

# FY-21 Navy Reserve Line Community Brief Disclaimer

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

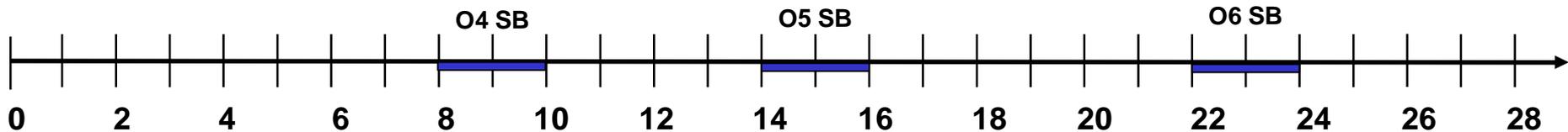
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# Fleet Support Officer

## Career Progression

### Career Path



### Typical Billets

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

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

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



# Fleet Support Officer

## *Community Values*

- **Valued achievements at all paygrades**
  - Sustained Superior Performance, particularly in leadership, mobilization, and positions of progressing responsibility
  - Consistent leadership assignments across multiple specialties
- **Valued achievements prior to LIEUTENANT COMMANDER**
  - Successful DIVO / DH leadership positions in high profile / high OPTEMPO units
- **Valued achievements prior to COMMANDER**
  - Successful XO / DH leadership positions in high profile / high OPTEMPO units
- **Valued achievements prior to CAPTAIN**
  - Successful CO / XO leadership positions in high profile / high OPTEMPO units
- **Other valued achievements**
  - Advanced degree
  - JPME / JCWS-H / Joint Tour / IA JT OPS
  - Command/OIC qualified (AQD 2N1)
  - Operational Mobilization

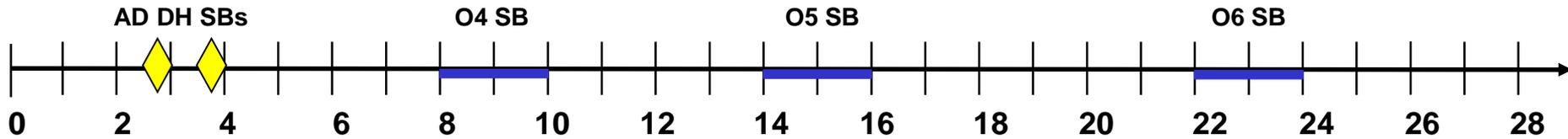


# Surface Warfare Officer

## Career Progression

### Career Path

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



### Typical Billets

Division Officer	Sea DH/Shore Staff O3 OIC Junior unit leadership and staff positions (DIVO / AOIC)	O4 Command Mid-level leadership and staff positions (DH / OIC) Joint staff billet CRS CO Platoon	O5 Command Senior leadership and staff positions (LCS/MSO 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
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### 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
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# Surface Warfare Officer

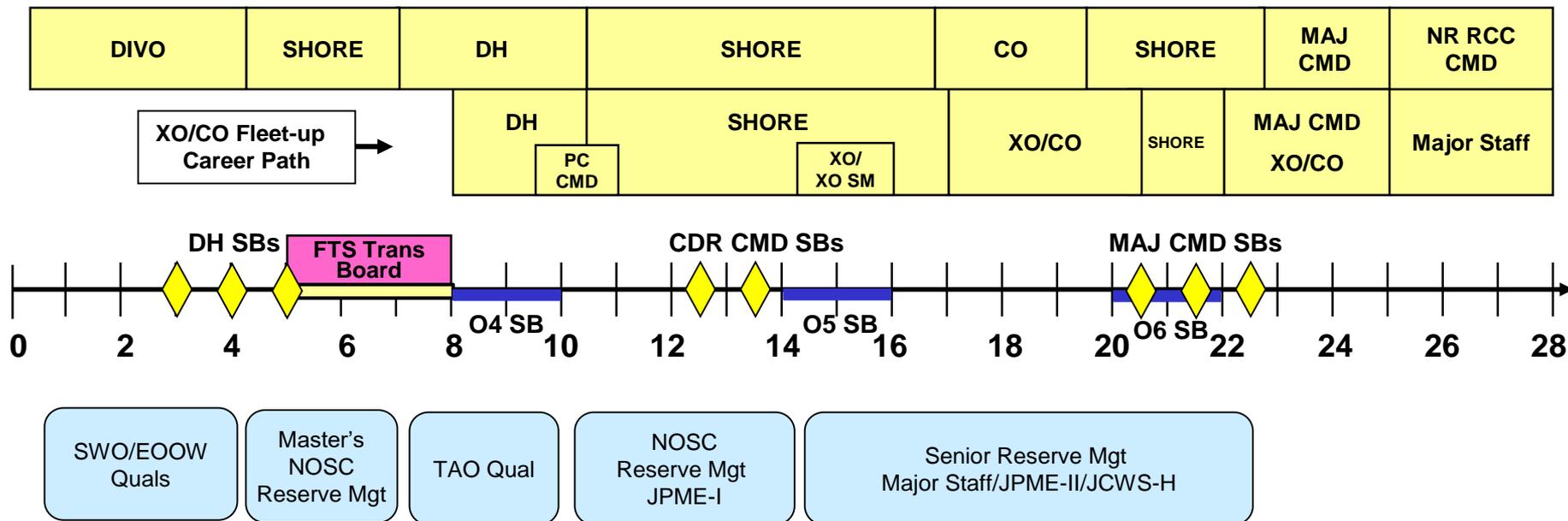
## *Community Values*

- **Valued achievements at all paygrades**
  - Proven leadership / Sustained Superior Performance
    - Command and OIC assignments
    - Successful leadership positions in high profile / high OPTEMPO 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/CNRFRC/RCC/OSO)



# Surface Warfare Officer (FTS)

## *Community Values*

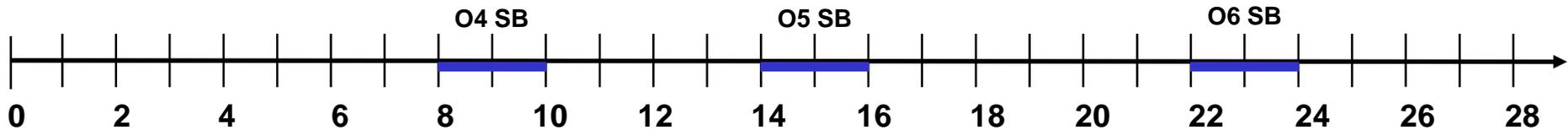
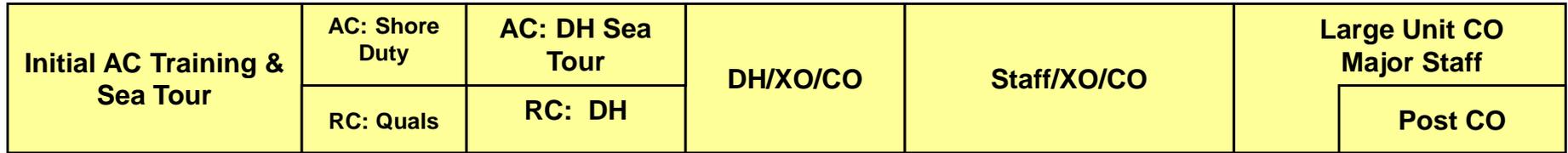
- **Valued achievements prior to LIEUTENANT COMMANDER**
  - Service at sea – successful initial sea tours
  - Screened for, or successfully serving as, DH Afloat
- **Valued achievements prior to COMMANDER**
  - Service at sea – superior performance as DH Afloat
  - Screened for commander command, XO, 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



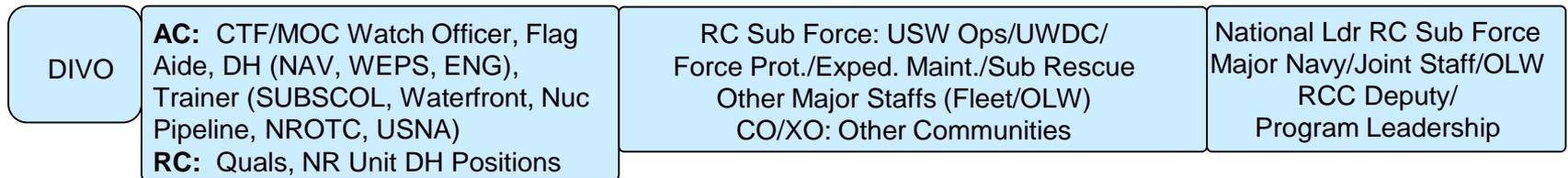
# Submarine Warfare Officer

## Career Progression

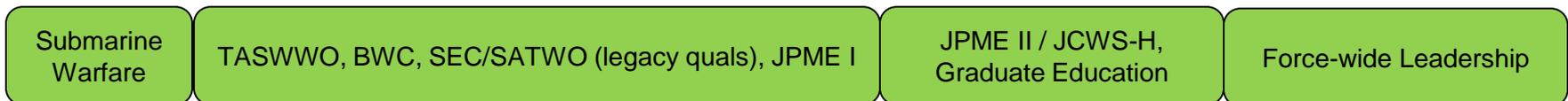
### Career Path



### Typical Billets



### Expected Qualifications/Valued Achievements





# Submarine Warfare Officer

## *Community Values*

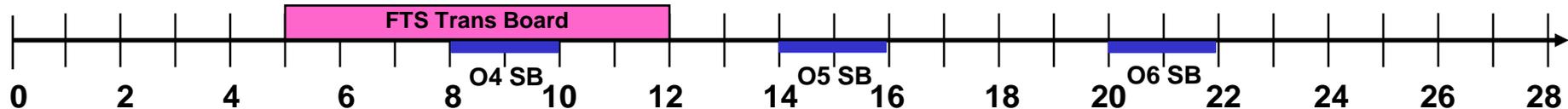
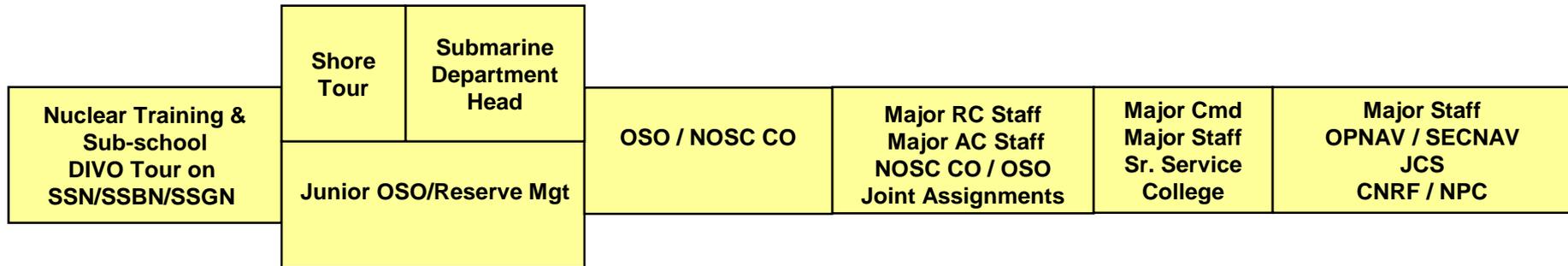
- **Valued achievements at all paygrades**
  - Sustained superior performance in leadership jobs
  - National program leadership and SFRC EXCOM membership or support
  - Out of community experience: Numbered Fleet, NATO, COCOM, Joint, ONI, SPAWAR, NECC
  - Involvement in Submarine Lines of Effort (e.g., 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



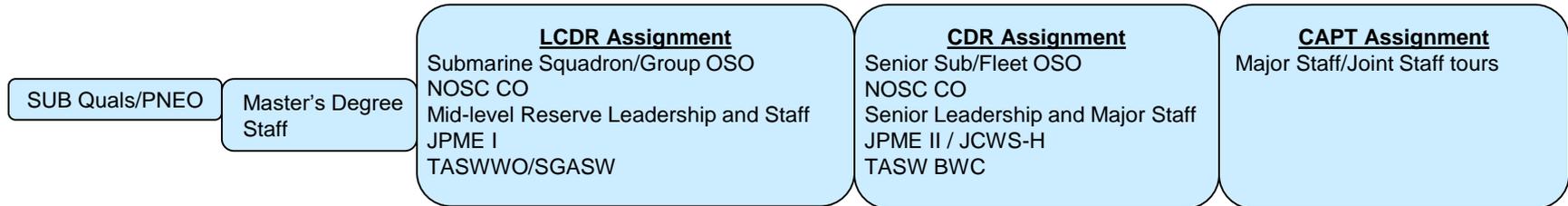
# Submarine Warfare Officer (FTS)

## Career Progression

### Career Path



### Expected Qualifications/Valued Achievements



### RESERVE MANAGEMENT:

- NOSC CO – 24-36 Month Tours
- Major Staff (CNRFC/OCNR/RCC/OSO)



# Submarine Warfare Officer (FTS)

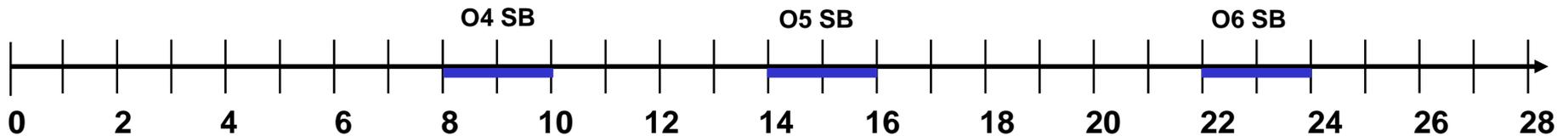
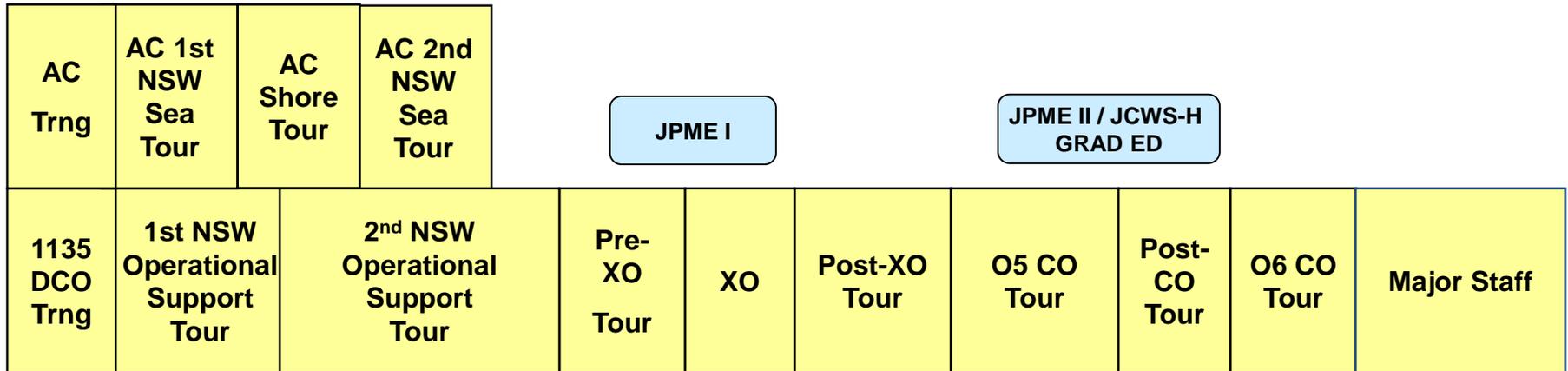
## *Community Values*

- **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

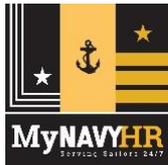


## Typical Billets

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*

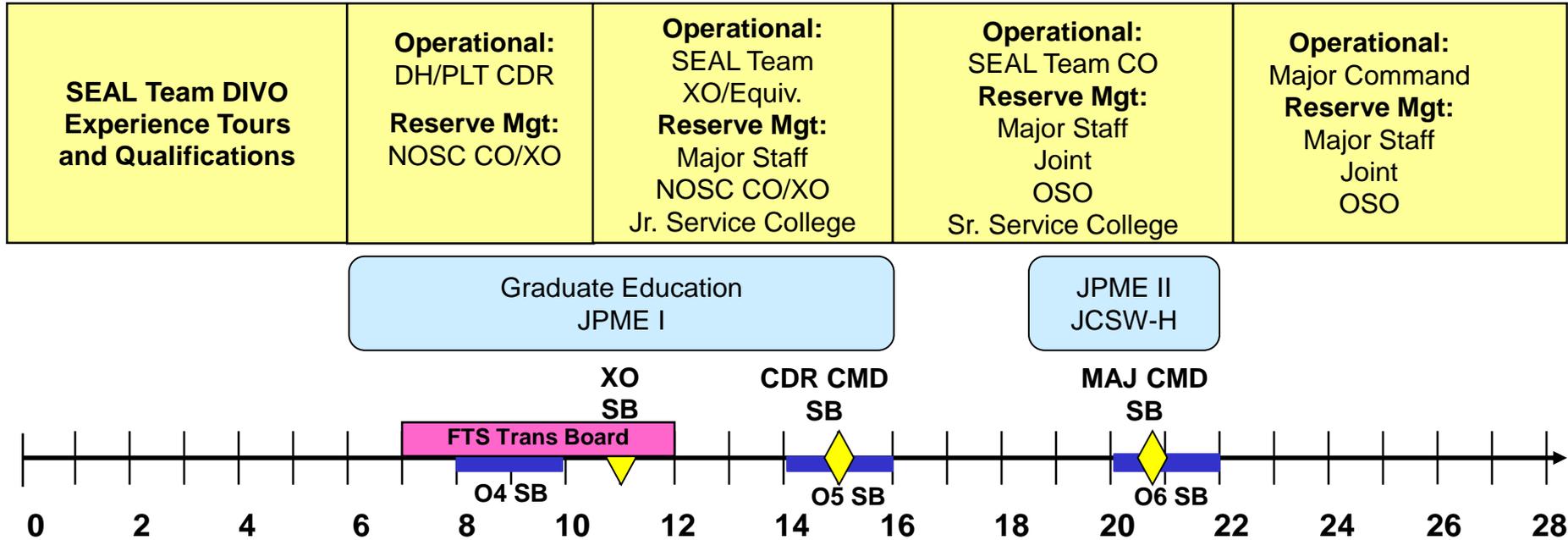
- **Valued achievements at all paygrades**
  - Sustained superior performance in NSW community leadership jobs
  - Combat, joint, and interagency experience
  - Advanced degree
  - Deployments/mobilizations ISO NSW/Joint SOF contingency ops at each paygrade
  - Assignment to innovation-focused Navy/NSW/SOF/DoD 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



**RESERVE MANAGEMENT:**  
 NOSC CO – 24-36 Month Tours  
 Major Staff (CNRFC/OCNR/RCC/OSO)



# Special Warfare (SEAL) Officer (FTS)

## *Community Values*

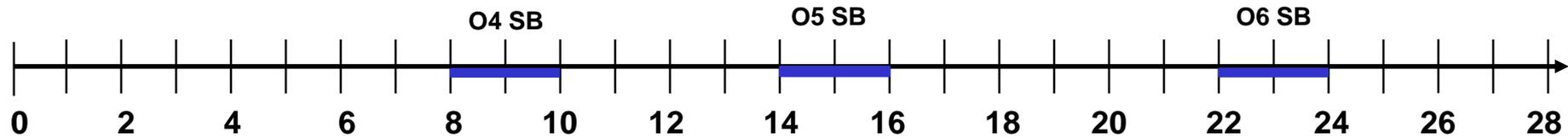
- **Valued achievements prior to LIEUTENANT COMMANDER**
  - Completed SEAL platoon commander tour (QD1 = PLT CMD FLT or QD9 = PLT CMD)
  - Sustained superior performance in operational assignments
  - Warfare Qualification, diversity of experience within NSW
- **Valued achievements prior to COMMANDER**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



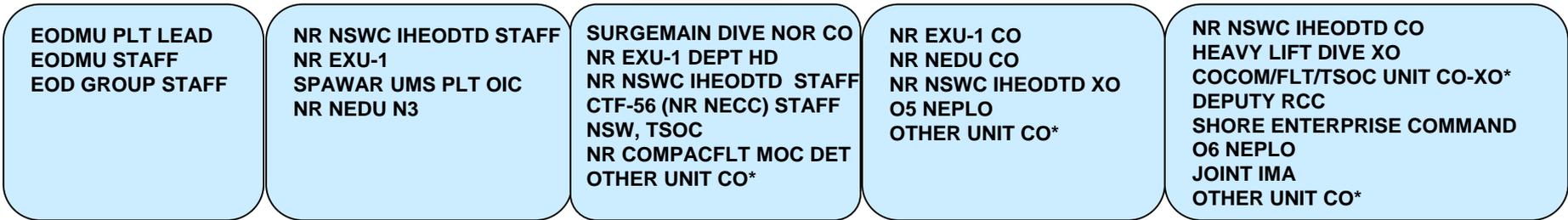
# Explosive Ordnance Disposal Officer

## Career Progression

AC Init Trng	AC Plt Ldr	AC Plt Comp Cdr	AC Shore	Operational: XO Tour/CO Tour*	Operational: XO Tour/CO Tour*	Operational: CAPT CMD*	Operational: Major CMD/ Post-Major CMD
		Initial RC Tours					



### Typical Billets



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



# Explosive Ordnance Disposal Officer

## *Community Values*

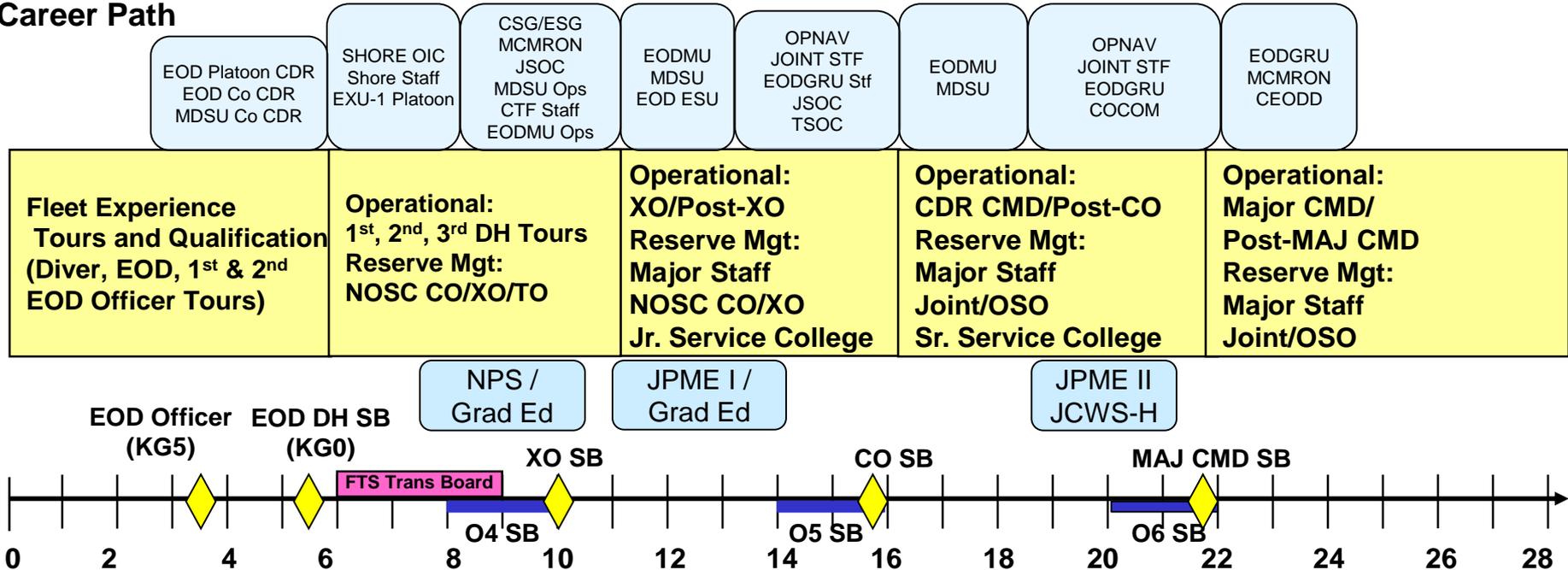
- **Valued achievements at all paygrades**
  - Sustained superior performance in leadership jobs
  - Annual Training/Active-Duty Training participation
  - Dual Warfare Qualified (SWO OOD Underway qualification for officers commissioned prior to 2006)
  - NRU CO/OIC qualified (AQD 2D1)
- **Valued achievements prior to LIEUTENANT COMMANDER**
  - Sustained outstanding performance through active PLT OIC tours
  - Completed EOD Warfare Qualifications (AQD KG5)
- **Valued achievements prior to COMMANDER**
  - Advanced Degree
  - JPME I
  - Successful XO / DH leadership positions in high profile / high OPTEMPO units
  - Successful Mobilization to an operational theater
- **Valued achievements prior to CAPTAIN**
  - 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

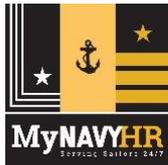


### NOTES:

- CDR CMD tours include EODMUs, MDSUs, NSCT, NSWDG and NDSTC
- XO tours include EODMUs, MDSUs, NSEOD, NEDU and NSWDG

### 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



# Explosive Ordnance Disposal Officer (FTS)

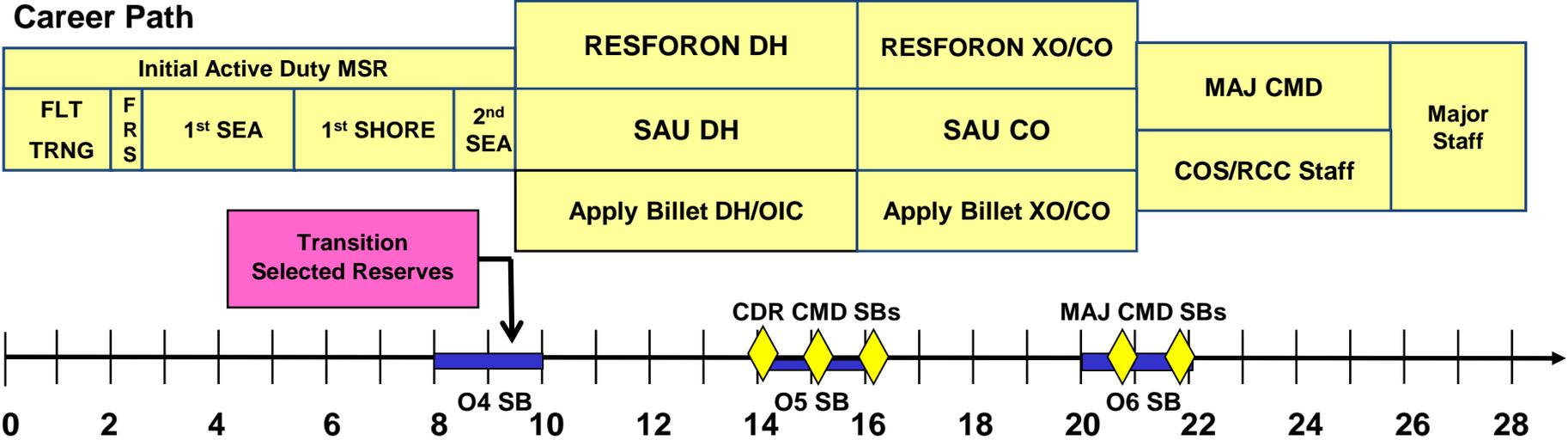
## *Community Values*

- **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

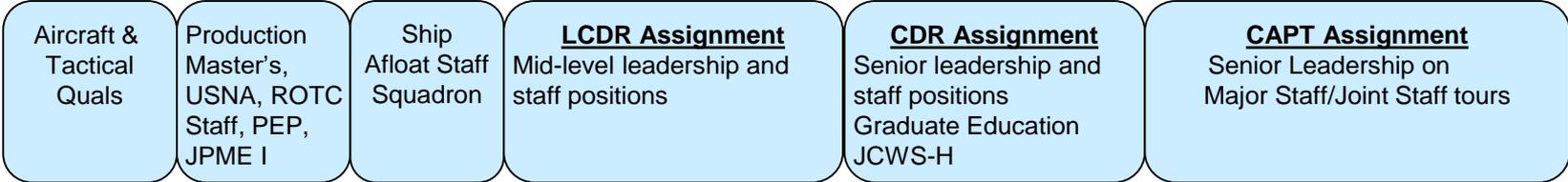


# Aviation Officer Career Progression

## Career Path



## Typical Billets





# Aviation Officer

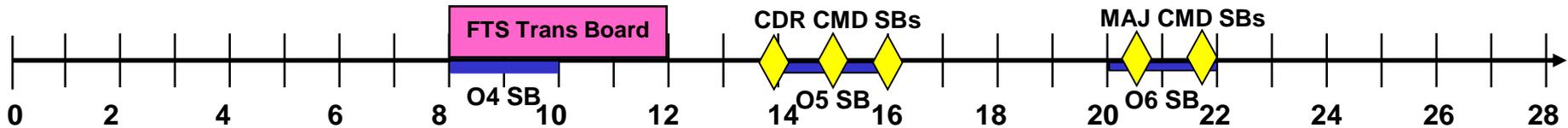
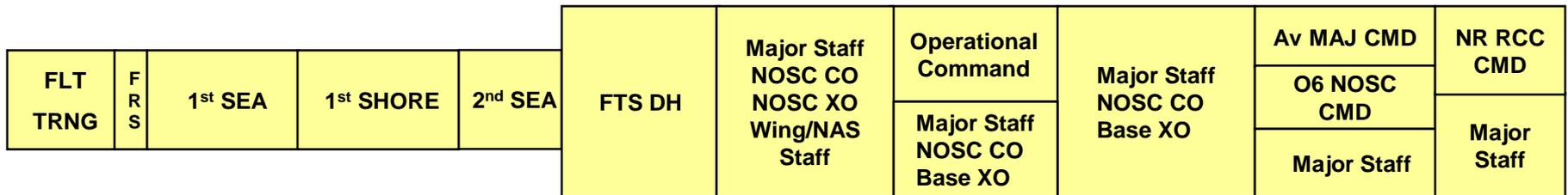
## *Community Values*

- **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

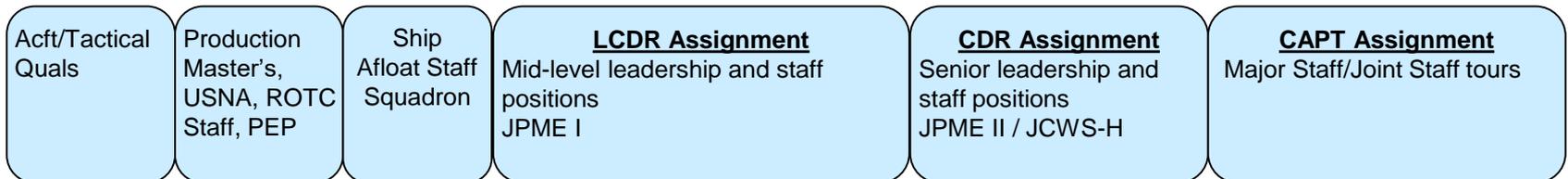


# Aviation Officer (FTS) Career Progression

## Career Path



## Typical Billets



### RESERVE MANAGEMENT:

NOSC CO – 24-36 Month Tours  
Major Staff (CNRFC/OCNR/CNAFR/RCC/OSO)



# Aviation Officer (FTS)

## *Community Values*

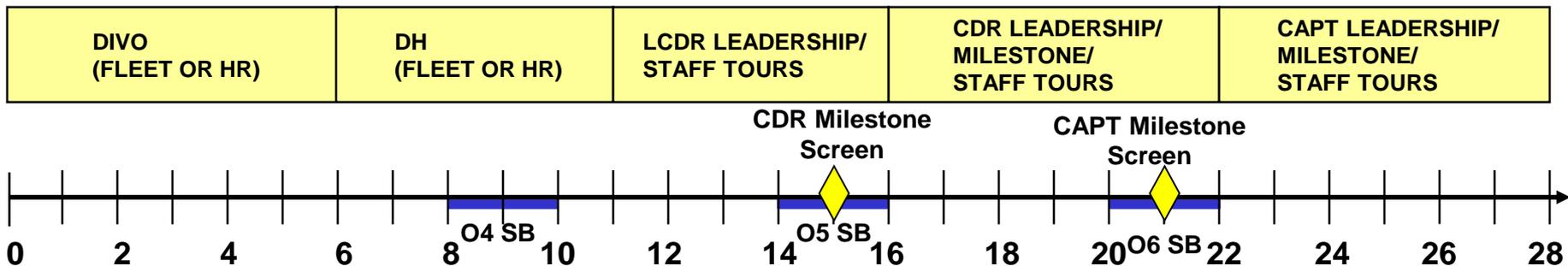
- **AVN officers have a long training pipeline, resulting in NOB FITREPS in first 3-4 years**
  - Min Service Requirement retains most aviators through 9 years
- **Valued achievements prior to LIEUTENANT COMMANDER**
  - Superior performance during Fleet Squadron tour and subsequent shore tour
- **Valued 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



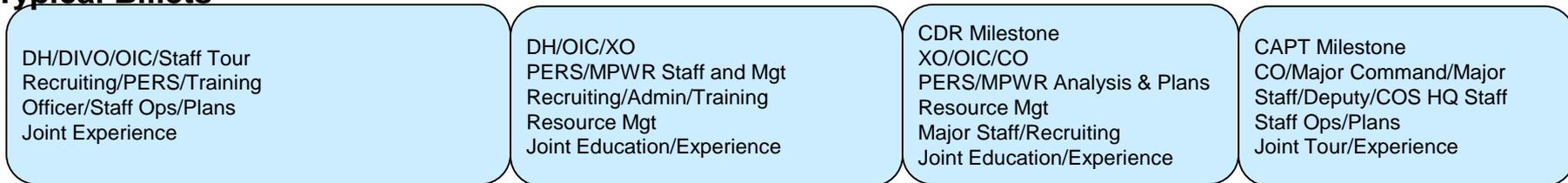
# Human Resources Officer

## Career Progression

### Notional Career Path

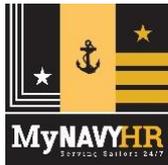


### Typical Billets



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*

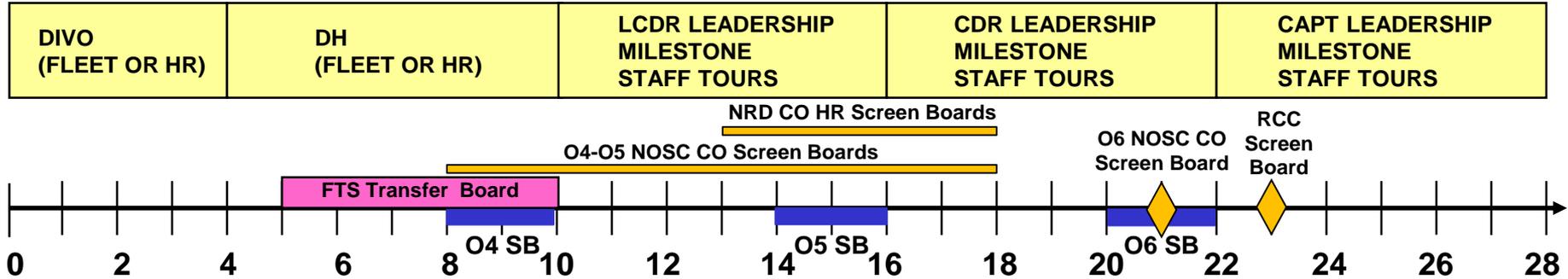
- **Valued achievements prior to LIEUTENANT COMMANDER**
  - Sustained superior performance and attainment of source community qualifications
  - Demonstration of increasing levels of responsibility and sound judgment
- **Valued achievements prior to COMMANDER**
  - Sustained superior performance in all 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



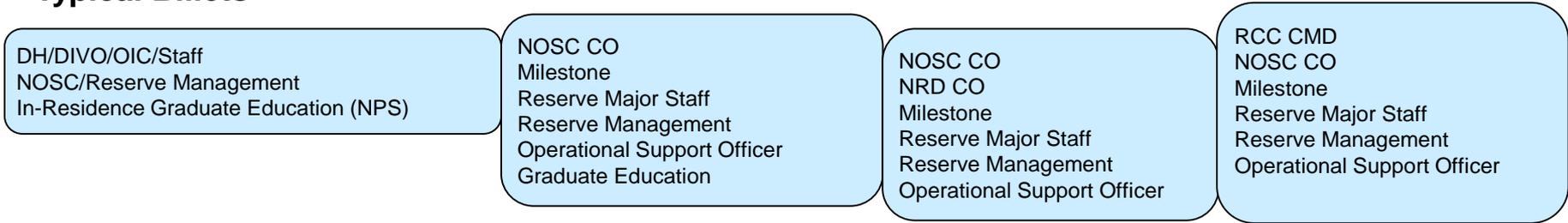
# Human Resources Officer (FTS)

## Career Progression

### Career Path



### Typical Billets



**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.



# Human Resources Officer (FTS)

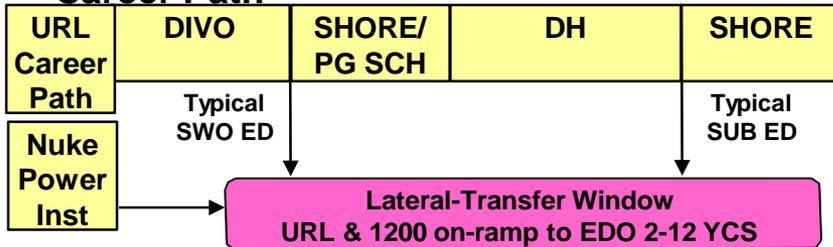
## *Community Values*

- **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



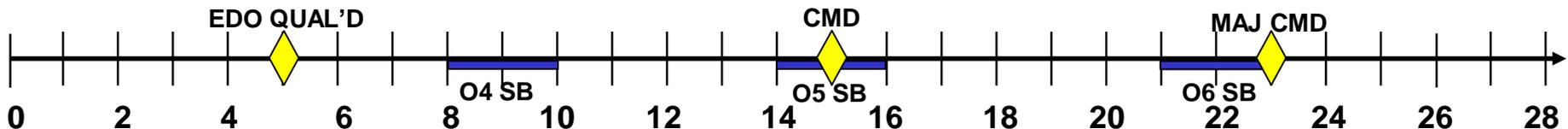
# Engineering Duty Officer Career Progression

## Career Path



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



## Typical Billets

<b>EDQP DCO</b> Leadership (SLIC) Systems Engineering (SSE) AT-SEA Industrial Tour (FIT) EDO Basic EDO Qual board (yr5)	<b>NAVSEA SurgeMain (SM) CO, XO, INFOTECH CO</b> HL/Dive CO Project Engineer with SysEng, Acq, SSP, MDA, Shipyards, Supships, ONR SPAWAR Program Mgr (PM) equivalent to CO	<b>IMG/LCMG/HL/Diving</b> RCO, CO, RXO HL/Diving, Ship Insp CO Project Officers <b>C4i, SSP/MDA, iwEDO, Surfpack</b> <b>Subba Bubbas</b> SSP, MDA, ONR, SPAWAR CO Project Officers	<b>NAVSEA PM/Comm Mgr</b> Surgemain Nat Director SM Dep Dir <b>NAVSEA NorthWest (Shipyards)</b> <b>NAVSEA East (SUPSHIP)</b> Systems Engineering NAVSEA Acquisition Regional CO
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# 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.)



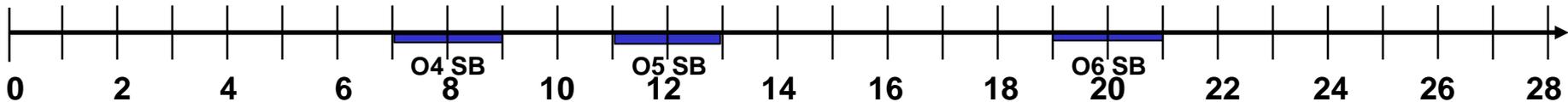
# Aerospace Engineering Duty Officer

## Career Progression

### Career Path

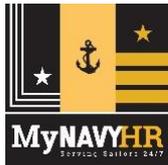
O3 and below Milestone	O4 Milestone	O5 Milestone	O6 Milestone
FLEET: Squadron Aircrew Assistant Department Head	AOIC Department Head Project Lead	OIC XO AOIC	Commanding Officer Military/Mission Director Chief of Staff
DCO: Acquisition/Engineering/Research Operational Experience	Deputy IPT Lead Flag Staff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

AC Lateral-Transfer Window  
4 - 14 YCS



### Education

DAWIA Level I Certification	Master's Degree (Technical / Business) DAWIA Level II Certification
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# 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, RESMAIN/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

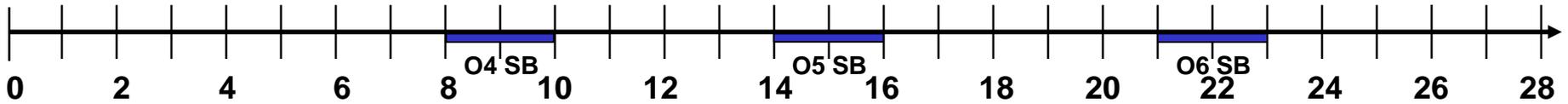


# Aerospace Maintenance Duty Officer

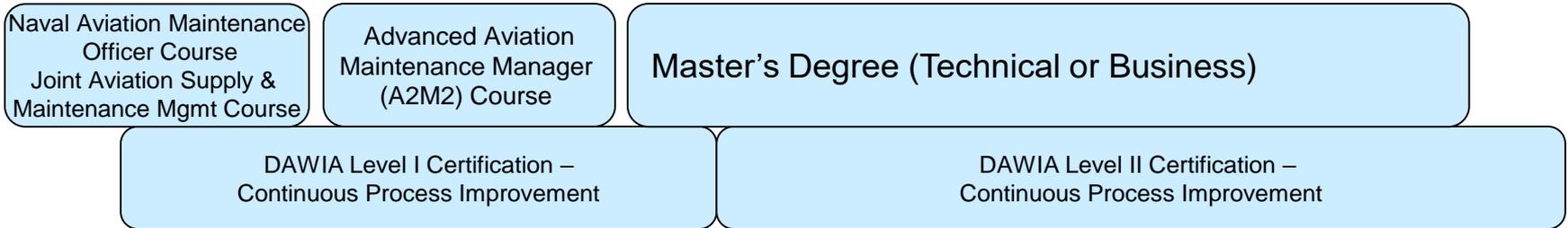
## Career Progression

### Career Path

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



### Education





# Aerospace Maintenance Duty Officer

## *Community Values*

### ▪ **Valued achievements at all paygrades**

- Consistent demonstration of leadership and technical expertise in increasingly challenging billets that bring value to the customer
- Mobilization supporting overseas contingency operations (OCO) missions, active duty for special work in support of a NAE project or initiative
- Critical fleet support missions: JCAT, PGSS, RESMAIN/FDCR, Copperhead, Fire Scout, RADCON/Tomodachi or similar
- 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**

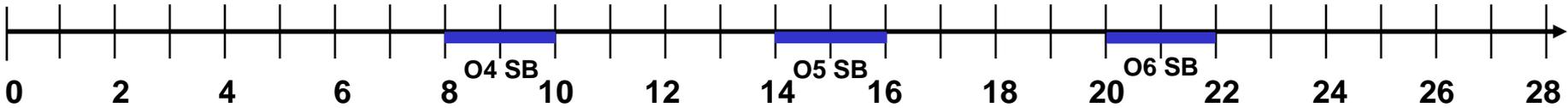
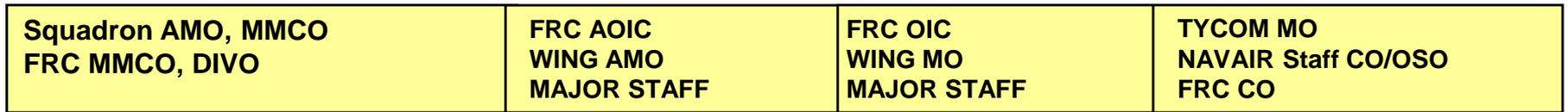
- OIC/XO, mission or IPT lead, Flag Staff/DCOS positions
- DAWIA Level II Certification



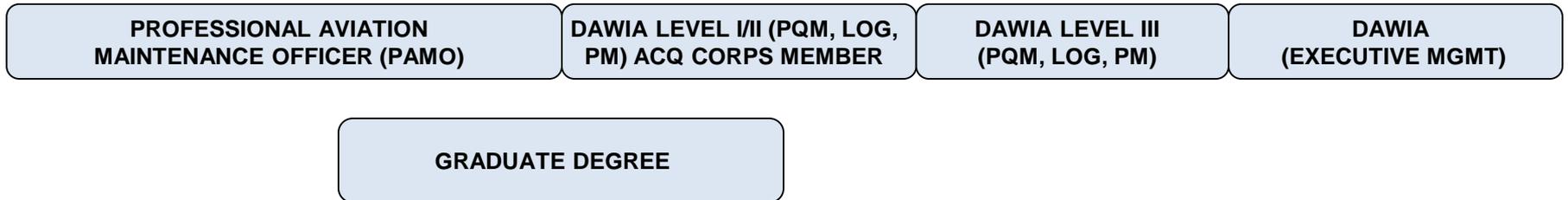
# Aerospace Maintenance Duty Officer (FTS)

## Career Progression

### Career Path



### Valuable Training/Certifications





# Aerospace Maintenance Duty Officer (FTS)

## *Community Values*

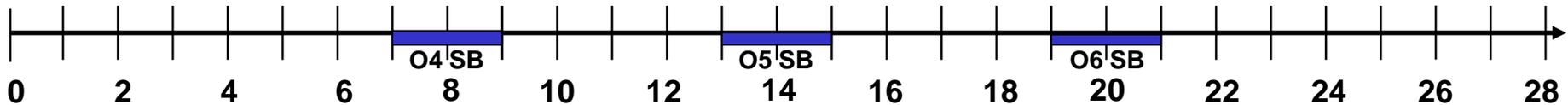
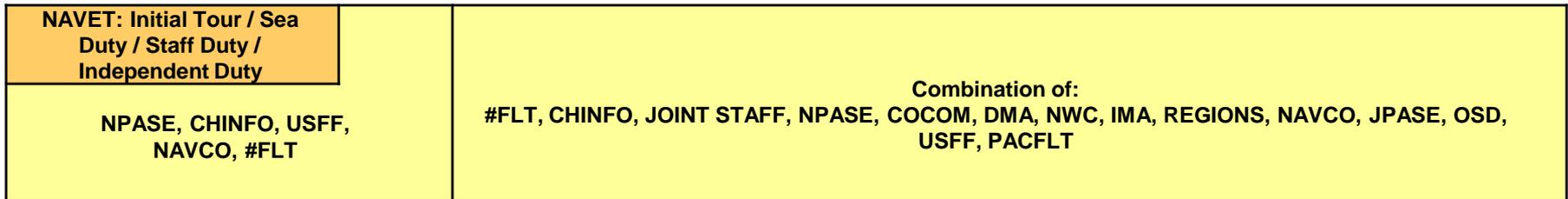
- **Valued achievements prior to LIEUTENANT COMMANDER**
  - Superior Performance in both Squadron and FRC Positions
  - Professional Aviation Maintenance Officer (PAMO)
  - DAWIA Level I Certification (PQM or LOG)
- **Valued achievements prior to COMMANDER**
  - Successful Tour as FRC AOIC / WING AMO
  - Superior Performance in Major Staff Positions
  - Defense Acquisition Corps Member
  - DAWIA Level II Certification (PQM, LOG or PM)
  - Graduate Degree
  - 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



### Typical Billets



### Core Competencies



### Expected Quals/Valued Achievements





# Public Affairs Officer

## *Community Values*

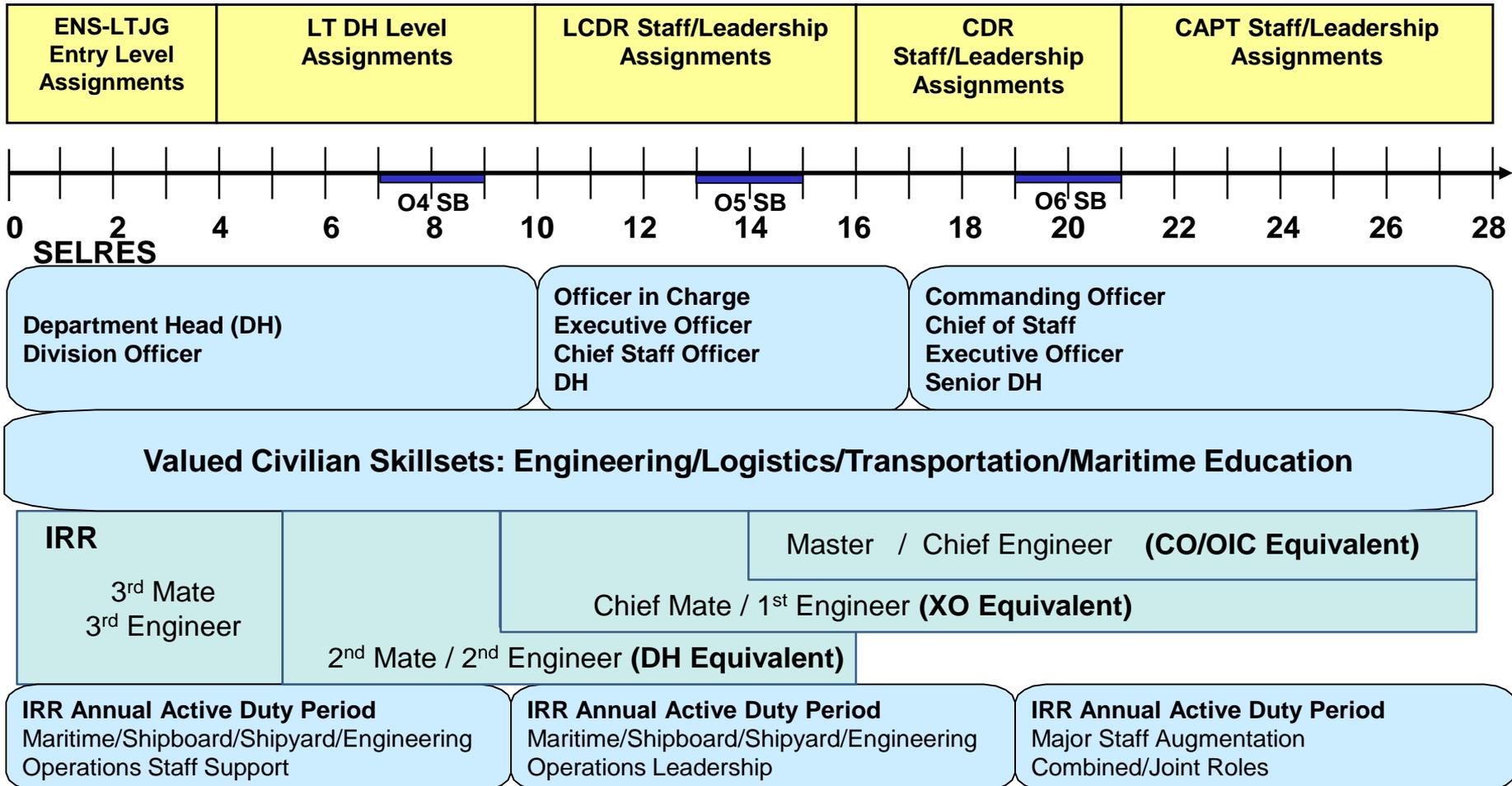
- **Valued achievements at all paygrades**
  - Proven leadership / Sustained Superior Performance
  - Deployment / IA
  - Operational PA experience
- **Valued achievements prior to LIEUTENANT COMMANDER**
  - Required: DINFOS PA Qualification Course (PAQC)
  - Demonstrated success in multiple core skills: 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





# Strategic Sealift Officer

## Community Values

- **Approximately 85% of the SSO Program members are part of the Individual Ready Reserve (IRR) and are normally employed afloat in their civilian careers, which prevents them from higher levels of participation. The remainder are in the Selected Reserve (SELRES) or a Volunteer Training Unit (VTU). Both career paths are viable options and contribute significantly to the US Navy.**
  - \*\*\*A Valid U.S. Coast Guard Unlimited Tonnage/HP License Must Be in the Record or Letter to the Board, No Exceptions!\*\*\*
- **SELRES and VTU records are identifiable by a continuity of observed FITREPs and should be selected for promotion based upon observed performance and difficulty of assignments, similar to other communities. 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.**

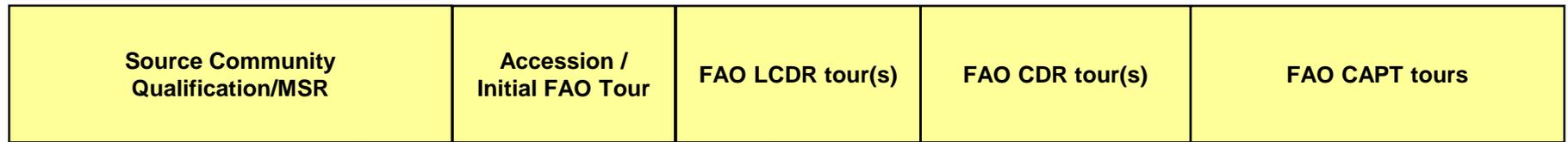
### Items the Community Values:

- **Advanced Navy and Maritime Proficiency**
  - Upgraded License – Record will show AQD 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.)

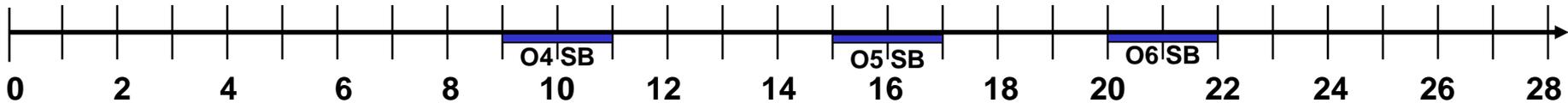


# Foreign Area Officer Career Progression

## Career Path



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



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) Chiefs ISO planning and/or execution of international engagement/SC programs and activities.

### 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

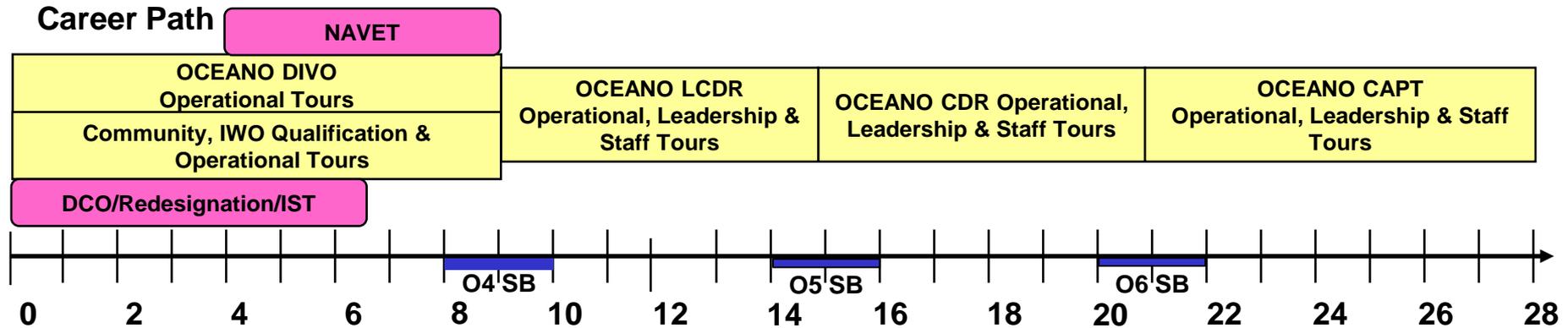
## *Community Values*

- **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

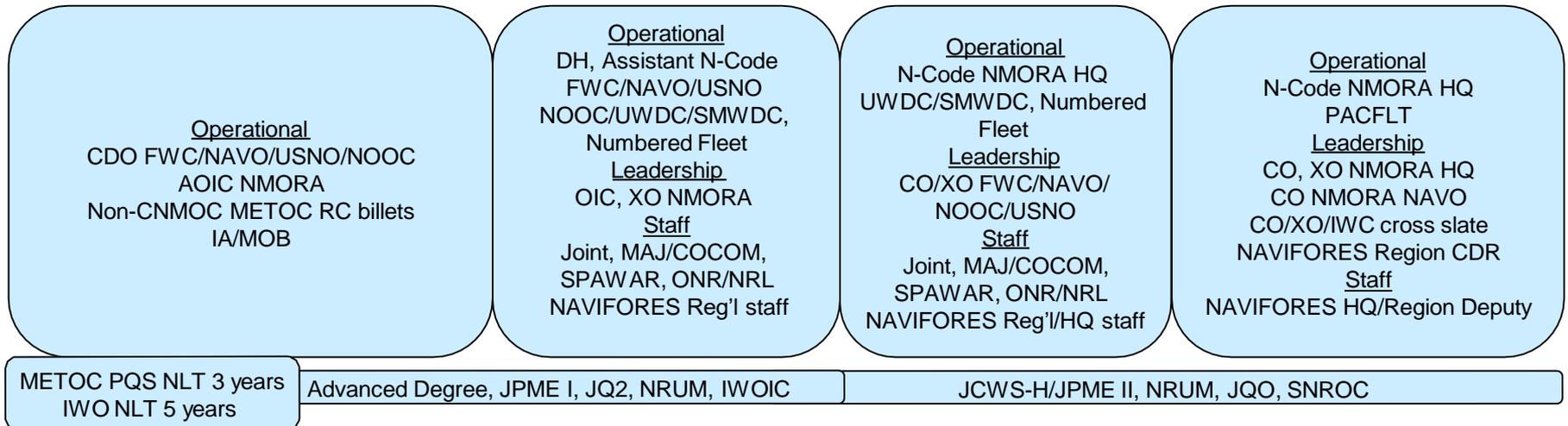


# Oceanography Officer

## Career Progression



### Typical Billets / Quals





# Oceanography Officer

## *Community Values*

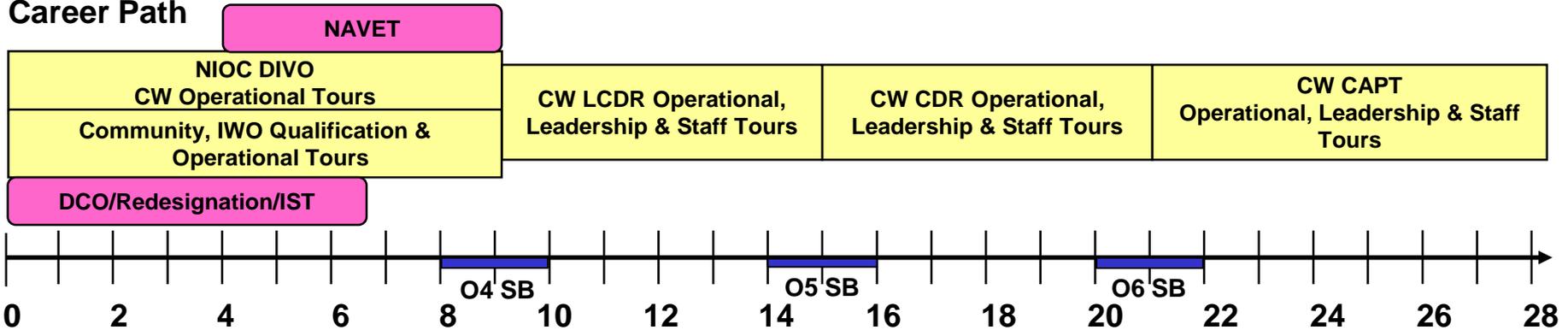
- **Sustained superior performance in leadership and operational billets**
- **Valued achievements prior to LIEUTENANT COMMANDER**
  - Community/IWO qualification, local command qualifications/CDO
  - Operational training/support at gaining command
- **Valued achievements prior to COMMANDER**
  - Superior 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)



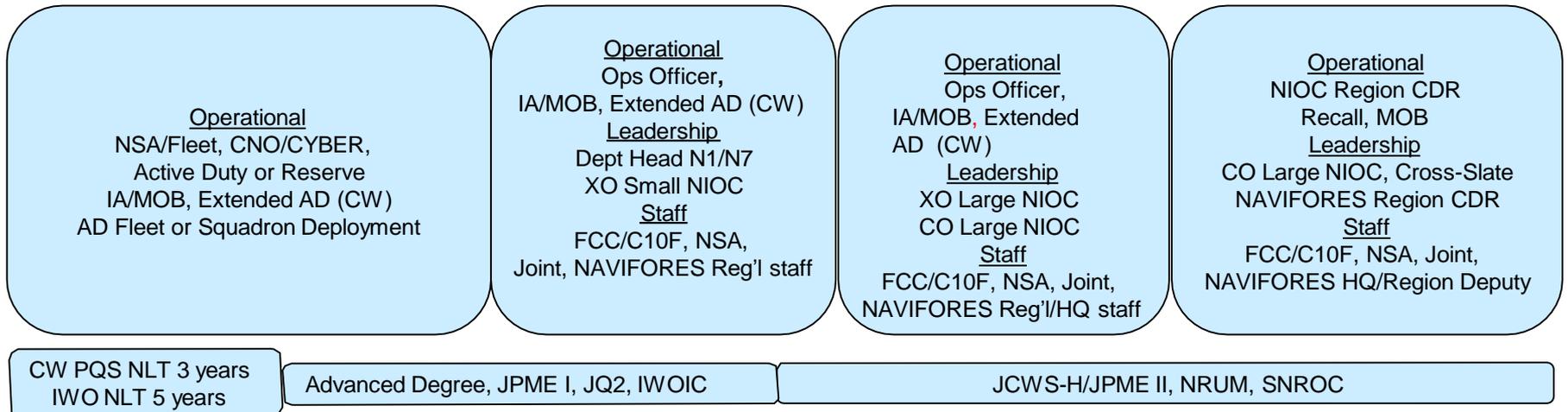
# Cryptologic Warfare Officer

## Career Progression

### Career Path



### Typical Billets/Quals





# Cryptologic Warfare Officer

## *Community Values*

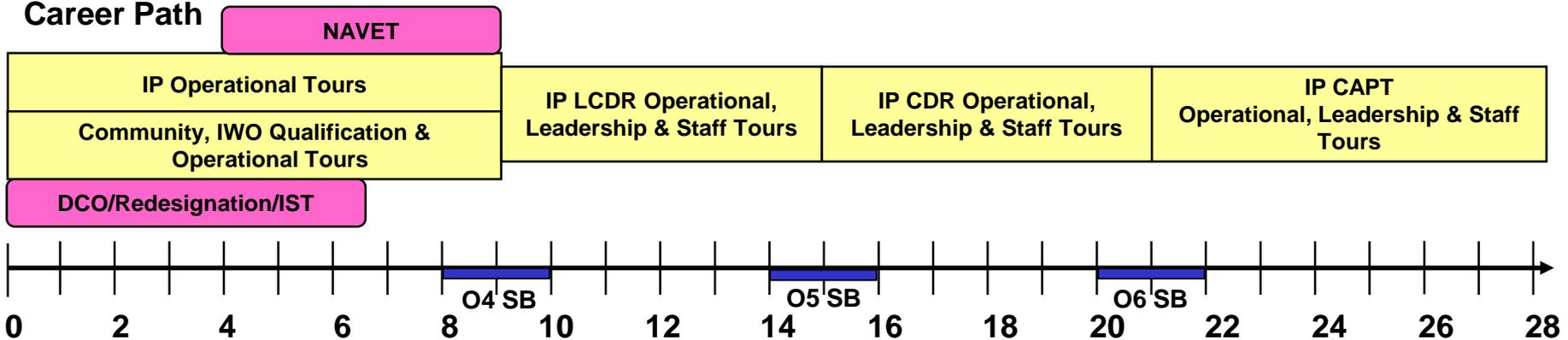
- **Sustained Superior Performance**
- **Valued achievements prior to LIEUTENANT COMMANDER**
  - CW/IWO qualification
  - Operational tours (Division Officer, SIGINT, Computer Network Operations/Cyber, Information Operations, EW, Space)
  - Completion of a CW related MOB
  - MT&E experience to include 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



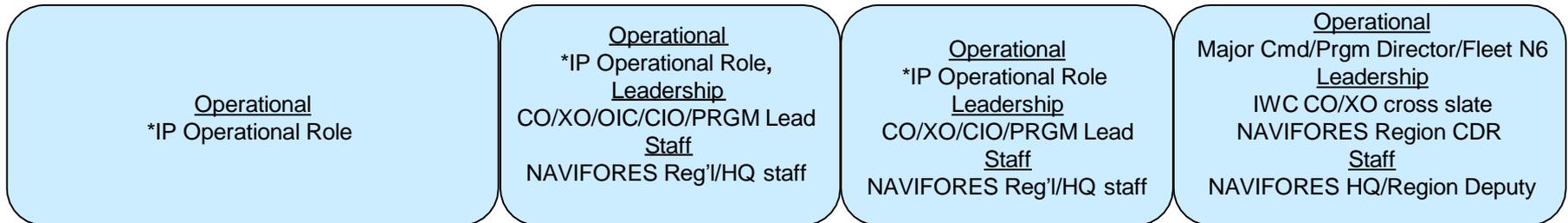
# Information Professional Officer

## Career Progression

### Career Path



### Typical Billets/Quals



\* 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 IQ, 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

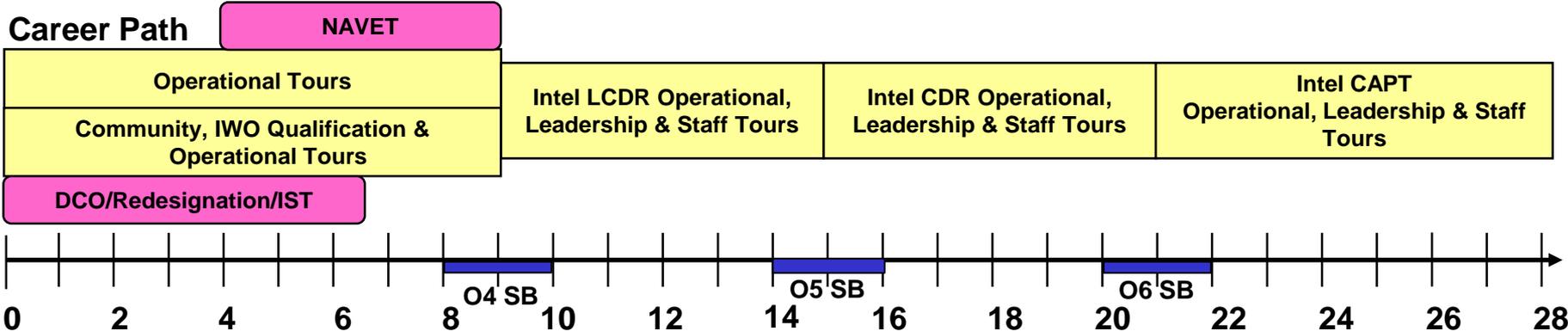
## *Community Values*

- **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)

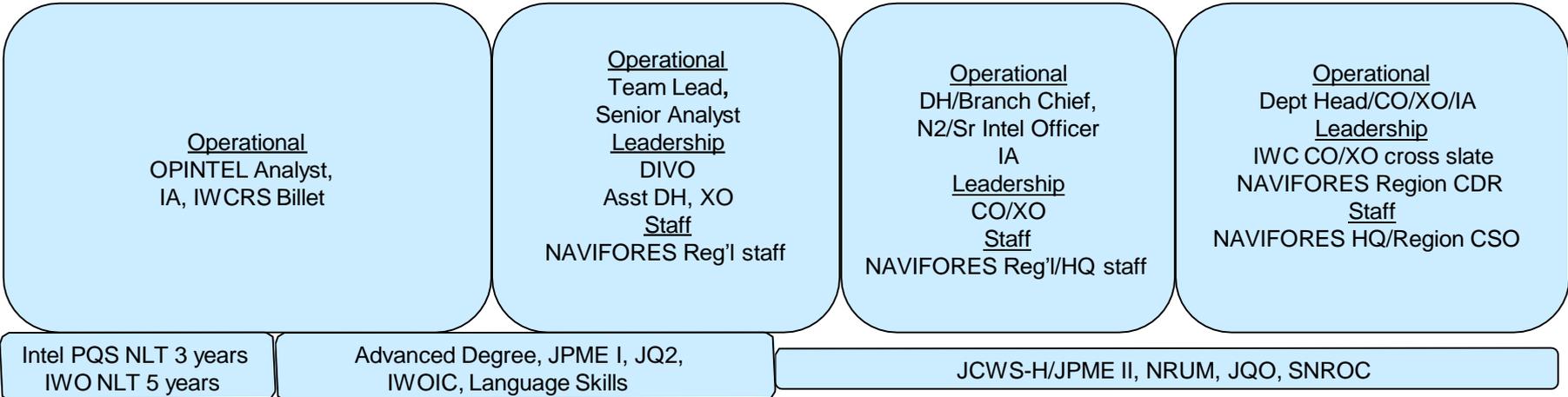


# Intelligence Officer

## Career Progression



### Typical Billets/Quals





# 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 (AJ PME) or JPME II, Space AQD (VS7 or higher)





# 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.