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-21 STATUTORY SELECTION BOARDS.
Chief Warrant Officer (Surface)
Career Progression

<table>
<thead>
<tr>
<th>Year</th>
<th>CWO2</th>
<th>CWO3</th>
<th>CWO4</th>
<th>CWO5</th>
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**Surface (711X, 712X, 713X, 715X, 716X, 717X, 718X)**

- DIVO at Sea
- DIVO at Sea
- DIVO Ashore
- DIVO at Sea
- DH/PA or OIC Ashore
- Community Assignments

**Basic/Intermediate Technical and Tactical Qualifications**
Assignments are repetitive in nature. Increasingly technical and tactical assignments.
Instructor, Inspector/Assessor, Repair/Production, or Technical/Tactical Specialist.
Life-long learning (Technical certifications and/or degree completion)
Manpower, Personnel, Training, and Education Tours (MPT&E).

**Valued Career Credentials**
- Instructor, Inspector/Assessor, Repair/Production, or Technical/Tactical Specialist.
- Life-long learning (Technical certifications and/or degree completion)
- Manpower, Personnel, Training, and Education Tours (MPT&E).
Chief Warrant Officer (Surface)
Community Values

- **Valued achievements prior to CWO4**
  - Completed two successful Division Officer at-sea assignments
  - Sustained superior performance while serving in at-sea assignments
  - Sustained superior performance while serving in a highly technical Division Officer ashore or equivalent assignment

- **Valued achievements prior to CWO5**
  - Sustained superior performance in CWO4 at-sea assignment
  - Sustained superior performance while serving in community assignment
  - Sustained superior performance in a highly technical Department Head ashore or an Officer-in-Charge assignment, if afforded the opportunity
Chief Warrant Officer (Subsurface)

Career Progression

<table>
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<tr>
<th>YCS</th>
<th>SUB/NUC 720X, 723X, 726X, 728X, 740X</th>
<th>DIVO at Sea/Ashore</th>
<th>DH/PA or OIC Ashore (as afforded by opportunity)</th>
<th>Community Assignments</th>
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Basic/Intermediate Technical Qualifications

Valued Career Credentials
Assignments are repetitive in nature. Increasingly technical assignments. Instructor, Inspector/Assessor, Repair/Production, or Technical Specialist. Life-long learning (Technical certifications and/or degree completion).

CWO2
CWO3
CWO4
CWO5
Chief Warrant Officer (Subsurface)

Community Values

- **Valued achievements prior to CWO4**
  - Completed successful Division Officer assignments
  - Sustained superior performance while serving in a highly technical Division Officer or equivalent assignment

- **Valued achievements prior to CWO5**
  - Sustained superior performance in a CWO4 assignment or community assignment
  - Sustained superior performance in a highly technical Department Head ashore or an Officer-in-Charge assignment
Chief Warrant Officer (Aviation)
Career Progression

Aviation (731X, 732X, 733X, 736X)

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<th>SHORE</th>
<th>SEA</th>
<th>SHORE / OVERSEAS / SEA</th>
<th>SHORE / OVERSEAS</th>
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Valued Career Credentials
Assignments are repetitive in nature. Increasingly technical assignments.
Continued education (Technical certifications and/or degree completion).
Acquisition LVL I/II/III with opportunity.

Milestone Assignments
CWO3 – CNATTU GEN INST, AIR OPS SHR ACT, FUEL DEPOT, TRNG SCHOOL DIV O
CWO4 – CVN FUEL/ALRE MO/AIR BOS’N, PRE INSURV INSP, AIR FIELD BOS’N, CNATTU

Milestone Assignments (Continued)
CWO3 – WING STAFF, OIC, CNATTU, AMO/MMCO/QAO/MCO/DIV O, CNATTU, SAFETY CTR.
CWO4 – CNATT DET OIC, L CLASS, NATTC, BUPERS S/D, AMO/MMCO/QAO/MCO/DIV O, NAVAIR, CNATTU.
CWO3 – SQD GUNNER, LHA/D GUNNER NMC, WPNS SCHOOL, FRC
CWO4 – CVN AIR GUNNER, SQD GUNNER, NSAWC GUNNER, FRS, WPN SCHOOL

CWO2
CWO3
CWO4
CWO5

Assignments are repetitive in nature. Increasingly technical assignments.
Continued education (Technical certifications and/or degree completion).
Acquisition LVL I/II/III with opportunity.
Chief Warrant Officer (Aviation)

Community Values

- Valued achievements prior to CWO4
  - Successful Division Officer assignments
  - Sustained superior performance while serving in at-sea assignments
  - Sustained superior performance while serving in a highly technical Division Officer or equivalent assignment

- Valued achievements prior to CWO5
  - Sustained superior performance in increasingly challenging technical management assignments
  - Competitive breakouts when ranked among peers
  - Noteworthy performance while serving as OIC ashore (limited opportunity for OIC billet)
  - Acquisition level I/II/III completed w/opportunity (very limited opportunity)
# Chief Warrant Officer (General Line/Staff)

## Career Progression

### General Line (741X, 748X, 749X)
- **DIVO at Sea**
- **DIVO at Sea**
- **DIVO Ashore**
- **DIVO at Sea**
- **DH/PA or OIC Ashore**
- **Community Assignments**

### Staff (751X, 752X, 753X)

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## Basic/Intermediate Technical and Tactical Qualifications

### Valued Career Credentials
- Assignments are repetitive in nature. Increasingly technical or tactical assignments
- Instructor, Inspector/Assessor, Manpower/Pay, NAVSUP/TYCOM Policy, Technical/Tactical Specialist.
- Life-long learning (Technical certifications and/or degree completion)
- Manpower, Personnel, Training, and Education Tours (MPT&E).

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Chief Warrant Officer (General Line/Staff)

Community Values

- Valued achievements prior to CWO4
  - Completed one successful Division Officer at-sea assignment
  - Sustained superior performance while serving in at-sea assignments
  - Sustained superior performance while serving in a Department Head ashore or equivalent assignment

- Valued achievements prior to CWO5
  - Sustained superior performance in CWO4 at-sea assignment
  - Sustained superior performance while serving in community assignments
  - Sustained superior performance in a highly technical Department Head ashore or an Officer-in-Charge assignment (limited opportunity)
Chief Warrant Officer (Information Warfare)  
**Career Progression**

**IWC**  
780X – OCEANO  
781X – IW  
782X – IP  
783X – INTEL  
• OPINTEL  
• IMAGERY/TARGETING  
• HUMINT  
784X – CYBER

**SHORE**  
Warfare Qual  
Basic AQDs

**DIVO**  
**SEA/SHORE**  
Warfare Qual  
Basic AQDs

**DIVO**  
**SEA/SHORE**  
Increase in scope  
Added technical / tactical skills

**DIVO/DH/OIC**  
**SEA/SHORE**  
Technical SME  
IW Training

**SHORE**  
Technical SME  
Major staff HQ / Major IW Commands  
Training development  
Policy development

**WO1**  
**CWO2**  
**CWO3**  
**CWO4**  
**CWO5**

**Valued Career Credentials**  
Assignments are repetitive in nature. Increasing technical and tactical expertise.  
Training and Technical Subject Matter Expert tours  
Life-long learning (Qualifications, certifications, and designator AQDs)  
IW Training / Policy

**Beginning in FY20,**  
783X-INTEL selections were based on specific sub-specialization requirements within CWO ranks: OPINTEL, IMAGERY/TARGETING, HUMINT.

**CYBER 7841 (only)**  
WO1 to CWO2 AFQ refer to SECNAVINST 1412.8C for TIG requirements.  
TIG as WO1 between 3-8yrs based on TIS at time of selection to WO1
Chief Warrant Officer (Information Warfare)

Community Values

- **Valued achievements prior to CWO4**
  - Documented technical expertise
  - Information Warfare qualification
  - Continued professional development (technical certifications/ qualifications/designator-specific AQDs)

- **Valued achievements prior to CWO5**
  - Technical subject matter expert
  - Documented superior performance in positions with broad impact on Navy IW systems and personnel
  - Continued professional development (technical certifications/ qualifications/designator-specific AQDs)