



Recruiting Our Future Leaders

***CAPT Kenny Allison – LDO/CWO Community Manager
CWO5 John Cowan – CWO Community Manager
LCDR Ryan Peter – Assistant LDO/CWO Community Manager
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LDO and CWO Mission

The Limited Duty Officer and Chief Warrant Officer Community supports the war-fighting capability and readiness of Naval Forces through leadership, technical proficiency, and experience.

We are the primary manpower source for technically specific billets not best suited for traditional Unrestricted Line, Restricted Line or Staff Corps career path Officers. Using critical enlisted experience, we are committed to the continuous leadership, improvement, training and mentoring of Sailors.



Limited Duty Officer (LDO)

- **Technical Managers** – LDOs are Naval Line or Staff Corps Officers that progressively advance within broad technical fields related to their former enlisted ratings
- LDOs **fill leadership and management positions** at the ENS through CAPT level that require technical background and skills not attainable through normal development within other officer designators
- LDOs serve as, but are not limited to, DIVOs, DEPT Heads, OICs, XOs and COs
- **Major Command** (CAPT level) is the pinnacle goal – only achieved by a few!



LDO Designators

Line (SURFACE)

6110 DECK
6120 OPERATIONS
6130 ENGINEERING/REPAIR
6180 ELECTRONICS

Line (SUB / NUCLEAR)

6200 NUCLEAR POWER
6230 ENGINEERING/REPAIR
6260 ORDNANCE
6280 ELECTRONICS
**6290 COMMUNICATIONS*

Line (AVIATION)

6310 DECK
6330 MAINTENANCE
6360 ORDNANCE
6390 AIR TRAFFIC CONTROL

General Line

6410 ADMINISTRATION
6430 BANDMASTER
6480 EXPLOSIVE ORDNANCE DISPOSAL
6490 SECURITY

Staff

**6510 SUPPLY CORPS*
6530 CIVIL ENGINEER CORPS

** Applicants for LDO off-ramp designators must comprehend designator specific off-ramp requirements and procedures as defined in NAVADMIN 210/24 (6290) or NAVADMIN 014/18 (6510)*

1. LT at 5 years for Supply to Staff designator
2. LT at 4 - 6 years for Sub Communications to 1820 or 6280
3. Must have completed a baccalaureate degree
4. Must have appropriate Warfare device (Supply)



Chief Warrant Officer (CWO)

- **Technical Specialist** - CWOs are Naval Officers that possess **extensive experience and knowledge** to direct the most difficult and exacting operations within a given occupational specialty
- Although intended primarily as **technical specialists**, CWOs can also serve as DIVOs, DEPT Heads or OICs
- CWO assignments are **“REPETITIVE”** in nature
- CPOs/SCPOs commission to CWO2
- MCPOs commission to CWO3
- All 7841 selectees appointed to WO1



CWO Designators

Line (SURFACE)

- 7111 BOATSWAIN
- 7121 OPERATIONS TECHNICIAN
- 7131 ENGINEERING/REPAIR TECHNICIAN
- 7151* SPECIAL WARFARE TECHNICIAN
 - Core
 - Undersea
- 7171 NAVAL SPECIAL WARFARE COMBAT CREWMAN
- 7181 ELECTRONICS TECHNICIAN

Line (SUB / NUCLEAR)

- 7201 DIVING OFFICER
- 7261 ORDNANCE TECHNICIAN
- 7281 ACOUSTIC TECHNICIAN

Line (AVIATION)

- 7311 BOATSWAIN
- 7321 OPERATIONS TECHNICIAN
- 7331 MAINTENANCE TECHNICIAN
- 7361 ORDNANCE TECHNICIAN

Line (AVIATION UNMANNED AIRCRAFT)

- 7371 AIR VEHICLE PILOT (OCS WO1)

Line (GENERAL)

- 7411 ADMINISTRATION TECHNICIAN
- 7491 SECURITY TECHNICIAN

Line (STAFF)

- 7521 FOOD SERVICE WARRANT

Line (INFO Warfare Community)

- 7801 OCEANOGRAPHY TECHNICIAN
- 7811 CRYPTOLOGIC WARFARE TECHNICIAN
- 7821 INFORMATION SYSTEMS TECHNICIAN
- 7831* INTELLIGENCE TECHNICIAN
 - CI/HUMINT
 - GEOINT/Targeting
 - OPINTEL
- 7841 CYBER WARRANT (WO1 Only)

- Special Warfare (7151) and Intelligence (7831) CWO applicants will be considered for selection into Core Competency Areas (CCA)

FY 26 ISPB Stats



FY 26 Active Duty Selections

<u>Active Duty</u>	<u>Quotas</u>	<u>Selected</u>	<u>Announced</u>
Enlisted to LDO	298	298	295**
Enlisted to CWO	300	300	299**

- * Quota(s) returned (0)
- ** On hold awaiting adjudication of an issue (4)

LDO Selection Opportunity: 36% (above 5 and 10 year average)

CWO Selection Opportunity: 45% (above 5 and 10 year average)

Total applications for LDO and CWO: 1,519

Eligible applications: 1,496 (LDO Apps – 811 / CWO Apps - 685)

**Note: Non-NUC applicant data*



FY 26 Stats (LDO)

	5YR AVG	10YR AVG	5YR AVG # SELECTS	10YR AVG # SELECTS	APP	SEL	
6110 DECK	25.2%	23.3%	9	8	31	13	42%
6120 OPERATIONS	30.8%	27.2%	12	13	27	18	67%
6130 ENGINEERING	25.9%	23.6%	29	27	84	38	45%
6180 ELECTRONICS	39.3%	32.4%	36	29	76	46	61%
6200 NUCLEAR POWER	26.6%	27.0%	44	42	136	43	32%
6230 SUB-ENGINEER	17.1%	20.8%	4	4	14	7	50%
6260 SUB-ORDNANCE	29.8%	28.1%	9	8	33	11	33%
6280 SUB-ELECTRONICS	21.5%	19.1%	5	6	31	6	19%
6290 SUB-COMMS	28.0%	25.3%	4	4	15	4	27%
6310 AVIATION-DECK	34.3%	23.4%	7	6	19	10	53%
6330 AVIATION-MAINT	20.4%	17.8%	26	26	97	35	36%
6360 AVIATION-ORD	23.3%	20.6%	14	13	38	19	50%
6390 AIR TRAFFIC CONT	19.2%	21.0%	5	5	22	7	32%
6410 ADMINISTRATION	13.6%	13.7%	23	21	117	36	31%
6430 BANDMASTER	64.7%	46.5%	1	2	4	2	50%
6480 EOD	68.4%	52.8%	3	4	4	3	75%
6490 SECURITY	22.1%	22.0%	23	24	93	27	29%
6510 SUPPLY	6.3%	6.8%	8	8	76	10	13%
6530 CIVIL ENGINEER	32.4%	31.0%	4	5	20	6	30%
LDO Total	21.6%	19.6%	268	246	937	341	36%



FY 26 Stats (CWO)

	5YR AVG	10YR AVG	5YR AVG # SELECTS	10YR AVG # SELECTS	APP	SEL	OPP
7111 DECK	43.2%	37.5%	11	11	24	11	46%
7121 OPERATIONS	39.9%	34.2%	13	13	32	14	44%
7131 ENGINEERING	34.7%	27.6%	25	25	73	27	37%
7151 SPECIAL WARFARE	69.1%	65.2%	12	12	18	14	78%
7171 SWCC	66.8%	58.3%	4	5	9	6	67%
7181 ELECTRONICS	33.3%	23.4%	20	13	42	23	55%
7201 DIVER	60.7%	62.7%	6	5	12	9	75%
7261 SUB-ORDNANCE	14.3%	13.8%	2	2	7	3	43%
7281 SUB-ACOUSTIC	39.6%	35.4%	5	5	19	9	47%
7311 AVIATION-DECK	16.7%	15.1%	6	6	24	6	25%
7321 AVIATION-OPS	87.3%	66.3%	12	10	16	14	88%
7331 AVIATION-MAINT	22.2%	18.2%	26	26	95	28	29%
7361 AVIATION-ORD	23.8%	22.5%	13	14	53	16	30%
7411 ADMINISTRATION	26.5%	20.7%	24	21	63	26	41%
7491 SECURITY	16.4%	13.3%	7	7	49	9	18%
7521 FOOD SERVICES	22.7%	23.7%	6	7	20	7	35%
7801 OCEANOGRAPHY	61.7%	49.5%	3	3	7	5	71%
7811 INFO WARFARE	42.0%	33.1%	16	15	33	20	61%
7821 INFO SYSTEMS	39.8%	28.2%	20	18	42	29	69%
7831 INTELLIGENCE	52.7%	41.9%	14	11	32	22	69%
7841 CYBER	73.3%	54.1%	1	2	2	2	100%
CWO Total	32.0%	26.3%	232	196	672	300	45%



FY 26 Selectee Profile (LDO/CWO)

“YOUR COMPETITION”

- **Average Age: 31 / 35**
- **Total Years of Active Service: 12 / 17 Years**
- **Average Years of Total Education Completed: 15 Years**
- **Warfare Qualified: 99% / 100%**
- **Average Number of Duty Stations: 3 / 5**
- **Average Number of Sea/Overseas Tours: 2 / 3**
- **IA/GSA Tours: 5% / 5%**

FY 27 ISPB Application Guidance, Preparation and Eligibility Checklist



FY 27 Accession Windows

- **Time in Service (TIS) windows (Computed to **01 OCT 26**)**
 - 8 to 14 years for LDO (non-nuclear) **[OCT 18 – OCT 12]**
 - 8 to 16 years for LDO (nuclear) **[OCT 18 – OCT 10]**
 - 14 to 20 years for CWO (E7 and E8) **[OCT 12 – OCT 06]**
 - 14 to 22 years for CWO (E9) **[OCT 12 – OCT 04]**
- **Importance of our TIS windows:**
 - In order to support career progression/promotion models and maximize Navy's return on investment.
 - LDO TIS waiver: **14 yrs** plus 180 days
 - CWO TIS waiver: **20 yrs** plus 180 days
 - E9 TIS waiver for CWO3: **22 yrs** plus 180 days
 - Nuclear Power (6200): **NO** TIS Waivers
 - No further exceptions (**ETPs**) will be entertained
 - No waivers for less than minimum TIS

Basic Components

- **Application from the candidate**
- **Commanding Officer's endorsement**
- **(3) appraisals from community leaders**

- **Parts of your record that support your basic package:**
 - **ESR**
 - **PSR**
 - **Evals**
 - **Discrete Requirements (have been met = yes or no) – if not, missed opportunity or not afforded the opportunity?**
 - **Properly documented Sustained Superior performance, leadership, and technical expertise – weed out Paper Tigers!**
 - **Lifelong learning when afforded the opportunity – off-ramp designators will require it**

- **CO's Endorsement**

- Acknowledges your leadership potential and technical performance
- **Should** highlight qualifications (utilizing the discrete requirements)
- **Should** address past negatives (if needed) and waivers if applicable

- **Additional Comments**

- Limit to 100 words – simply stating “None” works – do not feel compelled to fill the white space
- Your opportunity to speak directly to the board about your record
 - Address absent discrete requirements, qualifications, broken service, etc.
 - Address waivers (required waivers must be approved prior to submission)



FY 27 Guidance

- **Review Active Duty Limited Duty Officer, Chief Warrant Officer and Warrant Officer Programs, OPNAVINST 1420.2A.**
- **Use FY 27 Active LDO and CWO ISP Board NAVADMIN XXX/25 for application guidance and deadlines.**
- **Utilize NAVPERS 1420/6 (Interviewer's Appraisal Sheet) to conduct all interviews. This form replaces NAVCRUIT 1131/5.**
- **All packages will be submitted with the NAVPERS 1420/5, (Active Duty/TAR LDO/CWO/WO1 Eligibility Checklist). Ensure command coordinators contact information is correct.**



Applicant Preparation

- Never too early to start preparing – even as an E4
- Make your chain of command aware of your goals
- Develop a strong resume with a variety of jobs (Discrete Requirements)
- Excel in your Rating Specialty **(Master your craft)**
 - Evaluations – Breakouts / Superior performance aligned with discrete requirements
- Sea duty, Shore duty, Overseas, Special Programs, Warfare Qual(s), Watch Station Qual(s)/Certifications
- Successful LPO or LCPO tours
- Work with an LDO/CWO Mentor to help you through the process
- **Maximize your opportunities!**

DOES YOUR RECORD STACK UP?



Discrete Requirements

<https://www.mynavyhr.navy.mil/Career-Management/Community-Management/Officer/Active-OCM/LDO-CWO/Applicant-Information/>

An official website of the United States government [Here's how you know](#) ▾



MyNavy HR

About MyNavy HR ▾ Career Management ▾ Support & Services ▾ References ▾

Career Management ▸ Community Management ▸ Officer ▸ Active OCM ▸ LDO CWO ▸ Applicant Information

Applicant Information

INFORMATION WARFARE OCM

LDO / CWO OCM ▾

APPLICANT INFORMATION **
CAREER PATTERN SHEETS
LDO / CWO / WO1 GUIDEBOOK
MUSTANG LARIAT
PROMOTION
QUICK LINKS
REFERENCES
RETIREMENT
SELECTION BOARDS

RESTRICTED LINE OCM

STAFF CORPS OCM

UNRESTRICTED LINE OCM

[CURRENT LDO AND CWO DESIGNATORS](#)

[LDO AND CWO IN-SERVICE PROCUREMENT BOARD](#)

[DISCRETE REQUIREMENTS](#)

[CPO EXAM FOR LDO PURPOSES ELIGIBILITY](#)

[How to ENCRYPT EMAILS for Application Submission](#)

[TSC GREAT LAKES LDO/CWO/WO1 ENLISTED TO OFFICER CONVERSION PROCESS](#) Upon selection, share this with your CCPA to ensure a smooth transition.

AIR VEHICLE PILOT (AVP) (737X)

This is not the Navy's traditional CWO program. This program will target civilians and enlisted sailors who meet Program Authorization 106A requirements. **Commander Navy Recruiting Command (CNRC) is in charge of taking applications. Selection will be via OCS application criteria as outlined in OPNAVINST 1420.1B CH. 4 and will utilize OPNAV 1420/1.**

[AVP Program Authorization \(PA-106A\) **AS OF APRIL 2023**](#)

[737X FACT SHEET **AS OF NOVEMBER 2023**](#)

[AVP Physical Standards Class IV \(Pages 15-18\)](#)

[OCS Waiver Memo Template](#)

NEXT BOARD: Next AVP Board is scheduled for **19 AUGUST 2024**. Packages are due to Commander Navy Recruiting Command by **NLT 26 July 2024**.

ACTIVE DUTY LDO/CWO APPLICATION PROCESS

[SAMPLE COMMAND PROGRAM NOTICE FY-26 SAMPLE LIMITED DUTY OFFICER \(LDO\) AND CHIEF WARRANT OFFICER \(CWO\) APPLICATION PROCESS](#)

[LDO-CWO Application Template](#)

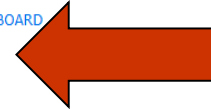
[LDO-CWO TIS Waiver Template](#)

[LDO-CWO Addendum Format](#)

[Interview Appraisal Sheet \(Rev. 4-2024\)](#) **Disregard "FIT WITH COMMUNITY QUALIFICATIONS" Section ... LEAVE BLANK**

[FY-26 NAVPERS 1420/5 \(05-2024\) LDO/CWO/WO1 Eligibility Checklist](#)

[NAVY COMMAND PROGRAM NOTICE FY-26 SAMPLE LIMITED DUTY OFFICER \(LDO\) AND CHIEF WARRANT OFFICER \(CWO\) APPLICATION PROCESS](#)



LDO and CWO Discrete Requirements

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/F18 Aircraft Crew Lead
10. Detachment LPO/LCPO
11. Collateral Duty Quality Assurance Representative (CDQAR)
12. Warfare Qualification primary and/or secondary
13. Master Training Specialist (MTS) - must have 8MTS NEC and have qualified within 24 months from date of assignment to an instructor billet.
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.

Administration Administration Technician (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 superior performance in each assignment while demonstrating keen knowledge, managerial skills, technical expertise, and proficiency in the following:

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. → Proficiency in permanent change of station/temporary duty processing procedures to include travel claim review/processing.
4. → Demonstrated knowledge of the Navy Enlisted Advancement System (NEAS), including participation in preparations, administration, and execution of NWAE testing cycles.
5. → Experience with organization-level planning, policies and programs.

The best and fully qualified applicants may also have documented sustained superior performance in each assignment while demonstrating keen knowledge, managerial skills, technical expertise, and proficiency in the following:

1. → Personnel distribution/Manpower (planning and requirements), including knowledge and use of the MyNavy Assignment system, trends, and predictive analytics.
2. → Knowledge of legal procedures such as non-judicial punishment, command investigations, and administrative separation processes.



Interview Appraisal Boards

- **Interview Appraisal Boards**
 - Board make-up = LDO and CWO community leaders (CAPT, CDR, CWO5)
 - Use **NAVPERS 1420/6, Interviewer's Appraisal Sheet**
 - Setup by Command designated POC (Command Coordinator)
 - Command POC - secure the correct designator(s)/paygrades on panel
 - Import board members (Electronic Media) when designators are not available in local area
- **Interview Appraisals, items to know / tips for the board:**
 1. Your designator career path (**KNOW IT!**) **Technical Expertise!**
 2. Understand the commitment (world-wide assignable / impact to family)
 3. Answer questions honestly and directly / avoid rambling
 4. Relax (do not squirm or fidget), think, speak clearly and maintain good eye contact
 5. You can be asked a variety of questions and each board will vary – show confidence

Appraisal Sheets belong to the CO; not the applicant!



NAVPERS 1420/6

Type or Print Legibly (See information/instructions on reverse before completing)					
Applicant's Name (Last, First MI)			Designator/CCA for which applying:		Date of Interview:
Interviewed VIA: <input type="checkbox"/> Telephone <input type="checkbox"/> In-Person <input type="checkbox"/> Other Type of Electronic Media List Type					
DISCRETE REQUIREMENTS					
DISCRETE REQUIREMENTS	MEETS ALL	MEETS MOST	MEETS SOME		
PERSONAL QUALITIES					
DESCRIPTIVE: Observe the applicant and write 3 adjectives or phrases that you believe to be the most descriptive of the applicant.					
1.	2.	3.			
EVALUATIVE: Consider the applicant as a potential Naval Officer and Evaluate them on the Following:					
APPEARANCE AND POISE	OUTSTANDING	EXCELLENT	GOOD	ADEQUATE	UNSATISFACTORY
ORAL COMMUNICATION	OUTSTANDING	EXCELLENT	GOOD	ADEQUATE	UNSATISFACTORY
PROBLEM SOLVING SKILLS	OUTSTANDING	EXCELLENT	GOOD	ADEQUATE	UNSATISFACTORY
LEADERSHIP POTENTIAL	OUTSTANDING	EXCELLENT	GOOD	ADEQUATE	UNSATISFACTORY
TECHNICAL KNOWLEDGE	OUTSTANDING	EXCELLENT	GOOD	ADEQUATE	UNSATISFACTORY
MOTIVATION FOR LDO/CWO	VERY HIGHLY MOTIVATED	DEFINITELY MOTIVATED	SOMEWHAT MOTIVATED	PROGRAM APOLOGETIC	UNABLE TO DETERMINE
POTENTIAL AS A CAREER LDO/CWO	OUTSTANDING	EXCELLENT	GOOD	ADEQUATE	UNSATISFACTORY
YOUR WILLINGNESS TO HAVE INDIVIDUAL SERVE IN YOUR COMMAND WHEN COMMISSIONED	PARTICULARLY LIKE TO HAVE	PREFER TO MOST	BE PLEASED TO HAVE	BE SATISFIED WITH	PREFER NOT TO HAVE
COMMENTS:					
PANEL MEMBER NAME, GRADE, DESIGNATOR			PANEL MEMBER NAME, GRADE, DESIGNATOR		
TYPE OR PRINT NAME OF INTERVIEWER		SIGNATURE OF INTERVIEWER		GRADE AND DESIGNATOR	

INFORMATION FOR COMPLETING INTERVIEWER'S APPRAISAL SHEET

1. The purpose of the Interview is to evaluate accurately and impartially the characteristics of the candidate to determine potential as a LDO/CWO and their motivation toward service as a LDO/CWO. Appraisal boards shall ensure questions address all topics under "Personal Qualities" with an emphasis on the applicant's technical knowledge and leadership to accurately assess their qualification for the LDO/CWO community.

2. DISCRETE REQUIREMENTS (oral and record review):

Meets All: Meets all and obtained others above grade to include out of rate.

Meets Most: Missing some opportunities/experiences.

Meets Some: Below average for grade and experiences.

3. PERSONAL QUALITIES

(a) DESCRIPTIVE

Below is a checklist of characteristics which interviewing officers can observe and adjectives that can be used to describe these characteristics in the interview. This list is meant only to assist the interviewer in preparing the interview and in making a written evaluation afterward. It is not intended to be exhaustive.

BEARING: Good posture, Slouch, Forceful, Apathetic, Casual, Formal

DRESSING: Careless, Neat, Clean, Unclean, Well-Dressed, Inappropriately dressed

COMPOSURE: Poised, Awkward, Relaxed, Nervous, Confident, Insecure

ATTITUDE: Sincere, Filippant, Enthusiastic, Indifferent, Contentious, Pleasant, Forthright, Secretive, Arrogant, Modest

ORAL EXPRESSION: Articulate, Inarticulate, Responsive, Unresponsive, Taciturn, Loquacious

VOICE QUALITY: Strident, Soft Spoken, Speaks clearly, Inaudible

GENERAL IMPRESSION: Impressive, Unimpressive, Dull, Interesting, Mature, Immature

(b) EVALUATIVE

Discussion topics should draw out the applicant's qualification/readiness for LDO/CWO in the areas of:

APPEARANCE AND POISE

ORAL COMMUNICATION

PROBLEM SOLVING SKILLS

LEADERSHIP POTENTIAL

TECHNICAL KNOWLEDGE

MOTIVATION FOR LDO/CWO

POTENTIAL AS A CAREER LDO/CWO

YOUR WILLINGNESS TO HAVE INDIVIDUAL SERVE IN YOUR COMMAND WHEN COMMISSIONED

4. Marking can be difficult. Your judgments form an important part of each applicant's submission and usually represent the personal contact reported by an official of the Navy. Be fair and impartial, neither too easy nor too hard on the applicant. Mark only on what you have observed personally and not on the opinions or comments of others.

5. No marks should be put on this form until the interview has been completed.



FY 27 LDO/CWO Programs

Eligibility Checklist

CUI (when filled in)

Active Duty/TAR LDO/CWO/WO1 Eligibility Checklist NAVPERS 1420/5 (Rev. 05-2024)		PREVIOUS EDITIONS ARE OBSOLETE Supporting Directive NAVADMIN 105/24	
This checklist is applicable for: Active Duty Limited Duty Officer, Chief Warrant Officer, and Warrant Officer In-Service Procurement Board			
Name (Last, First, MI):		Enlisted Rate:	Designator Choice 1: Designator Choice 2:
Application Checklist Items			Command PERS-803
1a.	- Desired Designators		
1b.	- Citizenship Status (Provide required documentation, if applicable)		
1c.	- Active Duty Service Date		
1d.	Dates are within eligibility window computed to 1 October 2025 8-14 yrs for LDO ENS (Non-NUC applicants) 1 October 2017 - 1 October 2011 8-16 yrs for LDO ENS (NUC applicants) 1 October 2017 - 1 October 2009 14-20 yrs for CWO2 (E7/E8 applicants) 1 October 2017 - 1 October 2005 14-22 yrs for CWO3 (E9 applicants) 1 October 2017 - 1 October 2003 6-14 yrs for WO1 784X only (E5 and above) 1 October 2017 - 1 October 2011		
1e.	Time in rate for E8 applicants must be in accordance with OPNAVINST 1420.2, Selection board "Eligible" profile sheet from most recent E7 exam.		
1f.	No Uniform Code of Military Justice or civil convictions (including minor traffic violations) in the last 3 years.		
Encl (x)	Approved Time in Service (TIS) waiver from LDO/CWO Community Manager, if applicable.		
Applicant Signature	Applicant must sign the application.		
2.	CO endorsement must validate the applicant meets requirements to include worldwide assignability and physical fitness standards, and the applicant is an active clearance or is under continuous evaluation (CE).		
3.	CO endorsement must provide a specific recommendation concerning the application and must address any waivers requested, with dates of waivers.		
4.	CO endorsement must identify and certify appraisal board members. Verify all members are at least CWO3 or LCDR.		
CO Signature	Applicant CO must sign endorsement. "Acting" CO is authorized.		
Appraisals	Application must include three NAVCRUIT 1131/5 (Rev. 4-2024) Interviewer's Appraisal Sheet forms. Earlier versions of the form will not be accepted. Forms must be complete, signed, and must include names of all board members. Not required for designator 6200 applicants.		
Color Vision Test	Color Vision test must indicate passing result and be signed by a medical representative. Refer to OPNAVINST 1420.2 for designator listing.		
Reviewers' initials			
BOL Application Codes: A = Application accepted NE = Not Eligible A, followed by a number (e.g. A1 or A2) = Application accepted and number of addendums accepted			
Command Coordinator E-mail Address			
Command Coordinator Name and Grade:		Command Coordinator Signature:	Date:

****Checklist for FY 27 is available online****

FY 26 Errors

- Some applications had more than one error and several applicants did not meet eligibility requirements
- Appraisal Forms – Missing appraisals, missing marks, current form not used, appraisers do not match names is CO's Endorsement (**Digital Signature Appraisal Form**) (NAVCRUIT 1131/5 - Rev 02/2022)
- CO's Endorsement – Not included, not signed or missing references requirement ("meets all requirements outlined in references (a) through (c).")
- Citizenship – Not filled out or missing documentation proof of citizenship
- Missing color vision tests/scores for designators that require them.
- Missing Security Clearance information
- Sending applications via BOL

Errors should be caught prior to their arrival at NPC. A well versed command LDO/CWO coordinator can provide assistance to both the command and the candidate during the application process.



Notional Application Timeline

- ☐ **MAR: Special Request to CO via Command Coordinator**
- ☐ **MAY/JUN: Submit application to Admin**
- ☐ **NLT 15 JUL: TIS waivers due to OCM**
- ☐ **JUL/AUG: Interviewer Appraisal Board**
- ☐ **JUL/AUG: CO's endorsement prepared**
- ☐ **SEP: Submit applications**
- ☐ **NLT 01 OCT: Applications due to NPC**
- ☐ **NLT 15 DEC: Addendums (Evals, Awards etc.) due to NPC**
- ☐ **JAN: Board convenes**
- ☐ **FEB/MAR: Results announced via NAVADMIN**

* Command Coordinator/Admin will provide a copy of the entire **completed/signed** application with **ALL** enclosures to the applicant. This can be accomplished via paper copy or by carbon copy (cc) during submission.



Your return on investment...

Retirement after 20 Years of Service:

CPO	CWO3	LT
<ul style="list-style-type: none">• \$3,008 / month• \$36,102 / year	<ul style="list-style-type: none">• \$4,083 / month• \$48,996 / year	<ul style="list-style-type: none">• \$4,628 / month• \$55,542 / year

50% (40%)

Retirement after 26 Years of Service

SCPO	CWO4	LCDR
<ul style="list-style-type: none">• \$4,952 / month• \$59,428 / year	<ul style="list-style-type: none">• \$6,540 / month• \$78,483 / year	<ul style="list-style-type: none">• \$6,581 / month• \$78,975 / year

65% (52%)

Retirement pay for life!

DISCLAIMER: HIGH THREE PAY BEFORE TAXES / BRS CALCULATED +2% PER YEAR OVER 20
(DOES NOT CONSIDER MEMBERS/GOVT CONTRIBUTIONS TO BRS/TSP)

<http://militarypay.defense.gov/Calculators/High-3-Calculator/>



Your return on investment...

Retirement after 30 Years of Service:

MCPO

- \$7,030 / month
- \$84,366 / year

CWO4

- \$7,697 / month
- \$92,367 / year

LCDR

- \$7,593 / month
- \$91,125 / year

75% (60%)

33 Years

CWO5

- \$9,593 / month
- \$115,117 / year

82.5% (66%)

35 Years

CDR

- \$10,447 / month
- \$125,370 / year

87.5% (70%)

38 Years

CAPT

- \$14,178 / month
- \$170,145 / year

95% (76%)

Retirement pay for life!

DISCLAIMER: HIGH THREE PAY BEFORE TAXES / BRS CALCULATED +2% PER YEAR OVER 20
(DOES NOT CONSIDER MEMBERS/GOVT CONTRIBUTIONS TO BRS/TSP)

<http://militarypay.defense.gov/Calculators/High-3-Calculator/>



Mentor Introductions

- **Name**
- **Designator**
- **Where you are stationed**
- **How to contact you**

Air Vehicle Pilot OCS Program



- **Eligible at Board: 62**

Street: 16

Fleet : 46

- **Total Selected: 22**

Street: 6

Fleet : 16

****FY 25 OCS AVP Board set for 14 JUL 25
– packages due NLT 6 JUN 25***



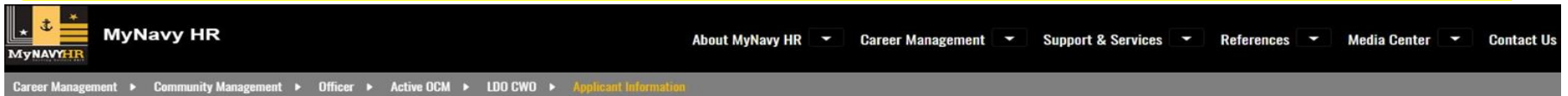
AVP Warrant Officer

- **Program Authorization (PA) 106A (March 2025)**
- **Start as WO1.**
- **Maximum of 12 years TIS, **not waivable**.**
- **Maximum age of 32, waiverable, must be approved before submission of package.**
- **Minimum of 2 year Associates Degree.**
- **Score of 96 or higher on SUPer Battery Test.**
- **18 – 24 month initial training pipeline.**
- **Shall serve a minimum of 7 years on Active-Duty from the date of winging.**

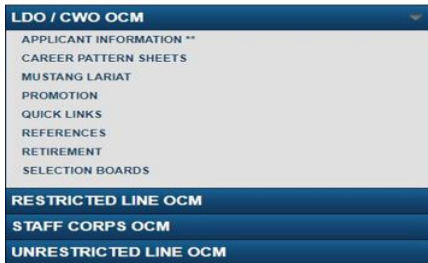


LDO/CWO OCM Websites

<https://www.mynavyhr.navy.mil/Career-Management/Community-Management/Officer/Active-OCM/LDO-CWO/Applicant-Information/>



Applicant Information



Select for ---> [CURRENT LDO/CWO RECRUITING BRIEF](#)

Select for ---> [CURRENT LDO AND CWO DESIGNATORS](#)

Select for ---> [LDO AND CWO IN-SERVICE PROCUREMENT BOARD](#)

Select for ---> [CHANGE TO CYBER WARRANT \(784X\) REQUIREMENTS](#)

Select for ---> [FY-23 DISCRETE REQUIREMENTS](#)

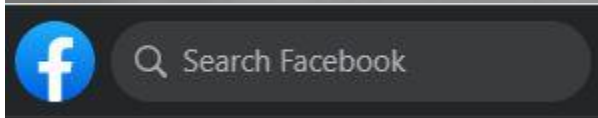
Select for ---> [CPO EXAM FOR LDO PURPOSES ELIGIBILITY](#)

Select for ---> [SECURITY CWO \(749x\) APPLICANT INFORMATION and SECURITY CWO NAVADMIN 132/21](#)

Info for -----> **AERIAL VEHICLE OPERATOR (AVO) (737X)**
This is not the Navy's traditional CWO program. This program will target civilians and enlisted sailors who meet program authorization 106A requirements. Commander Navy Recruiting Command (CNRC) is in charge of taking applications. Selection will be via OCS application criteria as outlined in OPNAVINST 1420.1B CH. 4 and will utilize OPNAV 1420/1. AVO Program Authorization (PA-106A)
737X FACT SHEET
AVO Physical Standards Class IV (Pages 15-18)
AVO NAVADMIN 141/21
OCS Waiver Memo Template
NOTE: The next AVO Board is set for 25 JULY 2022. Application Deadline is 24 JUNE 2022.
PA 106A is currently being revised to further clarify requirements prior to the next selection cycle.
Anticipate a modified UAV ATSB, which is still under development.



LDOCWOOCM.FCT@navy.mil



Edit

US Navy LDO/CWO Community Managers Forum

Private group · 12.4K members



Contact Us

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 - CWO5 John Cowan, CWO Community Manager
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 - LCDR Ryan Peter, Assistant LDO/CWO Community Manager
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 - Mr. Hector Sandoval, Assistant LDO/CWO Community Manager
email: hector.sandoval.civ@us.navy.mil
- * LDO/CWO OCM Mailbox: ldocwoocm.fct@navy.mil

Community News and Forums:

MyNavyHR Website:

- <https://www.mynavyhr.navy.mil/Career-Management/Community-Management/Officer/Active-OCM/LDO-CWO>
- Facebook: Search, “US Navy LDO/CWO Community Managers Forum”



End of Recruiting/Applicant Brief

☐ **Questions?**