



Your Record Is Your Voice

Accurate data in your personnel record is the single most important factor in effective matching.

Project Compass works from the data already in your personnel record. There is no application to submit, no portal to log into, and no separate process to opt into. If you are eligible, your detailer has visibility.

The best thing any Sailor can do is ensure their MyNavy Assignment(MNA) profile is accurate:

- Correct NECs on file
- Current duty preferences logged
- Timely communication with your detailer as your PRD approaches

Why Project Compass Exists

Navy detailing is one of the most consequential processes in a Sailor's career, and for years, it has relied on systems that weren't built with data at the center. Billets went unfilled. Sailors missed opportunities they were fully qualified for. Detailers worked around the clock trying to bridge gaps that no manual process could close.

Project Compass was built to help change that. Developed entirely within PERS-4, the system applies structured data analysis to the detailing cycle, recommending the right Sailors for the right billets based on qualifications, preferences, timing, and the Navy's needs.

This isn't automation for automation's sake. It's about giving detailers better information, faster, so every decision is made with the full picture in view.

100%

Rule-based logic

PERS-4

Built in-house by
Active Duty Sailors and
Navy Civilians

Multi-Cycle

Operational across
detailing cycles Navy-
wide

Zero

External vendors or
third-party platforms

How It Works

Project Compass operates as a back-end tool within PERS-4's existing detailing infrastructure. It requires no action by the Sailor, except for ensuring their MNA profile is continuously maintained.

01. Data Ingestion

Pulls NECs, PRDs, sea/shore status, duty preferences, billet availability, and many other career-based data points within the detailing cycle window.

02. Eligibility Filtering

Each record evaluated against a structured ruleset based on criteria such as PRD, BBA eligibility, SEM eligibility, component, rate, and billet requirements.

03. Billet Matching

Eligible Sailors matched to open billets using preference data, NEC alignment, application trends, prioritization logic, and other requirements based on the billets available.

04. Outreach

Recommendations are provided to each Sailor via email with eligible matches detailing all necessary information to find each billet recommended inside of MNA. Commands are also notified about which Sailors received recommendations to assist applicable Sailors in career-making decisions and ensure educated applications are completed.

05. Application Phase

Making applications is the single most important action that you can take to have control over your career in the orders negotiation process. Additionally, applications drive the Continuous Improvement portion of Project Compass.

06. Continuous Improvement

Each cycle generates data that informs the next by way of Machine Learning, ensuring better matching, faster processing, and fewer critical billet gaps.

Eligibility & Outreach

If you are approaching your PRD and meet the qualifications for available billets, you may already be part of a Project Compass cycle. Here's what shapes eligibility:

PRD Window and Advancement Opportunities

Sailors within standard PRD windows for their rate are considered for matching in the applicable detailing cycle.

BBA and SEM eligible Sailors are also included in the matching algorithm.

Sea / Shore Rotation

Your sea or shore duty status is factored into the match. Project Compass does not override established rotation rules.

Some shore rollers will receive up to two sea-duty recommendations, provided as options for those Sailors interested in back-to-back sea tours.

NECs & Rate

Matching is driven by NEC(s) you are only routed to billets you qualify for.

En-Route NEC(s) such as recruiting, RDC, etc. are considered in this process and are allowed for recommendation despite not currently having the NEC.

Component

Project Compass only considers Active Duty and TAR Sailors (Selective Reserve not eligible). Sailors are only matched to billets within their applicable component.

MNA Preferences

MNA Preferences are a key function of algorithm matching. If your preferences are up-to-date, our algorithm is designed to match you with as many preferences as possible to boost your billet opportunities based on your specific criteria.

Special Routing

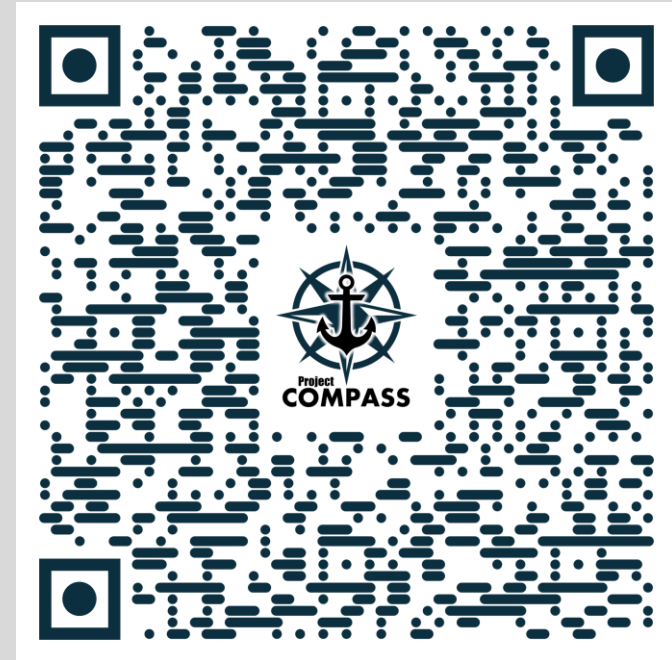
Advance-to-Position (A2P), Selective Advancement, and Must Fill designations all carry specific eligibility logic enforced in-system.

WHERE TO FIND MORE INFORMATION

Resources

The Project Compass page hosted on the MyNavy HR site contains the latest information available. If you cannot locate an answer to your question in the available resources, feel free to drop us an email.

ProjectCompass_Feedback@us.navy.mil



<https://www.mynavyhr.navy.mil/Support-Services/Distribution-Management/Project-Compass/>