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.
# Fleet Support Officer
## Career Progression

### Career Path

<table>
<thead>
<tr>
<th>FLEET EXPERIENCE TOUR</th>
<th>DIVO</th>
<th>DH</th>
<th>DH</th>
<th>STAFF TOUR/XO/OIC</th>
<th>STAFF TOUR/XO/OIC</th>
<th>MAJOR STAFF/CO</th>
<th>MAJOR STAFF/CO</th>
<th>MAJ CMD</th>
</tr>
</thead>
</table>

### Typical Billets

- **Master’s JPME I**
  - Overseas tour
  - Subspecialty development

- **Staff Tour**
  - Master’s JPME I
  - Overseas
  - Shore facility management

- **Joint Tour**
  - Program Director
  - JPME II
  - Overseas
  - Shore facility management

- **Major Staff Tour**
  - JQO
  - Deputy/COS
  - Shore installation management
  - Resource allocation

### 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

<table>
<thead>
<tr>
<th>DIVO</th>
<th>SHORE</th>
<th>DH</th>
<th>SHORE / SEA</th>
<th>XO/CO</th>
<th>CO-SM</th>
<th>SHORE</th>
<th>Major CMD</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td>Early CMD</td>
<td></td>
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</tr>
</tbody>
</table>

Typical Billets

- SWO/EOOW Quals
- Masters
- USNA Staff
- WTI Tour
- TAO Qual
- DC
- JOINT
- JPME
- Staff
- DC
- JOINT
- CSG/ESG
- Staff

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 19): 60%
CDR CMD (DEC 18): 38%**
MAJ CMD (NOV 18): 31%

** 42% 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. This 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 or in Post-Department Head Sea Duty
  - Staff billets on operational staffs converted from milestone to post-milestone tours in CY-18. As a result, talented Department Heads returned to sea to serve in these critical afloat staff billets and should not be viewed negatively.
  - 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.
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 19): 88%
XO SCREENING (May 19): 57% *
CO SCREENING (May 19): 64% *
MAJ CMD (Nov 18): 57%
*Combined XO/CO selection rates result in 36% 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, Submarine Squadron Staff 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, Base/Installation XO)
  - CO/OIC as LCDR (e.g. NAUTILUS, NSTCP DET Guam)
- 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

BUD/S & SQT (TRNG) | ASST PLT CDR (DIVO) | Diversity TOUR (1) | Diversity TOUR (2) | PLT CDR (DH) | POST DH | XO | POST-XO TOUR | CO | POST-CO TOUR | MAJ CMD

Lateral Transfers

BUD/S & SQT (TRNG) | ASST PLT CDR (DIVO)

Typical Billets

ASST PLT CDR
Special Boat Teams (SBT)
Spec. Recon. Teams (SRT)
Assistant OPS
NPS/War College/Grad Ed Training
Group Staff
Joint Tour
Navy Staff

2nd ASST PLT CDR
O-3 Milestone DH

TRP CDR
Joint Tour
Navy Staff
Group Staff
Grad Ed Training

O-4 Milestone Tour

2. It is common to see LTs (Platoon CDRs) and LCDRs (Troop CDRs) “Air Gapped” in a group of Promotable rankings at the beginning of a SEAL Team Inter-deployment Training Cycle (IDTC). This allows the CO to properly evaluate officers after completing key training requirements.

2. NSW values all milestone tours equally (sea, shore, and acquisition). A member’s milestone tour may be the only shore tour during his career due to limited NSW inventory and operational requirements. Boards should evaluate all NSW milestone tours equally, regardless of the type of duty.

Administrative Board Rates (Historical 5-Year Average):

<table>
<thead>
<tr>
<th>Role</th>
<th>Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>XO Screening</td>
<td>83%</td>
</tr>
<tr>
<td>CDR CMD</td>
<td>69%</td>
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<tr>
<td>MAJ CMD</td>
<td>49%</td>
</tr>
</tbody>
</table>
Special Warfare (SEAL) Officer

Community Values

- Sustained/superior performance in tactical/operational positions, in each milestone, is the foundation of the NSW community

- **Valued Achievements prior to LIEUTENANT COMMANDER**
  - Served/Serving Department Head
  - Valued: Diversity of NSW experience / Graduate Education / JPME Phase I

- **Valued Achievements prior to COMMANDER**
  - Served/Serving XO (Afloat, Ashore, or Acquisition) or Operations Officer
  - Valued: Joint / USN Experience (JCS, OPNAV, NPC, Fleet, SOCOM, TSOC, JSOC)
  - Valued: Diversity of NSW experience (SEAL Team/SBT/SDV/NSWDG/SRT) / Overseas Assignments / Acquisition Experience / Graduate Education / JPME I

- **Valued Achievements prior to CAPTAIN**
  - Served/Serving Commanding Officer (Afloat, Ashore, or Acquisition)
  - Valued: MAJCOM / Joint staff experience (Joint Qualified Officer (JQO) Designation)
  - Valued: Member of Acquisition Corps (AC) / JPME II
## Explosive Ordnance Disposal Officer
### Career Progression

#### Career Path

<table>
<thead>
<tr>
<th>Initial Trng</th>
<th>Platoon Cdr</th>
<th>Co Cdr SOF Plt Cdr</th>
<th>Shore Tour Afloat Staff</th>
<th>Dept Head Staff Afloat Ops Officer</th>
<th>XO</th>
<th>Joint / Navy Staff</th>
<th>CO</th>
<th>Joint / Navy Staff</th>
<th>Major Cdr</th>
<th>Post-Major Cmd Joint / Navy Staff</th>
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<tbody>
<tr>
<td>EOD Officer</td>
<td>EOD DH SB</td>
<td>EOD DH SB</td>
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<td>XO</td>
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</table>

#### Typical Billets

- Pipeline Training (Dive & EOD)
- MOB/MCM Platoon
- EOD Co Cdr MDSU Co Cdr SOF Plt Cdr
- Shore Det NSWDG EXU-1 Plt Shore Staff NPS Grad Ed JPME I ACQN Lvl 1
- CSG/ESG SMWDC JSOC DTRA EODGRU CEODD EXWDC CTF NSWDG EOD Ops MDSU Ops Jr NWC
- EODMU EODESU MDSU NDSTC EOD School NEDU NSWDG EXU-1
- OPNAV COCOM JCS EODTEU MDSU NDSTC NSWDG EXU-1
- EODMU EODESU MDSU NDSTC NSWDG EXU-1
- COCOM OPNAV JCS EODGRU MDSU NDSTC NSWDG EXU-1
- EODGRU CTF 52 CTF 56 CTF 68 CTF 75 CEODD NSWC IH
- OSD COCOM OPNAV N957 JCS PMS 408 NECC/NECCPAC (COS/ MOC-D/ CAG)

#### Administrative Screen Board Rates

- DH Screening (Dec 18): 100%
- XO Screening (Dec 18): 24.4%
- CO Screening (Dec 18): 32.0%
- MAJ CMD Screening (Nov 18): 37.5%
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 achievements prior to COMMANDER
  - Served or serving as an EOD Executive Officer
  - 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
  - Served or serving in O5/Commander Command
  - Continued superior performance in Major Navy Staff and Joint Duty Assignments
  - Valued: Member of Acquisition Corps (AC)
Career Path

Aviation Officer
Career Progression

FLT TRNG 1st SEA 1st SHORE 2nd SEA

FLT TRNG 1st SEA 1st SHORE 2nd SEA

DC/ Major Staff

FY20 ADMIN SCREEN BOARD RATES:
DH: 63%
CDR CMD: 28.5%
MAJ CMD: 21%
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
- Transitions into undermanned pilot communities are valued (i.e. Warfare Transition, NFO to Pilot, IST)
  - These officers may not have a competitive first shore tour assignment due to transition period
- 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

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

Lateral Transfer & POCR Gains

0 2 4 6 8 10 12 14 16 18 20 22 24 26 28
Typical Billets/Quals

Develop Core Competency AQDs: Development, Management, Recruiting, Requirements
Develop Subspecialty Experience

DIVO/DH/OIC/Staff Tour
In-Residence Grad Ed
Service College (JPME I)
Professional Certification
HR Introductory Course

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

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

CAPT or MAJ Command/ Milestone
CO/Deputy/COS/OSD/
SECNAV/COCOM
Joint Tour/Experience
Professional Recertification

HR VALUED SUBSPECIALTY CODES

31XX Financial Management
3130 Manpower Systems Analysis
3150 Training & Education
321X Operations Analysis
3XXX Civilian Equivalent

EXPERIENCE CODES

S 18 Month Experience Tour
R Two Separate 18 Mo. Tours - Proven
P Graduate Degree
Q (P) Degree followed by 18 Mo. Tour - Proven
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 while serving in LCDR HR command or 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 or qualified (Aqd: 2D1/2D2)
  - 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 while serving in CDR HR command or 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 subspecialty (Q/R suffix): 311X, 3130, 3150, 321X
  - Command eligible or qualified (Aqd: 2D1/2D2)
  - 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

<table>
<thead>
<tr>
<th>TRADITIONAL CAREER PATH</th>
<th>PhD EDUCATION</th>
<th>PMP TEACHING ASSIGNMENT</th>
</tr>
</thead>
<tbody>
<tr>
<td>Naval Postgraduate School (3 years)</td>
<td></td>
<td>Naval Academy War College Naval Postgraduate School</td>
</tr>
<tr>
<td>Civilian Institution (4 years)</td>
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</tr>
</tbody>
</table>

ADMINISTRATIVE BOARDS:

- 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

Career Path

Typical SWO ED Option

Typical SUB ED Option

URL Warfare Qualification

NPS

MIT

ED Qual Tour

NSY, RMC, SSC, NSWC, SUPSHIP

LCDR Experience Tours

NSY, RMC, SOS, FLT/TYCOM Staff, HQ ACQ

CDR Leadership Tours

SEA, NSY, RMC, SOS, FLT/TYCOM Staff, OPNAV, HQ ACQ

Jr CAPT Tour

NSY/RMC DH Staff, DPM, OPNAV

CAPT CMD

NSY/RMC, NSWC, MPM, SOS

Lateral Transfer Window

URL on-ramp at 4-12 YCS

0 2 4 6 8 10 12 14 16 18 20 22 24 26 28

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

Typical Billets / Quals

EDQP

Acquisition Corps Selection

DAWIA Lvl III

Eng focused Master’s Program

Proj Off Ship Supt Field Activity

Production Off Type Desk Off APM, Sys Engineer

CHENG/CSO/RO ARO/OIC/SUPSHIP PMR/APM/PAPM/ DPM RQMTS/ ACTION OFF

NSY/RMC DH Staff N43 EA / CoS Tech Dir

CAPT CMD, MAJOR PROGRAM MANAGER SB

CDR CMD SB

Latteral Transfer Window URL on-ramp at 4-12 YCS

Typical SWO ED Option

Typical SUB ED Option

UNCLASSIFIED
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

<table>
<thead>
<tr>
<th>URL Career Path</th>
<th>FLT TRNG</th>
<th>SEA</th>
<th>SHORE</th>
<th>SEA</th>
<th>DH</th>
<th>SHORE</th>
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<tr>
<td>Lateral-Transfer Window</td>
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<tr>
<td>URL on-ramp to AEDO at 8 - 15 YCS</td>
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</tbody>
</table>

AEDO Career Path

<table>
<thead>
<tr>
<th>LCDR Experience Tours / PM / T&amp;E / FS&amp;P jobs</th>
<th>CDR Leadership Tours / O-5 ACQ Command</th>
<th>CAPT Leadership Tours / MAJ O-6 ACQ Command</th>
</tr>
</thead>
</table>

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

Typical Billets / Qualifications

<table>
<thead>
<tr>
<th>Test Pilot School</th>
<th>Fleet DH IPTL, APM, ASPO VX / HX / UX – DH / PC FRC Production / PSO DCMA CFO / GFR TYCOM Class Desk</th>
<th>DPM, IPTL, APM, or FRC QAO Limited command opportunities VX / HX / UX CO / CTP USNTPS CO / XO ACQ Shore Command CO / XO</th>
<th>Major Program Manager Major ACQ Shore Command SYSCOM Military Director Senior Staff / EA / MA / CoS</th>
</tr>
</thead>
</table>

DAWIA Level II

Defense Acquisition Corps Membership Masters (Technical or Business)
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, NAVWAR)
  - 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 designations commensurate with community

- Valued achievements prior to COMMANDER
  - Superior performance in Fleet or AEDO LCDR experience 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 command screened positions (limited opportunities) and/or listed non-command screened leadership positions
  - 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

Sea / Shore / Overseas

AMO School (9 weeks)
JASMM (2 weeks)
A2M2 (6 weeks)

O4 Milestone Tour

AMCOT (1 week)

CDR CMD Tour

Sea / Shore

Sea / Shore

O6 Major Command

Shore

PCO (2 weeks)

Typical Billets

AMO, MMCO, QAO, DIVO (O & I Level)
Fleet Support Staff
Acquisition Staff
PG School

AIMD OIC
CAGMO
CVN IM1
L-Class MO
SQDN AMO

CDR CMD
- CVN AIMDO
- FRC OIC
- JSF CO
- O5 ASC

NAVAIR ACQ Cmd
Fleet Support Staff
FRC Production
Wing MO
SYSCOMs
OPNAV

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)

ADMINISTRATIVE BOARDS:
CDR CMD (Mar 19): 28%
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, 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 O5 Command tour/O5 Acquisition Shore Command (ASC) tour
  - AQD: CE(X) - Corporate tour
  - Master’s degree complete
  - ACQ PQM LV3 – (additional acquisition certifications desired)
Public Affairs Officer
Career Progression

Career Path

<table>
<thead>
<tr>
<th>Source Community Training Pipeline / Warfare Qualification</th>
</tr>
</thead>
<tbody>
<tr>
<td>Initial Tour / Sea Duty</td>
</tr>
</tbody>
</table>

Typical Billets

- NPASE AO/ CVN DIVO
- Fleet AO/ CHINFO AO/ NPASE AO/ Ind. Duty PAO for Major Commander
- O4 Milestone: 7M1 AQD
- # FLT PAO / Lead TYCOM/ CHINFO Media Ops, EA, Plans/ Deputy Fleet/ Joint
- NPASE OIC/ TYCOM Joint/ CHINFO
- USFF / CPF / NAVEUR / Deputy CHINFO / CNO CNIC / CNP / Joint / NPASE CO

Professional Development

- DINFOS PAQC
- Grad Education/ JPME I
- War College / JPME II JQO / Executive Learning

O4 Milestone Administrative Screening Board (FY19): First board conducted Nov. 2018: 67.5%
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.

- 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
  - Graduate Education highly desired
  - 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
  - Experience working in the National Capital Region

- 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
    - Joint Tour (COCOM, OSD, JCS)
    - War College/JPME II
  - Certifications and Accreditations: APR/APR+M/CMP/SCMP (all valued equally) are highly desired
Foreign Area Officer
Career Progression

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

Lateral Transfer On-Ramp

Initial Training
Staff

Staff
SCO/DAO

Intermediate/Advanced Training
LREC, DISCS, JMAS, FACT, JFAO II, JPME II (as required),
Leadership Continuum Training (BLC, ILC, SLC)

Late Career / Alternate Lateral Transfer On-Ramp

Milestone Tour
Post- MS Tour

SDO/DATT/ SCO CHIEF/ FLEET N5

DC Major Staff

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

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

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.
Foreign Area Officer

Community Values

- Valued achievements prior to LIEUTENANT COMMANDER
  - Sustained superior performance and warfare qualified in source community
  - Progress towards FAO qualification with consideration given to redesignation timing
  - Experience, fellowship, or education in China or Russia (outside of primary region)
  - Demonstration of increasing levels of responsibility and sound judgment

- Valued achievements prior to COMMANDER
  - Completion of FAO qualification (FAO Qual [Region] AQD)
  - Sustained superior performance in increasing levels of responsibility at Staff, Defense Attaché or Security Assistance / Cooperation tour
  - Regional experience involving direct international engagement of foreign partners
  - Experience, fellowship, or education in China or Russia (outside of primary region)
  - Progressively increasing foreign language proficiency toward the professional level (3/3/3)
  - JPME Phase I

- Valued achievements prior to CAPTAIN
  - Superior performance in O5 Milestone tour
  - Security Assistance Office (SAO) or Defense Attaché Office (DAO) tours
  - Major staff or community leadership tours (Community Manager, Detailer, FAO Policy)
  - Experience developing Globally Integrated Base Plans or Theater Security Cooperation plans
  - Significant experience leading, planning, and executing GO/FO level international strategic dialogue
  - Experience, fellowship, or education in China or Russia (outside of primary region)
  - Demonstrated foreign language proficiency at the professional level (3/3/3)
  - JQO, or significant progress toward
## Oceanography Officer Career Progression

### Career Path

#### SWO (Ocean) Option

**OCEANO DIVO**

**Community Qualification & Experience Tours**

- Post Grad Education

**Lateral Gains: POCR / Lat Xfr / LDO On-Ramp**

<table>
<thead>
<tr>
<th>O4 SB*</th>
<th>O5 SB*</th>
<th>O6 SB*</th>
</tr>
</thead>
<tbody>
<tr>
<td>LCDR</td>
<td>CDR</td>
<td>MAJ</td>
</tr>
<tr>
<td>M/S ASB*</td>
<td>M/S CMD ASB*</td>
<td>ASB*</td>
</tr>
</tbody>
</table>

**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
- OCEANO Production Centers
- Post-Graduate Education
- IUSS/CUS (NOPF)

<table>
<thead>
<tr>
<th>O4 SB*</th>
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<th>O6 SB*</th>
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</tr>
<tr>
<td>M/S ASB*</td>
<td>M/S CMD ASB*</td>
<td>ASB*</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>O4 SB*</th>
<th>O5 SB*</th>
<th>O6 SB*</th>
</tr>
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<tbody>
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</tr>
<tr>
<td>M/S ASB*</td>
<td>M/S CMD ASB*</td>
<td>ASB*</td>
</tr>
</tbody>
</table>

**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

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### Command and Milestone Administrative Screening Boards (FY19):

- **LCDR Milestone:** 91%
- **CDR Milestone:** 60%
- **LCDR Leadership:** 59%
- **CDR Command:** 45%
- **MAJ Command:** 43%
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
- JPME I

Valued achievements prior to CAPTAIN
- O5 Command (~45% 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

<table>
<thead>
<tr>
<th>CW Tactical</th>
<th>CW National</th>
</tr>
</thead>
<tbody>
<tr>
<td>CW Tactical</td>
<td>NPS</td>
</tr>
<tr>
<td>CW National</td>
<td>CW Tactical</td>
</tr>
</tbody>
</table>

O4 Milestone: XO OIC Joint Major Staff
O5 Milestone: MAJCOM XO Joint Major Staff
O6 Milestone: Major Command Joint Major Staff

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

Typical Billets/Quals

- CW Qual
- IWC Qual
- NIOC Divo
- NIOC Divo
- PCS Afloat
- DIRSUP
- NavSpecWar
- CMF
- IWTC
- NPS
- Cyber
- NIWDC
- #’d FLT PHIBRON
- Major Staff
- XO/OIC
- #’d FLT
- CSG/ESG
- CMF/JFHQ-Cyber
- OPNAV
- CCMD
- NSA/NIOC DH
- OPNAV
- FCC/FFC/CPF
- TYCOM
- CCMD
- NSA
- DIWC
- CDR CO
- MAJCOM XO
- #’d FLT
- NIIOC OPS
- OPNAV
- CCMD
- MAJOR CMD
- CCMD
- OPNAV
- NSA
- FCC/FFC/CPF
- C10F
- ACoS
- PMC
- CSG IW CDR
- Chief of Staff
- #’d FLT MOC-D
- PERS-47
- IFOR-N2/N6 EA

Academic Schlrshp
NPS Masters, JPME I
JPME II, NDU/NWC, JQO, ACQN I/II/III, PhD

Command and Milestone Administrative Screening Boards (FY19):

- LCDR Milestone: 82%
- CDR Milestone: 80%
- MAJ Command: 14%
- LCDR Leadership: 25%
- CDR Command: 9%

*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
  - Strong performance in CW Surface, Subsurface, Air or Special Warfare tactical tours
  - Strong performance in National or Joint tours (NSA/NIOC, Cyber Mission Force)
  - Progress toward Advanced Degree

- Valued achievements prior to COMMANDER
  - Strong performance in O4 Milestone tour and/or Leadership tour (XO/OIC)
  - Major Staff or Acquisition tour
  - Master’s Degree (STEM valued) Complete
  - Joint Professional Military Education Phase I Complete

- Valued achievements prior to CAPTAIN
  - Strong performance in O5 Leadership tour (CO/XO)
  - Break out performance in O5 Milestone tour; MS Complete
  - Strong performance in Major Staff, TYCOM, Joint tour, OPNAV, NPC/BUPERS
  - Joint Qualified Officer progress (JPME Phase II complete OR in/complete JDAL tour)
**Information Professional Officer**

**Career Progression**

### Career Path

<table>
<thead>
<tr>
<th>SWO-IP</th>
<th>LDO Off-ramp</th>
</tr>
</thead>
<tbody>
<tr>
<td>I P B C</td>
<td>Sea: NCTAMS NCTS NNWC</td>
</tr>
<tr>
<td>O3 Shore</td>
<td>O3 Sea Operational Tour</td>
</tr>
<tr>
<td>O4 Milestone</td>
<td>O4 Leadership</td>
</tr>
<tr>
<td>Joint / HQ Major Staff</td>
<td>Joint / HQ Major Staff</td>
</tr>
<tr>
<td>CDR</td>
<td>CDR</td>
</tr>
<tr>
<td>M/S CMD ASB*</td>
<td>M/S CMD ASB*</td>
</tr>
<tr>
<td>LCDR</td>
<td>LCDR</td>
</tr>
<tr>
<td>M/S ASB*</td>
<td>LDR ASB*</td>
</tr>
<tr>
<td>MAJ</td>
<td>MAJ</td>
</tr>
<tr>
<td>Command: 36%</td>
<td>MAJ Command: 36%</td>
</tr>
<tr>
<td>LCDR: 18%</td>
<td>CDR Command: 11%</td>
</tr>
<tr>
<td>CAPT: 75%</td>
<td>CDR Milestone: 75%</td>
</tr>
<tr>
<td>LCDR Milestone: 71%</td>
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</tr>
</tbody>
</table>

### Typical Billets / Quals

- **IP Basic Course (IPBC)**
- **IP Basic & IWC Qual**
- **C4I Afloat Network Security Initiative**
- **NETOPS & Cyber**
- **Technical Master’s Program**
- **Cyber Operations / Resource Sponsor / Manpower Experience/Space/Acq LVL I/II/III**

### Command and Milestone Administrative Screening Boards (ASB) (FY19):
- LCDR Milestone: 71%
- CDR Milestone: 75%
- CAPT Milestone: 75%
- LCDR Leadership: 18%
- CDR Command: 11%
- MAJ Command: 36%

* 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
  - Operational Planner Experience
  - Acquisition Experience – NAVWAR
  - Space Cadre

- **Valued achievements prior to CAPTAIN**
  - O5 Command (~10% command opportunity)
  - Superior performance in O5 Milestone
  - Technical Master’s degree
  - Joint Qualified Officer progression
  - Major Staff Tour – CCMD (or other Joint tour) / OPNAV / TYCOM
  - Acquisition Experience – NAVWAR
  - Space Cadre
# Intelligence Officer Career Progression

## Career Path

<table>
<thead>
<tr>
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<tbody>
<tr>
<td></td>
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<td></td>
<td>LCDR M/S ASB*</td>
<td>CDR M/S ASB*</td>
<td>MAJ CMD ASB*</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>LCDR LDR ASB*</td>
<td>CDR CMD ASB*</td>
<td>CSG IWC ASB*</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>O4 SB*</td>
<td>O5 SB*</td>
<td>O6 SB*</td>
</tr>
</tbody>
</table>

### Typical Billets/Quals

- **INTEL Qual**
  - NSW
  - CVN/CAG
  - CVN/CAG Amphib
  - Intel Center *
- **IWC Qual**
  - FID/FIAF
  - Intel Center *
  - Expeditionary
- **CVN/CAG**
  - Amphib
  - NSW
  - FID/FIAF
  - Expeditionary
- **Intel Center**
  - # FLT
  - ESG
  - COCOM
- **CSG**
  - CSG/IW CDR
  - # FLT N2
  - Chief of Staff
- **OPNAV**
  - Joint Staff
  - Intel Center*
- **N2/J2/Director**
  - Component J2
- **Joint Staff**
  - Intel Center*
- **Theater**
  - Intel Center*

### Command and Milestone Administrative Boards (FY19):

- **LCDR Milestone:** 87%
- **CSG IWC:** 22%
- **LCDR Leadership:** 31%
- **CDR Milestone:** 46%
- **CDR Command:** 4%
- **MAJ Command:** 18%

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

### Notes:
- *ASB: Administrative Screening Board / *SB: Statutory Board
- *Intel Center = CCMD JIOC, CSA, ONI

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Intelligence Officer
Community Values

- Sustained superior performance in leadership and operational billets

- Valued achievements prior to LIEUTENANT COMMANDER
  - Superior performance in initial operational/sea tours
  - Information Warfare Officer Qualification
  - Competitive intelligence center tour (Navy or Joint)
  - Demonstrated proficiency in OPINTEL

- Valued achievements prior to COMMANDER
  - Leadership tour (XO/OIC, ~5% opportunity)
  - Superior performance in mid-career operational/sea milestone tour
  - Successful completion of Command Qualification Program
  - Competitive intelligence center/staff tour (Navy or Joint) at O3 or O4
  - Demonstrated proficiency in all-source analysis and integration of other IW disciplines
  - Master’s degree, JPME I

- Valued achievements prior to CAPTAIN
  - O5 Command (~5% opportunity)
  - Superior performance O5 operational/sea milestone tour
  - Superior performance in position of leadership
  - Competitive intelligence center/staff tour (Navy or Joint) as O4 or O5
  - Demonstrated proficiency across Information Warfare disciplines
  - Joint Qualified Officer progression
Cyber Warfare Engineer
Career Progression

Career Path

<table>
<thead>
<tr>
<th>National Navy</th>
<th>NPS - MS</th>
<th>NPS - PhD</th>
<th>O5 Major Staff Joint</th>
<th>O6 Major Staff Joint</th>
</tr>
</thead>
<tbody>
<tr>
<td>National Navy</td>
<td>National Navy</td>
<td>O4 Major Staff Joint</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Lateral Gains: Lateral Transfer, Lateral Entry

Typical Billets/Quals

- NCWDG CWE Qual
- IWO Qual
- CWG-6
- CMF
- NSA / FCC
- NIWDC / NIWC
- NPS Masters / JPME I
- CNODP
- SNTWI
- C10F
- NSA / FCC
- CMF
- JFHQ-CYBER
- NPS PhD
- CNODP
- C10F / FCC
- NSA
- CMF
- JFHQ-CYBER
- JMOC
- NIWC

*SB: Statutory Board

Legacy Career Path: Prior to March 2019, CWEs were required to lateral transfer to CW or IP communities because there were no O4 or above authorizations. Former CWEs were allowed to return.

Lateral Entry: SECNAV authorized CWE for Lateral Entry/Constructive Grade Credit, which allows for CWEs to be accessed at paygrades above O1/ENS due to Education and/or Experience.
Sustained superior performance in operational billets
  • Outstanding leadership, vision, and execution
  • Technical acumen, creativity, curiosity, and deep expertise
  • Technical leadership, demonstrated excellence, delivering elegant solutions in complex environment

Valued achievements prior to LIEUTENANT COMMANDER
  • Information Warfare Officer Qualification
  • Demonstrated proficiency in vulnerability research, software development, and software testing
  • Superior performance in Navy tours (NCWDG, C10F, NIWDC, CWG-6 subordinate commands)
  • Superior performance in National or Joint tours (NSA, FCC, Cyber Mission Force)
  • Intern/Academic programs (Tours With Industry, CNODP)
  • Progress toward JPME Phase I AND Advanced Education

Valued achievements prior to COMMANDER
  • Technical leadership of software development teams
  • Technical leadership of RF/Spectrum/EW capability development teams
  • Major Staff tour
  • Master’s Degree (Cyber Operations, Computer Science valued) Complete
  • Joint Professional Military Education Phase I Complete

Valued achievements prior to CAPTAIN
  • Superior performance as a technical director in Navy, Joint, or National tour
  • Progress toward Doctorate Degree
# Limited Duty Officer (Surface) Career Progression

## Basic Technical and Tactical Qualifications
Increasingly challenging technical and tactical leadership and management assignments. Life-long learning (Technical certifications and/or degree completion) Manpower, Personnel, Training, and Education Tours (MPT&E).

## Milestone Assignments

<table>
<thead>
<tr>
<th>Year</th>
<th>611X Assignments</th>
<th>613X Assignments</th>
<th>618X Assignments</th>
</tr>
</thead>
<tbody>
<tr>
<td>O-3 1st LT LPD</td>
<td>O-3 MCM/LCS CHENG, LHD PA</td>
<td>O-4 CVN CSMO</td>
<td></td>
</tr>
<tr>
<td>O-4 1st LT CVN</td>
<td>O-4 LSD/LCC/LPD CHENG, LHA/D MPA</td>
<td>O-5 CSO CVN</td>
<td></td>
</tr>
<tr>
<td>O-4 CSG JICO, AOPS LHA/D</td>
<td>O-4 GUN BOSS LHA/D, CSMO CVN</td>
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</tr>
<tr>
<td>O-5 Fleet JICO</td>
<td>O-5 CSO CVN</td>
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</tr>
</tbody>
</table>

## Administrative Screenings
- **Department Head Afloat**: 3-5 years of commissioned service (3 opportunities)
- **Commander Command**: selected CDRs/CDRs (2 opportunities)
- **Major Command**: selected CAPTs/CAPTs (3 opportunities)
Limited Duty Officer (Surface)

Community Values

- **Valued achievements prior to LIEUTENANT COMMANDER**
  - Completed two successful Division Officer at sea assignments
  - Sustained superior performance while serving in at-sea assignments
  - Screen for Department Head afloat
  - Sustained superior performance while serving in Department Head/Principle Assistant at-sea assignments

- **Valued achievements prior to COMMANDER**
  - Sustained superior performance while serving in Department Head/Principal Assistant at-sea assignments
  - Command ashore AQD (2D1) eligible
  - Sustained superior performance in early command
  - Sustained superior performance while serving in community assignments

- **Valued achievements prior to CAPTAIN**
  - Sustained superior performance in milestone O-5 assignment
  - Screen for Commander Command
  - Sustained superior performance while serving in command
  - Sustained superior performance while serving in community assignments
**Limited Duty Officer (NUC/SUB)**

**Career Progression**

<table>
<thead>
<tr>
<th>SUB/NUC (6200, 6230, 6280, 6260, 6290)</th>
<th>ENS / LTJG DIVO tours Shore or Sea</th>
<th>LT DH/PA Shore or Sea ANRR</th>
<th>LCDR DH/PA at Sea or Shore ANRR/DNRR CO / XO / OIC</th>
<th>CDR Sea or Major Staff DNRR/NRR CO / XO / OIC</th>
<th>Community Assignments</th>
</tr>
</thead>
</table>

### Basic / Technical Qualifications

**Valued Career Credentials**

- Increasingly challenging technical and tactical leadership and management assignments.
- Life-long learning (Technical certifications and/or degree completion)
- Manpower, Personnel, Training, and Education Tours (MPT&E).

### Milestone assignments

**6200 Fleet:**
- O-3 CVN Technical Assistant
- O-4 CVN Principal Assistant
- O-5 CVN CHENG/Major PMA

**6200 NR:**
- O-3 Assistant Naval Reactor Representative (NRR)/Lead Position
- O-4 Deputy NRR/Projects Lead
- O-5 NRR

**6230:**
- O-3 SUBSPEC Proj, Sea/Shore Repair, NSW, ISIC Staff
- O-4 MAJ Staff Off, AOIC/XO***
- O-5 XO*** / MAJ STAFF or equivalent

**6260:**
- O-3 DH Shore/Sea, SWF/SSBN/AS, CSS, NMC, Insp.
- O-4 DH Shore/Sea, XO/AOIC/OIC, MAJ Staff Off
- O-5 XO/OIC***, Major Staff, NW Insp or equivalent 1820

**6280:**
- O-3 DH Sea/Shore, ONI, NOTU, SUBSPEC Proj, AS, NRL, MATOFF
- O-4 AOIC/XO/OIC***, ISIC Staff MATOFF or equivalent
- O-5 XO/OIC***, MAJ Staff Off or equivalent

**6290:**
- O-3 Staff COMMS/IT, STRATCOM, NSW, Wing

*** few opportunities available

### Administrative Screenings

**Commander Command:** selected CDRs/CDRs

**Major Command:** selected CAPTs/CAPTs

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Limited Duty Officer (NUC/SUB)

Community Values

- For Non-NUC designators, any combination of in-designator jobs performed (within provided paygrades) is considered career enhancing (i.e. for 6230 O-3: SUBSPEC Projects, repair, or NSW)

- Valued achievements prior to LIEUTENANT COMMANDER
  - Demonstrate superior TECHNICAL performance and leadership within their designator specialty (all designators)
  - Sustained superior performance while serving as Division Officer at sea or ashore (all designators), CVN Technical Assistant (Fleet 6200) or Naval Reactors (NR) Project Assistant roles (NR 6200)
  - CVN EOOW AQD LC5 (Fleet 6200) or Assistant Naval Reactors Representative (NRR) (NR 6200)

- Valued achievements prior to COMMANDER
  - Sustained superior performance while serving in a Department Head at sea or ashore (all designators), CVN Principal Assistant (Fleet 6200), Deputy NRR/Assistant NRR (NR 6200)
  - Sustained superior performance in XO/OIC/OIC/CO
  - Command ashore AQD (2D1) eligible
  - Sustained superior performance while serving in community assignments

- Valued achievements prior to CAPTAIN
  - Sustained superior performance in major staff and community assignments
  - Sustained superior performance while serving in a PMA and CVN CHENG (Fleet 6200), or NRR (NR 6200) assignments
  - Sustained superior performance in major command level positions (XO/OIC, etc.)
Limited Duty Officer (Aviation)
Career Progression

Valued Career Credentials
Increasingly challenging technical leadership and management assignments. Continued education (Technical certifications and/or degree completion). Acquisition LVL I/II/III. Opportunities are limited.

Milestone Assignments
631X:
LT – CVN Flight Deck Officer/LHD Handler/Shooter
LCDR – CVN Handler/NAVAIR/TYCOM Staff, NPC
CDR – CO/XO, CVN Gun Boss/SUP/SHIP CVN PJ/MAJ Staff

632X:
LT – TOC Watch Officer/OIC if available
LCDR – CCSG/TYCOM Staff/PATWING INTEL/CNATTU/OIC
CDR – CO/XO, CVN Gun Boss, CVN PJ/NASC SCH ADMIN/CNATT
Director/ED TRA PLN

633X:
LT – OIC, WING STAFF, AMO, MMCO, DET MO, QAO, MCO, DIV O.
LCDR – FRS MO. CVN IM1, LHA/D MO, CAGMO.
CDR – NPC, WING MO, CO/XO, CVN Gun Boss, NATTC/CNATT. PAMO Qualified.

Milestone Assignments (Continued)
636X:
LT – G-3/CAG Gunner/STF WEPS/Shore OIC/TY WING
LCDR – CVN OHO/LHA/D Gun Boss/NPC/NAVCENT/NMC OIC, NPC
CDR – CO/XO, CVN Gun Boss/CNAP/L OHO

639X:
LT – Will have completed one sea tour and two shore tours (Could have orders to; or executing second sea tour) or two sea tours and one shore tour (Could have orders to; or executing forth tour).
LCDR – Pinnacle (Major Approach, FACS FAC), NATTC, OPNAV, Major Staff, CNIC, FAA HQ
CDR – CO/XO, OPNAV, NATTC, Major Staff, CNIC, FAA HQ.

639X Notes:
1. A shore intensive community, limited sea tour opportunities.
2. Majority ashore FITREPS are 1 of 1 with limited soft breakout opportunities.

Administrative Screenings
Commander Command: selected CDRs/CDRs (average 5 opportunities)
Major Command: selected CAPTs/CAPTs (1 opportunity biannual)
Valued achievements prior to LIEUTENANT COMMANDER

- Successful Division Officer tour
- Competitive breakouts when ranked amongst peers
- Acquisition level I/II completed (Limited Opportunity)

Valued achievements prior to COMMANDER

- Successful Department Head/Principal Assistant at pinnacle tour with competitive breakout
- Competitive breakouts when ranked amongst peers
- Acquisition level I/II completed
- Command ashore eligible

Valued achievements prior to CAPTAIN

- Completion of milestone O-5 tour (sea or shore)
- Sustained performance in Commander Command/O-5 Shore Command
- Acquisition level I/II/III completed
## Limited Duty Officer (General Line)

### Career Progression

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<thead>
<tr>
<th>YCS</th>
<th>General Line (641X, 643X, 648X, 649X)</th>
<th>DIvo at Sea</th>
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<th>LT DH at Shore / OIC</th>
<th>LCDR DH at Sea or DH at Shore / XO/OIC</th>
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### Basic Technical and Tactical Qualifications
- Increasingly challenging technical and tactical leadership and management assignments.

### Valued Career Credentials
- Life-long learning (Technical certifications and/or degree completion)
- Manpower, Personnel, Training, and Education Tours (MPT&E)

### Milestone Assignments

#### 641X:
- O-3 Staff Flag Secretary
- O-4 AO LHA/D
- O-4 AO CVN
- O-4/5 Major Staff Flag Secretary

#### 643X:
- O-3 DIR. LARGE BAND
- O-4 XO/CO NAVSOM DIR, FBA

#### 648X:
- O3/4: Department Head
- O4: TEU/NDSTC XO

#### 649X:
- O-3 LHA/D SECO
- O-4 SECO CVN
- O-4 Navy Installation or Region
- O-5 SECO CNIC HQ or Large Installation

### Administrative Screenings
- Commander Command: selected CDRs/CDRs (2 opportunities)
- Major Command: selected CAPTs/CAPTs (3 opportunities)
Limited Duty Officer (General Line)

Community Values

- Valued achievements prior to LIEUTENANT COMMANDER
  - Completed successful Division Officer at sea assignment
  - Sustained superior performance while serving in at sea assignments
  - Sustained superior performance while serving in community assignments

- Valued achievements prior to COMMANDER
  - Sustained superior performance while serving in Department Head at sea assignment
  - Command ashore AQD (2D1) eligible
  - Sustained superior performance while serving in community assignments

- Valued achievements prior to CAPTAIN
  - Sustained superior performance in milestone O-5 assignment
  - Screen for Commander Command
  - Sustained superior performance while serving in command
  - Sustained superior performance while serving in community assignments