FY-18 Active-Duty Line Community Brief Disclaimer

This community brief has been generated by the community leaders, including detailers and community managers. It has been vetted by the Navy Personnel Command and OJAG for statutory compliance and approved by SECNAV.

Community leaders have provided these slides to community members for career planning purposes; however, strict adherence to the career progressions depicted in the slides is not a prerequisite for promotion.

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# Fleet Support Officer

## Career Progression

### Career Path

<table>
<thead>
<tr>
<th>FLEET EXPERIENCE TOUR</th>
<th>DIVO</th>
<th>DH</th>
<th>DH</th>
<th>STAFF TOUR/XO/OIC</th>
<th>STAFF TOUR/XO/OIC</th>
<th>STAFF TOUR/XO/OIC</th>
<th>MAJOR STAFF/CO</th>
<th>MAJOR STAFF/CO</th>
<th>MAJ CMD</th>
</tr>
</thead>
</table>

### Typical Billets

- **2**: Master's JPME I
- **4**: Overseas tour
- **6**: Subspecialty development
- **8**: Staff Tour
- **10**: Master's JPME I
- **12**: Overseas
- **14**: Shore facility management
- **16**: Joint Tour
- **18**: Program Director
- **20**: JPME II
- **22**: Overseas
- **24**: Shore facility management
- **26**: Major Staff Tour
- **28**: JQQ

### Overseas Development
- Shore installation management
- Resource allocation

### Administrative Boards:

<table>
<thead>
<tr>
<th>Role</th>
<th>N/A</th>
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</thead>
<tbody>
<tr>
<td>XO/OIC</td>
<td></td>
</tr>
<tr>
<td>CDR CMD</td>
<td></td>
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<tr>
<td>MAJ CMD</td>
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</tbody>
</table>
Fleet Support Officer
Community Values

- Sustained Superior Performance
  - In billets of increasing complexity, responsibility, and scope
- Proven Leadership Positions in Shore or Joint Assignments
  - Officers successfully serving as XO and CO ashore or in challenging joint assignments demonstrate the qualities required by the community
- Career Paths
  - Officers serving in leadership positions in critical specialty areas provide unique subject area expertise in the following areas:
    - Anti-submarine Warfare (IUSS)
    - Shore Installation Management (SIM)
    - Strategic Sealift Operations
    - Pol-Mil Affairs
Surface Warfare Officer
Career Progression

**Career Path**

- **DIVO**
- **SHORE**
- **DH**
- **SHORE**
- **XO/CO**
- **SHORE**
- **Major CMD**

**Typical Billets**

- CO-SM Billets:
  - Milestone Screened
  - Due Course
  - Path to MAJCOM / O6

- XO-SM Billets:
  - Milestone Screened
  - Due Course
  - Path to O5 Command

**ADMINISTRATIVE BOARD RATES:**

- DH Board (Jun 16): 58%
- CDR CMD (Dec 15): 42%**
- MAJ CMD (Nov 15): 60-67%

**Notes:**
- 42% CO Afloat screen rate across 3 looks. Total milestone screen rate (CO Afloat, XO Afloat, CO-SM, and XO-SM) 68.1%. Major Command Screening includes CRUDES, Amphib, and Shore Major Screening.
Surface Warfare Officer
Community Values

• Valued achievements prior to LIEUTENANT COMMANDER
  ➢ Service at Sea – Successful DIVO sea tours
  ➢ Screened for or serving as Department Head Afloat (on a ship, squadron or LCS Crew)

• Valued achievements prior to COMMANDER
  ➢ Service at Sea - Successful performance as Department Head Afloat
  ➢ Screened for administrative milestones (XO/CO Fleet-up, XO Afloat / XO-SM)

• Valued achievements prior to CAPTAIN
  ➢ Service at Sea - Successful performance as CO
  ➢ Officers successfully serving in community, operational, or challenging joint assignments following sea or shore CO assignment
  ➢ Demonstrated leadership in shore and/or joint assignments

• Special Mission (SM) assignments
  ➢ SWOs filling CO-SM positions are leading Sailors in front-line, operational missions and have a path to Major Command
  ➢ SWOs screened for or serving in XO-SM tours are leading sailors in critical operational assignments. These officers have a path for Commander Command.
Submarine Warfare Officer
Career Progression

Career Path

INIT TRNG | DIVO TOUR | POST DIVO SHORE TOUR | SO AC | DH TOUR | POST DH SHORE TOUR | XO | POST XO SHORE TOUR | PC | CO | POST CO SHORE TOUR | POST CO SHORE TOUR | MAJ CMD
---|---|---|---|---|---|---|---|---|---|---|---|---
ON RAMP Submarine Support | LCDR Assignment Staffs/Waterfront | CDR Assignment CO/XO/Deputy CSG/ESG | CAPT Assignment MAJ CMD Ashore/Staff

ON RAMP Specialty Career Path

DH SBs | XO SBs | CO SBs | MAJ CMD SBs
0 | 2 | 4 | 6
12 | 16 | 20 | 24 | 26 | 28

Typical Billets
- Masters/Staff
- CMD Qual
- SUB Quals/PNEO
- CMD Qual
- SUB Quals/PNEO

SUBMARINE SUPPORT (COSS/XOSS)
- Squadron Deputy
- New Construction XO
- Training Commands
- Shore CO/XO
- Submarine Staffs
- CSG/ESG
- Strategic Weapons
- Remain fully qualified to serve as XO/CO at sea
- Decommissioning Unit XO

SPECIALTY CAREER PATHS
- Mine Warfare
- Anti-Submarine Warfare
- Financial Management
- NOPC/Joint Planner
- Anti-Terrorism/Force Protection
- Shore Installation Management
- Operational Analysis
- Education & Training Management

ADMINISTRATIVE BOARDS RATES:
DH SCREENING (May 16): 84%
XO SCREENING (May 16): 60%
CO SCREENING (May 16): 62%
MAJ CMD (Nov 15): 77%
*Combined XO/CO selection rates result in 37% opportunity for DHs to serve as CO
Submarine Warfare Officer
Community Values

• Sustained superior performance at sea is the foundation of the Submarine Community
  • Valued achievements prior to LIEUTENANT COMMANDER
    ➢ Screened for or serving as DH At Sea
  • Valued achievements prior to COMMANDER
    ➢ XO or XO-equivalent assignments at sea or ashore
    ➢ CO/OIC as LCDR (e.g., NAUTILUS, overseas submarine support activity)
    ➢ Critical Nuclear Propulsion Program billets (e.g., nuclear training command department director)
    ➢ IA/GSA/OCO leadership assignment as LCDR
  • Valued achievements prior to CAPTAIN
    ➢ CO or CO-equivalent assignments at sea or ashore
    ➢ Naval Submarine Support Center (NSSC) COs, Training Facility COs, the Undersea Rescue / Unmanned Underwater Vehicle CO, the Naval Ocean Processing Facility (NOPF) CO, and OIC as CDR (e.g., San Diego Submarine Training Facility Detachment) are the most competitive Submarine Force CO shore candidates.
    ➢ IA/GSA/OCO leadership assignment as CDR
  • Submarine Support career path
    ➢ Squadron Deputy Commander, Shore CO/XO, New Construction XO, Submarine Staffs, Training Commands, CSG/ESG, or Strategic Weapons
  • Graduate Education in any subspecialty is valued regardless of source or method of achievement (e.g., civilian institution, Naval Postgraduate School, Distance Learning)
    ➢ Undersea Warfare, Financial Management, Operations Analysis, National Security Studies, and Naval Strategy are key competencies.
### Special Warfare (SEAL) Officer Career Progression

#### Career Path

<table>
<thead>
<tr>
<th>1st TOUR (SEA)</th>
<th>DEVELOPMENT TOUR (1) (SHORE/SEA)</th>
<th>DH (SEA)</th>
<th>DEVELOPMENT TOUR (2) (SHORE/SEA)</th>
<th>XO (SEA/SHORE)</th>
<th>POST-XO TOUR (SHORE)</th>
<th>CO (SEA/SHORE)</th>
<th>POST-CO TOUR (SHORE)</th>
<th>MAJ CMD (SEA/SHORE)</th>
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<tbody>
<tr>
<td><strong>Lateral Transfers</strong></td>
<td>1st TOUR (SEA)</td>
<td></td>
<td></td>
<td>XO SBs</td>
<td>CDR CMD SBs</td>
<td>MAJ CMD SBs</td>
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<td></td>
</tr>
<tr>
<td>Typical Billets 4</td>
<td></td>
<td>SQUAD CDR</td>
<td>PLATOON CDR (SEAL/SDV/SRT)</td>
<td>CDR Assignment</td>
<td>OPNAV N95, SOCOM J8, WARCOM N8</td>
<td>CAPT Assignment</td>
<td>MAJ CMD Ashore / Staff</td>
<td></td>
</tr>
</tbody>
</table>

#### DEVELOPMENT TOUR (1):
- **SEA:**
  - Special Reconnaissance Team
  - Special Boat Team
  - NSWDG AOPS
- **SHORE:**
  - NPS or Graduate Education
  - NSW Unit AOPS
  - MAJCOM Staff

#### DEVELOPMENT TOUR (2):
- **SEA:**
  - Task Unit / CFT Commander
  - Team N3
  - NSWDG S&T
  - JIA (CJSOTF / SOJTF)
- **SHORE:**
  - War College or Graduate Education
  - NSW Unit N3
  - MAJCOM / WARCOM Staff
  - BUD/S Phase Officer

#### ADMINISTRATIVE BOARD RATES:
- XO SCREENING (FY-17): 92%
- CDR CMD (FY-17): 80%
- MAJ CMD (FY-17): 54%
Special Warfare (SEAL) Officer
Community Values

- Valued achievements prior to LIEUTENANT COMMANDER
  - Completed SEAL Platoon CDR (SEAL PLT CDR/CFT TRP CDR/SDV PLT CDR)
  - Operational / Deployed Leadership
  - Diversity of experience within NSW (SEAL, SRT, SBT, SDV, NSWDG)
  - Education/JPME Phase 1 - Desired

- Valued achievements prior to COMMANDER
  - Completed XO Tour
  - Proven Operational Leadership
  - JPME Phase 1 / Master’s Degree - Strongly desired
  - Joint/USN Experience (JCS, OPNAV, Fleet, USSOCOM, TSOC, JSOC)
  - Overseas Assignment

- Valued achievements prior to CAPTAIN
  - Successful Commander Command Tour
  - MAJCOM / Joint staff experience
  - Joint Qualified Officer (JQO) Designation
  - Member of Acquisition Corps (AC)
  - Overseas Assignment
  - JPME Phase 2
Explosive Ordnance Disposal Officer
Career Progression

Career Path

<table>
<thead>
<tr>
<th>Init Trng</th>
<th>Plt Ldr</th>
<th>SOF Plt / Co CDR / MCM Plt</th>
<th>Shore Tour / Afloat Staff</th>
<th>DH / Staff / OPS Officer</th>
<th>XO</th>
<th>Joint / Navy Staff</th>
<th>CO</th>
<th>Joint / Navy Staff</th>
<th>Major Cmd</th>
<th>Post Major Cmd / Joint / Navy Staff</th>
</tr>
</thead>
<tbody>
<tr>
<td>EOD Officer (KG5)</td>
<td>EOD DH SB (KG0)</td>
<td>XO SB</td>
<td>CO SB</td>
<td>MAJ Cmd SB</td>
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Typical Billets

0 2 4 6 8 12 16 20 24 26 28

- Pipeline Training Dive & EOD
- EOD Platoon Leader
- EOD Co CDR SOF Platoon MCM Platoon MDSU Co CDR NSWDG
- Shore OIC NSWDG TSD Platoon NPS JPME I Shore Staff ACQN Lvl 1
- CSG/ESG NMAWC EODGRU CEODD TECHDIV EOD Ops MDSU Ops NSWDG CTF DTRA
- EODMU EOD ESU EOD TEU MDSU NDSTC EODTEU Jr. War College
- OPNAV JCS JSOC TSOE COCOM #Fit Staff CNPC ACQN Lvl 2
- EODMU MDSU NDSTC EOD TEU NSWDG
- Navy/ Joint Staff EODGRU COCOM Sr. War College JPME II NSWDG
- COMEODGRU CTF 56 CTF 68 CTF 52 CEODD
- Navy/ Joint Staff CTF 75 CO NSWCHEODTD OSD PMS 408 COCOM TYCOM COS/ DMHQ/DMOC

ADMINISTRATIVE SCREEN BOARDS RATES:

- DH Screening (DEC 15): 100%
- XO Screening (DEC 15): 100% 8%
- CO Screening (DEC 15): 43.8%
- MAJ CMD Screening (NOV 15): 40.0%
Explosive Ordnance Disposal Officer

Community Values

- Valued achievements prior to LIEUTENANT COMMANDER
  - Attained EOD Officer Warfare Qualification (KG5)
  - Administratively Screened for EOD DH (KG0)
  - Sustained superior performance through Shore/Afloat Staffs

- Valued achievements prior to COMMANDER
  - Superior performance as an EOD XO; Awarded EOD XO AQD (KG6)
  - Continued superior performance in Navy Staff and Joint Operational Billets
  - Completed JPME Phase I
  - Superior performance in an Acquisition (ACQN) Coded Billet

- Valued achievements prior to CAPTAIN
  - Superior performance in O5/Commander Command; Awarded EOD CO AQD (KG7)
  - Continued superior performance in Major Navy Staff and Joint Duty Assignments
**Aviation Officer**

**Career Progression**

### Career Path

<table>
<thead>
<tr>
<th>FLT TRNG</th>
<th>1st SEA</th>
<th>1st SHORE</th>
<th>2nd SEA</th>
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</table>

- **FLT TRNG**
- **1st SEA**
- **1st SHORE**
- **2nd SEA**

### On Ramp Specialty Career Path

- **LSHD Assignment Staff/OIC/XO**
- **CDR Assignment CO/OXO/Staff**
- **CAPT Assignment CO/ACOS/Staff**

### LCDR Assignment CDR Assignment

- **Skill**
- **Career Path**
- **Staff/OIC/XO**
- **XO/CO/CO**
- **SHORE/SEA**
- **SEA/ OVER-SEA**
- **SHORE/ SEA**
- **SHORE/SEA**

### MAJ CMD Assignment MAJ CMD Assignment

- **Skill**
- **Career Path**
- **SHORE**
- **SHORE**
- **SHORE**
- **OVER SHORE**
- **SEA**
- **SEA**
- **SEA**
- **SEA**

### DC/ Major Staff

- **Skill**
- **Career Path**
- **SHORE/SEA**
- **SHORE/SEA**
- **SHORE/SEA**

### Act/Tactical Quals

- **Production Master's JPME**
- **USNA ROTC Staff**
- **PEP**

### Ship Afloat Staff Squadron

- **Staff Educ/JPME Afloat Staff**
- **Ship**
- **Afloat Staff**

### Staff JPME

- **DC JOINT Staff CVN Staff Afloat Staff**
- **DC Staff CVN Staff Afloat Staff**

### ADMINISTRATIVE BOARD SCREEN RATES:

- **DH:** 60-70%
- **SPECIALTY CAREER PATH:** 30%
- **CDR CMD:** 40-45%
- **MAJ CMD:** 40-45%

### SPECIALTY CAREER PATHS

- **Mine Warfare**
- **Anti-Submarine Warfare**
- **Missile Defense**
- **Financial Management**
- **NOPC/Joint Planner**
- **Anti-Terrorism/Force Protection**
- **Shore Installation Management**
- **Strategic Sealift**
- **Operational Analysis**
- **Education & Training**
Aviation Officer

Community Values

- Aviation officers have a long training pipeline, resulting in NOB FITREPS for the officer's first 3-4 years
  - NAE values graduate education for select officers upon commissioning
  - Min Service Requirement retains most aviators through first O-4 board promotion opportunity
  - Aviation requires reinvestment of Aviation skills at flight training units and centers of excellence that could limit options for tour assignment diversity, when compared to other officer communities

- Valued achievements prior to LIEUTENANT COMMANDER
  - Aviation LIEUTENANTS screen for DH Tour following selection to LIEUTENANT COMMANDER
  - Competitive breakout in first sea and shore tours, attainment of initial warfare qualifications
  - NAE values outstanding performance in an array of first shore tour billets...diversity of first shore tour assignments throughout each cohort is vital to aviation community future success
  - Due to compressed career path after winging, Graduate Education frequently not possible prior to LCDR

- Valued achievements prior to COMMANDER
  - Competitive breakout performance as a DH
  - Attainment of advanced warfare qualifications
  - Aviators serving as OP-T DHs develop essential training production skill sets valued by Aviation

- Valued achievements prior to CAPTAIN
  - Successful performance as a CO
  - OP/T CO's are leading mission essential training squadrons and afloat tactical air control units
  - SM CO's are providing critical leadership vital to operational missions
  - Proven leadership in post command, Aviation specific community (sea duty) and/or Joint assignments

- Specialty Career Path
  - Selected by Flag-led administrative board process
  - Officers may serve in leadership positions in critical specialty areas to provide unique subject area expertise
Human Resources Officer
Career Progression

Notional Career Path

DIVO (FLEET OR HR)  DH (FLEET OR HR)  STAFF TOUR  LCDR LEADERSHIP / MILESTONE / STAFF TOURS  CDR LEADERSHIP / MILESTONE / STAFF TOURS  CAPT LEADERSHIP / MILESTONE / STAFF TOURS

Lateral Transfer & POCR Gains

M/S & CMD ASBs  M/S & CMD ASBs  M/S & CMD ASBs

Typical Billets/Quals

Typical Billets/Quals

DH/DIVO/OIC/Staff Tour
In-Resident Graduate Education
Service College (JPME I)
HR Certification
HR Introductory Course

LCDR Milestone
DH/OIC/XO/CO
TYCOM/Fleet/
HQ Staff/CVN TO
In-Residence Grad Ed
Service College (JPME I)
Joint Tour/Experience
HR Certification
HR Intermediate Course

CDR Milestone
CO/XO/Fleet N1/TYCOM/
HQ/Major Staff
Joint Tour/Experience
Service College (JPME II)
HR Recertification
HR Advanced Course

CAPT Milestone
Major Command/
CO/Deputy/COS/OSD/
SECNAV/COCOM
Joint Tour/Experience
HR Recertification

Develop Subspecialty Experience

Develop Core Competency: Development, Management, Recruiting, Requirements

LCDR MILESTONE: 35%  LCDR COMMAND: 49%
CDR MILESTONE: 54%  CDR COMMAND: 74%
CAPT MILESTONE: 24%  CAPT COMMAND: 53%
Human Resources Officer
Community Values

- Valued achievements prior to LIEUTENANT COMMANDER
  - Sustained superior performance and attainment of source community qualifications
  - Demonstration of increasing levels of responsibility and sound judgment
- Valued achievements prior to COMMANDER
  - Sustained superior performance in all assigned duties, especially LCDR HR Milestone assignments
  - Master’s degree in HR related subspecialty including Operations Analysis, Manpower Systems Analysis, Financial Management, Education and Training Management, or civilian equivalent degrees
  - Professional Certification including PHR, SPHR, GPHR, CPT, CPLP, CDFM, CDFM-A
  - JPME I
  - HR subspecialty experience: 311X, 3130, 3150, 321X
- Valued achievements prior to CAPTAIN
  - Sustained superior performance in all assigned duties, especially CDR HR Milestone assignments
  - Master’s degree in HR related subspecialty including Operations Analysis, Manpower Systems Analysis, Financial Management, Education and Training Management, or civilian equivalent degrees
  - Professional Certification including PHR, SPHR, GPHR, CPT, CPLP, CDFM, CDFM-A
  - HR proven subspecialist: 311X, 3130, 3150, 321X
  - JQO Progression: JPME I, JPME II and Joint Tour
Permanent Military Professor
Career Progression

Career Path

<table>
<thead>
<tr>
<th>TRADITIONAL CAREER PATH</th>
<th>PhD EDUCATION</th>
<th>PMP TEACHING ASSIGNMENT</th>
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</thead>
<tbody>
<tr>
<td>Naval Postgraduate School (3 years)</td>
<td>Naval Academy</td>
<td>Naval Postgraduate School</td>
</tr>
<tr>
<td>Civilian Institution (4 years)</td>
<td>War College</td>
<td></td>
</tr>
</tbody>
</table>

ADMINISTRATIVE BOARDS:
XO/OIC: N/A
CDR CMD: N/A
MAJ CMD: N/A
Permanent Military Professor
Community Values

- Permanent Military Professor (PMP) program expectations
  - PhD completed within expected completion times: 3 years (NPS); 4 years (CIVINS)
  - Proven officer/instructor in entry-level and upper-division courses
  - Integration of USN/USMC applications and linkages
  - Proven doctoral-level discipline practitioner
  - Established research program and links to Navy labs/commands, where appropriate
  - Proven institutional leader and role model to midshipmen and junior officers
Engineering Duty Officer
Career Progression

Each individual's ED career path is tailored based on past experience, accession timing, and education.

Typical Billets / Quals

- Engineering focused Master's Program
- Proj Off Ship Supt Field Activity
- Production Off Type Desk Off APM, Sys Engineer
- CHENG / CSO / RO OIC / SUPSHIP PMR PAPM/DPM Rqmts/Action Off
- NSY/RMC DH Staff N43 EA / CoS Tech Dir
- CO MPM Staff N43 EA / CoS Tech Dir

EDQP
Acquisition Corps Selection
DAWIA Lvl III
Engineering Duty Officer
Community Values

- Valued achievements prior to LIEUTENANT COMMANDER
  - Warfare qualification
  - Proven performance at sea
  - 1440 or 1460

- Valued achievements prior to COMMANDER
  - 1440 (technical Masters degree and ED qualification tour completed)
  - 1460 with proven performance during ED qualification tour
  - Acquisition Corps member (ACQ FULL QUAL (APM) AQD)

- Valued achievements prior to CAPTAIN
  - 1440 (technical Masters degree and ED qualification tour completed)
  - Acquisition Corps member (APM AQD)
  - Level III DAWIA certification in primary career field, w/conferred AQD (e.g., Program Management (AA3), Systems Engineering (AS3), Production Quality Management (AG3))
Aerospace Engineering Duty Officer
Career Progression

**URL Career Path**
- FLT TRNG
- SEA
- SHORE
- SEA
- DH
- SHORE

**AEDO Career Path**

**Lateral-Transfer Window**
URL on-ramp to AEDO at 8 - 15 YCS

**LCDR Milestones**

**CDR Milestones / CDR AC Command**

**CAPT Milestones / MAJ AC Command**

**Typical Billets**

8

- Fleet DH, VX/HX-DH/PC
- IPTL, APM, ASPO
- FRC PSO
- DCMA, CFO/GFR
- TYCOM Class Desk

10

- VX/HX-CO/CTP
- CDR ACQ Shore Command
- DPM, IPTL, APM
- FRC QO

20

- Major Program Manager Competency Lead
- Senior Staff
- Major ACQ Shore Command

- DAWIA Level II
- Test Pilot School

- DAWIA Level III

- Defense Acquisition Corps Membership Masters (Technical/Business)
Aerospace Engineering Duty Officer

Community Values

- Valued achievements prior to LIEUTENANT COMMANDER
  - Proven operational performance
  - Aviation warfare training, qualifications, and designation commensurate with community
- Valued achievements prior to COMMANDER
  - Competitive performance as a Fleet DH or VX/HX-DH/PC, and/or proven performance in AEDO LCDR milestone tours equivalent to DH:
    - IPTL, APM or ASPO on any Acquisition Program
    - FRC PSO, DCMA CFO/GFR
    - TYCOM Class Desk
  - Master’s Degree (Technical / Business preferred) - Desired
  - DAWIA Level II Certification (in at least one area, Level II in at least two areas preferred)
- Valued achievements prior to CAPTAIN
  - Competitive performance as VX/HX-CO/CTP, O-5 Acquisition Shore Command (limited opportunities), and/or proven performance in AEDO CDR milestone tours equivalent to Squadron CO:
    - DPM, IPTL and/or APM on a Major Acquisition Program
    - FRC QO
  - Master’s Degree (Technical / Business preferred) – Highly desired
  - DAWIA Level III Certification in one area and Level II in one additional area (Level III in at least two areas is preferred)
  - Defense Acquisition Corps Membership – Highly desired
Aerospace Maintenance Duty Officer
Career Progression

Career Path

Sea | Shore | Sea / Shore / Overseas
---|---|---
AMO School (9 weeks)

O4 Milestone Tour

Sea / Overseas | Sea / Shore | Shore | O6 Major Command
---|---|---|---
CDR CMD Equivalent

Typical Billets

8 | 10 | 12
---|---|---
AMO, MMCO, MCO, QAO, DIVO Fleet Support Staff Acquisition Staff PG School

14
CVN IM1 CAGMO L-Class MO AIMD OIC Sqdn AMO

16 | 18 | 20 | 22 | 26 | 28
---|---|---|---|---|---
CDR CMD: -CVN AIMDO -FRC CO -JSF CO -05 ASC

NAVAIR ACQ Cmd Fleet Support Staff FRC Production

Major Prgm Mgr Major ShoreCmd FRC CO TYCOM MO

Professional Aviation Maintenance Officer (PAMO) Designation
DAWIA Level I/II (PQM, LOG, PM) Acquisition Corps (AC) Member
DAWIA Level III (PQM, LOG, PM)

DAWIA (Executive Mgmt)

Business/Technical Masters Program (MBA, Aero, IT, OA)
Acquisition Continuing Education throughout career (DAWIA Level I/II/III)

Administrative Boards:
CDR CMD (Mar 16): 23%
Aerospace Maintenance Duty Officer
Community Values

- Valued achievements prior to LIEUTENANT COMMANDER
  - O and I Level Maintenance junior officer tours
  - Proven “at sea” performance
  - Professional Aviation Maintenance Officer (PAMO) desired
  - ACQ PQM LV1 – PQM Level 1 (additional acquisition certifications desired)

- Valued achievements prior to COMMANDER
  - O4 Milestone Tour - CVN IM1, CAGMO, L-Class AIMD DH, AIMD OIC, Squadron AMO
  - PAMO PQS - Professional Aviation Maintenance Officer qualified
  - ACQ PQM LV2 – PQM Level 2 (additional acquisition certifications desired)
  - ACQ FULL QUAL – Defense Acquisition Corps membership
  - Master’s degree desired

- Valued achievements prior to CAPTAIN
  - LOG MJ/AIMD - Commander Command or O-5 acquisition shore command
  - Corporate tour - SYSCOMs, OPNAV, DCMAs, PEOs and CNATT
  - Master’s degree strongly desired
  - ACQ PQM LV3 – PQM Level 3 (additional acquisition certifications desired)
Public Affairs Officer
Career Progression

Career Path

Source Community Training Pipeline / Warfare Qualification

Initial Tour / Sea Duty
Sea / Staff Duty
Independent / Staff Duty (Increasing responsibilities)

LCDR Dept Head Afloat / Sea Major Staff / Joint Tours / OIC

CDR Major Staff / # Flt / Joint Wash DC Leadership Tours

CAPT Major Staff / Command Leadership Tours

POCR / LAT XFER Gains

Typical Billets

0 2 4 6 8 10 12 14 16 18 20 22 24 26 28

Typical Billets

NPASE AO
CVN DIVO

#FLT DPAO
ESG / SUBGRU / Fleet AO
CHINFO AO, Aide / NPASE AO

CVN / CTF
CHINFO Newadsk
NPASE OIC / JO Detailer
TYCOM / OCM

CDR / Dep't Fleet
#FLT PAO / TYCOM
CHINFO Media Ops, EA OSD / JCS

CAPT

COCOM / Dep't Fleet
#FLT PAO / TYCOM
CHINFO Media Ops, EA OSD / JCS

SECNAV / CNO / USFF / CPF
NAVEUR / COCOM / NPASE CO
Deputy CHINFO / CNIC
CNP / JCS / OSD

Professional Development

DINFOS
PAQC

JPME I

Grad Education

War College / JPME II
JQO / Executive Learning

24
Public Affairs Officer
Community Values

Career progression produces senior PAOs with communication expertise demonstrated by strategy development, tactical execution, enterprise leadership, and providing astute counsel. Sustained superior performance in diverse jobs balancing operational, direct senior leader support, Wash DC, & HQ billets, including Joint qualification.

• Valued achievements prior to LIEUTENANT COMMANDER
  ➢ Successful initial/accession tactical-level tour (NPASE AO, CVN DIVO)
  ➢ Subsequent independent duty or staff tour developing/executing aligned communication supporting operational/strategic objectives (Fleet AO, CHINFO, ESG, SUBGRU)
  ➢ JPME 1 attainment

• Valued achievements prior to COMMANDER
  ➢ Increased scope of PA responsibilities and leadership, demonstrated advanced communication knowledge, strategy development and communication advisory role for leaders and staff via operational or staff tour
    ➢ Fleet Ops: CVN, NPASE OIC, CTF
    ➢ Ashore: Wash DC, CHINFO Newsdesk, JO Detailer, NAVINFO, O-4 TYCOMs
    ➢ Joint Duty (COCOM Staff, JCS, OSD)
  ➢ Completion of graduate education

• Valued achievements prior to CAPTAIN
  ➢ Emphasis on communication planning and integration, critical thinking, enterprise leadership, executive vision & strategic-level specific advisor roles
    ➢ Fleet Ops: Numbered Fleet, O-5 TYCOMs, NPASE CO, USFF/CPF Deputy
    ➢ Major Staff: CHINFO (OI-3, EA), Wash DC, PERS
    ➢ Joint Duty (COCOM, OSD, JCS)
  ➢ War College/JPME II
Foreign Area Officer
Career Progression

Career Path
- Initial FAO Training Module
  - Grad Ed, Defense Language Institute, or In-Region Training, Joint FAO Phase I, JPME I
- Source Community Qualification/MSR
- Accession / Initial FAO Tour
- FAO LCDR tour(s)
- FAO CDR Milestone/CDR tour
- FAA CAPT tours

Primary Lateral-Transfer On-Ramp

CDR MSB MAJOR MSB*

Typical Billets / Quals:
1) Source / FAO tour performance
2) Joint FAO Phase I
3) FAO Q [Region] AQD
4) CDR Milestone Screen
5) JPME I
1) CDR / Milestone tour
2) JQO Progress
3) Major Milestone Screen
4) Joint FAO Phase II
5) Language proficiency

Milestone Screen Rates:
CDR - 60%
CAPT - 40%

*Assignments are not all-inclusive

FAO assignments are a balance of In-Country and Staff tours that develop Security Assistance, Attaché and Political-Military competencies applied to direct International Engagement with foreign navies, militaries and governments.

In-Country: SAO, DAO, LNO

Staff: COCOMs, NCC/Fleets, DC, Interagency

*First Major (O-6) Milestone Board Nov 2014
Foreign Area Officer
Community Values

• Valued achievements prior to LIEUTENANT COMMANDER
  ➢ Sustained superior performance and attainment of sourced community qualifications
  ➢ Demonstration of increasing levels of responsibility and sound judgment

• Valued achievements prior to COMMANDER
  ➢ Sustained superior performance in increasing levels of responsibility as a LCDR
  ➢ Screen for FAO O5 Milestone Tour, applicable to YG 97 and junior LCDRs only
  ➢ Completion of FAO qualification standards (FAO Q [Region] AQD)
  ➢ Regional experience involving direct international engagement of foreign partners
  ➢ JPME I

• Valued achievements prior to CAPTAIN
  ➢ Sustained superior performance in increasing levels of responsibility as a CDR
  ➢ Completion of FAO qualification standards (FAO Q [Region] AQD)
  ➢ Significant experience leading, planning, and executing international engagement activities
  ➢ Security Assistance Office (SAO) or Defense Attaché Office (DAO) experience
  ➢ Screen for FAO O6 Milestone Tour, applicable to YG 95 and junior CDRs only
  ➢ Major staff or community leadership tours
  ➢ JQO, or progress toward
Oceanography Officer
Career Progression

Career Path

**SWO (Ocean) Option**

**OCEANO DIVO**
Community Qualification & Experience Qualification Tours

**Post Grad Education**

Lateral Gains: POCR / Lat Xfr / LDO On-Ramp

Typical Billets / Quals
8

Sea:
- DIVO (CRUDES, L-class, CVN)
  - Hydrographic/Embedded Teams:
    - Hydrographic Team (FST)
    - UUV Platoon (MIW)
    - NOAT (ASW), NSW, SGOT
    - NAVO Survey Team
  
- Small Craft (ASW, FST)
- Navy Oceanographic Personnel

Shore:
- Fleet Weather Centers (FWC)
- OCEANO Production Centers
- Post-Graduate Education

Sea:
- CSG, CVN, LHA/D
- FST, MIW, ASW

Shore:
- XO
- Detachment OIC
- Education/PhD

**04 Milestone**

**O4**

**Milestone**

**CDR**

**M/S Command**

**ASB**

**05 Command Milestone**

**CDR**

**M/S Command**

**ASB**

**06 Major Command**

**CAPT**

**CMD ASB**

**06 SB**

**24**

**26**

**28**

**20**

**05 SB**

**16**

**12**

**10**

**04 SB**

Typical Billets / Quals
8

Sea:
- DIVO (CRUDES, L-class, CVN)
  - Hydrographic/Embedded Teams:
    - Hydrographic Team (FST)
    - UUV Platoon (MIW)
    - NOAT (ASW), NSW, SGOT
    - NAVO Survey Team
  
- Small Craft (ASW, FST)
- Navy Oceanographic Personnel

Shore:
- Fleet Weather Centers (FWC)
- OCEANO Production Centers
- Post-Graduate Education

**04 Milestone**

**O4**

**Milestone**

**CDR**

**M/S Command**

**ASB**

**05 Command Milestone**

**CDR**

**M/S Command**

**ASB**

**06 Major Command**

**CAPT**

**CMD ASB**

**06 SB**

**24**

**26**

**28**

**20**

**05 SB**

**16**

**12**

**10**

**04 SB**

Met/Ocean Master's, JPME I

Met or Ocean PhD, JPME II, NWC, JQO, ACQN I/II/III

Command and Milestone Administrative Screening Boards (ASB) (FY16):
CDR Milestone: 46%
CDR Command: 38%
MAJ Command: 60%

*SB: Statutory Board
Oceanography Officer
Community Values

- Sustained superior performance in leadership and operational billets
- Valued achievements prior to LIEUTENANT COMMANDER
  - Information Warfare Officer Qualification
  - Successful operational tour(s)
- Valued achievements prior to COMMANDER
  - Superior performance in O4 milestone at-sea tour
  - Physics-based oceanography and meteorology Master’s degree
  - Demonstrated leadership tour (XO, OIC)
  - Challenging/high-visibility shore tour
  - Joint and specialty tours
- Valued achievements prior to CAPTAIN
  - O5 Command (~35% command opportunity)
  - Superior performance in O5 milestone tour
  - Proven ability to lead and direct people and organizations
  - Programmatic/policy experience: OPNAV / BUPERS
  - Operational HQ / TYCOM experience: CNMOC (CTG 80.7) / NAVIFOR
  - Joint Qualified Officer progression
Cryptologic Warfare Officer
Career Progression

Career Path

| CW Tactical | NPS | CW Tactical |
| CW National | NPS / Staff | NPS / Staff |

Lateral Gains: SWO-CW, POCR, Lat Xfr, LDO On-Ramp

Typical Billets/Quals

<table>
<thead>
<tr>
<th>8</th>
<th>10</th>
<th>12</th>
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<tbody>
<tr>
<td>CW Qual</td>
<td>NIOC Divo</td>
<td>NPS CYBER</td>
<td>#d FLT</td>
<td>OPNAV</td>
<td>CDR CO</td>
<td>MAJOR CMD</td>
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<tr>
<td>IWC Qual</td>
<td>PCS Afloat</td>
<td>CYBER</td>
<td>CSG/ESG</td>
<td>COCOM</td>
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<tr>
<td>NIOC Divo</td>
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<td>Cyber</td>
<td>JTF</td>
<td>CYBERCOM</td>
<td>FCC/FPF</td>
<td>COCOM</td>
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<td>NavSpecWar</td>
<td>GSA</td>
<td>#d FLT</td>
<td>OPNAV</td>
<td>OIC/XO</td>
<td>NSA/NIoC DH</td>
<td>MAJCOM XO</td>
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<tr>
<td>Cyber Team (CMF)</td>
<td>Major Staff</td>
<td>PHIBRON</td>
<td>NPS</td>
<td>COCOM</td>
<td>NSA/NIoC DH</td>
<td>FIOC DH</td>
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<td>CYBERCOM</td>
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</table>

Academic Schlrshp: NPS Masters, JPME I

JPME II, NDU/NWC, JQO, ACQN I/III, PhD

Command and Milestone Administrative Screening Boards (ASB) (FY16):

- CDR Milestone: 81% of PYG
- CDR Command: 10%
- MAJ Command: 27%

*SB: Statutory Board
Cryptologic Warfare Officer
Community Values

• Sustained superior performance in leadership and operational billets

• Valued achievements prior to LIEUTENANT COMMANDER
  ➢ Information Warfare Officer Qualification
  ➢ Demonstrated proficiency in SIGINT, Cyber, and/or EW
  ➢ Superior performance in CW Surface, Subsurface, Air or Special Warfare tactical tours
  ➢ Superior performance in National or Joint tours (NSA/NIOC, Cyber Mission Force/NCU)
  ➢ Intern/Academic programs (Tours With Industry, CNODP, JOCCP, Scholarships)

• Valued achievements prior to COMMANDER
  ➢ Superior performance in O4 Milestone tour
  ➢ Leadership tours (XO, OIC)
  ➢ Major Staff or Acquisition tour
  ➢ Master’s Degree, STEM desired

• Valued achievements prior to CAPTAIN
  ➢ O5 Command (~10% command opportunity)
  ➢ MAJCOM XO
  ➢ Screened or completed O5 Milestone tour
  ➢ Superior performance in Major Staff, TYCOM, or Joint tour
  ➢ Joint Qualified Officer progression
Information Professional Officer
Career Progression

Career Path

Typical Billets / Quals

*SB: Statutory Board

Command and Milestone Administrative Screening Boards (ASB) (FY16):
CDR Milestone: 40%
CDR Command: 10%
CAPT Milestone: 80%
MAJ Command: 50%
Information Professional Officer

Community Values

- Valuable achievements prior to LIEUTENANT COMMANDER
  - Superior performance in C4I operational or ashore tour
  - Progress towards a technical Master’s degree
  - Basic and Information Warfare Officer Qualification
  - IA tour in combat zone
  - Flag Aide
- Valuable achievements prior to COMMANDER
  - Superior performance in O4 Milestone
  - IP Intermediate Qualification
  - Technical Masters degree
  - JPME Phase I
  - Major Staff Tour – CCMD (or other Joint tour) / OPNAV / TYCOM / SPAWAR
  - Leadership tour (OIC or XO)
  - Operational Planner Experience
  - IA tour in combat zone
  - Acquisition Experience
  - Space Cadre
- Valuable achievements prior to CAPTAIN
  - O5 Command (~10% command opportunity)
  - Superior performance in O5 Milestone
  - IP Advanced Qualification
  - Major Staff Tour – CCMD (or other Joint tour) / OPNAV / TYCOM / SPAWAR
  - Joint Qualified Officer progression
  - IA tour in combat zone
  - Acquisition Experience
  - Space Cadre
Intelligence Officer
Career Progression

Career Path

Typical Billets/Quals

* Intel Center = CNO/IP, NCIS, ONI
CIA, DIA, NGA, NSA
CCMD JIOC, JIATF

*SB: Statutory Board

Command and Milestone Administrative Screening Boards
(ASB) (FY16):
CDR Milestone: 71%
CDR Command: 5%
CAPT Milestone: 69%
MAJ Command: 25%

34
Intelligence Officer
Community Values

- Sustained superior performance in leadership and operational billets
- Valued achievements prior to LIEUTENANT COMMANDER
  - Information Warfare Officer Qualification
  - Superior performance in initial operational tours
  - Competitive intelligence center tour (Navy or Joint)
- Valued achievements prior to COMMANDER
  - Successful completion of Command Qualification Program
  - Superior performance in mid-career operational milestone tour
  - Competitive intelligence center/staff tour (Navy or Joint) as O3 or O4
  - Master’s degree, JPME I
- Valued achievements prior to CAPTAIN
  - O5 Command (~5% command opportunity)
  - Superior performance in position of leadership
  - Superior performance in O5 Milestone tour
  - Competitive intelligence center/staff tour (Navy or Joint) as O4 or O5
  - Joint Qualified Officer progression
Limited Duty Officer (Line)
Career Progression (1 of 2)

Non-Nuclear Career Paths

<table>
<thead>
<tr>
<th>Surface</th>
<th>DIVO at SEA/SHORE</th>
<th>DIVO at SEA/SHORE</th>
<th>DH/PA at SEA/SHORE</th>
<th>DH SEA/SHORE</th>
<th>DH/PA at SEA/SHORE</th>
<th>CDR CMD/MAJ Staff</th>
<th>CDR XO SHORE Maj Staff</th>
<th>CAPT BILLET</th>
<th>MAJOR CMD</th>
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</thead>
<tbody>
<tr>
<td>Submarine</td>
<td>DIVO at SEA/SHORE</td>
<td>DIVO at SEA/SHORE</td>
<td>DH/PA at SEA/SHORE</td>
<td>DH/PA at SEA/SHORE</td>
<td>DH/PA at SEA/SHORE</td>
<td>DH at SEA SHORE, XO, CDR CMD</td>
<td>X0 SEA/SHORE</td>
<td>CAPT BILLET</td>
<td>MAJOR CMD</td>
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<tr>
<td>Aviation</td>
<td>DIVO at SEA/SHORE</td>
<td>DIVO at SEA/SHORE</td>
<td>DIVO at SEA</td>
<td>OVERSEAS PA/DH/OIC at SEA/SHORE</td>
<td>DH/PA at SEA/SHORE</td>
<td>XO/Major &amp; Joint Staff</td>
<td>MAJ Staff/COS/EA</td>
<td>CAPT BILLET</td>
<td>MAJOR CMD</td>
</tr>
<tr>
<td>General</td>
<td>DIVO at SEA/SHORE</td>
<td>DIVO at SEA/SHORE</td>
<td>Flag Staff/PA DH at SEA</td>
<td>DH / OIC SEA/SHORE</td>
<td>XO/OIC</td>
<td>CDR CMD/MAJ Staff</td>
<td>CAPT BILLET</td>
<td>MAJOR CMD</td>
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<tr>
<td>IWC</td>
<td>DIVO at SEA/SHORE</td>
<td>DIVO at SEA/SHORE</td>
<td>IWC LDOs are transitioning via Off-Ramp to RL counterpart resulting in no funded control grade requirements for this FY</td>
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Typical Billets

- Warfare Quals
- Increase in scope
- Added technical/tactical skills
- AQDs showing continued growth; technical and tactical
- PA/DH AOIC OIC
- Life-long learning
- PA/DH AOIC OIC
- Life-long learning
- PA/DH AOIC OIC/XO/CO MAJ Staff
- Life-long learning
- DH/AOIC OIC/XO/CO MAJ Staff
- Life-long learning
- XO/CO MAJ Staff
- Life-long learning
**Limited Duty Officer (Line)**

*Career Progression (2 of 2)*

### Nuclear Career Paths

<table>
<thead>
<tr>
<th>Fleet Nuclear</th>
<th>DIVO</th>
<th>DH/PRI ASST</th>
<th>XO/MAJOR DH/CVN CHENG</th>
</tr>
</thead>
<tbody>
<tr>
<td>CVN TA/Sub Tender DIVO/IMA DIVO</td>
<td>CVN PA/Sub Tender PA/IMA PA/Major Staff</td>
<td>Sub Tender XO/Maj IMA RO/ XO Ashore/Maj Staff/Community Mgmt or Placement</td>
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<tr>
<td>Major Ashore Staff</td>
<td>CO IMA/Dep SY CDR/OIC/Maj Staff/XO Major Ashore Staff</td>
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<thead>
<tr>
<th>NR Field Office Nuclear</th>
<th>ASST NR REP (CVN/SSN Project Assistant)</th>
<th>ASST NR REP (CVN/SSN Project Lead)</th>
<th>ASST NR REP (DEPUTY NRR/PROJECT OFFICER/INDEPENDENT DUTY)</th>
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</thead>
<tbody>
<tr>
<td>MAJOR Shore Staff</td>
<td>CO IMA/Dep SY CDR/OIC/Maj Staff/XO Major Ashore Staff</td>
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### Typical Billets

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<th>6</th>
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<th>26</th>
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</thead>
<tbody>
<tr>
<td>Warfare Quals</td>
<td>Increase in scope</td>
<td>AQDs showing continued growth</td>
<td>PA/DH AOIC OIC</td>
<td>PA/DH AOIC OIC</td>
<td>PA/DH AOIC OIC</td>
<td>PA/DH AOIC OIC</td>
<td>DH OIC XO/CO MAJ Staff</td>
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</tr>
<tr>
<td>Basic AQDs</td>
<td>Added technical/tactical skills</td>
<td>Life-long learning</td>
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- 6
- 12
- 14
- 16
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- 20
- 22
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- 26
Limited Duty Officer (Line)

Community Values

- Sustained superior performance
  - Documented in FITREP
- Meaningful assignments
  - COMMAND, if opportunity afforded
  - Manpower, Personnel, Training and Education (MPT&E) tours, if opportunity presents itself
- Actively mentors
  - Documented mentors of junior personnel based on the demographics of particular job (officers, enlisted, etc.)
- Complexity and scope of responsibility
  - Upward progression in scope of management and leadership
  - Diversity of experience and increased technical knowledge, or increased specific and demonstrated technical expertise
  - Continues higher education and/or life-long learning
  - World-wide assignable