



FY-19 Active-Duty Line Community Brief Disclaimer

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

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

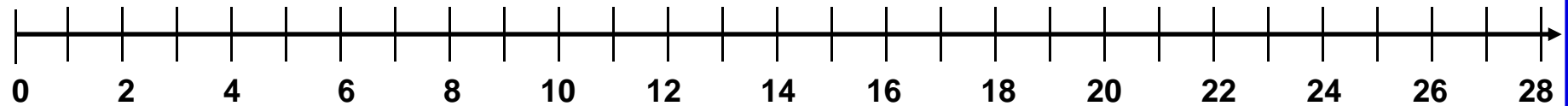
ONLY MATERIAL APPROVED BY THE SECRETARY OF THE NAVY WILL BE PRESENTED TO STATUTORY SELECTION BOARDS. THIS BRIEF HAS BEEN APPROVED BY SECNAV FOR USE BY THE FY-19 STATUTORY SELECTION BOARDS.

Fleet Support Officer Career Progression

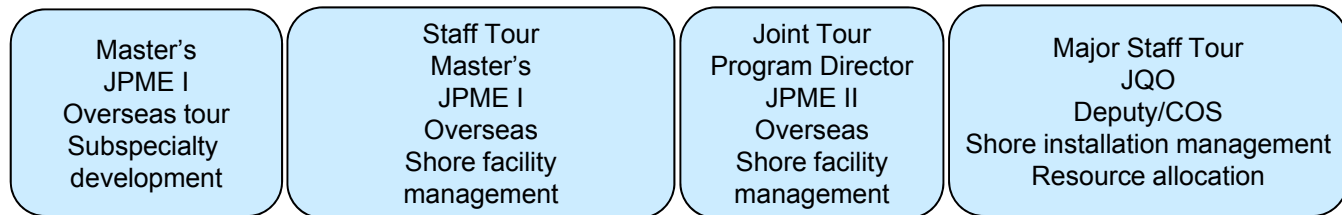


Career Path

FLEET EXPERIENCE TOUR	DIVO	DH	DH	STAFF TOUR/ XO/OIC	STAFF TOUR/ XO/OIC	STAFF TOUR/ XO/OIC	MAJOR STAFF/ CO	MAJOR STAFF/ CO	MAJ CMD
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Typical Billets



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

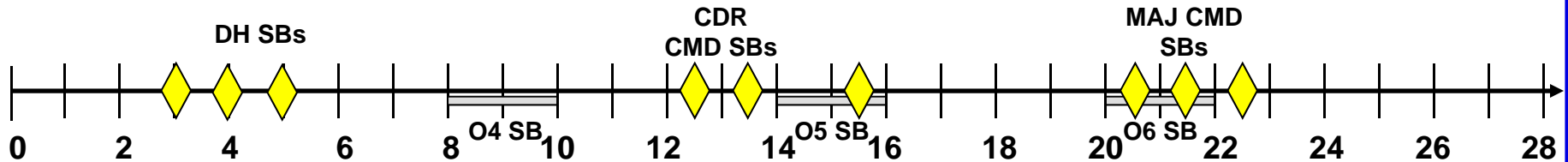
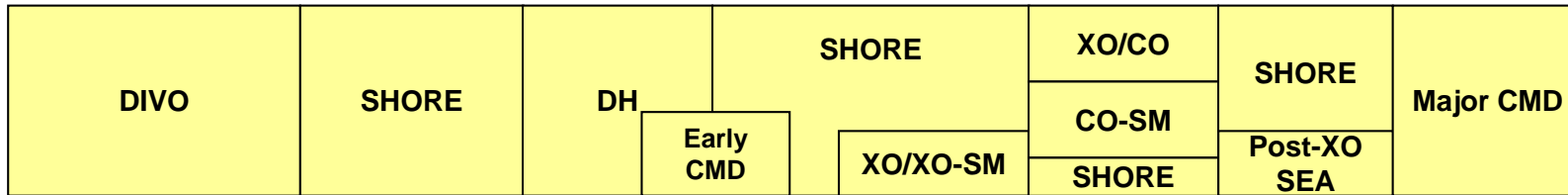
Fleet Support Officer

Community Values

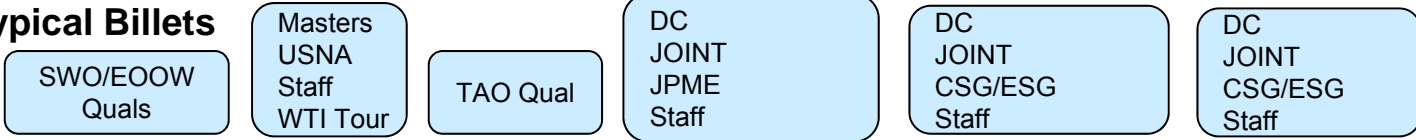
- 
- Sustained Superior Performance
 - In billets of increasing complexity, responsibility, and scope
 - Proven Leadership Positions in Shore or Joint Assignments
 - Officers successfully serving as XO and CO ashore or in challenging joint assignments demonstrate the qualities required by the community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

Surface Warfare Officer Career Progression

Career Path



Typical Billets



CO-SM billets

- Milestone Screened
- Due Course
- Eligible for and have previously screened for Major Command / O6

XO-SM billets

- Milestone Screened
- Due Course
- Eligible for and have previously screened for O5 Command

ADMINISTRATIVE BOARD RATES:

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

** 42% CO Afloat screen rate across 3 looks. Total milestone screen rate (CO Afloat, XO Afloat, CO-SM, and XO-SM) 60%. Major Command Screening includes CRUDES, Amphib, and Shore Major Screening.

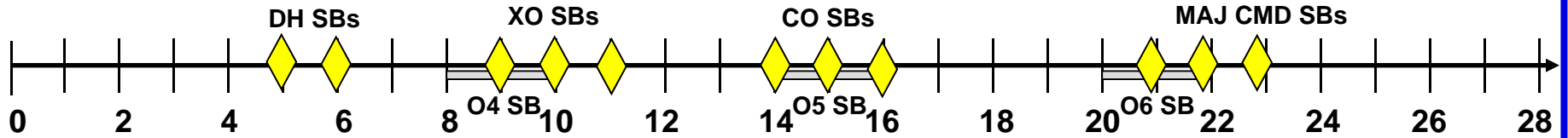
Surface Warfare Officer Community Values



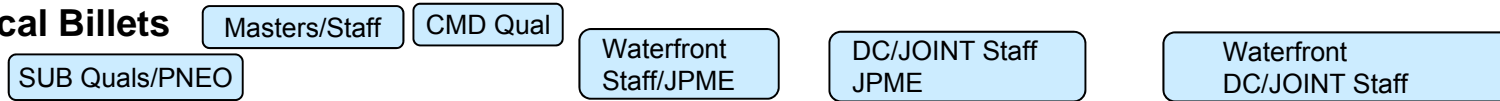
- Valued achievements prior to LIEUTENANT COMMANDER
 - Service at Sea - Successful DIVO sea tours
 - Screened for Department Head Afloat
 - Graduate Education and other Talent Management special programs are highly valued by the SWO Community but sometimes result in NOB FITREPs. The lack of observed FITREPs should not be viewed negatively for these highly talented, screened officers.
 - Some of our most talented Department Heads are transferred to Surface Warfare Officer School up to 12 months prior to their class convening dates as a means of mitigating PCS costs. These short tours may result in Promotable or NOB promotion recommendations, but this should not be viewed negatively by the board.
- Valued achievements prior to COMMANDER
 - Service at Sea – Superior performance as Department Head Afloat
 - Attain Command Qualification AQDs indicating they are qualified to command at sea
 - Screened for or serving in XO-CO Fleet-Up/CO-SM/XO Afloat/ XO-SM
- Valued achievements prior to CAPTAIN
 - Service at Sea - Successful performance as Commanding Officer
 - Officers successfully serving in community, operational, or challenging joint assignments following sea or shore CO assignment
 - Demonstrated leadership in shore and/or joint assignments
- Special Mission (SM) assignments
 - SWOs filling CO-SM positions are leading Sailors in front-line, operational missions. Officers of this caliber are eligible for and have previously screened for Major Command.
 - SWOs screened for or serving in XO-SM tours are leading Sailors in critical operational assignments. Officers of this caliber are eligible for and have previously screened for Commander Command.

Submarine Warfare Officer Career Progression

Career Path



Typical Billets



COMMUNITY CORE VALUES:

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


ADMINISTRATIVE BOARDS RATES:

DH SCREENING (May 17):	89%
XO SCREENING (May 17):	53% *
CO SCREENING (May 17):	70% *
MAJ CMD (Nov 16):	67%

*Combined XO/CO selection rates result in 37% opportunity for DHs to serve as CO

Submarine Warfare Officer

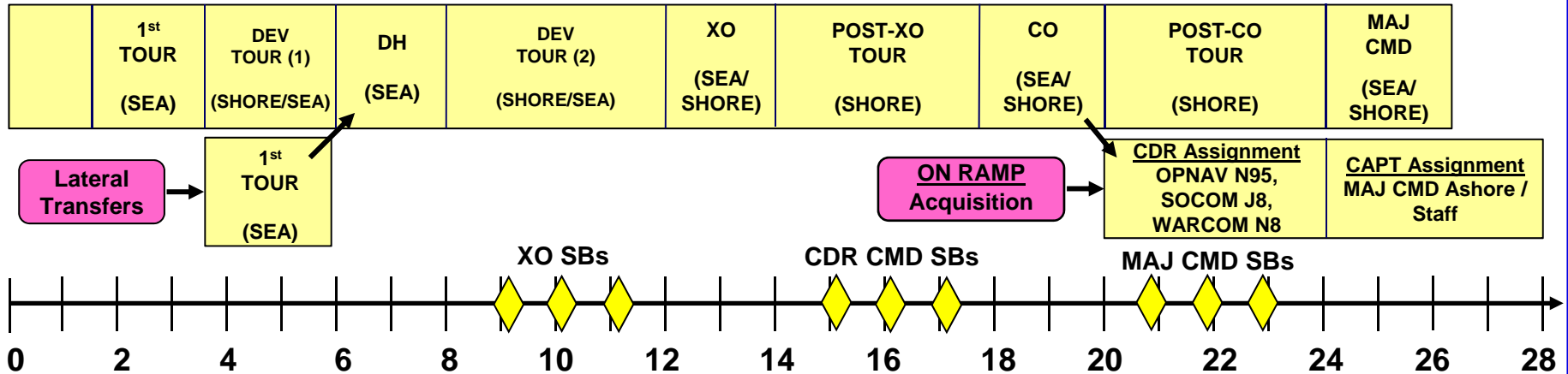
Community Values

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- Sustained superior performance at sea is the foundation of the Submarine Community
 - Valued achievements prior to LIEUTENANT COMMANDER
 - Screened for or serving as DH at sea
 - Valued achievements prior to COMMANDER
 - XO or XO-equivalent assignments at sea or ashore
 - CO/OIC as LCDR (e.g., NAUTILUS, overseas submarine support activity)
 - Critical Nuclear Propulsion Program billets
 - IA/GSA/OCO leadership assignment as LCDR
 - Valued achievements prior to CAPTAIN
 - CO or CO-equivalent assignments at sea or ashore
 - Naval Submarine Support Command (NSSC) CO, Naval Ocean Processing Facility (NOPF) XO/CO Fleet-up, Submarine Training Facility CO, Undersea Rescue Command CO, Unmanned Underwater Vehicle Squadron CO
 - IA/GSA/OCO leadership assignment as CDR
 - Graduate Education in any subspecialty is valued regardless of source or method of achievement (e.g., civilian institution, Naval Postgraduate School, Distance Learning)

Special Warfare (SEAL) Officer Career Progression



Career Path



Typical Billets



DEVELOPMENT TOUR (1):

SEA:

- Special Reconnaissance Team
- Special Boat Team
- NSWDG AOPS

SHORE:

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

DEVELOPMENT TOUR (2):

SEA:

- Task Unit / CFT Commander
- Team N3
- NSWDG S&T
- JIA (CJSOTF / SOJTF)

SHORE:

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

NOTES

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

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



Special Warfare (SEAL) Officer Community Values

- Valued achievements prior to LIEUTENANT COMMANDER
 - Completed SEAL Platoon CDR (SEAL PLT CDR/CFT TRP CDR/SDV PLT CDR)
 - Operational / Deployed Leadership
 - Diversity of experience within NSW (SEAL, SRT, SBT, SDV, NSWDG)
 - Education/JPME Phase 1 - Valued
- Valued achievements prior to COMMANDER
 - Completed XO, OPS, TU CDR, CFT CDR, or TRP CDR Tour
 - Proven Operational Leadership
 - JPME Phase 1 / Master's Degree
 - Joint/ USN Experience (JCS, OPNAV, Fleet, USSOCOM, TSOC, JSOC)
 - Overseas Assignment
- Valued achievements prior to CAPTAIN
 - Successful Commander Command Tour
 - MAJCOM / Joint staff experience
 - Joint Qualified Officer (JQO) Designation
 - Member of Acquisition Corps (AC)
 - Overseas Assignment
 - JPME Phase 2

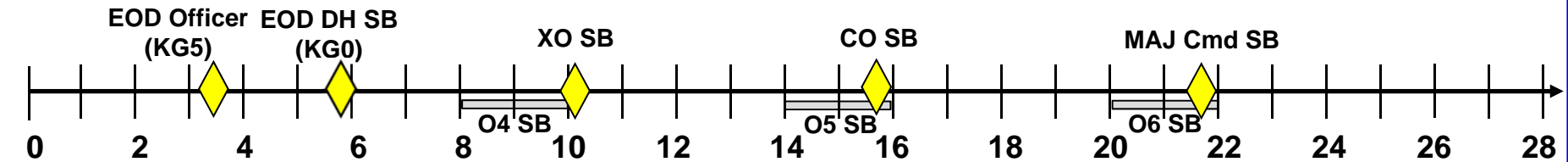


Explosive Ordnance Disposal Officer Career Progression

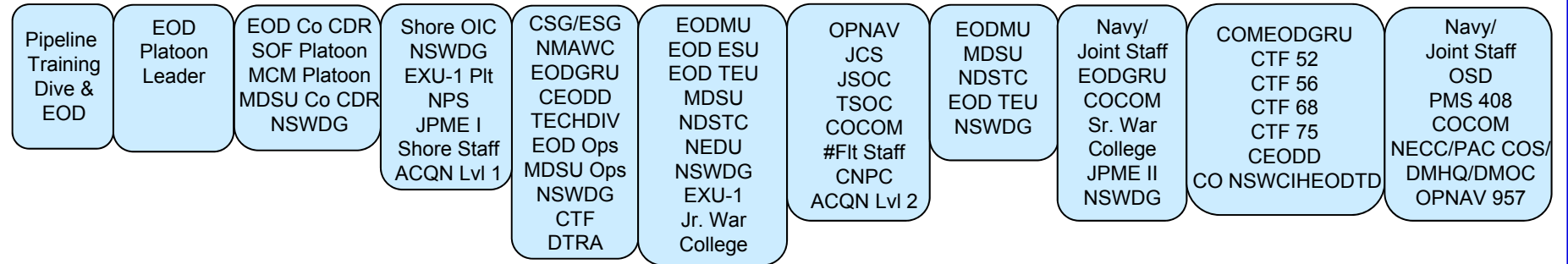


Career Path

Init Trng	Plt Ldr	SOF Plt / Co CDR / MCM Plt	Shore Tour / Afloat Staff	DH / Staff / OPS Officer	XO	Joint / Navy Staff	CO	Joint / Navy Staff	Major Cmd	Post Major Cmd / Joint / Navy Staff
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Typical Billets



ADMINISTRATIVE SCREEN BOARDS RATES:	
DH Screening (DEC 16):	100%
XO Screening (DEC 16):	37.1%
CO Screening (DEC 16):	35.3%
MAJ CMD Screening (NOV 16):	29.0%



Explosive Ordnance Disposal Officer

Community Values

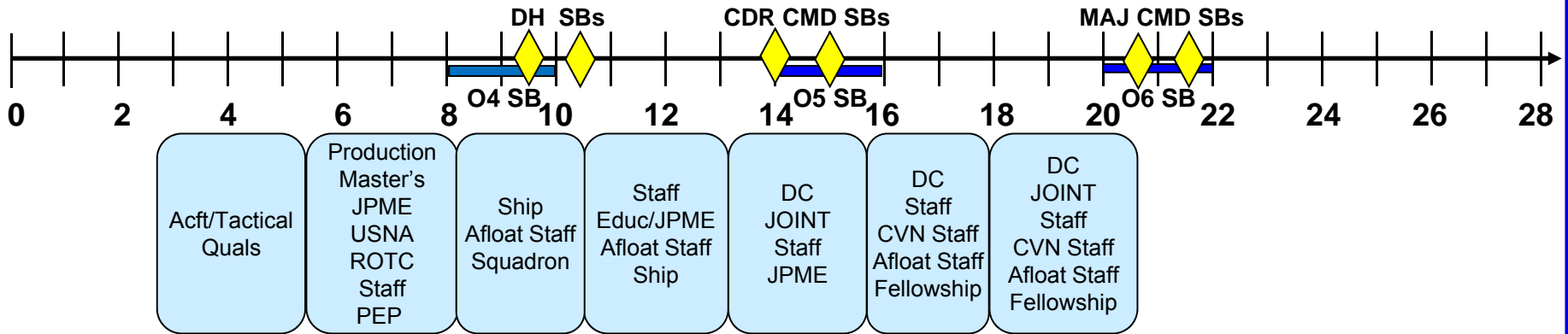
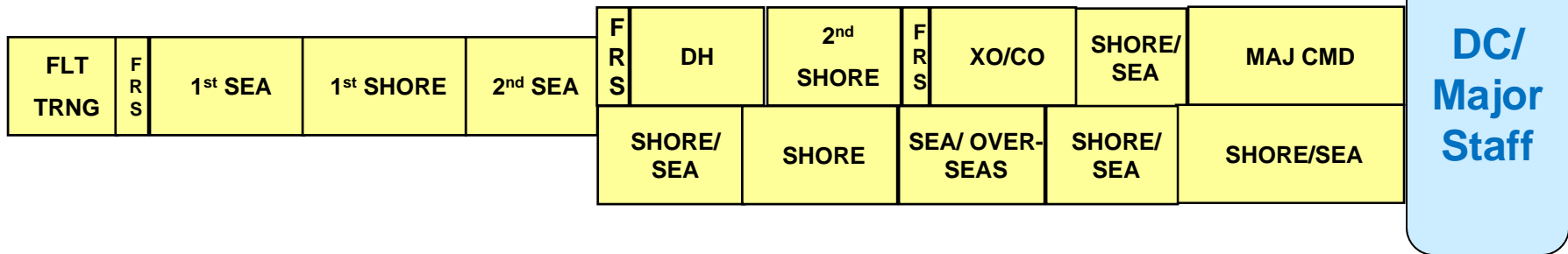


- Valued achievements prior to LIEUTENANT COMMANDER
 - Attained EOD Officer Warfare Qualification (KG5)
 - Administratively Screened for EOD DH (KG0)
 - Sustained superior performance through Shore/Afloat Staffs
- Valued achievements prior to COMMANDER
 - Superior performance as an EOD XO; Awarded EOD XO AQD (KG6)
 - Continued superior performance in Navy Staff and Joint Operational Billets
 - Completed JPME Phase I
 - Superior performance in an Acquisition (ACQN) Coded Billet
- Valued achievements prior to CAPTAIN
 - Superior performance in O5/Commander Command; Awarded EOD CO AQD (KG7)
 - Continued superior performance in Major Navy Staff and Joint Duty Assignments

Aviation Officer Career Progression



Career Path




SCREEN GROUP AVERAGE OPPORTUNITY:

DH:	80%
CDR CMD:	40%
MAJ CMD:	40%

FY18 ADMIN BOARD SCREEN RATES:

DH:	66%
CDR CMD:	22%
MAJ CMD:	23%

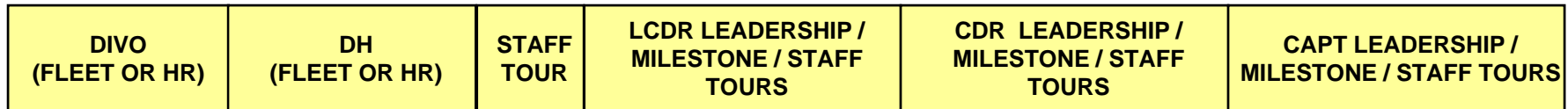
Aviation Officer Community Values

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- Aviation officers have a long training pipeline, resulting in NOB FITREPS for the officer's first 3-4 years
 - NA values early graduated opportunities, but career timing must be closely managed
 - Min Service Requirement retains most aviators through first O-4 board promotion opportunity
 - Aviation requires reinvestment of Aviation skills at flight training units and centers of excellence that could limit options for tour assignment diversity, when compared to other officer communities
 - Valued achievements prior to LIEUTENANT COMMANDER
 - Aviation LIEUTENANTS screen for DH Tour following selection to LIEUTENANT COMMANDER
 - Superior performance in first sea and shore tours, attainment of initial warfare qualifications
 - NA values outstanding performance in an array of first shore tour billets...diversity of first shore tour assignments throughout each cohort is vital to aviation community future success
 - Due to compressed career path after winging, in residence Graduate Education frequently not possible prior to LCDR
 - Valued achievements prior to COMMANDER
 - Superior performance as a DH
 - Attainment of advanced warfare qualifications
 - Aviators serving as OP-T DHs develop essential training production skill sets valued by Aviation
 - Valued achievements prior to CAPTAIN
 - Superior performance as a CO – Operational (Fleet), OP/T (ex. CNATRA) or SM (ex. Weapons School)
 - OP/T COs lead mission essential training squadrons and afloat tactical air control units, and are highly valued. Many OP/T COs are needed as CAPTs to subsequently fill critical NA O-6 billets as leaders aboard our nuclear Aircraft Carriers
 - SM CO's are providing critical leadership vital to operational missions
 - Proven leadership in post command, Aviation specific community (sea duty) and/or Joint assignments

Human Resources Officer Career Progression



Notional Career Path

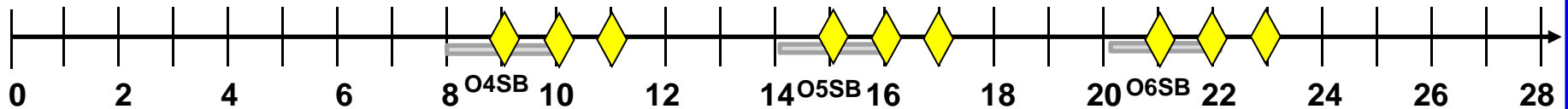


Lateral Transfer & POCR Gains

M/S & CMD ASBs

M/S & CMD ASBs

M/S & CMD ASBs



Typical Billets/Quals

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

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

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

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

Develop Subspecialty Experience

Develop Core Competency: Development, Management, Recruiting, Requirements

ADMINISTRATIVE SCREENING BOARDS – ONLY MILESTONE SCREENED OFFICERS CMD BOARD REFERRED (2013-2015):	
LCDR MILESTONE: 35%	LCDR COMMAND: 49%
CDR MILESTONE: 54%	CDR COMMAND: 74%
CAPT MILESTONE: 24%	CAPT COMMAND: 53%

Human Resources Officer

Community Values

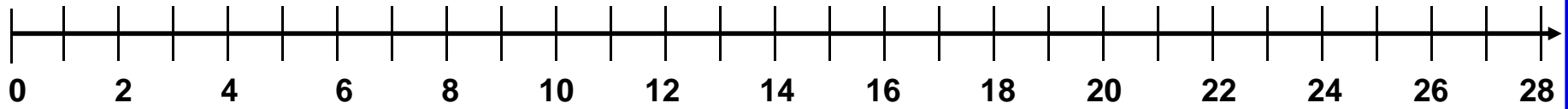
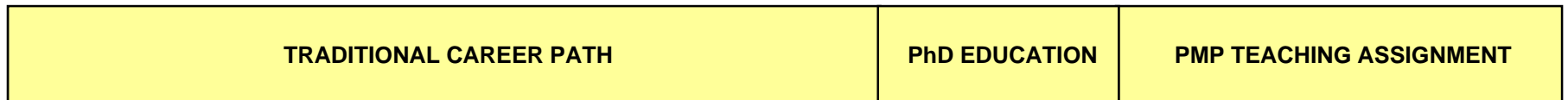


- Valued achievements prior to LIEUTENANT COMMANDER
 - Sustained superior performance and attainment of source community qualifications
 - Demonstration of increasing levels of responsibility and sound judgment
- Valued achievements prior to COMMANDER
 - Sustained superior performance in all assigned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

Permanent Military Professor Career Progression



Career Path



Naval Postgraduate School (3 years) Civilian Institution (4 years)	Naval Academy War College Naval Postgraduate School
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ADMINISTRATIVE BOARDS:	
XO/OIC:	N/A
CDR CMD:	N/A
MAJ CMD:	N/A



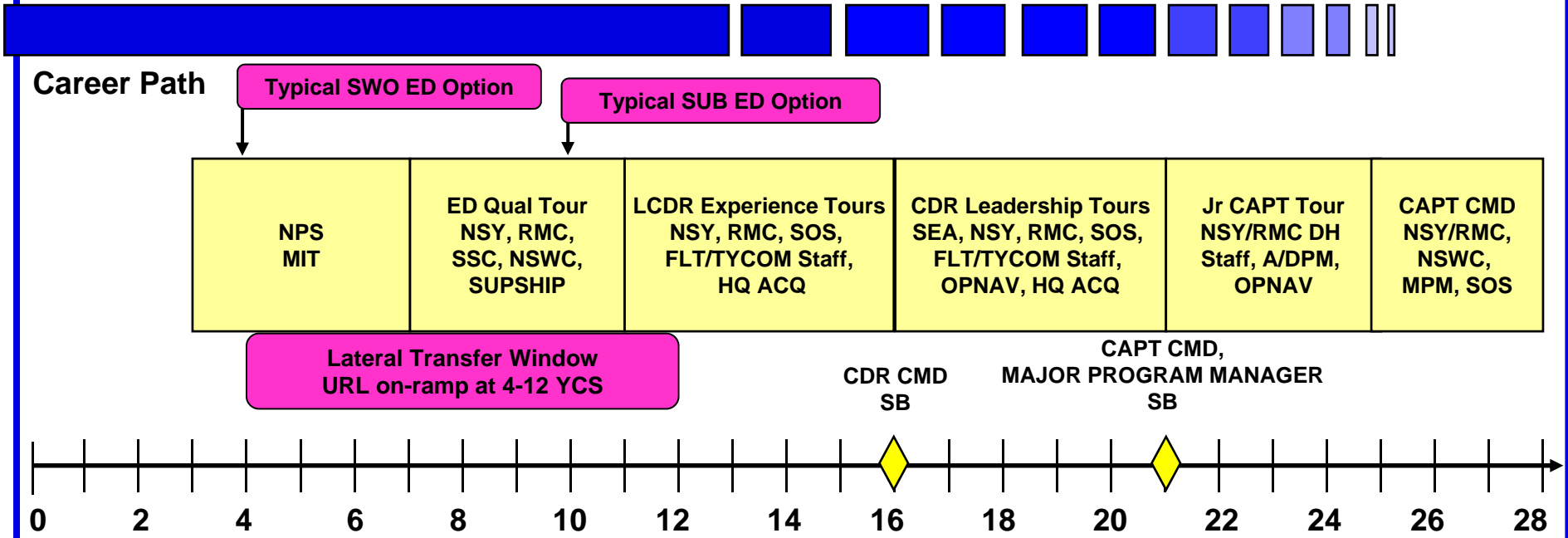
Permanent Military Professor

Community Values



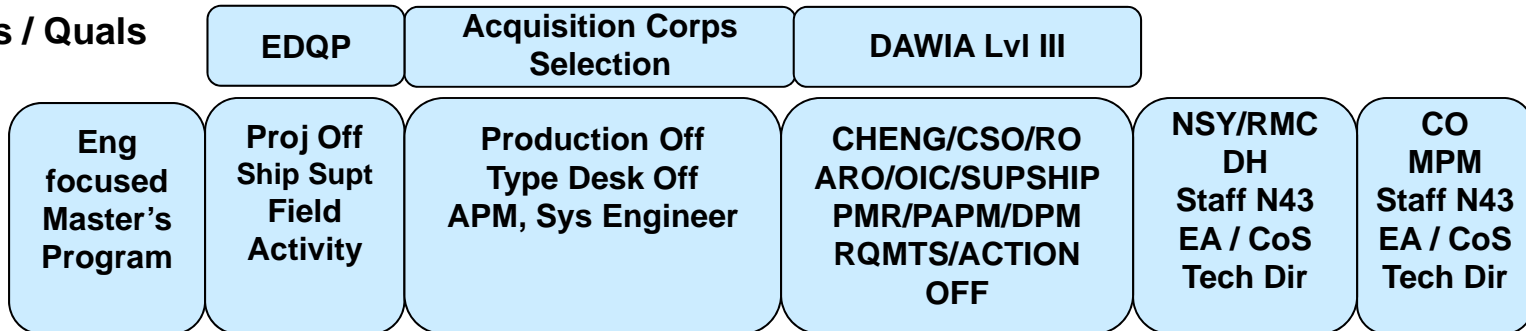
- Permanent Military Professor (PMP) program expectations
 - PhD completed within expected completion times: 3 years (NPS); 4 years (CIVINS)
 - Proven officer/instructor in entry-level and upper-division courses
 - Integration of USN/USMC applications and linkages
 - Proven doctoral-level discipline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

Engineering Duty Officer Career Progression



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

Typical Billets / Quals



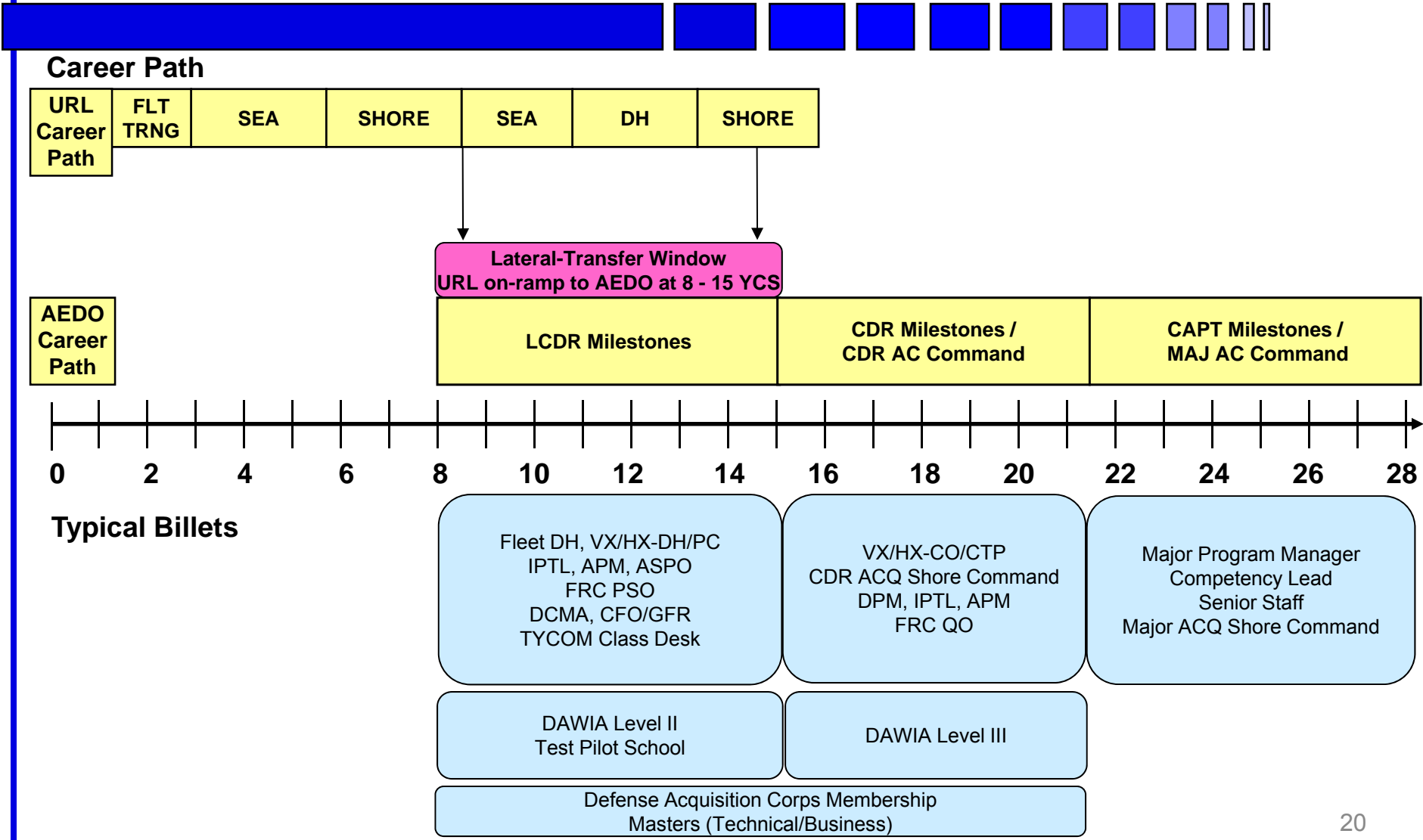
Engineering Duty Officer

Community Values



- Valued achievements prior to LIEUTENANT COMMANDER
 - Warfare qualification
 - Proven performance at sea
 - 1440 or 1460
- Valued achievements prior to COMMANDER
 - 1440 (technical Masters degree and ED qualification tour completed)
 - 1460 with proven performance during ED qualification tour
 - Acquisition Corps member (ACQ FULL QUAL (APM) AQD)
- Valued achievements prior to CAPTAIN
 - 1440 (technical Masters degree and ED qualification tour completed)
 - Acquisition Corps member (APM AQD)
 - Level III DAWIA certification in primary career field, w/conferred AQD (e.g, Program Management (AA3), Systems Engineering (AS3), Production Quality Management (AG3))

Aerospace Engineering Duty Officer Career Progression





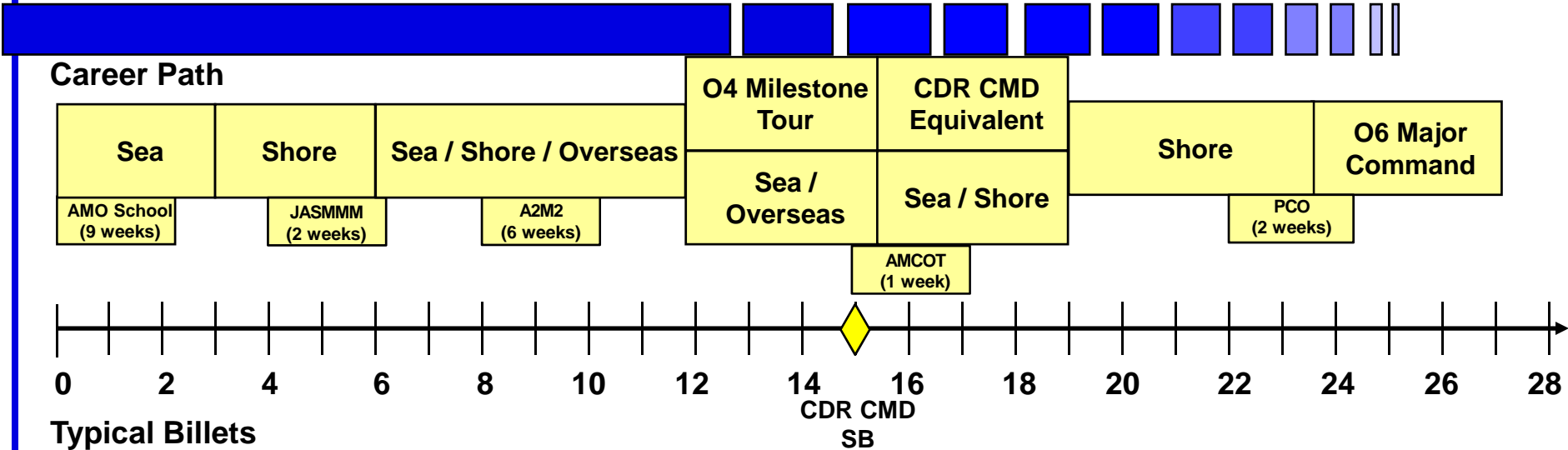
Aerospace Engineering Duty Officer Community Values



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



Aerospace Maintenance Duty Officer Career Progression



Typical Billets

<ul style="list-style-type: none"> AMO, MMCO, QAO, DIVO (O & I Level) Fleet Support Staff Acquisition Staff PG School 	<ul style="list-style-type: none"> AIMD OIC CAGMO CVN IM1 FRC MMCO/AMO L-Class MO SQDN AMO 	<ul style="list-style-type: none"> CDR CMD - CVN AIMDO - FRC OIC - JSF CO - O5 ASC 	<ul style="list-style-type: none"> NAVAIR ACQ Cmd Fleet Support Staff FRC Production Wing MO 	<ul style="list-style-type: none"> Major Prgm Mgr Major Shore Cmd - CNATT CO - DCMA CO - FRC CO TYCOM MO
<ul style="list-style-type: none"> Professional Aviation Maintenance Officer (PAMO) Designation DAWIA Level I PQM 	<ul style="list-style-type: none"> DAWIA Level I/II (PQM, LOG, PM) Acquisition Corps (AC) Member 	<ul style="list-style-type: none"> DAWIA Level III (PQM, LOG, PM) 	<ul style="list-style-type: none"> DAWIA (Executive Mgmt) 	
<ul style="list-style-type: none"> Business/Technical Masters Program (MBA, Aero, IT, OA) Acquisition Continuing Education throughout career (DAWIA Level I/II/III) 				<p>ADMINISTRATIVE BOARDS: CDR CMD (Mar 17): 24%</p>



Aerospace Maintenance Duty Officer

Community Values

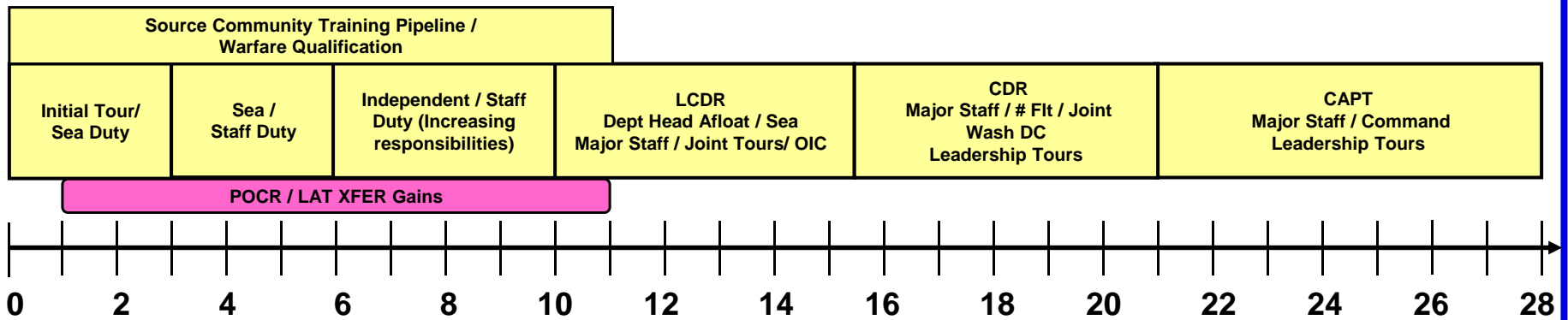


- Valued achievements prior to LIEUTENANT COMMANDER
 - O and I Level Maintenance junior officer tours
 - Proven “at sea” performance
 - Professional Aviation Maintenance Officer (PAMO) desired
 - ACQ PQM LV1
- Valued achievements prior to COMMANDER
 - O4 Milestone Tour - AIMD OIC, CAGMO, CVN IM1, FRC MMCO/AMO, L-Class MO, Squadron AMO
 - PAMO PQS - Professional Aviation Maintenance Officer qualified
 - ACQ PQM LV2 – (additional acquisition certifications desired)
 - ACQ FULL QUAL – Defense Acquisition Corps membership
 - Master’s degree desired
- Valued achievements prior to CAPTAIN
 - Successful performance in Commander Command/O-5 Acquisition Shore Command (ASC) CO
 - AQD: CE(X) – Corporate tour
 - Master’s degree complete
 - ACQ PQM LV3 – (additional acquisition certifications desired)

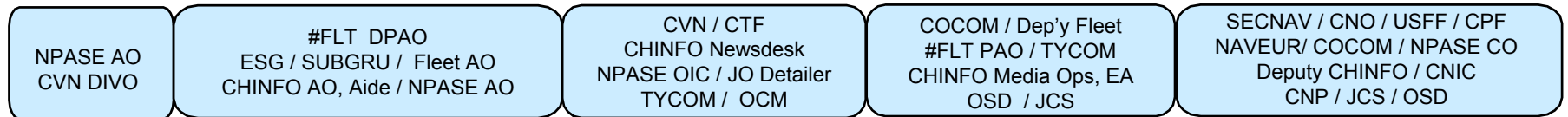
Public Affairs Officer Career Progression



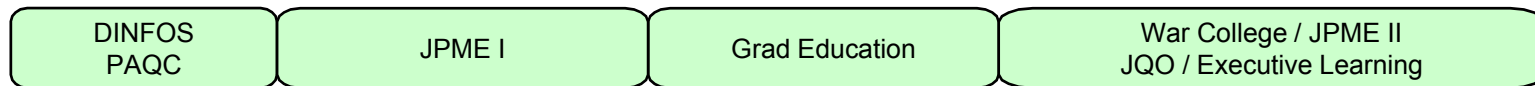
Career Path



Typical Billets



Professional Development



Public Affairs Officer

Community Values



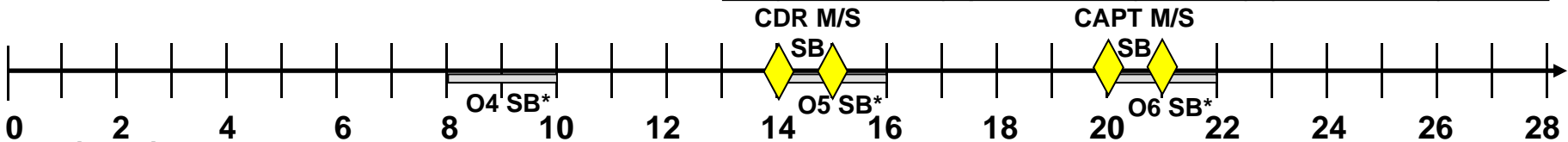
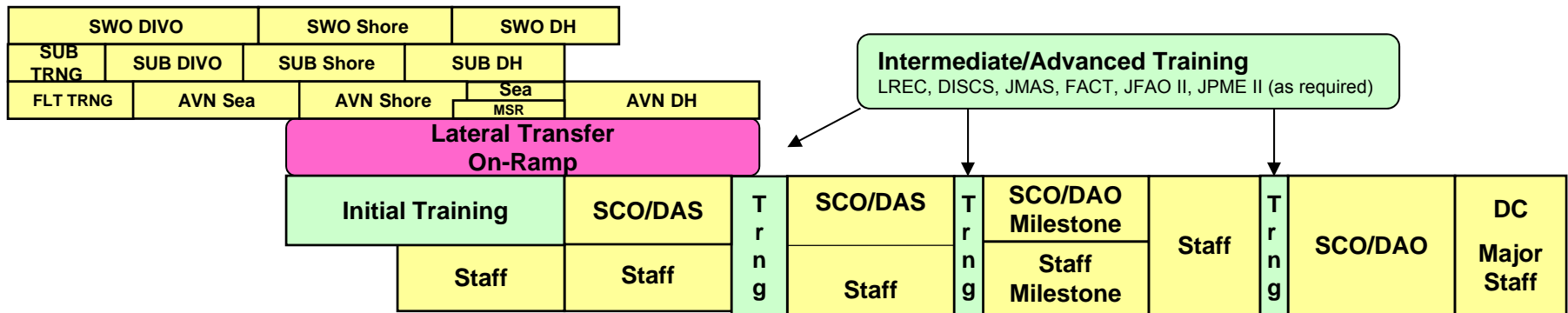
Career progression produces senior PAOs with communication expertise demonstrated by strategy development, tactical execution, enterprise leadership, and providing astute counsel. Sustained superior performance in diverse jobs balancing operational, direct senior leader support, Wash DC, & HQ billets,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

- Valued achievements prior to LIEUTENANT COMMANDER
 - Successful initial/accession tactical-level tour (NPASE AO, CVN DIVO)
 - Subsequent independent duty or staff tour developing/executing aligned communication supporting operational/strategic objectives (Fleet AO, CHINFO, ESG, SUBGRU)
 - JPME I highly desired
- Valued achievements prior to COMMANDER
 - Completion of graduate education
 - Increased scope of PA responsibilities and leadership, demonstrated advanced communication knowledge, strategy development and communication advisory role for leaders and staff via operational or staff tour
 - Fleet Ops: CVN, NPASE OIC, CTF
 - Ashore: Wash DC, CHINFO Newsdesk, JO Detailer, NAVINFO, O-4 TYCOMs
 - Joint Duty (COCOM Staff, JCS, OSD)
- Valued achievements prior to CAPTAIN
 - Emphasis on communication planning and integration, critical thinking, enterprise leadership, executive vision & strategic-level specific advisor roles
 - Fleet Ops: Numbered Fleet, O-5 TYCOMs, USFF/CPF Deputy
 - Major Staff: CHINFO (OI-3, EA), Wash DC, PERS
 - Joint Duty (COCOM, OSD, JCS)
 - War College/JPME II

Foreign Area Officer Career Progression



Career Path Depicts three primary source communities
 All communities eligible to lateral transfer



- Warfare qualification
Competitive FITREPs
- Grad Ed
Language
In-Theater
JPME I
JFAO I
"FAO Q"
- NCC/Fleet
CCMD
OPNAV
Joint Staff
NIPO
PEP
Foreign War College
- Security Cooperation Office
 - SCO Chief, Navy Program Manager, Dep. Prgm Mgr, Operations Officer
 - Defense Attaché Office
 - Senior Defense Official/Defense Attaché, Naval Attaché, Asst. Naval Attaché
- NCC
Fleet
CCMD
OPNAV
JS
DSCA
NIPO
State
- SCO
 - SCO Chief, Navy Program Manager
 - DAO
 - SDO/DATT
Naval Attaché
- NCC
Fleet
CCMD
OPNAV
JS
DSCA
NIPO
State

◆ 2x Looks for Milestone Screen (M/S) targeted before IZ for O-5 and O-6 happens in Nov (early in FY).
 Selection rates have been CDR 60% and Captain 40% (first CAPT MS Board Held in Nov 2014).
 Anticipate future change to MS Timing to Year of Selection and Year of Selection +1 and no CAPT M/S Board
 Anticipate future change to O-5 M/S Selection rates to be adjusted to meet requirements)

Foreign Area Officer Community Values



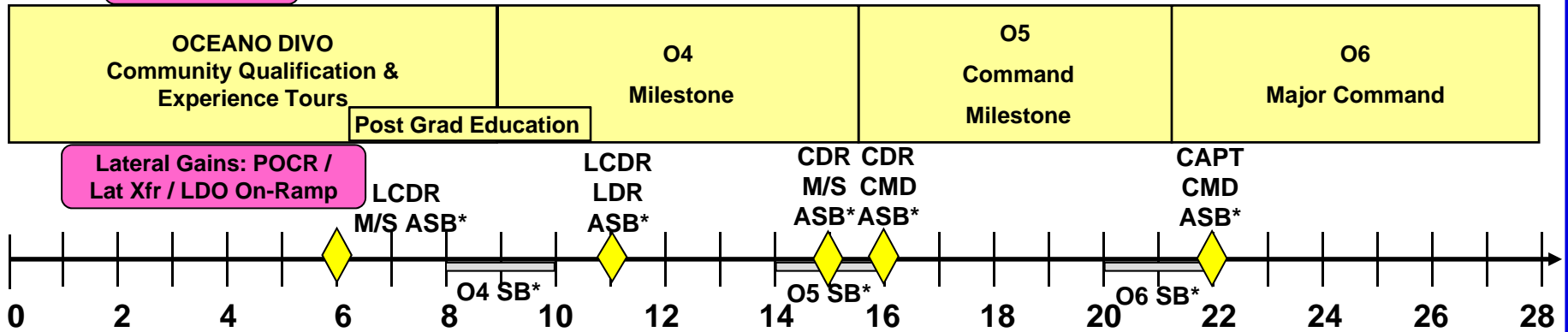
- Sustained superior performance abroad is the foundation of the FAO Community. FAO Officers have a long training pipeline, often resulting in NOB FITREPS for the officer's first 2 years in the Community.
- **Valued achievements prior to LIEUTENANT COMMANDER**
 - Attained source community qualifications
 - Completion or significant progress toward FAO qualification standards (FAO Q [Region AQD]) as time permitted after lateral transfer
- **Valued achievements prior to COMMANDER**
 - Sustained superior performance in a FAO Staff tour, in a Defense Attaché tour, or a Security Assistance tour
 - Selected for FAO CDR Milestone, applicable to YG 97 and junior LCDRs only
 - Regional experience involving direct international engagement of foreign partners
 - Completed JPME Phase I
- **Valued achievements prior to CAPTAIN**
 - Successful Performance in CDR Milestone tour, applicable to YG 97 and junior only
 - Significant experience leading, planning, and executing international engagement activities
 - Successful performance in all three lines of FAO Work: Defense Attaché Office (DAO), Security Assistance Office (SAO), and staff as time since lateral transfer permitted
 - Screened for FAO Major Milestone Tour, applicable to YG 95 through YG 98 only
 - Sustained superior performance in major staff or community leadership tours
 - Joint Qualified Officer (JQO) Designation

Oceanography Officer Career Progression



Career Path

**SWO (Ocean)
 Option**



Typical Billets / Quals

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

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

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

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

Sea: # FLT

Shore: Command
 Major Staff
 Headquarters
 XO

Sea: CSG IW CDR

Shore: Command
 Major Staff
 Headquarters


Met/Ocean Master's, JPME I | Met or Ocean PhD, JPME II, NWC, JQO, ACQN I/II/III

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

*ASB: Administrative Screening Board
 *SB: Statutory Board

Oceanography Officer

Community Values

- 
- Sustained superior performance in leadership and operational billets
 - Valued achievements prior to LIEUTENANT COMMANDER
 - Information Warfare Officer Qualification
 - Strong operational tour(s)
 - Valued achievements prior to COMMANDER
 - Superior performance in O4 milestone at-sea tour
 - Physics-based oceanography and meteorology Master's degree
 - Demonstrated leadership tour (XO, OIC)
 - Major Staff, Joint, TYCOM, Tour with Industry
 - JPME I
 - Valued achievements prior to CAPTAIN
 - O5 Command (~35% command opportunity)
 - Superior performance in O5 milestone tour
 - Proven ability to lead and direct people and organizations
 - Programmatic/policy experience: OPNAV / BUPERS
 - Operational HQ / TYCOM experience: CNMOC (CTG 80.7) / NAVIFOR
 - Joint Qualified Officer progression



Cryptologic Warfare Officer Career Progression



Career Path

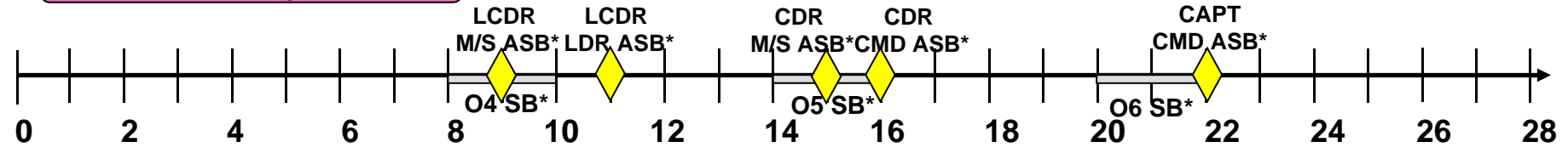
CW Tactical CW National	NPS	⇒ CW Tactical	O4 Milestone	O4 XO OIC Joint Major Staff	O5 Milestone	O5 Command MAJCOM XO Joint Major Staff	O6 Major Command Joint Major Staff
	CW Tactical	⇒ NPS / Staff					
	CW National	⇒ CW Tactical					

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

Acquisition

Acquisition

Acquisition



Typical Billets/Quals

CW Qual IWC Qual NIOC Divo	NIOC Divo PCS Afloat DIRSUP NavSpecWar Cyber Team (CMF)	NPS Cyber NIOC Divo #d FLT PHIBRON Major Staff	#d FLT CSG/ESG JTF OPNAV COCOM CYBERCOM XO/OIC/NSA/NIOC DH	OPNAV FCC/FFC/CPF TYCOM COCOM CYBERCOM OIC/XO NSA/NIOC DH	CDR CO MAJCOM XO FIOC DH DIWC OPNAV #d FLT COCOM CYBERCOM	MAJOR CMD COCOM OPNAV NSA CYBERCOM FCC/FFC/CPF	CSG IW CDR Chief of Staff IWDC Assistant CoS 3 / 4 Star EA Joint CMD
Academic Schlrshp	NPS Masters, JPME I		JPME II, NDU/NWC, JQO, ACQN I/II/III, PhD				

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

*ASB: Administrative Screening Board
*SB: Statutory Board

Cryptologic Warfare Officer

Community Values



- Sustained superior performance in leadership and operational billets
- Valued achievements prior to LIEUTENANT COMMANDER
 - Information Warfare Officer Qualification
 - Demonstrated proficiency in SIGINT, Cyber, and/or EW
 - Superior performance in CW Surface, Subsurface, Air or Special Warfare tactical tours
 - Superior performance in National or Joint tours (NSA/NIOC, Cyber Mission Force/NCU)
 - Intern/Academic programs (Tours With Industry, CNODP, JOCCP, Scholarships)
- Valued achievements prior to COMMANDER
 - Superior performance in O4 Milestone tour
 - Leadership tours (XO, OIC)
 - Major Staff or Acquisition tour
 - Master's Degree, STEM desired
- Valued achievements prior to CAPTAIN
 - O5 Command (~10% command opportunity)
 - MAJCOM XO
 - Screened or completed O5 Milestone tour
 - Superior performance in Major Staff, TYCOM, or Joint tour
 - Joint Qualified Officer progression

Information Professional Officer Career Progression



Career Path

**SWO (IP)
 Option**

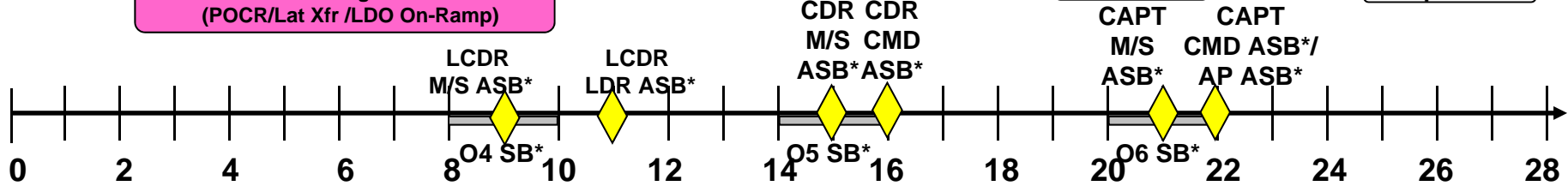
T R N G	Shore:	Sea:	Shore: Major/ JT/ Navy Staff	O4 Milestone	O5 Milestone	O5 Command	O6 Milestone	O6 Major Command
	RD U Net Ops	CG/DDG/LHA/D LCC/CVN GSA/SPECWAR						

**Lateral gains
 (POCR/Lat Xfr /LDO On-Ramp)**

Acquisition

Acquisition

Acquisition



Typical Billets / Quals

Net Ops C2 Afloat Basic Course IP Basic & Warfare Quals	TYCOM NPS Afloat Staff TAO Qual IWC Qual	Afloat Staff JPME I ACQN LVL I	NCTS OIC NCTAMS OPS IP IQ, CO Qual Staff TAO	XO / OIC Joint Senior Off Crs JPME II ACQN LVL II	SG N6, # Flt N6A CVN CSO C10F/NAVIFOR OPNAV N2/N6 IP AQ	# Flt N6 Major Staff J6/N6 JQO ACQN LVL II/III	CSG IW CDR Major Staff PEO/SPAWAR IWC X-detail
← 18 mo. Technical Master's Program →				Cyber Operations / Resource Sponsor / Manpower Experience/Space/Acq LVL I/II/III			

Command and Milestone Administrative Screening Boards (FY17):					
LCDR Milestone: 76%	CDR Milestone: 46%	CAPT Milestone: 31%			
LCDR Leadership: 23%	CDR Command: 13%	MAJ Command: 47%			

*ASB: Administrative Screening Board
 *SB: Statutory Board

Information Professional Officer Community Values



- Valuable achievements prior to LIEUTENANT COMMANDER

- Superior performance in C4I operational or ashore tour
- Progress towards a technical Master's degree
- IP Basic and Information Warfare Officer Qualification
- IA tour in combat zone
- Flag Aide

- Valuable achievements prior to COMMANDER

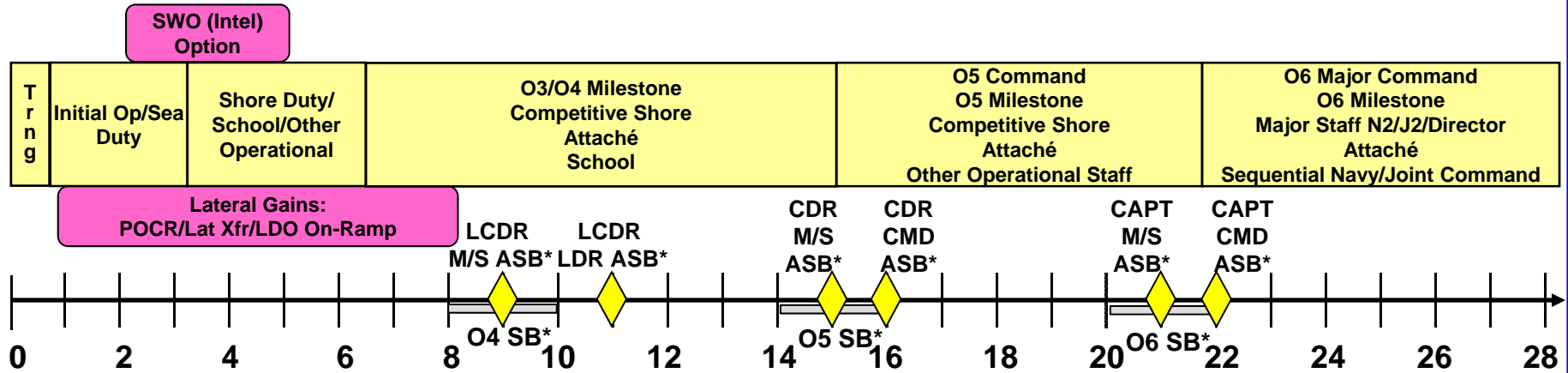
- Superior performance in O4 Milestone
- IP Intermediate Qualification
- Technical Masters degree
- JPME Phase I
- Major Staff Tour – CCMD (or other Joint tour) / OPNAV / TYCOM / SPAWAR
- Leadership tour (OIC or XO)
- Operational Planner Experience
- IA tour in combat zone
- Acquisition Experience
- Space Cadre

- Valuable achievements prior to CAPTAIN

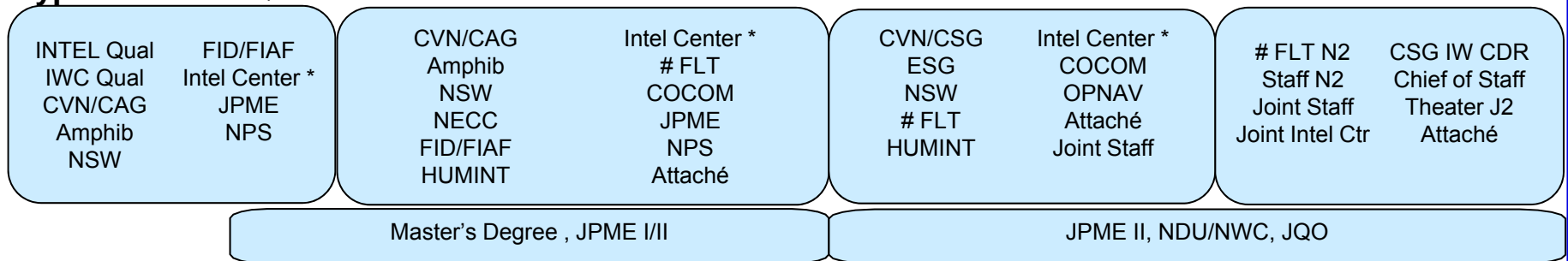
- Superior performance in O5 Milestone
- O5 Command (~10% command opportunity) / O5 XO
- IP Advanced Qualification
- Major Staff Tour – CCMD (or other Joint tour) / OPNAV / TYCOM / SPAWAR
- Joint Qualified Officer progression
- IA tour in combat zone
- Acquisition Experience
- Space Cadre

Intelligence Officer Career Progression

Career Path



Typical Billets/ Quals



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

Command and Milestone Administrative Boards (FY17):

LCDR Milestone:	85%
LCDR Leadership:	30%
CDR Milestone:	78%
CDR Command:	7%
MAJ Command:	31%

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

Intelligence Officer Community Values



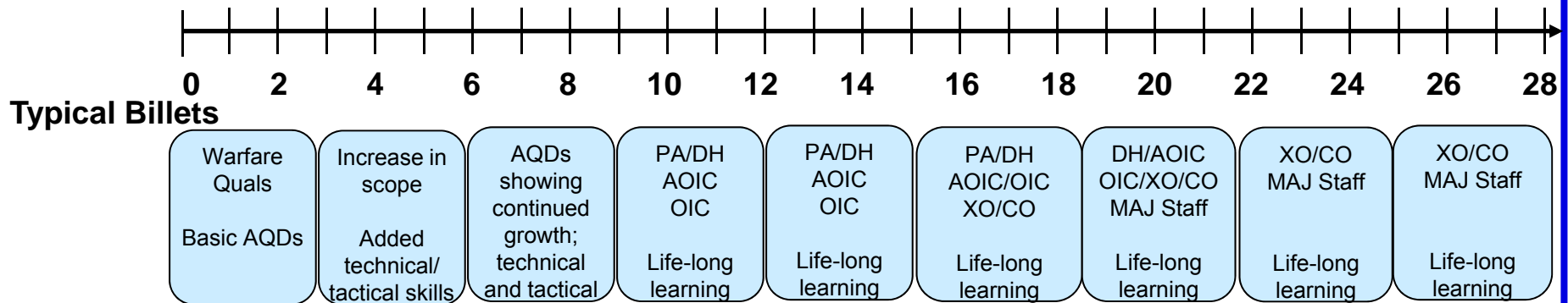
- Sustained superior performance in leadership and operational billets
- Valued achievements prior to LIEUTENANT COMMANDER
 - Superior performance in initial operational tours
 - Information Warfare Officer Qualification
 - Competitive intelligence center tour (Navy or Joint)
- Valued achievements prior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

Limited Duty Officer (Line) Career Progression (1 of 2)



Non-Nuclear Career Paths

Surface	DIVO at SEA/Shore	DIVO at SEA/Shore	DH/PA at SEA/Shore	DH SEA/Shore	DH/PA at SEA/Shore	CDR SEA/Shore	CDR CMD/MAJ Staff	CAPT BILLET	MAJOR CMD
Submarine	DIVO at SEA/Shore	DIVO at SEA/Shore	DH/PA at SEA/Shore	DH/PA at SEA/Shore	DH/PA at SEA/Shore	CDR XO Shore Maj Staff	XO SEA/Shore	CAPT BILLET	MAJOR CMD
Aviation	DIVO at SEA/Shore	DIVO at SEA/Shore	DIVO at SEA	OVERSEAS PA/DH/OIC at SEA/Shore	DH/PA at SEA/Shore	DH at SEA Shore, XO, CDR CMD	SHORE Major Staff	CAPT BILLET	MAJOR CMD
General	DIVO at SEA/Shore	DIVO at SEA/Shore	Flag Staff/PA DH at SEA	DH / OIC SEA/Shore	XO/Major & Joint Staff	MAJ Staff/COS/EA	CDR CMD/MAJ Staff	CAPT BILLET	MAJOR CMD
IWC	DIVO at SEA/Shore	DIVO at SEA/Shore	IWC LDOs are transitioning via Off-Ramp to RL counterpart resulting in no funded control grade requirements for this FY						

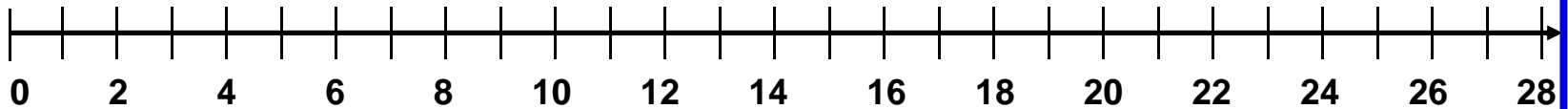


Limited Duty Officer (Line) Career Progression (2 of 2)

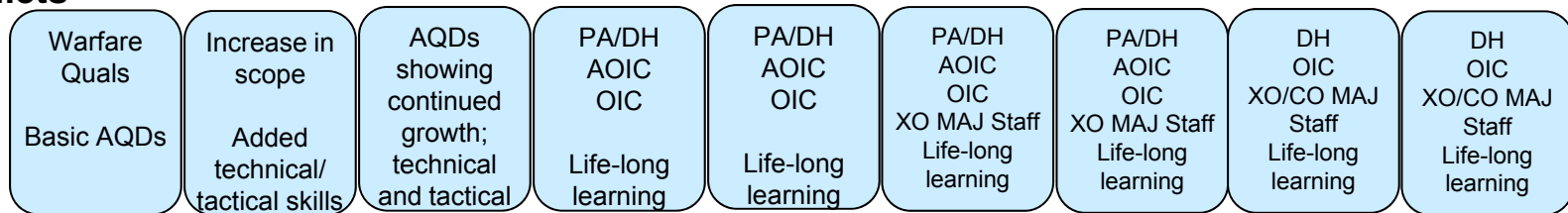


Nuclear Career Paths

Fleet Nuclear	DIVO CVN TA/Sub Tender DIVO/IMA DIVO	DH/PRI ASST CVN PA/Sub Tender PA/ IMA PA/Major Staff	XO/MAJOR DH/CVN CHENG Sub Tender XO/Maj IMA RO XO Ashore/Major Staff/ Community Mgmt or Placement	Major Ashore Staff CO IMA/Dep SY CDR/OIC/Major Staff/XO Major Ashore Staff Maj CMD
NR Field Office Nuclear	ASST NR REP (CVN/SSN Project Assistant)	ASST NR REP (CVN/SSN Project Lead)	ASST NR REP (DEPUTY NRR/ PROJECT OFFICER/INDEPENDENT DUTY)	NR REP/ SECTION HEAD



Typical Billets



Limited Duty Officer (Line)

Community Values



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