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From: Director, Military Personnel Plans and Policy (N13)
To: President, FY-20 Reserve LDO/CWO In-Service Procurement Selection Board
Subj: FY-20 RESERVE LIMITED DUTY OFFICER AND CHIEF WARRANT OFFICER
SELECTION BOARD QUOTAS

Encl: (1) FY-20 Reserve LDO Selection Quota Plan
(2) FY-20 Reserve CWO Selection Quota Plan
(3) FY-20 Reserve LDO/CWO Primary Discrete Requirements

1. This memorandum provides policy guidance and quota authorizations for the FY-20 Reserve limited duty officer (LDO) and chief warrant officer (CWO) In-service Procurement Selection Board that convenes on 9 January 2019. Selectees will be commissioned 1 October 2019 through 1 September 2020.
2. The board is authorized to select numbers specified in enclosure (1) for appointment to LDO in the grades of lieutenant junior grade and ensign, and to select numbers specified in enclosure (2) for appointment to CWO2. The board will rank primary and alternate selects on separate LDO and CWO lists in descending order. Alternate selects are required to satisfy officer requirements should a primary select later decline to accept or is found not eligible for appointment, and to satisfy emergent billet growth requirements in specific designators or to meet other community needs as determined by Director, Military Personnel Plans and Policies (OPNAV N13). Enclosure (3) contains discrete selection requirements to be considered for specific designators.
3. Eligible candidates may apply for both LDO and CWO. If selected as a primary or alternate, the candidate's name may appear on either the LDO or CWO primary/alternate list, but not both.
4. Selection to the full quota of either primary or alternate numbers, within specific designators, may not be possible if the board finds there are not enough fully qualified applicants. In that event, after the board has submitted its report and should the needs of the Navy so dictate, the Deputy Chief of Naval Operations (Manpower, Personnel, Training and Education) (DCNO (N1)) may move candidates recommended by the board as alternates to the primary list within the same designator. Transferring of primary or alternate quotas by the board from one designator to another is not authorized.
5. Release of quota numbers to other than selection board members is not authorized until after the board has been convened. In addition, disclosing the name of alternate selects not moved to primary status is not authorized at any time.


JOHN B. NOWELL, JR.

FY-20 NAVY RESERVE LDO SELECTION QUOTA PLAN

LDO CATEGORY AND DESIGNATOR	LDO QUOTA	ALT
SUB-ORDNANCE 626X	2	0
SUB-COMMUNICATIONS 629X	3	0
AVIATION MAINTENANCE 633X	8	1
ADMINISTRATION 641X	6	1
PHYSICAL SECURITY 649X	18	2
CIVIL ENGINEER 653X	3	0
TOTAL	40	4

FY-20 NAVY RESERVE CWO SELECTION QUOTA PLAN

CWO CATEGORY AND DESIGNATOR		CWO QUOTA		ALT
SURFACE-DECK	711X	10		0
SURFACE-OPERATIONS	712X	4		0
SURFACE-ENGINEERING	713X	6		1
SURFACE-ORDNANCE	716X	2		0
COMBAT CRAFT	717X	1		0
CRYPTO WARFARE	781X	5		0
INFO SYSTEMS	782X	4		1
INTELLIGENCE	783X	11		0
TOTAL		43		2

FY-20 RESERVE LDO/CWO PRIMARY DISCRETE REQUIREMENTS

**Note: All
designators**

1. If the applicants' quality supports the total number requested, select to the requested numbers. However, if the quality level does not support the total number of requested selects, it is important that only those who are the best and fully qualified are selected. In all cases related civilian experience must be considered.

DESIGNATOR

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**Submarine
Engineering/
Repair (623X)**

1. The 623X designator is open to both Surface and Submarine ratings with maintenance and repair backgrounds. Preferred candidates technical expertise in the field of submarine hull, mechanical, and demonstrate electrical maintenance. Favorable consideration should be given to those who have previously served within repair departments on-board Submarine Tenders or Shipyards (civilian shipyard experience is equally acceptable) and possess extensive knowledge and experience in Intermediate-level repairs and Quality Assurance (QA).

2. All applicants should be well rounded and have a mixture of the following qualifications and NECs: QA Craftsman, QA Inspector, QA Supervisor, NUC/NON-NUC QA/Welding/Machining qualifications, Dry Deck Shelter/SEAL Delivery Vehicle Technicians (NEC 9534/9535/5306). Completion of supervisory level watch qualifications (SUBMARINE: DOOW, COW, EOOW, EWS, ERS, DCPO, CDO. SURFACE: EOOW, PPWO, EWS, PPWS, CMO, CRAO, JOOD U/W) is vital towards determining the strength of the applicant. Those who have completed senior Repair qualifications (RDO, RDC, AQAO, QAS) are highly desired. For Submarine and Surface ratings, qualifications such as DOOW, EOOW, PPWO, EWS, PPWS, EDPO, and RDPO are equivalent qualifications and should be given equal weight.

3. The Reserve Component no longer accesses Naval Nuclear Propulsion LDOs. Active Component Enlisted personnel entering the Reserve Component do not retain Naval Nuclear Power NECs. The Reserve Component desires that former Naval Nuclear Propulsion personnel with Naval Nuclear Propulsion NECs (e.g., 3353, 3354, 3355, 3356, 3383, 3384, 3385, 3386) be given special consideration for accession into the Reserve Component 623X LDO Program. Personnel that have obtained supervisory Naval Nuclear Propulsion NECs (e.g., 3363, 3364, 3365, 3366, 3393, 3394, 3395 or 3396) are highly desired. The primary mission of the Reserve Component 623X LDO is to support submarine maintenance; it is critical that those personnel with a well-rounded background in maintenance and Quality Assurance be given special consideration for accession into the Reserve Component 623X LDO Program.

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4. Reserve Component LDO candidates with a strong maintenance and/or repair background gained in their civilian employment, who are not from the traditional Active Component source ratings, should be given consideration when the level of demonstrated maintenance/repair experience would be considered suitable for a Reserve Component LDO of the 623X designator.

Submarine Ordnance (626X)

1. Submarine Ordnance Officers supervise nuclear weapons technical operations. Special consideration should be given to Missile Technician (MT) applicants. The MT rating is not open to the Reserve Component. Reserve Component applicants who were previously MT's on active duty should be given special consideration.

2. The Reserve Component 626X candidates are not expected to be involved with nuclear weapons technical operations but are expected to have practical experience in TLAM, SLMM and/or torpedo ordnance operations, maintenance, repair, handling and safety. Preferred candidates demonstrate strong working knowledge and experience in planning, training, supervising, managing, and directing subordinates in the operation, maintenance, repair, handling and safety of missile and torpedo ordnance and related delivery systems. Candidates who have qualified Conventional Weapons Handling Supervisor (CWHS) or Quality Assurance/Safety Officer (QA/SO) should be given special consideration. MM must have 4232 and 4233 NECs. The 626X designator is open to both Surface and Submarine ratings that demonstrate the appropriate level of operations, maintenance and repair background.

Submarine Electronics (628X)

1. Applicants must have a background in the field of non-nuclear electronics. They must possess experience in the installation, operation, and maintenance of electronics systems installed in units of the submarine force. They assist in the operational evaluation of new installations as well as modifications to existing systems; provide operational and technical input to the research and development community for consideration in the design and testing of electronics systems and components; assist in the preparation and distribution of operator and maintenance training courses; and provide operation and maintenance guidance for electronics systems at all levels of command.

2. Reserve Component LDO candidates with a strong electronics background gained in their civilian employment who are not from the traditional Active Component source ratings should be given consideration when the level of demonstrated experience would be considered suitable for an Active Component LDO candidate of the source rating. For the

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Reserve Component, personnel outside of the source rating with a strong anti-submarine warfare (ASW) background should be given special consideration based upon the candidate's potential to qualify as a Theater Anti-Submarine Warfare Officer (TASWO). The 628X designator is open to both Surface and Submarine ratings with electronic maintenance and repair backgrounds.

**Submarine
Communications
(629X)**

1. Applicant must be able to act independently and have a strong background in radio frequency (RF) communications, Electronic Key Management System (EKMS), and Internet Protocol (IP). The candidate should have completed all senior in rate qualifications. At a minimum, applicant should be qualified Radio Supervisor/Radioman of the Watch (RMOW), Chief of the Watch (at sea), Diving Officer of the Watch (DOOW)/Pilot (E7) (at sea), and Duty Chief (in port). If a First Class Petty Officer is qualified DOOW, that is considered above and beyond what is expected. The candidate should have senior qualifications completed such as Master Training Specialist (MTS) and Communications Watch Officer (CWO). Additional consideration should go to those with Common Submarine Radio Room NECs/experience on either SSBN or SSNs (Virginia Class (VACL) and 688 Class). Consideration should be given to applicants in the new Information Technology Submarines (ITS) rating.

2. Reserve Component LDO candidates with a strong communications background gained in their civilian employment, who are not from the traditional Active Component source ratings should be given consideration when the level of demonstrated experience would be considered suitable for an Active Component LDO candidate of the source rating. For the Reserve Component, personnel outside of the source rating with a strong anti-submarine warfare (ASW) background should be given special consideration based upon the candidate's potential to qualify as a Theater Anti-Submarine Warfare Officer (TASWO). The 629X designator is open to both Surface and Submarine ratings with communication systems operation, maintenance and repair backgrounds.

**Aviation
Maintenance
(633X)**

1. Applicants must have acquired and demonstrated the appropriate aircraft maintenance experience and knowledge through qualifications and previous assignments. Applicants must have demonstrated a working knowledge of maintenance on a variety of aviation systems. Special consideration should be given to AC/RC applicants with demonstrated knowledge of the Naval Aviation Maintenance Program (NAMPP) through training and qualification.

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**Administration
(641X)**

2. RC candidates with recent maintenance experience in operational squadrons are highly desired. Candidates with civilian FAA (Federal Aviation Administration) A&P (Airframe and Power Plant) mechanics certificates, work as production technicians or engineers for major aerospace manufacturing companies should be given strong consideration for these designators

1. Personnel Specialist (PS) and Yeoman (YN) ratings should be given special consideration who have documented sustained superior performance in each assignment while demonstrating keen knowledge and managerial skills in, but not limited to:

- a. Administrative functions (EVAL & FITREP, awards, instruction/notices, and correspondence management).
- b. Pay and personnel functions and systems (NSIPS, EDM, TOPS, etc.).
- c. Personnel Distribution/Manpower (planning and requirements).
- d. Travel processes (NROWS, DTS).
- e. Advancement exam processes.
- f. Organizational planning, policies, and programs.
- g. Executing command-related legal functions, such as JAGMAN investigations, administrative separation processes, and non-judicial punishment procedures.
- h. Proficiencies with Microsoft Office, FLTMPs, NRRM, NAVFIT98, Navy Enlisted Advancement System (NEAS), and CMSID.

2. Applicants must have a history of diverse assignments in various operational and staff organizations. Attention should be given to those applicants that have successfully completed both CONUS and OCONUS unit assignments (to include AT/ADT/ADSW opportunities). Candidates serving as ADMIN DEPT LPO or LCPO of larger operational/deployable units are highly desired. Past and current evaluations should highlight leadership experience (documented mentorship/leadership) and success in managing complex administrative and personnel matters.

3. Applicants from “non-source” ratings, to include Legalman (LN), MUST have clearly demonstrated via written documentation (i.e., evaluations, awards, correspondence courses, professional military education etc.),

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sustained superior performance, plus meet the same criteria required for the PS and YN applicants outlined above.

4. Support info: LDOs are expected to be mobilization ready for recall immediately upon commissioning to support command initiatives both CONUS and OCONUS. LDO candidates selected must already possess the technical proficiencies and leadership abilities to manage an ADMIN/PERS department for both Active and Reserve Sailors at a large/operational command. Differences between Active and Reserve Component criteria: Reserve Directives/Policies/Procedures/Pay and Personnel are different from Active Component. Experience in Reserve Component only, will not be sufficient to be successful in this designator.

Security (649X)

1. Applicants must possess strong documented knowledge/experience in Antiterrorism/Force Protection, Physical Security, and Law Enforcement. Applicants must have demonstrated the ability to plan, organize, and implement required security measures in defense of a vessel, installation, or protection of High-Value Assets. The strongest applicants will have demonstrated exceptional ability to lead. Successful LCPO/LPO tours (specifically in Security Operations) in advanced or forward deployed environments and Navy installations are desired. Due to the large variety of missions within the Navy Security Forces (NSF), favorable consideration should be given to documented excellence across multiple specialties and platforms (Strategic Systems Program, Harbor Protection Units, Military Working Dogs, Personnel Security Details, installation NSF, Investigations, Expeditionary Security, Corrections, etc.) within diverse duty locations to include independent and isolated duty.

2. Differences between Active and Reserve Component criteria: Reserve Directives/Policies/Procedures/Assignments may vary from Active Component. Experience in Reserve Component only may not be sufficient to be successful in this designator. However, favorable consideration should be given to Reserve Component applicants not offered a sea tour who have successfully served in an Arduous Duty/IA/Joint/Staff billet. Furthermore, significant weight may be assigned to leadership roles (Sergeant, Lieutenant or Captain) in civilian law enforcement organizations, and such experience should be considered when noting the absence of sea duty or enlisted warfare qualifications that are the norm for Active Component candidates. Leadership in civilian law enforcement in itself is not sufficient and must be combined with a strong military security background. It should also be noted that some typical Master-at-Arms skill sets, such as Military Working Dog Handler, are not common among Reserve personnel.

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**Civil Engineer
(653X)**

1. Successful applicants become officer technical specialists in Naval Construction Force (NCF) operations and possess knowledge in-depth of Naval Construction Force (NCF) and Naval expeditionary operations. Applicants must have demonstrated leadership with a diverse career track and, upon commissioning, be world-wide assignable to NCF, COCOM, Fleet, SOF support and expeditionary units. Consideration is given to candidates with demonstrated technical competency, documented leadership, SCWS qualification, staff experience at the Battalion level and above, leadership in Construction Management, General Contracting, and formal degrees in engineering or construction management. CEC LDOs will have diverse career opportunities ranging from Company Commander, Officer-in-Charge, Training Officer, Plans Officer, and key staff billets.

**Surface-Deck
(711X)**

1. Officer technical specialists in the field of seamanship and navigation with practical naval experience in these areas. They plan, supervise, and direct activities of deck and navigation personnel in the performance of operational and maintenance functions. They plan, develop, and administer deck supervising seamanship and navigation exercises and drills. They assign and coordinate activities of personnel under their command. They serve as; but are not limited only to serving as, ship's boatswain, first lieutenant, operations officer, navigator, and at various training activities or in various operational and staff billets.

2. RC Candidates generally have no specific shipboard requirement, however prior AC shipboard experience is valuable. Credit should be granted to those sailors who spent time with NECC Units, or various platforms such as ACU, BMU, ACB, MSRON, and/or CORIVRON. Additionally, credit and consideration should be given to those with Merchant Marine Deck experience and any associated licenses.

**Surface-OPS
(712X)**

1. Technical specialists in the utilization, employment, application of techniques, equipment, systems, and procedures in the area of operations. They assist and advise commands in operations planning, direction, control and the employment and utilization of associated facilities, platforms and installations. They organize, supervise, and direct the performance of operations personnel; and assist in the administration of on-board training programs, facilities, and services. They may serve as, but are not limited to serving as, communications security material system custodians, combat information center officers, CIC officers, CIC watch officers, electronic surveillance measures, operations or acoustics instructors at training activities or in various operational and staff billets.

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2. RC Candidates generally have no shipboard requirement; however prior AC shipboard experience is valuable. The majority of Reserve billets are for Naval Gunfire Liaison Officers (NGLO) working as tactical air controllers with the USMC. RC Candidates must be in exceptional physical condition in order to work / deploy alongside their USMC counterparts under arduous field conditions. Credit should be granted to those sailors who spent time in operational billets with NECC, or various platforms such as ACU, BMU, ACB, MSR0N, CORIVRON and shipboard augment units with operational scheduling and/or mission planning experience. Additionally, credit and consideration should be given to those with Merchant Marine operations experience and any associated licenses.

Surface-ENG (713X)

1. Officer technical specialists who supervise and instruct personnel with duties involving the operation and maintenance of main propulsion (gas turbine, diesel, or steam) and auxiliary machinery and systems, engineering and repair department equipment, and refrigeration systems; handling, stowing, and regulating expenditure of fuel oil and boiler feed water; installation, adjustment, testing maintenance, modification, and repair of shipboard electrical systems pertaining to power distribution, propulsion, steering, lighting, degaussing, interior communications, gyrocompass, and associated equipment and instrument repair, adjustment, and calibration. They may serve as, but are not limited to serving as, engineering, electrical, and ship repair officers, or in various operational and staff billets. The 713X designator is open to both Surface and Submarine ratings with maintenance and repair backgrounds.

2. RC Candidates serving in I-Level maintenance units such as SURGEMAIN, Shipyards, Lighterage Repair, or Expeditionary Maintenance Detachments are highly desired. Experience in facilities or maintenance departments of other hardware units such as ACU1, ACB and NECC is also highly desired. RC Candidates with extensive shipboard engineering watch station/evolution experience is highly valued. Civilian experience or leadership in heavy industrial maintenance environments such as power generation, utilities, oil refineries, manufacturing, or merchant marine engineering plants is also highly valued.

3. The Reserve Component does not access Naval Nuclear Propulsion CWOs. Active Component Enlisted personnel entering the Reserve Component do not retain Naval Nuclear Power NECs. The Reserve Component desires that former Naval Nuclear Propulsion personnel with Naval Nuclear Propulsion NECs (e.g., 3353, 3354, 3355, 3356, 3383,

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3384, 3385, 3386) be given special consideration for accession into the Reserve Component 713X CWO Program. Personnel that have obtained supervisory Naval Nuclear Propulsion NECs (e.g., 3363, 3364, 3365, 3366, 3393, 3394, 3395 or 3396) are highly desired. The primary mission of the Reserve Component 713X CWO is to support surface engineering maintenance; it is critical that those personnel with a well-rounded background in maintenance, repair, and quality assurance be given special consideration for accession into the Reserve Component 713X CWO Program.

Special Warfare (715X)

1. Special Warfare Chief Warrant Officers are well established leaders who possess tactical and technical expertise in the field of Naval Special Warfare and Special Operations. These Officers supervise the training of Special Warfare Operators; coordinate high-risk training exercises; evaluate combat readiness; and direct personnel in the execution of full spectrum special operations in every environment and every theater. They may serve as' but are not limited to serving as Task Unit Operations Officers, Training Officers, Support Activity Officers, Combat Systems, Readiness Officers, and Special Program Managers.

2. Specific Qualification Requirements

a. Designated in writing as SEAL Special Warfare Operator and possess one of the following NECs: 5326 or 5323.

b. Successfully served and deployed in a tactical leadership role. The following positions should be viewed more favorably:

(1) SEAL Platoon or Troop LCPO

(2) Naval Special Warfare Development group team leader

(3) Cross Function Team (CFT) LCPO

c. Service in a non-tactical, leadership role during a diversity tour should also be considered. These include:

(1) Phase of Department LCPO

(2) Training LCPO

(3) Operations LCPO

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d. The objective is to select combat and operationally proven leaders possessing a wide variety of supervisory skills such as; but not limited to Diving Supervisor, HRST Master, Jump master, Master Training Specialist, Advanced Special Operations (ASO) levels 2 or 3, Range Officer-in-Charge and Range Safety Officer.

3. There are no differences between the Active and Reserve component criteria. Both Reserve and Active 715X criteria are the same.

**Surface-ORD
(716X)**

1. Officer technical specialists in naval guns, rockets, rocket launchers, missiles, mines, bombs, related launchers, guidance and control systems. control systems. They train and supervise personnel in assembly, maintenance, and repair of surface ordnance, equipment, components, and related systems. They coordinate, plan, and direct logistics, handling, and safety procedures for all phases of ordnance operations. They may serve as; but are not limited to serving as supervisors in related ordnance repair and logistics, nuclear weapons, fire control, ordnance training, repair and ordnance inspection and instructor assignments, or in various operational and staff billets.

2. RC Candidates will generally serve in ordnance handling units, mine assembly and staff level ordnance logistics units. Candidates with EOD, WEPS Detachments, Aviation Squadron ordnance handling or ammunition storage facility experience as civilians should be given appropriate consideration.

**SWCC
(717X)**

1. Special Warfare Combatant Craft-Crewman Chief Warrant Officers are tactical and technical experts in the field of Naval Special Warfare operations as well as established leaders. These Officers lead Special Boat Team (SBT) Troops and direct personnel in the execution of combatant craft operations in every theater. They may serve as; but are not limited to serving as Troop Commanders, Task Unit Commanders, SBT DET Officers-in-charge, and Training Officers.

2. SPECIFIC QUALIFICATION REQUIREMENTS

a. Designated in writing as a Special Warfare Combatant Craft-Crewman (NEC 5352), and Patrol Officer.

b. Successfully served and deployed in one of the following:

(1) SBT Detachment Commander

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(2) Naval Special Warfare Development Group Team Element
LCPO

c. Service in a non-tactical, leadership role during a diversity tour should also be considered. These include:

(1) Phase of Department LCPO

(2) Training LCPO

(3) Operations LCPO

d. Objective is to select combat and operationally proven leaders possessing a wide variety of supervisory skills. These include, but are not limited to Patrol Officers, Boat Captains, HRST Masters, Jumpmasters, Master Mariners, Master Training Specialists, Range Safety Officers, and Advanced Special Operations Course.

3. There are no differences between the Active and Reserve component criteria. Both Reserve and Active 717X criteria are the same.

**Cryptologic
Warfare
(781X)**

1. CWO applicants should be selected from the Cryptologic Technician fields (Language (I/B51X), Maintenance (M/B520), Network Operations (N/B525), COMINT (R/B540), ELINT (T/B550)) and have experience in at least one of the following core competencies: Linguistic Analysis, Cryptologic Systems Maintenance and Equipment, Information Operations, Cyber and Electronic Warfare, Cryptologic Communications, Analysis and Reporting. The strongest candidates will have earned the EIWS qualification and excelled within the core competencies while serving in Navy, Joint and National operational assignments. Technical expertise in the following assignments is not required but is advantageous: GSA/IA billets or mobilization/ADSW, PCS afloat, OCONUS duty, Cryptologic Direct Support (Air, Surface, Subs) or Naval Special Warfare.

2. RC candidates from only Cryptologic sources as listed above and showing progress towards a degree through an accumulation of college level credit hours combined with a minimum of one of the following: high aptitude (DLPT 2/2 minimum) in a critical language (Arabic, Chinese, Korean, Persian-Farsi, Russian or Spanish), advanced network certifications, demonstrated network security experience, superior signals collection and processing knowledge, or superior analysis and reporting knowledge are competitive. RC candidates with demonstrated technical

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competency and leadership in Cryptology and Electronic Warfare and/or Bachelor of Science or higher degrees are highly desired.

**Information
Systems
(782X)**

1. Consideration should be given to candidates with demonstrated technical competency and leadership in the Radio Frequency (RF)/Tech Control billets at sea or shore communications commands, Frequency/Spectrum Management (NEC 2301) expertise, Special Warfare, Subsurface Communications (NECs 14AA, 14CM, 14EM, 14BH), Enterprise and afloat Networks, Information Assurance, and GSA/IA billets. The strongest candidates will have sustained superior performance in technical oriented diverse platforms and communities with emphasis of at sea communications and shore communication commands skills (NEC 2379). Candidates with the Tactical Mobile Communications (NEC 9613), Information Assurance (NEC 2779, IAT II and Certifications) and Networks (NECs 2791, 2780, 2781) are desirable.

2. RC candidates with information security experience and/or advanced, civilian industry Information Technology certifications in system administration, networking, telecommunications, wireless communications, or virtualization are highly desired regardless of the candidates' source rating. An Information Technology or Computer Science Bachelor of Science or higher degree is also highly desired. Competitive RC candidates will have an Associate's degree at a minimum. RC candidates with knowledge of Navy, DOD, and Civilian Cyber Networks are well-suited for this designator. Candidates must be able to attain/maintain TS/SCI clearance.

**Intelligence
(783X)**

1. Applicants for CWO should be considered from the following four Intelligence (39XX) NECs: 3910(Naval Imagery Interpreter), 3912 (Expeditionary Warfare (EW)/Intelligence Specialist (IS), 3923(Strike Planning Applications), and 3924(Operational Intelligence (OPINTEL)). All applicants must have documented sustained superior performance in the intelligence community. A diverse mix of both sea and shore duty is highly desirable. First consideration will be given to applicants with demonstrated management and leadership experience in support of naval or joint operations at sea, ashore or overseas. Second, consideration will be given to applicants who have been assigned to operational tours at sea, to major naval or joint intelligence commands ashore, or combatant commands.