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

Initial AC Tours | Divo/DH Apply billet | OIC/XO Apply billet | Major Staff Tour CO Apply billet | Major Staff RCC/Major CMD

Typical Billets

Space and Electronics Warfare
OPNAV/Major Staff
Echelon 3/4 Staff
Logistics Support
Fleet Staffs
BUPERS Staff
ONR/NRL Staff

Space and Electronics Warfare
OPNAV/Major Staff
Echelon 3/4 Staff
Logistics Support
Fleet Staffs
BUPERS Staff
RCC Staff
ONR/NRL Staff

RCC/Major CMD Deputy
Space and Electronics Warfare
OPNAV/Major Staff
Echelon 3/4 Staff
Logistics Support
Fleet Staffs
BUPERS Staff
ONR/NRL Staff
Fleet Support Officer
Community Values

- Valued achievements at all paygrades
  - Consistent leadership assignments across multiple surface specialties
  - Breaks right / “soft” breakouts in leadership jobs

- Valued achievements prior to LIEUTENANT COMMANDER
  - Successful DIVO / DH leadership positions in high profile / high OPTEMPO units

- Valued achievements prior to COMMANDER
  - Successful XO / DH leadership positions in high profile / high OPTEMPO units

- Valued achievements prior to CAPTAIN
  - Successful CO / XO leadership positions in high profile / high OPTEMPO units

- Other valued achievements
  - Advanced degree
  - JPME / AJPME / Joint Tour / IA JT OPS
# Surface Warfare Officer

## Career Progression

### Career Path

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<tr>
<th>Initial AC Sea Tours</th>
<th>AC Shore Duty</th>
<th>AC DH Sea Tour</th>
<th>Specialty Qual Tour / Staff DH / LCDR CO and OIC / CRS OIC and Staff DH</th>
<th>1st CDR CMD / 2nd CDR CMD / Major Staff billet / CRS DH and Company Commander</th>
<th>1st CAPT CMD / 2nd CAPT CMD / CRS XO/Staff A-CoS/Major Staff leadership billet</th>
<th>LCS Commodore / RCC Deputy / Staff CoS / CRG Deputy</th>
</tr>
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</tr>
</tbody>
</table>

### Typical Billets

- **Division Officer**
  - Sea DH/Shore Staff O3 OIC
  - Junior unit leadership and staff positions (DIVO / AOIC)

- **O4 Command**
  - Mid-level leadership and staff positions (DH / OIC)

- **O5 Command x 2**
  - Senior leadership and staff positions (XO/CRS DH/ACOS/CRF Company Commander)

- **O6 Command x 2**
  - LCSRON Commodore / RCC Deputy Commander / Major CMD COS / Joint Staff Leadership position / CRS XO / CRG Staff/Deputy

### Professional Achievements

- **Warfare Quals:** SWO, EEOOW, DIVO, CDO, TAO, DH
- **Education:** SWO Specialty courses, NPG

- **JPME I**
  - NOBC / AQDs: OIC / Command

- **AJPME**
  - NOBC / AQDs: OIC / Command/Joint NRAMS/Graduate Education

- **SNROC**
  - Board Membership
Surface Warfare Officer

Community Values

• Valued achievements at all paygrades
  ➢ Proven leadership
    - Command and OIC assignments
    - Successful leadership positions in high profile / high OPTEMPO units
      • i.e. LCSRON, NECC, MSC, CNSP, CNSL, ACU, BMU, CNFK and PHIBCB
  ➢ Proven, well rounded performance
    - Breaks right / “soft” breakouts in leadership jobs
    - Experience/Qualifications within specialty/high demand fields (OLW, SPAWAR, INFO Warfare)

• Valued achievements prior to LIEUTENANT COMMANDER
  ➢ Successful Active Duty tours at sea and Reserve Component integration
  ➢ Leadership and advancement recommendations

• Valued achievements prior to COMMANDER
  ➢ Successful leadership tours with qualifications/NOBC/AQDs in SWO specialties

• Valued achievements prior to CAPTAIN
  ➢ Career progression within Surface Specialties (LCS, NECC, MSC)
  ➢ Diversity of experience within SWO enterprises

• Other valued achievements
  ➢ Mobilization: IA or Unit MOB in support of OCO
  ➢ Education: JPME / AJPME, Advanced degree within SWO/specialty skill sets
Surface Warfare Officer (FTS) Community Values

- Valued achievements prior to LIEUTENANT COMMANDER
  - Service at sea – successful initial sea tours
  - Screened for, or successfully serving as, DH Afloat
  - Master’s degree
- Valued achievements prior to COMMANDER
  - Service at sea – superior performance as DH Afloat
  - Screened for commander command, XO, or XO special mission
  - Successful NOSC command tour
- Valued achievements prior to CAPTAIN
  - Command – successful commander command (operational or NOSC) tour
  - Proven performance in operational and Reserve management leadership positions
  - Sub-specialty utilization
- Reserve management tours
  - Officers serving in Reserve management/leadership positions are directly supporting the mission of the FTS community
  - Hard break-outs in operational support center command and on major staffs are also key indicators of potential success at the next higher paygrade
Submarine Warfare Officer
Career Progression

Career Path

<table>
<thead>
<tr>
<th>Initial AC Training &amp; Sea Tour</th>
<th>AC: Shore Duty</th>
<th>AC: DH Sea Tour</th>
<th>DH/XO/CO</th>
<th>Staff/XO/CO</th>
<th>Large Unit CO Major Staff</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>RC: Quals</td>
<td>RC: DH</td>
<td></td>
<td></td>
<td>Post CO</td>
</tr>
</tbody>
</table>

Typical Billets

- **DIVO**
  - **AC:** Trainer (SUBSCOL, Waterfront, Nuc Pipeline, NROTC, USNA); MOC Watch Officer, Flag Aid, DH (NAV, WEPS, ENG)
  - **RC:** Quals, NR Unit DH Positions

Out of Community Tour(s)
- FLEET/CTF/USW OPS
- Force Prot./Exped. Maint./Sub Rescue
- Major Staffs (Fleet/OLW)
- Major Navy/Joint Staff/OLW
- RCC Deputy
- National Ldr RC Sub Force

Expected Qualifications/Valued Achievements

- Submarine Warfare
- TASWO, SGASW, JPME I
- BWC, JPME II / AJPME, Graduate Education
- Forcewide Leadership
Submarine Warfare Officer

Community Values

- Valued achievements at all paygrades
  - Breaks right / “soft” breakouts in leadership jobs
  - Out of community experience: Numbered Fleet, NATO, COCOM, JOINT
  - Involvement in Submarine Lines of Effort (e.g., Submarine Culture Workshop facilitator; Regional Mentor; Competency Training Officer)
  - CTF Event or Exercise Lead

- Valued achievements prior to LIEUTENANT COMMANDER
  - Successful active duty tours
  - Successful DH / JO leadership positions in high profile / high OPTEMPO units
  - Qualified TASWO

- Valued achievements prior to COMMANDER
  - Successful XO / DH leadership positions in high profile / high OPTEMPO units
  - Qualified BWC
  - National program leadership and SFRC EXCOM membership or support

- Valued achievements prior to CAPTAIN
  - Successful CO / XO leadership positions in high profile / high OPTEMPO units

- Other valued achievements
  - Advanced degree
  - JPME / AJPME / Joint Tour / IA JT OPS
  - Significant Community Mentoring and Recruiting Efforts
  - Successful Mobilization
  - Support to major Navy or Navy Reserve programs such as selection and policy boards
Submarine Warfare Officer (FTS) Career Progression

Expected Qualifications/Valued Achievements

LCDR Assignment
Submarine Squadron/Group OSO
NOSC CO
Mid-level Reserve Leadership and Staff
JPME I
TASWO/SGASW

CDR Assignment
Senior Sub/Fleet OSO
NOSC CO
Senior Leadership and Major Staff
JPME II/AJPME
BWC

CAPT Assignment
Major Staff/Joint Staff tours

RESERVE MANAGEMENT:
- NOSC CO – 24-Month Tours
- Major Staff (CNRFC/OCNR/RCC/OSO)
• **Valued achievements prior to LIEUTENANT COMMANDER**
  - Service at sea – successful initial sea tours
  - Operational Support Officer at submarine commands
  - Master’s degree

• **Valued achievements prior to COMMANDER**
  - Operational Support Officer at submarine or fleet commands
  - Successful NOSC command tour

• **Valued achievements prior to CAPTAIN**
  - Command – successful commander command (operational or NOSC) tour
  - Proven performance in operational and Reserve management leadership positions
  - Sub-specialty utilization

• **Reserve management tours**
  - Officers serving in Reserve management/leadership positions are directly supporting the mission of the FTS community
  - Hard break-outs in operational support center command and on major staffs are also key indicators of potential success at the next higher paygrade
**Special Warfare (SEAL) Officer**

**Community Values**

- Valued achievements at all paygrades
  - Combat experience
  - Breaks right / “soft” breakouts in leadership jobs
  - Advanced degree

- Valued achievements prior to LIEUTENANT COMMANDER
  - Successful active duty tours
  - Completed NSW Navy Reserve Unit (NRU) tours as AOIC and OIC

- Valued achievements prior to COMMANDER
  - Completed XO tour in NSW NRU
  - Mobilized ISO contingency operations
  - Major staff support (JCS, OPNAV, NSW Theater, and Joint Special Operations Command-TSOC/JSOC)

- Valued achievements prior to CAPTAIN
  - Completed O-5 CO tour in NSW NRU
  - Proven ability to lead and direct organizations
  - Major staff support (JCS, OPNAV, NSW Theater, and Joint Special Operations Command-TSOC/JSOC)

- Other valued achievements
  - JPME / AJPME / Joint Tour / IA JT OPS
Special Warfare (SEAL) Officer (FTS) Career Progression

Career Path

<table>
<thead>
<tr>
<th>SEAL Team DIVO Experience Tours and Qualifications</th>
<th>Operational: SEAL Team XO/Equiv. Reserve Mgt: Major Staff Jr. Service College</th>
<th>Operational: SEAL Team CO Reserve Mgt: Major Staff Joint OSO Sr. Service College</th>
<th>Operational: Major Command Reserve Mgt: Major Staff Joint OSO</th>
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</thead>
<tbody>
<tr>
<td>DH/PLT CDR Reserve Mgt: NOSC CO/XO</td>
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Graduate Education

<table>
<thead>
<tr>
<th>JPME-I</th>
<th>JPME-II AJPME</th>
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FTS Trans Board

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<tr>
<th>O4 SB</th>
<th>XO SB</th>
<th>CDR CMD SB</th>
<th>MAJ CMD SB</th>
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<tr>
<td>14</td>
<td>14</td>
<td>18</td>
<td>28</td>
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</tbody>
</table>

RESERVE MANAGEMENT:
NOSC CO – 24-Month Tours
Major Staff (CNRF/OCNR/RCC/OSO)
Special Warfare (SEAL) Officer (FTS)
Community Values

• Valued achievements prior to LIEUTENANT COMMANDER
  ➢ Warfare Qualification, diversity of experience within NSW
  ➢ Sustained superior performance in operational assignments
  ➢ Completed SEAL platoon CDR
• Valued achievements prior to COMMANDER
  ➢ Completed XO or equivalent tour
  ➢ Successful NOSC command tour
  ➢ Sustained superior performance in operational assignments
• Valued achievements prior to CAPTAIN
  ➢ Command - successful commander command (NSW or NOSC) tour
  ➢ Proven performance in operational and Reserve management leadership positions
  ➢ Major staff experience
  ➢ Joint experience
Explosive Ordnance Disposal Officer
Community Values

- Valued achievements at all paygrades
  - Breaks right / “soft” breakouts in leadership jobs
  - Annual Training/Active-Duty Training participation
  - Dual Warfare Qualified (SWO OOD Underway qualification for Officers commissioned prior to 2006)

- Valued achievements prior to LIEUTENANT COMMANDER
  - Sustained outstanding performance through active OIC tours
  - Administratively screened for EOD DH (AOD KG0)

- Valued achievements prior to COMMANDER
  - Successful XO / DH leadership positions in high profile / high OPTEMPO units

- Valued achievements prior to CAPTAIN
  - Successful CO / XO leadership positions in high profile / high OPTEMPO units
  - Demonstrated subject matter expert in Joint assignments
  - JQO in progress or complete

- Other valued achievements
  - Advanced degree
  - JPME / AJPME / Joint Tour / IA JT OPS
Explosive Ordnance Disposal Officer (FTS)
Career Progression

Career Path

Fleet Experience Tours and Qualification (Diver, EOD, 1st & 2nd EOD Officer Tours)
Operational: 1st, 2nd, 3rd DH Tours
Reserve Mgt: NOSC CO/XO/TO
Operational: XO/Post-XO
Reserve Mgt: Major Staff
NOSC CO/XO
Jr. Service College
Operational: CDR CMD/Post-CO
Reserve Mgt: Major Staff
Joint/OSO
Sr. Service College
Operational: Major CMD/Post-MAJ CMD
Reserve Mgt: Major Staff
Joint/OSO

NOTES:
- CDR CMD tours include EODMUs, MDSUs, NSCT, EOD TEUs, and NDSTC
- XO tours include EODMUs, MDSUs, NSEOD, NEDU, NDSTC, and DEVGRU

ACRONYMS
CEODD: Center for EOD and Diving
DEVGRU: Special Warfare Development Group
EODMU: EOD Mobile Unit
EODTEU: EOD Training and Evaluation Unit
MDSU: Mobile Diving and Salvage Unit
NEDU: Navy Experimental Diving Unit
NDSTC: Navy Diving and Salvage Training Center
NSCT: Naval Special Clearance Team
NSEOD: Naval School EOD
Explosive Ordnance Disposal Officer (FTS)
Community Values

- Valued achievements prior to LIEUTENANT COMMANDER
  - Attained both EOD OFFICER (KG5) and EOD DH (KG0) qualifications
  - Sustained superior performance through DH tours
- Valued achievements prior to COMMANDER
  - Continued superior performance in operational billets
  - Master’s degree awarded or in progress
- Valued achievements prior to CAPTAIN
  - Command – successful commander command (NOSC) tour
  - Continued superior performance in joint assignments
  - Awarded Master’s degree
  - OPNAV/Joint Duty Assignment
- Reserve Management Tours
  - Officers serving in Reserve management/leadership positions are directly supporting the mission of the FTS community
  - Hard break-outs in Operational Support Center command and major staffs
Aviation Officer
Community Values

- Aviation officers have a long training pipeline, resulting in NOB FITREPS for the officer’s first 3-4 years
  - MSR retains Navy pilots through approx 9 to 11 YCS
  - MSR retains NFOs through approximately 7 YCS

- Valued achievements prior to LIEUTENANT COMMANDER
  - Competitive breakout in first sea and shore tours, attainment of initial warfare qualifications
  - Breaks right in Leadership jobs

- Valued achievements prior to COMMANDER
  - Superior performance as DH
  - Established record of sustained superior performance

- Valued achievements prior to CAPTAIN
  - Command – successful Commander command tour
  - Proven performance in operational and/or reserve management leadership positions
  - Master’s degree/JPME II/AJPME

- Other valued achievements
  - Advanced Degree
  - JPME / AJPME / Joint Tour / IA JT OPS
Aviation Officer (FTS) Career Progression

Career Path

<table>
<thead>
<tr>
<th>FLT TRNG</th>
<th>FRS</th>
<th>1st SEA</th>
<th>1st SHORE</th>
<th>2nd SEA</th>
<th>FTS DH</th>
<th>Major Staff NOSC CO</th>
<th>NOSC XO Wing/NAS Staff</th>
<th>Operational Command</th>
<th>Major Staff NOSC CO Base XO</th>
<th>Av MAJ CMD</th>
<th>O6 NOSC CMD</th>
<th>Major Staff NR RCC CMD</th>
<th>Major Staff</th>
</tr>
</thead>
</table>

Typical Billets

- Acct/Tactical Quals
- Production Master's, USNA, ROTC Staff, PEP
- Ship Afloat Staff Squadron
- LCDR Assignment Mid-level leadership and staff Positions JPME I
- CDR Assignment Senior leadership and staff positions JPME II/AJPME
- CAPT Assignment Major Staff/Joint Staff tours

RESERVE MANAGEMENT:
NOSC CO – 24-Month Tours
Major Staff (CNRF/COCNRC/NARF/RCC/OSO)
Aviation Officer (FTS)

Community Values

- Aviation officers incur long time to train, resulting in NOB FITREPS in the first 3-4 years
  - Min Service Requirement retains most aviators through 9 years
- Valued achievements prior to LIEUTENANT COMMANDER
  - Superior performance during DIVO tour and subsequent shore tour
  - Successful completion of MSR and transition to FTS
- Valued achievements prior to COMMANDER
  - Superior performance as DH
  - Major staff tour
  - Successful NOSC command tour
  - Established record of sustained superior performance and increasing responsibility
- Valued achievements prior to CAPTAIN
  - Command – successful commander command (operational or NOSC) tour
  - Proven performance in operational and Reserve management leadership positions
  - Master’s degree sub-specialty utilization
- Reserve management tours
  - Hard break-outs in operational support center command and on major staffs are key indicators of potential success at the next higher paygrade
Human Resources Officer
Career Progression

Notional Career Path

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

Typical Billets

04 SB  05 SB  14 SB  16 SB

CDR Milestone Screen  CDR Milestone Screen

Develop Core Competency:
Development, Management, Recruiting, Requirements

Mobilization/ADSW/Recall

CO/XO and Milestone screening for CDRs and CAPTs occurs via APPLY Board
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 leadership tours or during periods of active duty such as mobilization, ADSW, or recall
  - Master’s degree, preferably in an HR-related field
  - Professional Certification including PHR, SPHR, GPHR, CPT, CPLP, CDFM, CDFM-A, CISSP, and GSLC
  - JPME I
- Valued achievements prior to CAPTAIN
  - Sustained superior performance in all assigned duties, especially CDR HR Milestone assignments, leadership tours, or during periods of active duty such as mobilization, ADSW, or recall
  - Master’s degree, preferably in an HR-related field
  - Professional Certification including PHR, SPHR, GPHR, CPT, CPLP, CDFM, CDFM-A, CISSP, and GSLC
  - JQO Progression
Human Resources Officer (FTS)
Career Progression

Career Path

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<tr>
<th>DIVO (FLEET OR HR)</th>
<th>DH (FLEET OR HR)</th>
<th>LCDR MILESTONE/LEADERSHIP/STAFF TOURS</th>
<th>CDR MILESTONE/LEADERSHIP/STAFF TOURS</th>
<th>CAPT MILESTONE/LEADERSHIP/STAFF TOURS</th>
</tr>
</thead>
</table>

Typical Billets

- DH/DIVO/OIC/Staff Tour
- NOSC/Reserve Management Tour
- In-Residence Graduate Education
- Service College (JPME I)
- IA/GSA/OCO
- LCDR Milestone
- NOSC CO/Reserve Management
- DH/OIC/XO/CO/Major Staff
- In-Residence Graduate Ed
- Service College (JPME I)
- Joint Tour/Experience
- CDR Milestone
- NOSC CO/Reserve Management
- Operational Support Officer
- CO/XO/OIC/HQ Major Staff
- Joint Tour/Experience
- Service College (JPME II)
- CAPT Milestone
- NOSC Command
- CO/Deputy/COS/OSD/SECONAV
- Operational Support Officer
- Joint Tour/Experience

Develop Core Competency: Development, Management, Recruiting, Requirements

Develop Sub-specialty Experience

NOSC CO Screening occurs from LT through CAPT. Additionally, CDRs are screened for NRD CO/XO; CAPTs are screened for RCC CO.
Human Resources Officer (FTS)

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, NOSC CO, and major Reserve Staff assignments
  - Master's degree in HR related subspecialty including Operations Analysis, Manpower Systems Analysis, Financial Management, Information Systems and Technology, Education and Training Management, or civilian equivalent degrees
  - Professional Certification including PHR, SPHR, GPHR, CPT, CPLP, CDFM, CDFM-A, CISSP, and GSLC
  - JPME I
  - HR subspecialty experience: 311X, 3130, 3150, 321X, 6209

- Valued achievements prior to CAPTAIN
  - Sustained superior performance in all assigned duties, especially CDR HR Milestone, NOSC CO, and major Reserve Staff assignments
  - Master's degree in HR related subspecialty including Operations Analysis, Manpower Systems Analysis, Financial Management, Information Systems and Technology, Education and Training Management, or civilian equivalent degrees
  - Professional Certification including PHR, SPHR, GPHR, CPT, CPLP, CDFM, CDFM-A, CISSP, and GSLC
  - HR proven subspecialist: 311X, 3130, 3150, 321X, 6209
Engineering Duty Officer

Career Progression

Career Path

URL Career Path

Nuke Power Inst

DIVO
SHORE/PG SCH
DH
SHORE

Typical SWO ED Option
Typical SUB ED Option

Lateral-Transfer Window
URL & 1200 on-ramp to EDO 2-12 YCS

EDQP
(DCO)

NAVSEA Surgemain (SM) CO, XO, DIVO, Project Officers at Shipyards, RMCs, SUPSHIPs, NSWC, Field Activities SPAWAR/SSP/MDA/ONR Project Officer

NAVSEA SM Dep Dir RCO/RXO, CO MDA/SSP/HL/Ship Insp CO NSWC/MDA/SSP/CYBER Lead SPAWAR/ONR CO, XO

PD, PM/COMM MGR
NAVSEA PILLAR LEAD
(SM, SHPYD, SUPSHIP, SYSENG, ACQ, HL/DIVE)

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

Typical Billets

EDQP
DCO
Seamanship Leadership
Systems Engineering
AT-SEA
Industrial Tour (FIT)
Mentor Group Tour
EDO Basic
EDO Qual board

NAVSEA Surgemain (SM) CO, XO, INFOTECH CO HL/Dive CO
Project Engineer (SysEng, Acq, SSP, MDA, Shipyards, Supships)
SPAWAR/SSP/MDA/ONR Project Officer

IMG/LCMG/HL/Diving
SM Dep Dir, RCO, CO, RXO
HL/Diving, Ship Insp CO Project Officers
C4I, SSP/MDA, w/EDO, Surfpack Subba Bubbas
SSP, MDA, ONR, SPAWAR CO Project Officers

Program Director
NAVSEA PM/Comm Mgr
Surgemain Nat Director
NAVSEA West (Shipyard)
NAVSEA East (SUPSHIP)
Systems Engineering
NAVSEA Acquisition

Typical Billets

0 2 4 6 8 10 12 14 16 18 20 22 24 26 28
Engineering Duty Officer
Community Values

- Valued achievements prior to LIEUTENANT COMMANDER
  - Advanced technical degree and EDO qualification tour completed
  - SurgeMain Division Officer or Executive Officer
  - JOs with specific technical expertise (diving & salvage, heavy lift, strategic systems, missile defense, space) serve as Project Officers in commands utilizing those skills

- Valued achievements prior to COMMANDER
  - SurgeMain Executive Officer or Commanding Officer
  - Technical expert in their specific areas of expertise
  - Community engagement as collateral duties (recruiting, Junior Officer Advisory Panel, ED Qualification Program training and mentoring of JOs, volunteer in EDO community)

- Valued achievements prior to CAPTAIN
  - Regional CO, CO (Missile Defense, Strategic Systems, Ship Insp, Heavy Lift, Surgemain), Regional XO
  - Technical leadership and/or command/national leadership is expected throughout career
  - Community engagement as collateral duties (ED Qualification Program training and mentoring of JOs, serve as Qualification Officer, engagement on EDO community issues at the national level)
### Aerospace Engineering Duty Officer Career Progression

#### Career Path

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<th>O3 and below Milestone</th>
<th>O4 Milestone</th>
<th>O5 Milestone</th>
<th>O6 Milestone</th>
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<tbody>
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<td>FLEET: Squadron Aircrew</td>
<td>Assistant OIC</td>
<td>DH</td>
<td>CO</td>
</tr>
<tr>
<td>DCO: Acquisition/Engineering/Operational Experience</td>
<td>Project Lead</td>
<td>Flag Staff Member</td>
<td>Mission or IPT Lead</td>
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<tr>
<td></td>
<td>Assistant DH</td>
<td>Mission or IPT Lead</td>
<td>ESC Member</td>
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<td>XO</td>
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<td>Deputy IPT Lead</td>
<td>OIC</td>
<td>Deputy Chief of Staff</td>
</tr>
</tbody>
</table>

#### Education

- DAWIA Level I Certification
- Continuous Process Improvement: Yellow Belt
- Master's Degree (Technical / Business)
- DAWIA Level II Certification
- Continuous Process Improvement: Green/Black Belt

**AC Lateral-Transfer Window**

4 - 14 YCS
Aerospace Engineering Duty Officer
Community Values

- Valued achievements at all paygrades
  - Consistent demonstration of Leadership and Technical expertise in increasingly challenging billets that bring value to the customer
  - Mobilization supporting Overseas Contingency Operations (OCO) missions, active duty (ADSW) support of NAE project or initiative
  - Critical fleet support missions: CASTL/JCAT, PGSS, FDCR, Copperhead, Fire Scout, Tomodachi, or similar
  - Continuous professional development: DAWIA, JPME, CPI

- Valued achievements prior to LIEUTENANT COMMANDER
  - Space Cadre (for SPAWAR assigned Officers)
  - Operational squadron junior officer tours
  - Project lead/assistant DH/DH tours

- Valued achievements prior to COMMANDER
  - Master’s Degree (Technical or Business)
  - Leadership tours: DH/XO, Deputy Mission or IPT Lead
  - DAWIA Level I Certification, JPME

- Valued achievements prior to CAPTAIN
  - OIC/CO, Mission or IPT Lead, Principal Flag Staff/Deputy Chief of Staff positions
  - DAWIA Level II Certification, JPME
# Aerospace Maintenance Duty Officer Career Progression

## Career Path

<table>
<thead>
<tr>
<th>O3 and below Milestone</th>
<th>O4 Milestone</th>
<th>O5 Milestone</th>
<th>O6 Milestone</th>
</tr>
</thead>
<tbody>
<tr>
<td>SHORE/SEA</td>
<td>Assistant OIC</td>
<td>DH</td>
<td>CO</td>
</tr>
<tr>
<td>O-Level</td>
<td>Project Lead</td>
<td>Flag Staff Member</td>
<td>Mission or IPT Lead</td>
</tr>
<tr>
<td>I-Level/FRC</td>
<td>Assistant DH</td>
<td>Mission or IPT Lead</td>
<td></td>
</tr>
<tr>
<td></td>
<td>DH</td>
<td>XO</td>
<td>ESC Member</td>
</tr>
<tr>
<td></td>
<td>Deputy IPT Lead</td>
<td>OIC</td>
<td>Chief of Staff</td>
</tr>
</tbody>
</table>

ON RAMP - JO Shore & Sea Tours

## Education

- Naval Aviation Maintenance Officer Course
- Joint Aviation Supply & Maintenance Mgmt Course
- Advanced Aviation Maintenance Manager (A2M2) Course
- Master's Degree (Technical or Business)
- DAWIA Level I Certification
- Continuous Process Improvement: Yellow Belt
- DAWIA Level II Certification
- Continuous Process Improvement: Green/Black Belt
Aerospace Maintenance Duty Officer
Community Values

• Valued achievements at all paygrades
  ➢ Consistent demonstration of Leadership and Technical expertise in increasingly challenging billets that bring value to the customer
  ➢ Mobilization supporting Overseas Contingency Operations (OCO) missions, active duty for special work support of NAE project or initiative
  ➢ Critical fleet support missions: CASTL/JCAT, PGSS, FDCR, Copperhead, Fire Scout, Tomodachi, or similar

• Valuable achievements prior to LIEUTENANT COMMANDER
  ➢ Fleet Maintenance experience (DCOs)
  ➢ Experience in Organizational (O-Level), FRC (I-Level) and/or Depot (D-Level) Maintenance Officer billets
  ➢ MCO/MMCO, Assistant Project lead, Assistant DH/DH tours

• Valuable achievements prior to COMMANDER
  ➢ Master Degree (Technical or Business)
  ➢ Leadership tours: DH/XO, Deputy Mission or IPT Lead
  ➢ DAWIA Level I Certification, JPME

• Valuable achievements prior to CAPTAIN
  ➢ OIC/CO, Mission or IPT Lead, Principal Flag Staff/Deputy Chief of Staff positions
  ➢ DAWIA Level II Certification, JPME
Aerospace Maintenance Duty Officer (FTS) Career Progression

Career Path

Squadron AMO, MMCO
FRC MMCO, DIVO

FRC AOIC
WING AMO
MAJOR STAFF

FRC OIC
WING MO
MAJOR STAFF

TYCOM MO
NAVAIR OSO

Valuable Training/Certifications

PROFESSIONAL AVIATION MAINTENANCE OFFICER (PAMO)

DAWIA LEVEL I/II (PQM, LOG, PM)
ACQUISITION CORPS (AC) MEMBER

DAWIA LEVEL III
(PQM, LOG, PM)

DAWIA
(EXECUTIVE MGMT)

GRADUATE DEGREE
Aerospace Maintenance Duty Officer (FTS) Community Values

• Valued achievements prior to LIEUTENANT COMMANDER
  ➢ Superior Performance in both Squadron and FRC Positions
  ➢ Professional Aviation Maintenance Officer (PAMO)
  ➢ DAWIA Level I Certification (PQM or LOG)
• Valued achievements prior to COMMANDER
  ➢ Successful Tour as FRC AOIC / WING AMO
  ➢ Superior Performance in Major Staff Positions
  ➢ Defense Acquisition Corps Member
  ➢ DAWIA Level II Certification (PQM, LOG or PM)
  ➢ Graduate Degree
  ➢ Demonstrated Experience in Reserve Component Personnel Management
• Valued achievements prior to CAPTAIN
  ➢ Successful Tour as FRC OIC or Wing MO
  ➢ Superior Performance in Major Staff Positions
  ➢ DAWIA Level III Certification (PQM, LOG or PM)
Strategic Sealift Officer
Career Progression

Career Path

<table>
<thead>
<tr>
<th>ENS-LTJG Entry Level Assignments</th>
<th>LT DH Level Assignments</th>
<th>LCDR Staff/Leadership Assignments</th>
<th>CDR Staff/Leadership Assignments</th>
<th>CAPT Staff/Leadership Assignments</th>
</tr>
</thead>
</table>

SELRES

Department Head (DH) Division Officer
Officer In Charge Executive Officer Chief Staff Officer DH
Commanding Officer Chief of Staff Executive Officer Senior DH

Valued Civilian Skillsets: Engineering/Logistics/Transportation/Maritime Education

IRR

3rd Mate
3rd Engineer

Chief Mate / 1st Engineer (XO Equivalent)

2nd Mate / 2nd Engineer (DH Equivalent)

IRR Annual Active Duty Period
Maritime/Shipboard/Shipyard/Engineering Operations Staff Support
IRR Annual Active Duty Period
Maritime/Shipboard/Shipyard/Engineering Operations Leadership
IRR Annual Active Duty Period
Major Staff Augmentation Combined/Joint Roles

Master / Chief Engineer (CO/OIC Equivalent)
• Approximately 85% of the SSO Program members are part of the Individual Ready Reserve (IRR) and are normally employed afloat in their civilian careers, which prevents them from higher levels of participation. The remainder are in the Selected Reserve (SELRES) or a Volunteer Training Unit (VTU). Both career paths are viable options and contribute significantly to the US Navy.

***A Valid U.S. Coast Guard Unlimited Tonnage/HP License Must Be in the Record or Letter to the Board, No Exceptions!***

• SELRES and VTU records are identifiable by a continuity of observed FITREPs and should be selected for promotion based upon observed performance and difficulty of assignments, similar to other communities.

• IRR are identifiable by a majority of Non Observed (NOB) FITREPs. IRR Members typically receive ‘Non Observed’ FITREPS, no letters of recognition or awards, since their annual service requirement is only 12 days of ADT. IRR members who do receive ‘Observed’ FITREPs and Personal Decorations should be considered exceptional. Additionally, members who have a high ratio of ‘Total Years of Federal Service’ (under OSR Remarks section), are consistently performing above and beyond the minimum community requirements by contributing to the Navy and should be considered above average. Multiple ADT assignments at the same command with increased roles & responsibilities are aligned with community core competencies.

• **Items the Community Values:**
  • Advanced Navy and Maritime Proficiency
  • Upgraded License – Record will show AQD other than THIRDMATE or THIRDENG
  • Wide range of NOBCs and AQDs in record
  • Sustained Superior Navy and Maritime Performance
  • Joint Officer Experience, ADSW, Mobilizations, Recalls, extended special projects/ADTs = Observed FITREP
  • Increased roles & responsibilities in the core competencies of Maritime Operations, Maritime Engineering and/or Shipboard Operations
  • Demonstrated ability to lead and direct people, organizations and projects (civilian or military)
  • Demonstrated initiative and leadership in assignments throughout career
  • Documented civilian professional subject matter expertise and leadership experience
  • Pursuit of an Advanced Education
  • Master’s or Doctoral Degree (Management, Business, Engineering, Law, Logistics, and National Security)
  • JPME I/II, Professional Engineer License, Professional Certifications (DAWIA, IT, PMP, etc.)
Public Affairs Officer

Community Values

- Valued achievements prior to LIEUTENANT COMMANDER
  - DINFOS PAO training
  - NPASE
  - Community outreach/NAVCO
  - Fleet/Joint exercises and operations
  - Junior DH responsibilities

- Valued achievements prior to COMMANDER
  - DH or OIC position
  - Action officer or field officer responsibilities
  - Deployment or significant fleet employment
  - Fleet and NAVCO tours

- Valued achievements prior to CAPTAIN
  - O5 leadership positional authority/responsibility
  - Citations or reports of fitness citing leadership aptitude
  - Citations or reports of fitness citing proficiency in PA skills
  - Senior officer comments relating to member’s advisory capacity
  - Documented pro-active engagement with AC counterpart to plan and budget for unit missions to optimize RC assets
Foreign Area Officer
Career Progression

Career Path

Source Community Qualification/MSR
Accession / Initial FAO Tour
FAO LCDR tour(s)
FAO CDR tour(s)
FAO CAPT tours

Primary Lateral-Transfer On-Ramp
Initial Language acquisition
Regionally focused Master’s and/or foreign experience

FAO assignments are primarily to billets supporting OCONUS staffs and operations.


The RC FAO community also provides a flexible Strategic Reserve for future mobilization requirements.

Typical Billets / Quals:

1) Source / FAO tour performance
2) Joint FAO Phase I
3) JPME I
4) Language proficiency

1) CDR tour
2) JQO Progress
3) Joint FAO Phase I/II
4) Language proficiency

1) CAPT tour
2) Joint FAO Phase II
3) JPME II / JQO
4) Language proficiency
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 all assigned duties during periods of active duty such as mobilization, ADSW, or recall
  ➢ Regional experience involving direct international engagement of foreign partners
  ➢ JPME I

• Valued achievements prior to CAPTAIN
  ➢ Sustained superior performance in all assigned duties during periods of active duty such as mobilization, ADSW, or recall
  ➢ Significant experience leading, planning, and executing international engagement activities
  ➢ Major staff tours
  ➢ JQO, or progress toward
Oceanography Officer
Career Progression

Career Path

- OCEANO DIVO
  - Operational Tours
- Community, IWO Qualification & Operational Tours
- DCO/Redesignations/IST

- OCEANO LCDR
  - Operational, Leadership & Staff Tours
- OCEANO CDR Operational, Leadership & Staff Tours
- OCEANO CAPT
  - Operational, Leadership & Staff Tours

Typical Billets / Quals

- **Operational**
  - AOIC CNMOC RC, USNO
  - FWC/USW RBC/NAVO CDO,
  - Non-CNMOC RC billets: ONR/NRL

- **Operational**
  - Asst N-Code CNMOC RC, DH FWC/NAVO/USNO
  - ONR/NRL, NMAWC, Numbered Fleet
  - SPAWAR Leadership
  - OIC CNMOC RC
  - NMORA XO
  - Staff
  - Joint, MAJ/COCOM
  - NAVIFORES Reg’l staff

- **Operational**
  - N-Code NMORA HQ, ONR/NRL
  - NMAWC, Numbered Fleet
  - SPAWAR Leadership
  - CO/XO FWC/NAVO/USW RBC/USNO
  - Staff
  - Joint, MAJ/COCOM
  - NAVIFORES Reg’l/Staff

- **Operational**
  - N-Code NMORA HQ
  - ONR/NRL Leadership
  - NMORA HQ CO/XO
  - CO/XO/IWC cross slate
  - NAVIFORES Region CDR
  - Staff
  - NAVIFORES HQ/Region CSO

IWO NLT 5 years
Advanced Degree, JPME I, NRUM, IWOMCC
JPME II, NRUM, JQO, SNROC

* Note: ONR/NRL Billets require advanced degree
Oceanography Officer
Community Values

• Sustained superior performance in leadership and operational billets
• Valued achievements prior to LIEUTENANT COMMANDER
  ➢ IWO qualification, local command qualifications/CDO
  ➢ Operational training/support at gaining command
• Valued achievements prior to COMMANDER
  ➢ Superior performance in DH, OIC or XO assignment
  ➢ JPME I
  ➢ Master’s Degree in Meteorology, Oceanography, Hydrography or Physics completed or in progress
  ➢ Demonstrated leadership tour
  ➢ Operational support to OCEANO mission
• Valued achievements prior to CAPTAIN
  ➢ Superior performance in command tour
  ➢ Proven ability to lead and direct people and organizations
  ➢ Training at joint service command or major fleet exercise
  ➢ Successful tour as HQ-level/IWC DH or XO, NAVIFORES Regional or National billet
Cryptologic Warfare Officer
Community Values

• Sustained Superior Performance
• Valued achievements prior to LIEUTENANT COMMANDER
  ➢ CW/IWO qualification
  ➢ Operational tours (Division Officer, SIGINT, Computer Network Operations/Cyber, Information Operations, EW, Space)
  ➢ Completion of a CW related MOB
  ➢ MT&E experience to include Training or Admin Officer
• Valued achievements prior to COMMANDER
  ➢ Advanced technical Master’s degree, advanced language degree or technical certifications
  ➢ Operational tours (OPS Officer, MOB)
  ➢ Leadership tour (XO Small NIOC, OIC)
  ➢ Major staff tours (NAVIFORES HQ/Region, NIF, NSA, Joint)
  ➢ JPME I
  ➢ MT&E experience to include Training or Admin Officer
• Valued achievements prior to CAPTAIN
  ➢ Operational tours (Region OPS Officer, MOB)
  ➢ Leadership tours (CO/XO Small NIOC, XO Large NIOC)
  ➢ Major staff tours (NAVIFORES HQ/Region, NIF, NSA, Joint)
  ➢ JPME II
Information Professional Officer

Career Progression

Career Path
- NAVET
- IP Operational Tours
  - Community, IWO Qualification & Operational Tours
  - DCO/Redesignations/IST
- IP LCDR Operational, Leadership & Staff Tours
- IP CDR Operational, Leadership & Staff Tours
- IP CAPT Operational, Leadership & Staff Tours

Typical Billets/Quals

Operational
- IP Operational Role, OIC
- IP Operational Role, Leadership
  - CO/XO/OIC
  - Staff
  - NAVIFORES Reg’t staff
- Operational Leadership
  - CO/XO
  - Staff
  - NAVIFORES Reg’t/Staff

Administrative Board: Apply Board Selection for all O-5 and O-6 Billets

* IP Operational Roles would include CYBER, Info Systems, Info Assurance, Command and Control, Communications, Combat Systems, Intelligence/Reconnaissance/Reconnaissance, Space, Knowledge Management, Information Management, Fleet Staff

- IP PQS NLT 3 years
- IWO NLT 5 years
- MSOC

- Advanced degree, Joint C4
  - Planner’s Course
- IP IQ, JPME I, IWOMCC

- IP AQ, JPME II, JQO, Joint C4I Officer and Staff Course, NRUM, SNROC

IP Community Leadership (National Training Team, Mentoring, Recruiting, Regional Lead IP, etc.)
Information Professional Officer

Community Values

- Sustained Superior Performance in leadership and operational billets
- Valued achievements prior to LIEUTENANT COMMANDER
  - Attainment of Community/IWO qualifications
  - Competitive operational tours demonstrating superior performance and fundamental knowledge of Cyber Operations, C4I and Information Technology
  - Completion of an IA tour
  - Progress towards a technical Master’s degree
- Valued achievements prior to COMMANDER
  - OIC or XO leadership tour
  - Advanced Cyber Security Workforce Qualifications (AOD GA7) and technical expertise in systems management, Acquisition and Space
  - Attainment of technical Master’s degree or higher, advanced technical certifications and DoD CIO Certificate
  - JPME I
  - Joint expertise through education and experience
- Valued achievements prior to CAPTAIN
  - CO or equivalent tour as an O-5
  - NAVIFORES National/Regional tour
  - IP community leadership roles
Intelligence Officer
Career Progression

Career Path
- NAVET
- Operational Tours
- Community, IWO Qualification & Operational Tours
- DCO/Redesignations/IST
- Intel LCDR Operational, Leadership & Staff Tours
- Intel CDR Operational, Leadership & Staff Tours
- Intel CAPT Operational, Leadership & Staff Tours

Typical Billets/Quals
- Operational Team Lead, Senior Analyst Leadership DIVO Asst DH, XO Staff NAIFORES Reg'l staff
- Operational DH/Branch Chief, N2/Sr Intel Officer IA Leadership CO/XO Staff NAIFORES Reg'l/Nat'l staff
- Operational Dept Head/CO/XO/IA Leadership IWC CO/XO cross slate NAIFORES Region CDR Staff NAIFORES HQ/Region CSO

Intel PQS NLT 3 years IWO NLT 5 years
Advanced Degree, JPME I, IWOMCC, Language Skills
JPME II, NRUM, JQO, SNROC

Administrative Board: Apply Board Selection for all O-5 and O-6 Billets
Intelligence Officer

Community Values

- Sustained Superior Performance in leadership and operational billets
- Valued achievements prior to LIEUTENANT COMMANDER
  - Community/IWO qualifications
  - Proven experience providing and directing intelligence capability to Navy/Joint forces
  - Completion of an IA tour
  - Superior performance in leadership tour (note: limited opportunity below O4)
  - Critical language skills
- Valued achievements prior to COMMANDER
  - Superior performance in leadership or operational tour
  - Proven skill in OPINTEL, plus NSW, Strike/Targeting, HUMINT, Cyber or ISR Management
  - Joint experience in warfighting and education, JPME I
  - Related Intel civilian occupations, advanced degrees
- Valued achievements prior to CAPTAIN
  - Superior leadership performance in CO/XO tour
  - Competitive regional and national HQ leadership billet
## Limited Duty Officer (Line)
### Career Progression

<table>
<thead>
<tr>
<th>Typical Billets</th>
<th>Surface</th>
<th>Submarine</th>
<th>Aviation</th>
<th>General Services</th>
<th>Security</th>
<th>IWC</th>
</tr>
</thead>
<tbody>
<tr>
<td>DIVO</td>
<td>XO/DH/OIC</td>
<td>CO/XO/OIC</td>
<td>MAJOR CMD/Senior Staff</td>
<td>CO/Major Command XO/Senior Staff</td>
<td>MAJOR CMD/Competency Lead/Senior Staff</td>
<td>MAJOR CMD/Senior Staff</td>
</tr>
<tr>
<td>XO/DH/OIC</td>
<td>CO/XO/OIC</td>
<td>CO/Major Command XO/Senior Staff</td>
<td>Squadron Maintenance Officer (MO)/Senior Staff</td>
<td>Major Staff Security Officer CNIC Region Reserve Security Coord.</td>
<td>CNIC Deputy Force Protection Director/NAVSEA Deputy Staff Security Officer</td>
<td>Senior Staff</td>
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<td>MMCO/QAO/AMO</td>
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</tr>
<tr>
<td>XO/DH</td>
<td>DIVO</td>
<td>DIVO</td>
<td>DIVO</td>
<td>DIVO</td>
<td>NSF CO/XO</td>
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<tr>
<td>BRCH CHIEF/SWO/DET OIC</td>
<td>BRCH CHIEF/SWO/DET OIC</td>
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</tr>
<tr>
<td>XO/Major Command/Senior Staff/Joint/ONI/DIA</td>
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<td>Senior Staff/CSO/Joint/COCOM</td>
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</tr>
</tbody>
</table>

**Initial mob billet assignment**
Basic Officer Training
Warfare Quals if possible

**Increase in scope**
Added technical/tactical skills
Broaden experience outside designator

**Continued growth: technical and education growth**
CO/XO experience
Maintains specialty relevance

**CMD and/or senior staff assignments**
Leadership, management, and command (LMC) skills
Life-long learning NO LONGER "LIMITED"
Limited Duty Officer (Line)

Community Values

- Sustained superior performance, especially in arduous, complex, or challenging environments, as documented in FITREPS
- Meaningful assignments
  - Leadership tours with technical knowledge oversight requirements, relative to designator or Enterprise
  - Joint tours are valued across all designators
  - Takes assignments that foster professional growth in fleet operations, planning, logistics and joint levels of war while demonstrating technical specialty expertise
- Actively mentors, counsels and trains
  - Documented mentor / trainer of personnel across all paygrades (officers and enlisted)
  - Sustained and progressively greater contributions to the LDO/CWO Community through active participation in projects and initiatives
- Complexity and scope of responsibility
  - Upward progression in scope of management and leadership within Enterprise
  - Diversity of experience both operationally and professionally, and demonstration of increased technical expertise
  - Continues higher education and/or life-long professional learning (e.g., certificates, degrees, MSOC, ELOC, instructor duty, planner, Project Management, NWC courses, etc.)
- World-wide assignable