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

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Surface Warfare Officer

Merit Reorder Considerations

- **Valued achievements prior to LIEUTENANT COMMANDER**
  - Service at Sea - Successful performance as a DIVO afloat, Trait average consistently above RSCA
  - Screened for or served in Early Command at Sea (PC, MCM, Post-Division Officer MKVI Patrol Boat)
  - Completed competitively screened Graduate Education or Fellowship (FSEP, Olmsted, MIT, LEAD, etc.)
  - Warfare Tactics Instructor (WTI) qualification
  - Advanced qualifications such as EOOW or TAO
  - Masters or JPME Phase I complete

- **Valued achievements prior to COMMANDER**
  - Service at Sea - Recognized top performer as Department Head Afloat
  - Standout performance in Early Command at sea
  - Screened for or serving in XO-CO Fleet-Up at sea
  - Standout performance in Post DH billets at sea
  - Standout performance in a WTI production tour
  - Standout performance while serving in community or operational assignments
  - Masters and JPME Phase I complete

- **Valued achievements prior to CAPTAIN**
  - Recognized top performer as Commanding Officer at sea
  - Standout performance while serving as reactor officer or other post command at sea operational tours
  - Standout performance while serving in community or operational assignments following command at sea
Submarine Warfare Officer
Merit Reorder Considerations

- Valued achievements prior to LIEUTENANT COMMANDER (in ranked order)
  - Serving/served as a department head (DH) in a DH AFLOAT billet
  - Recognized top performer as a DH
  - May have completed a competitively-screened shore duty, post DIVO (Flag LT, Prototype, Naval Reactors, Detailer, Community Management, etc.)
  - May have completed a graduate degree

- Valued achievements prior to COMMANDER (in ranked order)
  - Serving/served as an XO in an XO AFLOAT billet and recommended for CO
  - Recognized as a top performer as DH in the squadron
  - May have completed a post DH waterfront support (Inspection Team, Squadron staff), strategic (STRATCOM, SSP, NWID), or personnel/community management related (Detailer, Asst CM) assignment
  - May have completed a graduate degree and/or JPME Phase I

- Valued achievements prior to CAPTAIN (in ranked order)
  - Serving/served as a Commanding Officer (CO) in a CO AFLOAT billet
  - Must have been recommended for Major Command (or Squadron Command) on a competitive FITREP
  - Recognized top performer as CO in the squadron
Special Warfare (SEAL) Officer

Merit Reorder Considerations

- **Valued achievements prior to LIEUTENANT COMMANDER**
  - Recognized top performer in tactical/operational positions (NSWDG, SDV, SBT, SEAL, SRT)
  - Awards for combat or national mission actions
  - Successfully completed a competitively screened billet (NSWDG TACDEVRON, SDV or Flag Aide/ADC)
  - Superior performance in diverse NSW billets (NSWDG/SDV/SRT/SBT/Overseas)
  - Superior performance in Joint/USN tours (OSD, JCS, JSOC, NPC, OPNAV, Fleet, USSOCOM, TSOC)
  - In-residence graduate education/ JMPE Phase 1/ Acquisition Level II or higher
  - Completed competitively screened graduate education (FSEP, Olmsted, MIT, LEAD, PMRI, POLMIL, etc)

- **Valued achievements prior to COMMANDER**
  - Recognized top performer in O4 Milestone (XO) highlighted by operational qualification
  - Standout performance in Joint/USN tours (OSD, JCS, JSOC, NPC, OPNAV, Fleet, USSOCOM, TSOC)
  - Awards for combat or national mission actions
  - Successfully completed a competitively screened billet (NSWDG TACDEVRON, SDV, JSOC or Flag EA)
  - In-residence graduate education/ Acquisition Level II or higher
  - Completed competitively screened graduate education

- **Valued achievements prior to CAPTAIN**
  - Recognized top performer in Commander Command Tour
  - Superior performance in a Flag staff billet(s) (OSD, JCS, JSOC, NPC, OPNAV, Fleet, USSOCOM, TSOC, NSWC)
  - Joint staff experience (Joint Qualified Officer (JQO) Designation)
  - Senior War College Graduate/ Acquisition Level III
Explosive Ordnance Disposal Officer

Merit Reorder Considerations

- Valued achievements prior to LIEUTENANT COMMANDER
  - Superior performance in EOD DH billet (EODMU/MDSU/CTF/Ops Officer/Flag Staff)
  - Top recognized performer across multiple tours/reporting seniors
  - Completed or enrolled in an in-resident Graduate Education Program

- Valued achievements prior to COMMANDER
  - Superior performance as an EOD XO; awarded EOD XO AQD (KG6)
  - Top recognized performer in Post-XO, Ech 1-3 Staff, Ech 4 CTF, or Joint Billets
  - Top recognized performer across multiple tours/reporting seniors
  - Completed JPME Phase I
  - Successfully completed in-resident Graduate Education Program

- Valued achievements prior to CAPTAIN
  - Top recognized performer in O5/CDR Command; awarded EOD CO AQD (KG7)
  - Top recognized performer in Post-CO, Major Navy/Joint Staff Billets
  - Top recognized performer across multiple tours/reporting seniors
  - Completed JPME Phase II or fully joint qualified
Aviation is a large and competitive community. Those officers who are consistently recognized as top performers during both sea and shore assignments should receive first priority for merit reordering.

Valued achievements prior to LIEUTENANT COMMANDER
- Minimum requirements: Top recognized performer over consecutive tours (sea and shore assignments); advanced warfare qualifications
- Secondary criteria: First shore assignment in production (NAWDC, FRS, VT/HT, test); officers that excel in the production environment prioritized over others
- Tertiary criteria: Top recognized performer in three qualifying assignments should receive favorable consideration over their peers; graduate education

Valued achievements prior to COMMANDER
- Minimum requirements: Top recognized performer in operational department head milestone assignment; TACAIR/ROTARY communities value longer periods of recognized performance; MARITIME communities do not discriminate by milestone duration
- Secondary criteria: Successful completion of nominative assignments, top recognized performer in community staff assignments
- Tertiary criteria: In-residence graduate education; IA/GSA

Valued achievements prior to CAPTAIN
- Minimum requirements: Top recognized performer in operational command
- Secondary criteria: Successful completion of nominative assignments, top recognized performer at major staff assignments both afloat and ashore
- Tertiary criteria: In-residence graduate education
Human Resources Officer

Merit Reorder Considerations

- Sustained superior performance in positions of increased responsibility, complexity, and judgment should be the primary consideration for merit reorder.

- **Valued achievements prior to LIEUTENANT COMMANDER**
  - Top recognized performer in source community and/or subsequent HR tour(s)
  - Meets one or more HR community competency skill requirements identified in convening order
  - Professional certification including PHR, SPHR, GPHR, CPT, CPLP, CDFM, CDFM-A
  - Progression towards Master’s degree in HR related subspecialty including Operations Analysis, Manpower Systems Analysis, Financial Management, Education and Training Management, or civilian equivalent (3210P, 3130P, 3150P, 311XP, 3XXXP)
  - Command eligible (2D1)

- **Valued achievements prior to COMMANDER**
  - Top recognized performer across all assignments, especially LCDR HR command/milestone
  - Meets one or more HR community competency skill requirements identified in convening order
  - HR PROVEN subspecialty (Q/R suffix): (321X, 3130, 3150, 311X)

- **Valued achievements prior to CAPTAIN**
  - Top recognized performer across all assignments, especially CDR HR command/milestone
  - Meets one or more HR community competency skill requirements identified in convening order
  - Documented successful completion of O-6 command eligibility
  - Fleet N1/TYCOM/HQ/Major staff experience
  - Documented breadth and depth of experience across HR core competencies (Development, Management, Recruiting, Requirements)
    - Diverse HR subspecialty experience, with at least one PROVEN (Q/R suffix): (321X, 3130, 3150, 311X)
    - CCA profile reflects experience level of 4+ in at least two HR core competencies
  - JQO
Permanent Military Professor

Merit Reorder Considerations

- Valued Achievements prior to CAPTAIN:
  - Top proven performer
  - Superior teaching record, especially as recognized by winning or being nominated for institutional teaching awards
  - Sustained research excellence in academic field, especially as shown in peer-reviewed publication
  - Director of institution-wide academic programs
  - Leader of large scale institutional professional development programs or Navy leader development programs
Engineering Duty Officer

Merit Reorder Considerations

- Valued achievements prior to LIEUTENANT COMMANDER
  - Proven performance in assignments such as overseas tours, sea duty, INSURV
  - Proven performance in positions of leadership

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  - Proven performance in positions of leadership, such as officer in charge

- Valued achievements prior to CAPTAIN
  - Proven performance in assignments such as overseas tours, sea duty, INSURV
  - Proven performance in command or as officer in charge
Aerospace Engineering Duty Officer

Merit Reorder Considerations

- **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**
  - Top recognized performer in first squadron sea duty and top recognized performer in an acquisition assignment (approximately 24 months)
  - DAWIA Level II certification
  - STEM undergraduate degree

- **Valued achievements prior to COMMANDER**
  - Top recognized performer in two separate LCDR experience tours (approximately 24 months each)
  - Diversity of experience, as demonstrated through diverse AEDO tours in PM, T&E and FS&P; and/or DAWIA Level II certification in two or more areas
  - Master’s degree complete (Technical or Business)
  - ACQ Full Qual (APM) AQD – Defense Acquisition Corps membership

- **Valued achievements prior to CAPTAIN**
  - Top recognized performer in two separate CDR experience tours (approximately 24 months each)
  - Diversity of experience, as demonstrated through diverse AEDO tours in PM, T&E and FS&P; and/or DAWIA Level III certification in two or more areas
Aerospace Maintenance Duty Officer

Merit Reorder Considerations

- **Valued achievements prior to LIEUTENANT COMMANDER**
  - Top recognized performer in O and I level Maintenance junior officer tours
  - Professional Aviation Maintenance Officer (PAMO) qualified
  - ACQ PQM LV2
  - Master’s degree (business or technical)

- **Valued achievements prior to COMMANDER**
  - Top recognized performer in O-4 milestone tour - CAGMO, CVN IM1, AIMD OIC, L-Class MO, Squadron AMO
  - Professional Aviation Maintenance Officer (PAMO) qualified
  - ACQ PQM LV3 and LV2 in ACQ PM or LOG
  - ACQ FULL QUAL – Defense Acquisition Corps membership
  - Master’s degree (business or technical)

- **Valued achievements prior to CAPTAIN**
  - Top recognized performer in O-5 Command/O-5 Acquisition Shore Command (ASC) CO
  - Top recognized performer in bonus O-5 Command tour
  - AQD: CE(X) - corporate tour
  - Master’s degree (business or technical)
  - ACQ PQM LV3 and LV 3 in ACQ PM or ACQ LOG
Public Affairs Officer
Merit Reorder Considerations

- All merit reorder values are listed in prioritized order for each rank.
- Valued achievements prior to LIEUTENANT COMMANDER
  - Top recognized performer in an independent duty PAO tour
  - Top recognized performer in their PAO sea tour(s)
  - Top recognized performer in a staff tour
  - JPME I

- Valued achievements prior to COMMANDER
  - Top recognized performer in O4 milestone tour, awarded 7M1 AQD
  - Sustained superior performance throughout time in grade
  - Graduate degree in communications and/or Naval War College/service school
  - JPME I
  - Certifications and Accreditations: APR/APR+M/CMP/SCMP (all valued equally)

- Valued achievements prior to CAPTAIN
  - Top recognized performer as a Fleet Ops PAO (Numbered Fleet, Lead TYCOMs, USFF/CPF Deputy)
  - Sustained superior performance throughout time in grade
  - Graduate degree in communications and/or Naval War College/service school
  - JQO
  - Certifications and Accreditations: APR/APR+M/CMP/SCMP (all valued equally)
Foreign Area Officer

Merit Reorder Considerations

- **Valued achievements prior to LIEUTENANT COMMANDER**
  - Top recognized performer in source community as evidenced in FITREPS and other administrative board selection (i.e. department head, etc.)
  - Other official or external recognition of leadership (i.e., Officer of the Year)
  - Rapid achievement of FAO community qualifications (FAO Qual [Region] AQD)

- **Valued achievements prior to COMMANDER**
  - Standout performance in O-4 tour with substantially increasing levels of responsibility as a LCDR in FAO Staff, Defense Attaché, or Security Assistance/Cooperation tours
  - Recognized performance as “already at the next grade”
  - Clear recommendations in words/ranking towards early promotion and future Flag potential

- **Valued achievements prior to CAPTAIN**
  - Standout performance in O-5 milestone tour
  - Standout performance during Security Assistance Office (SAO) or Defense Attaché Office (DAO) tours
  - Major staff tour(s)
  - Clear recommendations in words/ranking towards early promotion and future Flag potential
  - Significant experience advising and/or successfully leading, planning or executing international engagement activities at the GO/FO level
Oceanography Officer
Merit Reorder Considerations

- Valued achievements prior to LIEUTENANT COMMANDER
  - Demonstrated superior performance and leadership
  - Information Warfare Officer qualification will be complete

- Valued achievements prior to COMMANDER
  - Demonstrated superior performance in O4 Milestone highlighted by operational qualification (BWC, TAO, OOD)
  - Demonstrated superior performance in leadership positions at operational commands and operational or programmatic staffs
  - JPME I complete

- Valued achievements prior to CAPTAIN
  - Demonstrated superior performance and leadership in O5 Command and O5 Milestone
  - Demonstrated superior performance in positions of influence and leadership at operational and strategic staffs
Cryptologic Warfare Officer
Merit Reorder Considerations

- **Valued achievements prior to LIEUTENANT COMMANDER**
  - Superior performance in tactical CW assignments (Air, Surface, Subsurface, SPECWAR)
  - Demonstrated expertise in ALL CW core competencies (SIGINT, Cyber, AND EW)
  - Master’s degree complete
  - JPME Phase I complete

- **Valued achievements prior to COMMANDER**
  - Superior performance in O4 leadership tour (XO/OIC)
  - Superior performance in O4 Operational Milestone tour
  - Break out performance in Major Staff assignment
  - Documented Joint Qualified Officer progress
    - In or complete JDAL tour OR JPME Phase II complete

- **Valued achievements prior to CAPTAIN**
  - Superior performance in O5 Command OR Major Command XO tour
  - Superior performance in O5 Operational Milestone tour
  - Superior performance in Major Staff tour (CCMD/OPNAV)
  - Joint Qualified Officer complete
Information Professional Officer

Merit Reorder Considerations

- **Valued achievements prior to LIEUTENANT COMMANDER**
  - Superior performance in a C4I operational billet
    - Afloat or deploying unit billet (e.g. SPECWAR, VAQ Squadron, Expeditionary Unit)
    - NCTS/NCTAMS
    - Cyber Protection Team (CPT), Combat Mission Team (CMT)
  - Superior performance in a critical weapon & tactics billet (e.g., Weapons & Tactics Instructor (WTI), Navy Information Warfare Development Command (NIWDC))
  - Superior performance in a critical Instructor billet (e.g. IP Basic Course Instructor, Information Warfare Training Command (IWTC))
  - Technical Master’s degree

- **Valued achievements prior to COMMANDER**
  - Superior performance in O4 Milestone
  - Technical master’s degree or completion of a degree plan at a service college
  - Superior performance in a critical weapon & tactics billet (e.g., Weapons & Tactics Instructor (WTI), Navy Information Warfare Development Command (NIWDC))
  - JPME Phase I complete

- **Valued achievements prior to CAPTAIN**
  - Superior performance in O5 command (~10% command opportunity)
  - Superior performance in O5 milestone
  - IP advanced qualification
  - Joint Qualified Officer complete
Intelligence Officer
Merit Reorder Considerations

- **Valued achievements prior to LIEUTENANT COMMANDER**
  - Superior performance in operational/sea duty tours
    - Multiple operational/sea tours are valued
  - Top recognized performer at competitive intel center/staff tour
  - JPME I complete

- **Valued achievements prior to COMMANDER**
  - Leadership tour (XO/OIC, < 5% opportunity)
  - Superior performance in mid-career (O3/O4) operational/sea milestone tour
    - Multiple operational/sea tours are valued
  - Top recognized performer at competitive intel center/staff tour as O4
  - Demonstrated proficiency in all-source analysis and integration of other IW disciplines
  - Other discriminators:
    - Master’s degree
    - JPME I, full joint tour complete

- **Valued achievements prior to CAPTAIN**
  - Successful completion of O5 Command (< 10% command opportunity)
  - Superior performance in O5 operational/sea milestone tour
  - Leadership tour (O5 XO/O5 OIC) after O5 milestone
  - Top recognized performer at competitive intel center/staff tour as O5
  - Demonstrated proficiency across Information Warfare disciplines
  - Other discriminators:
    - Master’s degree
    - Joint Qualified Officer
Cyber Warfare Engineer

Merit Reorder Considerations

- Valued achievements prior to LIEUTENANT COMMANDER
  - Superior performance in software development assignments with leadership responsibilities
    - CWG-6 software development team member and division officer
    - Software development team lead
  - Joint Qualified Officer (JQO) progress
    - JPME Phase I complete
  - Advanced education
    - Master’s degree complete

- Valued achievements prior to COMMANDER
  - Superior performance in O4 software development team lead
  - Superior performance in O4 technical director role with leadership responsibilities
    - Technical director leading a team of engineers
  - Completion of CNODP or similar program
  - JQO progress
    - Joint assignment OR JPME Phase II complete

- Valued achievements prior to CAPTAIN
  - Superior performance in major staff O5 technical director role with leadership responsibilities
    - Major staff technical director leading a team of engineers
  - Doctorate in engineering field complete
  - JQO complete
Limited Duty Officer (Line competitive categories)

Merit Reorder Considerations

- **Valued achievements prior to LIEUTENANT COMMANDER**
  - Meritorious consideration should be given to those officers who demonstrate superior TECHNICAL performance and leadership within their designator specialty.
    - Surface (61XX) DIVO at sea; Screened for DH AFLOAT
    - Submarine (62X0): Division Officer at sea; Nuclear Power (6200): CVN PA, Assistant Naval Reactors Representative (ANRR), sustained superior performance at sea
    - Aviation (63X0) Branch / DIVO tour (O/I Level)
    - General Line (64X0) DIVO / DH (ashore or afloat)

- **Valued achievements prior to COMMANDER**
  - Meritorious consideration should be given to those officers who demonstrate superior leadership based on opportunities within their designator.
    - Surface (61X0) DH/PA AFLOAT; Command ashore AQD 2D1 and/or served CO
    - Submarine (62X0) Dry Dock CO or screened, Command ashore AQD 2D1; Nuclear Power (6200): CVN PA, PMA or Deputy NRR/ANRR
    - Aviation (63X0) DH/PA Tour; Command ashore screened; 6330 needs PAMO qualification
    - General Line (64X0) OIC; DH Afloat; XO; Command AQD 2D1 and/or served CO

- **Valued achievements prior to CAPTAIN**
  - Meritorious consideration should be given to those officers who demonstrate superior performance and leadership in O5 Command and O5 Milestone tour in regards to the opportunities of their designator.
  - Superior performance in positions of influence and leadership at operational and strategic staffs should also be considered.
    - Surface (61X0) Successfully served as CO
    - Submarine (62X0) Served CO or major command XO; Nuclear Power (6200): CVN CHENG or NRR
    - Aviation (63X0) Successfully served as CO; Acquisition Level I/II/III
    - General Line (64X0) Successfully served as CO