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-18 STATUTORY SELECTION BOARDS.
# Navy Reserve Chief Warrant Officer

## Career Progression

<table>
<thead>
<tr>
<th>Typical Billets</th>
<th>CWO2</th>
<th>CWO3</th>
<th>CWO4</th>
<th>CWO5</th>
<th>Typical Commands</th>
</tr>
</thead>
<tbody>
<tr>
<td>Surface</td>
<td>DIVO/TO/OPS</td>
<td>XO/DH/OIC</td>
<td>CO/XO/OIC</td>
<td>Squadron/Fleet/Command Staff</td>
<td>ACU, ACB, CRS, LCU, BMU, LCS</td>
</tr>
<tr>
<td>IWC</td>
<td>DIVO/TO/OPS, LEAD/IWO/Army, NCTAMS/TARG</td>
<td>SEN ANYL, HUMSPEC, REG, OPS, TARGETING</td>
<td>NET MGR/OPS, MGR/OIC/BWC/IO/N2X/IMAGERY</td>
<td>Squadron/#Fleet/COCOM/J2X, CMD Staff/MOC</td>
<td>NOIC, Joint, ONI, 10F, SPAWAR, DIA, CYBER</td>
</tr>
<tr>
<td>Aviation</td>
<td>DIVO/TO/DH</td>
<td>MMCO/QAO</td>
<td>MMCO/QAO</td>
<td>Merged to LDO Av Maint (6335)</td>
<td>VR, Aviation Support</td>
</tr>
<tr>
<td>Special Ops, Dive, Ordnance</td>
<td>DIVO/TO/Team Lead</td>
<td>XO/DH/AOIC</td>
<td>CO/XO/OIC</td>
<td>Squadron/Fleet/Command Staff</td>
<td>Seal Team, SWCC, MOMAU</td>
</tr>
<tr>
<td>Civil Engineer</td>
<td>DIVO/TO/DH</td>
<td>COMPCDR</td>
<td>XO/CCDR/OIC</td>
<td>Merged to LDO Civ Eng (6535)</td>
<td>ACB, NMCB, NCF</td>
</tr>
</tbody>
</table>

### Initial assignment
- Basic Off training
- Warfare quals, if possible
- Technical/tactical skills in op setting
- Positively affects tech proficiency at command

### Continued tech and prof growth with increasing responsibility
- Maintains specialty yet broadens experience
- Master Trainer or XO/AOIC exp

### Demonstrated leadership, tech management, and command skills with increasing prof growth
- Joint tours
- CO/OIC Experience

### Proven expertise
- Squadron/Fleet Level
- Technical Specialist
- Mentors fellow officers, active LDO/CWO community leader, and lifelong learning
- 28+ years of total service when approaching CWO5
Navy Reserve Chief Warrant Officer Community Values

• Sustained superior performance, as documented in FITREPs and awards.

• Meaningful assignments
  ➢ Leadership assignment with specific technical knowledge requirements, or leadership tours with significant technical expertise and oversight relative to designator or Enterprise.
  ➢ AT/MOB/ADSW/ADT periods supporting active duty mission requirements within the specialty technical field that demonstrate current grade-level expertise are highly valued.

• 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. Successfully recruits future CWOs into the program.

• 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. A tour outside designator with increased scope of leadership or professional expertise.
  ➢ Continues higher education and/or life-long professional learning related to specialty (e.g., certificates, degrees, instructor duty, MSOC, Ops Planner, Project Management, NWC courses, etc.).

• World-wide assignable