COMPETENCY/SKILLS INFORMATION

This Secretary of the Navy (SECNAV)-approved document provides additional information regarding competency/skill requirements listed in the selection board convening order. This document is a comprehensive list of all possible requirements across communities and paygrades. Individual selection boards should only reference the particular requirements listed in the competency/skill requirements section of the board's convening order.

Competencies/skills, listed in alphabetical order, include:

a. Acquisition Corps
b. Astronaut Consideration
c. Attaché Duty
d. Cyber Operations and Planning
e. Education and Training
f. Expeditionary Warfare and Confronting Irregular Challenges
g. Financial Resource Management
h. Human Intelligence
i. Integrated Air and Missile Defense
j. Joint Experience
k. Language, Regional Expertise, and Cultural Experience
l. Mine Warfare
m. Navy Operational Planner
n. Naval Special Warfare Experience
o. Naval Strategist Subspecialty
p. Nuclear Trained Limited Duty Officers and Chief Warrant Officers
q. Nuclear Weapons Technical Expertise
r. Operational Analysis
s. Recruiting Leadership
t. Requirements Management
u. Shore Installation Management
v. Space Cadre
w. Targeting

a. **Acquisition Corps.** Acquisition Corps community officers possess the qualifications to manage the development, acquisition, and life cycle support of the Navy's current and future platforms and associated systems. Acquisition Corps community officers serve in critical acquisition positions and key leadership positions, which both have statutory requirements. To meet these statutory requirements, specific training and detailing to acquisition billets can preclude Acquisition Corps community officers from acquiring joint duty credit and serving in traditional command billets. To develop

officers eligible to serve as major program managers and major acquisition shore commanders, assignments given to these officers may result in career patterns different from officers who have served exclusively in their primary specialty. Evaluate the quality of an Acquisition Corps officer's performance in acquisition assignments as having weight equal to that ordinarily given to other members of their respective communities who have followed more traditional career paths.

b. **Astronaut Consideration.** Selected officers of the Unrestricted Line, Aerospace Engineering Duty Officer, Engineering Duty Officer, and Medical Corps communities may be astronauts. This program supports U.S. national security strategy with a cadre of National Aeronautics and Space Administration Pilot Astronauts and Mission Specialists. Highly specialized training and mission requirements preclude Navy astronauts from compiling sea service time, acquiring joint credit, or serving in traditional command billets. However, astronauts spend considerable time working with partner nations, operating in multi-service environments, and having responsibility for operations on multi-billion dollar spacecraft. Carefully consider demonstrated performance and expertise in this unique competency. Evaluate astronaut assignments of increasing responsibility and leadership, and their contributions to national security strategy that are on par with officers who followed more traditional career paths.

c. **Attaché Duty.** Attaché duty, which includes Senior Defense Official/Defense Attaché (SDO/DATT), American Legation United States Naval Attaché (ALUSNA), and Assistant ALUSNA, provides the Navy with specially trained and skilled officers who possess language capabilities, regional expertise, and cultural experience. Officers selected for attaché duty undergo a rigorous and competitive selection process and are personally screened and endorsed by SECNAV. These officers serve as the principal advisors in foreign countries to U.S. ambassadors, combatant commanders, and the leadership of the Department of Defense (DoD). The skill sets necessary to become certified attachés may require the officer to spend time in a "not observed" or "1 of 1" fitness report position or status during training. Give careful consideration to officers who are serving in or have completed attaché tours.

d. **Cyber Operations and Planning.** Operations in the cyberspace domain are critical to execution of joint and naval operations. Officers manage and execute operational missions that include DoD information network operations, offensive and defensive cyberspace planning and operations, cyber

intelligence, surveillance and reconnaissance, and computer network exploitation. Particular emphasis should be given to officers with experience in multiple facets of cyberspace operations.

e. **Education and Training.** The Navy requires officers to support a multitude of training and educational billets often outside their mainstream career path. Give careful consideration to officers who have successful tours in training commands or educational institutions, have served as faculty at military educational institutions, or have otherwise contributed significantly to the development of the current and future workforce through individual or team training innovations.

f. **Expeditionary Warfare and Confronting Irregular Challenges.** The Navy's focus on expeditionary warfare and confronting irregular challenges, in the littorals and ashore, in support of naval combat forces requires the Navy to promote and retain officers who possess experience in these evolving critical domains. Give careful consideration to demonstrated performance of officers who have expertise in billets utilizing expeditionary construction, logistics, intelligence, coastal riverine, diving, explosive ordnance disposal, mobilization, and training. Multiple tours in expeditionary assignments of increasing complexity are particularly valued whether afloat or while serving ashore on major joint or Navy staffs. Evaluate the quality of an officer's performance in challenging expeditionary assignments as having weight equal to that ordinarily given to the performance of other members of his or her respective community who have followed a more traditional career path.

g. **Financial Resource Management (FM)**

(1) In order to effectively advocate for resources and exercise the utmost degree of financial stewardship at senior levels, the Navy requires exceptional FM subspecialty officers who combine demonstrated superb operational performance, keen analytical ability and judgment, and extensive FM experience. Developing FM officers with these prerequisites is accomplished with the following subspecialty career progression:

(a) FM Mid-Grade Officers (Mid-Grade O-4/O-5): FM post-graduate education or an entry-level experience tour.

(b) FM Senior Officers (Senior O-5/O-6): FM assignments that leverage a record of operational excellence and previous FM experience.

(c) FM Flag Officers: Combine broad proven operational excellence and extensive FM experience tours.

(2) Give careful consideration to the Navy's need for senior officers offering the combination of demonstrated superb operational performance and strong accumulated expertise in FM experience tours in budgeting and programming within the following organizations: OASN (FM&C) FMB, OPNAV N8, OPNAV N9, JCS-J8, OUSD (Comptroller), OUSD (CAPE), COCOM-J8 staffs, Fleet-N8 staffs, and type commander (TYCOM)-N8 staffs.

(3) Give special consideration to those officers who have earned the subspecialty code of a fully-qualified FM: 3111, with suffixes listed below:

(a) 3111Q: FM Master's Degree (MBA) + one or more FM experience tours;

(b) 3111R: Multiple FM experience tours (without MBA);

(c) 3111S: Single FM Experience Tour (without MBA).

h. **Human Intelligence (HUMINT).** HUMINT trained and certified Navy officers deploy worldwide to support Navy, theater, joint, and national collections objectives and critical intelligence requirements. These HUMINT certified officers provide the Navy a unique ability to obtain actionable intelligence through interpersonal contact compared to more technical collection disciplines. Officers selected to perform HUMINT collection duties are extensively screened and complete demanding training and operational assignments to become proficient at this discipline. Since most advanced HUMINT certified officers are detailed to multiple tours and specialized training, this career track may preclude them from acquiring joint duty credit or serving in traditional command and milestone billets. This unique HUMINT certification may require the officer to spend a significant amount of time in a "not observed" or "1 of 1" fitness report position or status during training. Give careful consideration to officers who perform well in operational advanced HUMINT tours.

i. **Integrated Air and Missile Defense (IAMD).** IAMD officers require a background and experience in theater and regional air, cruise missile, hypersonic missile, ballistic missile defense, and associated command and control. In the rapidly evolving threat environment, IAMD officers need a firm understanding of threat-based mission planning tools and

methodologies; netted sensors; integrated fire control; cross-domain supported/supporting capabilities; intelligence, surveillance, and reconnaissance (ISR) and counter ISR; and adversary hard/soft kill capabilities and tactics. Experience in IAMD capability and concept development and integrated employment of those capabilities should be particularly emphasized.

j. **Joint Experience.** The Navy must ensure its future leaders are skillful warfighters designated as Joint Qualified Officers, well versed in joint matters and strategic thinking. Give careful consideration and value to demonstrated performance in a joint duty assignment, as well as completion of joint professional military education (JPME Phase I and II).

k. **Language, Regional Expertise, and Cultural (LREC) Experience.** Officers who have demonstrated competence in assignments requiring foreign language, regional, and cultural expertise provide a unique combination of specialized skills that support Navy and DoD requirements. This mission essential capability ensures successful theater engagement, security cooperation, and maritime strategy support. Particular emphasis is to be given to officers who have a demonstrated proficiency in the following languages: Arabic (all dialects), Chinese-Mandarin, French, Japanese, Korean, Persian-Iranian (Farsi), Russian, and Spanish. Give added consideration to officers who have applied LREC skills in overseas assignments such as SDO/DATT, Naval Attaché, Security Assistance Officer/Security Cooperation Officer, Personnel Exchange Program, Navy Expeditionary Combat Command, Olmsted Scholar, or Foreign War College. The skill sets necessary to perform these often require the officer to spend significant time in a "not observed" status during training. Additionally, a language required assignment often results in a "1 of 1" fitness report.

l. **Mine Warfare (MIW).** Combatant commanders must be able to conduct littoral operations and control the sea; naval mines are a worldwide threat that have inflicted more damage than any other naval weapon and can deny access for a prolonged time. In 2017, the CNO stated that mine warfare was "our most urgent warfighting requirement." To ensure the Navy's ability to both counter and employ mines, it is essential to develop a cadre of officers with MIW expertise to include joint and coalition MIW operations, requirements and acquisition, integrated training and certification, and mining planning and operations. Fleet commanders need MIW officers who can provide expert advice and TYCOMs must have staff who can ensure proper MIW Force manning, training, and equipping. Officers who have completed multiple

MIW tours with increasing complexity are particularly valued and should be considered equal to members of their respective communities who have followed more traditional career paths.

m. **Navy Operational Planner.** Navy leadership must be able to apply operational art and evaluate operational-level joint planning. The Navy made a substantial investment in the evolution of fleet commanders into Joint Force Maritime Component Commanders and the establishment of our Maritime Operations Centers. That investment must be matched on the human capital side by ensuring commanders and captains who have the requisite expertise to lead maritime planning and joint planning are retained to recapitalize their talents in leadership billets. Navy officers who attend advanced warfighting school receive the "JP-1" Additional Qualification Designation (AQD) and upon completing operational planner assignments receive the "JP-3" AQD. Combatant commanders, joint staff, joint task force staffs, and fleet staffs have strong demand for the skills that operational planners provide. Give careful consideration to the demonstrated performance of officers with these skills and this expertise.

n. **Naval Special Warfare (NSW) Experience.** NSW Forces remain engaged in worldwide kinetic and non-kinetic activities across the complete spectrum of special operations competencies. Officers assigned to NSW commands execute worldwide preparation of the operational environment, coordinate with partner nation forces, and train with fleet and joint forces to remain postured for more traditional major theater war plans. Officers operating in the NSW environment possess a depth of experience and knowledge of special operations campaigns, targeting, cyber operations and planning, expeditionary warfare, joint and interagency operations, and partner nation operating environments. Lessons learned and relationships built during these operations create combat support and combat service support expertise that cannot be overstated. NSW experience is an invaluable resource for the Navy, DoD, and our Nation. Give careful consideration to demonstrated performance and expertise in this area, and consider any tour in NSW as an extremely demanding and enriching assignment.

o. **Naval Strategist Subspecialty.** Strategists (230x) possess the education and/or experience to manage the development, execution, and assessment of the Navy's strategy, plans, and policy. They fill a number of key assignments on various high-level staffs, including the Navy staff, combatant commander and naval component commander staffs, Joint Staff, and Office of the Secretary of Defense staffs. It is essential to

develop, employ, and retain this cadre of officers and capitalize on their strategy-associated tours in mid-grade and senior officer pay grades. Mid-grade officers with political-military education and requisite tour experience are critical to current strategy development and essential to building fully qualified (education and utilization tour) senior leadership for the future. Give careful consideration to officers with demonstrated performance in strategy and who continue to perform well in operational tours, but who may not have had traditional shore rotations and "break out" opportunities.

p. **Nuclear Trained Limited Duty Officers (LDOs) and Chief Warrant Officers (CWOs). [Refer only to relevant community (LDOs or CWOs) for specific boards; language is the same for each community.]** Some nuclear-trained LDOs (620X) and CWOs (740X) serve in unique assignments outside of the mainstream LDO/CWO career path. These assignments are among the highest priority "needs of the Navy." The LDOs/CWOs filling these assignments will not have the traditional career milestones, i.e., warfare or command qualifications, and division officer or department head tours. They are specifically screened and selected to exercise Department of Energy regulatory responsibility as technical experts in naval nuclear propulsion plant maintenance, refueling, construction, operation, and training. These LDOs/CWOs provide subordinate leadership to submarine, CVN, and shipyard commanding officers. They provide peer leadership and mentoring to reactor officers, chief engineers, and submarine engineers. They report directly to the Director, Naval Nuclear Propulsion Program on matters pertaining to reactor and radiological safety. The unusual responsibilities and non-traditional career path of these officers should be viewed positively, given the importance and the highly specialized nature of the community.

(LDO Captain Selection Board)

The career path for nuclear trained LDOs does not include command opportunity until after selection for captain. Their pinnacle career path billets are: (1) Naval Reactors Representative (NRR) in a fleet concentration area or at a nuclear training command, or (2) chief engineer of a nuclear powered aircraft carrier. The NRR at a shipyard in a fleet concentration area or at a nuclear training command serves in an O-6 or executive civilian billet.

q. **Nuclear Weapons (NW) Technical Expertise**

(1) Engineering Duty Officers (144X), LDOs (626X), and CWOs (726X) who serve or have served in billets directly responsible for the design, maintenance, transportation, operation, security, storage, and testing of nuclear weapons and nuclear weapons systems possess unique critical skills and expertise. These skills are essential to support the safety, security, and reliability of the #1 Navy mission - strategic deterrence. Navy officers completing a Nuclear Weapons Junior/Senior Technical Supervisor tour receive the "SP6/SP7" AQD. Give careful consideration to the demonstrated performance of officers with these skills and this expertise.

(2) LDOs (626X) and CWOs (726X) routinely serve in unique assignments outside of the mainstream LDO/CWO career path. These assignments are among the highest priority "needs of the Navy." The LDOs/CWOs filling these assignments will not necessarily have the traditional career milestones, i.e. warfare or command qualifications, and division officer or department head at sea tours. They are specifically screened and selected to exercise responsibility as technical experts in naval nuclear weapons and weapons system construction, operation, maintenance, and training. These LDOs/CWOs provide subordinate leadership to Submarine and Strategic Weapons Facility commanding officers, as well as TYCOM, Fleet, and OPNAV staffs. They report directly to the Director, Strategic Systems Programs (SSP) on matters pertaining to nuclear weapons safety. The unusual responsibilities and non-traditional career path of these officers should be viewed positively, given the importance and the highly specialized nature of the community.

(3) Give careful consideration to the Navy's need for senior officers offering the combination of demonstrated superb operational performance and strong accumulated expertise in NW experience tours within the following organizations: SSP, OPNAV, OUSD, STRATCOM, NAVSEA, Fleet, and TYCOM staffs.

(Captain Selection Board)

(4) The career path for nuclear weapons trained LDOs does not include command opportunity until after selection for captain. Their pinnacle career path billets (assignment based on extensive nuclear weapons technical expertise and leadership experience) are Fleet/Strategic Systems Programs Chief Nuclear Weapons Inspector (CNWI), Executive Officer of Strategic Weapons Facilities (SWF)and major shore commands. Submarine ordnance LDOs (6260) who are serving or have served as a CNWI or SWF

executive officer should be viewed as equivalent to nuclear LDOs (6200) who are serving or have served as a CVN chief engineer.

r. **Operational Analysis (OA)**

(1) The fully qualified OA-coded officer has an in-residence Operations Research Master's degree from the Naval Postgraduate School - a course that typically requires a non-traditional unrestricted line career path, or the Naval Postgraduate School Master's of System Analysis (MSA) degree, or a civilian equivalent of Operations Research (OR)/Operations Analysis Master's degree. Naval officers with the OA skillset quantitatively analyze warfighting requirements and provide objective risk assessments. Additionally, they develop and use rigorous analyses to inform executive decisions spanning the vast range of naval and joint operations and programs.

(2) OA-coded officers may have one of the following subspecialty codes:

(a) 3211P: OR master's degree;

(b) 3211Q: OR experience tour with qualifying OR master's degree;

(c) 3211S: OA experience tour without qualifying OR master's degree);

(d) 3211R: multiple OA experience tours without qualifying OR master's degree);

(e) 3210P: MSA degree;

(f) 3210Q: proven OA experience tour with MSA degree.

(3) Board members should give careful consideration to the Navy's need for officers with education and proven experience tours in the OA competency.

s. **Recruiting Leadership.** Commanding officers (COs) of one of the 26 Navy Recruiting Districts (NRDs) or Navy Talent Acquisition Groups (NTAGs) in Navy Recruiting Command directly support the Fleet by providing premier talent acquisition to "Strengthen our Navy Team for the Future" - the CNO's Gold Line of Effort. A NRD/NTAG CO is charged with leading approximately 250 Sailors, civilians, and contract employees to inform, attract, influence, and hire the highest quality candidates from

America's diverse talent pool for service in the Navy's active and reserve components and to prepare them for enlisted and officer training programs. NRD/NTAG COs develop, implement, and manage plans to meet specific and measurable goals in support of fleet manpower requirements for over 209 different officer and enlisted programs. What sets an NRD/NTAG command apart is the challenge of leading Sailors who are autonomous, geographically dispersed, and typically without base support. An average area of responsibility encompasses a territory spanning 140,000 square miles across several states, 50 recruiting facilities, and a $2M annual operating budget. NRD/NTAG COs are adept at working with senior military staffs, local and state government officials, and senior civilian executives. NRD/NTAG COs gain tactical-level skills in sales, human resources, non-traditional force protection, public affairs, budgeting, and logistics that are invaluable to O-6 assignments. Give careful consideration to the Navy's need for officers who succeed and flourish in command during a challenging tour in recruiting.

t. **Requirements Management (RM)**

(1) The RM Community was established by NAVADMIN 228/17, per CNO's direction to develop RMs in a manner "similar to the Acquisition and Financial Management communities". RMs are formally trained and designated, and are sought for repetitive tours at progressively higher leadership positions.

(2) RMs identify and define Navy requirements, and partner with the FM community to align requirements with resources, providing the what, when, and how-much regarding Navy investments. In order to provide relevant, comprehensive warfighting value to the requirements process, these officers must have demonstrated superior expertise in their warfare designation and must have the acumen to engage in the joint capabilities integration and development system; urgent operational needs process; planning, programming, budgeting and execution process; special programs; and regular congressional engagements.

(3) Developing RM officers with these prerequisites is accomplished with the following subspecialty career progression:

(a) RM Mid-Grade Officers (Mid-Grade O-4/O-5): RM post-graduate education or an entry-level experience tour.

(b) RM Senior Officers (Senior O-5/O-6): RM assignments that leverage a record of operational excellence and previous RM experience.

(4) Give careful consideration to the Navy's need for officers possessing the combination of demonstrated operational performance and accumulated expertise in RM experience tours within the following organizations: OPNAV N9 (N9I/N94/N95/N96/N97/N98/N9SP), OPNAV N2/N6, OPNAV N4, JCS, COCOM staffs, Fleet staffs, and TYCOM staffs.

(5) Give special consideration to those officers who have earned the subspecialty code of a fully-qualified RM: 6500/6511, with suffixes listed below:

(a) 6500/1/2/Q: 6500/1/2P + one RM experience tour + Requirements Management Certification Training (RMCT);

(b) 6511Q: 31XXP/32XXP + one RM experience tour + RMCT;

(c) 6511R: 6511S designation + additional RM experience tour;

(d) 6511S: Non-RM subspecialty code + one RM experience tour + RMCT.

u. **Shore Installation Management.** Shore installation management requires officers to design and develop integrated solutions across Navy commands, budget submitting offices, and warfare and provider enterprises for the sustainment and development of Navy shore infrastructure, base operating support, and current and future platform requirements. Given the importance of this mission enabler, when selecting the officers to fill this vital role, careful consideration should be given to demonstrated superior fleet and shore performance and expertise in their ability to enable operational forces, facilitate total force readiness, foster and sustain relationships, and manage all aspects of shore operations efficiently and effectively. The following job and educational experience should be considered: any job which pertains to antiterrorism/force protection, training, financial, or personnel management; and advanced educational degrees including, but not limited to, operations analysis, business administration, community development, city planning, public

administration, law enforcement, financial management, or environmental management.

v. **Space Cadre.** Success of naval operations is highly dependent on national, DoD, allied, and commercial space capabilities to deliver and protect assured command and control, battlespace awareness, and integrated fires to the fleet. It is imperative that the Navy maintain a cadre of space professionals comprising Unrestricted Line, Information Warfare, Aerospace Engineering Duty, and Engineering Duty officers who are competent in joint space planning and operations, requirements generation, research and development, and acquisition of both space-based and space-dependent capabilities. In addition, the Navy's contribution to the successful development of the nascent Space Force will require naval officers with these skill sets to play key leadership roles. Members of this cadre may have atypical career paths because of specialized education, training, and assignments outside of the Navy, which makes them valuable to Navy. Give careful consideration to officers with these skills, expertise, and demonstrated performance.

w. **Targeting.** Targeting systematically analyzes and prioritizes targets and matches appropriate lethal and nonlethal actions to those targets to create specific desired effects that achieve the commander's objectives. The Navy requires targeteers who are experts in kinetic, non-kinetic, and high value individual targeting. Having targeting expertise within the Navy is vital to warfighting effectiveness and helps ensure naval effects can be coordinated and synchronized across the spectrum of joint fires. Targeting expertise is gained through formal training (AQD 3A2) and through practical experience. Certain jobs in targeting result in an additional AQD, but not all.