

FY-21 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.

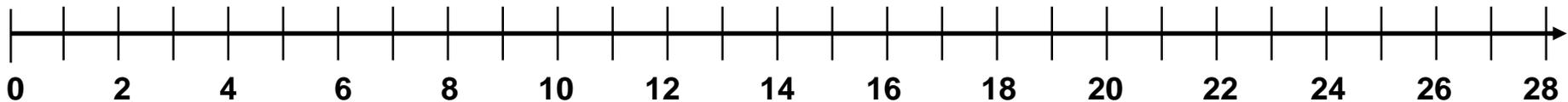
ONLY MATERIAL APPROVED BY THE SECRETARY OF THE NAVY WILL BE PRESENTED TO STATUTORY SELECTION BOARDS. THIS BRIEF HAS BEEN APPROVED BY SECNAV FOR USE BY THE FY-21 STATUTORY SELECTION BOARDS.



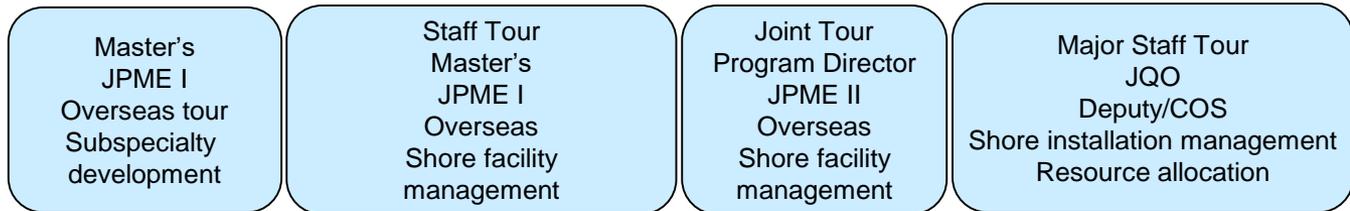
Fleet Support Officer

Career Progression

Career Path



Typical Billets



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



Fleet Support Officer

Community Values

▪ **Sustained Superior Performance**

- In billets of increasing complexity, responsibility, and scope

▪ **Proven Leadership Positions in Shore or Joint Assignments**

- Officers successfully serving as XO and CO ashore or in challenging joint assignments demonstrate the qualities required by the community

▪ **Career Paths**

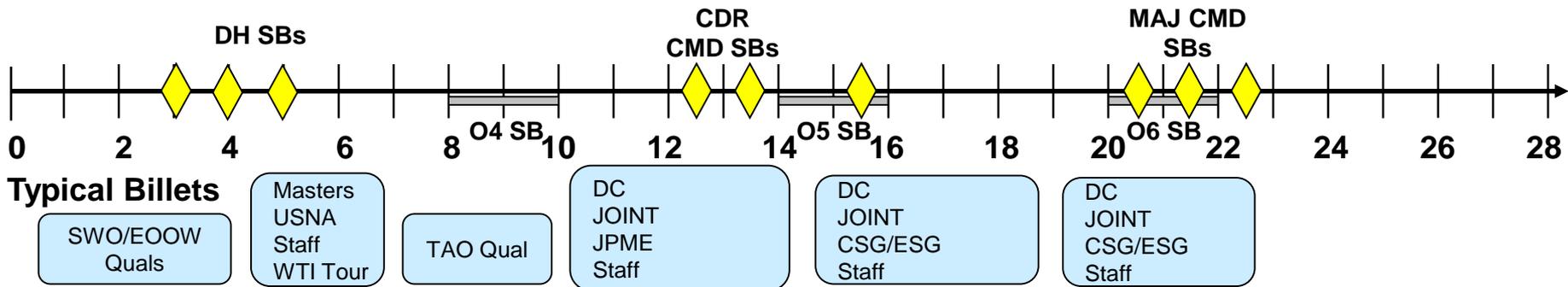
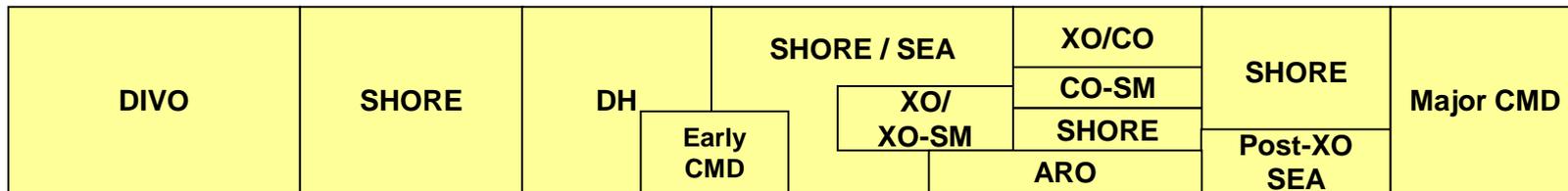
- Officers serving in leadership positions in critical specialty areas provide unique subject area expertise in the following areas:
 - Anti-submarine Warfare (IUSS)
 - Shore Installation Management (SIM)
 - Strategic Sealift Operations
 - Pol-Mil Affairs



Surface Warfare Officer

Career Progression

Career Path



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

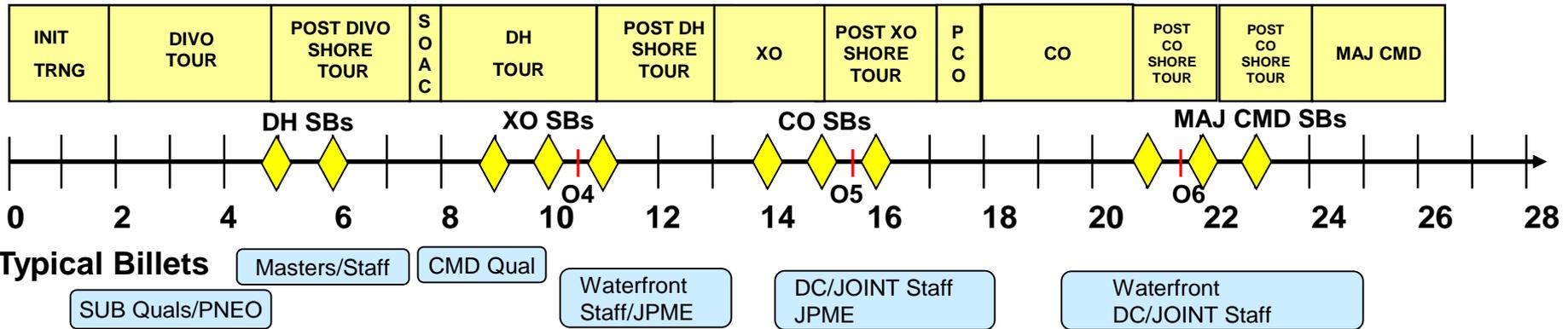
- SWOs filling CO-SM positions are leading Sailors in front-line, operational missions. Officers of this caliber are eligible for and have previously screened for Major Command.
- SWOs screened for or serving in XO-SM tours are leading Sailors in critical operational assignments. Officers of this caliber 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.



Submarine Warfare Officer

Career Progression

Career Path



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

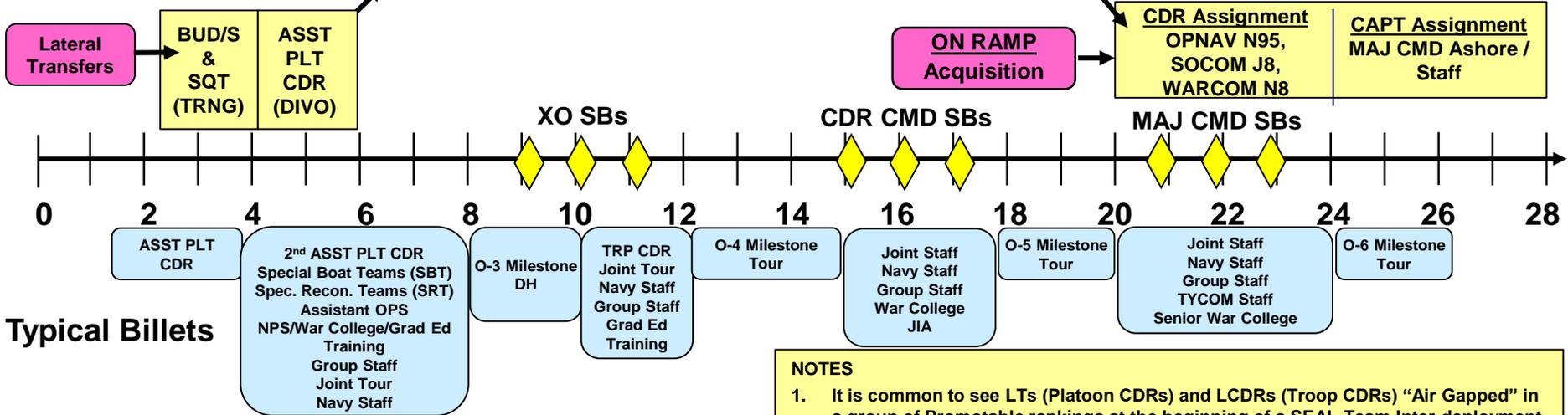
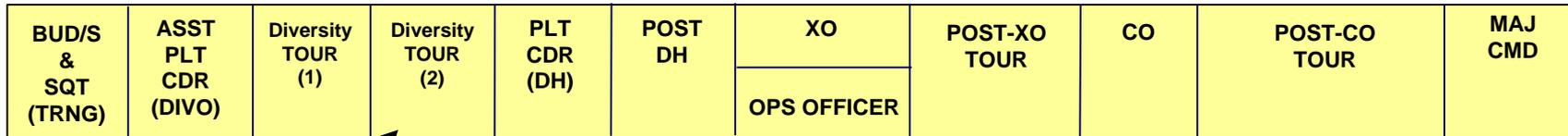
Community Values

- **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



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

- SEAL Team Platoon Commander (PLT CDR)
- SEAL Delivery Vehicle (SDV) PLT CDR
- NSW Development Group (NSWDG) Maritime Mobility CDR
- Special Boat Team (SBT) Troop Commander (TRP CDR)
- Special Reconnaissance Team (SRT) Troop Commander (TRP CDR)
- BTC Phase or SQT Division Officer

NOTES

1. 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):

| | |
|---------------|-----|
| XO SCREENING: | 83% |
| CDR CMD: | 69% |
| MAJ CMD: | 49% |



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

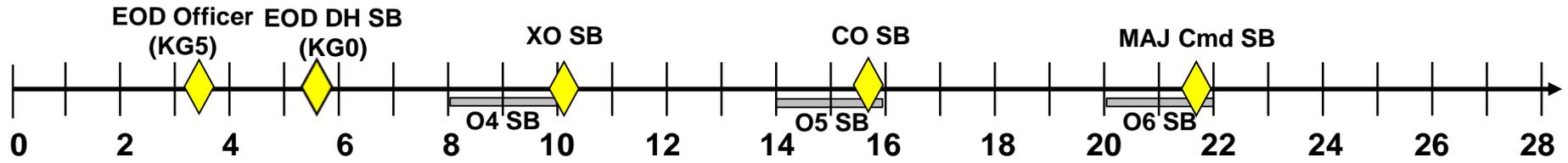
- **Valued Achievements prior to CAPTAIN**
 - Served/Serving Commanding Officer (Afloat, Ashore, or Acquisition)
 - Valued: MAJCOM / Joint staff experience (Joint Qualified Officer (JQO) Designation)
 - Valued: Member of Acquisition Corps (AC) / JPME II



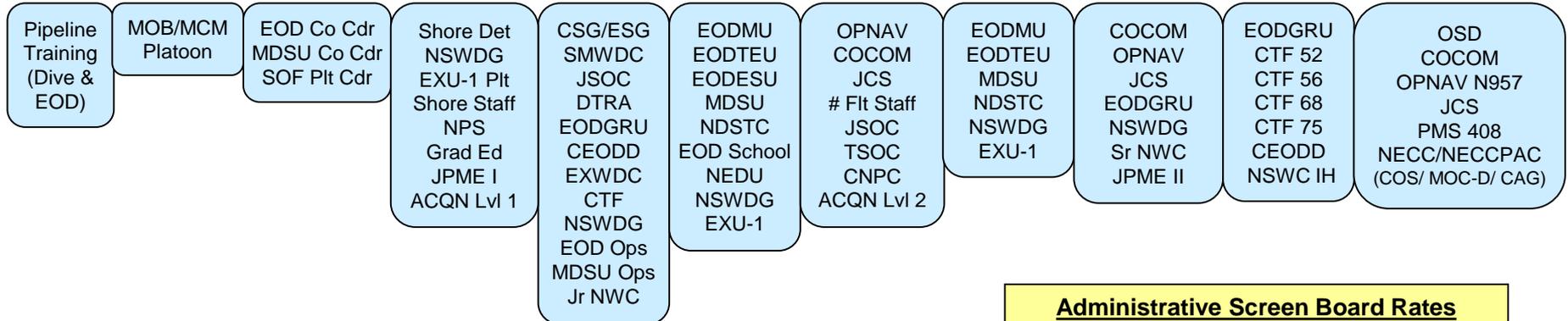
Explosive Ordnance Disposal Officer

Career Progression

Career Path



Typical Billets



| 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

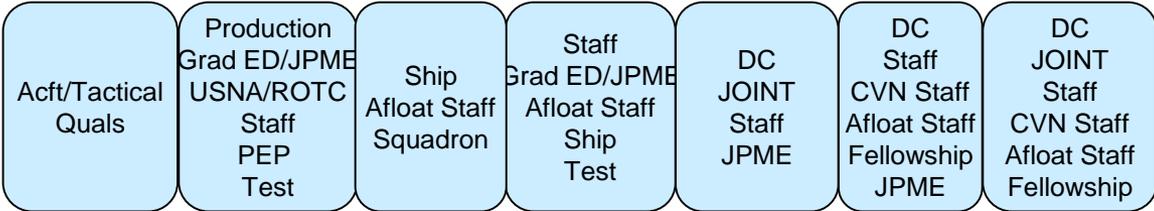
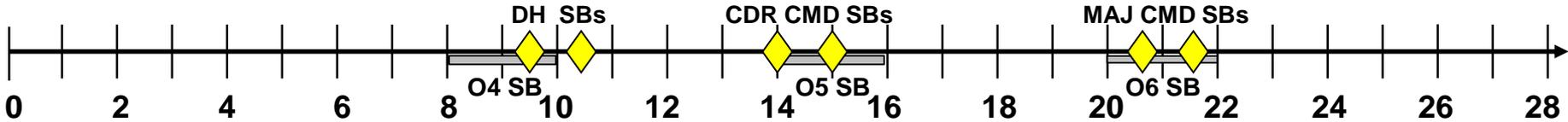
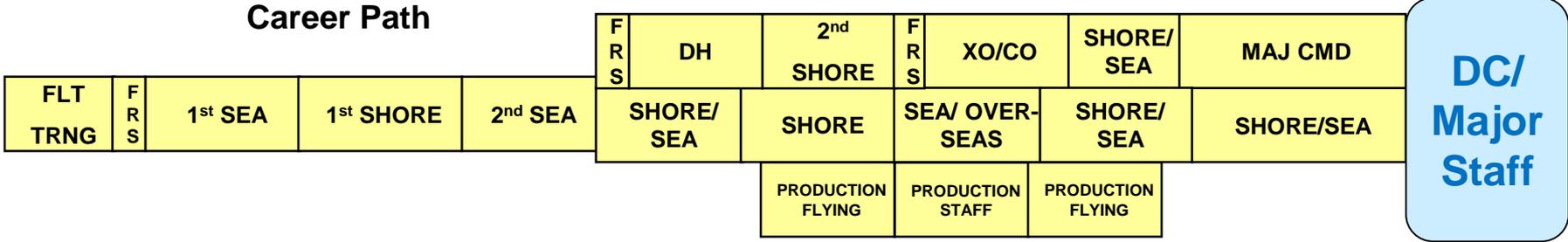
- **Valued achievements prior to COMMANDER**
 - Served or serving as an EOD Executive Officer
 - Continued superior performance in Navy Staff and Joint Operational Billets
 - Valued: Completed JPME Phase I
 - Valued: Superior performance in an Acquisition (ACQN) Coded Billet

- **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)

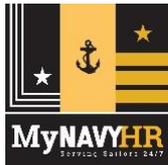


Aviation Officer Career Progression

Career Path



| FY20 ADMIN SCREEN BOARD RATES: | |
|--------------------------------|-------|
| DH: | 63% |
| CDR CMD: | 28.5% |
| MAJ CMD: | 21% |



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
 - 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

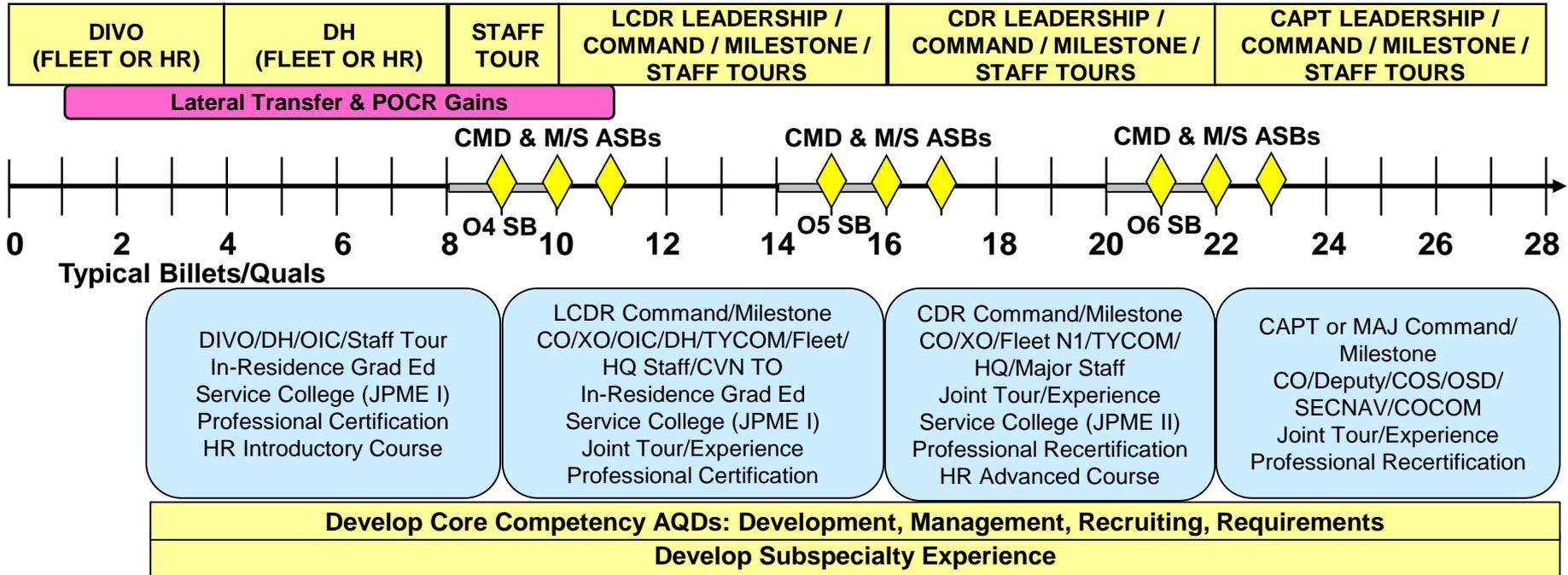
- **Valued achievements prior to CAPTAIN**
 - Superior performance as a Commanding Officer—OP, then OP-T followed by SM
 - OP-T COs lead mission essential training squadrons and afloat tactical air control units, and are highly valued. Many OP-T COs are needed as CAPTs to subsequently fill critical NAE 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



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

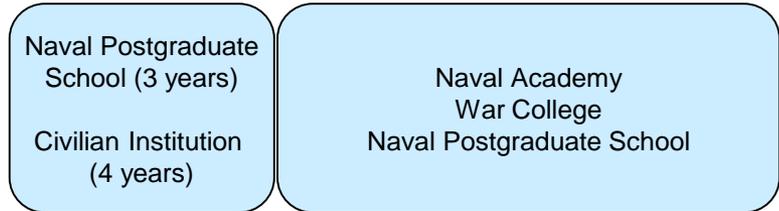
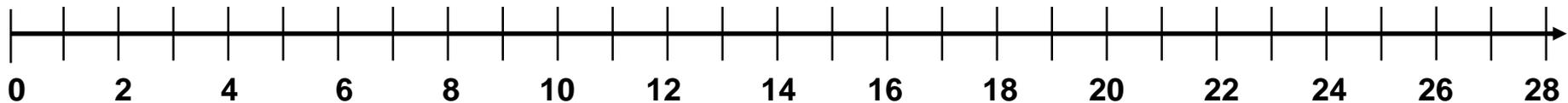
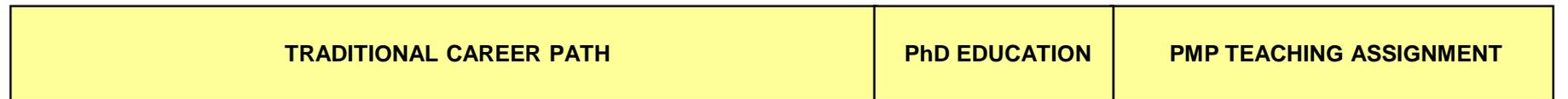
- **Valued achievements prior to CAPTAIN**
 - Sustained superior performance in all assigned duties, especially while serving in CDR HR command or milestone
 - Master's degree in HR related subspecialty including Operations Analysis, Manpower Systems Analysis, Financial Management, Education and Training 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



| | |
|-------------------------------|-----|
| 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

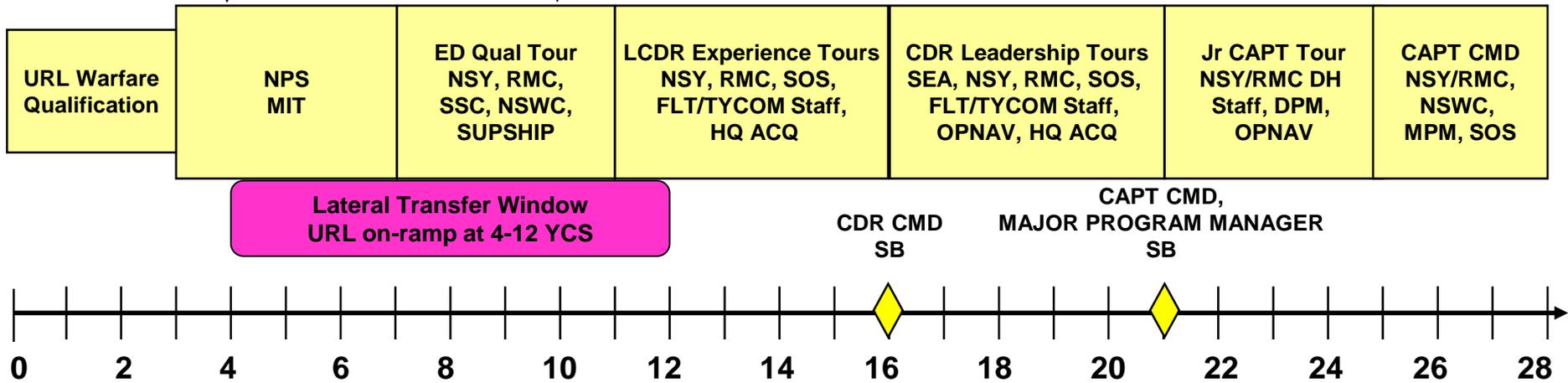


Engineering Duty Officer Career Progression

Career Path

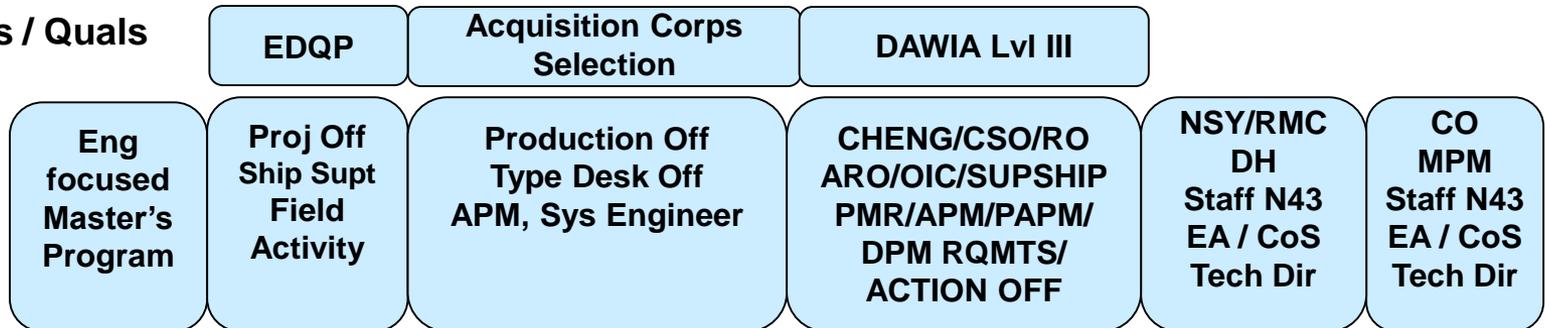
Typical SWO ED Option

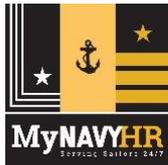
Typical SUB ED Option



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

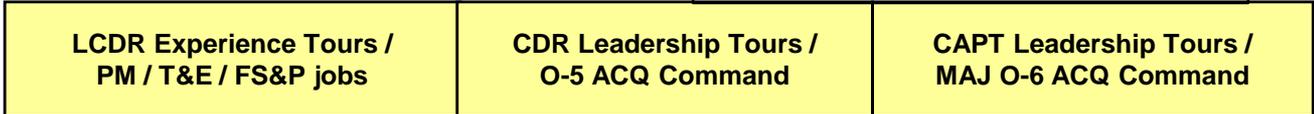
Career Progression

Career Path

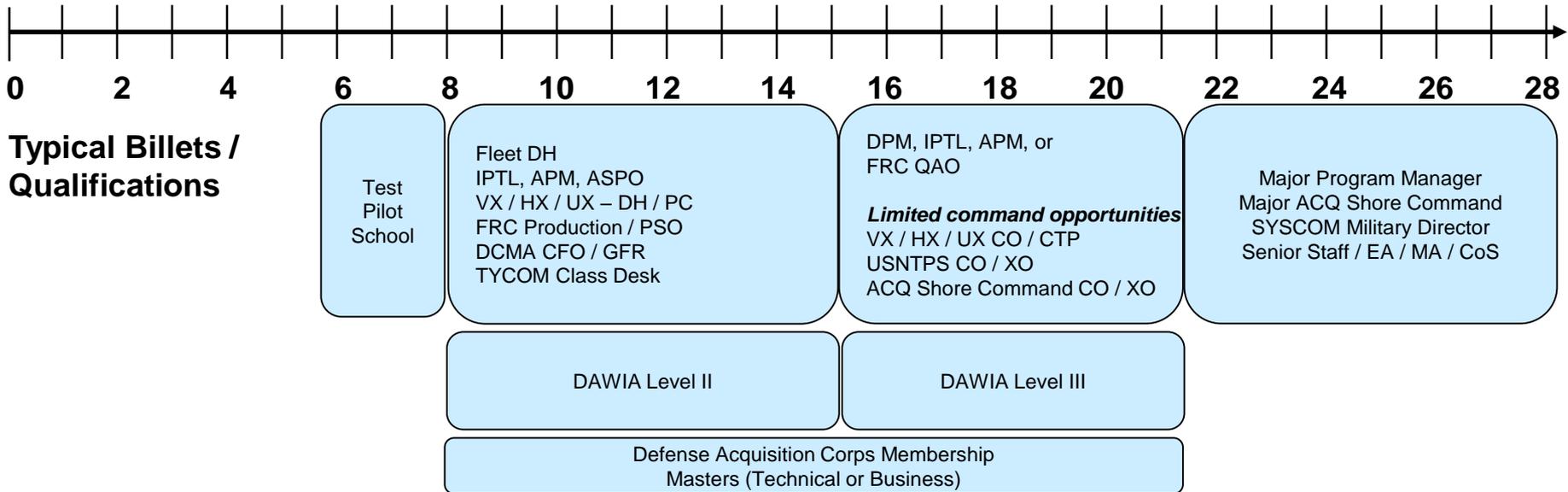


DPM: Deputy Program Manager
 APM: Assistant Program Manager
 IPTL: Integrated Product Team Lead
 ASPO: Avionics Systems Project Officer
 PC: Platform Coordinator
 PSO: Production Support Officer
 CFO: Chief of Flight Operations
 GFR: Government Flight Representative
 FRC: Fleet Readiness Center (Gov't organic depot)
 DCMA: Defense Contract Management Agency

AEDO Career Path



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





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

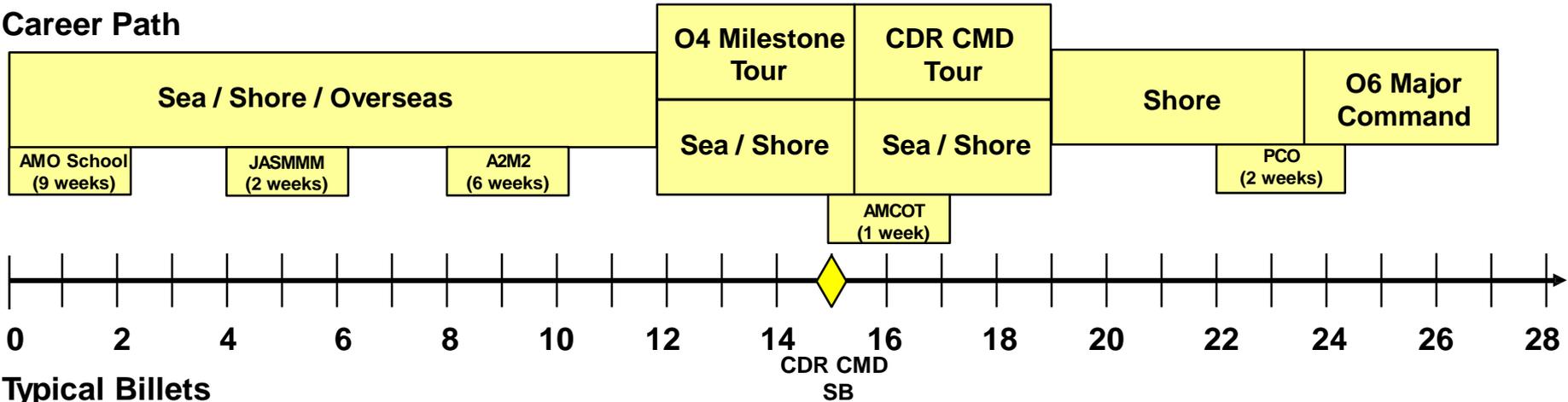
- **Valued achievements prior to CAPTAIN**
 - Superior performance in AEDO CDR command screened positions (limited opportunities) and/or listed non-command screened leadership positions
 - Master's degree complete (Technical or Business preferred)
 - DAWIA Level III certification in one area (additional acquisition certifications desired)
 - ACQ Full Qual (APM) AQD - Defense Acquisition Corps membership



Aerospace Maintenance Duty Officer

Career Progression

Career Path



Typical Billets

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

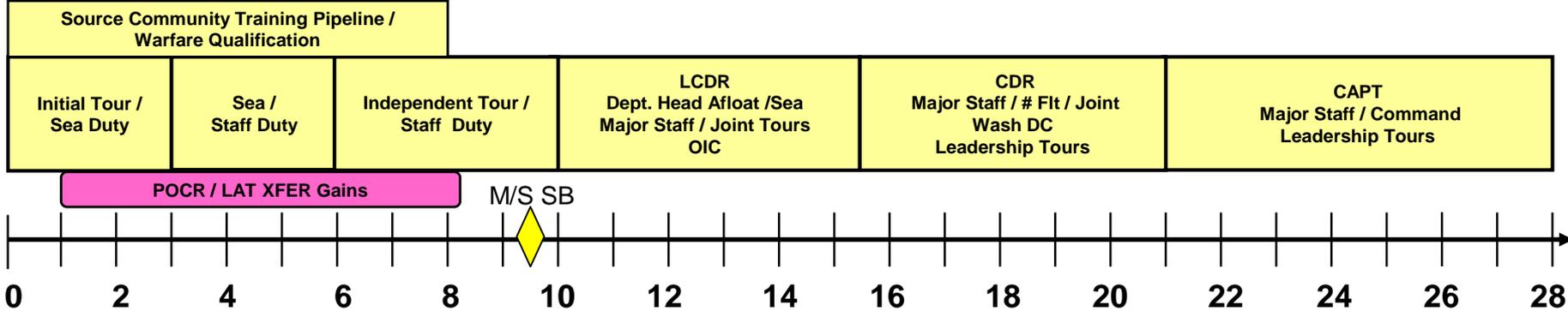
- **Valued achievements prior to CAPTAIN**
 - Successful performance in O5 Command tour/O5 Acquisition Shore Command (ASC) tour
 - AQD: CE(X) - Corporate tour
 - Master’s degree complete
 - ACQ PQM LV3 – (additional acquisition certifications desired)



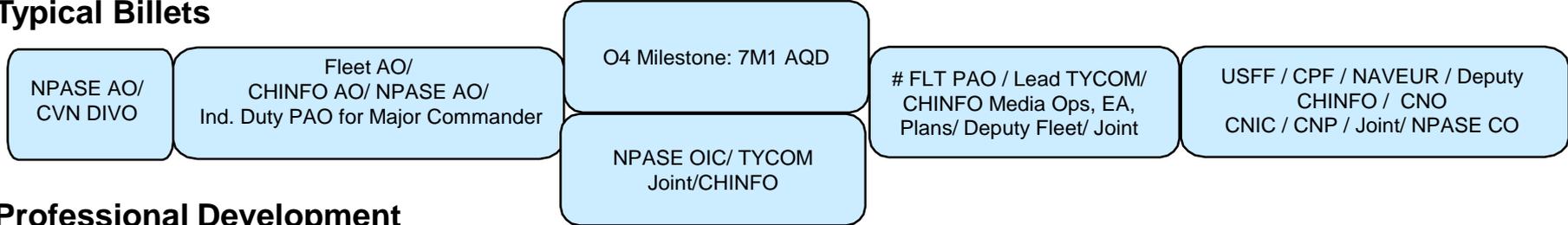
Public Affairs Officer

Career Progression

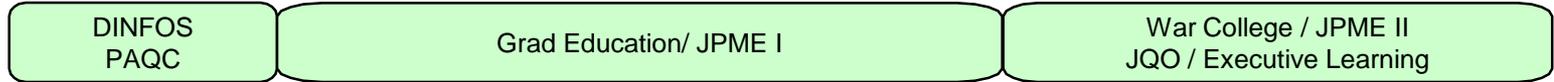
Career Path



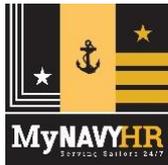
Typical Billets



Professional Development



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

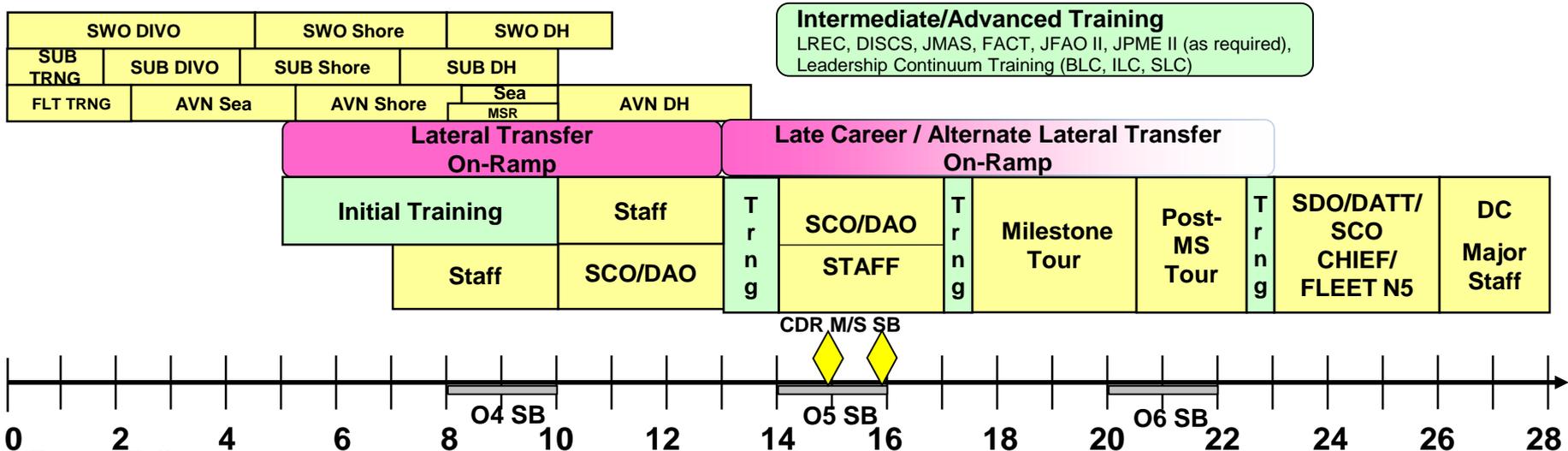
- **Valued achievements prior to COMMANDER**
 - Superior performance in O4 milestone tour, awarded 7M1 AQD
 - Completion of graduate education
 - Increased scope of PA responsibilities and leadership, demonstrated advanced communication knowledge, strategy development, and communication advisory role 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



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 |
|--|---|---|--|---|---|---|

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
05 ~ 70-80% (*% adjusted to meet requirements)



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

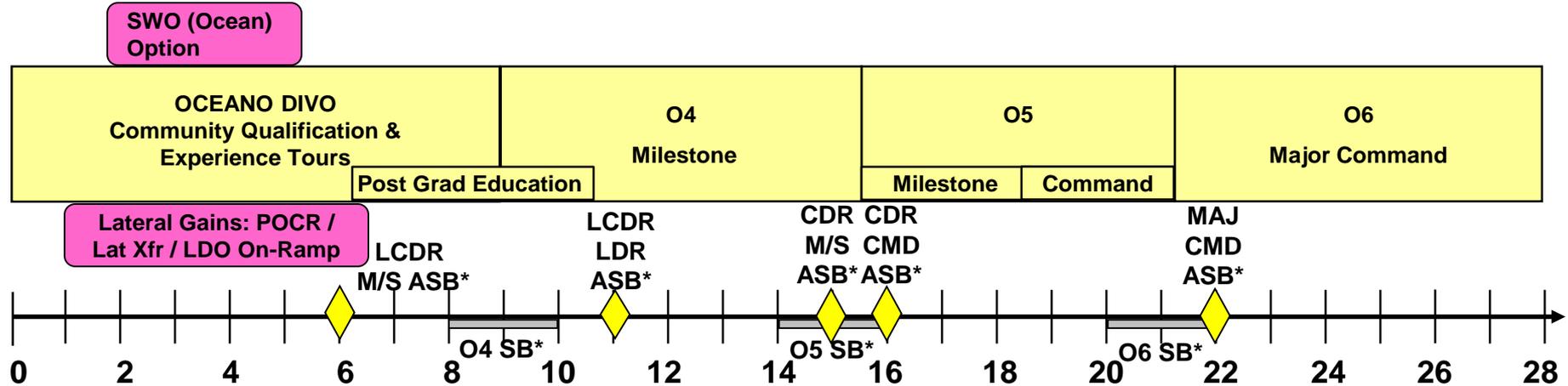
- Superior performance in O5 Milestone tour
- Security Assistance Office (SAO) or Defense Attaché Office (DAO) tours
- Major staff or community leadership tours (Community Manager, Detailer, FAO Policy)
- Experience developing Globally Integrated Base Plans or Theater Security Cooperation plans
- Significant 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



Typical Billets / Quals

| | | | |
|---|---|---|---|
| <p><u>Sea:</u> DIVO (CRUDES, L-class, CVN) Deployable/Embedded Teams: - Hydrographic Team (FST) - UUV Platoon (MIW) - NOAT (ASW), NSW, SGOT - NAVO Survey Team</p> <p><u>Shore:</u> Fleet Weather Centers (FWC) OCEANO Production Centers Post-Graduate Education IUSS/CUS (NOPF)</p> | <p><u>Sea:</u> O4 Milestone: - CSG, CVN, LHA/D Non-Milestone Duty: - FST, MIW, ASW, NSW</p> <p><u>Shore:</u> XO Detachment OIC Major Staff / HQ Education/PhD</p> | <p><u>Sea:</u> # FLT</p> <p><u>Shore:</u> Command Major Staff Headquarters XO</p> | <p><u>Sea:</u> CSG IW CDR</p> <p><u>Shore:</u> Command Major Staff Headquarters</p> |
|---|---|---|---|

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

| Command and Milestone Administrative Screening Boards (FY19): | |
|---|--------------------|
| LCDR Milestone: 91% | CDR Milestone: 60% |
| LCDR Leadership: 59% | CDR Command: 45% |
| | MAJ Command: 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
 - JPME I

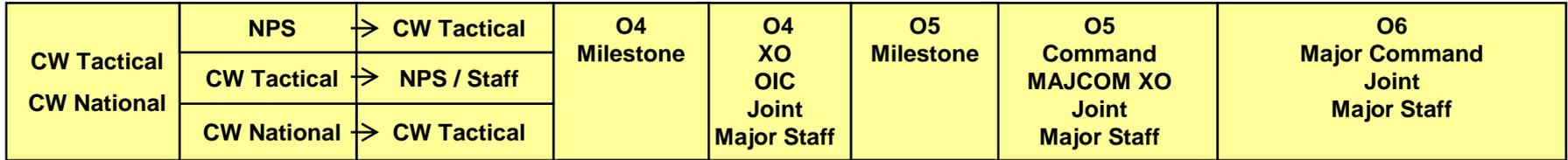
- **Valued achievements prior to CAPTAIN**
 - O5 Command (~45% opportunity)
 - Superior performance in O5 milestone tour
 - Superior performance in positions of leadership and influence
 - Programmatic/policy experience: OPNAV / BUPERS / PERSCOM
 - Operational HQ / TYCOM experience: CNMOC / NAVIFOR
 - Joint Qualified Officer progression



Cryptologic Warfare Officer

Career Progression

Career Path

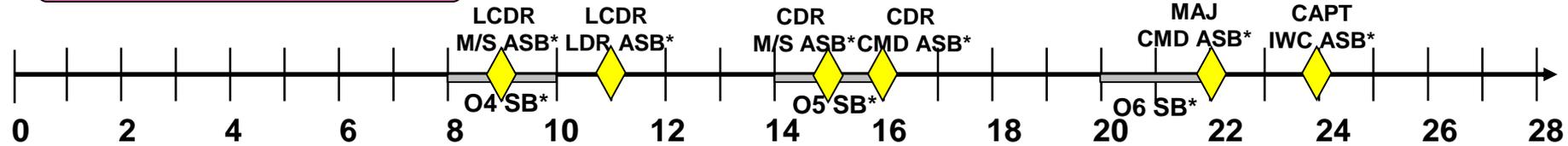


Lateral Gains: SWO-CW, POCR, Lat Xfr, LDO On-Ramp

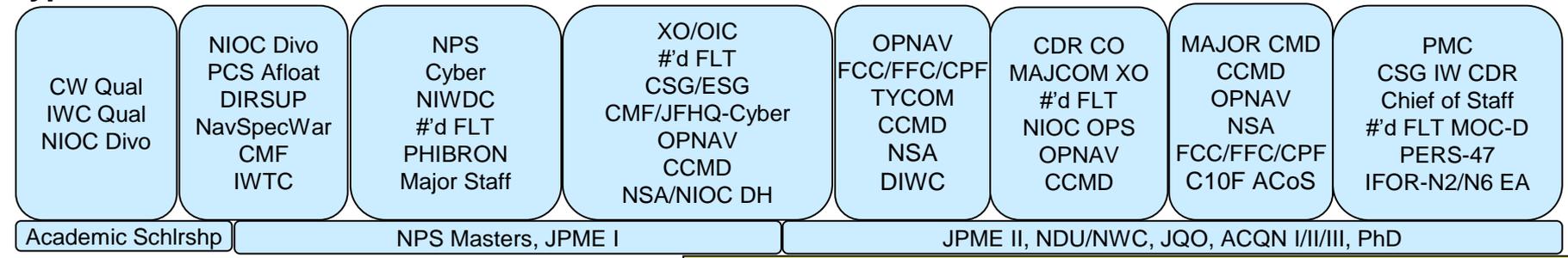
Acquisition

Acquisition

Acquisition



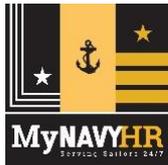
Typical Billets/Quals



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

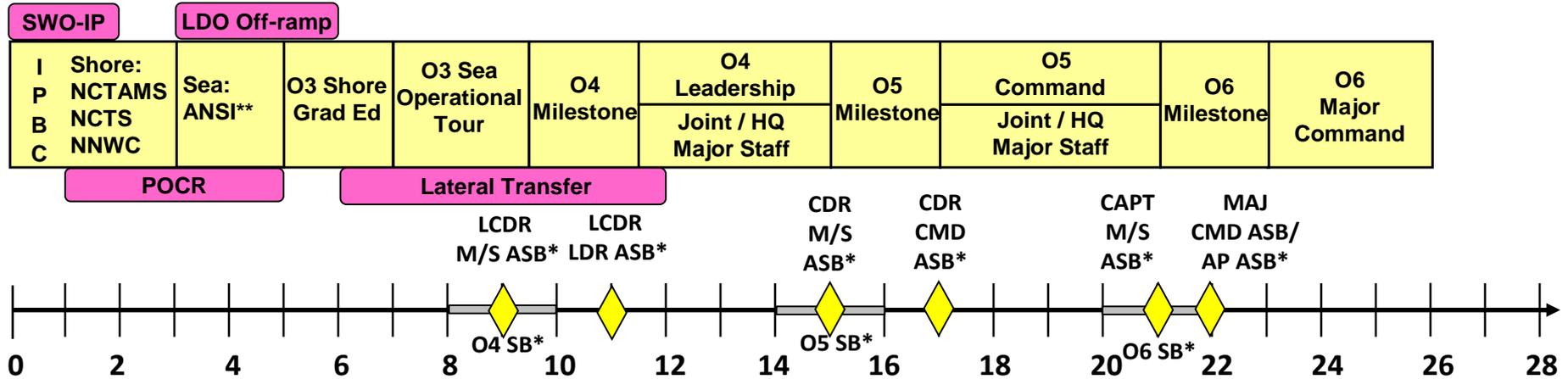
- **Valued achievements prior to CAPTAIN**
 - Strong performance in O5 Leadership tour (CO/XO)
 - Break out performance in O5 Milestone tour; MS Complete
 - Strong performance in Major Staff, TYCOM, Joint tour, OPNAV, NPC/BUPERS
 - Joint Qualified Officer progress (JPME Phase II complete OR in/complete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



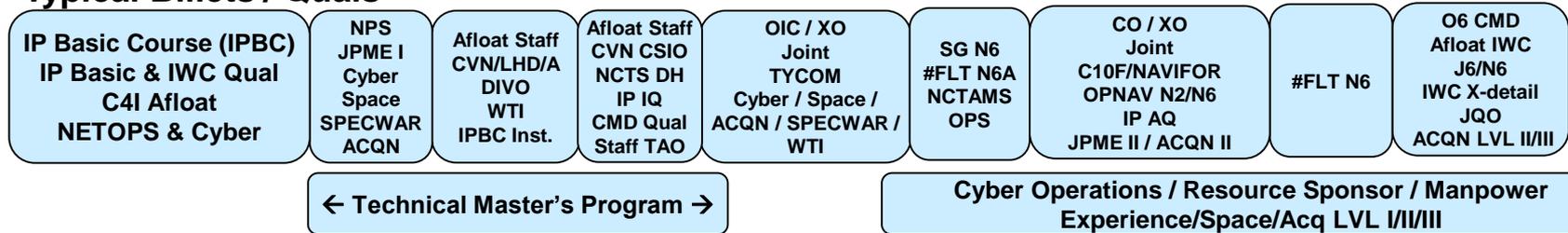
Information Professional Officer

Career Progression

Career Path



Typical Billets / Quals



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

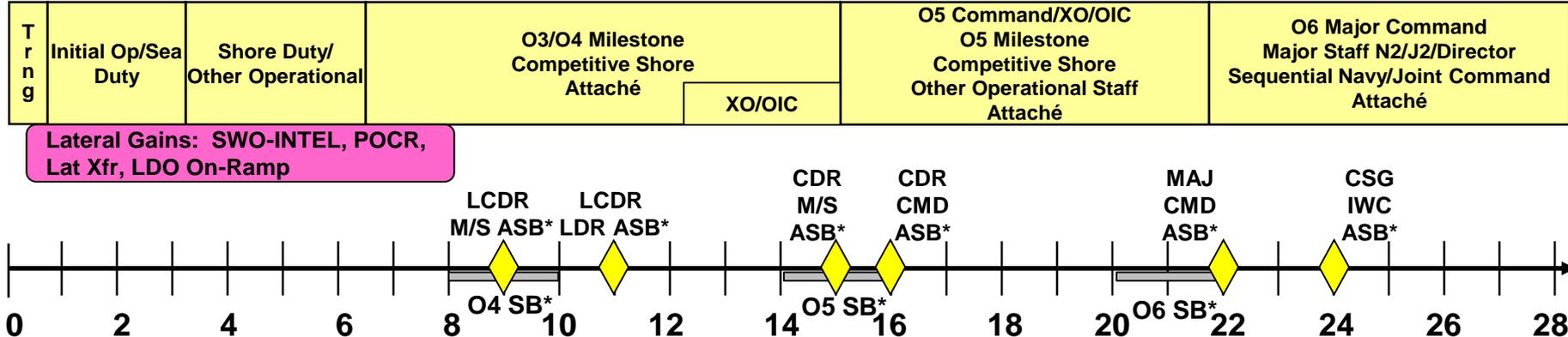
- **Valued achievements prior to CAPTAIN**
 - O5 Command (~10% command opportunity)
 - Superior performance in O5 Milestone
 - Technical Master's degree
 - Joint Qualified Officer progression
 - Major Staff Tour – CCMD (or other Joint tour) / OPNAV / TYCOM
 - Acquisition Experience – NAVWAR
 - Space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



Intelligence Officer

Career Progression

Career Path



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

Typical Billets/ Quals

| | | | | | | | |
|--|----------------------------------|--|----------------------------------|---|---|--|---|
| INTEL Qual IWC Qual CVN/CAG Amphib | NSW FID/FAF Intel Center * | CVN/CAG Amphib NSW FID/FAF Expeditionary | Intel Center * # FLT COCOM | CVN/CSG ESG NSW # FLT Expeditionary | Intel Center * COCOM OPNAV Joint Staff | # FLT N2 Staff N2 Joint Staff Intel Center* | CSG IW CDR Chief of Staff Theater Component J2 |
| Post-Graduate (NPS, NIU, FSEP, Olmstead), JPME I | | | | JPME II, NDU/NWC, JQO | | | |

* Intel Center = CCMD JIOC, CSA, ONI

| Command and Milestone Administrative Boards (FY19): | |
|---|-----|
| LCDR Milestone: | 87% |
| LCDR Leadership: | 31% |
| CDR Milestone: | 46% |
| CDR Command: | 4% |
| MAJ Command: | 18% |
| CSG IWC | 22% |

*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/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
 -

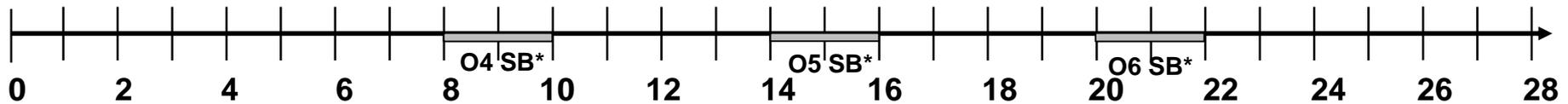
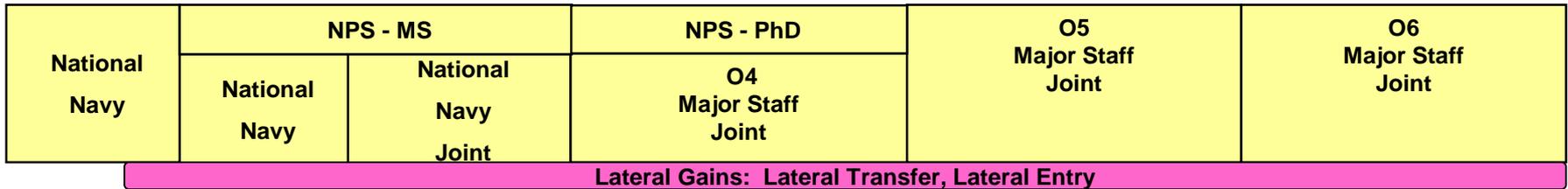
- **Valued achievements prior to CAPTAIN**
 - O5 Command (~5% opportunity)
 - Superior performance O5 operational/sea milestone tour
 - Superior performance in position of leadership
 - Competitive intelligence center/staff tour (Navy or Joint) as O4 or O5
 - Demonstrated proficiency across Information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



Cyber Warfare Engineer

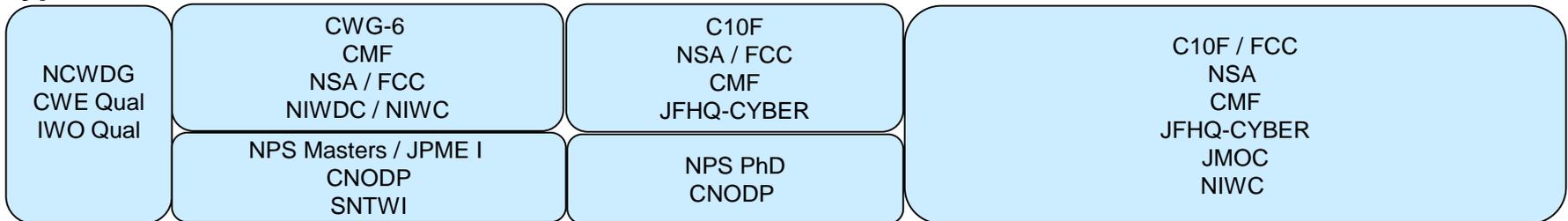
Career Progression

Career Path



*SB: Statutory Board

Typical Billets/Quals



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



Cyber Warfare Engineer

Community Values

- **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

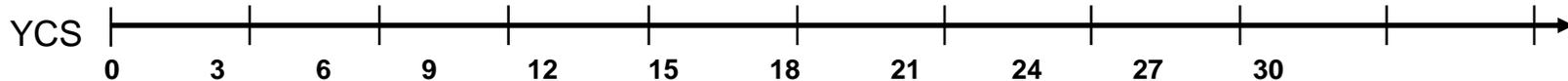
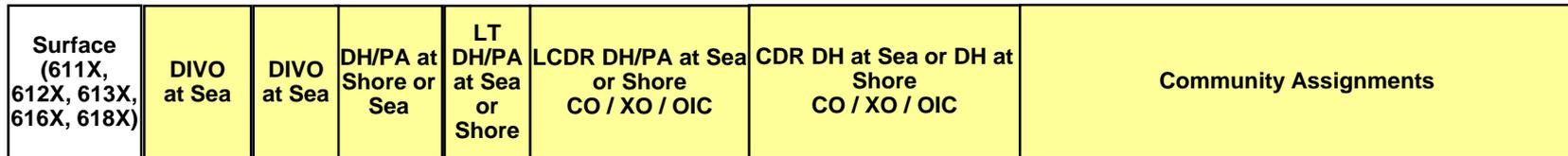
- **Valued achievements prior to LIEUTENANT COMMANDER**
 - Information Warfare Officer Qualification
 - Demonstrated proficiency in vulnerability research, software development, and software testing
 - Superior performance in Navy tours (NCWDG, C10F, NIWDC, CWG-6 subordinate commands)
 - Superior performance 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

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

| | | |
|--|--|---|
| 611X: O-3 1 st LT LPD O-4 1 st LT CVN | 613X: O-3 MCM/LCS CHENG, LHD PA O-4 LSD/LCC/LPD CHENG, LHA/D MPA O-5 LHA/D CHENG | 618X: O-4 CVN CSMO O-5 CSO CVN |
| 612X: O-4 CSG JICO, AOPS LHA/D O-5 Fleet JICO | 616X: O-4 GUN BOSS LHA/D, CSMO CVN O-5 CSO CVN | |

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

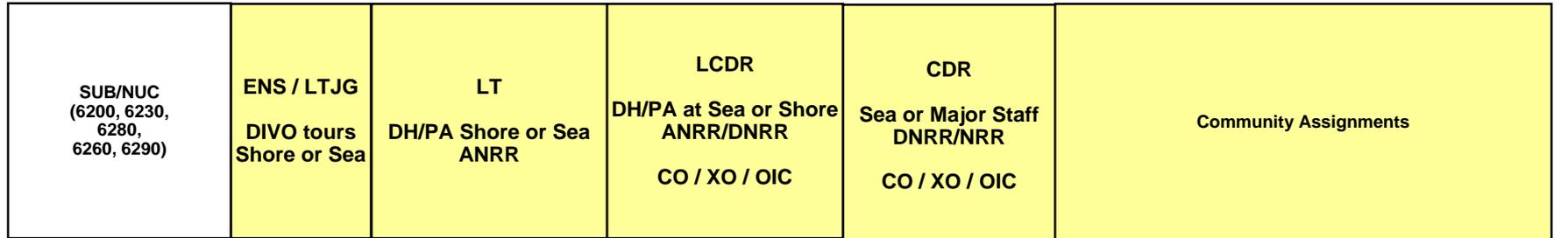
▪ **Valued achievements prior to CAPTAIN**

- 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



| | |
|--|---|
| Basic / Technical Qualifications | <p align="center">Valued Career Credentials</p> <p>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).</p> |
|--|---|

| <u>Milestone assignments</u> | | |
|---|--|---|
| 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 | 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 |
| 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 | 6290: O-3 Staff COMMS/IT, STRATCOM, NSW, Wing No control grade billets Off-ramp available starting at 4-6 YCS |

*** few opportunities available

| |
|---|
| <p align="center">Administrative Screenings</p> <p>Commander Command: selected CDRs/CDRs Major Command: selected CAPTs/CAPTs</p> |
|---|



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)**

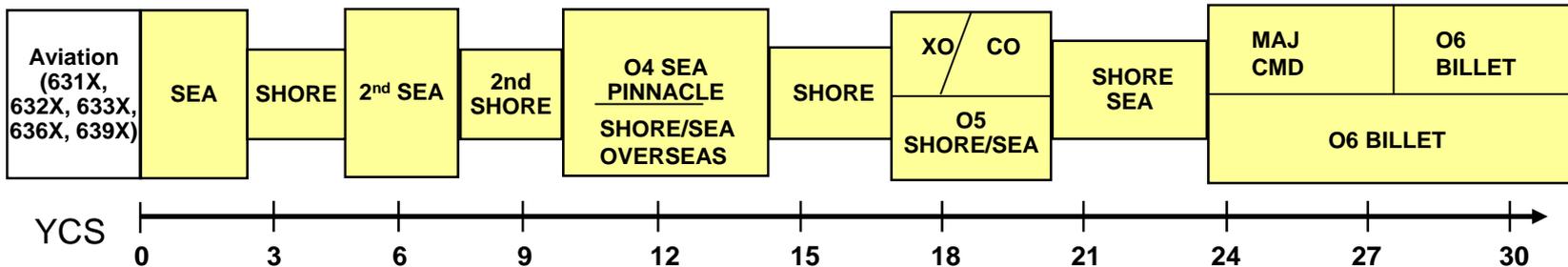
- **Valued achievements prior to LIEUTENANT COMMANDER**
 - Demonstrate superior TECHNICAL performance and leadership within their designator specialty (all designators)
 - Sustained superior performance while serving as Division Officer at sea or ashore (all designators), CVN Technical Assistant (Fleet 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/AOIC/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/TYPE 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, FACSFAC), 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)



Limited Duty Officer (Aviation)

Community Values

- **Valued achievements prior to LIEUTENANT COMMANDER**
 - Successful Division Officer tour
 - Competitive breakouts when ranked amongst peers
 - Acquisition level I/II completed (Limited Opportunity)

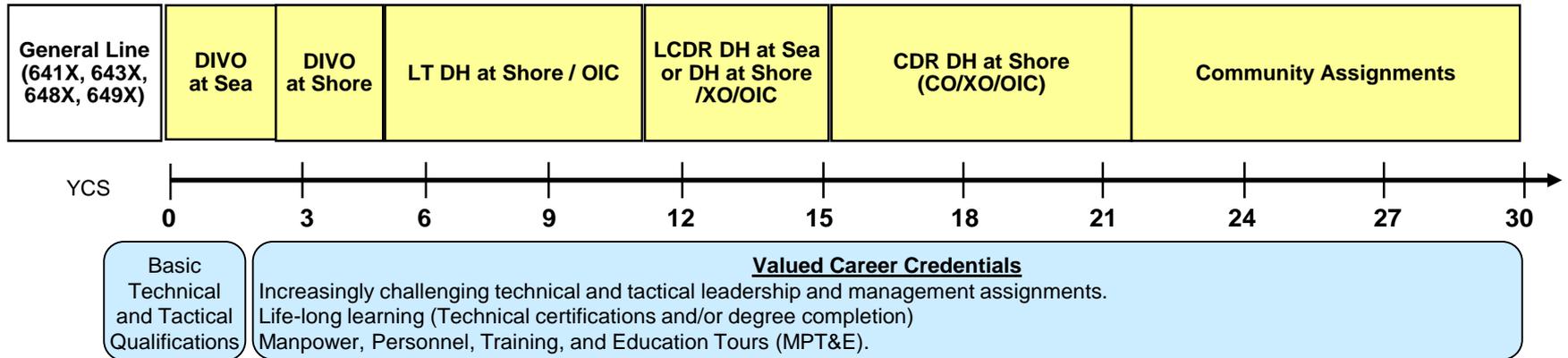
- **Valued achievements prior to COMMANDER**
 - Successful Department Head/Principal Assistant at pinnacle tour with competitive breakout
 - Competitive breakouts when ranked amongst peers
 - Acquisition level I/II completed
 - Command ashore eligible

- **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



| <u>Milestone Assignments</u> | |
|--|---|
| 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 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