From: Chief of Naval Personnel  
To: President, FY-19 Navy Active-Duty Senior Chief Petty Officer Advancement Selection Board  

Subj: ORDER CONVENING THE FY-19 ADVANCEMENT SELECTION BOARD TO CONSIDER CHIEF PETTY OFFICERS OF THE NAVY ACTIVE-DUTY FOR ADVANCEMENT TO SENIOR CHIEF PETTY OFFICER

Ref: (a) FY-19 Navy Active-Duty and Reserve Senior Enlisted Advancement Selection Boards Precept  
(b) SUPERSINST 1610.10D

Encl: (1) Board Membership  
(2) Recorder and Assistant Recorders  
(3) Administrative Support Staff  
(4) Competitive Group Quotas

1. Date and Location

   a. The advancement selection board, consisting of you as president, the personnel listed in enclosure (1) as members, the personnel in enclosure (2) as recorder and assistant recorders, and the personnel listed in enclosure (3) as administrative support staff, are ordered to convene at the Navy Personnel Command, Millington, TN, at 0800, April 23, 2018, or as soon as practicable thereafter.

   b. The boards shall proceed in accordance with all guidance in this letter and reference (a).

2. Advancement Board Authorized Selections. The total number of candidates who may be recommended in each competitive group shall not exceed the quota specified in enclosure (4). The advancement selection board shall only recommend up to the quota if the board determines that there are a sufficient number of fully qualified candidates.

3. Best and Fully Qualified Selection Standard

   a. Fully Qualified. All candidates recommended for advancement must be fully qualified. That is, each candidate’s qualifications, experience and performance must clearly
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demonstrate that he or she would be capable of performing the
duties of the next higher paygrade. Candidates that do not meet
that standard shall not be recommended for advancement.

(1) Candidates fully qualified for advancement
demonstrate a requisite level of leadership, technical
expertise, managerial and communication skills, integrity,
commitment to the personal and professional development of
subordinates, resourcefulness in their assignments, and
recognition of our Navy’s heritage required to perform in the
next higher paygrade.

(2) Fully qualified candidates must clearly demonstrate
adherence to Navy and Department of Defense ethical standards,
loyalty to Navy Core Values, and our Chief Petty Officer (CPO)
mission, vision, and guiding principles as listed on the CPO
evaluations and the CPO 365 Development Guide.

b. **Best Qualified.** Among the fully qualified candidates,
you must recommend for advancement the best qualified candidates
within their respective competitive group. Each board member
shall apply this guidance when briefing individual records,
discussing, and voting. Additionally, members will use the
considerations below to guide their determinations of the best
qualified candidates.

(1) **Scope and Impact of Leadership**

(a) You must consider the scope of the candidate’s
primary job assignments and the impact throughout the command,
area, and fleet.

(b) The best qualified candidates will have proven
and sustained superior performance in difficult and challenging
in-service or joint leadership positions and demonstrated skill
in enhancing teamwork and individual performance as demonstrated
in unit warfighting readiness and accomplishments. You must
consider that the future Navy or joint force leadership will
comprise a mix of service members that have excelled in both
traditional and alternate career paths. You should consider
candidates who have clearly demonstrated sustained superior
leadership and shown competency in mentoring and developing
Sailors as measured by qualification accomplishments,
subordinate professionalism, advancement results, and influence on retention/attrition, and the extent to which the candidate trains and educates on the principles of leadership, watchstanding, professionalism, and heritage.

(c) **Mess and Wardroom Development and Impact.** You must consider peer leadership as demonstrated by successfully leading, mentoring, and developing peers and juniors within the Mess, serving as a team player to solve command-wide problems, demonstrating a strong presence that sets the tone with peers, and holding peers accountable for their professional and personal conduct. You must also consider the candidate’s impact on wardroom development and effectiveness as demonstrated by developing, mentoring, or advising officers, individually and collectively.

(d) You should also consider for selection those candidates who have successfully completed, or are currently serving in, the extremely demanding tour of duty as Command Senior Enlisted Leader. This tour demands leadership responsibilities inherent in Command Master Chief billets, but for smaller commands. You should consider that these candidates may be performing entirely out of rating during that tour.

(2) **Institutional and Technical Expertise.** You must consider documented institutional and technical expertise and the extent to which each candidate used that knowledge to train on principles of leadership, professionalism, technical proficiency, and heritage as measured by subordinate advancement results, qualification accomplishments, retention, etc. You shall also consider a candidate’s management skill towards achieving warfighting readiness by evaluating the candidate’s impact on unit mission, results with division, department, unit-level certifications, inspections, readiness exams, and completion of required and recommended institutional and technical training curriculums such as service or technical schools, United Services Military Apprenticeship Program, professional licenses, credentials, and other certifications.

(3) **Special Qualifications.** You must consider the attainment of special qualifications (both above rank and in and out of rating) beyond the minimum requirements, which have an impact on mission effectiveness.
(4) **Collateral Duties.** You must consider the successful management of major collateral duties as evidenced by the documented impact on mission readiness/effectiveness, retention/attrition, and morale. Collateral duty management must not come at the expense of leadership and expertise.

(5) **History of Assignments**

(a) Every job in the Navy is important and candidates can be frequently detailed to duty outside of their rating, which may not be typical of the candidate's traditional community career path. Each of the specific types of special programs and commands cannot be listed in this document, but many such types of duty are considered arduous and require selective assignment and special qualifications. In determining which candidates are best and fully qualified, you must consider that candidates serving in these types of highly selective assignments compete within a group of individually selected personnel with equally superb records. Repeat tours in special programs should not be viewed negatively.

(b) Due to operational demands or needs of the Navy, some assignments may result in a candidate missing the opportunity to serve in a community-recognized milestone to be competitively ranked on an evaluation. A candidate serving in one of these assignments may be rated by a reporting senior unfamiliar with the candidate's occupational specialty and the Navy evaluation report system. Therefore, special attention must be taken in reviewing these candidates' records.

(c) In evaluating a candidate's history of assignments, consideration should be made that candidates are not always in control of their duty assignments or scope of responsibility. Closed-loop communities can restrict assignment diversity. The size of a command and the number within peer ranking are not controlled by the candidate.

(6) **Education and Professional Development.** You must consider the completion of professional military or advanced civilian education. Professional Military Education entails Primary Professional Military Education, Senior Enlisted Joint Professional Military Education, and Leadership Development (Senior Enlisted Academy, Joint Special Operations Senior
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Enlisted Academy, Air Force Academy, Marine Corps Academy, and Coast Guard Academies). Our Navy's future senior enlisted leaders hone and develop leadership skills from these courses required to function as future departmental leading chief petty officers. The Senior Enlisted Academy, in particular, is a prerequisite to Command Master Chief/Command Senior Chief positions.

R. E. BURKE
# Cycle 237 Active E8 Quotas

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VERIFIED: PSCS A.D. FITZ

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RECOMMENDED: RADM JOHN B. NOWELL, JR.

APPROVED: VADM R.P. BURKE

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