



FY-19 Navy Reserve Line Community Brief Disclaimer

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Community leaders have provided these slides to community members for career planning purposes; however, strict adherence to the career progressions depicted in the slides is not a prerequisite for promotion.

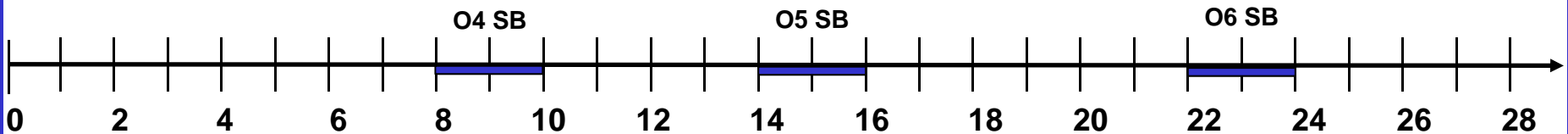
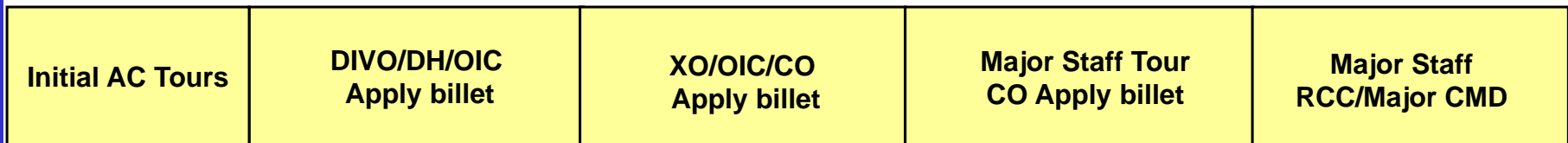
ONLY MATERIAL APPROVED BY THE SECRETARY OF THE NAVY WILL BE PRESENTED TO STATUTORY SELECTION BOARDS. THIS BRIEF HAS BEEN APPROVED BY SECNAV FOR USE BY THE FY-19 STATUTORY SELECTION BOARDS.



Fleet Support Officer Career Progression



Career Path



Typical Billets

Space and Electronics Warfare
OPNAV/Major Staff
Echelon 3/4 Staff
Logistics Support
Fleet Staffs
BUPERS Staff
ONR/NRL Staff

Space and Electronics Warfare
OPNAV/Major Staff
Echelon 3/4 Staff
Logistics Support
Fleet Staffs
BUPERS Staff
RCC Staff
ONR/NRL Staff

RCC/Major CMD Deputy
Space and Electronics Warfare
OPNAV/Major Staff
Echelon 3/4 Staff
Logistics Support
Fleet Staffs
BUPERS Staff
ONR/NRL Staff



Fleet Support Officer

Community Values

- **Valued achievements at all paygrades**

- Sustained Superior Performance, particularly in leadership, mobilization, and positions of progressing responsibility
- Consistent leadership assignments across multiple surface specialties

- **Valued achievements prior to LIEUTENANT COMMANDER**

- Successful DIVO / DH leadership positions in high profile / high OPTEMPO units

- **Valued achievements prior to COMMANDER**

- Successful XO / DH leadership positions in high profile / high OPTEMPO units

- **Valued achievements prior to CAPTAIN**

- Successful CO / XO leadership positions in high profile / high OPTEMPO units

- **Other valued achievements**

- Advanced degree
- JPME / JCWS-H / Joint Tour / IA JT OPS
- Command/OIC qualified (AQD 2N1)
- Operational Mobilization

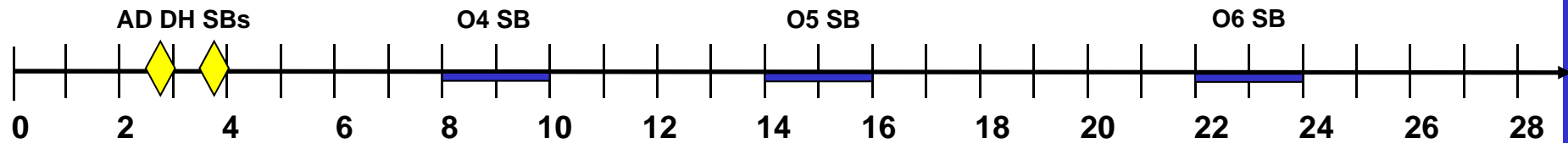


Surface Warfare Officer Career Progression



Career Path

Initial AC Sea Tours	AC Shore Duty	AC DH Sea Tour	Specialty Qual Tour / Staff DH / LCDR CO and OIC	1 st CDR CMD / 2 nd CDR CMD / Major Staff billet / CRS DH and Company Commander	1 st CAPT CMD / 2 nd CAPT CMD / CRS XO/Staff A-CoS/Major Staff leadership billet	LCS Commodore / RCC Deputy / Staff CoS / CRG Deputy
	RC Experience / Staff Tours / OIC					



Typical Billets

Division Officer	Sea DH/Shore Staff O3 OIC Junior unit leadership and staff positions (DIVO / AOIC)	O4 Command Mid-level leadership and staff positions (DH / OIC) Joint staff billet	O5 Command Senior leadership and staff positions (XO/CRS, LCS, MSC DH/ ACOS/CRF Company Commander, Joint)	O6 Command LCSRON Commodore / RCC Deputy Commander / Major CMD COS / Joint Staff Leadership position / CRS XO / CRG Staff/Deputy
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Professional Achievements

Warfare Quals: SWO, EOOW, DIVO, CDO, OOD, TAO, DH Education: SWO Specialty courses, NPG	JPME I, NRUM NOBC / AQDs: XO / OIC / Command	JCWS-H, MSOC. NRUM NOBC / AQDs: OIC / Command / Joint Graduate Education	SNROC, NSLS. ELOC Board Membership
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Surface Warfare Officer Community Values

- **Valued achievements at all paygrades**

- Proven leadership / Sustained Superior Performance
 - Command and OIC assignments
 - Successful leadership positions in high profile / high OPTEMPO units
 - i.e. LCSRON, SMWDC, NECC, MSC, CNSP / CNSL, ACU, BMU, PHIBCB, CNFK
- Proven, diversified, well-rounded performance
 - Sustained superior performance in leadership jobs
 - Experience/Qualifications within specialty/high demand fields (OLW, Joint, USFF, OPNAV, SPAWAR, Numbered Fleet Commands, INFO Warfare, ONR)

- **Valued achievements prior to LIEUTENANT COMMANDER**

- Successful Active Duty tours at sea; Reserve Component integration
- Leadership and advancement recommendations

- **Valued achievements prior to COMMANDER**

- Successful leadership tours with qualifications/NOBC/AQDs in SWO specialties
- Increasing leadership, span of control, and complexity in unit size and mission

- **Valued achievements prior to CAPTAIN**

- Career progression within Surface Specialties (LCS, NECC, MSC, TYCOMs)
- Diversity of experience within SWO enterprises (SMWDC), Numbered Fleet Commands

- **Other valued achievements**

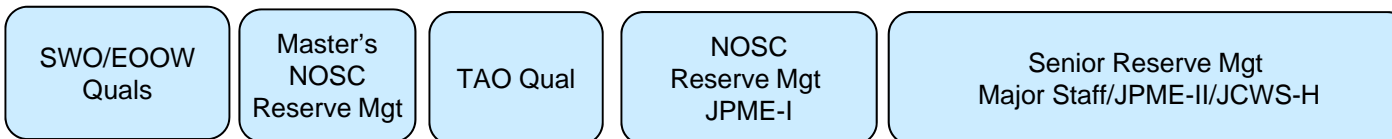
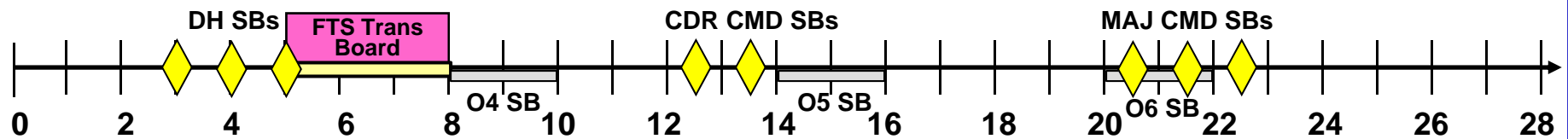
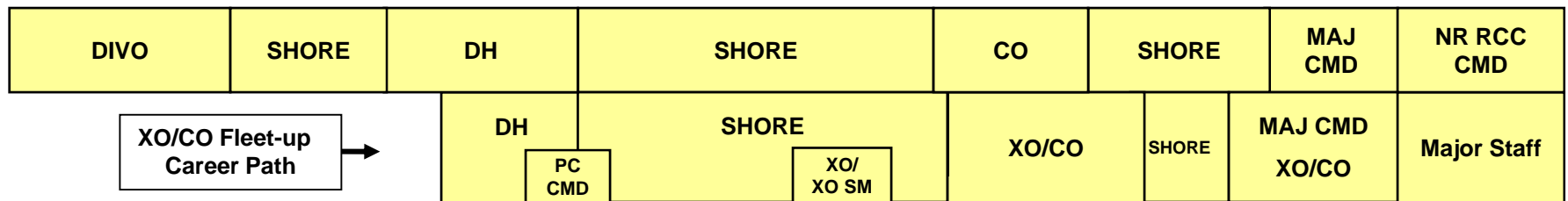
- Mobilization: IA or Unit MOB in support of OCO; Joint experience
- Education: JPME / JCWS-H, Advanced degree, MSOC/ELOC, NSLS



Surface Warfare Officer (FTS) Career Progression



Career Path



RESERVE MANAGEMENT:

NOSC CO – 24-Month Tours
Major Staff (OCNR/CNRFRC/RCC/OSO)



Surface Warfare Officer (FTS) Community Values

• Valued achievements prior to LIEUTENANT COMMANDER

- Service at sea – successful initial sea tours
- Screened for, or successfully serving as, DH Afloat
- Master's degree

• Valued achievements prior to COMMANDER

- Service at sea – superior performance as DH Afloat
- Screened for commander command, XO, or XO special mission
- Successful NOSC XO tour
- Successful O4 NOSC command tour

• Valued achievements prior to CAPTAIN

- Command – successful commander command (operational or O5 NOSC) tour
 - Successful Reserve Component Command (RCC) CSO tour
- Proven performance in operational and Reserve management leadership positions
- Sub-specialty utilization

• Reserve management tours

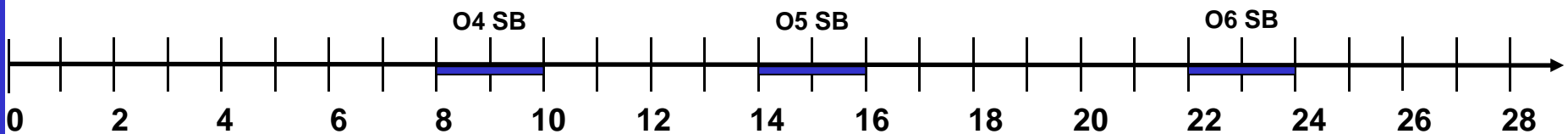
- Officers serving in Reserve management/leadership positions are directly supporting the mission of the FTS community (OCNR, CNRFC, RCC)
- Sustained superior performance in NOSC command and on major staffs are also key indicators of potential success at the next higher paygrade

Submarine Warfare Officer Career Progression



Career Path

Initial AC Training & Sea Tour	AC: Shore Duty	AC: DH Sea Tour	DH/XO/CO	Staff/XO/CO	Large Unit CO Major Staff
	RC: Quals	RC: DH			



Typical Billets

DIVO	AC: CTF/MOC Watch Officer, Flag Aide, DH (NAV, WEPS, ENG), Trainer (SUBSCOL, Waterfront, Nuc Pipeline, NROTC, USNA) RC: Quals, NR Unit DH Positions	Out of Community Tour(s)	
		RC Sub Force: USW Ops/UWDC/ Force Prot./Exped. Maint./Sub Rescue Other Major Staffs (Fleet/OLW)	National Ldr RC Sub Force Major Navy/Joint Staff/OLW RCC Deputy

Expected Qualifications/Valued Achievements

Submarine Warfare	TASWO, BWC, SEC/SATWO (legacy quals), JPME I	JPME II / JCWS-H, Graduate Education	Force-wide Leadership
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Submarine Warfare Officer

Community Values

- **Valued achievements at all paygrades**

- Sustained superior performance in leadership jobs
- National program leadership and SFRC EXCOM membership or support
- Out of community experience: Numbered Fleet, NATO, COCOM, Joint, ONI, SPAWAR, NECC
- Involvement in Submarine Lines of Effort (e.g., TASW Planning, Submarine Culture Workshop, Regional Mentor, Competency Training Officer)
- CTF Event or Exercise Lead

- **Valued achievements prior to LIEUTENANT COMMANDER**

- Successful active duty tours
- Successful DH / JO leadership positions in high profile / high OPTEMPO units
- Qualified TASWO

- **Valued achievements prior to COMMANDER**

- Successful XO / DH leadership positions in high profile / high OPTEMPO units
- Qualified BWC

- **Valued achievements prior to CAPTAIN**

- Successful CO / XO leadership positions in high profile / high OPTEMPO units

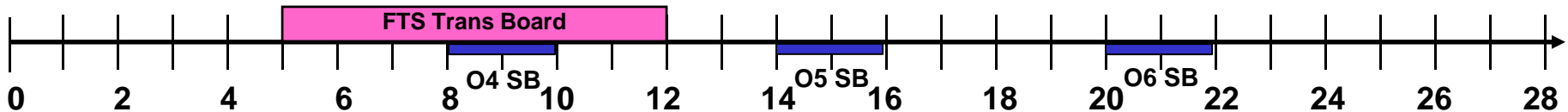
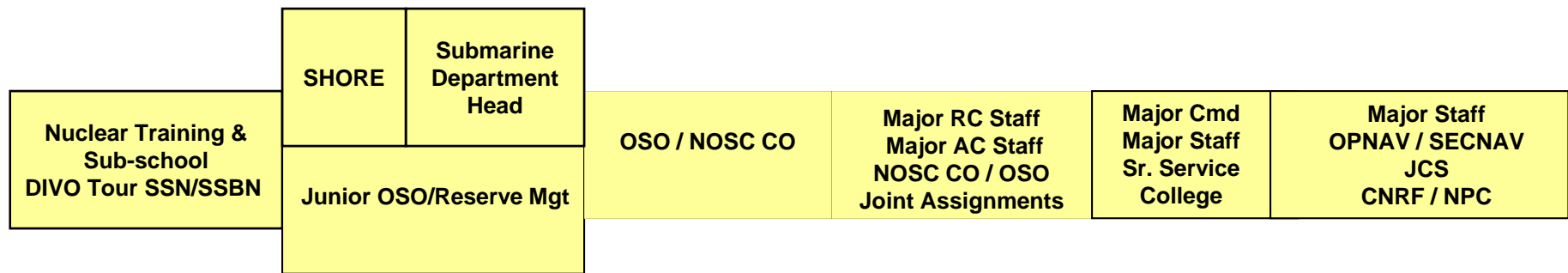
- **Other valued achievements**

- Advanced degree
- JPME / JCWS-H / Joint Tour / IA JT OPS
- Significant Community Mentoring and Recruiting Efforts
- Successful Mobilization
- Support to major Navy or Navy Reserve programs such as selection and policy boards

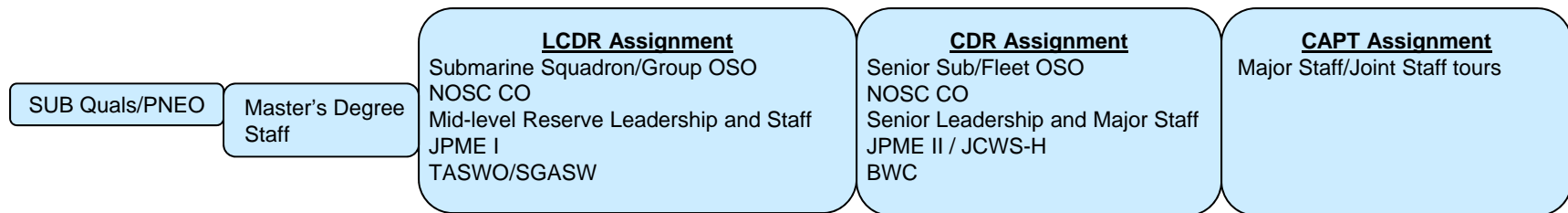
Submarine Warfare Officer (FTS) Career Progression



Career Path



Expected Qualifications/Valued Achievements



RESERVE MANAGEMENT:

- NOSC CO – 24-Month Tours
- Major Staff (CNRFC/OCNR/RCC/OSO)



Submarine Warfare Officer (FTS)

Community Values

Valued achievements prior to LIEUTENANT COMMANDER

- Submarine Service at sea – successful initial sea tours
- Operational Support Officer at Submarine Force Commands
- Master's degree

Valued achievements prior to COMMANDER

- DH at-sea or Operational Support Officer (OSO) at Submarine Force Commands
- Successful NOSC command tour

Valued achievements prior to CAPTAIN

- Command – successful commander command (operational or NOSC) tour
- Senior Staff or Operational Support Officer (OSO) at Submarine Force Commands
- Proven performance in operational and Reserve management leadership positions
- Sub-specialty utilization

Reserve management tours

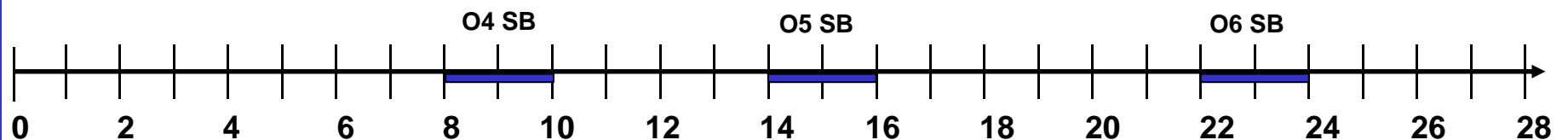
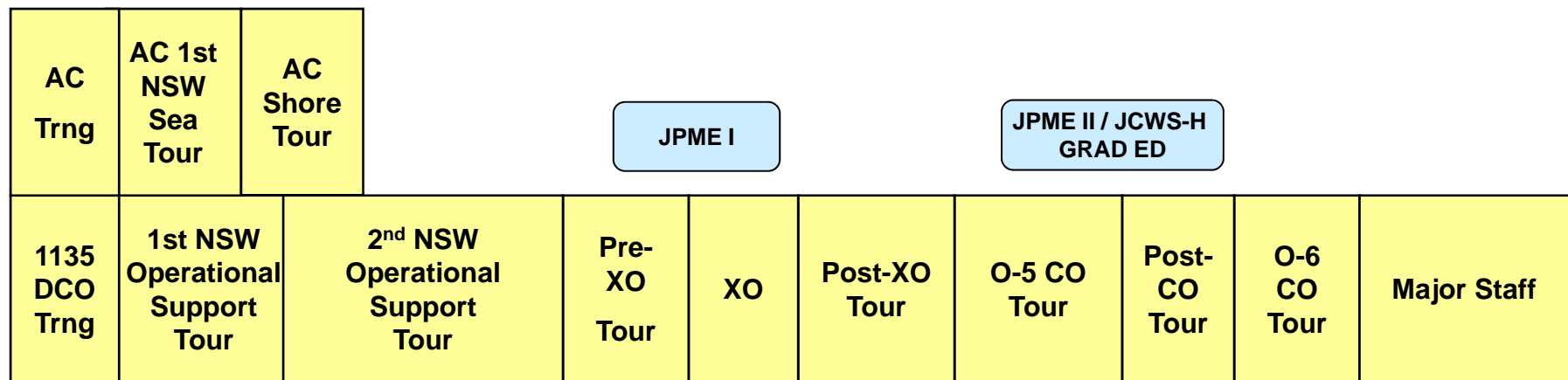
- Officers serving in Reserve management/leadership positions are directly supporting the mission of the FTS community
- Sustained superior performance in NOSC command and on major staffs are key indicators of potential success at the next higher paygrade



Special Warfare (SEAL) Officer Career Progression



Career Path



Typical Billets

NSW AOIC/OIC
 NSW Staff OPS
 Battlestaff/HQ Support/MSO Support
 Joint Staff OPS

NSW OIC/XO
 NSW Staff OPS
 Joint Staff/Theater SOC
 Navy/OPNAV Staff

NSW CO/Deputy CDR/Commander CNSWC HQ
 Joint Staff/SOCOM
 Navy/OPNAV/NAVCENT Staff
 DC/Major Staff



Special Warfare (SEAL) Officer Community Values

- **Valued achievements at all paygrades**

- Sustained superior performance in special warfare community leadership jobs
- Combat, Joint and Interagency experience
- Advanced degree
- Deployments/Mobilizations ISO NSW/Joint SOF contingency ops
- Assignment to innovation-focused Navy/NSW/SOF/DoD units (CRIC, SOFWERX, DIUx, SCO, etc)
- JQO Qualification Progress

- **Valued achievements prior to LIEUTENANT COMMANDER**

- SEAL or Special Boat OIC tour (QD1 AQD)

- **Valued achievements prior to COMMANDER**

- Completed XO tour in NSW NRU
- Completed XO tour Special Boat Team
- Mobilized ISO contingency operations
- Major staff support (JCS, OPNAV, NSW Theater, and Joint Special Operations Command-TSOC/JSOC)
- JPME1 (JS7 AQD)

- **Valued achievements prior to CAPTAIN**

- Completed O5 CO tour in NSW NRU
- Proven ability to lead and direct organizations
- Major staff support (JCS, OPNAV, NSW Theater, and Joint Special Operations Command-TSOC/JSOC)
- At least one O5 CO tour in NSW NRU
- JQS Level II (JS4 AQD)
- Major staff support (OSD, JCS, OPNAV, SOCOM, NSW, Theater and/or Joint Special Operations Command, etc)



Special Warfare (SEAL) Officer (FTS) Career Progression

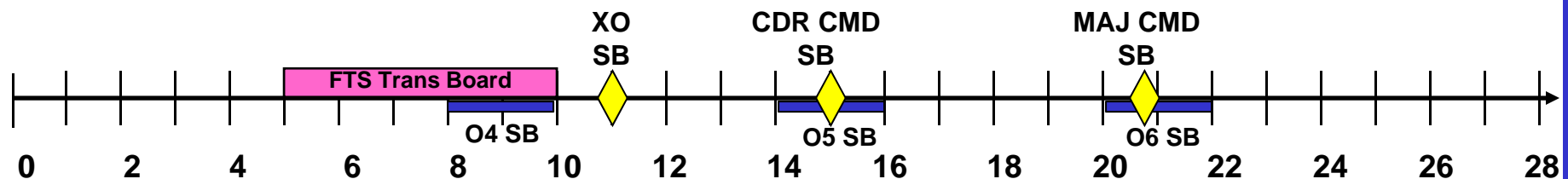


Career Path

<p>SEAL Team DIVO Experience Tours and Qualifications</p>	<p>Operational: DH/PLT CDR</p> <p>Reserve Mgt: NOSC CO/XO</p>	<p>Operational: SEAL Team XO/Equiv.</p> <p>Reserve Mgt: Major Staff NOSC CO/XO Jr. Service College</p>	<p>Operational: SEAL Team CO</p> <p>Reserve Mgt: Major Staff Joint OSO Sr. Service College</p>	<p>Operational: Major Command</p> <p>Reserve Mgt: Major Staff Joint OSO</p>
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Graduate Education
JPME-I

JPME-II
JCSW-H



RESERVE MANAGEMENT:
 NOSC CO – 24-Month Tours
 Major Staff (CNRFC/OCNR/RCC/OSO)

Special Warfare (SEAL) Officer (FTS)

Community Values

- **Valued achievements prior to LIEUTENANT COMMANDER**

- Warfare Qualification, diversity of experience within NSW
- Sustained superior performance in operational assignments
- Completed SEAL platoon CDR

- **Valued achievements prior to COMMANDER**

- Completed XO or equivalent tour
- Successful NOSC XO tour
- Successful O4 NOSC command tour
- Sustained superior performance in operational assignments

- **Valued achievements prior to CAPTAIN**

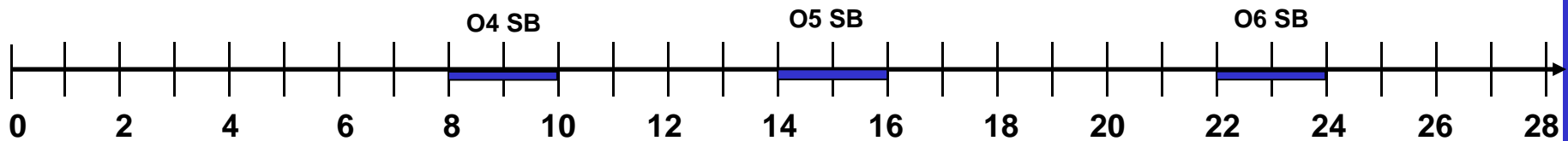
- Command - successful commander command (NSW or O5 NOSC) tour
- Successful Reserve Component Command (RCC) CSO tour
- Proven performance in operational and Reserve management leadership positions
- Major staff experience
- Joint experience

Explosive Ordnance Disposal Officer Career Progression

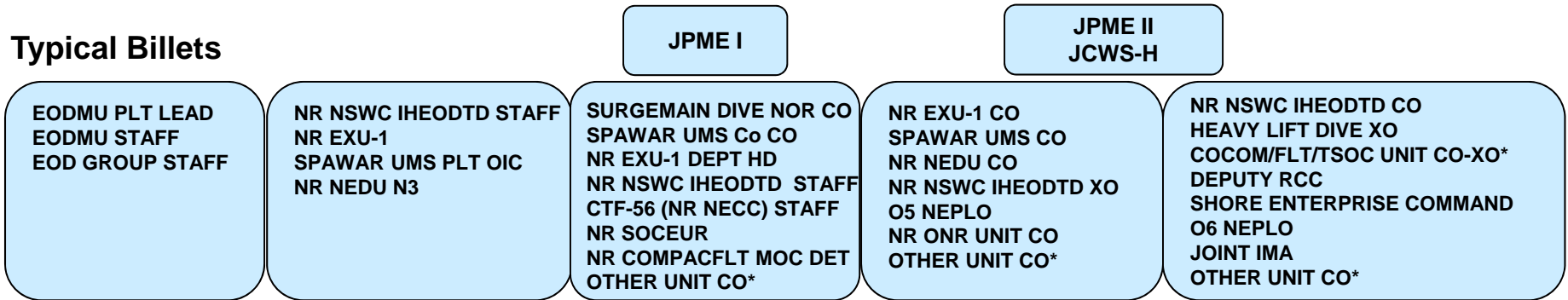


Career Path

AC Init Trng	AC Plt Ldr	AC Plt Comp Cdr	AC Shore	Operational: XO Tour/CO Tour* Staff: TYCOM Numbered Fleet/Joint Tour	Operational: XO Tour/CO Tour* Staff: TYCOM Numbered Fleet/Joint Tour	Operational: CAPT CMD* Staff: Major Staff COCOM	Operational: Major CMD/ Post-Major CMD Staff: Major Staff Joint Tour/OSO
		Initial RC Tours					



Typical Billets



*YG06 and earlier are SWO qualified and capable of filling career enhancing 1115 billets



Explosive Ordnance Disposal Officer

Community Values

- **Valued achievements at all paygrades**

- Sustained superior performance in leadership jobs
- Annual Training/Active-Duty Training participation
- Dual Warfare Qualified (SWO OOD Underway qualification for Officers commissioned prior to 2006)*
- NRU CO/OIC qualified (AQD 2D1)

- **Valued achievements prior to LIEUTENANT COMMANDER**

- Sustained outstanding performance through active PLT OIC tours
- Completed EOD Warfare Qualifications (AQD KG5)

- **Valued achievements prior to COMMANDER**

- Advanced Degree
- JPME I
- Successful XO / DH leadership positions in high profile / high OPTEMPO units*
- Successful Mobilization to an operational theater

- **Valued achievements prior to CAPTAIN**

- JPME II/JCWS-H
- Successful CO / XO leadership positions in high profile / high OPTEMPO units*
- Demonstrated subject matter expert in Joint assignments
- JQO in progress or complete

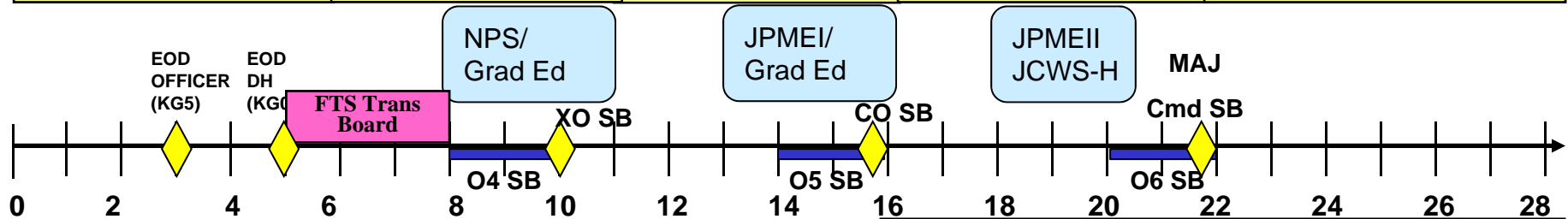
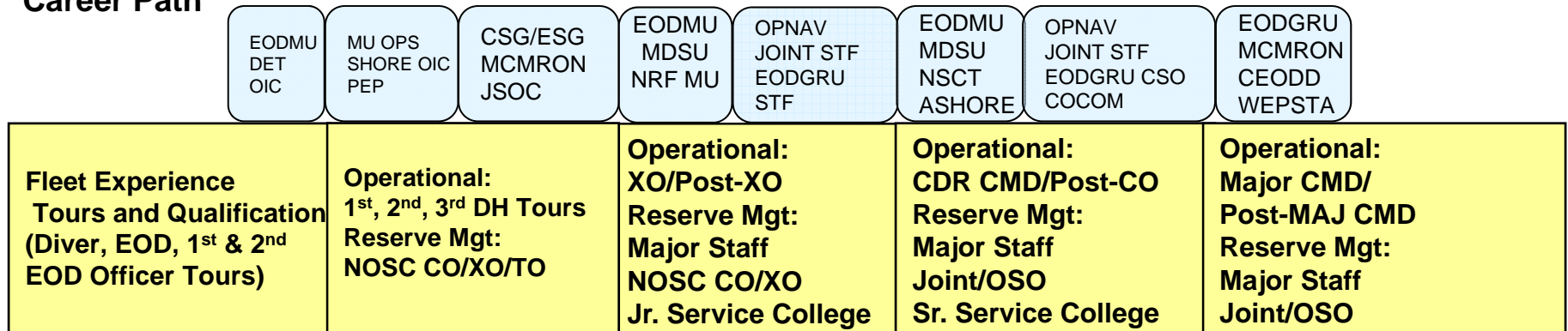
- **Other valued achievements**

- Joint Tour / Joint Qualified Officer / IA JT OPS / IA JT Training

Explosive Ordnance Disposal Officer (FTS) Career Progression



Career Path



NOTES:

- CDR CMD tours include EODMUs, MDSUs, NSCT, EOD TEUs, and NDSTC
- XO tours include EODMUs, MDSUs, NSEOD, NEDU, NDSTC, and DEVGRU

ACRONYMS

CEODD:	Center for EOD and Diving
DEVGRU:	Special Warfare Development Group
EODMU:	EOD Mobile Unit
EODTEU:	EOD Training and Evaluation Unit
MDSU:	Mobile Diving and Salvage Unit
NEDU:	Navy Experimental Diving Unit
NDSTC:	Navy Diving and Salvage Training Center
NSCT:	Naval Special Clearance Team
NSEOD:	Naval School EOD



Explosive Ordnance Disposal Officer (FTS) Community Values

- **Valued achievements prior to LIEUTENANT COMMANDER**

- Attained both EOD OFFICER (KG5) and EOD DH (KG0) qualifications
- Sustained superior performance through DH tours

- **Valued achievements prior to COMMANDER**

- Continued superior performance in operational billets
- Successful NOSC XO tour
- Successful O4 NOSC Command tour
- Master's degree awarded or in progress

- **Valued achievements prior to CAPTAIN**

- Command – successful commander command (O5 NOSC) tour
- Successful Reserve Component Command (RCC) CSO tour
- Continued superior performance in joint assignments
- Awarded Master's degree
- OPNAV/Joint Duty Assignment

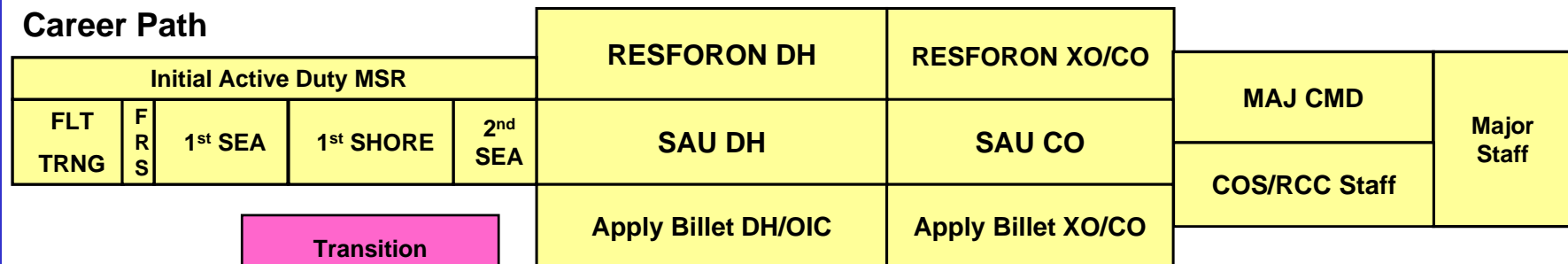
- **Reserve management tours**

- Officers serving in Reserve management/leadership positions are directly supporting the mission of the FTS community (CNR, CNRF, RCC)
- Sustained superior performance in NOSC command and on major staffs are also key indicators of potential success at the next higher paygrade

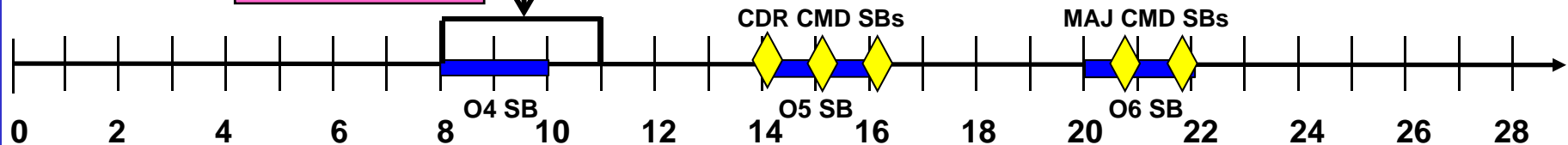
Aviation Officer Career Progression



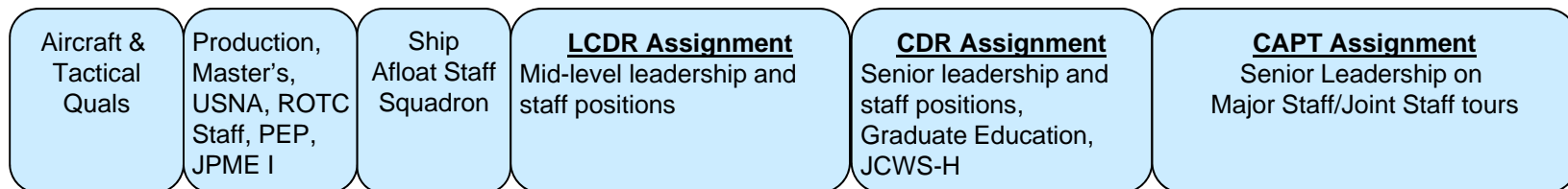
Career Path




Transition Selected Reserves



Typical Billets



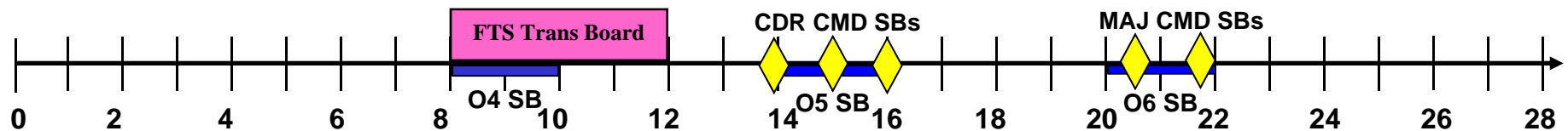
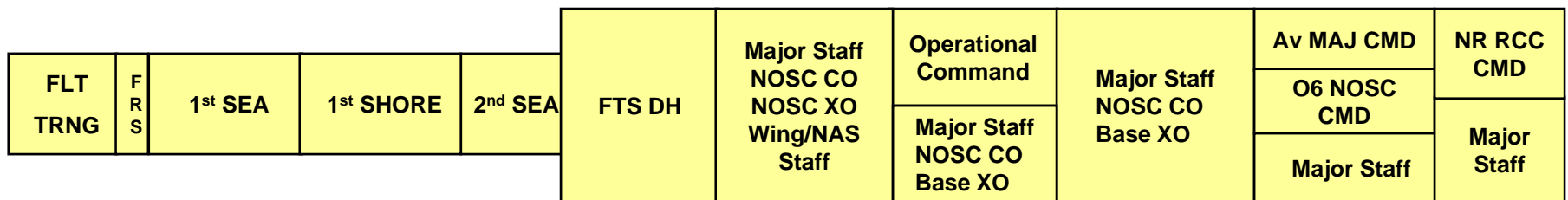
Aviation Officer Community Values

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- **Aviation officers have a long training pipeline, resulting in NOB FITREPS for the officer's first 3-4 years**
 - MSR retains Navy pilots (131X) through approx 9 to 11 YCS (8 years after earning wings)
 - MSR retains NFOs (132X) through approximately 7 YCS (6 years after earning wings)
 - **Valued achievements prior to LIEUTENANT COMMANDER**
 - Superior performance in first sea and shore tours, attainment of initial warfare qualifications
 - Breaks right in Leadership jobs
 - **Valued achievements prior to COMMANDER**
 - Superior performance as DH
 - Established record of sustained superior performance
 - **Valued achievements prior to CAPTAIN**
 - Command – successful Commander command tour
 - Proven performance in operational and/or reserve management leadership positions
 - **Other valued achievements**
 - Advanced Degree
 - JPME / JCWS-H / Joint Tour / IA JT OPS

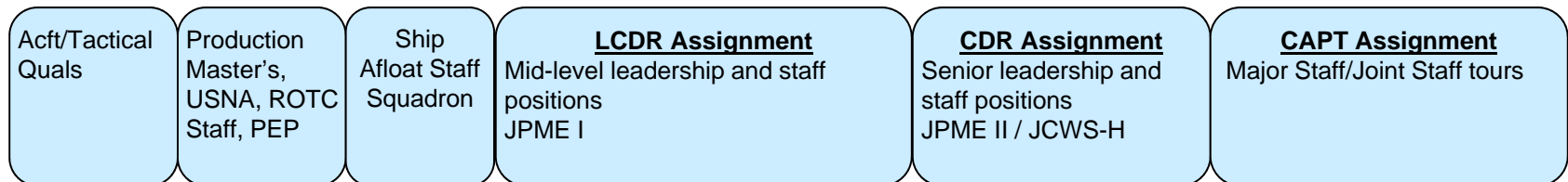
Aviation Officer (FTS) Career Progression



Career Path



Typical Billets




RESERVE MANAGEMENT:

NOSC CO – 24-Month Tours
Major Staff (CNRFC/OCNR/CNAFR/RCC/OSO)

Aviation Officer (FTS)

Community Values

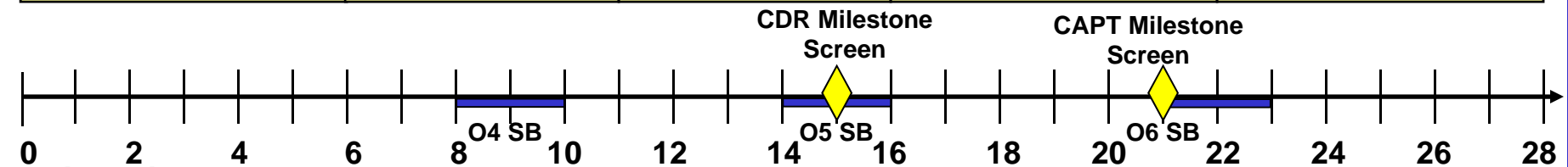
- 
- Aviation officers have a long training pipeline, resulting in NOB FITREPS in the first 3-4 years
 - Min Service Requirement retains most aviators through 9 years
 - **Valued achievements prior to LIEUTENANT COMMANDER**
 - Superior performance during DIVO tour and subsequent shore tour
 - Successful completion of MSR and transition to FTS
 - **Valued achievements prior to COMMANDER**
 - Superior performance as DH
 - Major staff tour
 - Successful NOSC command tour
 - Established record of sustained superior performance and increasing responsibility
 - **Valued achievements prior to CAPTAIN**
 - Command – successful commander command (operational or NOSC) tour
 - Proven performance in operational and Reserve management leadership positions
 - Master's degree sub-specialty utilization
 - **Reserve management tours**
 - Sustained superior performance in NOSC command and on major staffs are also key indicators of potential success at the next higher paygrade



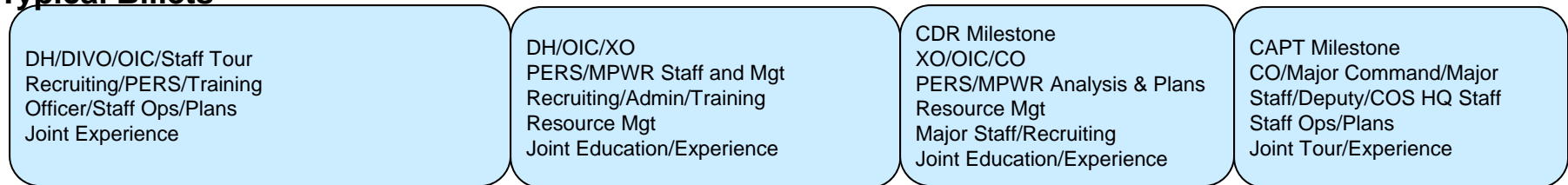
Human Resources Officer Career Progression



Notional Career Path



Typical Billets



Develop Core Competency:
Development, Management, Recruiting, Requirements

Mobilization/ADSW/Recall

CO/XO and Milestone
screening for CDRs and
CAPTs occurs via APPLY
Board



Human Resources Officer

Community Values

- **Valued achievements prior to LIEUTENANT COMMANDER**

- Sustained superior performance and attainment of source community qualifications
- Demonstration of increasing levels of responsibility and sound judgment

- **Valued achievements prior to COMMANDER**

- Sustained superior performance in all assigned duties, especially leadership tours or during periods of active duty such as mobilization, ADSW, or recall
- Master's degree, preferably in an HR-related field
- Professional Certification including PHR, SPHR, GPHR, CPT, CPLP, CDFM, CDFM-A, CISSP, and GSLC
- JPME I

- **Valued achievements prior to CAPTAIN**

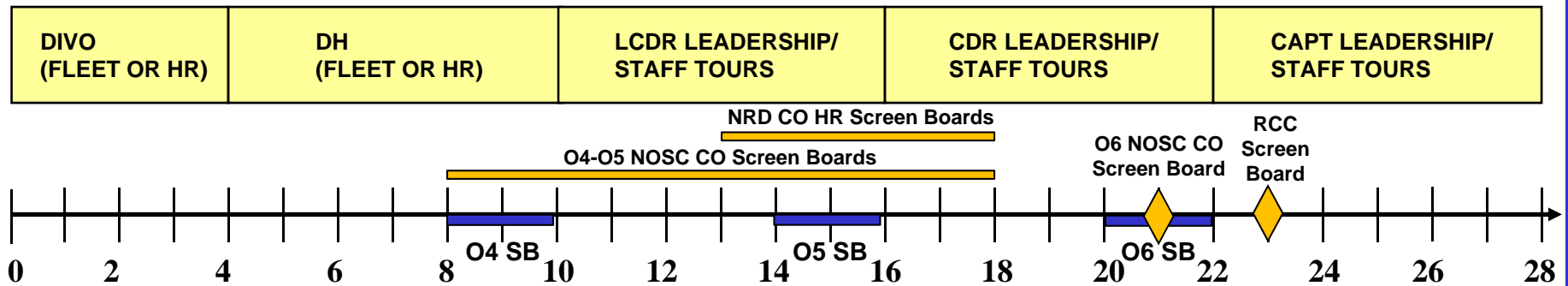
- Sustained superior performance in all assigned duties, especially CDR HR Milestone assignments, leadership tours, or during periods of active duty such as mobilization, ADSW, or recall
- Master's degree, preferably in an HR-related field
- Professional Certification including PHR, SPHR, GPHR, CPT, CPLP, CDFM, CDFM-A, CISSP, and GSLC
- JQO Progression



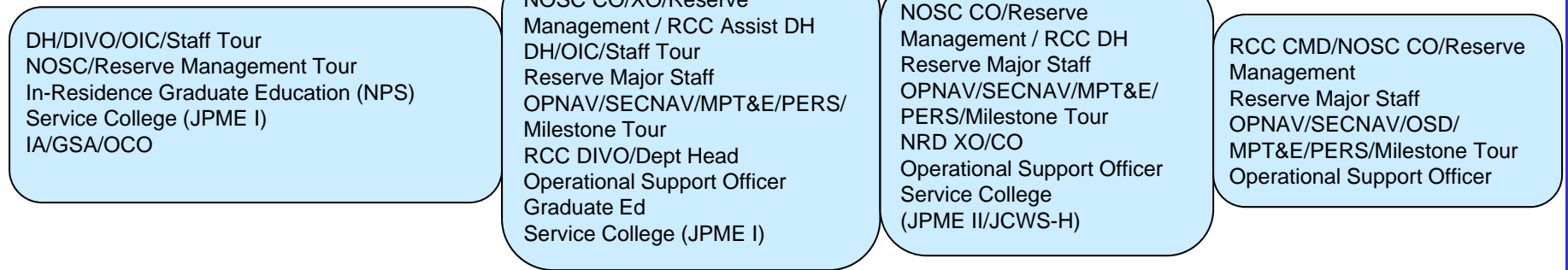
Human Resources Officer (FTS) Career Progression



Career Path



Typical Billets



Develop Core Competency: Reserve Management, Development, Management, Recruiting, Requirements

Develop Sub-specialty Experience: Operations Analysis, Manpower Systems Analysis, Information Technology, Financial Management

NOSC CO Screening occurs annually. Additionally, CDRs may be screened for NRD CO/XO IAW the HR CQOB process; CAPTs are screened for RCC CO the year after their 1st gate screen.



Human Resources Officer (FTS)

Community Values

- **Valued achievements prior to LIEUTENANT COMMANDER**

- Sustained superior performance and attainment of source community qualifications
- Demonstration of increasing levels of responsibility and sound judgment

- **Valued achievements prior to COMMANDER**

- Sustained superior performance in all assigned duties, especially NOSC CO, Major Reserve and OPNAV/SECNAV/MPT&E/PERS/Milestone Tours
- Master's degree in HR related subspecialty including Operations Analysis, Manpower Systems Analysis, Financial Management, Information Systems and Technology, Education and Training Management, or civilian equivalent degrees
- Professional Certification including PHR, SPHR, GPHR, CPT, CPLP, CDFM, CDFM-A, CISSP, and GSLC
- JPME I
- HR subspecialty experience: 311X, 3130, 3150, 321X, 620X

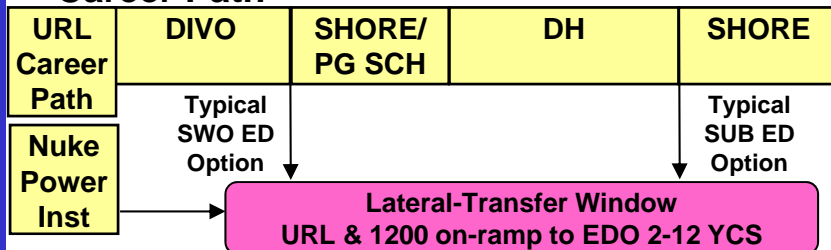
- **Valued achievements prior to CAPTAIN**

- Sustained superior performance in all assigned duties, especially NOSC CO, Major Reserve and OPNAV/SECNAV/MPT&E/PERS/Milestone Tours
- Master's degree in HR related subspecialty including Operations Analysis, Manpower Systems Analysis, Financial Management, Information Systems and Technology, Education and Training Management, or civilian equivalent degrees
- Professional Certification including PHR, SPHR, GPHR, CPT, CPLP, CDFM, CDFM-A, CISSP, and GSLC
- HR proven subspecialist: 311X, 3130, 3150, 321X, 620X

Engineering Duty Officer Career Progression

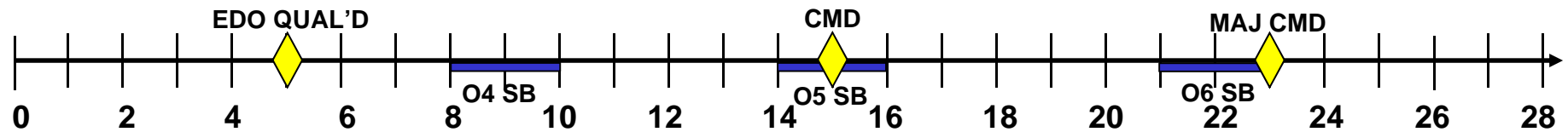


Career Path



EDQP (DCO)	<u>NAVSEA</u> Surgemain (SM) CO, XO, DIVO, Project Officers at Shipyards, RMCs, SUPSHIPs, NSWC, Field Activities <u>SPAWAR/SSP/MDA/ONR</u> Project Officer	<u>NAVSEA</u> SM Dep Dir RCO/RXO, CO MDA/SSP/HL/Ship Insp CO NSWC/MDA/SSP/CYBER Lead <u>SPAWAR/ONR</u> CO, XO	PD, PM/COMM MGR <u>NAVSEA</u> PILLAR LEAD (SM, SHPYD, SUPSHIP, SYSENG, ACQ, HL/DIVE)
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Each individual's EDO career path is tailored based on past experience, accession timing, and education.



Typical Billets

<p><u>EDQP</u> DCO</p> <p>Seamanship Leadership Systems Engineering AT-SEA Industrial Tour (FIT) Mentor Group Tour EDO Basic EDO Qual board</p>	<p><u>NAVSEA</u> Surgemain (SM) CO, XO, INFOTECH CO HL/Dive CO</p> <p>Project Engineer (SysEng, Acq, SSP, MDA, Shipyards, Supships) <u>SPAWAR/SSP/MDA/ONR</u> Project Officer</p>	<p><u>IMG/LCMG/HL/Diving</u> SM Dep Dir, RCO, CO, RXO HL/Diving, Ship Insp CO Project Officers</p> <p><u>C4i, SSP/MDA, iwEDO, Surfpack</u> <u>Subba Bubbas</u> SSP, MDA, ONR, SPAWAR CO Project Officers</p>	<p>Program Director <u>NAVSEA</u> PM/Comm Mgr Surgemain Nat Director <u>NAVSEA</u> West (Shipyard) <u>NAVSEA</u> East (SUPSHIP) Systems Engineering <u>NAVSEA</u> Acquisition</p>
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Engineering Duty Officer Community Values



- **Valued achievements prior to LIEUTENANT COMMANDER**

- Advanced technical degree and EDO qualification tour completed
- Surgemain Division Officer or Executive Officer
- JOs with specific technical expertise (diving & salvage, heavy lift, strategic systems, missile defense, space) serve as Project Officers in commands utilizing those skills

- **Valued achievements prior to COMMANDER**

- Surgemain Executive Officer or Commanding Officer
- Technical expert in their specific areas of expertise
- Community engagement as collateral duties (recruiting, Junior Officer Advisory Panel, ED Qualification Program training and mentoring of JOs, volunteer in EDO community)

- **Valued achievements prior to CAPTAIN**

- Regional CO, CO (missile defense, strategic systems, ship insp, heavy lift, Surgemain), Regional XO
- Technical leadership and/or command/national leadership is expected throughout career
- Community engagement as collateral duties (ED Qualification Program training and mentoring of JOs, serve as Qualification Officer, engagement on EDO community issues at the national level)



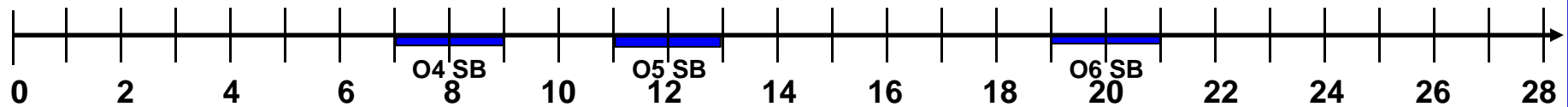
Aerospace Engineering Duty Officer Career Progression



Career Path

O3 and below Milestone	O4 Milestone	O5 Milestone	O6 Milestone
FLEET: Squadron Aircrew Assistant Department Head	Flag Staff Member Project Lead Department Head Deputy IPT Lead	Deputy Chief of Staff Flag Staff Member Mission or IPT Lead XO / AOIC OIC	Commanding Officer Mission Director Chief of Staff
DCO: Acquisition/Engineering/ Operational Experience			

AC Lateral-Transfer Window
4 - 14 YCS



Education

DAWIA Level I Certification
Continuous Process Improvement: Yellow Belt

Master's Degree (Technical / Business)
DAWIA Level II Certification
Continuous Process Improvement: Green/Black Belt



Aerospace Engineering Duty Officer Community Values



- **Valued achievements at all paygrades**
 - Consistent demonstration of Leadership and Technical expertise in increasingly challenging billets that bring value to the customer
 - Mobilization supporting Overseas Contingency Operations (OCO) missions, active duty (ADSW) in support of a NAE project or initiative
 - Critical fleet support missions: JCAT, PGSS, RESMAIN/FDCR, Copperhead, Fire Scout, RADCON/Tomodachi, or similar
 - Continuous professional development: DAWIA, JPME, CPI
 - Participation on a Flag Advisory Panel, Policy Board, and/or Statutory / APPLY Board
- **Valued achievements prior to LIEUTENANT COMMANDER**
 - Project lead/assistant DH/DH tours
 - Space Cadre (for SPAWAR assigned officers)
 - Operational squadron junior officer tours
- **Valued achievements prior to COMMANDER**
 - Leadership tours: DH/XO, Deputy Mission or IPT Lead
 - Master's Degree (Technical or Business)
 - DAWIA Level I Certification, JPME
- **Valued achievements prior to CAPTAIN**
 - OIC/CO, Mission or IPT Lead, Principal Flag Staff/Deputy Chief of Staff positions
 - DAWIA Level II Certification, JPME

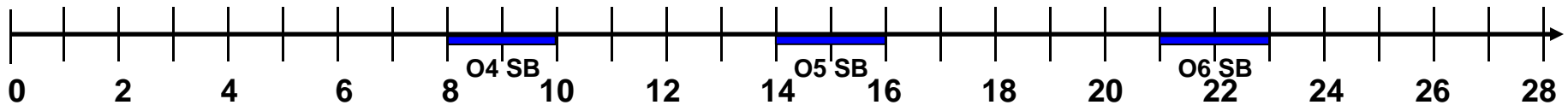


Aerospace Maintenance Duty Officer Career Progression

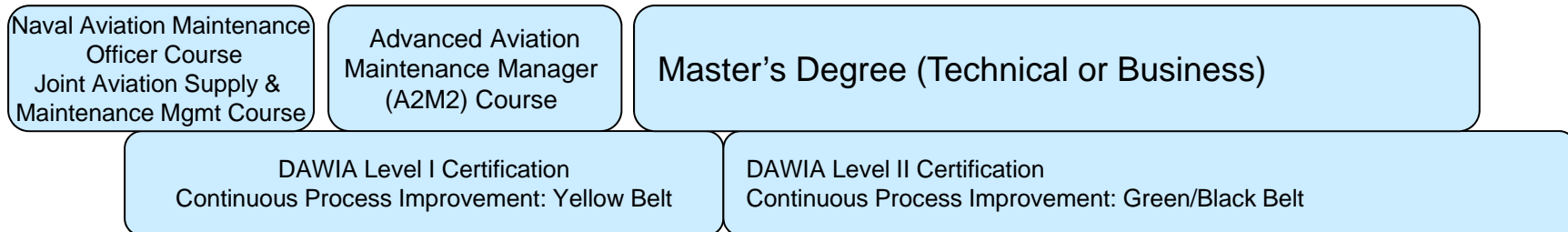


Career Path

O3 and below Milestone	O4 Milestone	O5 Milestone	O6 Milestone
SHORE/SEA O-Level I-Level/FRC Assistant DH	Flag Staff Member Project Lead Department Head Deputy IPT Lead	Deputy Chief of Staff Flag Staff Member Mission or IPT Lead XO / AOIC OIC	CO Mission Director Chief of Staff
ON RAMP - JO Shore & Sea Tours			



Education





Aerospace Maintenance Duty Officer Community Values

- **Valued achievements at all paygrades**

- Consistent demonstration of Leadership and Technical expertise in increasingly challenging billets that bring value to the customer
- Mobilization supporting Overseas Contingency Operations (OCO) missions, active duty for special work in support of a NAE project or initiative
- Critical fleet support missions: JCAT, PGSS, RESMAIN/FDCR, Copperhead, Fire Scout, RADCON/Tomodachi, or similar
- Participation on a Flag Advisory Panel, Policy Board, and/or Statutory / APPLY Board

- **Valuable achievements prior to LIEUTENANT COMMANDER**

- MCO/MMCO, Assistant Project lead, Assistant DH/DH tours
- Fleet Maintenance experience (DCOs)
- Experience in Organizational (O-Level), FRC (I-Level) and/or Depot (D-Level) Maintenance Officer billets

- **Valuable achievements prior to COMMANDER**

- Leadership tours: DH/XO, Deputy Mission or IPT Lead
- Master's Degree (Technical or Business)
- DAWIA Level I Certification, JPME

- **Valuable achievements prior to CAPTAIN**

- OIC/CO, Mission or IPT Lead, Principal Flag Staff/Deputy Chief of Staff positions
- DAWIA Level II Certification, JPME

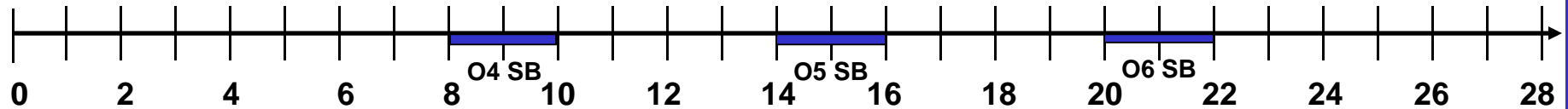


Aerospace Maintenance Duty Officer (FTS) Career Progression

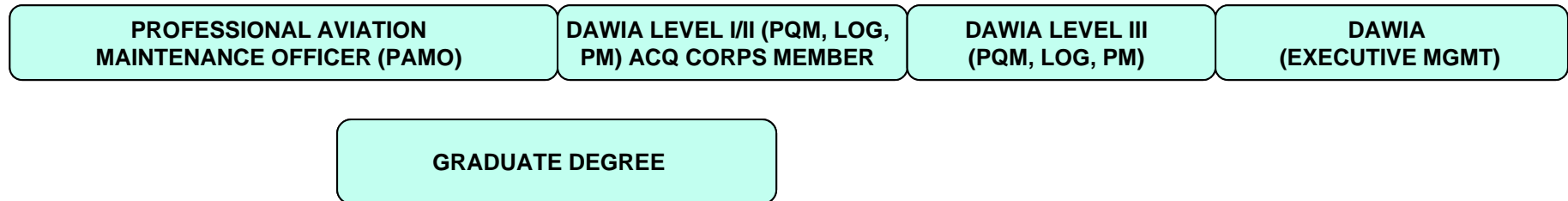


Career Path

Squadron AMO, MMCO FRC MMCO, DIVO	FRC AOIC WING AMO MAJOR STAFF	FRC OIC WING MO MAJOR STAFF	TYCOM MO NAVAIR OSO
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Valuable Training/Certifications





Aerospace Maintenance Duty Officer (FTS) Community Values



- **Valued achievements prior to LIEUTENANT COMMANDER**

- Superior Performance in both Squadron and FRC Positions
- Professional Aviation Maintenance Officer (PAMO)
- DAWIA Level I Certification (PQM or LOG)

- **Valued achievements prior to COMMANDER**

- Successful Tour as FRC AOIC / WING AMO
- Superior Performance in Major Staff Positions
- Defense Acquisition Corps Member
- DAWIA Level II Certification (PQM, LOG or PM)
- Graduate Degree
- Demonstrated Experience in Reserve Component Personnel Management

- **Valued achievements prior to CAPTAIN**

- Successful Tour as FRC OIC or Wing MO
- Superior Performance in Major Staff Positions
- DAWIA Level III Certification (PQM, LOG or PM)



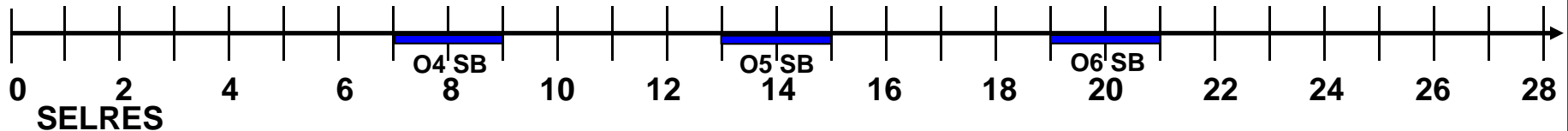
Strategic Sealift Officer

Career Progression



Career Path

ENS-LTJG Entry Level Assignments	LT DH Level Assignments	LCDR Staff/Leadership Assignments	CDR Staff/Leadership Assignments	CAPT Staff/Leadership Assignments
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Department Head (DH) Division Officer	Officer in Charge Executive Officer Chief Staff Officer DH	Commanding Officer Chief of Staff Executive Officer Senior DH
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Valued Civilian Skillsets: Engineering/Logistics/Transportation/Maritime Education

IRR 3 rd Mate 3 rd Engineer	2 nd Mate / 2 nd Engineer (DH Equivalent)	Chief Mate / 1 st Engineer (XO Equivalent)	Master / Chief Engineer (CO/OIC Equivalent)
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IRR Annual Active Duty Period Maritime/Shipboard/Shipyard/Engineering Operations Staff Support	IRR Annual Active Duty Period Maritime/Shipboard/Shipyard/Engineering Operations Leadership	IRR Annual Active Duty Period Major Staff Augmentation Combined/Joint Roles 36
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Strategic Sealift Officer Community Values

- Approximately 85% of the SSO Program members are part of the Individual Ready Reserve (IRR) and are normally employed afloat in their civilian careers, which prevents them from higher levels of participation. The remainder are in the Selected Reserve (SELRES) or a Volunteer Training Unit (VTU). Both career paths are viable options and contribute significantly to the US Navy.

*****A Valid U.S. Coast Guard Unlimited Tonnage/HP License Must Be in the Record or Letter to the Board, No Exceptions!*****

- SELRES and VTU records are identifiable by a continuity of observed FITREPs and should be selected for promotion based upon observed performance and difficulty of assignments, similar to other communities.
- IRR are identifiable by a majority of Non Observed (NOB) FITREPs. IRR Members typically receive 'Non Observed' FITREPs, no letters of recognition or awards, since their annual service requirement is only 12 days of ADT. IRR members who do receive 'Observed' FITREPs and Personal Decorations should be considered exceptional. Additionally, members who have a high ratio of 'Total Years of Federal Service' (under OSR Remarks section), are consistently performing above and beyond the minimum community requirements by contributing to the Navy and should be considered above average. Multiple ADT assignments at the same command with increased roles & responsibilities are aligned with community core competencies.

- **Advanced Navy and Maritime Proficiency**

- Upgraded License – Record will show AQD other than THIRDMATE or THIRDENG
- Wide range of NOBCs and AQDs in record

- **Sustained Superior Navy and Maritime Performance**

- Joint Officer Experience, ADSW, Mobilizations, Recalls, extended special projects/ADTs = Observed FITREP
- Increased roles & responsibilities in the core competencies of Maritime Operations, Maritime Engineering and/or Shipboard Operations

- **Demonstrated ability to lead and direct people, organizations and projects (civilian or military)**

- Demonstrated initiative and leadership in assignments throughout career
- Documented civilian professional subject matter expertise and leadership experience

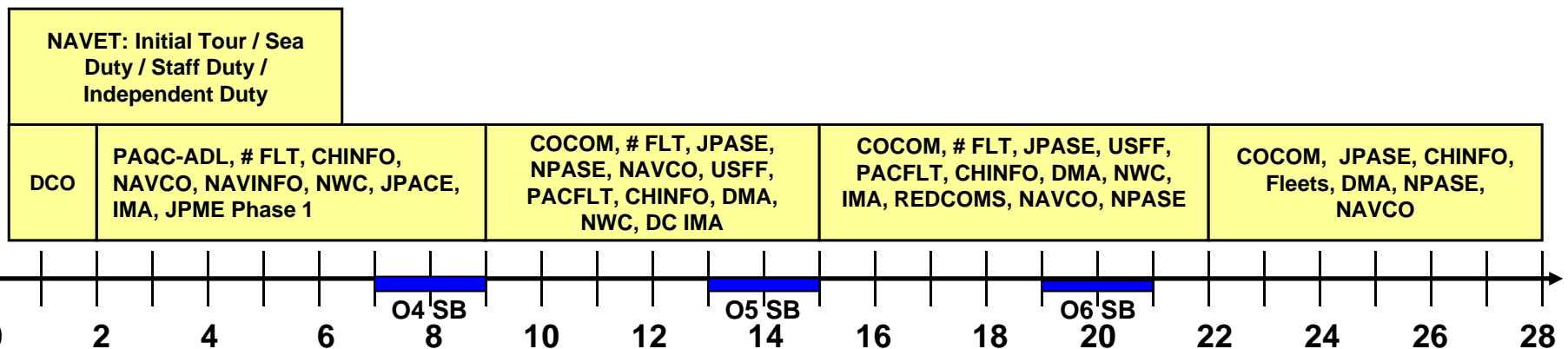
- **Pursuit of an Advanced Education**

- Master's or Doctoral Degree (Management, Business, Engineering, Law, Logistics, and National Security)
- JPME I/II, Professional Engineer License, Professional Certifications (DAWIA, IT, PMP, etc.)

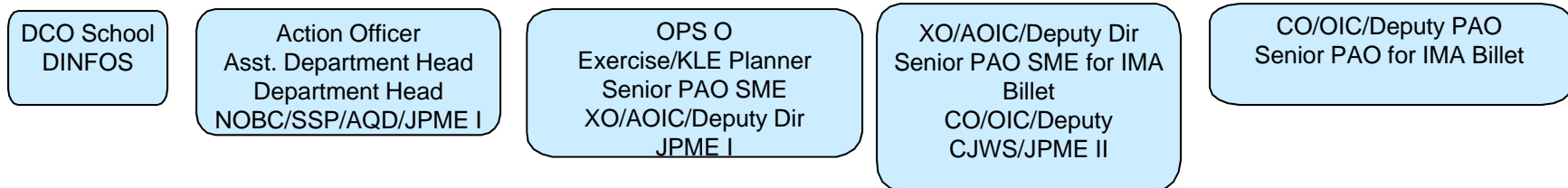
Public Affairs Officer Career Progression



Career Path



Typical Billets



Public Affairs Officer

Community Values

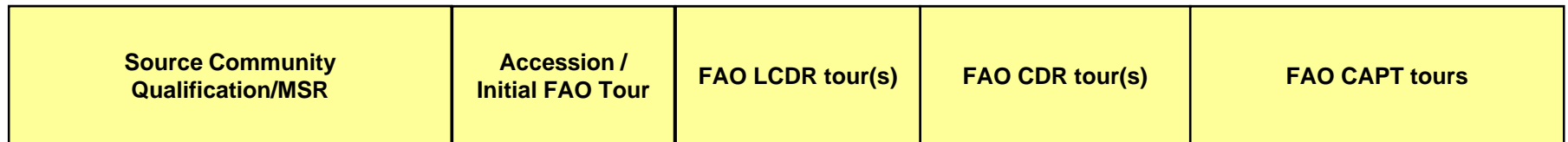
- **Valued achievements at all paygrades**
 - Proven leadership / Sustained Superior Performance
- **Valued achievements prior to LIEUTENANT COMMANDER**
 - Required DINFOS PAO training (PAQC)
 - Fleet/Joint/Combined exercises and operations
 - Junior DH responsibilities
- **Valued achievements prior to COMMANDER**
 - IMA experiences as a PA advisor and/or XO/AOIC experience within a PA unit
 - Relevant NOBCs, Additional Qualifying Designator (AQDs), Subspecialties (SSPs), JPME
 - Deployment / IA
 - Additional DINFOS training: Joint Contingency PA Course, Joint Senior PA Course
- **Valued achievements prior to CAPTAIN**
 - XO/AOIC and/or CO/OIC experience (O5 leadership positional authority/responsibility)
 - Citations or reports of fitness citing leadership aptitude and relevant AQDs
 - Senior officer comments relating to member's PA advisory capacity
 - Documented proactive engagement with AC counterpart to plan and budget for unit missions to optimize RC assets



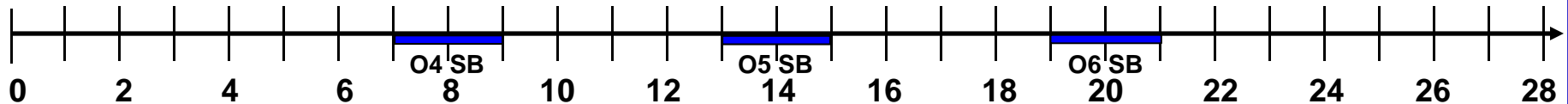
Foreign Area Officer Career Progression



Career Path



Primary Lateral-Transfer On-Ramp
Initial Language acquisition
Regionally focused Master's and/or
foreign experience



FAO assignments are primarily to billets supporting OCONUS staffs and operations.

The RC FAO community provides a cadre of International Engagement professionals for operational support on major staffs and numbered fleets, to in-country Senior Defense Officials, Defense Attaches, and Office of Defense Cooperation (ODC) Chiefs.

The RC FAO community also provides a flexible Strategic Reserve for future mobilization requirements.

Typical Billets / Quals:

- 1) Source / FAO tour performance
- 2) Joint FAO Phase I
- 3) JPME I
- 4) Language proficiency

- 1) CDR tour
- 2) JQO Progress
- 3) Joint FAO Phase I/II
- 4) Language proficiency

- 1) CAPT tour
- 2) Joint FAO Phase II
- 3) JPME II / JQO
- 4) Language proficiency

Foreign Area Officer

Community Values

- **Valued achievements prior to LIEUTENANT COMMANDER**

- Sustained superior performance and attainment of sourced community qualifications
- Demonstration of increasing levels of responsibility and sound judgment

- **Valued achievements prior to COMMANDER**

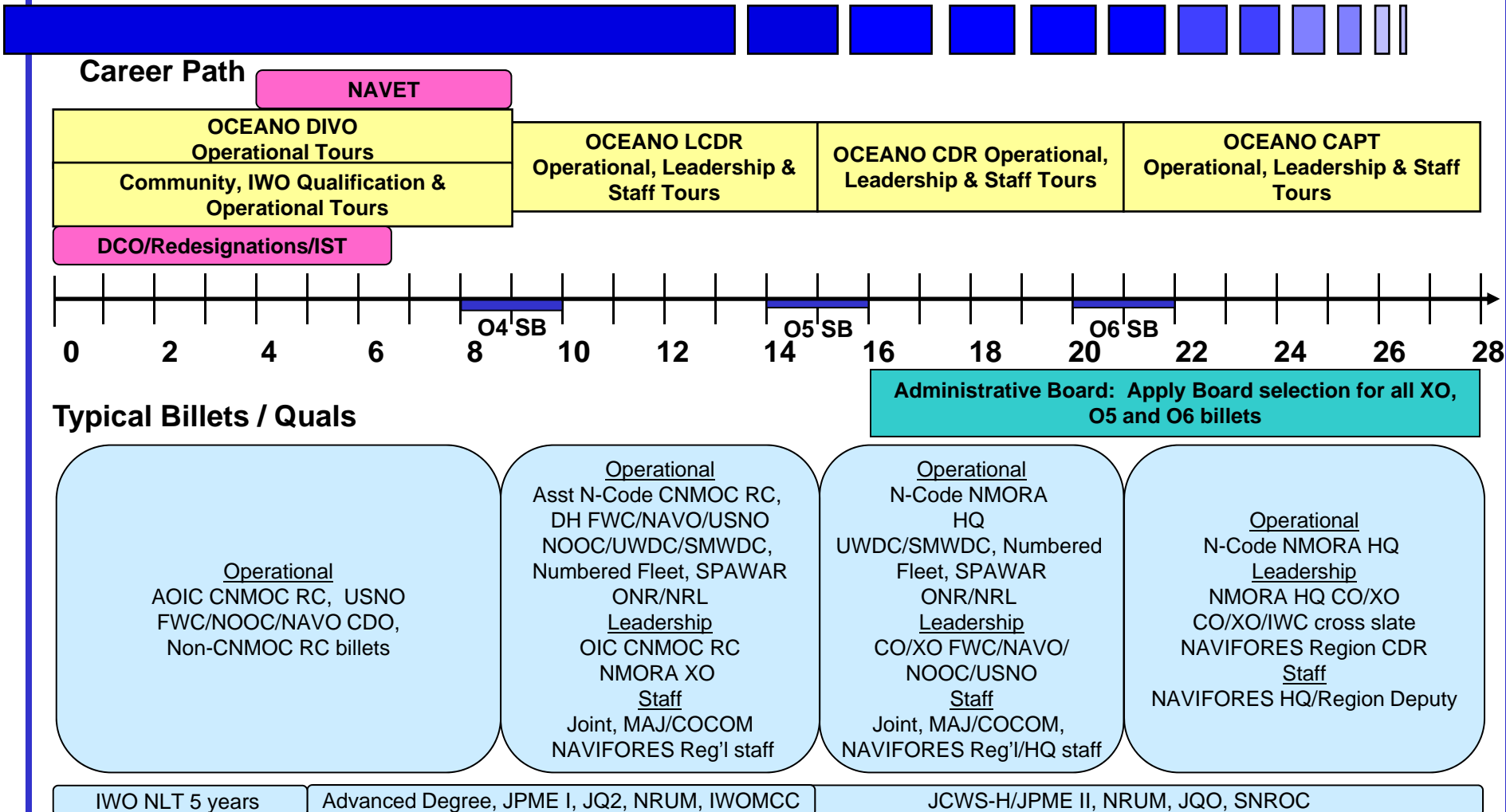
- Sustained superior performance in all assigned duties during periods of active duty such as mobilization, ADSW, or recall
- Regional experience involving direct international engagement of foreign partners
- JPME I

- **Valued achievements prior to CAPTAIN**

- Sustained superior performance in all assigned duties during periods of active duty such as mobilization, ADSW, or recall
- Significant experience leading, planning, and executing international engagement activities
- Reserve FAO community leadership roles to include direct management of junior FAOs and/or coordination of gaining command Reserve FAO support
- Major staff tours
- JQO, or progress toward




Oceanography Officer Career Progression



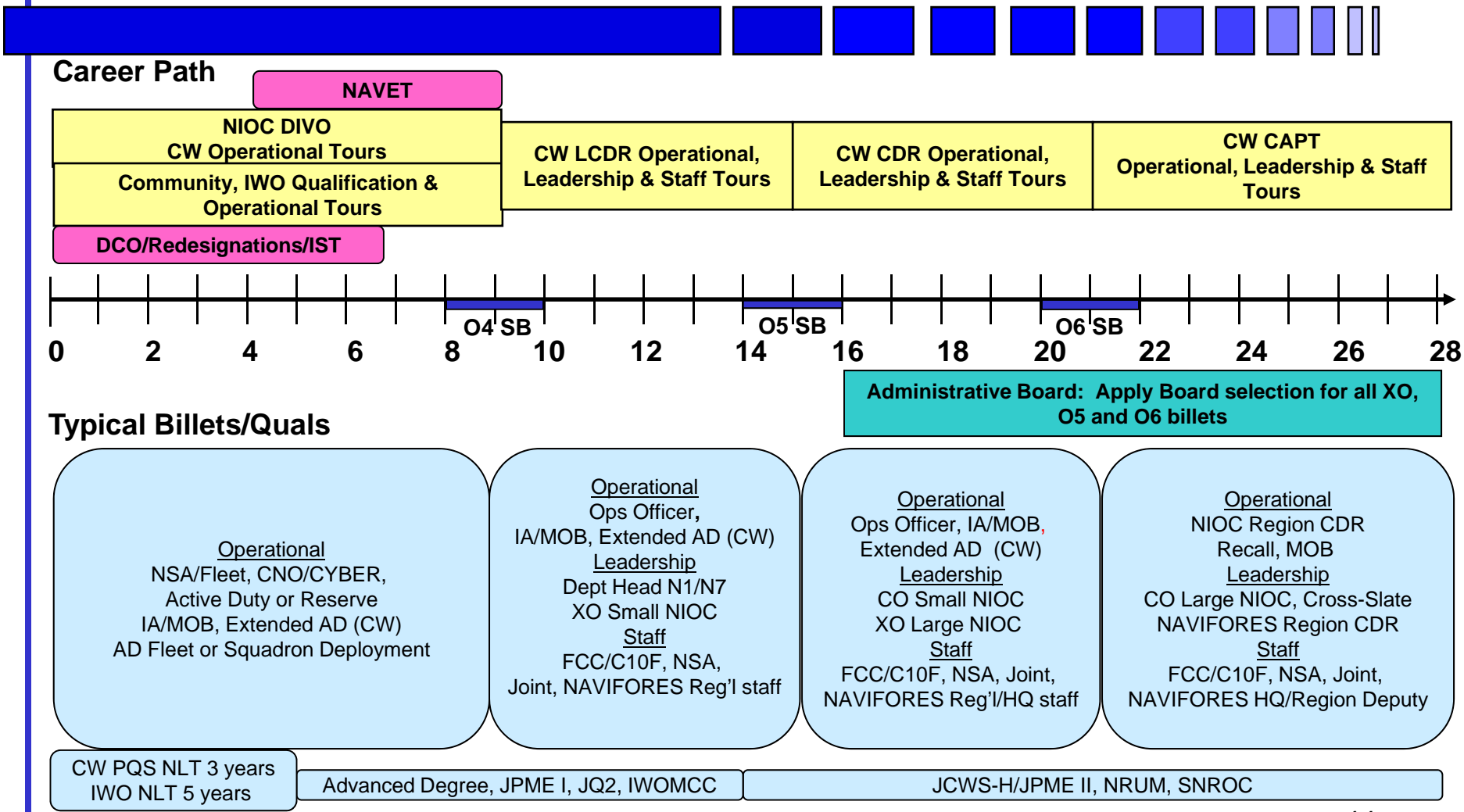
Oceanography Officer

Community Values

- 
- **Sustained superior performance in leadership and operational billets**
 - **Valued achievements prior to LIEUTENANT COMMANDER**
 - IWO qualification, local command qualifications/CDO
 - Operational training/support at gaining command
 - **Valued achievements prior to COMMANDER**
 - Superior performance in DH, OIC or XO assignment
 - JPME I/JQ2 (desired not required)
 - Master's Degree in Meteorology, Oceanography, Hydrography or Physics (or related science) completed or in progress
 - Demonstrated leadership tour
 - Operational support to OCEANO mission
 - **Valued achievements prior to CAPTAIN**
 - Superior performance in command tour
 - Proven ability to lead and direct people and organizations
 - Training at joint service command or major fleet exercise
 - Successful tour as HQ-level/IWC DH or XO, NAVIFORES Regional or HQ billet
 - JCWS-Hybrid (AJPME)/JPME II/JQO (desired not required)



Cryptologic Warfare Officer Career Progression





Cryptologic Warfare Officer

Community Values



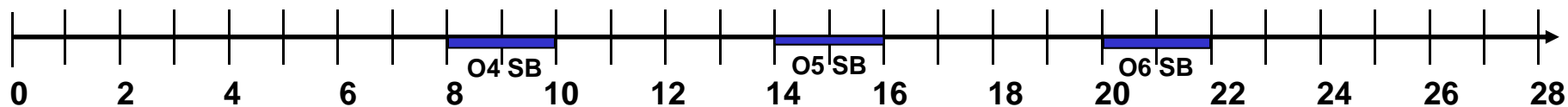
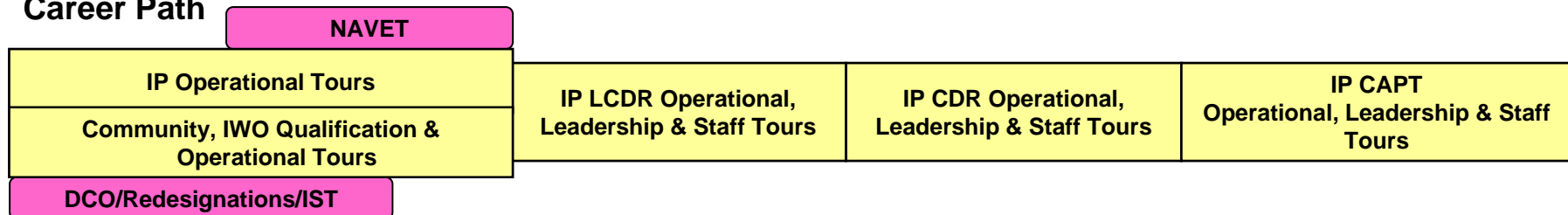
- **Sustained Superior Performance**
- **Valued achievements prior to LIEUTENANT COMMANDER**
 - CW/IWO qualification
 - Operational tours (Division Officer, SIGINT, Computer Network Operations/Cyber, Information Operations, EW, Space)
 - Completion of a CW related MOB
 - MT&E experience to include Training or Admin Officer
- **Valued achievements prior to COMMANDER**
 - Advanced technical Master's degree, advanced language degree, or technical certifications
 - Operational tours (OPS Officer, MOB)
 - Leadership tour (XO Small NIOC, OIC)
 - Major staff tours (NAVIFORES HQ/Region, FCC/C10FLT, NSA, Joint)
 - JPME I
 - MT&E experience to include Training or Admin Officer
- **Valued achievements prior to CAPTAIN**
 - Operational tours (Continued OPS Experience, MOB)
 - Leadership tours (CO/XO Small NIOC, XO Large NIOC)
 - Major staff tours (NAVIFORES HQ/Region, FCC/C10FLT, NSA, Joint)
 - JCWS-Hybrid (AJPME) or JPME II, Note: CW Joint Qualification Billets not available for JQO45 attainment



Information Professional Officer Career Progression

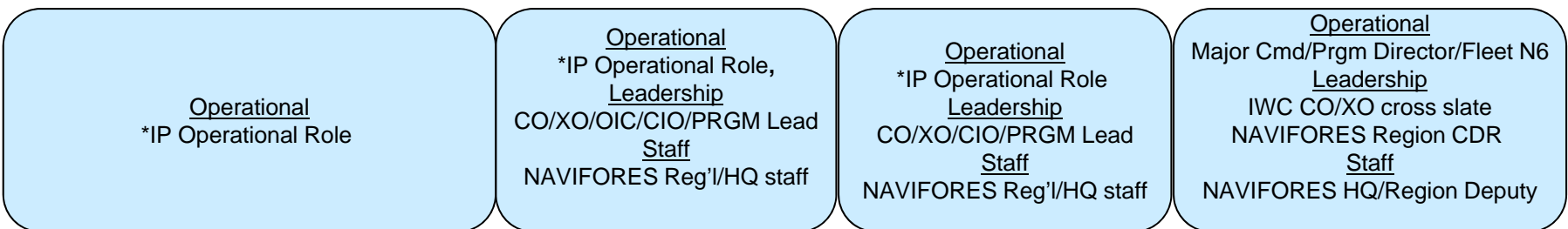


Career Path



Typical Billets/Quals

Administrative Board: Apply Board selection for all O5 and O6 billets



* IP Operational Roles would include CYBER, Info Systems, Info Assurance, Command and Control, Communications, Combat Systems, Intelligence/Surveillance/Reconnaissance, Space, Knowledge Management, Information Management, Fleet Staff

IP PQS NLT 3 years IWO NLT 5 years MSOC	Advanced degree, Joint C4 Planner's Course	IP IQ, JQ2, JPME I, IWOMCC	IP AQ, JCWS-H/JPME II, JQO, Joint C4I Officer and Staff Course, NRUM, SNROC
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IP Community Leadership (National Training Team, Symposium Lead, Mentoring, Recruiting, Regional Lead IP, etc.)



Information Professional Officer

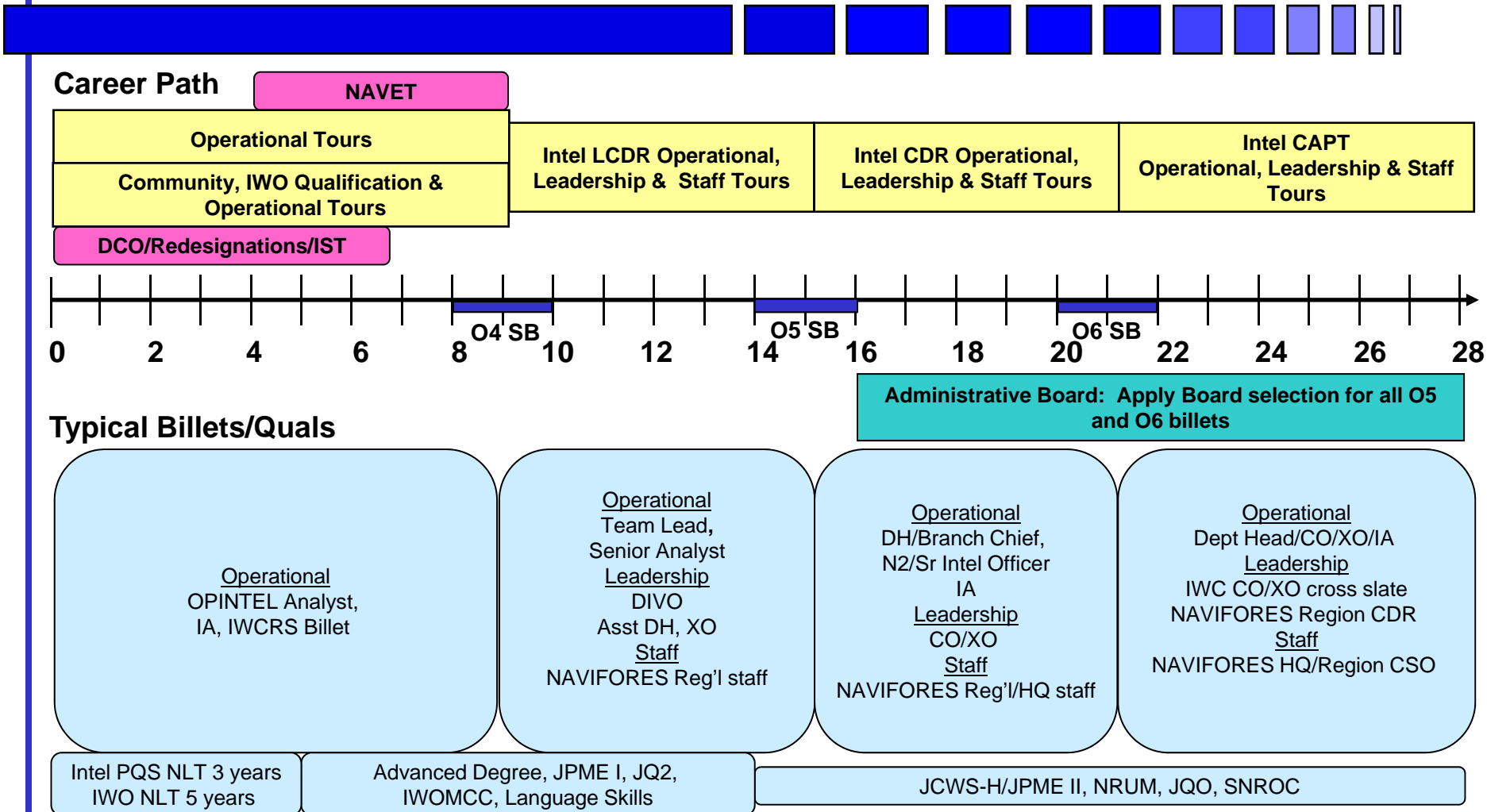
Community Values



- **Sustained Superior Performance in leadership and operational billets**
- **Valued achievements prior to LIEUTENANT COMMANDER**
 - Attainment of Community/IWO qualifications
 - Competitive operational tours demonstrating superior performance and fundamental knowledge of Cyber Operations, C4I and Information Technology
 - Completion of an IA tour
 - Progress towards a technical Master's degree
- **Valued achievements prior to COMMANDER**
 - OIC, Program Manager, or XO leadership tour
 - Advanced Cyber Security Workforce Qualifications (AQD GA7) and technical expertise in systems management, Acquisition and Space
 - Attainment of technical Master's degree or higher, advanced technical certifications, and DoD CIO Certificate
 - JPME I
 - Joint matters expertise through education and joint duty experience
- **Valued achievements prior to CAPTAIN**
 - CO, Program Manager, CIO or equivalent tour as an O-5
 - NAVIFORES National/Regional tour
 - IP community leadership roles




Intelligence Officer Career Progression



Intelligence Officer

Community Values

- 
- **Sustained Superior Performance in leadership and operational billets**
 - **Valued achievements prior to LIEUTENANT COMMANDER**
 - Community/IWO qualifications
 - Proven experience providing and directing intelligence capability to Navy/Joint forces
 - Completion of an IA tour
 - MT&E/Ops Spt experience in a unit DIVO/DH position (note: limited opportunity)
 - Proven skill in OPINTEL, plus NSW, Strike/Targeting, HUMINT, Cyber or ISR Management
 - Critical language skills
 - **Valued achievements prior to COMMANDER**
 - Superior performance in leadership or operational tour
 - Proven skill in OPINTEL, plus NSW, Strike/Targeting, HUMINT, Cyber or ISR Management
 - MT&E/Ops Spt experience in a unit DH position
 - Joint duty experience in warfighting and education
 - Advanced degree, JPME I, Command Qualification
 - **Valued achievements prior to CAPTAIN**
 - Superior leadership performance in CO/XO tour
 - Competitive regional and national HQ leadership billet
 - JCWS-Hybrid (AJPME) or JPME II

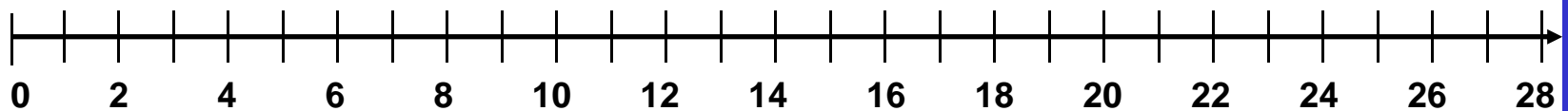


Limited Duty Officer (Line) Career Progression



Typical Billets

Surface	DIVO	XO/DH/OIC	CO/XO/OIC	CO/Major Command XO/Senior Staff	MAJOR CMD/Senior Staff
Submarine	DIVO	XO/DH/OIC	CO/XO/OIC	CO/Major Command XO/Senior Staff	MAJOR CMD/Competency Lead/Senior Staff
Aviation	DIVO	MMCO/QAO	MMCO/QAO/AMO	Squadron Maintenance Officer (MO)/Senior Staff	Senior Staff
Admin	DIVO NMCB/CNFK/PHCB	DH NELR/NCR BGRU/NPC	XO/DH FLEET READINESS NPC, CNO	CO/Major Command XO/Senior Staff	Senior Staff
Security	NSF CO/XO	NSF CO/MSC/CNIC/ SUBGRU/CORIVRON OPSO	O4 CO/MSC/CNIC/ SUBGRU/CORIVRON OPSO	Major Staff Security Officer CNIC Region Reserve Security Coord.	CNIC Deputy Force Protection Director/NAVSEA Deputy Staff Security Officer
IWC	DIVO/ADH/IP OPS/ANALYST	DH/REGSTF/TEAM LD/SEN ANALYST/ STRIKE LD	BRCH CHIEF/ SWO/DET OIC	XO/Major Command/Senior Staff/JOINT/ONI/DIA	Senior Staff/CSO/ JOINT/COCOM



<p>Initial mob billet assignment Basic Officer Training Warfare Quals if possible</p>	<p>Increase in scope Added technical/tactical skills Broaden experience outside designator</p>	<p>Continued growth; technical and education CO/XO experience Maintains specialty relevance</p>	<p>CMD and/or senior staff assignments Leadership, management, and command (LMC) skills Life-long learning NO LONGER "LIMITED"</p>	<p>Sought after Leader Flag/Fleet engagement Mentors senior officers, Active LDO/CWO community leader and highly visible within Enterprise Life-long learning, 30+ years of service</p>
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Limited Duty Officer (Line) Community Values

- **Sustained superior performance, especially in arduous, complex, or challenging environments, as documented in FITREPS**
- **Meaningful assignments**
 - Leadership tours with technical knowledge oversight requirements, relative to designator or Enterprise. Billet history which focuses on specialty first and broadening experiences second.
 - Joint tours are valued across all designators.
 - Takes assignments that foster professional growth in fleet operations, planning, logistics and operational level of war while demonstrating technical specialty expertise.
- **Actively mentors, counsels and trains**
 - Documented mentor / trainer of personnel across all paygrades (officers and enlisted).
 - Sustained and progressively greater contributions to the LDO/CWO Community through active participation in projects and initiatives. Familiar with all LDO/CWO designator career paths.
- **Complexity and scope of responsibility**
 - Upward progression in scope of management and leadership within Enterprise
 - Diversity of experience both operationally and professionally, and demonstration of increased technical expertise
 - Continues higher education and/or life-long professional learning (e.g., certificates, degrees, MSOC, ELOC, instructor duty, planner, Project Management, NWC courses, etc.)
- **World-wide assignable**