



FY-21 Active-Duty Line Merit Reorder Considerations Brief Disclaimer

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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

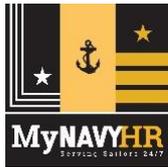
- Recognized top performer in tactical/operational positions (NSWDG, SDV, SBT, SEAL, SRT)
- Awards for combat or national mission actions
- Successfully completed a competitively screened billet (NSWDG TACDEVRON, SDV or Flag Aide/ADC)
- Superior performance in diverse NSW billets (NSWDG/SDV/SRT/GBT/Overseas)
- 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 Officer

Merit Reorder Considerations

- **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 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

- **Valued achievements prior to COMMANDER**
 - Proven performance in assignments such as overseas tours, sea duty, INSURV
 - 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)

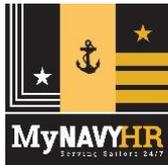
- **Valued achievements prior to CAPTAIN**
 - Top recognized performer in O-5 Command/O-5 Acquisition Shore Command (ASC) CO
 - Top recognized performer in bonus O-5 Command tour
 - AQD: CE(X) - corporate tour
 - Master's degree (business or technical)
 - ACQ PQM LV3 and LV 3 in ACQ PM or ACQ LOG



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 CNO DP 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 with in 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