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-21 STATUTORY SELECTION BOARDS.
### Typical Billets

<table>
<thead>
<tr>
<th>CWO2</th>
<th>CWO3</th>
<th>CWO4</th>
<th>CWO5</th>
</tr>
</thead>
<tbody>
<tr>
<td>Surface</td>
<td>DIVO/TO/OPS</td>
<td>XO/DH/OIC</td>
<td>CO/XO/OIC</td>
</tr>
<tr>
<td>IWC</td>
<td>DIVO/TO/DH (N6) OPSLEAD/IWO NCTAMS/TARG</td>
<td>Plans (N3), AOIC HUMSPEC, REG OPS, Targeting</td>
<td>NET MGR, OPS MGR, OIC, BWC, Staff, TYCOM IO, N2X, IMAGERY</td>
</tr>
<tr>
<td>Aviation</td>
<td>DIVO/TO/DH</td>
<td>MMCO/QAO</td>
<td>MMCO/QAO</td>
</tr>
<tr>
<td>Special Ops, Dive, Ordnance</td>
<td>DIVO/TO/Team Lead</td>
<td>XO/DH/AOIC</td>
<td>CO/XO/OIC</td>
</tr>
</tbody>
</table>

### Typical Commands

<table>
<thead>
<tr>
<th>ACU, ACB, CRS, LCU, BMU, LCS</th>
</tr>
</thead>
<tbody>
<tr>
<td>NOIC, Joint, ONI, 10F, SPAWAR, DIA, CYBER</td>
</tr>
<tr>
<td>VR, Aviation Support</td>
</tr>
<tr>
<td>Seal Team, SWCC, MOMAU, NMC</td>
</tr>
</tbody>
</table>

### IWC CWO Progression

- **IWC CWO must complete “Basic” qual within 3 years.**
- Other CWO must complete appropriate Warfare quals for designator if possible.
- Technical/tactical skills in operational setting
- Positively affects tech proficiency at command

- **Proven expertise**
- Squadron/Fleet Level Technical Specialist
- Mentors fellow officers, active LDO/CWO community leader, and life-long learning.

### Operational Experience

- IWC CWO must complete IWO pin.
- Continued tech and prof growth with increasing responsibility.
- Maintains tech skills yet broadens exp.
- Master Trainer or XO/AOIC exp.

- Some IWC CWO complete “Intermediate” quals.
- Demonstrated leadership, tech management, and command skills with increasing prof growth.
- Joint tours
- CO/OIC Experience
Navy Reserve Chief Warrant Officer

Community Values

- Valued achievements at all paygrades
  - Sustained superior performance in technical and leadership billets, especially in arduous, complex, or challenging environments and during periods of active duty such as mobilization, ADSW, or recall.
  - Upward progression in scope of management and leadership throughout career.
  - Diversity of experience both operationally and professionally, and demonstration of increased technical expertise.
  - Continued vocational development (technical certifications/qualifications).
  - Continued academic development through off-duty education.

- All fully qualified CWO2s promote to CWO3

- Valued achievements prior to CWO4
  - Successful XO / OIC / DH tours

- Valued achievements prior to CWO5
  - Documented leadership specifically related to the technical development of naval forces (ATG, INSURV, OTC, etc.).
  - Successful CO / XO / OIC / DH tours

- LDO/CWO community participation, involvement, and representation.
  - Documented mentors of junior personnel based on the demographics of particular job (officers, enlisted, etc.).
  - Familiar with all LDO/CWO designator career paths; actively seeking out candidates for the program.
  - A visible and positive representative of the community to the Fleet. Maintains communication with community leadership.