This community brief has been generated by the community leaders, including detailers and community managers. It has been vetted by Navy Personnel Command and OJAG for statutory compliance and approved by SECNAV.

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-20 STATUTORY SELECTION BOARDS.
Fleet Support Officer
Career Progression

Career Path

<table>
<thead>
<tr>
<th>Initial AC Tours</th>
<th>DIVO/DH/OIC Apply billet</th>
<th>XO/OIC/CO Apply billet</th>
<th>Major Staff Tour CO Apply billet</th>
<th>Major Staff RCC/Major CMD</th>
</tr>
</thead>
</table>

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

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

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 (LCS/MSC DH/ACOS, CRF Company Commander, ACW)

- O6 Command
  - LCSRON Commodore / ACW RCC Deputy Commander / Major CMD COS / Joint Staff Leadership position / CRS XO / CRS CO

Professional Achievements

Warfare Quals:
SWO, EOOW, CDO, OOD, TAO, DH

Education:
SWO Specialty courses, NPG, MSOC

JPME I, NRUM, MSOC
Post-grad Degree
NOBC / AQDs:
XO / OIC / Command / JQO I

JPME II, NRUM, JCWS-H, MOPC
NOBC / AQDs:
OIC / Command / JQO II / JQO III
Board Recorder

NSLS, ELOC, SNROC
Board Membership
OIC / Command
JQO II / JQO III
Surface Warfare Officer

Community Values

- **Valued achievements at all paygrades**
  - Proven leadership / Sustained Superior Performance / Breaking Out in Traffic
    - Command and OIC assignments
    - Successful leadership positions in high profile / high OPTEMPO Surface Force units
      - i.e., LCSRON, SMWDC, NECC, MSC, CNSP/L TYCOM HQ, NBG, ACU, BMU, PHIBCB
    - 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, Combatant Commands, INFO Warfare, ONR, CNIC)

- **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 and Combatant Commands

- **Other valued achievements**
  - Mobilization: IA or Unit MOB in support of OCO; Joint experience
  - Education: JPME / JCWS-H, Advanced degree, MSOC/MOPC/ELOC, NSLS, ACW
Surface Warfare Officer (FTS) Career Progression

Career Path

<table>
<thead>
<tr>
<th>DIVO</th>
<th>SHORE</th>
<th>DH</th>
<th>SHORE</th>
<th>CO</th>
<th>SHORE</th>
<th>MAJ CMD</th>
<th>NR RCC CMD</th>
</tr>
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<tbody>
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</tbody>
</table>

XO/CO Fleet-up Career Path

- DH
- SHORE
- XO/CO
- SHORE
- MAJ CMD
- NR RCC CMD

Career Path:
- DH SBs
- FTS Trans Board
- CDR CMD SBs
- MAJ CMD SBs

SWO/EOOW Quals
- Master's NOSC Reserve Mgt
- TAO Qual
- NOSC Reserve Mgt JPME-I
- Senior Reserve Mgt Major Staff/JPME-II/JCWS-H

RESERVE MANAGEMENT:
NOSC CO – 24-Month Tours
Major Staff (OCNR/CNRFC/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 (e.g., 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

<table>
<thead>
<tr>
<th>Initial AC Training &amp; Sea Tour</th>
<th>AC: Shore Duty</th>
<th>AC: DH Sea Tour</th>
<th>DH/XO/CO</th>
<th>Staff/XO/CO</th>
<th>Large Unit CO Major Staff</th>
</tr>
</thead>
<tbody>
<tr>
<td>AC: CTF/MOC Watch Officer, Flag Aide, DH (NAV, WEPS, ENG), Trainer (SUBSCOL, Waterfront, Nuc Pipeline, NROTC, USNA)</td>
<td>RC: Quals</td>
<td>RC: DH</td>
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<tr>
<td>RC: Quals</td>
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</table>

### Typical Billets

<table>
<thead>
<tr>
<th>DIVO</th>
<th>AC: CTF/MOC Watch Officer, Flag Aide, DH (NAV, WEPS, ENG), Trainer (SUBSCOL, Waterfront, Nuc Pipeline, NROTC, USNA)</th>
<th>RC Sub Force: USW Ops/UWDC/Force Prot./Exped. Maint./Sub Rescue Other Major Staffs (Fleet/OLW) CO/XO: Other Communities</th>
<th>National Ldr RC Sub Force Major Navy/Joint Staff/OLW RCC Deputy/Program Leadership</th>
</tr>
</thead>
<tbody>
<tr>
<td>O4 SB</td>
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<tr>
<td>O5 SB</td>
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<tr>
<td>O6 SB</td>
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</tbody>
</table>

### Expected Qualifications/Valued Achievements

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

• 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

Nuclear Training & Sub-school
DIVO Tour SSN/SSBN

SHORE Submarine Department Head
Junior OSO/Reserve Mgt

OSO / NOSC CO
Major RC Staff
Major AC Staff
NOSC CO / OSO
Joint Assignments

Major Cmd
Major Staff
Sr. Service College

Major Staff
OPNAV / SECNAV
JCS
CNRF / NPC

FTS Trans Board

Expected Qualifications/Valued Achievements

SUB Quals/PNEO Master’s Degree Staff

LCDR Assignment
Submarine Squadron/Group OSO
NOSC CO
Mid-level Reserve Leadership and Staff
JPME I
TASWO/SGASW

CDR Assignment
Senior Sub/Fleet OSO
NOSC CO
Senior Leadership and Major Staff
JPME II / JCWS-H
BWC

CAPT Assignment
Major Staff/Joint Staff tours

Expected Qualifications/Valued Achievements:

- SUB Quals/PNEO
- Master’s Degree Staff

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

<table>
<thead>
<tr>
<th>AC Trng</th>
<th>AC 1st NSW Sea Tour</th>
<th>AC Shore Tour</th>
<th>1135 DCO Trng</th>
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</thead>
<tbody>
<tr>
<td></td>
<td>1st NSW Operational Support Tour</td>
<td>2nd NSW Operational Support Tour</td>
<td>Pre-XO Tour</td>
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<td></td>
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<td>XO</td>
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<td>Post-XO Tour</td>
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</tbody>
</table>

Typical Billets

- NSW AOIC/OIC
- NSW Staff OPS
- Battlestaff/HQ Support/MSC Support
- Joint Staff OPS

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

- NSW CO/Deputy CDR/Commander CNSWC HQ
- Joint Staff/SOCOM/Theater SOC
- Navy/OPNAV staff
- DC/Major Staff
Special Warfare (SEAL) Officer Community Values

- **Valued achievements at all paygrades**
  - Sustained superior performance in NSW community leadership jobs
  - Combat, Joint and Interagency experience
  - Advanced degree
  - Deployments/mobilizations ISO NSW/Joint SOF contingency ops at each paygrade
  - Assignment to innovation-focused Navy/NSW/SOF/DoD units (CRIC, SOFWERX, DIUx, SCO, etc)
  - JQO Qualification Progress

- **Valued achievements prior to LIEUTENANT COMMANDER**
  - SEAL, SDV or Special Boat OIC tour (QD1 AQD)

- **Valued achievements prior to COMMANDER**
  - Completed XO tour in NSW NRU
  - 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 at least one O5 CO tour in NSW NRU
  - Proven ability to lead and direct organizations
  - Mobilized ISO contingency operations
  - Major staff support (JCS, OPNAV, NSW Theater, and Joint Special Operations Command-TSOC/JSOC)
  - JQS Level II (JS4 AQD)
  - Major staff support (OSD, JCS, OPNAV, SOCOM, NSW, Theater and/or Joint Special Operations Command, etc)
  - O5 CO TSOC tour
Special Warfare (SEAL) Officer (FTS) Career Progression

Career Path

SEAL Team DIVO Experience Tours and Qualifications

Operational:
- DH/PLT CDR
- SEAL Team XO/Equiv.
- NOSC CO/XO
- Major Staff
- SEAL Team CO
- Reserve Mgt:
- Reserve Mgt:
- Reserve Mgt:
- Reserve Mgt:
- NOSC CO/XO
- Jr. Service College
- Major Staff
- Joint
- OSO
- Sr. Service College

Operational: Major Command Reserve Mgt:
- Reserve Mgt:
- NOSC CO/XO
- Major Staff
- Joint
- OSO

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 tour

• Valued achievements prior to COMMANDER
  ➢ Successful NSW XO or equivalent tour
  ➢ Successful O4 NOSC command tour
  ➢ Sustained superior performance in operational assignments
  ➢ JPME I
  ➢ Masters Degree

• Valued achievements prior to CAPTAIN
  ➢ Successful NSW CO tour
  ➢ Successful O5 NOSC command tour
  ➢ Proven performance in operational and Reserve management leadership positions
  ➢ Major staff experience
  ➢ Joint tour
  ➢ JPME II
Career Path

<table>
<thead>
<tr>
<th>AC Init Trng</th>
<th>AC Plt Ldr</th>
<th>AC Plt Comp Cdr</th>
<th>AC Shore</th>
<th>Operational: XO Tour/CO Tour*</th>
<th>Operational: XO Tour/CO Tour*</th>
<th>Operational: CAPT CMD*</th>
<th>Operational: Major CMD/Post-Major CMD Staff: Major Staff Joint Tour/OSO</th>
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<td></td>
<td>Initial RC Tours</td>
<td>Operational: XO Tour/CO Tour*</td>
<td>Staff: TYCOM Numbered Fleet/Joint Tour</td>
<td>Staff: TYCOM Numbered Fleet/Joint Tour</td>
</tr>
</tbody>
</table>

Typical Billets

- EODMU PLT LEAD
- EODMU STAFF
- EOD GROUP STAFF
- NR NSWC IHEODTD STAFF
- NR EXU-1 STAFF
- SPAWAR UMS PLT OIC
- NR NEDU N3
- SURGEMAIN DIVE NOR CO
- SPAWAR UMS Co CO
- NR EXU-1 DEPT HD
- NR NSWC IHEODTD STAFF
- CTF-56 (NR NECC) STAFF
- NR SOCEUR
- NR COMPACFLT MOC DET
- OTHER UNIT CO*

- NR EXU-1 CO
- SPAWAR UMS CO
- NR NEDU CO
- NR NSWC IHEODTD XO
- O5 NEPLO
- NR ORN UNIT CO
- OTHER UNIT CO*

- NR NSWC IHEODTD CO
- HEAVY LIFT DIVE XO
- COCOM/FLT/TSOC UNIT CO-XO*
- DEPUTY RCC
- SHORE ENTERPRISE COMMAND
- O6 NEPLO
- JOINT IMA
- OTHER UNIT CO*

*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
  ➢ JMPE 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**

- **Fleet Experience Tours and Qualification**
  - (Diver, EOD, 1st & 2nd EOD Officer Tours)
  - Operational: 1st, 2nd, 3rd DH Tours
  - Reserve Mgt: NOSC CO/XO/TO

- **Operational:**
  - XO/Post-XO
  - Reserve Mgt: Major Staff
  - NOSC CO/XO
  - Jr. Service College

- **Operational:**
  - CDR CMD/Post-CO
  - Reserve Mgt: Major Staff
  - Joint/OSO
  - Sr. Service College

- **Operational:**
  - Major CMD/Post-MAJ CMD
  - Reserve Mgt: Major Staff
  - Joint/OSO

**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

**Notes:**

- CDR CMD tours include EODMUs, MDSUs, NSCT, EOD TEUs, and NDSTC
- XO tours include EODMUs, MDSUs, NSEOD, NEDU, NDSTC, and DEVGRU
• 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
  ➢ JPME I / 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

Initial Active Duty MSR

<table>
<thead>
<tr>
<th>FLT TRNG</th>
<th>FRS</th>
<th>1st SEA</th>
<th>1st SHORE</th>
<th>2nd SEA</th>
</tr>
</thead>
</table>

RESFORON DH
- SAU DH
- Apply Billet DH/OIC

RESFORON XO/CO
- SAU CO
- Apply Billet XO/CO

MAJ CMD
- COS/RCC Staff
- Major Staff

Transition Selected Reserves

Typical Billets

- Aircraft & Tactical Quals
- Production Master’s, USNA, ROTC Staff, PEP, JPME I
- Ship Afloat Staff Squadron
- **LCDR Assignment** Mid-level leadership and staff positions
- **CDR Assignment** Senior leadership and staff positions
  Graduate Education
  JCWS-H
- **CAPT Assignment** Senior Leadership on Major Staff/Joint Staff tours
• 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 Fleet Squadron tour and subsequent shore tour
• 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
  ➢ JPME I
• 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

Development Core Competency Areas: Development, Management, Recruiting, Requirements

CO/XO and Milestone screening for CDRs and CAPTs occurs via APPLY Board
• 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
  ➢ Attainment of command qualification and screening (2N1)
  ➢ 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
  ➢ Attainment of command qualification and screening (2N1)
  ➢ 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

<table>
<thead>
<tr>
<th>DIVO (FLEET OR HR)</th>
<th>DH (FLEET OR HR)</th>
<th>LCDR LEADERSHIP MILESTONE STAFF TOURS</th>
<th>CDR LEADERSHIP MILESTONE STAFF TOURS</th>
<th>CAPT LEADERSHIP MILESTONE STAFF TOURS</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
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</tr>
</tbody>
</table>

Typical Billets

- DH/DIVO/OIC/Staff Tour
- NOSC/Reserve Management Tour
- In-Residence Graduate Education (NPS)
- Service College (JPME I)
- IA/GSA/OCO

- NOSC CO
  - Milestone Tour
  - Reserve Major Staff Tour
  - Reserve Management Tour
  - Operational Support Officer
  - Graduate Education
  - Service College (JPME I)

- NOSC CO
  - NRD CO
  - Milestone Tour
  - Reserve Major Staff Tour
  - Reserve Management Tour
  - Operational Support Officer
  - Service College (JPME II/JCWS-H)

- RCC CMD
  - NOSC CO
  - Milestone Tour
  - Reserve Major Staff Tour
  - Reserve Management Tour
  - Operational Support Officer

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

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

Command screening occurs annually. LT-CAPT may screen for RCC and NOSC command via the Navy Reserve Shore Command Qualification Program. CDR-CAPT may also screen for HR Command Recruiting billets via the HR Community Command Qualification Program.
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, Milestone and Major Reserve Staff Tours
  ➢ Attainment of command qualification and screening (2D1)
  ➢ Master’s degree in HR related subspecialty including Financial Management, Manpower Systems Analysis, Education and Training Management, Operations Analysis, Information Systems and Technology, 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, NRD CO, Milestone and Major Reserve Staff Tours
  ➢ Attainment of command qualification and screening (2D1)
  ➢ Master’s degree in HR related subspecialty including Financial Management, Manpower Systems Analysis, Education and Training Management, Operations Analysis, Information Systems and Technology, 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
Each individual's EDO career path is tailored based on past experience, accession timing, and education.
• 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 Commanding Officer or Executive Officer
  ➢ Technical expert in their specific areas of expertise
  ➢ Community engagement - Recruiting, National SurgeMain (Finance, Training, Communications, Admin) Junior Officer Advisory Panel, ED Qualification Program (JO Training and Mentoring, EDO Community Event Support, etc.)

• Valued achievements prior to CAPTAIN
  ➢ Regional CO, CO (missile defense, strategic systems, ship insp, heavy lift, SurgeMain, ONR, SPAWAR), Regional XO
  ➢ Technical leadership and/or command/national leadership is expected throughout career
  ➢ Community engagement - ED Qualification Program (JO Training and Mentoring, Counseling/Qualification Officer, EDO community issue engagement at the national level (e.g. Workshop Lead, Strategic Planning, Course Director, etc.)
# Aerospace Engineering Duty Officer Career Progression

## Career Path

<table>
<thead>
<tr>
<th>O3 and below Milestone</th>
<th>O4 Milestone</th>
<th>O5 Milestone</th>
<th>O6 Milestone</th>
</tr>
</thead>
<tbody>
<tr>
<td>FLEET: Squadron Aircrew Assistant Department Head</td>
<td>Department Head Project Lead</td>
<td>CO/OIC</td>
<td>Commanding Officer Military Director</td>
</tr>
<tr>
<td>DCO: Acquisition/Engineering/Operational Experience</td>
<td>Deputy IPT Lead</td>
<td>XO/AOIC</td>
<td>Chief of Staff</td>
</tr>
<tr>
<td>Flag Staff Member</td>
<td>Mission or IPT Lead</td>
<td>Deputy Chief of Staff</td>
<td></td>
</tr>
</tbody>
</table>

### AC Lateral-Transfer Window

4 - 14 YCS

### Education

- DAWIA Level I Certification
- Master’s Degree (Technical / Business)
- DAWIA Level II Certification
• 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, REMAIN/FDCR, Copperhead, Fire Scout, RADCON/Tomodachi, or similar
  ➢ Continuous professional development: DAWIA, JPME
  ➢ Participation on a Flag Staff, 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/AOIC, Deputy Mission or IPT Lead
  ➢ Master Degree (Technical or Business)
  ➢ DAWIA Level I Certification

• Valued achievements prior to CAPTAIN
  ➢ CO/OIC/XO, Mission or IPT Lead, Flag Staff/Deputy Chief of Staff positions
  ➢ DAWIA Level II Certification
Aerospace Maintenance Duty Officer Career Progression

Career Path

<table>
<thead>
<tr>
<th>O3 and below Milestone</th>
<th>O4 Milestone</th>
<th>O5 Milestone</th>
<th>O6 Milestone</th>
</tr>
</thead>
<tbody>
<tr>
<td>SHORE/SEA</td>
<td>Department Head</td>
<td>CO / OIC</td>
<td>Commanding Officer</td>
</tr>
<tr>
<td>O-Level</td>
<td>Project Lead</td>
<td>XO / AOIC</td>
<td>Military Director</td>
</tr>
<tr>
<td>I-Level/FRC</td>
<td>Deputy IPT Lead</td>
<td>Deputy Chief of Staff</td>
<td>Chief of Staff</td>
</tr>
<tr>
<td>Assistant DH</td>
<td>Flag Staff Member</td>
<td>Mission or IPT Lead</td>
<td></td>
</tr>
<tr>
<td>ON RAMP - JO Shore &amp; Sea Tours</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Education

- Naval Aviation Maintenance Officer Course
- Joint Aviation Supply & Maintenance Mgmt Course
- Advanced Aviation Maintenance Manager (A2M2) Course
- Master’s Degree (Technical or Business)
- DAWIA Level I Certification
- Continuous Process Improvement
- DAWIA Level II Certification
- Continuous Process Improvement

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**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 Staff, Policy Board, and/or Statutory / APPLY Board
- Warfare Qualification Pin / PQS Completion
- Continuous Professional Development: DAWIA, JPME

**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/AOIC, Deputy Mission or IPT Lead
- Master Degree (Technical or Business)
- DAWIA Level I Certification

**Valuable achievements prior to CAPTAIN**
- CO/OIC/XO, Mission or IPT Lead, Flag Staff/Deputy Chief of Staff positions
- DAWIA Level II Certification
Aerospace Maintenance Duty Officer (FTS) Career Progression

Career Path

<table>
<thead>
<tr>
<th>Squadron AMO, MMCO</th>
<th>FRC AOIC WING AMO MAJOR STAFF</th>
<th>FRC OIC WING MO MAJOR STAFF</th>
<th>TYCOM MO NAVAIR OSO</th>
</tr>
</thead>
</table>

Valuable Training/Certifications

- PROFESSIONAL AVIATION MAINTENANCE OFFICER (PAMO)
- DAWIA LEVEL I/II (PQM, LOG, PM) ACQ CORPS MEMBER
- DAWIA LEVEL III (PQM, LOG, PM)
- DAWIA (EXECUTIVE MGMT)

GRADUATE DEGREE
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
  ➢ Documented 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

<table>
<thead>
<tr>
<th>Career Path</th>
<th>ENS-LTJG</th>
<th>LT DH Level</th>
<th>LCDR Staff/Leadership</th>
<th>CDR Staff/Leadership</th>
<th>CAPT Staff/Leadership</th>
</tr>
</thead>
<tbody>
<tr>
<td>Entry Level Assignments</td>
<td>LT DH Level Assignments</td>
<td>LCDR Staff/Leadership Assignments</td>
<td>CDR Staff/Leadership Assignments</td>
<td>CAPT Staff/Leadership Assignments</td>
<td></td>
</tr>
</tbody>
</table>

### Valued Civilian Skillsets: Engineering/Logistics/Transportation/Maritime Education

- **SELRES**
  - **Department Head (DH)**
  - **Division Officer**
  - **Officer in Charge**
  - **Executive Officer**
  - **Chief Staff Officer**
  - **DH**
  - **Commanding Officer**
  - **Chief of Staff**
  - **Executive Officer**
  - **Senior DH**

### Strategic Sealift Officer

- **IRR**
  - **3rd Mate**
  - **3rd Engineer**
  - **Master**
  - **Chief Engineer**
  - **(CO/OIC Equivalent)**
  - **Chief Mate**
  - **1st Engineer**
  - **(XO Equivalent)**
  - **2nd Mate**
  - **2nd Engineer**

### IRR Annual Active Duty Period

- **Maritime/Shipboard/Shipyard/Engineering Operations Staff Support**
- **Maritime/Shipboard/Shipyard/Engineering Operations Leadership**
- **Major Staff Augmentation Combined/Joint Roles**
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.

- **Items the Community Values:**
  - **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

<table>
<thead>
<tr>
<th>NAVET: Initial Tour / Sea Duty / Staff Duty / Independent Duty</th>
<th>Unit DH</th>
<th>Combination of: #FLT, CHINFO, JOINT STAFF, NPASE, COCOM, DMA, NWC, IMA, REGIONS, NAVCO, JPASE, OSD, USFF, PACFLT</th>
</tr>
</thead>
<tbody>
<tr>
<td>NPASE, CHINFO, USFF, NAVCO, #FLT</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Typical Billets

- Action Officer
  - Asst. Department Head
  - Junior Department Head
- Senior Department Head
  - Senior PAO SME
  - XO/OIC/Deputy Dir
  - JPME I
- XO/OIC to an O6 CO OIC
  - Senior PAO IMA
- CO
  - Senior PAO IMA
  - COS

Core Competencies

- Media relations, writing/editing, social media content development, COMREL, speechwriting/talking points
- Strategic planning, message development, crisis communications
- Advisor to senior leader, joint/combined experiences

Expected Quals/Valued Achievements

- DCO School PAQC
- JPME I, Add’l DINFOS, Graduate School, APR/APR+M
- Mobilization / JPME II
- CO/OIC AQD; Community-wide leadership

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Valued achievements at all paygrades
- Proven leadership / Sustained Superior Performance
- Deployment / IA
- Operational PA experience

Valued achievements prior to LIEUTENANT COMMANDER
- Required: DINFOs PA Qualification Course (PAQC)
- Demonstrated success in multiple core skills: media relations, COMREL, writing, speechwriting, etc
- Fleet/Joint/Combined exercises and operations
- Junior DH responsibilities

Valued achievements prior to COMMANDER
- Experience as a PA advisor (may be IMA, does not have to be)
- XO/AOIC/Senior DH experience
- Demonstrated success in multiple core senior-level skills: strategic planning, message development
- JPME
- 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)
- Documented superior leadership aptitude, PA advisor capabilities
- CO/OIC AQD (2N1),
- Documented proactive engagement with AC counterpart to plan and budget for unit missions to optimize RC assets
# Foreign Area Officer Career Progression

### Career Path

<table>
<thead>
<tr>
<th>Source Community Qualification/MSR</th>
<th>Accession / Initial FAO Tour</th>
<th>FAO LCDR tour(s)</th>
<th>FAO CDR tour(s)</th>
<th>FAO CAPT tours</th>
</tr>
</thead>
</table>

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

### 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**

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


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

Career Path:
- NAVET
- OCEANO DIVO
  - Operational Tours
- Community, IWO Qualification & Operational Tours
- DCO/Redesignations/IST

Typical Billets / Quals:

OCEANO LCDR
- Operational, Leadership & Staff Tours

OCEANO CDR
- Operational, Leadership & Staff Tours

OCEANO CAPT
- Operational, Leadership & Staff Tours

Operational
- DH, Assistant N-Code
- FWC/NAVO/USNO
- NOOC/UWDC/SMWDC, Numbered Fleet
- Leadership
- OIC, XO NMORA
- Staff
- Joint, MAJ/COCOM, SPAWAR, ONR/NRL
- NAVIFORES Reg’l staff

Operational
- N-Code NMORA HQ
- UWDC/SMWDC, Numbered Fleet
- Leadership
- CO/XO FWC/NAVO/NOOC/USNO
- Staff
- Joint, MAJ/COCOM, SPAWAR, ONR/NRL
- NAVIFORES Reg’l/HQ staff

Operational
- N-Code NMORA HQ
- PACFLT
- Leadership
- CO, XO NMORA HQ
- CO NMORA NAVO
- CO/XO/IWC cross slate
- NAVIFORES Region CDR
- Staff
- NAVIFORES HQ/Region Deputy

METOC PQS NLT 3 years
IWO NLT 5 years
Advanced Degree, JPME I, JQ2, NRUM, IWOMCC
JCWS-H/JPME II, NRUM, JQO, SNROC

METOC PQS NLT 3 years
IWO NLT 5 years
Oceanography Officer
Community Values

• Sustained superior performance in leadership and operational billets

• Valued achievements prior to LIEUTENANT COMMANDER
  - Community/IWO qualification, local command qualifications/CDO
  - Operational training/support at gaining command

• Valued achievements prior to COMMANDER
  - Superior performance in leadership or operational tour
  - Master’s Degree in Meteorology, Oceanography, Hydrography or Physics (or related science) completed or in progress
  - Operational support to OCEANO mission
  - Completion of an IA/MOB
  - JPME I, Command Qualification

• 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) or JPME II
Cryptologic Warfare Officer
Career Progression

Career Path

<table>
<thead>
<tr>
<th>NIOC DIVO</th>
<th>CW Operational Tours</th>
</tr>
</thead>
<tbody>
<tr>
<td>CW LCDR Operational,</td>
<td>CW CAPT</td>
</tr>
<tr>
<td>Leadership &amp; Staff Tours</td>
<td>Operational, Leadership &amp; Staff Tours</td>
</tr>
<tr>
<td>Community, IWO Qualification &amp; Operational Tours</td>
<td></td>
</tr>
<tr>
<td>DCO/Redesignations/IST</td>
<td></td>
</tr>
</tbody>
</table>

Typical Billets/Quals

**Operational**
- NSA/Fleet, CNO/CYBER, Active Duty or Reserve
- IA/MOB, Extended AD (CW)
- AD Fleet or Squadron Deployment

**Operational**
- Ops Officer, IA/MOB, Extended AD (CW)
- Leadership
- Dept Head N1/N7
- XO Small NIOC Staff
- FCC/C10F, NSA, Joint, NAVIFORES Reg’l staff

**Operational**
- Ops Officer, IA/MOB, Extended AD (CW)
- Leadership
- CO Small NIOC
- XO Large NIOC Staff
- FCC/C10F, NSA, Joint, NAVIFORES Reg’l/HQ staff

**Operational**
- NIOC Region CDR Recall, MOB Leadership
- CO Large NIOC, Cross-Slate
- NAVIFORES Region CDR Staff
- FCC/C10F, NSA, Joint, NAVIFORES HQ/Region Deputy

CW PQS NLT 3 years
IWO NLT 5 years
Advanced Degree, JPME I, JQ2, IWOMCC
JCWS-H/JPME II, NRUM, SNROC

Advanced Degree, JPME I, JQ2, IWOMCC
JCWS-H/JPME II, NRUM, SNROC
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 JQO attainment
**Information Professional Officer**

Career Progression

### Career Path

- NAVET
- IP Operational Tours
- Community, IWO Qualification & Operational Tours
- DCO/Redesignations/IST

### Typical Billets/Quals

- **Operational**
  - *IP Operational Role, Leadership*
  - CO/XO/OIC/CIO/PRGM Lead Staff
  - NAVIFORES Reg’l/HQ staff

- **Operational**
  - *IP Operational Role Leadership*
  - CO/XO/CIO/PRGM Lead Staff
  - NAVIFORES Reg’l/HQ staff

- **Operational**
  - Major Cmd/Prgm Director/Fleet N6 Leadership
  - IWC CO/XO cross slate
  - NAVIFORES Region CDR Staff
  - NAVIFORES HQ/Region Deputy

*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**
- **IDWO 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**

- **IP Community Leadership (National Training Team, Symposium Lead, Mentoring, Recruiting, Regional Lead IP, etc.)**
• 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 O5
  ➢ NAVIFORES National/Regional tour
  ➢ IP community leadership roles
Intelligence Officer
Career Progression

Typical Billets/Quals

- Operational Team Lead, Senior Analyst Leadership
  - DIVO
  - Asst DH, XO
  - Staff
  - NAVIFORES Reg’l staff
- Operational DH/Branch Chief, N2/Sr Intel Officer Leadership
  - CO/XO
  - Staff
  - NAVIFORES Reg’l/HQ staff
- Operational Dept Head/CO/XO/IA Leadership
  - IWC CO/XO cross slate
  - NAVIFORES Region CDR Staff
  - NAVIFORES HQ/Region CSO

Intel PQS NLT 3 years
Intel IQS NLT 5 years
Advanced Degree, JPME I, JQ2, IWOMCC, Language Skills
JCWS-H/JPME II, NRUM, JQO, SNROC

Intel LCDR Operational, Leadership & Staff Tours
Intel CDR Operational, Leadership & Staff Tours
Intel CAPT Operational, Leadership & Staff Tours

- Operational Tours
- Community, IWO Qualification & Operational Tours
- DCO/Redesignations/IST

Career Path
NAVET
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

<table>
<thead>
<tr>
<th>Surface</th>
<th>CO/XO/OIC</th>
<th>CO/XO/OIC</th>
<th>CO/Major Command XO/Senior Staff</th>
<th>MAJOR CMD/Senior Staff</th>
</tr>
</thead>
<tbody>
<tr>
<td>Submarine</td>
<td>XO/DH/OIC</td>
<td>CO/XO/OIC</td>
<td>CO/Major Command XO/Senior Staff</td>
<td>MAJOR CMD/Competency Lead/Senior Staff</td>
</tr>
<tr>
<td>Aviation</td>
<td>MMCO/QAO</td>
<td>MMCO/QAO/AMO</td>
<td>Squadron Maintenance Officer (MO)/Senior Staff</td>
<td>Senior Staff</td>
</tr>
<tr>
<td>Admin</td>
<td>DIVO NMCB/CNFK/PHCB</td>
<td>DIVO NELR/NCR BGRU/NPC</td>
<td>XO/DH FLEET READINESS NPC, CNO</td>
<td>Major Command XO/Senior Staff</td>
</tr>
<tr>
<td>IWC</td>
<td>DIVO/ADH/IP OPS/ANALYST</td>
<td>DH/REGSTF/TEAM LD/SEN ANALYST/ STRIKE LD</td>
<td>BRCH CHIEF/ SWO/DET OIC</td>
<td>XO/Major Command/Senior Staff/JOINT/ONI/DIA</td>
</tr>
</tbody>
</table>

#### Typical Billets Timeline

<table>
<thead>
<tr>
<th>Time (Years)</th>
<th>Initial mob billet assignment</th>
<th>Increase in scope</th>
<th>Continued growth; technical and education</th>
<th>CMD and/or senior staff assignments</th>
<th>Sought after Leader</th>
</tr>
</thead>
<tbody>
<tr>
<td>0-2</td>
<td>Basic Officer Training</td>
<td>Added technical/ tactical skills</td>
<td>CO/XO experience</td>
<td>Leadership, management, and command (LMC) skills</td>
<td>Flag/Fleet engagement</td>
</tr>
<tr>
<td>2-4</td>
<td>Warfare Quals if possible</td>
<td>Broaden experience outside designator</td>
<td>Maintains specialty relevance</td>
<td>Life-long learning</td>
<td>Mentors senior officers, Active</td>
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<tr>
<td>4-6</td>
<td></td>
<td></td>
<td></td>
<td>NO LONGER “LIMITED”</td>
<td>LDO/CWO community leader and</td>
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<tr>
<td>6-8</td>
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<td></td>
<td></td>
<td></td>
<td>highly visible within Enterprise</td>
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<td>8-10</td>
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<td></td>
<td></td>
<td></td>
<td>Life-long learning, 30+ years of</td>
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<tr>
<td>10-12</td>
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<td></td>
<td>service</td>
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<td>12-14</td>
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<td>14-16</td>
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<td>18-20</td>
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<td>24-26</td>
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<td>26-28</td>
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</tbody>
</table>

[50]
• Sustained superior technical and leadership 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 (OLW) while demonstrating technical specialty expertise.

• LDO/CWO Community knowledge, involvement and representation
  - Familiar with all LDO/CWO designator career paths actively seeking out candidates for the program.
  - Sustained and progressively greater contributions to the community.
  - Actively mentors and trains personnel across all designators and paygrades promoting excellence and professional development of peers.
  - A visible and positive representative of the community to the Fleet. Maintains communication with community leadership.

• Complexity and scope of responsibility
  - Upward progression in scope of management and leadership throughout career.
  - 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, Leadership/Ethics, Project Management, NWC courses, etc.)

• World-wide assignable