




# FY-20 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 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.**

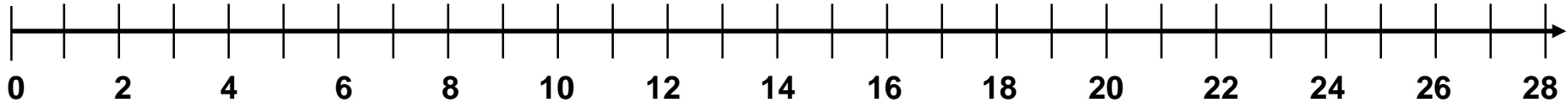
**ONLY MATERIAL APPROVED BY THE SECRETARY OF THE NAVY WILL BE PRESENTED TO STATUTORY SELECTION BOARDS. THIS BRIEF HAS BEEN APPROVED BY SECNAV FOR USE BY THE FY-20 STATUTORY SELECTION BOARDS.**

# Fleet Support Officer Career Progression

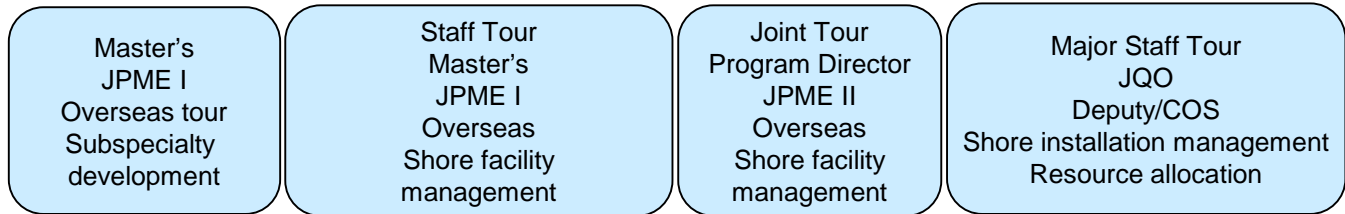


## Career Path

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



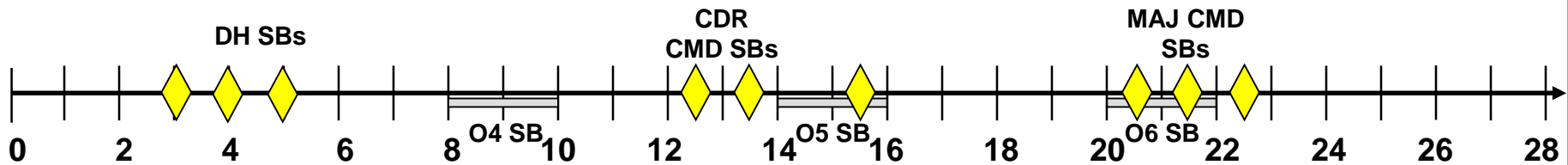
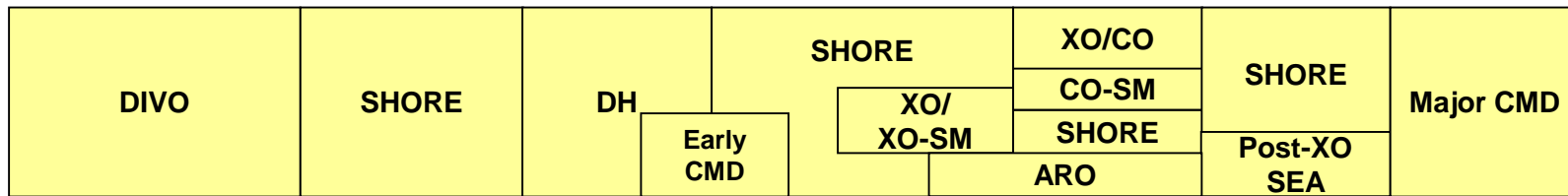
<b>ADMINISTRATIVE BOARDS:</b>	
XO/OIC:	N/A
CDR CMD:	N/A
MAJ CMD:	N/A

# 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 18):** 57%
- CDR CMD (DEC 17):** 25%\*\*
- MAJ CMD (NOV 17):** 39%

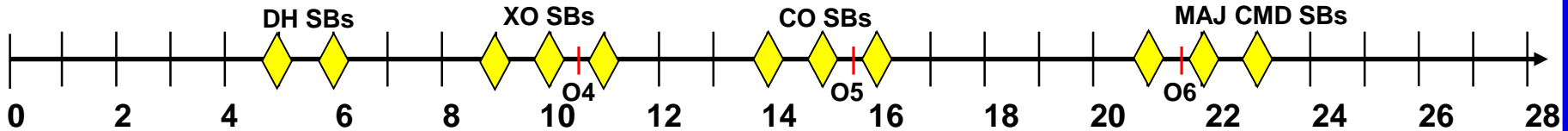
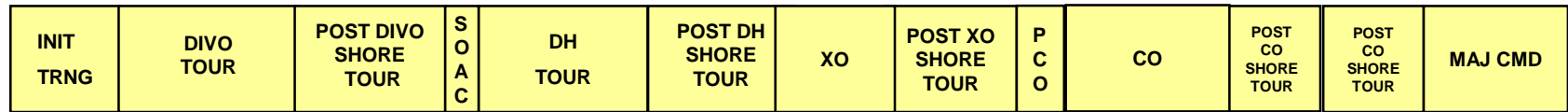
\*\* 38% CO Afloat screen rate across 3 looks. Total milestone screen rate (CO Afloat, XO Afloat, CO-SM, and XO-SM) 68%. Major Command Screening includes CRUDES, Amphib, and Shore Major Screening.

# 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 - Successful breakout 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, including Special Mission (SM)
    - 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.
    - SWOs screened for or serving as AROs on CVNs 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
- National Security Tasking/Theater ASW
- Strategic Deterrence

### ADMINISTRATIVE BOARDS RATES:

- DH SCREENING (May 18): 87%
  - XO SCREENING (May 18): 47% \*
  - CO SCREENING (May 18): 71% \*
  - MAJ CMD (Nov 17): 58%
- \*Combined XO/CO selection rates result in 33% opportunity for DHs to serve as CO

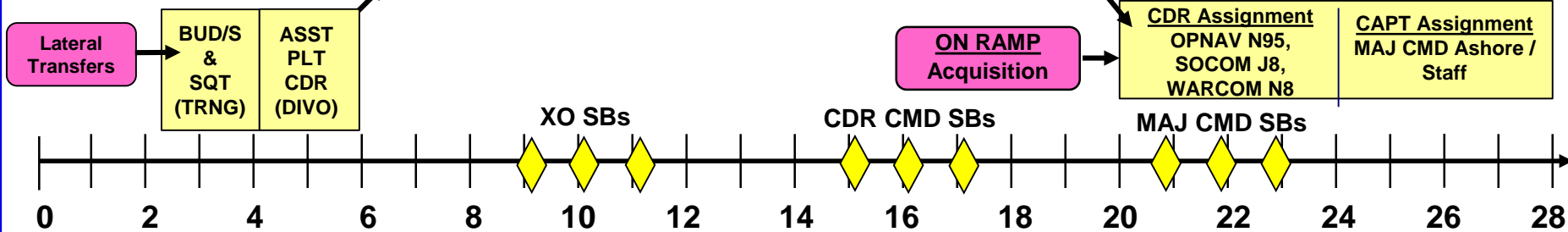
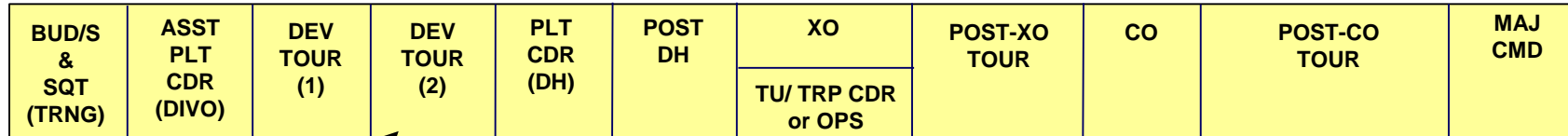
# Submarine Warfare Officer Community Values



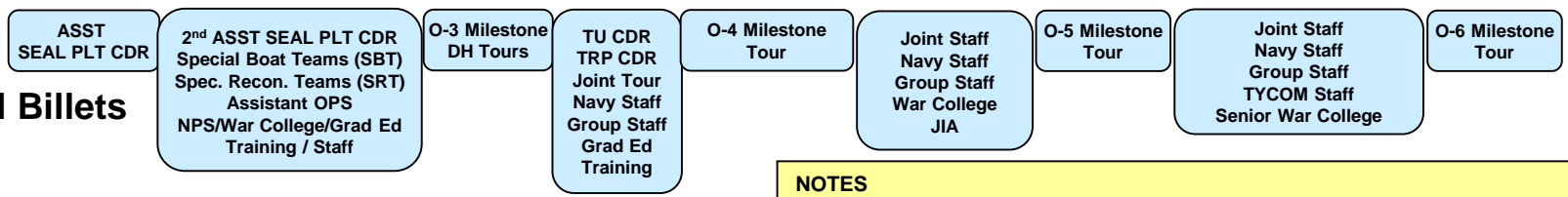
- At sea sustained superior performance is the foundation of the Submarine Community
- Valued achievements prior to LIEUTENANT COMMANDER
  - Serving as DH at sea
- Valued achievements prior to COMMANDER
  - Serving as XO at sea
  - Essential submarine operational readiness and training assignments (Submarine Learning Center/Facility XO, Naval Submarine Training Center/Detachment XO, Trident Training Facility XO, Nuclear Power Training Unit Moored Training Ship XO)
  - XO ashore assignments (Pre-Commissioning Unit XO, Undersea Rescue Command XO, Strategic Systems Programs Flight Test Unit XO, Undersea Warfare Development Center Tactical Analysis Group XO)
  - CO/OIC as LCDR (e.g., NAUTILUS)
- Valued achievements prior to CAPTAIN
  - Serving as CO at sea
  - CO ashore assignments in essential operational readiness and training assignments (Naval Submarine Support Command CO, Naval Ocean Processing Facility CO, Undersea Rescue Command CO, Unmanned Underwater Vehicle Squadron CO, Naval Data Center CO)
- Graduate Education in any subspecialty is valued regardless of source or method of achievement (e.g., civilian institution, Naval War College, Naval Postgraduate School, Distance Learning)

# Special Warfare (SEAL) Officer Career Progression

## Career Path



## Typical Billets



**DEPARTMENT HEAD (DH) TOURS (AQD: QD9):**

- SEAL Team Platoon Commander (PLT CDR)
- SEAL Delivery Vehicle (SDV) PLT CDR
- Special Reconnaissance Team (SRT) Regional Specialist (RS) PLT CDR

**EQUIVALENT DH TOURS (AQD: QD9) for prior-enlisted SEALs:**

- SRT Troop Commander (TRP CDR)
- Basic Training Officer at NSW Center (Phase OIC)
- SEAL Qualification Training OIC
- NSW Development Group (NSWDG) Maritime Mobility CDR

**NOTES**


1. 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.
2. Graduate education in any subspecialty is valued regardless of source or method of achievement.

**ADMINISTRATIVE BOARD RATES (HISTORICAL 5-YEAR AVERAGE):**

XO SCREENING:	82%
CDR CMD:	70%
MAJ CMD:	54%

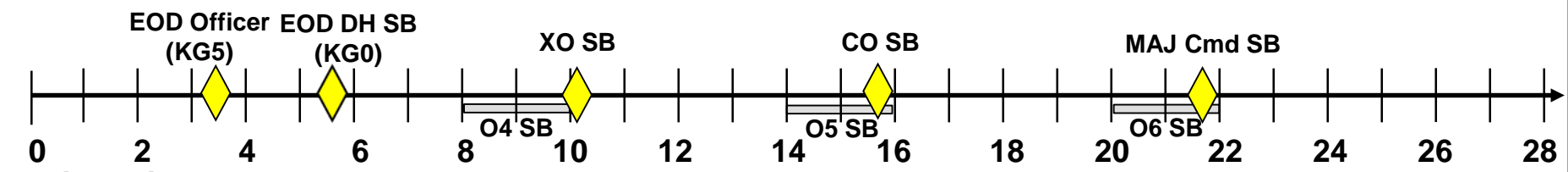
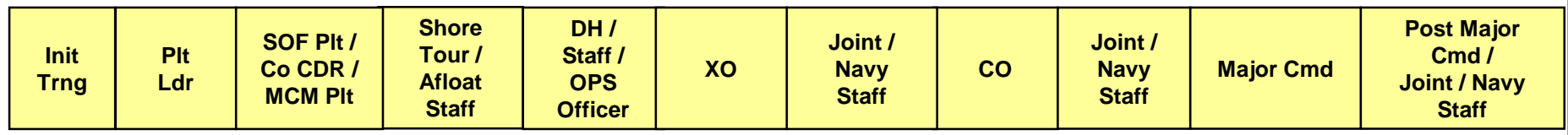


# Special Warfare (SEAL) Officer Community Values

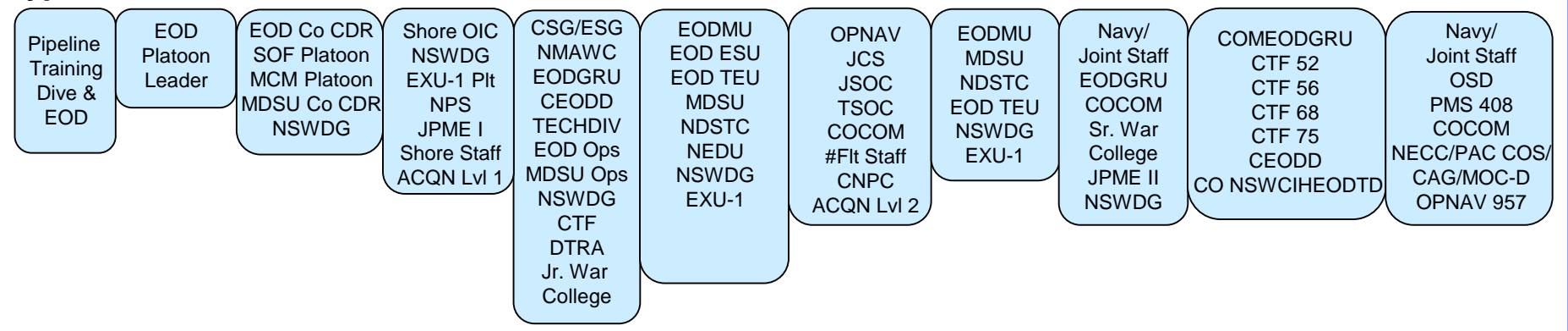
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- Sustained/superior performance in tactical/operational positions, in each milestone, is the foundation of the NSW community
  - Valued Achievements prior to LIEUTENANT COMMANDER
    - Screened for PLT CDR (DH)
    - Served/Serving PLT CDR (DH) or Equivalent
    - Valued: Diversity of NSW experience / Education / JPME Phase 1
  - Valued Achievements prior to COMMANDER
    - Served/Serving XO, OPS, Task Unit (TU) / TRP CDR Tour
    - Valued: Joint / USN Experience (JCS, OPNAV, Fleet, USSOCOM, TSOC, JSOC)
    - Valued: Diversity of NSW experience (SEAL Team/SBT/SDV/NSWDG/SRT) / Overseas Assignments / Master's Degree / JPME Phase 1
  - Valued Achievements prior to CAPTAIN
    - Successful Commander Command Tour
    - Valued: MAJCOM / Joint staff experience (Joint Qualified Officer (JQO) Designation)
    - Valued: Member of Acquisition Corps (AC) / JPME Phase 2

# Explosive Ordnance Disposal Officer Career Progression

## Career Path



## Typical Billets



ADMINISTRATIVE SCREEN BOARDS RATES:	
DH Screening (DEC 17):	100%
XO Screening (DEC 17):	30.8%
CO Screening (DEC 17):	36.0%
MAJ CMD Screening (NOV 17):	57.1%

# Explosive Ordnance Disposal Officer

## Community Values

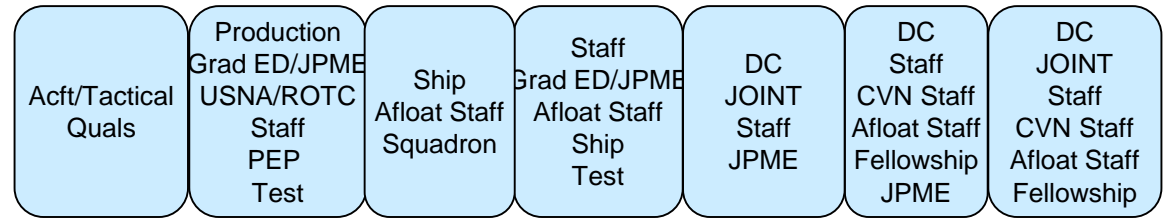
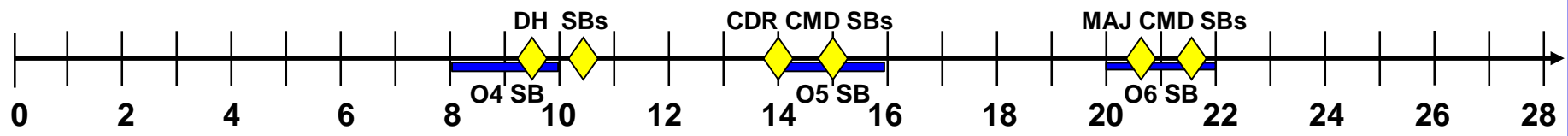
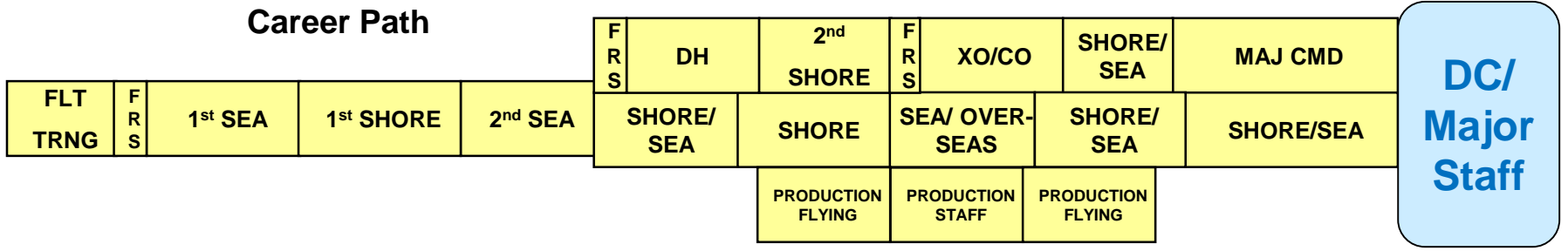


- Valued achievements prior to LIEUTENANT COMMANDER
  - Attained EOD Officer Warfare Qualification (KG5)
  - Administratively Screened for EOD DH (KG0)
  - Valued: Sustained superior performance through Shore/Afloat Staffs
  - Valued: Diversity of Experience (EOD, ExMCM, SOF, NSWDC, EXU, MDSU)
- Valued 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
  - Valued: Completed JPME Phase I
  - Valued: 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
  - Valued: Member of Acquisition Corps (AC)

# Aviation Officer Career Progression



## Career Path



FY19 ADMIN SCREEN BOARD RATES:	
DH:	66%
CDR CMD:	22%
MAJ CMD:	23%

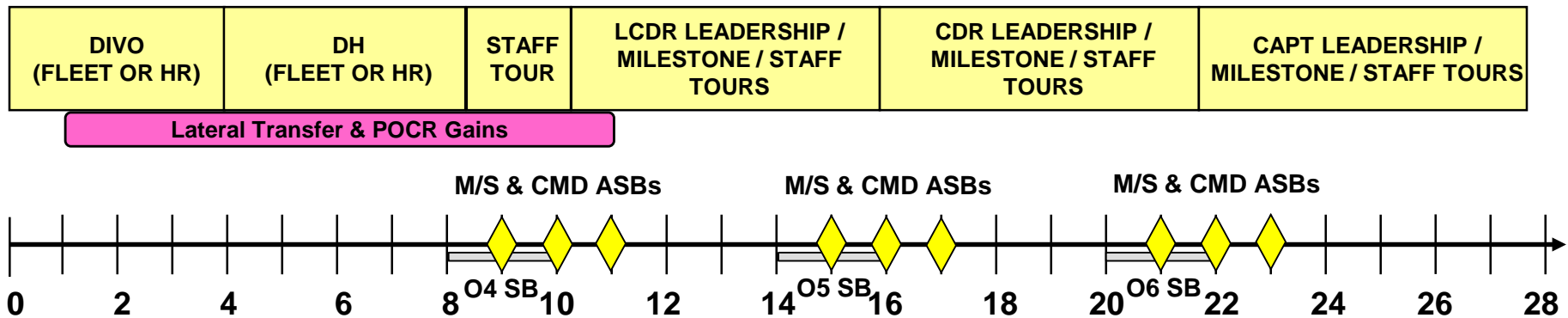
# Aviation Officer Community Values



- Aviation officers have a long training pipeline, resulting in NOB FITREPS for the officer's first 3-4 years
  - NA values early graded opportunities, but career timing must be closely managed
  - Min Service Requirement retains most aviators through first O4 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 (especially production and test) throughout each cohort is vital to aviation community success
  - Due to compressed career path after winging, 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
  - Graduate Education post DH is valued for top tier Officers
- Valued achievements prior to CAPTAIN
  - Superior performance as a Commanding Officer—OP, then OP-T followed by SM
  - 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 NAE O-6 billets as leaders aboard our nuclear Aircraft Carriers
  - SM COs are providing critical leadership vital to operational missions
  - Proven leadership in post command, Aviation specific community (sea duty), and/or Joint assignments
  - Graduate Education post Command is highly valued prior to CAPTAIN

# Human Resources Officer Career Progression

## Notional Career Path



## Typical Billets/Quals

DIVO/DH/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	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
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**Develop Subspecialty Experience**

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

<b>ADMINISTRATIVE BOARDS – ONLY MILESTONE SCREENED OFFICERS CMD BOARD REFERRED (2013-2017):</b>	
LCDR MILESTONE: 37%	LCDR COMMAND: 54%
CDR MILESTONE: 59%	CDR COMMAND: 75%
CAPT MILESTONE: 27%	CAPT COMMAND: 48%

# Human Resources Officer

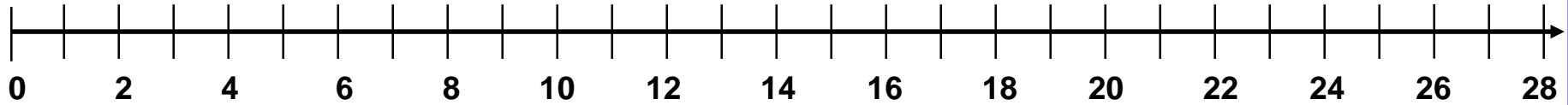
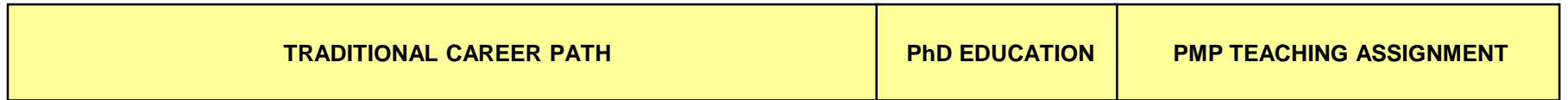
## Community Values

- 
- 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
    - Master's degree in HR related subspecialty including Operations Analysis, Manpower Systems Analysis, Financial Management, Education and Training Management, or civilian equivalent
    - HR subspecialty experience: 311X, 3130, 3150, 321X
    - Command eligible (AQD: 2D1)
    - Professional Certification including PHR, SPHR, GPHR, CPT, CPLP, CDFM, CDFM-A
    - JPME I
  - Valued achievements prior to CAPTAIN
    - Sustained superior performance in all assigned duties, especially CDR HR Milestone
    - Master's degree in HR related subspecialty including Operations Analysis, Manpower Systems Analysis, Financial Management, Education and Training Management, or civilian equivalent
    - HR proven subspecialist: 311X, 3130, 3150, 321X
    - Command eligible (AQD: 2D1)
    - Professional Certification including PHR, SPHR, GPHR, CPT, CPLP, CDFM, CDFM-A
    - 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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<b>ADMINISTRATIVE BOARDS:</b>	
XO/OIC:	N/A
CDR CMD:	N/A
MAJ CMD:	N/A

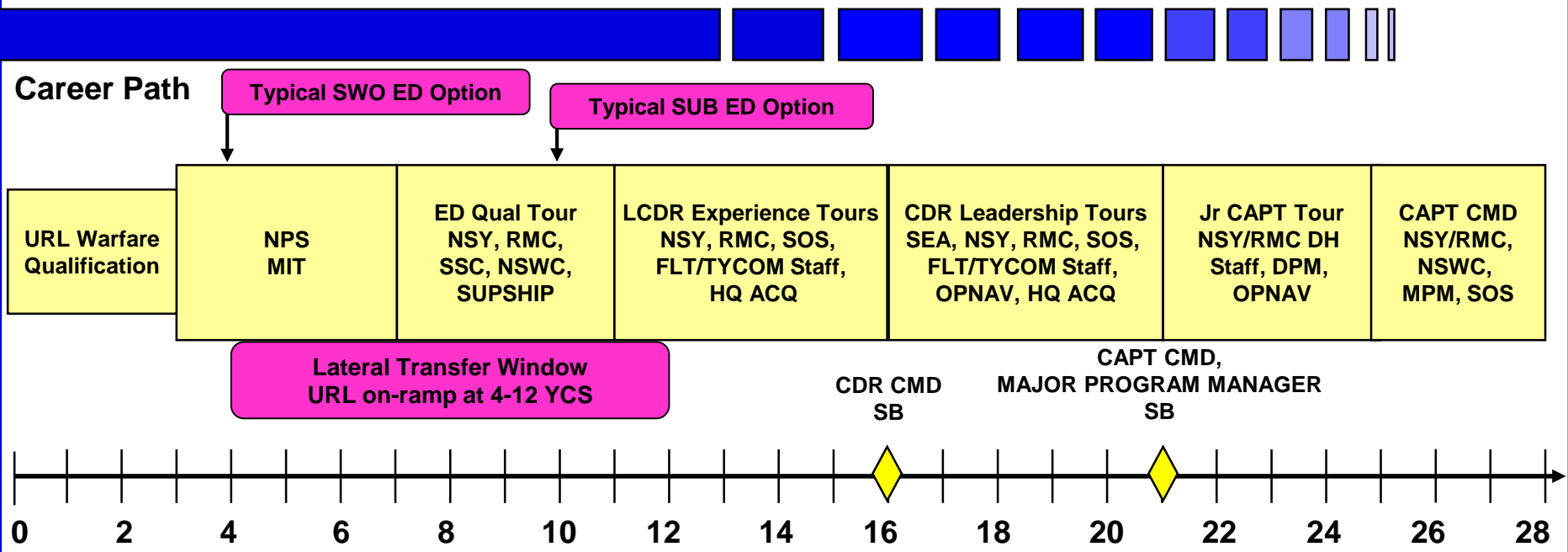


# Permanent Military Professor

## Community Values

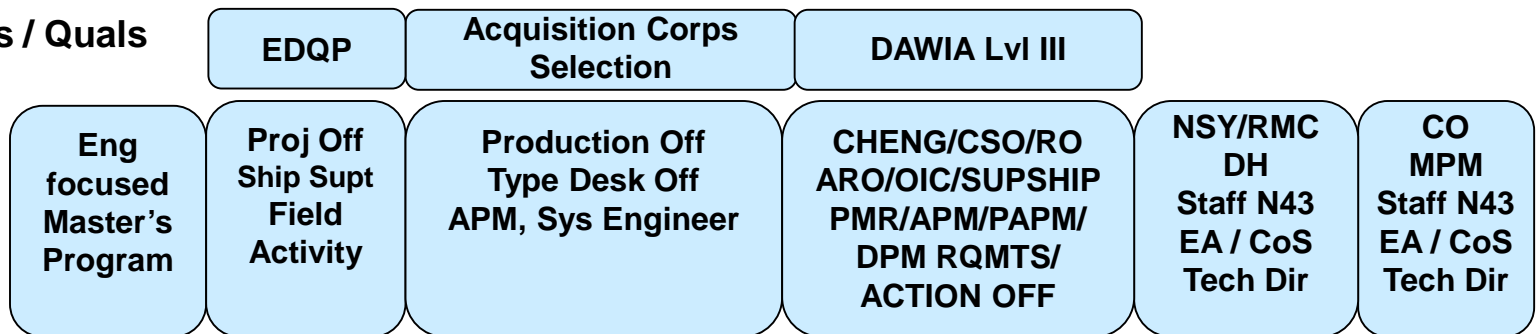
- As members of the academic professoriate, PMPs:
  - Have completed PhD within expected timeframe: 3 years (NPS); 4 years (CIVINS)
  - Demonstrate sustained superior performance in teaching, research, leadership, service
- Valued achievements prior to CAPTAIN
  - Demonstrated mastery in teaching as a doctoral-level practitioner
    - Expertise in teaching and development of both introductory and advanced courses
    - Active mentorship of students outside the classroom
  - Established record of research/scholarly activity on a specialized topic at the PhD level
    - Recognized expert in one's discipline, with peer-reviewed publication as the "gold standard" for recognition of academic expertise
    - Build and maintain collaborative relationships with external research entities
  - Leadership having command-wide and/or USN, DoD impact
    - Includes management of and collaboration with other faculty and staff
  - Other significant contribution in service at both departmental and institutional level
    - Often manifested by active participation in major standing or ad hoc committees

# Engineering Duty Officer Career Progression




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

### Typical Billets / Quals



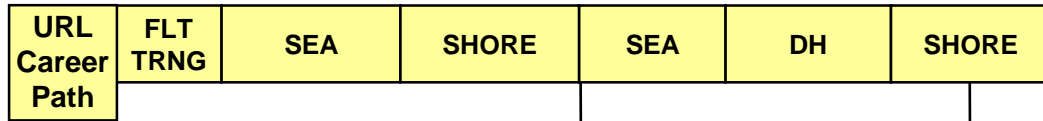
# Engineering Duty Officer

## 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)
    - Superior performance in core competency area assignments
  - 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), Engineering (AS3), Production Quality Management (AG3))
    - Superior performance in core competency area assignments

# Aerospace Engineering Duty Officer Career Progression

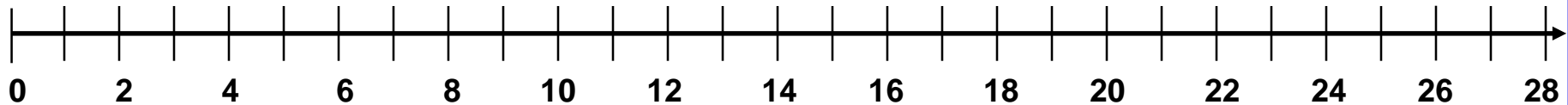
## Career Path



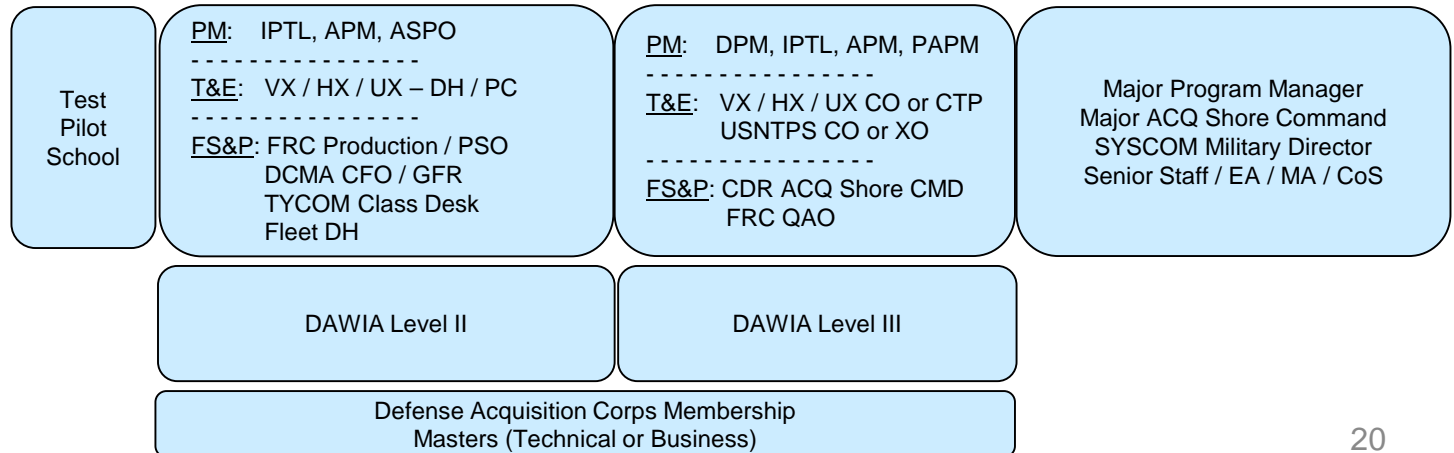
Lateral-Transfer Window  
 URL on-ramp to AEDO at 8 - 15 YCS



AEDO career paths are tailored based on accession timing, diversity of experience, and acquisition lines of effort



## Typical Billets / Qualifications

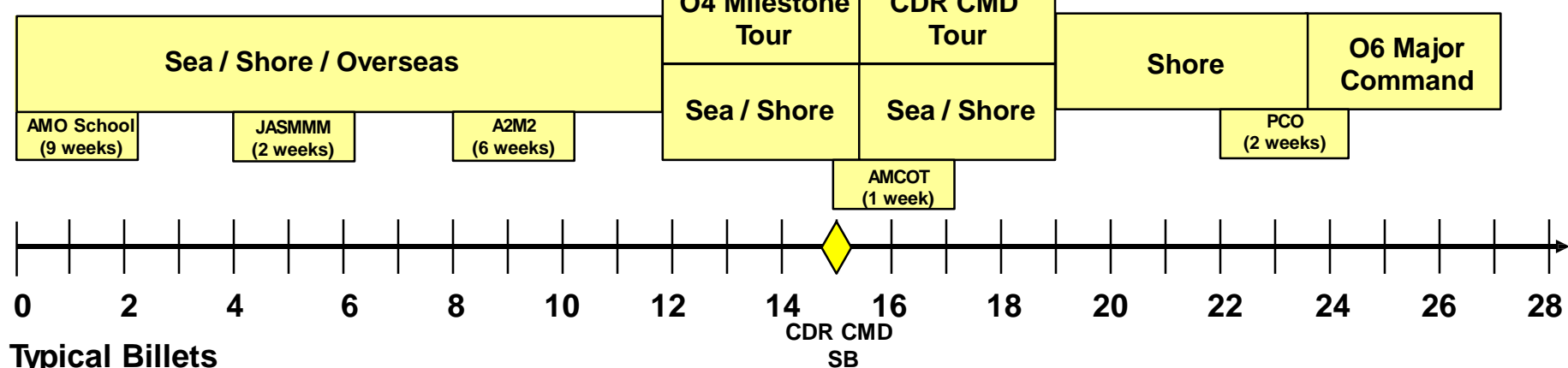


# Aerospace Engineering Duty Officer Community Values

- AEDO is a lateral transfer-only community with accessions solely from warfare-qualified Aviation Warfare (13XX) Officers who support three major acquisition lines of effort:
  - PM: Program Management (SYSCOMs - NAVAIR, SPAWAR)
  - T&E: Test & Evaluation (VX/HX/UX Squadrons/Wings, USNTPS)
  - FS&P: Fleet Support and Production (DCMA, FRC, TYCOM)
- 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 in Fleet or AEDO LCDR Tours
  - Master's Degree Complete (Technical or Business preferred) - Desired
  - DAWIA Level II Certification - Desired
- Valued achievements prior to CAPTAIN
  - Superior performance in AEDO CDR leadership tours and/or competitive performance as VX/HX/UX - CO or CTP, USNTPS CO or XO, O-5 DCMA or FRC Acquisition Shore Command (limited opportunities)
  - Master's Degree Complete (Technical or Business preferred)
  - DAWIA Level III Certification in one area (additional acquisition certifications desired)
  - ACQ FULL QUAL (APM) AQD - Defense Acquisition Corps Membership

# Aerospace Maintenance Duty Officer Career Progression

## Career Path



## Typical Billets

AMO, MMCO, QAO, DIVO (O & I Level) Fleet Support Staff Acquisition Staff PG School	AIMD OIC CAGMO CVN IM1 L-Class MO FRC AMO/MMCO SQDN AMO	CDR CMD - CVN AIMDO - FRC OIC - JSF CO - O5 ASC	NAVAIR ACQ Cmd Fleet Support Staff FRC Production Wing MO	Major Prgm Mgr Major Shore Cmd
Professional Aviation Maintenance Officer (PAMO) Designation DAWIA Level I PQM	DAWIA Level II PQM (LOG, PM) Acquisition Corps (AC) Member	DAWIA Level III PQM (LOG, PM)	DAWIA (Executive Mgmt)	
Business/Technical Masters Program (MBA, Aero, IT, OA) Acquisition Continuing Education throughout career (DAWIA Level I/II/III)				<b>ADMINISTRATIVE BOARDS:</b> <b>CDR CMD (Mar 18): 23%</b>

# 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

- Proven performance in O4 Milestone Tour - CAGMO, CVN IM1, AIMD OIC, L-Class MO, FRC AMO/MMCO, 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

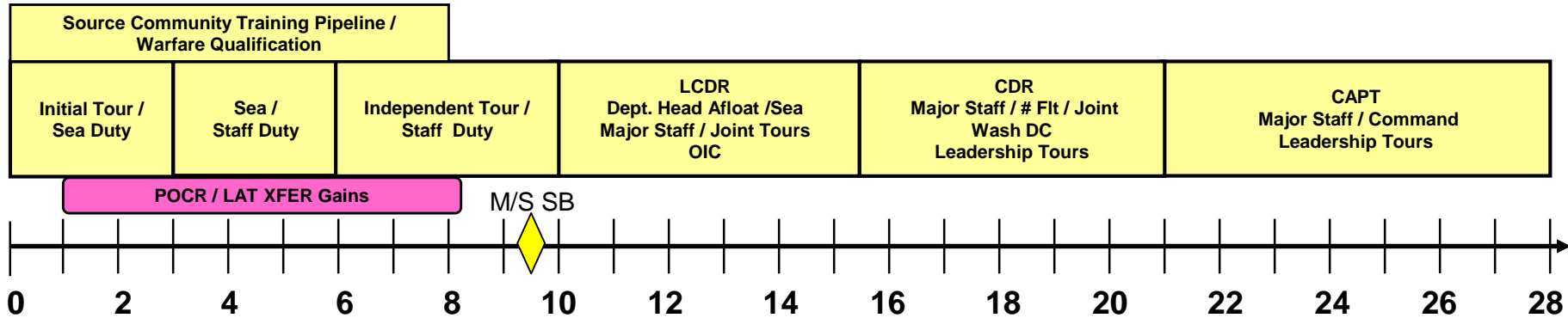
- Valued achievements prior to CAPTAIN

- Successful performance in Commander Command/O5 Acquisition Shore Command (ASC) CO
- AQD: CE(X) - Corporate tour
- Master’s degree complete
- ACQ PQM LV3 – (additional acquisition certifications desired)

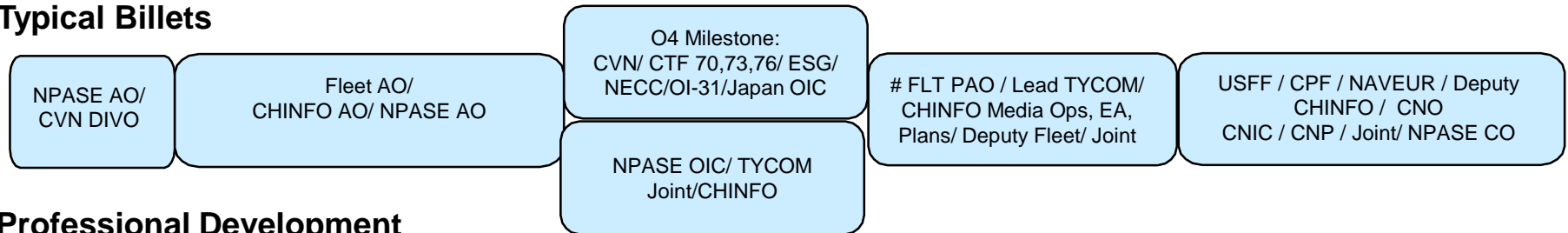
# Public Affairs Officer Career Progression



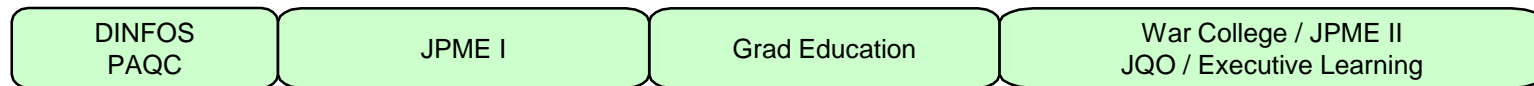
## Career Path



## Typical Billets



## Professional Development



O4 Milestone Administrative Screening Board (FY19): First board conducted Nov. 2018



# Public Affairs Officer

## Community Values



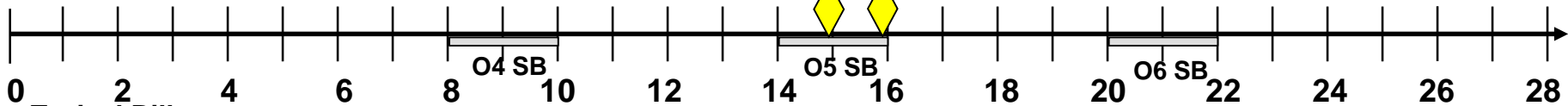
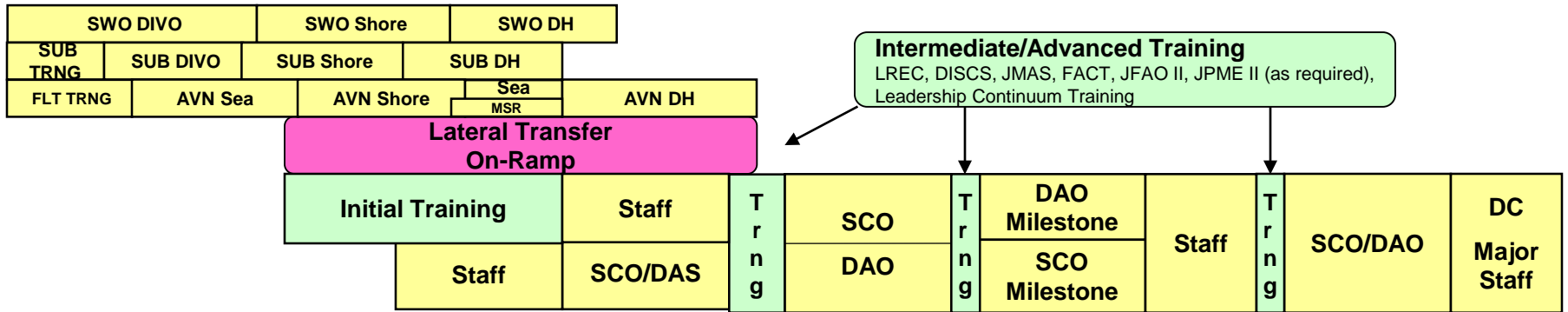
Career progression produces senior PAOs with communication expertise demonstrated by strategy development, tactical execution, enterprise leadership, and providing astute counsel. Sustained superior performance in diverse jobs balancing operational and joint staffs, direct senior leader support, Wash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

- Valued achievements prior to LIEUTENANT COMMANDER
  - Successful initial/accession tactical-level tour
  - Subsequent independent duty or staff tour developing/executing aligned communication supporting operational/strategic objectives
  - JPME I highly desired
- Valued achievements prior to COMMANDER
  - Superior performance in O4 milestone tour, awarded 7M1 AQD
  - 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.
  - JPME I
- Valued achievements prior to CAPTAIN
  - Emphasis on communication planning and integration, critical thinking, enterprise leadership, executive vision & strategic-level special advisor roles
    - Fleet Ops: Numbered Fleet, Lead TYCOMs, USFF/CPF Deputy
    - Major Staff: CHINFO (OI-3, OI-5, EA), OCM, OLA, Office of Military Commissions
    - Joint Tour (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



### Typical Billets:

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
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**Alt On-Ramp:** LCDRs should have at least 2 of the following 3: 6 months in region, 2/2 in regional language, regionally focused Master's Degree  
LCDRs with 3 or more years TIG should have all 3.

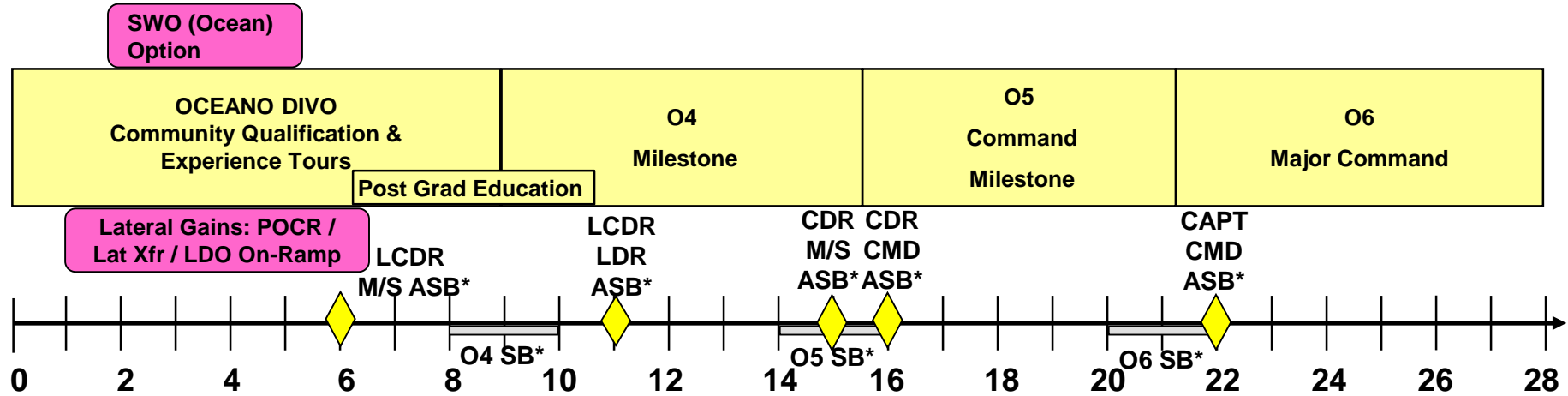
**2x Looks for Milestone Screen (M/S)**  
Held at Year of Selection and Year of Selection +1  
O5 ~ 70-80% (\*% adjusted to meet requirements)

# Foreign Area Officer Community Values

- Valued achievements prior to LIEUTENANT COMMANDER
  - Sustained superior performance and progress toward attainment of source community qualifications
  - Demonstration of increasing levels of responsibility and sound judgment
- Valued achievements prior to COMMANDER
  - Sustained superior performance in increasing levels of responsibility as a LCDR in a FAO Staff, Defense Attaché or Security Assistance / Cooperation tour
  - Completion of FAO qualification standards (FAO Qual [Region] AQD)
  - Regional experience involving direct international engagement of foreign partners
  - JPME Phase I
- Valued achievements prior to CAPTAIN
  - O5 Milestone screened, and superior performance in O5 Milestone tour
  - Significant experience leading, planning, and executing international engagement activities
  - Security Assistance Office (SAO) or Defense Attaché Office (DAO) experience
  - Major staff or community leadership tours
  - JQO, or progress toward

# Oceanography Officer Career Progression

## Career Path



## 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 (FY18):

<b>LCDR Milestone:</b> 86%	<b>CDR Milestone:</b> 50%
<b>LCDR Leadership:</b> 60%	<b>CDR Command:</b> 36%
	<b>MAJ Command:</b> 43%

\*ASB: Administrative Screening Board

\*SB: Statutory Board

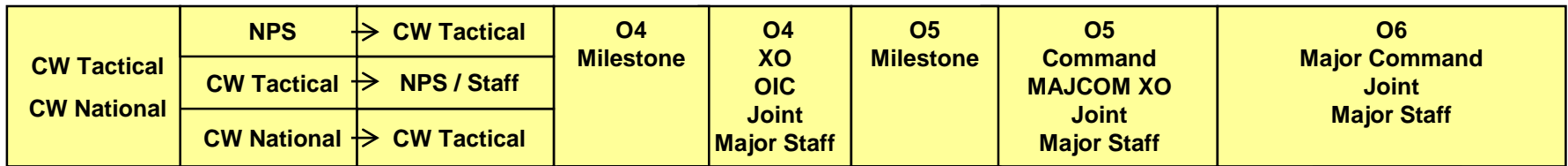
# Oceanography Officer

## Community Values

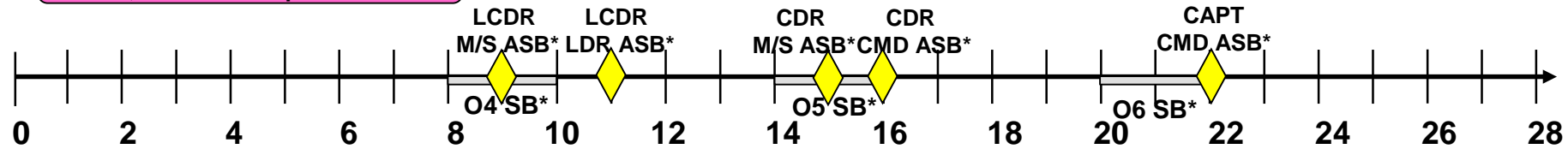
- 
- Sustained superior performance in leadership and operational billets
  - Valued achievements prior to LIEUTENANT COMMANDER
    - Information Warfare Officer Qualification
    - Strong operational tour(s)
  - Valued achievements prior to COMMANDER
    - Superior performance in O4 milestone at-sea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

# Cryptologic Warfare Officer Career Progression

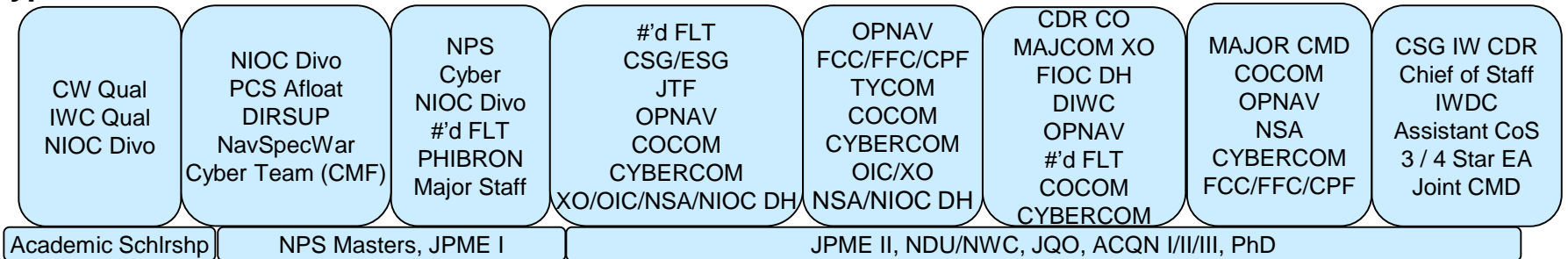
## Career Path



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



## Typical Billets/Quals




**Command and Milestone Administrative Screening Boards (FY18):**

LCDR Milestone: 88%	CDR Milestone: 78%	MAJ Command: 23%
LCDR Leadership: 32%	CDR Command: 15%	

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

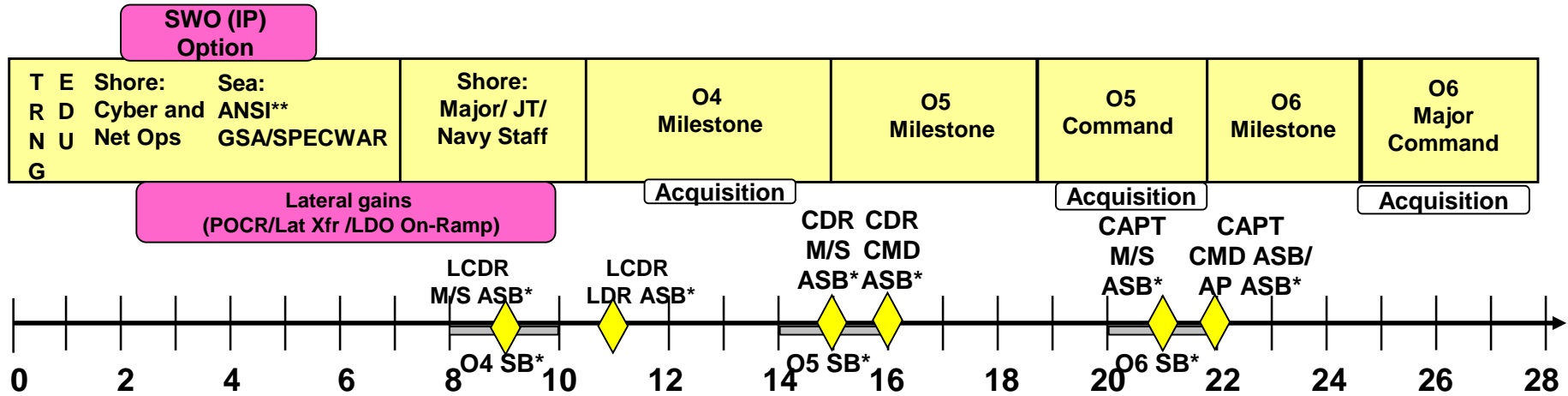
# Cryptologic Warfare Officer

## Community Values

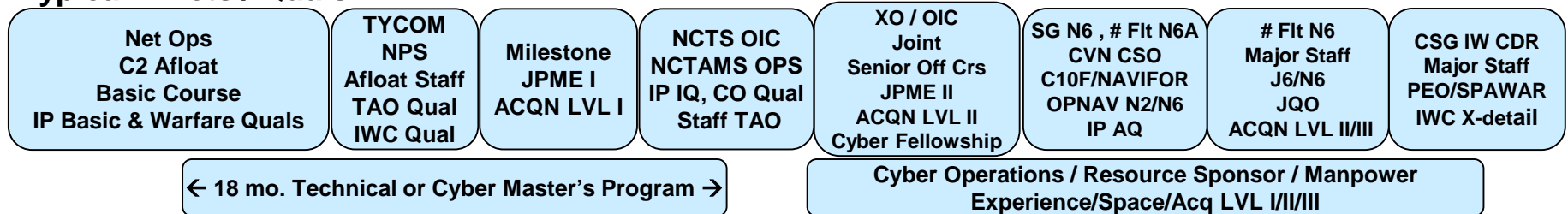
- 
- Sustained superior performance in leadership and operational billets
  - Valued achievements prior to LIEUTENANT COMMANDER
    - Information Warfare Officer Qualification
    - Demonstrated proficiency in SIGINT, Cyber, and/or EW
    - Superior performance in CW Surface, Subsurface, Air or Special 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 (~15% command opportunity)
    - MAJCOM XO
    - Screened or completed O5 Milestone tour
    - Superior performance in Major Staff, TYCOM, or Joint tour
    - Joint Qualified Officer progression

# Information Professional Officer Career Progression

## Career Path



## Typical Billets / Quals



### Command and Milestone Administrative Screening Boards (FY18):

LCDR Milestone: 69%	CDR Milestone: 44%	CAPT Milestone: 50%
LCDR Leadership: 18%	CDR Command: 19%	MAJ Command: 55%


\*ASB: Administrative Screening Board

\*SB: Statutory Board

\*\* ANSI: Afloat Network Security Initiative

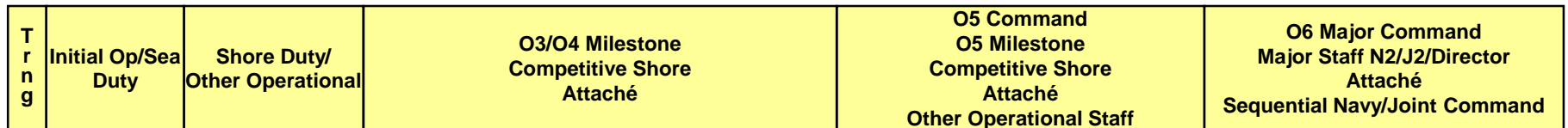


# Information Professional Officer Community Values

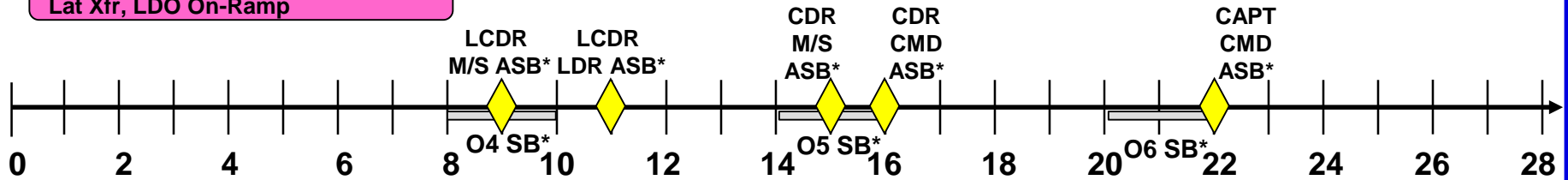
- 
- Valued achievements prior to LIEUTENANT COMMANDER
    - Superior performance in C4I operational or ashore tour
    - IP Basic and Information Warfare Officer Qualification
    - Progress towards a technical Master's degree
  - Valued achievements prior to COMMANDER
    - Leadership tour (OIC or XO, ~20% opportunity)
    - Superior performance in O4 Milestone
    - IP Intermediate Qualification
    - Technical Master's degree
    - JPME Phase I
    - Major Staff Tour – CCMD (or other Joint tour) / OPNAV / TYCOM / SPAWAR
    - Operational Planner Experience
    - Acquisition Experience
    - Space Cadre
  - Valued achievements prior to CAPTAIN
    - O5 Command (~10% command opportunity)
    - Superior performance in O5 Milestone
    - IP Advanced Qualification
    - Major Staff Tour – CCMD (or other Joint tour) / OPNAV / TYCOM / SPAWAR
    - Joint Qualified Officer progression
    - Acquisition Experience
    - Space Cadre

# Intelligence Officer Career Progression

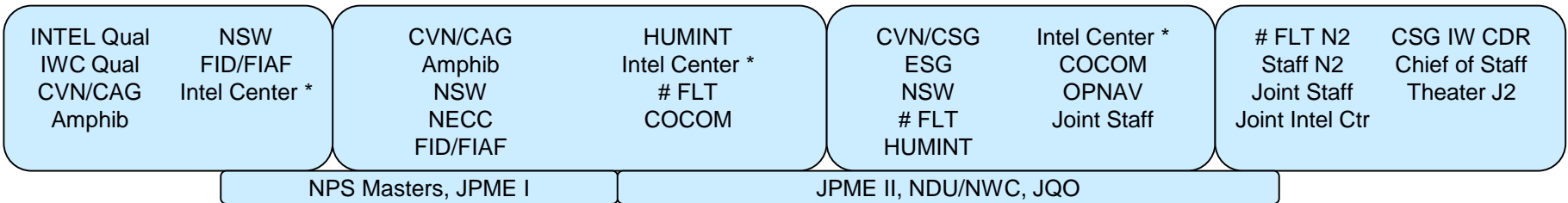
## Career Path



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



## Typical Billets/ Quals




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

**Command and Milestone Administrative Boards (FY18):**

LCDR Milestone:	85%
LCDR Leadership:	35%
CDR Milestone:	60%
CDR Command:	9%
MAJ Command:	26%

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

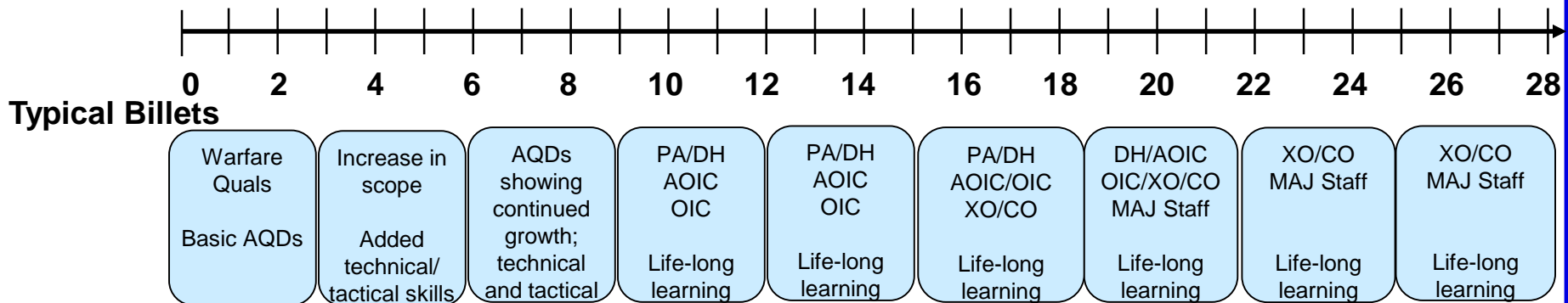
# Intelligence Officer Community Values

- 
- 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)
    - Demonstrated proficiency in OPINTEL
  - Valued achievements prior to COMMANDER
    - Superior performance in mid-career operational milestone tour
    - Leadership tour (XO/OIC, < 5% opportunity)
    - Successful completion of Command Qualification Program
    - Competitive intelligence center/staff tour (Navy or Joint) as O3 or O4
    - Demonstrated proficiency in all-source analysis, collections, and/or targeting
    - Master's degree, JPME I
  - Valued achievements prior to CAPTAIN
    - Superior performance in O5 Milestone tour
    - O5 Command (<10% 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						

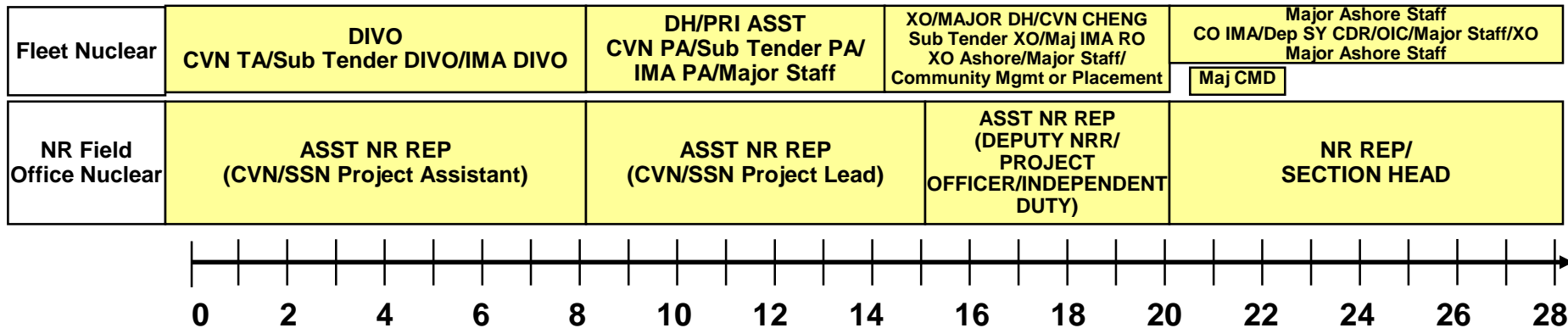


# Limited Duty Officer (Line)

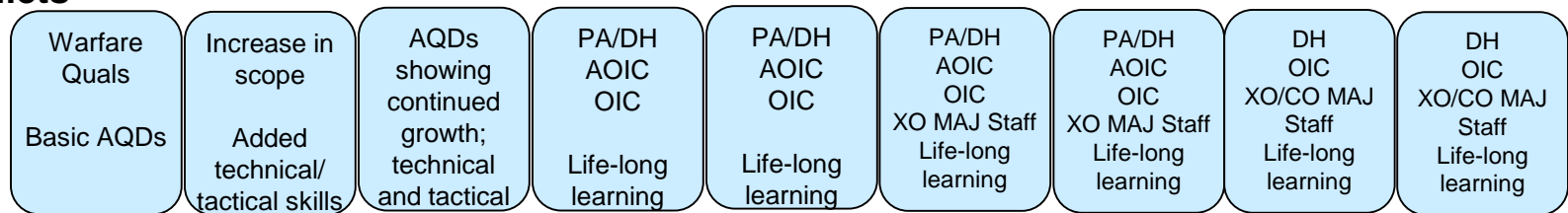
## Career Progression (2 of 2)



### Nuclear Career Paths




### 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
  - Active 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