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.

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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

Diagram showing career progression with typical billets at O4, O5, and O6 levels.
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 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 / CRS CO Platoon</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>
</thead>
<tbody>
<tr>
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</tr>
<tr>
<td>RC Experience / Staff Tours / OIC</td>
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</tr>
</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
  - CRS CO Platoon

- **O5 Command**
  - Senior leadership and staff positions (LCS/MSC DH/ACOS, CRS Company Commander, ACW)

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

**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, 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
    - 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, Advanced degree, MSOC/MOPC/ELOC, SNROC, NSLS, ACW
Surface Warfare Officer (FTS)
Career Progression

Career Path

RESERVE MANAGEMENT:
NOSC CO – 24-36 Month Tours
Major Staff (OCNR/CNRFCC/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

- **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
  - Master’s degree / JPME I or in progress

- **Valued achievements prior to CAPTAIN**
  - Command – successful commander command tour (operational or O5 NOSC)
  - Successful Reserve Component Command (RCC) CSO tour
  - Sustained superior 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, etc.)
  - 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>RC: Quals</td>
<td>RC: DH</td>
<td></td>
<td></td>
<td></td>
<td>Post CO</td>
</tr>
</tbody>
</table>

**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

- **RC Sub Force:** USW Ops/UWDC/Force Prot./Exped. Maint./Sub Rescue Other Major Staffs (Fleet/OLW)
  - **CO/XO:** Other Communities

- **National Ldr RC Sub Force Major Navy/Joint Staff/OLW RCC Deputy/Program Leadership**

#### 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 on SSN/SSBN/SSGN

Shore Tour

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
TASWWO/SGASW

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

CAPT Assignment
Major Staff/Joint Staff tours

RESERVE MANAGEMENT:
- NOSC CO – 24-36 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

- Valued achievements prior to COMMANDER
  - DH at-sea or Operational Support Officer (OSO) at Submarine Force Commands
  - Successful O4 NOSC command tour
  - Master’s degree / JPME I awarded or in progress

- Valued achievements prior to CAPTAIN
  - Command – successful commander command tour (operational or O5 NOSC)
  - Senior Staff or Operational Support Officer (OSO) at Submarine Force Commands
  - Sustained superior 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, etc.)
  - 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>AC 2nd NSW Sea Tour</th>
<th>1135 DCO Trng</th>
<th>1st NSW Operational Support Tour</th>
<th>2nd NSW Operational Support Tour</th>
<th>Pre-XO Tour</th>
<th>XO</th>
<th>Post-XO Tour</th>
<th>O5 CO Tour</th>
<th>Post-CO Tour</th>
<th>O6 CO Tour</th>
<th>Major Staff</th>
</tr>
</thead>
<tbody>
<tr>
<td>O4 SB</td>
<td></td>
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<td></td>
<td>O5 SB</td>
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<td>26</td>
</tr>
</tbody>
</table>

Typical Billets

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

- NSW NRU OIC/XO/CO
- NSW Staff OPS
- Joint Staff/Theater SOC

- NSW NRU CO/Deputy CMDRE/
- Joint Staff/SOCOM/Theater SOC
- Navy/OPNAV/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, DIU, SCO, etc.)
  - JQO qualification progress

- Valued achievements prior to LIEUTENANT COMMANDER
  - SEAL, SDV, or Special Boat PLT CDR / OIC / Dept. Head tour (QD1 = PLT CMD FLT or QD9 = PLT CMD)

- 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)
  - JPME I (JS7 AQD)

- Valued achievements prior to CAPTAIN
  - Completed at least one O5 CO tour in NSW NRU
  - Completed O5 CO tour in TSOC NRU
  - Proven ability to lead and direct organizations
  - Mobilized ISO contingency operations with leadership responsibilities
  - 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

<table>
<thead>
<tr>
<th>SEAL Team DIVO Experience Tours and Qualifications</th>
<th>Operational: SEAL Team CO</th>
<th>Operational: SEAL Team XO/Equiv.</th>
<th>Operational: SEAL Team Reserve Mgt: Major Staff NOSC CO/XO Jr. Service College</th>
<th>Operational: Major Command Reserve Mgt: Major Staff Joint OSO</th>
</tr>
</thead>
<tbody>
<tr>
<td>RESERVE MANAGEMENT:</td>
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<tr>
<td>NOSC CO – 24-36 Month Tours</td>
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<tr>
<td>Major Staff (CNRFC/OCNR/RCC/OSO)</td>
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</tbody>
</table>

Graduate Education  
JPME I

JPME II  
JCSW-H

FTS Trans Board

RESERVE MANAGEMENT:
NOSC CO – 24-36 Month Tours
Major Staff (CNRFC/OCNR/RCC/OSO)
Special Warfare (SEAL) Officer (FTS)
Community Values

- **Valued achievements prior to LIEUTENANT COMMANDER**
  - Completed SEAL platoon commander tour (QD1 = PLT CMD FLT or QD9 = PLT CMD)
  - Sustained superior performance in operational assignments
  - Warfare Qualification, diversity of experience within NSW

- **Valued achievements prior to COMMANDER**
  - Successful NSW XO or equivalent tour
  - Successful O4 NOSC command tour
  - Sustained superior performance in operational assignments
  - Master’s Degree / JPME I awarded or in progress

- **Valued achievements prior to CAPTAIN**
  - Command – Successful commander command tour (NSW CO or O5 NOSC)
  - Sustained superior performance in operational and Reserve management leadership positions
  - Major staff experience
  - Joint tour
  - JPME II

- **Reserve management tours**
  - Officers serving in Reserve management/leadership positions are directly supporting the mission of the FTS community (e.g., OCNR, CNRFC, RCC, etc.)
  - Sustained superior performance in NOSC command and on major staffs are key indicators of potential success at the next higher paygrade
# Explosive Ordnance Disposal Officer

## Career Progression

<table>
<thead>
<tr>
<th>AC Init Trng</th>
<th>AC Pit Ldr</th>
<th>AC Pit Comp Cdr</th>
<th>AC Shore</th>
<th>Operational: XO Tour/CO Tour*</th>
<th>Staff: TYCOM</th>
<th>Numbered Fleet/Joint Tour</th>
</tr>
</thead>
<tbody>
<tr>
<td>Initial RC Tours</td>
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<tr>
<td>04 SB</td>
<td>05 SB</td>
<td>06 SB</td>
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</tr>
</tbody>
</table>

- **Operational:**
  - **XO Tour/CO Tour***
  - **Staff:** TYCOM
  - **Numbered Fleet/Joint Tour**

<table>
<thead>
<tr>
<th>Operational: CAPT CMD*</th>
<th>Staff: Major Staff</th>
<th>COCOM</th>
</tr>
</thead>
</table>

<table>
<thead>
<tr>
<th>Operational: Major CMD/ Post-Major CMD Staff</th>
<th>Major Staff</th>
<th>Joint Tour/OSO</th>
</tr>
</thead>
</table>

### Typical Billets

| EODMU PLT LEAD EODMU STAFF EOD GROUP STAFF | NR NSWC IHEODTD STAFF NR EXU-1 SPAWAR UMS PLT OIC NR NEDU N3 | SURGEMAIN DIVE NOR CO NR EXU-1 DEPT HD NR NSWC IHEODTD STAFF CTF-56 (NR NECC) STAFF NSW, TSOC NR COMPACFLT MOC DET OTHER UNIT CO* | NR EXU-1 CO NR NEDU CO NR NSWC IHEODTD XO O5 NEPLO 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

<table>
<thead>
<tr>
<th>EOD Platoon CDR</th>
<th>SHORE OIC Shore Staff EXU-1 Platoon</th>
<th>CSG/ESG MCMRON JSOC MDSU Ops CTF Staff EODMU Ops</th>
<th>EODMU MDSU EOD ESU</th>
<th>OPNAV JOINT STF EODGRU Stf JSOC TSOC</th>
<th>EODMU MDSU</th>
<th>OPNAV JOINT STF EODGRU COCOM</th>
<th>EODGRU MCMRON CEODD</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Fleet Experience</strong></td>
<td><strong>Operational:</strong></td>
<td><strong>Operational:</strong></td>
<td><strong>Operational:</strong></td>
<td><strong>Operational:</strong></td>
<td><strong>Operational:</strong></td>
<td><strong>Operational:</strong></td>
<td><strong>Operational:</strong></td>
</tr>
<tr>
<td>Tours and Qualification (Diver, EOD, 1st &amp; 2nd EOD Officer Tours)</td>
<td>1st, 2nd, 3rd DH Tours Reserve Mgt: NOSC CO/XO/TO</td>
<td>CDR CMD/Post-XO Reserve Mgt: Major Staff NOSC CO/XO Jr. Service College</td>
<td>CDR CMD/Post-CO Reserve Mgt: Major Staff Joint/OSO Sr. Service College</td>
<td>Major CMD/Post-MAJ CMD Reserve Mgt: Major Staff Joint/OSO</td>
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</tr>
</tbody>
</table>

### Fleet Experience
- Tours and Qualifications:
  - Diver, EOD, 1st & 2nd EOD Officer Tours

### Operational
- Tours and Qualifications:
  - 1st, 2nd, 3rd DH Tours Reserve Mgt: NOSC CO/XO/TO
  - CDR CMD/Post-XO Reserve Mgt: Major Staff NOSC CO/XO Jr. Service College
  - CDR CMD/Post-CO Reserve Mgt: Major Staff Joint/OSO Sr. Service College
  - Major CMD/Post-MAJ CMD Reserve Mgt: Major Staff Joint/OSO

### Operational Tiers
- **EOD Officer (KG5)**
- **EOD DH SB (KG0)**
- **NPS / Grad Ed**
- **JPME I / Grad Ed**
- **JPME II JCWS-H**

### Career Path

<table>
<thead>
<tr>
<th>EOD Officer</th>
<th>EOD DH SB</th>
<th>NPS / Grad Ed</th>
<th>JPME I / Grad Ed</th>
</tr>
</thead>
<tbody>
<tr>
<td>(KG5)</td>
<td>(KG0)</td>
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</tr>
</tbody>
</table>

### ACRONYMS
- **CEODD**: Center for EOD and Diving
- **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
- **NSEOD**: Naval School EOD
- **NSWDG**: Naval Special Warfare Development Group

### NOTES:
- CDR CMD tours include EODMUs, MDSUs, NSCT, NSWDG and NDSTC
- XO tours include EODMUs, MDSUs, NSEOD, NEDU and NSWDG
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 / JPME I degree awarded or in progress

- **Valued achievements prior to CAPTAIN**
  - Command – successful commander command tour (operational or O5 NOSC)
  - Successful Reserve Component Command (RCC) CSO tour
  - Continued superior performance in joint assignments
  - OPNAV/Joint Duty Assignment

- **Reserve Management Tours**
  - Officers serving in Reserve management/leadership positions are directly supporting the mission of the FTS community (e.g., OCNR, CNRFC, RCC, etc.)
  - 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

<table>
<thead>
<tr>
<th>Initial Active Duty MSR</th>
<th>RESFORON DH</th>
<th>RESFORON XO/CO</th>
<th>MAJ CMD</th>
<th>COS/RCC Staff</th>
<th>Major Staff</th>
</tr>
</thead>
<tbody>
<tr>
<td>FLT TRNG</td>
<td>SAU DH</td>
<td>SAU CO</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>FRS</td>
<td>Apply Billet DH/OIC</td>
<td>Apply Billet XO/CO</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1st SEA</td>
<td></td>
<td></td>
<td>MAJ CMD</td>
<td></td>
<td></td>
</tr>
<tr>
<td>1st SHORE</td>
<td></td>
<td></td>
<td>COS/RCC Staff</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2nd SEA</td>
<td></td>
<td></td>
<td>Major Staff</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Transition
Selected Reserves

Apply Billet DH/OIC
Apply Billet XO/CO

CDR CMD SBs
MAJ CMD SBs

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

- Acft/Tactical Quals
- Production Master’s, USNA, ROTC Staff, PEP
- Ship Afloat Staff Squadron
- LCDR Assignment: Mid-level leadership and staff positions JPME I
- CDR Assignment: Senior leadership and staff positions JPME II / JCWS-H
- CAPT Assignment: Major Staff/Joint Staff tours

RESERVE MANAGEMENT:
NOSC CO – 24-36 Month Tours
Major Staff (CNRFC/OCNR/CNAFR/RCC/OSO)
AVN officers have a long training pipeline, resulting in NOB FITREPS in 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 O4 NOSC command tour
  • Established record of sustained superior performance and increasing responsibility
  • Master’s Degree / JPME I awarded or in progress

**Valued achievements prior to CAPTAIN**
  • Command – successful commander command tour (operational or O5 NOSC)
  • Sustained superior performance in operational and Reserve management leadership positions
  • Master’s degree 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, etc.)
  • Sustained superior performance in NOSC command and on major staffs are also key indicators of potential success at the next higher paygrade
Notional Career Path

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

Typical Billets

- **DH/DIVO/OIC/Staff Tour**
  - Recruiting/PERS/Training
  - Officer/Staff Ops/Plans
  - Joint Experience

- **DH/OIC/XO**
  - PERS/MPWR Staff and Mgt
  - Recruiting/Admin/Training
  - Resource Mgt
  - Joint Education/Experience

- **CDR Milestone**
  - XO/OIC/CO
  - PERS/MPWR Analysis & Plans
  - Resource Mgt
  - Major Staff/Recruiting
  - Joint Education/Experience

- **CAPT Milestone**
  - CO/Major Command/Major
  - Staff/Deputy/COS HQ Staff
  - Staff Ops/Plans
  - Joint Tour/Experience

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

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
  - 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>
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<tr>
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<th>CDR LEADERSHIP MILESTONE STAFF TOURS</th>
<th>CAPT LEADERSHIP MILESTONE STAFF TOURS</th>
</tr>
</thead>
</table>

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

Develop Sub-specialty Experience: Financial Management (311X), Manpower Systems Analysis (3130), Education and Training Management (3150), Operations Analysis (321X), Information Technology (620X)

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 Command Qualification Program.

Typical Billets

- DH/DIVO/OIC/Staff
- NOSC/Reserve Management
- In-Residence Graduate Education (NPS)

- NOSC CO
- Milestone
- Reserve Major Staff
- Reserve Management
- Operational Support Officer
- Graduate Education

- NOSC CO
- NRD CO
- Milestone
- Reserve Major Staff
- Reserve Management
- Operational Support Officer

- RCC CMD
- NOSC CO
- Milestone
- Reserve Major Staff
- Reserve Management
- Operational Support Officer
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
  - 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
  - HR subspecialty experience: 311X, 3130, 3150, 321X, 620X
  - Attainment of command qualification and screening (2D1)
  - 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 NOSC CO, NRD CO, Milestone and Major Reserve Staff Tours
  - 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
  - HR proven subspecialist: 311X, 3130, 3150, 321X, 620X
  - Attainment of command qualification and screening (2D1)
  - Professional Certification including PHR, SPHR, GPHR, CPT, CPLP, CDFM, CDFM-A, CISSP and GSLC
Engineering Duty Officer

Career Progression

**Career Path**

- **URL Career Path**
- **DIVO**
- **SHORE/PG SCH**
- **DH**
- **SHORE**

- **Nuke Power Inst**
  - Typical SWO ED
  - Typical SUB ED
  - Lateral-Transfer Window
  - URL & 1200 on-ramp to EDO 2-12 YCS

**EDQP (DCO)**
- NAVSEA SurgeMain (SM) CO, XO, DIVO, Project Officers at Shipyards, RMCs, SUPSHIPs, NSWC, Field Activities SPAWAR/SSP/MDA/ONR Project Officer

**NAVSEA**
- SM Dep Dir RCO/RXO, CO MDA/SSP/HL/Ship Insp CO
- NSWC/MDA/SSP/CYBER Lead SPAWAR/ONR/Other CO, XO, PM

**PM/COMM MGR**
- NAVSEA PILLAR LEAD (SM, SHPYD, SUPSHIP, SYSENG, ACQ, HL/DIVE)

Each individual's EDO career path is tailored based on past experience, accession timing, and education.

**Typical Billets**

- **EDQP**
  - DCO
  - Leadership (SLIC)
  - Systems Engineering (SSE)
  - AT-SEA
  - Industrial Tour (FIT)
  - EDO Basic
  - EDO Qual board (yr5)

- **NAVSEA**
  - SurgeMain (SM) CO, XO, INFOTECH CO
  - HL/Dive CO
  - Project Engineer with SysEng, Acq, SSP, MDA, Shipyards, Supships, ONR SPAWAR Program Mgr (PM) equivalent to CO

- **IMG/LCMG/HL/Diving**
  - RCO, CO, RXO
  - HL/Diving, Ship Insp CO
  - Project Officers

- **C4i, SSP/MDA, iwEDO, Surfpack Subba Bubbas**
  - SSP, MDA, ONR, SPAWAR CO Project Officers

- **NAVSEA PM/Comm Mgr**
  - SurgeMain Nat Director
  - SM Dep Dir

- **NAVSEA NorthWest (Shipyard)**
- NAVSEA East (SUPSHIP)
- Systems Engineering
- NAVSEA Acquisition
- Regional CO
Engineering Duty Officer
Community Values

- **Valued achievements prior to LIEUTENANT COMMANDER**
  - Advanced technical degree and EDO qualification tour completed (lateral xfrs may not be qual complete)
  - 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**
  - 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</td>
<td>AOIC</td>
<td>OIC</td>
<td>Commanding Officer</td>
</tr>
<tr>
<td>Assistant Department Head</td>
<td>Department Head</td>
<td>XO</td>
<td>Military/Mission Director</td>
</tr>
<tr>
<td>DCO: Acquisition/Engineering/Research</td>
<td>Project Lead</td>
<td>AOIC</td>
<td>Chief of Staff</td>
</tr>
<tr>
<td>Operational Experience</td>
<td>Deputy IPT Lead</td>
<td>Deputy Chief of Staff</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Flag Staff Member</td>
<td>Mission/IPT Lead</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
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 for special work (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 / Mentoring Initiatives
  - Masters Degree (Technical or Business)
  - Space Cadre (for SPAWAR assigned Officers)
  - Warfare Qualification / PQS Completion

- **Valued achievements prior to LIEUTENANT COMMANDER**
  - Project lead/assistant DH/DH tours
  - Operational squadron junior officer tours

- **Valued achievements prior to COMMANDER**
  - Leadership tours: DH/AOIC, Deputy Mission or IPT Lead, Flag Advisory Panel, Asst. DCOS
  - DAWIA Level I Certification

- **Valued achievements prior to CAPTAIN**
  - OIC/XO, Mission or IPT Lead, Flag Staff/Deputy Chief of Staff (DCOS) positions
  - DAWIA Level II Certification
### Career Path

<table>
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<tr>
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<th>O6 Milestone</th>
</tr>
</thead>
<tbody>
<tr>
<td>SHORE/SEA O-Level</td>
<td>AOIC</td>
<td>OIC</td>
<td>Commanding Officer</td>
</tr>
<tr>
<td>I-Level/FRC</td>
<td>Department Head</td>
<td>XO</td>
<td>Military/ Mission Director</td>
</tr>
<tr>
<td>Assistant DH</td>
<td>Project Lead</td>
<td>AOIC</td>
<td>Chief of Staff</td>
</tr>
<tr>
<td>ON RAMP - JO Shore &amp; Sea Tours</td>
<td>Deputy IPT Lead</td>
<td>Deputy Chief of Staff</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Flag Staff Member</td>
<td>Mission/IPT Lead</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
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, 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 / mentoring initiatives
  - Master’s degree (technical or business)
  - Warfare qualification / PQS completion

- **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, Flag advisory panel, Asst. Deputy Chief of Staff (DCOS)
  - DAWIA Level I Certification

- **Valuable achievements prior to CAPTAIN**
  - OIC/XO, mission or IPT lead, Flag Staff/DCOS positions
  - DAWIA Level II Certification
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 Staff CO/OSO
FRC CO

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)
Public Affairs Officer
Career Progression

Career Path

NAVET: Initial Tour / Sea Duty / Staff Duty / Independent Duty

NPASE, CHINFO, USFF, NAVCO, #FLT

Combination of:
#FLT, CHINFO, JOINT STAFF, NPASE, COCOM, DMA, NWC, IMA, REGIONS, NAVCO, JPASE, OSD, USFF, PACFLT

Typical Billets

Action Officer
Asst. Department Head
Junior Department Head

Senior Department Head
Senior PAO SME
XO/OIC/Deputy Director
JPME I

XO/OIC
O6 CO OIC
Sr PAO Non-Command
Senior PAO IMA

CO/Director
Senior PAO IMA
VCI’s 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
Graduate School
Mobilization
NRAU CO/OIC AQD, JPME I, Add’l DINFOS, APR/APR+M
Community-wide leadership

JPME II
Public Affairs Officer

Community Values

- **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, mobilization
  - Junior DH responsibilities

- **Valued achievements prior to COMMANDER**
  - Experience as a PA advisor (may be IMA, does not have to be)
  - NRAU CO/OIC AQD (2N1)
  - Senior DH experience
  - AOIC/Acting XO
  - 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
  - Documented proactive engagement with AC counterpart to plan and budget for unit missions to optimize RC assets
Strategic Sealift Officer
Career Progression

Career Path

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

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

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

O4 SB
O5 SB
O6 SB

SELRES
Department Head (DH)
Division Officer

Officer in Charge
Executive Officer
Chief Staff Officer
DH

Commanding Officer
Chief of Staff
Executive Officer
Senior DH

Master / Chief Engineer (CO/OIC Equivalent)

Chief Mate / 1st Engineer (XO Equivalent)

2nd Mate / 2nd Engineer (DH Equivalent)
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. Typically, SELRES affiliation occurs at LT or above.

- 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 receive ‘Observed’ FITREPs or Personal Decorations should be viewed favorably. IRR members should show consistent program participation and ideally, documented approved ADT waivers for sailing in a Letter to the Board where applicable.

**Items the Community Values:**

- **Advanced Navy and Maritime Proficiency**
  - Upgraded License – Record will show AQP other than THIRDMATE or THIRDENG
  - Wide range of NOBCs and AQDs in record

- **Sustained Superior Navy and Maritime Performance**
  - Mobilization, ADSW/Recall, Joint Experience, Priority Missions [TACAD, Bridge Resource Management Workshop (BRMW), etc.]
  - 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 leadership, initiative and mentorship in assignments throughout career
  - Documented civilian professional subject matter expertise and leadership experience

- **Advanced Education and Certification**
  - 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.)
The RC FAO community provides security cooperation (SC) professionals to Joint/Navy staffs, U.S. Embassy Senior Defense Officials (SDO), Defense Attaches and Security Cooperation Office (SCO) Chief’s ISO planning and/or execution of international engagement/SC programs and activities.

<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>
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</tbody>
</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
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

Career Path

- NAVET
- OCEANO DIVO Operational Tours
- Community, IWO Qualification & Operational Tours
- DCO/Redesignation/IST

Typical Billets / Quals

- Operational
  - CDO FWC/NAVO/USNO/NOOC
  - AOIC NMORA
  - Non-CNMOCT METOC RC billets
  - IA/MOB

- 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/IWG 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, IWOIC
JCWS-H/JPME II, NRUM, JQO, SNROC

UNCLASSIFIED
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, Space AQD (VS5 or higher)
- 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, Space AQD (VS7 or higher)
Cryptologic Warfare Officer

Career Progression

Career Path

- NAVET
- NIOC DIVO
- CW Operational Tours
- CW CAPT
- Operational, Leadership & Staff Tours
- CW LCDR Operational, Leadership & Staff Tours
- CW CDR Operational, Leadership & Staff Tours
- Community, IWO Qualification & Operational Tours
- DCO/Redesignation/IST

Typical Billets/Quals

- 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
  - XO Large NIOC
  - CO 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, IWOIC

JCWS-H/JPME II, NRUM, SNROC

UNCLASSIFIED
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; operational planning qualification/experience)
  - Leadership tour (XO Small NIOC, OIC)
  - Major staff tours (NAVIFORES HQ/Region, FCC/C10FLT, NSA, Joint)
  - JPME I, Space AQD (VS5 or higher), MT&E experience to include Training or Admin Officer
- Valued achievements prior to CAPTAIN
  - Operational tours (Continued OPS Experience, MOB)
  - Leadership tours (CO Small NIOC, XO Large NIOC)
  - Major staff tours (NAVIFORES HQ/Region, FCC/C10FLT, NSA, Joint)
  - JCWS-Hybrid (AJPME) or JPME II, Additional Space AQD (VS7 or higher) Note: CW Joint Qualification Billets not available for JQO attainment
Information Professional Officer

Career Progression

Career Path

Operating Tours
Community, IWO Qualification & Operational Tours
DCO/Redesignation/IST

Typical Billets/Quals

Operational
*IP Operational Role, Leadership
CO/XO/OIC/CIO/PRGM Lead Staff
NAVIFORES Region HQ Staff

Operational
*IP Operational Role, Leadership
CO/XO/CIO/PRGM Lead Staff
NAVIFORES Region 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/MOC

IP PQS NLT 3 years
IWO NLT 5 years
MSOC

Advanced degree, Joint C4 Planner’s Course
IP IO, JQ2, JPME I, IWOIC
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.)
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 IP-related MOB
  - 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
  - IP-related OLW experience
  - JPME I, joint matters expertise through education and joint duty experience
  - Space AQD (VS5 or higher)
- Valued achievements prior to CAPTAIN
  - CO, program manager, CIO, or equivalent tour as an O-5
  - NAVIFORES national/regional tour
  - IP community leadership roles
  - Additional space AQD (VS7 or higher)
Intelligence Officer
Career Progression

Career Path

Operational Tours
Community, IWO Qualification & Operational Tours
DCO/Redesignation/IST

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

Typical Billets/Quals

Operational
OPINTEL Analyst, IA, IWCRS Billet

Operational
Team Lead, Senior Analyst Leadership
DIVO
Asst DH, XO Staff
NAVIFORES Reg’l staff

Operational
DH/Branch Chief, N2/Sr Intel Officer IA 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 IWO NLT 5 years

Advanced Degree, JPME I, JQ2, IWOIC, Language Skills

JCWS-H/JPME II, NRUM, JQO, SNROC
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, Space AQD (VS5 or higher)
- 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, Space AQD (VS7 or higher)
### Limited Duty Officer
(All Line Competitive Categories)

**Career Progression**

#### Typical Billets

<table>
<thead>
<tr>
<th>Surface</th>
<th>DIVO</th>
<th>XO/DH/OIC</th>
<th>CO/XO/OIC</th>
<th>CO/Major Command XO/Major Staff</th>
<th>MAJOR CMD/Major Staff</th>
</tr>
</thead>
<tbody>
<tr>
<td>Submarine</td>
<td>DIVO</td>
<td>XO/DH/OIC</td>
<td>CO/XO/OIC</td>
<td>CO/Major Command XO/Major Staff</td>
<td>MAJOR CMD/Competency Lead/Major Staff</td>
</tr>
<tr>
<td>Aviation</td>
<td>DIVO</td>
<td>MMCO/QAO</td>
<td>MMCO/QAO/AMO</td>
<td>Squadron Maintenance Officer (MO)/Major Staff</td>
<td>Major Staff</td>
</tr>
<tr>
<td>Admin</td>
<td>DIVO/STF ADM</td>
<td>XO/DH (R1/S1/N1/J1)</td>
<td>XO/DH/Instructor FLEET READINESS NPC, CNO</td>
<td>Major Command XO/Major Staff</td>
<td>Major Staff</td>
</tr>
<tr>
<td>Security</td>
<td>NSF CO/XO</td>
<td>NSF CO/MSC/CNIC/SUBGRU/CORIVRON OPSO</td>
<td>O4 CO/MSC/CNIC/SUBGRU/CORIVRON OPSO</td>
<td>Major Staff Security Officer CNIC Region Reserve Security Coord.</td>
<td>CNIC Deputy Force Protection Director/NAVSEA Deputy Staff Security Officer</td>
</tr>
<tr>
<td>IWC</td>
<td>DIVO/ADH/IP OPS/ANALYST</td>
<td>DH/REGSTF/TEAM LD/SEN ANALYST/STRIKE LD</td>
<td>IWC LDOs are transitioning via Off-Ramp to RL counterpart resulting in no funded control grade requirements for this FY</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

#### Key Points:
- **Initial mob billet assignment**
- **Increase in scope**
- **Added technical/tactical skills**
- **Broaden experience outside designator**
- **Continued growth; technical and education**
- **CO/XO experience**
- **Maintains specialty relevance**
- **CMD and/or senior staff assignments**
- **Leadership, management, and command (LMC) skills**
- **Life-long learning**
- **NO LONGER “LIMITED”**
- **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**
Limited Duty Officer
(all Line competitive categories)
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
  - 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.)

- **Valued achievements prior to LIEUTENANT COMMANDER**
  - Successful XO/DH/OIC

- **Valued achievements prior to COMMANDER**
  - Successful CO/XO/DH

- **Valued achievements prior to CAPTAIN**
  - Successful CO/XO/MAJ COMMAND DH

- **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.