THE ASSISTANT SECRETARY OF THE NAVY
(MANPOWER AND RESERVE AFFAIRS)
1000 NAVY PENTAGON
WASHINGTON, D.C. 20350-1000

JUN - 4 2019

From: Assistant Secretary of the Navy (Manpower and Reserve Affairs)

To: Presidents, FY-20 Navy Reserve Lieutenant Commander Staff Corps Officers Promotion Selection Boards

Subj: ORDER CONVENING THE FY-20 PROMOTION SELECTION BOARDS TO CONSIDER STAFF CORPS OFFICERS ON THE RESERVE ACTIVE-STATUS LIST OF THE NAVY FOR PERMANENT PROMOTION TO THE GRADE OF LIEUTENANT COMMANDER

Ref: (a) FY-20 Active-Duty Navy and Reserve Officer and Chief Warrant Officer Promotion Selection Board Precept

Encl: (1) Board Membership
(2) Recorders and Assistant Recorders
(3) Administrative Support Staff

1. **Date and Location**

a. The promotion selection boards, consisting of you as presidents, the officers listed in enclosure (1) as members, the officers listed in enclosure (2) as recorders and assistant recorders, and the personnel listed in enclosure (3) as administrative support staff, are ordered to convene at the Navy Personnel Command, Millington, TN, at 0800, June 10, 2019, or as soon as practicable thereafter.

b. The boards shall proceed in accordance with all guidance in this letter and the FY-20 Active-Duty Navy and Reserve Officer and Chief Warrant Officer Promotion Selection Board Precept, reference (a).

2. **Promotion Board Authorized Selections**. The total number of officers who may be recommended in each competitive category shall be the number that most closely approximates the percentage set forth below of in-zone eligible officers determined as of the date the boards convene. The Chief of Naval Personnel shall determine the number of in-zone eligible officers on the convening date, calculate the number that may be recommended for promotion under the percentages set forth in the FY-20 Navy Reserve Officer Promotion Plan, and furnish the number to the boards. If the computation results in a fraction of a number of 0.5 or greater, that fraction is rounded up to the nearest whole number. If the computation results in a

fraction of a number less than 0.5, that fraction is rounded down to the nearest whole number. The boards may recommend up to the number provided by the Chief of Naval Personnel.

COMPETITIVE CATEGORY	PERCENT TO SELECT
Medical Corps	71%
Dental Corps	36%
Medical Service Corps	49%
Judge Advocate General's Corps	100%
Nurse Corps	58%
Supply Corps	64%
Supply Corps (FTS)	75%
Chaplain Corps	88%
Civil Engineer Corps	44%
Limited Duty Officer (Staff)	60%

3. **Equal Consideration of Officers "In Zone" and "Above Zone."** As detailed above, the number of in-zone eligible officers is used only to calculate the total number of selects authorized; there are no individual zone selection limitations or expectations. Accordingly, in determining which officers are best and fully qualified for promotion, you are required to equally consider both above-zone and in-zone officers.

4. **Consideration of Reserve Officers "Below the Zone."** Below-zone promotions are not authorized for Navy Reserve officers in grades above lieutenant junior grade.

5. **Best and Fully Qualified Selection Standard**

a. **Fully Qualified**. All officers recommended for promotion must be fully qualified; that is, each officer recommended must be capable of performing the duties of the next higher pay grade. Officers who do not meet that standard shall not be recommended for promotion.

(1) Officers fully qualified for promotion demonstrate an appropriate level of leadership, professional skills, integrity, management acumen, grounding in business practices, and resourcefulness in difficult and challenging assignments. Their personal and professional attributes include adaptability,

intelligent risk-taking, critical thinking, innovation, adherence to Navy and DoD ethical standards, physical fitness, and loyalty to the Navy core values.

(2) The Navy is composed of men and women representing dozens of different ethnic groups and hundreds of cultural heritages. Fully qualified officers must be capable of leading personnel from widely varying backgrounds and mentoring a diverse workforce while executing the Navy's strategic diversity initiatives. The Navy's ability to meet this leadership challenge depends, in part, on having leaders who reflect our very best, including performance, professional experience, and education.

b. **Best Qualified**. Among the fully qualified officers, you must recommend for promotion the best qualified officers within their respective competitive category. Proven and sustained superior performance in command or other leadership positions in difficult and challenging assignments is a definitive measure of fitness for promotion. Furthermore, successful performance and leadership in combat conditions demonstrate exceptional promotion potential and should be given special consideration. Each board member shall apply this guidance when deliberating and voting. Additionally, members will use the considerations below to guide their determination of the best qualified officers.

c. **Skill Requirements**. The Navy must focus on the skill sets mandated by current needs and on developing the professional competencies required in our future leadership. The Navy and joint force leadership need to comprise a diverse blend of male and female officers who have excelled in both traditional and specialized career paths. Give due consideration to demonstrated performance and expertise in the competency/skill areas listed in order of significance below. For amplifying information, refer to the competency/skills information, reference (b) to reference (a).

Medical Corps (2105):

1. N/A

Dental Corps (2205):

1. N/A

Medical Service Corps (2305):

1. Education and Training
2. Joint Experience
3. Expeditionary Warfare and Confronting Irregular Challenges
4. Navy Operational Planner
5. Naval Special Warfare (NSW) Experience

Judge Advocate General's Corps (2505):

1. N/A

Nurse Corps (2905):

1. Joint Experience

Supply Corps (3105):

1. Acquisition Corps
2. Expeditionary Warfare and Confronting Irregular Challenges
3. Financial Resource Management (FM)
4. Naval Special Warfare (NSW) Experience
5. Navy Operational Planner

Supply Corps (FTS) (3107):

1. Expeditionary Warfare and Confronting Irregular Challenges
2. Joint Experience
3. Financial Resource Management (FM)
4. Navy Operational Planner
5. Education and Training
6. Operational Analysis (OA)
7. Acquisition Corps

Chaplain Corps (4105):

1. N/A

Civil Engineer Corps (5105):

1. Expeditionary Warfare and Confronting Irregular Challenges

2. Education and Training
3. Acquisition Corps
4. Joint Experience
5. Naval Special Warfare (NSW) Experience
6. Financial Resource Management (FM)
7. Shore Installation Management (SIM)
8. Navy Operational Planner
9. Operational Analysis (OA)
10. Language, Regional Expertise, and Cultural (LREC) Experience

Limited Duty Officer (Staff) (65X5):

1. Expeditionary Warfare and Confronting Irregular Challenges
2. Joint Experience
3. Shore Installation Management (SIM)
4. Navy Operational Planner
5. Financial Resource Management (FM)

d. **Additional Considerations**. The following are additional considerations in determining the best qualified officers:

(1) **Individual Augmentee (IA)/Global Support Assignment (GSA)/Overseas Contingency Operations (OCO)/Irregular Warfare/ Afghanistan-Pakistan Hands (APH) Program Assignment**

(a) The board may give favorable consideration to those officers who have displayed superior performance while serving in IA/GSA/OCO/APH assignments in direct support of OCO, Irregular Warfare, and the National Defense Strategy, and in particular, those IA/GSA/OCO/APH assignments that are extraordinarily arduous or which involve significantly heightened personal risk. These individuals are developing valuable combat and nation-building skills under stressful conditions. Such assignments may not be typical of the officer's traditional community career path, and the officer may be rated by a reporting senior unfamiliar with the officer's specialty and the Navy fitness report system.

(b) IA/GSA/OCO assignments may take an officer out of the normal community career path for periods up to one and a half years. APH assignments consist of extensive specialized training and multiple, non-standard deployments that may take an

officer out of the normal community career path for periods of up to three and a half years.

(c) **Note that CHC officers are noncombatants.** Chaplains do not have the same IA/GSA/OCO/APH assignment opportunities as other communities. However, chaplains develop combat experience through support of warfighters in operational environments within the USN, USMC, and USCG. The board may give favorable consideration to those CHC officers who have displayed sustained superior performance in operational assignments to include Navy fleet, Fleet Marine Force, Coast Guard sectors, and IA/GSA/OCO/APH assignments.

(2) **Education and Professional Development.** The board shall give favorable consideration to those officers with relevant graduate education, experience in specialized areas, and Navy and Joint Professional Military Education (JPME). In May 2018, the Unrestricted Line (URL) instituted a board selection process for in-residence graduate education programs. That board selection process ensures that URL officers with superior performance records are afforded the opportunity for in-residence graduate education. Cultivation of our best and brightest officers through in-residence learning enhances critical thinking skills with a direct correlation to enhanced warfighting expertise. Beginning with officers in year group 2015, in-residence graduate education will be required prior to assuming major command. In determining officers who are best and fully qualified for promotion, the board should give favorable consideration to officers who have obtained relevant graduate degrees while in-residence.

(a) The Navy values completion of graduate education and development of a subspecialty. Degrees from the Naval Postgraduate School, the Naval War College and equivalent Service institutions, and civilian education programs that result in assignment of a subspecialty code or award of Additional Qualification Designation (AQD) codes are desirable. Proven expertise from an experience tour utilizing that subspecialty is fundamental to development of Navy leaders.

(b) The Navy values competitive scholarships and fellowships, examples of which include: Olmsted Scholar, Marshall Scholar, Rhodes Scholar, White House Fellowship, SECDEF Corporate Fellowship, Tours with Industry, Fleet Scholars Education Program, and Federal Executive Fellowships (e.g., Politico-Military and Cyber).

(c) Best qualified officers seek opportunities to broaden their cultural awareness through experiences and education and to enable better communication in a global operating environment.

(d) The Navy values the importance of Naval Reserve Officer Training Corps (NROTC) and U.S. Naval Academy (USNA) duty in building and developing future Navy leaders. When reviewing an officer's qualifications for the next higher grade, you should give favorable consideration to NROTC/USNA assignments.

(3) **Innovation and Efficiency**. A critical goal of the Navy is to encourage -- to demand -- innovation and efficiency to ensure that we retain an adaptive, flexible, and effective naval force able to anticipate events and win across the spectrum of conflict. In your consideration, recognize that the continued preeminence of the Navy in the future is inextricably linked to its ability to successfully change and to manage for efficiency. Our future depends on male and female leaders who have demonstrated their awareness of this fact. Within the charter of best and fully qualified, seek to select these officers.

(a) In this age of limited resources and fiscal constraints, application of energy resource management and technology is of vital importance. Our institution must create energy solutions that make facilities and installations more energy efficient and encourage superior management of energy resources.

(b) Likewise, we must not restrict or limit the opportunity of any officer to think creatively, develop new ideas, take prudent risks, and maximize capabilities through sound management practices. Bear in mind that, in the context of a changing Navy, officers demonstrating innovative thinking, efficient management skills, prudent risk taking, and effective business practices, may reflect a variety of backgrounds.

(4) **Acquisition Corps Considerations**. Acquisition Corps officers possess the qualifications to manage the development, acquisition, and life cycle support of the Navy's current and future platforms and associated systems. The Unrestricted Line (AP), Aerospace Engineering Duty Officers, and Engineering Duty Officer communities all contain Acquisition Corps officers. In

addition, contracting skills are based in the Supply Corps and Civil Engineer Corps. While there are specific needs and backgrounds in each community, there are overarching acquisition skill sets which are valued and found in all of these communities. Officers who possess these skills, regardless of the community to which they belong, are valued and necessary for the health of the Acquisition Corps, and should be considered in the broad context of the Acquisition Corps. Examples of these overarching skill sets include technical and operational knowledge of C4I, combat systems, unmanned systems, systems engineering, enterprise information systems, information technology, and weapons and major weapons systems (e.g., ships and aircraft). In determining the best and fully qualified officers for promotion, you shall give equal consideration to outstanding performance whether in an acquisition or non-acquisition position.

e. **Demonstration of Core Attributes**. The challenges facing our Navy are growing in scope, scale, and pace. To meet these challenges, the Navy needs male and female leaders who have demonstrated estimable character and are prepared for decentralized operations. You should give careful consideration to officers who demonstrate the four core attributes that guide our decisions and actions: integrity, accountability, initiative, and toughness. Integrity may be demonstrated as an individual or as a team member, by displaying conduct that is upright and honorable, and by working to strengthen the resolve of his or her peers, superiors, and subordinates. Accountability may be demonstrated by achieving and maintaining high standards, honestly assessing progress, and adjusting as required. Officers demonstrate initiative by taking ownership, acting to the limit of their authorities, and looking at new ideas with an open mind. Toughness can mean marshalling all sources of strength and resilience, including rigorous training, encouraging the fighting spirit of our people, and providing steadfast support of our families. Officers who demonstrate these core attributes ensure the U.S. Navy remains the world's finest Navy and deserve your careful consideration when selecting officers who are best and fully qualified.

f. **Consideration of Reserve Officers**. Within the reserve component, a variety of service options are available to help meet the needs of the Navy. In general, Selected Reserve participation is critical to meeting the strategic and operational needs of the Navy. However, there are times when

operational needs may be met by periods of active duty including mobilization, active-duty for special work, and active-duty for training while a Sailor is not in a Selected Reserve status. Additionally, there are times, such as upon completing an active-duty period, when short breaks from the Selected Reserve may be necessary. These time periods should be viewed in the context of a continuum of service. Participation in the Selected Reserve, in general, is a critical factor in determining best and fully qualified.

g. **Full Time Support (FTS) Community Considerations**. FTS Officers perform a statutory role in "organizing, administering, recruiting, instructing, or training the reserve components" (section 12310 of title 10, U.S. Code), and favorable consideration should be given to those FTS Officers who have displayed superior performance in critical staff, leadership, or command tours for which Reserve Management is the primary mission.

(1) **Dual career paths**. Many FTS Officers, particularly in the Unrestricted Line and Human Resources (HR) communities, complete a balance of operational or community-specific milestone tours (e.g., Commanding Officer and major staff assignments) and Reserve Management milestone tours (e.g., Navy Operational Support Center Commanding Officer and Navy Reserve major staff assignments). Success and sustained exceptional performance in these areas are the most important attributes to consider. Officers selected must have demonstrated exceptional managerial skill and professional competence in operational, executive, and staff roles. In determining those officers best qualified for promotion, you should consider favorably those officers who have served in a broad spectrum of assignments requiring expertise in diverse functional areas. Operational requirements can sometimes limit the Reserve Management assignments of some officers and this limitation should not disadvantage these officers.

(2) **Subspecialty requirements**. Due to the unique aspects of the Reserve Force, FTS officers with expertise in Information Technology (IT) and Financial Management are required to manage the varied Reserve IT systems and to manage Reserve Personnel Navy (RPN) and Operational Management Navy Reserve (OMNR) accounts. Although these subspecialty qualifications are a core requirement for a portion of the FTS HR community, officers of any designator may possess them.

Regardless of designator, these subspecialties are critical to the FTS community and should receive favorable consideration.

(3) **Diverse career backgrounds prior to selection as FTS Officers**. Navy Reserve officers who have been recalled to active duty will often have fewer active-duty fitness reports than their active component peers. Due consideration shall be given to the fitness reports available and the quality of performance reflected in the record. An officer's record shall not be discounted simply because it contains fewer active-duty fitness reports than a peer's record.

6. **Medical Community Considerations**. Navy Medicine needs exemplary leaders able to thrive and inspire/deliver results, especially in complex and challenging times. Knowledge and proven performance/experience in a variety of settings including operational medicine, joint medical operations, and current garrison health care is necessary. Future leaders must understand and have experience across the continuum of care that is Navy Medicine. Additionally, Navy Medicine greatly values joint experience and formal education, including JPME with knowledge and experience in a variety of settings including joint medical operations and current garrison health care delivery initiatives. Duty or service in combined or other staff positions at senior levels of government should also be considered favorably.

a. The Navy requires officers of exceptionally high professional, operational, clinical, and business competence with the intellectual capacity to think analytically and express themselves articulately. They must have the energy to create and communicate the organization's vision, as well as build and motivate teams to accomplish that vision. Our leaders must be calculated risk-takers, inclusive in decision-making, and trusted by subordinates. They must have the courage to stand on principles and demonstrate a clear potential to lead the Navy of the future. They must recognize talent and mentor, coach, and develop juniors, then build the environment in which subordinates can thrive. They must understand and use best clinical practices and business tools in managing our military population's health and keeping our operating forces healthy and on the job. Our Medical Community's leadership must be drawn from those officers who clearly understand Navy Medicine's obligation to support the fleet and Marine Corps and demonstrate the capacity to meet the challenges of our commitment to maritime superiority.

b. You must ensure that Navy Medicine's future leaders possess the broad knowledge necessary to support the operating forces and are acknowledged leaders within their operational, clinical, scientific, and other specialties. Likewise, officers selected must have demonstrated exceptional managerial skill and professional competence in executive and staff roles in the Fleet, Marine Corps, or shore establishment. In determining those officers best qualified for promotion, you should select those officers who have served in a broad spectrum of assignments requiring expertise in diverse functional areas. You shall give consideration to an officer's academic, clinical and/or scientific proficiency as a health professional to at least as great an extent as you give to that officer's administrative and management skills. Strong consideration should be given to board certification when a board certification exists for the specialty. It should be noted that, although there is no set career path for upward mobility, those you select will be placed almost assuredly in positions that require broad military and medical perspectives beyond the Department of the Navy. When officers serve in operational and/or joint environments where they are often among a small or "1-of-1" peer group, or where reporting seniors may be unfamiliar with the medical department career paths and/or the Navy fitness reports system, special attention must be taken in reviewing those officers' records. For operationally-focused specialties, consideration should be made for those officers who have demonstrated consistent superior performance and operational commitment.

c. The Navy values completion of graduate education and development within an officer's subspecialty. For officers currently in or who have successfully completed a Duty Under Instruction (DUINS) program (to include residencies and fellowships), the board shall give consideration to at least as great an extent as the board gives consideration to an officer's administrative and management skills, as these officers were competitively selected by Navy Medicine for these valued programs. The Navy has invested significantly in superior officers selected for DUINS and other educational opportunities. Special attention should be given to those officers who, while in these educational programs, may not have had the opportunity for peer comparison on fitness reports. That should not be considered adverse or detrimental.

d. Officers best and fully qualified for promotion to

commander and below in Navy Medicine are those who have demonstrated tactical mastery of their specialty and demonstrated superior leadership in the clinical, scientific, academic and/or operational settings. Best and fully qualified officers for the rank of commander and below will be those who have demonstrated superior sustained performance in jobs that demonstrate increasing responsibility, scope and complexity across the spectrum of military medicine, inclusive of operational platforms.

7. **Judge Advocate General's (JAG) Corps Community Considerations**. Judge advocate assignments are made in the best interest of the Navy. In determining the best and fully qualified, equal weight shall be given to performance in all assigned billets, based on guidance provided in the precept and convening order. The JAG Corps must remain ready to meet the need for legal work and advice within the Navy and Joint Force. This includes military justice, advice to commanders at sea and ashore, service to individual clients, JAG Corps community management, and staff-based policy and legal work that keeps the Navy on a solid legal foundation. To meet this wide-ranging need, the JAG Corps benefits from drawing on the talents of officers with a more generalist career path and officers with deeper expertise in specific areas of practice.

a. **Assignment to Office of Military Commissions (OMC)**. On May 14, 2008, DEPSECDEF wrote that "military commissions are a national priority. Conducting a fair, just, and transparent military commissions process is the Department's top legal services priority and necessitates our commitment to dedicate the right number of and most skilled legal practitioners the Department has to offer." The JAG Corps has met this commitment to provide skilled legal practitioners to OMC, including some officers detailed well outside their anticipated career path. The JAG Corps must continue to value the important contributions of skilled legal practitioners at OMC.

b. **Assignment to duties in Interagency or Joint Commands**. When judge advocates are detailed to serve within interagency or joint commands, where reporting seniors may be unfamiliar with the Navy fitness reports system, special attention must be taken in reviewing those reports.

8. **Reserve Component (RC) Supply Corps Considerations**. The Navy requires Reserve Supply Corps leaders with high integrity,

professional acumen, and business competence, who are trusted leaders, committed to the Supply Corps and the Navy. They must recognize talent and mentor, coach, and develop juniors.

a. The Navy Supply Corps Reserve continually looks for highly qualified candidates; however, favorable consideration is given to officers who have consistently demonstrated sustained superior performance in a career path with increased duties and responsibilities, including ever-increasing leadership roles (e.g., small unit CO/OIC, large unit CO/XO). Officers should be a subject matter expert in at least one line of operation or have experience in multiple core competencies to include acquisition (contracting/financial management/logistics), supply chain management, and operational/expeditionary logistics. Officers are encouraged, if appropriate for their grade and selected area of professional concentration, to serve in assignments outside their core competency to diversify their fleet logistics/supply support experience base. It should be noted that, although there is no set career path for upward mobility, officers should have a depth of functional knowledge commensurate with their core competencies and rank, with broad military and logistics/supply support perspectives within and beyond the Department of the Navy.

b. The Navy RC Supply Corps greatly values professional development in all forms, including master's level education, joint professional military education (JPME), and logistics related industry experience. Among these are professional certifications in Defense Acquisition Workforce Improvement Act (DAWIA) communities (especially contracting) or other non-DoD equivalent credentialed certifications (e.g., Certified Professional Contracts Manager (CPCM), Certified Federal Contracts Manager (CFCM), etc.) that document expertise in business, logistics, and supply chain management. Successful performance in a joint or combined environment is valued, as is the demonstrated capability to work well in the inter-agency setting.

c. In addition to the above, RC Full Time (FTS) Supply Corps officers should demonstrate success in Reserve Management tours of increasing scope and responsibility to fulfill their purpose to perform "Reserve duty organizing, administering, recruiting, instructing, or training the reserve components" (section 12310 of title 10, U.S. Code).

9. **Chaplain Corps (CHC) Community Considerations**

a. The CHC was established to provide Sailors, Marines, Coast Guardsmen, and their families with the opportunity to practice their faith wherever they serve, and thereby increase their personal resilience. CHC officers should excel in Professional Naval Chaplaincy (PNC), delivering the CHC's core capabilities of providing religious ministry to those of their own faith, facilitating for those of other faith traditions, caring for all personnel, and providing relevant advice to commanders. Success and sustained exceptional performance in these areas are the important attributes to consider. You must ensure that Navy CHC's future leaders possess the broad knowledge necessary to support the operating forces and are acknowledged leaders; demonstrated by their exceptional leadership ability, professional competence, and executive/staff roles in support of the fleet, Marine Corps, Coast Guard, operational and shore assignments.

b. Additional Education, Training, and Professional Development. The CHC values education, training and professional development. All CHC officers enter service with at least one master's degree.

(1) Advanced Education. Officers who have participated in advanced education beneficial to the Navy (e.g., Navy-funded, personal expense, etc.) after entering service that leads to another master's degree, post graduate certification, or doctorate degree should be given favorable consideration. Schooling associated with non-observed time should not be viewed as detrimental to promotion potential.

(2) Subspecialty requirements. Officers who have proven CHC subspecialties (Religious and Culture, Pastoral Counseling, and Ethics) should be given favorable consideration. Proven expertise from an experience tour utilizing that subspecialty is fundamental to development of Navy leaders.

(3) Fleet Marine Force (FMF) Qualification Designator. For officers that have been assigned to operational Marine Corps tours, favorable consideration should be given to those awarded the FMF Qualification Designator (AQD 55F).

c. Fitness Reports. When officers serve with the Marine Corps, Coast Guard, Merchant Marines, or in joint environments where reporting seniors may be unfamiliar with the Navy fitness

reports system, special attention must be taken in reviewing those officers' records.

d. RC CHC officers should have demonstrated the ability to plan for the broad delivery of those capabilities at the highest institutional level. Officers selected must have demonstrated exceptional managerial skill and professional competence in staff billets prior to serving in supervisory billets in complex operational environments and shore installation religious programs.

10. **Civil Engineer Corps (CEC) Community Considerations**

a. As the Navy's shore installation and expeditionary engineers, senior CEC officers are expected to display sustained superior performance in the three CEC core competencies - Facilities Management and Acquisition; Seabees, Naval Construction Force Units, or other expeditionary units; and Navy/USMC/Joint Staff. Integral to this performance, officers must possess exceptional people/teamwork/leadership skills to work in linear and matrix organizations with uniformed, civil service, and industry personnel at all echelons of command and levels of government.

b. Although there is no singular career path for upward progression, all officers under consideration for promotion must exhibit continued increase in job responsibility and job diversity commensurate with their rank. Experiences in overseas contingency, humanitarian assistance/disaster response, and theater security cooperation program operations are valued. Assignments with an operational unit or as an individual augmentee should be considered equally.

c. While all CEC officers recommended for promotion must be the best qualified within their respective promotion categories, the Navy requires Civil Engineer Corps leaders with exceptionally high professional engineer and business competence.

d. Officers in the CEC Community are eligible for, and generally granted, a scientific waiver for the Joint Qualified Officer designation requirement for flag officer promotion. However, Joint Professional Military Education (JPME) and experience are valued.

e. A limited number of CEC billets support Naval Special Warfare (NSW), Ocean Facilities Program (OFP), Combatant Command (COCOM) Staffs, Instructor Duty, and other unique requirements. Officers selected to perform these sensitive duties are extensively screened and complete demanding proficiency training and may have multiple-tour operational assignments that can preclude them from serving in traditional CEC career path billets. Due consideration should be given to outstanding performance by members in these assignments with the understanding that limited details of their activities may be provided in an unclassified "not observed" or "1 of 1" fitness report, given the sensitive and unique nature of their duties.

f. **Reserve Component Officer Considerations.** While the above considerations are relevant for all CEC officers, active and reserve component, their types of billet opportunities and career assignments are somewhat different. Reserve component junior officers are expected to obtain significant Seabee experience and then broaden their experience to include professional licensure, acquisition, facilities/project management, and staff assignments as they progress to more senior level positions. Those with acquisition attainment and Acquisition Corps membership are highly valued, and those with master's level post-graduate education will be given favorable consideration.

g. Additional valuable achievements include: Registration as a Professional Engineer (AQD: 951), Registered Architect (AQD: 952), Engineer in Training (AQD: 950), or have established an NCARB record if the officer is pursuing Registered Architect licensure, and Seabee Combat Warfare qualification (AQD: 960) or other warfare qualification, if a lateral transfer to the community. JPME and other technical/ professional certifications are highly valued. Architects completing at least one Architectural Experience Program exam (AQD 953) and/or completing the Architectural Experience Program (AQD 954) are valued but attaining these AQD are not a prerequisite for selection.

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