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/OIC Apply billet  |  XO/OIC/CO 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
  - Sustained Superior Performance, particularly in leadership, mobilization, and positions of progressing responsibility
  - Consistent leadership assignments across multiple surface specialties

• 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 / JCWS-H / Joint Tour / IA JT OPS
  - Command/OIC qualified (AQD 2N1)
  - Operational Mobilization
# Surface Warfare Officer Career Progression

## Career Path

<table>
<thead>
<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</th>
<th>1&lt;sup&gt;st&lt;/sup&gt; CDR CMD / 2&lt;sup&gt;nd&lt;/sup&gt; CDR CMD / Major Staff billet / CRS DH and Company Commander</th>
<th>1&lt;sup&gt;st&lt;/sup&gt; CAPT CMD / 2&lt;sup&gt;nd&lt;/sup&gt; CAPT CMD / CRS XO/Staff A-CoS/Major Staff leadership billet</th>
<th>LCS Commodore / RCC Deputy / Staff CoS / CRG Deputy</th>
</tr>
</thead>
<tbody>
<tr>
<td>RC Experience / Staff Tours / OIC</td>
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</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)
  - Joint staff billet

- **O5 Command**
  - Senior leadership and staff positions (XO/CRS, LCS, MSC DH/ACOS/CRF Company Commander, Joint)

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

## Professional Achievements

**Warfare Quals:** SWO, EOOW, DIVO, CDO, OOD, TAO, DH

**Education:** SWO Specialty courses, NPG

**JPME I, NRUM NOBC / AQDs:** XO / OIC / Command

**JCWS-H, MSOC, NRUM NOBC / AQDs:** OIC / Command / Joint Graduate Education

**SNROC, NSLS, ELOC Board Membership**
Surface Warfare Officer

Community Values

• Valued achievements at all paygrades
  ➢ Proven leadership / Sustained Superior Performance
    ➢ Command and OIC assignments
    ➢ Successful leadership positions in high profile / high OPTEMPO units
      ➢ i.e. LCSRON, SMWDC, NECC, MSC, CNSP / CNSL, ACU, BMU, PHIBCB, CNFK
  ➢ Proven, diversified, well-rounded performance
    ➢ Sustained superior performance in leadership jobs
    ➢ Experience/Qualifications within specialty/high demand fields (OLW, Joint, USFF, OPNAV, SPAWAR, Numbered Fleet Commands, INFO Warfare, ONR)
• Valued achievements prior to LIEUTENANT COMMANDER
  ➢ Successful Active Duty tours at sea; Reserve Component integration
  ➢ Leadership and advancement recommendations
• Valued achievements prior to COMMANDER
  ➢ Successful leadership tours with qualifications/NOBC/AQDs in SWO specialties
  ➢ Increasing leadership, span of control, and complexity in unit size and mission
• Valued achievements prior to CAPTAIN
  ➢ Career progression within Surface Specialties (LCS, NECC, MSC, TYCOMs)
  ➢ Diversity of experience within SWO enterprises (SMWDC), Numbered Fleet Commands
• Other valued achievements
  ➢ Mobilization: IA or Unit MOB in support of OCO; Joint experience
  ➢ Education: JPME / JCWS-H, Advanced degree, MSOC/ELOC, NSLS
Surface Warfare Officer (FTS)
Career Progression

Career Path

RESERVE MANAGEMENT:
NOSC CO – 24-Month Tours
Major Staff (OCNR/CNRFRC/RCC/OSO)
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 XO tour
  - Successful O4 NOSC command tour

- **Valued achievements prior to CAPTAIN**
  - Command – successful commander command (operational or O5 NOSC) tour
    - Successful Reserve Component Command (RCC) CSO 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 (OCNR, CNRFC, RCC)
  - Sustained superior performance in NOSC 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>RC: Quals</td>
<td>RC: DH</td>
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</table>

#### Typical Billets

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

- **Out of Community Tour(s)**
  - RC Sub Force: USW Ops/UWDC/Force Prot./Exped. Maint./Sub Rescue
  - Other Major Staffs (Fleet/OLW)

- **National Ldr RC Sub Force Major Navy/Joint Staff/OLW RCC Deputy**

#### Expected Qualifications/Valued Achievements

- **Submarine Warfare**
- TASWO, BWC, SEC/SATWO (legacy quals), JPME I
- **JPME II / JCWS-H, Graduate Education**
- Force-wide Leadership
Submarine Warfare Officer

Community Values

- **Valued achievements at all paygrades**
  - Sustained superior performance in leadership jobs
  - National program leadership and SFRC EXCOM membership or support
  - Out of community experience: Numbered Fleet, NATO, COCOM, Joint, ONI, SPAWAR, NECC
  - Involvement in Submarine Lines of Effort (e.g., TASW Planning, Submarine Culture Workshop, 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

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

- **Other valued achievements**
  - Advanced degree
  - JPME / JCWS-H / 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

Career Path

Nuclear Training & Sub-school
DIVO Tour SSN/SSBN

SHORE Submarine Department Head

OSO / NOSC CO

Major RC Staff
Major AC Staff
NOSC CO / OSO Joint Assignments

Major Cmd
Major Staff
Sr. Service College

Major Staff
OPNAV / SECNAV
JCS
CNRF / NPC

FTS Trans Board

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 / JCWS-H
BWC

CAPT Assignment
Major Staff/Joint Staff tours

SUB Quals/PNEO Master’s Degree Staff

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

Valued achievements prior to LIEUTENANT COMMANDER
- Submarine Service at sea – successful initial sea tours
- Operational Support Officer at Submarine Force Commands
- Master’s degree

Valued achievements prior to COMMANDER
- DH at-sea or Operational Support Officer (OSO) at Submarine Force Commands
- Successful NOSC command tour

Valued achievements prior to CAPTAIN
- Command – successful commander command (operational or NOSC) tour
- Senior Staff or Operational Support Officer (OSO) at Submarine Force Commands
- 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
- Sustained superior performance in NOSC command and on major staffs are key indicators of potential success at the next higher paygrade
Special Warfare (SEAL) Officer
Career Progression

Career Path

<table>
<thead>
<tr>
<th>AC Trng</th>
<th>AC 1st NSW Sea Tour</th>
<th>AC Shore Tour</th>
<th>1135 DCO Trng</th>
<th>1st NSW Operational Support Tour</th>
<th>2nd NSW Operational Support Tour</th>
<th>Pre-XO Tour</th>
<th>XO</th>
<th>Post-XO Tour</th>
<th>O-5 CO Tour</th>
<th>Post-CO Tour</th>
<th>O-6 CO Tour</th>
<th>Major Staff</th>
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<td>O-6 CO</td>
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</tbody>
</table>

Typical Billets

- NSW AOIC/OIC
- NSW Staff OPS
- Battlestaff/HQ Support/MSC Support
- Joint Staff OPS
- NSW OIC/XO
- NSW Staff OPS
- Joint Staff/Theater SOC
- Navy/OPNAV Staff
- NSW CO/Deputy CDR/Commander CNSWC HQ
- Joint Staff/SOCOM
- Navy/OPNAV/NAVCENT Staff
- DC/Major Staff
Special Warfare (SEAL) Officer
Community Values

• Valued achievements at all paygrades
  ➢ Sustained superior performance in special warfare community leadership jobs
  ➢ Combat, Joint and Interagency experience
  ➢ Advanced degree
  ➢ Deployments/Mobilizations ISO NSW/Joint SOF contingency ops
  ➢ Assignment to innovation-focused Navy/NSW/SOF/DoD units (CRIC, SOFWERX, DIUx, SCO, etc)
  ➢ JQO Qualification Progress

• Valued achievements prior to LIEUTENANT COMMANDER
  ➢ SEAL or Special Boat OIC tour (QD1 AQD)

• Valued achievements prior to COMMANDER
  ➢ Completed XO tour in NSW NRU
  ➢ Completed XO tour Special Boat Team
  ➢ Mobilized ISO contingency operations
  ➢ Major staff support (JCS, OPNAV, NSW Theater, and Joint Special Operations Command-TSOC/JSOC)
  ➢ JPME1 (JS7 AQD)

• Valued achievements prior to CAPTAIN
  ➢ Completed O5 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)
  ➢ At least one O5 CO tour in NSW NRU
  ➢ JQS Level II (JS4 AQD)
  ➢ Major staff support (OSD, JCS, OPNAV, SOCOM, NSW, Theater and/or Joint Special Operations Command, etc)
Special Warfare (SEAL) Officer (FTS)
Career Progression

Career Path

SEAL Team DIVO
Experience Tours and Qualifications

Operational:
SEAL Team DIVO CO
Reserve Mgt:
NOSC CO/XO

Operational:
SEAL Team CO
Reserve Mgt:
Major Staff
NOSC CO/XO
Jr. Service College

Operational:
Major Command
Reserve Mgt:
NOSC CO/XO
Jr. Service College

Operational:
Reserve Mgt:
Major Staff
Joint
OSO

Operational:
Reserve Mgt:
Major Staff
Joint
OSO

Graduate Education
JPME-I

FTS Trans Board
04 SB

XO
SB

CDR CMD
SB

MAJ CMD
SB

JPME-II
JCSW-H

NOSC CO – 24-Month Tours
Major Staff (CNRFC/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 XO tour
  - Successful O4 NOSC command tour
  - Sustained superior performance in operational assignments

- **Valued achievements prior to CAPTAIN**
  - Command - successful commander command (NSW or O5 NOSC) tour
  - Successful Reserve Component Command (RCC) CSO tour
  - Proven performance in operational and Reserve management leadership positions
  - Major staff experience
  - Joint experience
### Explosive Ordnance Disposal Officer

#### Career Progression

<table>
<thead>
<tr>
<th>Career Path</th>
<th>Typical Billets</th>
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<tbody>
<tr>
<td>AC Init Trng</td>
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<tr>
<td>AC Plt Ldr</td>
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<tr>
<td>AC Plt Cdr</td>
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<tr>
<td>AC Shore</td>
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<tr>
<td>Initial RC Tours</td>
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<tr>
<td>Operational: XO Tour/CO Tour*</td>
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<tr>
<td>Staff: TYCOM Numbered Fleet/Joint Tour</td>
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<tr>
<td>Operational: XO Tour/CO Tour*</td>
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<tr>
<td>Staff: TYCOM Numbered Fleet/Joint Tour</td>
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<tr>
<td>Operational: CAPT CMD*</td>
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<tr>
<td>Staff: Major Staff COCOM</td>
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<tr>
<td>Operational: Major CMD/ Post-Major CMD Staff: Major Staff Joint Tour/OSO</td>
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<tr>
<td>AC Init Trng</td>
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<td>AC Plt Ldr</td>
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<td>AC Shore</td>
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<td>Initial RC Tours</td>
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<tr>
<td>Operational: CAPT CMD*</td>
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<tr>
<td>Staff: Major Staff COCOM</td>
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<tr>
<td>Operational: Major CMD/ Post-Major CMD Staff: Major Staff Joint Tour/OSO</td>
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<td>O4 SB</td>
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<td>O5 SB</td>
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<td>O6 SB</td>
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</tbody>
</table>

*YG06 and earlier are SWO qualified and capable of filling career enhancing 1115 billets*
• Valued achievements at all paygrades
  ➢ Sustained superior performance in leadership jobs
  ➢ Annual Training/Active-Duty Training participation
  ➢ Dual Warfare Qualified (SWO OOD Underway qualification for Officers commissioned prior to 2006)*
  ➢ NRU CO/OIC qualified (AQD 2D1)

• Valued achievements prior to LIEUTENANT COMMANDER
  ➢ Sustained outstanding performance through active PLT OIC tours
  ➢ Completed EOD Warfare Qualifications (AQD KG5)

• Valued achievements prior to COMMANDER
  ➢ Advanced Degree
  ➢ JPME I
  ➢ Successful XO / DH leadership positions in high profile / high OPTEMPO units*
  ➢ Successful Mobilization to an operational theater

• Valued achievements prior to CAPTAIN
  ➢ JPME II/JCWS-H
  ➢ 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
  ➢ Joint Tour / Joint Qualified Officer / IA JT OPS / IA JT Training
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

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

NOTES:

- CDR CMD tours include EODMUs, MDSUs, NSCT, EOD TEUs, and NDSTC
- XO tours include EODMUs, MDSUs, NSEOD, NEDU, NDSTC, and DEVGRU
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
  - Successful NOSC XO tour
  - Successful O4 NOSC Command tour
  - Master’s degree awarded or in progress

- **Valued achievements prior to CAPTAIN**
  - Command – successful commander command (O5 NOSC) tour
  - Successful Reserve Component Command (RCC) CSO 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 (CNR, CNRF, RCC)
  - Sustained superior performance in NOSC command and on major staffs are also key indicators of potential success at the next higher paygrade
Aviation Officer
Career Progression

Career Path

Initial Active Duty MSR

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

Transition Selected Reserves

RESFORON DH
SAU DH
Apply Billet DH/OIC

RESFORON XO/CO
SAU CO
Apply Billet XO/CO

MAJ CMD
COS/RCC Staff
Major Staff

Typical Billets

- Aircraft & Tactical Quals
- Production, Master’s, USNA, ROTC Staff, PEP, JPME I
- Ship Afloat Staff Squadron
- LCDR Assignment
  Mid-level leadership and staff positions
- CDR Assignment
  Senior leadership and staff positions,
  Graduate Education, JCWS-H
- CAPT Assignment
  Senior Leadership on Major Staff/Joint Staff tours
• Aviation officers have a long training pipeline, resulting in NOB FITREPS for the officer's first 3-4 years
  ➢ MSR retains Navy pilots (131X) through approx 9 to 11 YCS (8 years after earning wings)
  ➢ MSR retains NFOs (132X) through approximately 7 YCS (6 years after earning wings)

• Valued achievements prior to LIEUTENANT COMMANDER
  ➢ Superior performance 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

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

Career Path

<table>
<thead>
<tr>
<th>FLT TRNG</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</th>
<th>Base XO</th>
<th>Av MAJ CMD</th>
<th>O6 NOSC CMD</th>
<th>NR RCC CMD</th>
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<tr>
<td>FRS</td>
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<td>Staff</td>
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</tbody>
</table>

Typical Billets

- Acft/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 / JCWS-H
- CAPT Assignment: Major Staff/Joint Staff tours

RESERVE MANAGEMENT:
- NOSC CO – 24-Month Tours
- Major Staff (CNRFC/OCNR/CNAFR/RCC/OSO)
Aviation Officer (FTS)
Community Values

• Aviation officers have a long training pipeline, 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
  ➢ Sustained superior performance in NOSC command and on major staffs are also key indicators of potential success at the next higher paygrade
Human Resources Officer
Career Progression

Notional Career Path

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

Typical Billets

- DH/DIVO/OIC/Staff Tour
  - Recruiting/PERS/Training Officer/Staff Ops/Plans
  - Joint Experience

- DH/OIC/XO
  - PERS/MPWR Staff and Mgt
  - Recruiting/Admin/Training
  - Resource Mgt
  - Joint Education/Experience

- CDR Milestone
  - XO/OIC/CO
  - PERS/MPWR Analysis & Plans
  - Resource Mgt
  - Major Staff/Recruiting
  - Joint Education/Experience

- CAPT Milestone
  - CO/Major Command/Major Staff/Deputy/COS HQ Staff
  - Staff Ops/Plans
  - Joint Tour/Experience

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

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

O4-O5 NOSC CO Screen Boards

O4 SB

O5 SB

O6 SB

NRD CO HR Screen Boards

Typical Billets

DH/DIVO/OIC/Staff Tour
NOSC/Reserve Management Tour
In-Residence Graduate Education (NPS)
Service College (JPME I)
IA/GSA/OCO

NOSC CO/XO/Reserve Management / RCC Assist DH
DH/OIC/Staff Tour
Reserve Major Staff
OPNAV/SECNAV/MPT&E/PERS/Milestone Tour
RCC DIVO/Dept Head
Operational Support Officer
Graduate Ed
Service College (JPME I)

NOSC CO/Reserve Management / RCC DH
Reserve Major Staff
OPNAV/SECNAV/MPT&E/PERS/Milestone Tour
NRD XO/CO
Operational Support Officer
Service College (JPME II/JCWS-H)

RCC CMD/NOSC CO/Reserve Management
Reserve Major Staff
OPNAV/SECNAV/OSD/MPT&E/PERS/Milestone Tour
Operational Support Officer

Develop Core Competency: Reserve Management, Development, Management, Recruiting, Requirements

Develop Sub-specialty Experience: Operations Analysis, Manpower Systems Analysis, Information Technology, Financial Management

NOSC CO Screening occurs annually. Additionally, CDRs may be screened for NRD CO/XO IAW the HR CQOB process; CAPTs are screened for RCC CO the year after their 1st gate screen.
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 NOSC CO, Major Reserve and OPNAV/SECNAV/MPT&E/PERS/Milestone Tours
  ➢ 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, 620X

• Valued achievements prior to CAPTAIN
  ➢ Sustained superior performance in all assigned duties, especially NOSC CO, Major Reserve and OPNAV/SECNAV/MPT&E/PERS/Milestone Tours
  ➢ 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, 620X
Engineering Duty Officer
Career Progression

Career Path

<table>
<thead>
<tr>
<th>URL Career Path</th>
<th>DIVO</th>
<th>SHORE/PG SCH</th>
<th>DH</th>
<th>SHORE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Typical SWO ED Option</td>
<td>Lateral-Transfer Window</td>
<td>Typical SUB ED Option</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

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, iwEDO, Surfpack Subba Bubbas
SSP, MDA, ONR, SPAWAR CO Project Officers

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

<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>FLEET: Squadron Aircrew</td>
<td>Flag Staff Member</td>
<td>Deputy Chief of Staff</td>
<td>Commanding Officer</td>
</tr>
<tr>
<td>Assistant Department Head</td>
<td>Project Lead</td>
<td>Flag Staff Member</td>
<td>Mission Director</td>
</tr>
<tr>
<td>DCO: Acquisition/Engineering/</td>
<td>Department Head</td>
<td>Mission or IPT Lead</td>
<td>Chief of Staff</td>
</tr>
<tr>
<td>Operational Experience</td>
<td>Deputy IPT Lead</td>
<td>XO / AOIC</td>
<td>OIC</td>
</tr>
</tbody>
</table>

AC Lateral-Transfer Window
4 - 14 YCS

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
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) in support of a NAE project or initiative
  ➢ Critical fleet support missions: JCAT, PGSS, REMAIN/FDCR, Copperhead, Fire Scout, RADCON/Tomodachi, or similar
  ➢ Continuous professional development: DAWIA, JPME, CPI
  ➢ Participation on a Flag Advisory Panel, Policy Board, and/or Statutory / APPLY Board

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

• Valued achievements prior to COMMANDER
  ➢ Leadership tours: DH/XO, Deputy Mission or IPT Lead
  ➢ Master’s Degree (Technical or Business)
  ➢ 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>Flag Staff Member</td>
<td>Deputy Chief of Staff</td>
<td>CO</td>
</tr>
<tr>
<td>O-Level</td>
<td>Project Lead</td>
<td>Flag Staff Member</td>
<td>Mission Director</td>
</tr>
<tr>
<td>I-Level/FRC</td>
<td>Department Head</td>
<td>Flag Staff Member</td>
<td>Chief of Staff</td>
</tr>
<tr>
<td>Assistant DH</td>
<td>Deputy IPT Lead</td>
<td>Mission or IPT Lead</td>
<td></td>
</tr>
<tr>
<td>ON RAMP - JO Shore &amp; Sea Tours</td>
<td></td>
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</tr>
</tbody>
</table>

#### 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 in support of a NAE project or initiative
  ➢ Critical fleet support missions: JCAT, PGSS, REMAIN/FDCR, Copperhead, Fire Scout, RADCON/Tomodachi, or similar
  ➢ Participation on a Flag Advisory Panel, Policy Board, and/or Statutory / APPLY Board

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

• Valuable achievements prior to COMMANDER
  ➢ Leadership tours: DH/XO, Deputy Mission or IPT Lead
  ➢ Master’s Degree (Technical or Business)
  ➢ 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) ACQ CORPS 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</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>
<tbody>
<tr>
<td>Entry Level Assignments</td>
<td></td>
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</tbody>
</table>

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

IRR
3rd Mate
3rd Engineer

2nd Mate / 2nd Engineer (DH Equivalent)

Master / Chief Engineer (CO/OIC Equivalent)

Chief Mate / 1st Engineer (XO 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

36
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.

- **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
Career Progression

Career Path

NAVET: Initial Tour / Sea Duty / Staff Duty / Independent Duty

DCO PAQC-ADL, # FLT, CHINFO, NAVCO, NAVINFO, NWC, JPACE, IMA, JPME Phase 1
COCOM, # FLT, JPASE, NPASE, NAVCO, USFF, PACFLT, CHINFO, DMA, NWC, DC IMA
COCOM, # FLT, JPASE, USFF, PACFLT, CHINFO, DMA, NWC, IMA, REDCOMS, NAVCO, NPASE
COCOM, JPASE, CHINFO, Fleets, DMA, NPASE, NAVCO

Typical Billets

DCO School DINFO
Action Officer Asst. Department Head Department Head NOBC/SSP/AQD/JPME I
OPS O Exercise/KLE Planner Senior PAO SME XO/AOIC/Deputy Dir JPME I
XO/AOIC/Deputy Dir Senior PAO SME for IMA Billet CO/OIC/Deputy CJWS/JPME II
CO/OIC/Deputy PAO Senior PAO for IMA Billet
Public Affairs Officer
Community Values

- **Valued achievements at all paygrades**
  - Proven leadership / Sustained Superior Performance

- **Valued achievements prior to LIEUTENANT COMMANDER**
  - Required DINFOS PAO training (PAQC)
  - Fleet/Joint/Combined exercises and operations
  - Junior DH responsibilities

- **Valued achievements prior to COMMANDER**
  - IMA experiences as a PA advisor and/or XO/AOIC experience within a PA unit
  - Relevant NOBCs, Additional Qualifying Designator (AQDs), Subspecialties (SSPs), JPME
  - Deployment / IA
  - Additional DINFOS training: Joint Contingency PA Course, Joint Senior PA Course

- **Valued achievements prior to CAPTAIN**
  - XO/OIC and/or CO/OIC experience (O5 leadership positional authority/responsibility)
  - Citations or reports of fitness citing leadership aptitude and relevant AQDs
  - Senior officer comments relating to member’s PA advisory capacity
  - Documented proactive engagement with AC counterpart to plan and budget for unit missions to optimize RC assets
Foreign Area Officer
Career Progression

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
  ➢ Reserve FAO community leadership roles to include direct management of junior FAOs and/or coordination of gaining command Reserve FAO support
  ➢ Major staff tours
  ➢ JQO, or progress toward
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/JQ2 (desired not required)
  - Master’s Degree in Meteorology, Oceanography, Hydrography or Physics (or related science) 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 HQ billet
  - JCWS-Hybrid (AJPME)/JPME II/JQO (desired not required)
Cryptologic Warfare Officer

Career Progression

**Career Path**

- **NIIOC DIVO**
  - CW Operational Tours
- Community, IWO Qualification & Operational Tours

- **DCO/Redesignations/IST**

**Typical Billets/Quals**

- **Operational**
  - Ops Officer, IA/MOB, Extended AD (CW)
  - Dept Head N1/N7
  - XO Small NIIOC Staff
  - FCC/C10F, NSA, Joint, NAVIFORES Reg’l staff

- **Leadership**

- **CW LCDR Operational, Leadership & Staff Tours**

- **CW CDR Operational, Leadership & Staff Tours**

- **CW CAPT Operational, Leadership & Staff Tours**

**Administrative Board:**
Apply Board selection for all XO, O5 and O6 billets

- CW PQS NLT 3 years
- IWO NLT 5 years

- Advanced Degree, JPME I, JQ2, IWOMCC

- JCWS-H/JPME II, NRUM, SNROC

Advanced Degree, JPME I, JQ2, IWOMCC

- Advanced Degree, JPME I, JQ2, IWOMCC
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, FCC/C10FLT, NSA, Joint)
  ➢ JPME I
  ➢ MT&E experience to include Training or Admin Officer
• Valued achievements prior to CAPTAIN
  ➢ Operational tours (Continued OPS Experience, MOB)
  ➢ Leadership tours (CO/XO Small NIOC, XO Large NIOC)
  ➢ Major staff tours (NAVIFORES HQ/Region, FCC/C10FLT, NSA, Joint)
  ➢ JCWS-Hybrid (AJPME) or JPME II, Note: CW Joint Qualification Billets not available for JQO attainment
Information Professional Officer

Career Progression

Career Path

- NAVET
- IP Operational Tours
- Community, IWO Qualification & Operational Tours
- DCO/Redesignations/IST

Typical Billets/Quals

- **Operational**
  - *IP Operational Role*
  - CO/XO/OIC/ClO/PRGM Lead Staff
  - NAVIFORES Reg’l/HQ staff

- **Operational**
  - *IP Operational Role, Leadership*
  - Major Cmd/Prgm Director/Fleet N6 Leadership
  - IWC CO/XO cross slate
  - NAVIFORES Region CDR Staff
  - NAVIFORES HQ/Region Deputy

- **Operational**
  - *IP Operational Role, Leadership*
  - Staff
  - NAVIFORES Reg’l/HQ staff

Administrative Board: Apply Board selection for all O5 and O6 billets

- IP PQS NLT 3 years
- IWO NLT 5 years
- MSOC
- Advanced degree, Joint C4 Planner’s Course
- IP IQ, JQ2, JPME I, IWOMCC
- IP AQ, JCWS-H/JPME II, JQO, Joint C4I Officer and Staff Course, NRUM, SNROC

IP Community Leadership (National Training Team, Symposium Lead, 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, Program Manager, or XO leadership tour
  - Advanced Cyber Security Workforce Qualifications (AQD 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 matters expertise through education and joint duty experience

• Valued achievements prior to CAPTAIN
  - CO, Program Manager, CIO 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

Typical Billets/Quals
- Operatioal
  OPINTEL Analyst, IA, IWCRS Billet
- Intel LCDR Operational, Leadership & Staff Tours
- Intel CDR Operational, Leadership & Staff Tours
- Intel CAPT Operational, Leadership & Staff Tours

Administrative Board: Apply Board selection for all O5 and O6 billets

Intel PQS NLT 3 years
Intel IWO NLT 5 years
Advanced Degree, JPME I, JQ2, IWOMCC, Language Skills
JCWS-H/JPME II, NRUM, JQO, SNROC

Operational
Team Lead, Senior Analyst Leadership
DIVO
Asst DH, XO Staff
NAVIFORES Reg’l staff

Operational DH/Branch Chief, N2/Sr Intel Officer IA Leadership
CO/XO Staff
NAVIFORES Reg’l/HQ staff

Operational Dept Head/CO/XO/IA Leadership
IWC CO/XO cross slate
NAVIFORES Region CDR Staff
NAVIFORES HQ/Region CSO

Advanced Degree, JPME I, JQ2, IWOMCC, Language Skills
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
  - MT&E/Ops Spt experience in a unit DIVO/DH position (note: limited opportunity)
  - Proven skill in OPINTEL, plus NSW, Strike/Targeting, HUMINT, Cyber or ISR Management
  - 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
  - MT&E/Ops Spt experience in a unit DH position
  - Joint duty experience in warfighting and education
  - Advanced degree, JPME I, Command Qualification
- **Valued achievements prior to CAPTAIN**
  - Superior leadership performance in CO/XO tour
  - Competitive regional and national HQ leadership billet
  - JCWS-Hybrid (AJPME) or JPME II
# Limited Duty Officer (Line)
## Career Progression

<table>
<thead>
<tr>
<th>Typical Billets</th>
<th>Surface</th>
<th>Submarine</th>
<th>Aviation</th>
<th>Admin</th>
<th>Security</th>
<th>IWC</th>
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<td>NSF CO/OX</td>
<td>DIVO/ADH/IP</td>
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<td>XO/DH/OIC</td>
<td>XO/DH/OIC</td>
<td>MMCO/QAO</td>
<td>DH</td>
<td>NSF CO/MSC/CNIC/SUBGRU/CORIVRON OPSO</td>
<td>DH/REGSTF/TEAM LD/SEN ANALYST/STRIKE LD</td>
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<td>CO/XO/OIC</td>
<td>CO/XO/OIC</td>
<td>MMCO/QAO/AMO</td>
<td>XO/DH</td>
<td>O4 CO/MSC/CNIC/SUBGRU/CORIVRON OPSO</td>
<td>BRCH CHIEF/SWO/DET OIC</td>
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<td>CO/Major Command XO/Senior Staff</td>
<td>CO/Major Command XO/Senior Staff</td>
<td>Squadron Maintenance Officer (MO)/Senior Staff</td>
<td>CO/Major Command XO/Senior Staff</td>
<td>Major Staff Security Officer CNIC Region Reserve Security Coord.</td>
<td>XO/Major Command/Senior Staff/JOINT/ONI/DIA</td>
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<td>MAJOR CMD/Senior Staff</td>
<td>MAJOR CMD/Competency Lead/Senior Staff</td>
<td>Senior Staff</td>
<td>Senior Staff</td>
<td>CNIC Deputy Force Protection Director/NAVSEA Deputy Staff Security Officer</td>
<td>Senior Staff/CSO/JOINT/COCOM</td>
</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 CO/XO experience
- Maintains specialty relevance

**CMD and/or senior staff assignments**
- Leadership, management, and command (LMC) skills
- Life-long learning
  - NO LONGER “LIMITED”

**Sought after Leader**
- Flag/Fleet engagement
- Mentors senior officers, Active LDO/CWO community leader and highly visible within Enterprise
- Life-long learning, 30+ years of service
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. Billet history which focuses on specialty first and broadening experiences second.
  – Joint tours are valued across all designators.
  – Takes assignments that foster professional growth in fleet operations, planning, logistics and operational level 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. Familiar with all LDO/CWO designator career paths.

• 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