

Program Authorization: The Surface Warfare Officer (SWO) to Foreign Area Officer (FAO) Tailored Community Transition (TCT) pilot program provides a pathway for SWOs to lateral transfer to the FAO community, following successful completion of their SWO Department Head (DH) tours. The Foreign Area Officer Community Manager (OCM) (BUPERS-314) is the program manager. If selected for the program, the additional qualification designator (AQD) of “FTX” will be awarded to designate the officer as a FAO in training. Selected officers will transition to the FAO community after successfully completing their second SWO DH or single longer tour (SLT). This pilot program will be evaluated no later than two years after date of signature and a recommendation made to renew, change or sunset.

1. Program Authority: OPNAVINST 1210.5B.
2. Cancellation: Expires two years from date of signature.
3. Quota: The SWO OCM, in coordination with the FAO OCM, will establish the number of available FAO TCT quotas for each year group for each application cycle. The number of quotas will be a subset of the total quotas for the FAO community found in the Active Component (AC) Accession Plan for that year.
4. Qualifications
 - a. Citizenship: Applicants must be United States citizens.
 - b. Age: No restrictions.
 - c. Education: All applicants must have a baccalaureate degree from a regionally accredited institution and must have a cumulative grade point average (GPA) of at least 2.6 on a 4.0 scale.
 - d. Physical: Overseas screening for member and all dependents to Naval Support Activity Bahrain standards, documented on NAVPERS 1300/16 “Report of Suitability for Overseas Assignments”.
 - e. Duty Preference: Not applicable.
 - f. Program Specific Requirements: Officers applying for SWO-FAO TCT will submit an application to the FAO OCM, which meets the requirements of OPNAVINST 1301.10C and guidance provided on the FAO Community Management page: <https://www.mynavyhr.navy.mil/Career-Management/Community-Management/Officer/Active-OCM/Restricted-Line/Foreign-Area-Officer/>. Minimum requirements to be selected for SWO-FAO TCT include:
 - (1) SWO warfare qualifications complete and successfully screened for SWO DH.
 - (2) Minimum score of 110 on the Defense Language Aptitude Batter (DLAB).
 - (3) Proof of top secret/sensitive compartmented information clearance eligibility.

- (4) Successfully complete interview with FAO panel chaired by designated O-6 FAO.
5. Waivers: In cases where the applicant does not meet all of the qualifications, but otherwise has an exceptional record or proven skillset required by the FAO community, a waiver may be authorized in limited numbers. If a waiver is requested, then follow the steps below prior to selection determination.
- a. Application Contents: A formal request to Director, Military Community Management (BUPERS-3) via the FAO OCM requesting any qualification waivers.
 - b. Routing: Requests submitted to BUPERS-3 via applicant chain of command and the FAO OCM.
 - c. Approval Authority: BUPERS-3.
 - d. Notifying the Applicant: FAO OCM will notify the applicant.
6. Accession Source: SWO AC Officers.
7. Indoctrination: Not applicable.
8. Enlistment: Not applicable.
9. Constructive Entry Credit: Not applicable.
10. Appointment: Selectees will be assigned to a FAO region in accordance with OPNAVINST 1301.10C and be assigned the applicable FAO in training AQD “FTX”. SWO-FAO TCT selects will receive a memo from PERS-41, which will be filed in their official record.
- a. Following the annual SWO DH screening board, PERS-41 will advertise the opportunity to apply for SWO-FAO TCT to all successfully screened officers.
 - b. Officers applying for SWO-FAO TCT FAO will submit an application to the FAO OCM, which meets the requirements of OPNAVINST 1301.10C and guidance provided on the FAO Community Management page: <https://www.mynavyhr.navy.mil/Career-Management/Community-Management/Officer/Active-OCM/Restricted-Line/Foreign-Area-Officer/>.
 - c. SWO and FAO community representatives will approve all officers selected for SWO-FAO TCT. SWO-FAO TCT FAO officers will be eligible to receive the SWO DH bonus in accordance with NAVADMIN 206/16.
 - d. Upon selection for SWO-FAO TCT, officers will be assigned to a region in accordance with OPNAVINST 1301.10C and detailed to complete FAO training requirements in close coordination with the FAO junior detailer during the officer’s post division officer shore tour. Training requirements include an international security affairs master’s degree and language

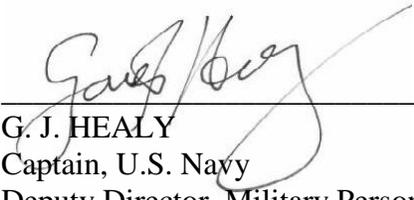
training, and will take between 24-36 months depending on the officer's assigned region. Graduate education will be prioritized in the event that career timing does not permit completion of all training requirements prior to SWO DH training and follow-on DH tours.

e. Following FAO training, SWO-FAO TCT officers will complete SWO DH training requirements and be subsequently detailed to a SWO DH billet.

f. SWO-FAO TCT officers will be automatically redesignated to 1710 upon successful completion of their SWO DH tours and a favorable record review screening by the FAO OCM. They will be assigned by the FAO detailer to their next assignment at their normal projected rotation date. Designation as 1710 will be without board action in accordance with OPNAVINST 1210.5B.

g. Officers who no longer desire to execute redesignation to 1710 may submit a letter to the Surface Warfare Officer Community Manager (BUPERS-311) via the FAO OCM (BUPERS-314) stating their desire to remain a SWO. The letter must be endorsed by the officer's commanding officer. Both OCMs, SWO and FAO, must approve the request. If the request is approved, officer will remain a SWO.

11. Service Obligation: Upon redesignation to 1710, officers incur an active duty obligation of two years from date of designator change to be served concurrently with any other obligations.

Approved: 

G. J. HEALY
Captain, U.S. Navy
Deputy Director, Military Personnel
Plans and Policy (N13B)

Date: 25 July 23