



Project Compass Fact Sheet

POC: PERS-4 Career Management,
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BLUF

NPC is introducing a tool that will notify Sailors of opportunities for assignment and promotion within My Navy Assignment (MNA). Project Compass will use a Sailor's assignment preferences coupled with their qualifications to identify those jobs they could be competitive for. Compass will help Sailors navigate opportunities by providing them tailored job recommendations at the start of the application phase. These recommendations consider Fleet priority as well each Sailor's qualifications.

Who needs to know?

- Active Duty & TAR E-4 to E-9 Sailors in their first, second, or third MNA cycle look
- Command Career Counselors
- Detailers and Placement Coordinators
- Command Triads

What you need to know – key points

- **Eligible Sailors receive an email at the start of the MNA application cycle with a list of recommended billets.**
 - Emails are sent from ProjectCompass@us.navy.mil to a Sailor's primary and secondary email addresses listed in MNA and NSIPS.
 - Your job recommendation email will include:
 - Up to 14 billet recommendations for "high confidence" matches
 - As little as three billet recommendation for "low confidence" matches
 - Sea-duty billets for shore rollers interested in back-to-back sea duty opportunities
- **Sailors should ensure contact information, preferences, and bookmarks are current prior to the MNA Application Phase.**
 - Log in to MyNavy Portal at <https://my.navy.mil> and navigate to MyNavy Assignment
 - Click on "My Preferences" to update your job and location desires
 - Use the "Search All Jobs" feature and click the bookmark icon on any billets that interest you
- **Recommendations are generated using predictive modeling that analyzes:**
 - Sailor preferences and bookmarks in MNA
 - Qualifications, NECs, and career timing
 - Fleet priorities and hard-to-fill billets



- **Project Compass is not Full Power Navy (FPN).**
 - Both programs were developed in PERS-4 to improve retention and meet Chief of Naval Operations' directives of retaining our best talent. They are different, but related.
 - FPN tackles problems after the MNA cycles are complete, while Project Compass provides engagement on the front end, before Sailors' applications in MNA. Both are focused on retention and providing relevant career solutions for every Sailor.
 - FPN Retention Engagement¹ is focused on retention of Sailors beyond their third MNA look and within 6 months of their Soft Expiration of Active Obligated Service (SEAOS). FPN is managed by the PERS-4 Retention Operations Center (ROC) and is comprised of 17+ Retention Agents that work hand-in-hand with placement and detailers across the various divisions.
 - Project Compass applies AI/ML tools to real-time MNA billet and Sailor data to identify billet alignments that have the highest probability of meeting a Sailor's personal and career desires. By providing Project Compass job recommendations to Sailors before the application phase, our aim is to improve MNA outcomes, avoiding the need for FPN interventions. Project Compass was developed by Sailors and is managed by Sailors in the PERS-4 Career Management Operations Center (CMOC) in Millington, TN.
- **Detailers conduct quality assurance before final recommendations are released.**
 - Recommendations do not guarantee selection. They are decision-support tools to improve awareness and outcomes.

Sample POD/POW Note

- Project Compass provides Sailors personalized job recommendations to improve awareness of career opportunities and support better assignment outcomes. Eligible Sailors (E-4 to E-9 in their first, second, or third MyNavy Assignment (MNA) look) will receive Project Compass billet recommendations via email at the start of the MNA Application Cycle. Sailors should review their recommendations, ensure MNA preferences are updated, and coordinate with their detailer or Command Career Counselor as needed. Applying to a recommended billet does not guarantee selection.

FAQ

Q. What is Project Compass?

A. Project Compass helps Sailors navigate opportunities in the MNA Cycle by providing tailored job recommendations to each Sailor before the Application Phase. Our recommendations consider Fleet priority as well as each Sailor's background, qualifications and assignment preferences. Our goal is to improve awareness of the wide range of career enhancing opportunities available to each Sailor.

¹ The latest Retention Engagement program information may be found on the MyNavy HR site – search "Retention Engagement".



Q. Who is eligible for Project Compass?

A. Active Duty & Training and Administration of the Reserves (TAR) Sailors in paygrades E-4 to E-9 in their first, second, or third MNA look are eligible. Some ratings are excluded.

Q. Which pay grades, ratings, and NECs are excluded from Project Compass?

A. Project Compass excludes Sailors in pay grades E-1 to E-3 and Sailor rates in SO, SB, MU, CMD(CS/CM), ETN², MMN², EMN², CWT², CTI². Additionally, NECs B03A, B16A, B17A, B18A, and B19A are excluded.

Q. Who is contacting Sailors for Project Compass?

A. The Project Compass team emails recommendations directly to eligible Sailors with an MNA status of “sea roller” or “shore roller.” If the Sailor has questions about the billet recommendations, they should reach out to their detailer or CCC. If you believe you received a Project Compass email by error, contact your Rating Detailer.

Q. At what point in the detailing process (how far from PRD or EAOS) are Sailors being contacted for Project Compass?

A. Sailors are contacted at the start of the MNA Application Cycle during their first, second, or third look.

Q. How often will I receive Project Compass recommendations?

A. Recommendations are sent at the start of the active MNA cycle. If you are considered a “roller” and are pending selection for an assignment, you will continue to receive these recommendations.

Q. How is EFMP status, dual-military, co-location, or high school stabilization considered in Compass Recommendations?

A. These are not factors in Project Compass recommendations. They are handled separately as part of the Detailing process.

Q. I just frocked and want to see billet recommendations for my next paygrade. Can you re-send my Project Compass recommendations?

A. Recommendations are generated in bulk before each MNA Cycle’s Application Phase and will not be re-issued. All recommended billets are visible in MNA, and you are encouraged to explore your available options there. If you have specific billet questions, consult your CCC or Rating Detailer.

Q. My recommendations are for the next paygrade. Is this an error?

A. No. Billet-based Advancement (BBA) rates receive recommendations based on their Detailing Marketplace Eligibility Indicator (DMEI).

² Rate may be considered in future MNA Cycles.



Q. How come my recommendations do not match my preferences?

A. Recommendations reflect billets available for application during the cycle. Each billet receives a match score based on your qualifications and your MNA preferences. For example, if geolocation is your top priority, billets matching your qualifications in that location score higher. Preferences were pulled from MNA and may have been captured before you updated them.

Q. Can I update my preferences after receiving recommendations?

A. Yes. However, a new list of billet recommendations will not be generated until the following MNA Cycle. Your updated preferences will still influence match scoring during the next Application Phase.

Q. I am a “shore roller” but received sea duty recommendations. Why?

A. Some Sailors have preferences that can be met through back-to-back sea duty. For example, if your top preference is geolocation, you may receive sea duty recommendations that best match your profile and stated priorities, in addition to the shore duty recommendations.

Q. I applied for a billet, but it now shows as “deleted.” What happened?

A. The distribution process continues throughout the MNA Cycle. Recommendations are based on billets advertised at the start of the cycle, but billet status and phasing may change due to operational needs.

Q. Why did I receive fewer recommendations than others?

A. Differences in billet inventory across ratings will influence the number of available options. Some ratings have limited advertised billets in certain cycles.

Q. Why did I receive so many recommendations?

A. Qualifications are a large driver in billet matching and consideration, and a larger list simply reflects broader eligibility. Applying for your next duty assignment can be overwhelming and narrowing down to what best matches your skills and desires is the goal.

Q. What if none of the recommendations I receive interest me?

A. These recommendations are intended to steer you in the best direction and are data driven. You can apply for none of the recommendations, or you can apply for most. You are not restricted to recommended billets.

Q. I received a billet recommendation for a West Coast billet and my desire was East Coast. Why was my geolocation preference not considered?

A. Your preferences were considered (weighted) but it is likely the best matched billets weren't available in the desired location. Project Compass prioritizes match quality over location alone.

Q. What billets are available for Project Compass?

A. All “Open” billets are available.



Q. How can I improve my chances of being selected?

A. During the application phase, the volume of applications on a specific billet is important (and visible inside MNA). Applying to a billet that has a dozen other applications means that competition is steep. It is helpful to consider options or look for billets with lower application density. For SEM and BBA Sailors, this is important because the longer it takes to get paired with a job, the more time it takes before you are promoted and paid. Don't leave money and Time in Rate (TIR) on the table because you have only applied for the most popular jobs.

Q. If I apply for a recommended billet, am I guaranteed selection?

A. No. Recommendations and assignment selections remain separate processes.

Q. I applied to the recommended billets by Project Compass, but I was not selected. What happens next?

A. Applying to a recommended billet does not guarantee selection. Recommendations provided by Project Compass and the assignment selection process are still two separate processes. Compass is intended to assist in identifying better options available to the Sailor and to reduce the clutter and difficulty of browsing through tens to hundreds of possible billets with limited time and resources. Available billets may change until the day the MNA Cycle opens.

Q. Who should I contact with questions about Project Compass?

A. Your Career Counselor is your first go-to resource, and then your Rating Detailer for billet-related questions. If your question is Project Compass program-related, you can email ProjectCompass_Feedback@us.navy.mil.

Q. How can I provide feedback?

A. Our team of Career Management Operations Center (CMOC) personnel are glad to receive feedback on how to better improve this program. Email ProjectCompass_Feedback@us.navy.mil.
Note: this inbox is used to collect feedback; due to the volume of feedback, we may not provide a direct response unless further information is needed.