of Excellence (HT-JCOE)
5. Joint Counterintelligence Training Academy (JCITA)

## **CCA “B” - Geospatial Interpretation/Strike Warfare Intelligence (GEOINT/Targeting)**

**Specialist:** Intelligence Technician CWOs holding the K10A NEC are technical experts in the fields of Geospatial and/or Imagery Interpretation, and those holding the K23A NEC are technical experts in the field of Targeting.

Applicants, once commissioned, initially serve as GEOINT or Targeting Officers in an operational capacity onboard ships or in a deployable status at the Fleet Intelligence Detachment (FID) or Carrier Air Wing (CVW). Career progression will include GEOINT and Targeting jobs at Numbered Fleet commands and Service Intelligence Centers (e.g. ONI) with increased levels of responsibilities running workcenters as Division Officers, serving as Collection Managers, or as Fleet Targeteers, subsequently followed by more senior CWO jobs managing GEOINT and Targeting programs at the national agency level (e.g. NGA) and at the Naval Aviation Warfighting Development Center (NAWDC). Other senior-level jobs include Cruise Missile Support Activities (Pacific) and U.S. Pacific Fleet.

### Specific Qualifications:

1. Requirement is to possess the Imagery/GEOINT Analyst NEC, K10A or the Strike Warfare Intelligence Analyst NEC, K23A
2. Successfully provided GEOINT and/or Targeting support while assigned to two or more of the following commands
  3. FID Washington, D.C. (FID DC) or FID Fallon, NV (FID Fallon)
  4. Office of Naval Intelligence (ONI), Nimitz Operational Intelligence Center, GEOINT Support Division (GSD)
  5. ONI Fleet Intelligence Support Department (FIS-D)
  6. Naval Aviation Warfighting Development Center (NAWDC)
  7. National Geospatial Intelligence Agency (NGA)
  8. Tomahawk Land Attack Missile (TLAM) Detachment or Cruise Missile Support Activity (CMSA)
9. GEOINT or Targeting support at a Combatant Command or theater Joint Intelligence Operations Center (JIOC) e.g. USINDOPACOM/USCENTCOM/USEUCOM JIOC, Fleet Command, Component Command (e.g. PACFLT), Sub-unified Command (e.g. SOCPAC, SOCCENT), or at a standing Joint Task Force (JTF)

# FY-24 ACTIVE DUTY LDO/CWO PRIMARY DISCRETE REQUIREMENTS

10. Special Operations Command (SOCOM), Naval Special Warfare Development Group (DEVGRU), Joint Special Operations Command (JSOC) or any other Joint Special Operations Forces (SOF), Naval Special Warfare (NSW) or Expeditionary unit.

Special Considerations: Applicants having attained any of the following additional qualifications should be considered as “best qualified”:

1. Applicants possessing both the K10A and K23A NECs  
a. Applicants serving as LCPOs or LPOs in positions driving GEOINT or Targeting support and/or production

2. For GEOINT – K10A

a. NGA GEOINT Professional Certification – Fundamentals (GPC-F)

b. NGA GPC – Imagery Analysis (GPC IA-II)

c. Multi-Sensor Interpretation (MSI)/Imagery Processing Intelligence Center (IPIC)

Qualification

d. Naval Collection Managers Course (NCMC)

e. Support to Forward-Deployed Naval Forces (FDNF)

f. Experience in Unmanned Aerial Systems/Vehicles (UAS/UAV) and exploitation of

Full Motion Video (FMV)

3. For Targeting – K23A:

a. Certified as Advanced Strike and Tomahawk Land Attack Missile Mensuration Analyst (NEC K27A);

b. Analysts who possess or have previously possessed the NGA or NAWDC Precision-Point Mensuration (PPM) or NGA Target Coordinate Mensuration (TCM) Certification

c. Successful completion of one or all of the Joint Targeting School (JTS) courses

(1) JTS Staff Course

(2) JTS Weaponeering Applications

(3) JTS Combat Assessment (*formerly known as JTS Battle Damage Assessment*)

(4) JTS Collateral Damage Estimation *or* applicants who possess the newly

established K38 (JTS Graduate) NEC

d. Successful completion of NAWDC targeting training

(1) Afloat Targeting Officer Course (ATOC) or Navy Targeting Officer Course

(NTOC)

(2) Air Delivered Conventional Weapons Employment Planning Course (ADCWEP)

e. Graduate of Joint Intelligence Target Development (JITD) Course or Geographic Combatant Command (theater) equivalent course (e.g. U.S. Indo-Pacific Command-USINDOPACOM Target Development)

**CCA “C” - Operational Intelligence (OPINTEL) Specialist:** In aligning with the Intelligence initiative for Sailor 2025, the courses of instruction to attain the K12A and K24A NECs were merged and with it a new NEC - K36A. Intelligence Technician CWOs holding the K12A NEC are technical experts in the field of Expeditionary Operational Intelligence, those holding the K24A NEC are technical experts in the field of Maritime Operational Intelligence (OPINTEL), and those holding the K36A NEC have either been grandfathered into or attended the new combined OPINTEL course of instruction. Applicants, once commissioned, can expect multiple sea duty/operational tours managing Indications and Warning (I&W) efforts on afloat platforms,

# **FY-24 ACTIVE DUTY LDO/CWO PRIMARY DISCRETE REQUIREMENTS**

managing I&W watch floors and managing analytical efforts in Tactical/Joint Operation Centers (TOC/JOC).

Specific Qualification: Requirement is to be (NEC K24A or K36A) and have completed at least one afloat OPINTEL tour on a CVN/LHD/LHA/CG/DDG, or NSW/Expeditionary platform. Expeditionary Operational Intelligence Analysts (NEC K12A) may apply for CWO under the OPINTEL CCA if they hold the K12A NEC and have a minimum of one operational afloat tour as an operational intelligence analyst in their history of assignments.

Successfully served and deployed with one or more of the following commands:

1. CVN/LHD/LHA/CG/DDG
2. Fleet I&W Watch
3. NSW/NECC sea duty as an all-source analyst in a TOC/JOC
4. Billets associated with an all-source intelligence watch

Special Consideration: In PRIORITY order, applicants having attained any of the following additional qualifications should be considered as “best qualified”:

1. Afloat tour(s) as a K24A or K36A CPO
2. If a K24A, applicant also holds the K12A NEC
3. Holds Fleet Intelligence Watch Officer (FIWO) Designation Letter
4. Served as J2 of an I&W or Tactical Operations Center / Joint Operations Center (TOC/JOC) Watch, especially in a deployed location
5. Intelligence Operations Weapons Tactics Instructor (WTI) Certification

## **Cyber Warrant (784X)**

Applicants MUST be in the CTN rating and MUST possess one of the following Interactive Operator (ION) NECs in order to be considered fully qualified:

1. Navy Interactive On-Net Operator, H13A (9308)
2. Navy Interactive On-Net (ION) Operator (Windows), H14A (9326)
3. Navy Interactive On-Net (ION) Operator (Unix), H15A (9327)
4. Navy Interactive On-Net (ION) Operator (Networks), H16A (9328)

In addition to the above mentioned rating and NEC criteria, the strongest candidates will have demonstrated significant technical experience (Journeyman level qualifications), will have earned the EIDWS qualification, and served a minimum of three years in one of the following mission areas:

1. National Mission Teams (NMT)
2. Combat Mission Teams (CMT)
3. Cyber Protection Teams (CPT)
4. Cyber Support Teams (CST)
5. Naval Special Warfare Special Reconnaissance Teams (NSW SRT)
6. Joint Communications Integration Element (JCIE)
7. Computer Network Defense Service Provider (CNDSP)

# **FY-24 ACTIVE DUTY LDO/CWO PRIMARY DISCRETE REQUIREMENTS**

Due to the nature of W1 selection criteria being more junior than traditional Chief Warrant Officer selections and the broad range of eligibility (6-14 years' time in service), these individuals should be reviewed based on the technical aptitude, technical leadership and proven performance as outlined above, compared to where they are in their individual careers to prevent giving undue preference to those with more years' time in service in the same applicant pool. Further, to ensure viable community health and future promotion profiles all efforts should be made to meet the ideal selection distribution described here.

Amongst the best qualified applicants, ideal distribution of selections will consist of selection in the following bands:

1. 6-8 years' time in service
2. 8-10 years' time in service
3. 10-14 years' time in service