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.

ONLY MATERIAL APPROVED BY THE SECRETARY OF THE NAVY WILL BE PRESENTED TO STATUTORY SELECTION BOARDS. THIS BRIEF HAS BEEN APPROVED BY SECNAV FOR USE BY THE FY-19 STATUTORY SELECTION BOARDS.
Fleet Support Officer
Career Progression

Career Path

Typical Billets

- Master’s JPME I Overseas tour Subspecialty development
- Staff Tour Master’s JPME I Overseas Shore facility management
- Joint Tour Program Director JPME II Overseas Shore facility management
- Major Staff Tour JQO Deputy/COS Shore installation management Resource allocation

ADMINISTRATIVE BOARDS:
XO/OIC: N/A
CDR CMD: N/A
MAJ CMD: N/A
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**

1. **DIVO**
2. **SHORE**
3. **DH**
4. **SHORE**
5. **XO/OO**
6. **SHORE**
7. **Major CMD**

**Typical Billets**

- SWO/EOOW Quals
- Masters USNA Staff WTI Tour
- TAO Qual
- DC JOINT JPME Staff
- DC JOINT CSG/ESG Staff
- DC JOINT CSG/ESG Staff

**CO-SM Billets**
- Milestone Screened
- Due Course
- Eligible for and have previously screened for Major Command / O6

**XO-SM Billets**
- Milestone Screened
- Due Course
- Eligible for and have previously screened for O5 Command

**Administrative Board Rates:**

- DH BOARD (JUN 17): 55%
- CDR CMD (DEC 16): 42%**
- MAJ CMD (NOV 16): 50%

**Note:** 42% CO Afloat screen rate across 3 looks. Total milestone screen rate (CO Afloat, XO Afloat, CO-SM, and XO-SM) 60%. 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 Department Head Afloat
  - Graduate Education and other Talent Management special programs are highly valued by the SWO Community but sometimes result in NOB FITREPs. The lack of observed FITREPs should not be viewed negatively for these highly talented, screened officers.
  - Some of our most talented Department Heads are transferred to Surface Warfare Officer School up to 12 months prior to their class convening dates as a means of mitigating PCS costs. These short tours may result in Promotable or NOB promotion recommendations, but this should not be viewed negatively by the board.

- Valued achievements prior to COMMANDER
  - Service at Sea – Superior performance as Department Head Afloat
  - Attain Command Qualification AQDs indicating they are qualified to command at sea
  - Screened for or serving in XO-CO Fleet-Up/CO-SM/XO Afloat/ XO-SM

- Valued achievements prior to CAPTAIN
  - Service at Sea - Successful performance as Commanding Officer
  - 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. Officers of this caliber are eligible for and have previously screened for Major Command.
  - SWOs screened for or serving in XO-SM tours are leading Sailors in critical operational assignments. Officers of this caliber are eligible for and have previously screened for Commander Command.
Submarine Warfare Officer
Career Progression

Career Path

INIT TRNG | DIVO TOUR | POST DIVO SHORE TOUR | S O A C | DH TOUR | POST DH SHORE TOUR | XO | POST XO SHORE TOUR | PCO | CO | POST CO SHORE TOUR | POST CO SHORE TOUR | MAJ CMD

DH SBs | XO SBs | CO SBs | MAJ CMD SBs

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

Typical Billets

- SUB Quals/PNEO
- Masters/Staff
- CMD Qual
- Waterfront Staff/JPME
- DC/JOINT Staff
- JPME
- Waterfront DC/JOINT Staff

COMMUNITY CORE VALUES:
- Sustained Superior Performance at Sea
- LCDR – Served/Serving DH
- CDR – Served/Serving XO
- CAPT – Served/Serving CDR Command
- Naval Nuclear Propulsion Program
- Theater ASW
- Strategic Deterrence

ADMINISTRATIVE BOARDS RATES:
DH SCREENING (May 17): 89%
XO SCREENING (May 17): 53% *
CO SCREENING (May 17): 70% *
MAJ CMD (Nov 16): 67%
*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
  ➢ IA/GSA/OCO leadership assignment as LCDR

• Valued achievements prior to CAPTAIN
  ➢ CO or CO-equivalent assignments at sea or ashore
  ➢ Naval Submarine Support Command (NSSC) CO, Naval Ocean Processing Facility (NOPF)
    XO/CO Fleet-up, Submarine Training Facility CO, Undersea Rescue Command CO,
    Unmanned Underwater Vehicle Squadron CO
  ➢ IA/GSA/OCO leadership assignment as CDR

• Graduate Education in any subspecialty is valued regardless of source or method of achievement
  (e.g., civilian institution, Naval Postgraduate School, Distance Learning)
Career Path

Typical Billets

DEVELOPMENT TOUR (1):
SEA:
- Special Reconnaissance Team
- Special Boat Team
- NSWWDG AOPS

SHORE:
- NPS or Graduate Education
- NSW Unit AOPS
- MAJCOM Staff

DEVELOPMENT TOUR (2):
SEA:
- Task Unit / CFT Commander
- Team N3
- NSWWDG S&T
- JIA (CJSOTF / SOJTF)

SHORE:
- War College or Graduate Education
- NSW Unit N3
- MAJCOM / WARCOM Staff
- BUD/S Phase Officer

NOTES
- Due to the nature of the SEAL Team Inter-deployment Training Cycle (IDTC) it is common to see LT (Platoon CDRs) and LCDR (Troop CDRs) “Air Gapped” in a group of Promotable rankings at the beginning of a cycle. This is necessary in order for the CO to properly evaluate the officers prior to distributing rankings.

ADMINISTRATIVE BOARD RATES:
- XO SCREENING (FY-18): 78%
- CDR CMD (FY-18): 57%
- MAJ CMD (FY-18): 31%
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 - Valued

• Valued achievements prior to COMMANDER
  ➢ Completed XO, OPS, TU CDR, CFT CDR, or TRP CDR Tour
  ➢ Proven Operational Leadership
  ➢ JPME Phase 1 / Master’s Degree
  ➢ 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>
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</table>

**Typical Billets**

- **EOD Officer (KG5)**
- **EOD DH SB (KG0)**
- **XO SB**
- **CO SB**
- **MAJ Cmd SB**

**Pipeline Training**
- Dive & EOD

**EOD Platoon Leader**
- EOD Platoon
- MCM Platoon
- NWSWG

**EOD Co CDR**
- NWSWG
- MDSU Co CDR

**Shore OIC**
- NWSWG
- EXU-1 Plt
- NPS
- JPME I
- Shore Staff
- ACQN Lvl 1

**CSG/ESG**
- NWSWG
- EOD MU
- EOD ESU
- EOD TEU
- MDSU
- NDSTC
- EOD

**OPNAV**
- JCS
- JSOC
- TSOC
- COCOM

**Navy/Office of Secretary of Defense (OSD)**
- PMS 408
- COCOM

**COMEODGRU**
- CTF 52
- CTF 56
- CTF 68
- CTF 75

**EODMU**
- MDSU
- NDSTC
- EOD TEU
- NWSWG

**Navy/Joint Staff**
- EODGRU
- CTF
- CO

**OPNAV 957**
- JPME II
- NSWDG

**BUSINESS SCREEN BOARDS RATES**

- **DH Screening (DEC 16):** 100%
- **XO Screening (DEC 16):** 37.1%
- **CO Screening (DEC 16):** 35.3%
- **MAJ CMD Screening (NOV 16):** 29.0%
• 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 officers have a long training pipeline, resulting in NOB FITREPS for the officer’s first 3-4 years
  ➢ NA values early grad ed opportunities, but career timing must be closely managed
  ➢ 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
  ➢ Superior performance in first sea and shore tours, attainment of initial warfare qualifications
  ➢ NA 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, in residence Graduate Education frequently not possible prior to LCDR

• Valued achievements prior to COMMANDER
  ➢ Superior 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
  ➢ Superior performance as a CO – Operational (Fleet), OP/T (ex. CNATRA) or SM (ex. Weapons School)
  ➢ OP/T COs lead mission essential training squadrons and afloat tactical air control units, and are highly valued. Many OP/T COs are needed as CAPTs to subsequently fill critical NA O-6 billets as leaders aboard our nuclear Aircraft Carriers
  ➢ 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
Human Resources Officer
Career Progression

Notional Career Path

Typical Billets/Quals

Develop Core Competency: Development, Management, Recruiting, Requirements

Administrative Screening Boards – Only Milestone Screened Officers CMD Board Referred (2013-2015):
LCDR Milestone: 35%  LCDR Command: 49%
CDR Milestone: 54%  CDR Command: 74%
CAPT Milestone: 24%  CAPT Command: 53%
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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<tbody>
<tr>
<td>Naval Postgraduate School (3 years)</td>
<td>Naval Academy War College Naval Postgraduate School</td>
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<tr>
<td>Civilian Institution (4 years)</td>
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</tbody>
</table>

ADMINISTRATIVE BOARDS:

- XO/OIC: N/A
- CDR CMD: N/A
- MAJ CMD: N/A
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

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

Career Path

URL Career Path
FLT TRNG
SEA
SHORE
SEA
DH
SHORE

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

LCDR Milestones
CDR Milestones / CDR AC Command
CAPT Milestones / MAJ AC Command

AEDO Career Path

Typical Billets

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

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

Major Program Manager
Competency Lead
Senior Staff
Major ACQ Shore Command

DAWIA Level II
Test Pilot School

Defense Acquisition Corps Membership
Masters (Technical/Business)

DAWIA Level III

0   2   4   6   8   10   12   14   16   18   20   22   24   26   28
• Valued achievements prior to LIEUTENANT COMMANDER
  ➢ Proven operational performance
  ➢ Aviation warfare training, qualifications, and designation commensurate with community

• Valued achievements prior to COMMANDER
  ➢ Superior 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
  ➢ Superior 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 | O4 Milestone Tour | CDR CMD Equivalent | Sea / Shore | Shore | O6 Major Command

AMO School (9 weeks) | JASMMM (2 weeks) | A2M2 (6 weeks) | AMCOT (1 week) | CDR CMD (Mar 17): 24%

Typical Billets

- AMO, MMCO, QAO, DIVO (O & I Level)
- Fleet Support Staff
- Acquisition Staff
- PG School

- AIMD OIC
- CAGMO
- CVN IM1
- FRC MMCO/AMO L-Class MO
- SQDN AMO

- CDR CMD
  - CVN AIMDO
  - FRC OIC
  - JSF CO
  - O5 ASC

- NAVAIR ACQ Cmd
  - Fleet Support Staff
  - FRC Production
  - Wing MO

- Major Prgm Mgr
  - Major Shore Cmd
    - CNATT CO
    - DCMA CO
    - FRC CO
    - TYCOM MO

- Professional Aviation Maintenance Officer (PAMO) Designation
  - DAWIA Level I PQM

- 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 17): 24%
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

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

• Valued achievements prior to CAPTAIN
  ➢ Successful performance in Commander Command/O-5 Acquisition Shore Command (ASC) CO
  ➢ AQD: CE(X) – Corporate tour
  ➢ Master’s degree complete
  ➢ ACQ PQM LV3 – (additional acquisition certifications desired)
# Public Affairs Officer

## Career Progression

### Career Path

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<tr>
<th>Source Community Training Pipeline / Warfare Qualification</th>
<th>Initial Tour/Sea Duty</th>
<th>Sea / Staff Duty</th>
<th>Independent / Staff Duty (Increasing responsibilities)</th>
<th>LCDR Dept Head Afloat / Sea Major Staff / Joint Tours / OIC</th>
<th>CDR Major Staff / # Fit / Joint Wash DC Leadership Tours</th>
<th>CAPT Major Staff / Command Leadership Tours</th>
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<tr>
<td>POCR / LAT XFER Gains</td>
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### Typical Billets

- **NPASE AO CVN DIVO**
  - ESG / SUBGRU / Fleet AO
  - CHINFO AO, Aide / NPASE AO
- **#FLT DPAO**
  - CHINFO Newsdesk
    - NPASE OIC / JO Detailer
    - TYCOM / OCM
- **CVN / CTF**
  - CHINFO Media Ops
    - EA
    - OSD / JCS
- **CDR**
  - Dep'y 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
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 I highly desired

- **Valued achievements prior to COMMANDER**
  - Completion of graduate education
  - 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)

- **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, 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
Depicts three primary source communities
All communities eligible to lateral transfer

Intermediate/Advanced Training
LREC, DISCS, JMAS, FACT, JFAO II, JPME II (as required)

Typical Billets:
- Warfare qualification
- Competitive FITREPs
- Grad Ed Language In-Theater
- NCC/Fleet CCMD OPNAV Joint Staff
- Security Cooperation Office
- SCO Chief, Navy Program Manager, Dep. Prgm Mgr, Operations Officer
- Defense Attaché Office
- Senior Defense Official/Defense Attaché, Naval Attaché, Asst. Naval Attaché
- O4 SB* O5 SB* O6 SB*

2x Looks for Milestone Screen (M/S) targeted before IZ for O-5 and O-6 happens in Nov (early in FY).
Selection rates have been CDR 60% and Captain 40% (first CAPT M/S Board Held in Nov 2014).
Anticipate future change to MS Timing to Year of Selection and Year of Selection +1 and no CAPT M/S Board
Anticipate future change to O-5 M/S Selection rates to be adjusted to meet requirements
• Sustained superior performance abroad is the foundation of the FAO Community. FAO Officers have a long training pipeline, often resulting in NOB FITREPS for the officer’s first 2 years in the Community.

• Valued achievements prior to LIEUTENANT COMMANDER
  ➢ Attained source community qualifications
  ➢ Completion or significant progress toward FAO qualification standards (FAO Q [Region AQD]) as time permitted after lateral transfer

• Valued achievements prior to COMMANDER
  ➢ Sustained superior performance in a FAO Staff tour, in a Defense Attaché tour, or a Security Assistance tour
  ➢ Selected for FAO CDR Milestone, applicable to YG 97 and junior LCDRs only
  ➢ Regional experience involving direct international engagement of foreign partners
  ➢ Completed JPME Phase I

• Valued achievements prior to CAPTAIN
  ➢ Successful Performance in CDR Milestone tour, applicable to YG 97 and junior only
  ➢ Significant experience leading, planning, and executing international engagement activities
  ➢ Successful performance in all three lines of FAO Work: Defense Attaché Office (DAO), Security Assistance Office (SAO), and staff as time since lateral transfer permitted
  ➢ Screened for FAO Major Milestone Tour, applicable to YG 95 through YG 98 only
  ➢ Sustained superior performance in major staff or community leadership tours
  ➢ Joint Qualified Officer (JQO) Designation
Oceanography Officer
Career Progression

Career Path

OCEANO DIVO
Community Qualification & Experience Tours
Post Grad Education

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

LCDR M/S ASB*

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

Shore: Fleet Weather Centers (FWC)
Oceanographic Production Centers
Post-Graduate Education
IUSS/CUS (NOPF/CSP)

O4 Milestone

LCDR
LDR
ASB*

Sea: O4 Milestone:
- CSG, CVN, LHA/D
Non-Milestone Duty:
- FST, MIW, ASW, NSW

Shore: XO
Detachment OIC
Major Staff / HQ
Education/PhD

O5 Command Milestone

CDR
CMD
ASB* ASB*

Sea: # FLT
Command
Major Staff
Headquarters

Shore: XO

O6 Major Command

CAPT
CMD
ASB*

Sea: CSG IW CDR
Shore: Command
Major Staff
Headquarters

Typical Billets / Quals

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

Sea: O4 Milestone:
- CSG, CVN, LHA/D
Non-Milestone Duty:
- FST, MIW, ASW, NSW

Sea: # FLT
Command
Major Staff
Headquarters

*ASB: Administrative Screening Board
*SB: Statutory Board

Command and Milestone Administrative Screening Boards (FY17):
LCDR Milestone: 86%
LCMR Milestone: 55%
LCMR Leadership: 62%
CDR Milestone: 38%
CDR Command: 50%
MAJ Command: 50%
Oceanography Officer
Community Values

• Sustained superior performance in leadership and operational billets
  • Valued achievements prior to LIEUTENANT COMMANDER
    ➢ Information Warfare Officer Qualification
    ➢ Strong 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)
    ➢ Major Staff, Joint, TYCOM, Tour with Industry
    ➢ JPME I
  • 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**

<table>
<thead>
<tr>
<th>CW Tactical</th>
<th>CW National</th>
<th>NPS</th>
<th>CW Tactical</th>
<th>CW Tactical</th>
<th>NPS / Staff</th>
<th>CW National</th>
<th>CW Tactical</th>
</tr>
</thead>
<tbody>
<tr>
<td>LCDR Milestone: 88% of PYG</td>
<td>CDR Milestone: 73%</td>
<td>MAJ Command: 32%</td>
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<tr>
<td>LCDR Leadership: 32%</td>
<td>CDR Command: 9%</td>
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</table>

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

**Milestone Administrative Screening Boards (FY17):**
- LCDR Milestone: 88% of PYG
- LCDR Leadership: 32%
- CDR Milestone: 73%
- CDR Command: 9%
- MAJ Command: 32%

**Typical Billets/Quals**

- CW Qual
- IWC Qual
- NIOC Divo
- PCS Afloat
- DIRSUP
- NavSpecWar
- Cyber Team (CMF)
- NPS Masters, JPME I
- JPME II, NDU/NWC, JQO, ACQN I/II/III, PhD
- CAPT CMD, ASB*
- CDR CO MAJCOM XO FIOC DH
- DIWC
- OPNAV
- #’d FLT COCOM CYBERCOM
- XCMD ASB*
- OPNAV
- CYBERCOM
- FCC/FFC/CPF
- NIOC Divo
- NSA NIOC DH
- NIOC Divo
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- #’d FLT COCOM CYBERCOM
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- #’d FLT COCOM CYBERCOM
- CSG IW CDR
- Chief of Staff
- IWDC
- Assistant CoS
- 3 / 4 Star EA
- Joint CMD

*ASB: Administrative Screening Board
*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

Command and Milestone Administrative Screening Boards (FY17):
- LCDR Milestone: 76%
- CDR Milestone: 46%
- CAPT Milestone: 31%
- LCDR Leadership: 23%
- CDR Command: 13%
- MAJ Command: 47%
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
  - IP 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
  - Superior performance in O5 Milestone
  - O5 Command (~10% command opportunity) / O5 XO
  - 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**

<table>
<thead>
<tr>
<th>Trng</th>
<th>Initial Op/Sea Duty</th>
<th>Shore Duty/ School/Other Operational</th>
<th>O3/O4 Milestone</th>
<th>Competitive Shore</th>
<th>Attache School</th>
<th>O5 Command</th>
<th>O5 Milestone</th>
<th>Competitive Shore</th>
<th>Attache</th>
<th>Other Operational Staff</th>
<th>O6 Major Command</th>
<th>O6 Milestone</th>
<th>Major Staff N2/J2/Director Attaché</th>
<th>Sequential Navy/Joint Command</th>
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<tbody>
<tr>
<td></td>
<td>SWO (Intel) Option</td>
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<tr>
<td>Lateral Gains:</td>
<td>POCR/Lat Xfr/LDO On-Ramp</td>
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</table>

**Typical Billets/ Quals**

- INTEL Qual
- IWC Qual
- CVN/CAG
- Amphib
- NSW
- NECC
- FID/FIAF
- HUMINT
- Intel Center *
  - # FLT
  - COCOM
  - JPME
  - NPS
  - Attaché
- CVN/CSG
- ESG
- NSW
- # FLT
- HUMINT
- Intel Center *
  - COCOM
  - OPNAV
  - Attaché
- Joint Staff
- Joint Intel Ctr
- CSG IW CDR
  - Staff N2
  - Chief of Staff
  - Theater J2
  - Attaché

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

*ASB: Administrative Screening Board / *SB: Statutory Board

**Command and Milestone Administrative Boards (FY17):**

- LCDR Milestone: 85%
- LCDR Leadership: 30%
- CDR Milestone: 78%
- CDR Command: 7%
- MAJ Command: 31%
Intelligence Officer
Community Values

- Sustained superior performance in leadership and operational billets
- Valued achievements prior to LIEUTENANT COMMANDER
  - Superior performance in initial operational tours
  - Information Warfare Officer Qualification
  - Competitive intelligence center tour (Navy or Joint)
- Valued achievements prior to COMMANDER
  - Superior performance in mid-career operational milestone tour
  - Successful completion of Command Qualification Program
  - Competitive intelligence center/staff tour (Navy or Joint) as O3 or O4
  - Master’s degree, JPME I
- Valued achievements prior to CAPTAIN
  - Superior performance in O5 Milestone tour
  - O5 Command (~5% command opportunity)
  - Superior performance in position of leadership
  - 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 SEA/SHORE</th>
<th>CDR CMD/MAJ Staff</th>
<th>CAPT BILLET</th>
<th>MAJOR CMD</th>
</tr>
</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>CDR XO SHORE Maj Staff</td>
<td>XO SEA/SHORE</td>
<td>CAPT BILLET</td>
<td>MAJOR CMD</td>
</tr>
<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>DH at SEA SHORE, XO, CDR CMD</td>
<td>XO SEA/SHORE</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/Major &amp; Joint Staff</td>
<td>MAJ Staff/COS/EA</td>
<td>CDR CMD/MAJ Staff</td>
<td>CAPT BILLET</td>
<td>MAJOR CMD</td>
</tr>
<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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</table>

### Typical Billets

- **Warfare Quals**
- **Basic AQDs**
- **Increase in scope**
- **AQDs showing continued growth; technical and tactical**
- **PA/DH AOIC OIC**
- **Life-long learning**
- **PA/DH AOIC OIC XO/CO**
- **Life-long learning**
- **PA/DH AOIC OIC/XO/CO MAJ Staff**
- **Life-long learning**
- **DH/AOIC OIC/XO/CO MAJ Staff**
- **XO/CO MAJ Staff**
- **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 CVN TA/Sub Tender DIVO/IMA DIVO</th>
<th>DH/PRI ASST CVN PA/Sub Tender PA/IMA PA/Major Staff</th>
<th>XO/MAJOR DH/CVN CHENG Sub Tender XO/Maj IMA RO XO Ashore/Major Staff Community Mgmt or Placement</th>
</tr>
</thead>
<tbody>
<tr>
<td>NR Field Office Nuclear</td>
<td>ASST NR REP (CVN/SSN Project Assistant)</td>
<td>ASST NR REP (CVN/SSN Project Lead)</td>
<td>ASST NR REP (DEPUTY NRR/PROJECT OFFICER/INDEPENDENT DUTY)</td>
</tr>
<tr>
<td>Major Ashore Staff</td>
<td>CO IMA/Dep SY CDR/OIC/Major Staff/XO Major Ashore Staff</td>
<td>Major Ashore Staff</td>
<td>Major Ashore Staff</td>
</tr>
</tbody>
</table>

### Typical Billets

- **Warfare Quals**
  - Increase in scope
  - Basic AQDs
  - 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 MAJ Staff**
  - Life-long learning
- **PA/DH AOIC OIC XO MAJ Staff**
  - Life-long learning
- **DH OIC XO/CO MAJ Staff**
  - Life-long learning
- **DH OIC XO/CO MAJ Staff**
  - Life-long learning
• 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