



FY-21 Reserve Line Merit Reorder Disclaimer

This information is provided to assist board members in identifying performance and career achievements which may indicate a record of particular merit. Board members are expected to use their experience and judgment after review of the records recommended for promotion to determine those records of particular merit. Information on these slides is not an all inclusive list and should not be used to exclude records that otherwise document particular merit. This information is not a checklist of traits required for merit and should not be a substitute for board discretion. It has been vetted by Navy Personnel Command and OJAG for statutory compliance and approved by SECNAV.

ONLY MATERIAL APPROVED BY THE SECRETARY OF THE NAVY WILL BE PRESENTED TO STATUTORY SELECTION BOARDS. THIS BRIEF HAS BEEN APPROVED BY SECNAV FOR USE BY THE FY-21 STATUTORY SELECTION BOARDS.



Surface Warfare Officer

Merit Reorder Considerations

- Valued achievements prior to LIEUTENANT COMMANDER
 - Service at Sea - Successful performance as a DIVO afloat; trait average consistently above RSCA
 - Completion of successful NRU DH or junior officer NRU CO/OIC billet
 - Completed competitively-screened graduate education or fellowship (FSEP, Olmstead, MIT, LEAD, etc.)
 - Warfare Tactics Instructor (WTI) qualification is a differentiator
 - Advanced qualifications such as EOOW or TAO
 - Master's or JPME Phase I complete

- Valued achievements prior to COMMANDER
 - Sustained superior performance in NRU DH or XO billets with trait average consistently above RSCA.
 - Completion of successful junior officer NRU CO/OIC billet
 - Standout performance while serving in SWO community or operational assignments
 - Master's and JPME Phase I complete

- Valued achievements prior to CAPTAIN
 - Sustained superior performance in APPLY-selected NRU OIC or CO billets with trait average consistently above RSCA
 - Depth and breadth of experience demonstrated in one or more SWO community pillars: Surface Force, Coastal Riverine Force, Military Sealift Command
 - Top recognized performer at major staff OLW assignments both afloat and ashore
 - Standout performance demonstrated during a mobilization assignment
 - JPME Phase II or AJPME and JQO qualification complete



Surface Warfare Officer (FTS)

Merit Reorder Considerations

- Valued achievements prior to LIEUTENANT COMMANDER
 - Service at Sea - Successful performance as a division officer afloat, trait average consistently above RSCA
 - Screened for or served in early command at sea (PC, MCM, post-division officer MKVI patrol boat)
 - Warfare Tactics Instructor (WTI) qualification
 - Advanced qualifications such as EOOW or TAO
 - Master's or JPME Phase I complete
- Valued achievements prior to COMMANDER
 - Service at Sea - Recognized top performer as department head afloat
 - Screened for or serving in XO-CO fleet-up at sea
 - Recognized top performer in lieutenant commander command tour (NOSC)
 - Recognized top performer at major community and Reserve management assignments (e.g., OPNAV, BUPERS, OCNR, CNRFC, NPC, SURFLANT, SURFPAC, etc.)
 - Master's and JPME Phase I complete
- Valued achievements prior to CAPTAIN
 - Recognized top performer in commander command tour (operational at-sea or NOSC)
 - Recognized top performer at major staff and Reserve management assignments (e.g., OSD, SECNAV, OPNAV, BUPERS, OCNR, CNRFC, NPC, SURFLANT/SURFPAC, etc.)
 - JPME Phase II complete or Joint Qualified Officer (JQO) qualification complete



Submarine Warfare Officer

Merit Reorder Considerations

- Valued achievements prior to LIEUTENANT COMMANDER
 - Service at Sea - Successful performance afloat, trait average consistently above RSCA
 - Completed a competitively screened shore duty, post DIVO (Flag LT, Prototype, Naval Reactors, etc.)
 - Completed a competitively screened graduate degree
 - Master's or JPME Phase I complete
- Valued achievements prior to COMMANDER
 - Sustained superior performance in NRU DH or XO billets with trait average consistently above RSCA.
 - Completion of successful junior officer NRU CO/OIC billet
 - Standout performance while serving in community or operational assignments
 - Master's and JPME Phase I complete
- Valued achievements prior to CAPTAIN
 - Sustained superior performance in APPLY-selected NRU OIC or CO billets with trait average consistently above RSCA
 - Depth and breadth of experience demonstrated within the community
 - Top recognized performer at major staff assignments
 - Standout performance demonstrated during a mobilization assignment
 - JPME Phase II or AJPME and JQO qualification complete



Submarine Warfare Officer (FTS)

Merit Reorder Considerations

- Valued achievements prior to LIEUTENANT COMMANDER
 - Recognized top performer as a department head (DH) in a DH afloat billet
 - May have completed a competitively-screened shore duty, post division officer (Flag LT, Prototype, Naval Reactors, Detailer, Community Management, etc.)
 - Master's or JPME Phase I complete
 - Earned TASWWO AQD (BA6)
- Valued achievements prior to COMMANDER
 - Recognized top performer in lieutenant commander command tour (NOSC)
 - Recognized top performer at major Submarine Force or Reserve management staffs (e.g., OPNAV, BUPERS, OCNR, CNRFC, SUBFOR, SUBPAC, SUBGRUs/CTFs, etc.)
 - Master's and JPME Phase 1 complete
 - Earned TASW BWC AQD (BA7)
- Valued achievements prior to CAPTAIN
 - Recognized top performer in commander command tour (NOSC)
 - Recognized top performer at major Submarine Force or Reserve management commands (e.g., OSD, SECNAV, OPNAV, BUPERS, OCNR, CNRFC, SUBFOR, SUBPAC, SUBGRUs/CTFs, etc.)



Special Warfare (SEAL) Officer

Merit Reorder Considerations

- Valued achievements prior to LIEUTENANT COMMANDER
 - Recognized top performer in tactical/operational positions (SEAL/SDV Team PLT CDRs)
 - Awards for combat or national mission actions
 - Successfully completed a competitively screened billet (NSWDG TACDEVRON, SDV, or Flag Aide/ADC)
 - Superior performance in diverse NSW billets (NSWDG/SDV/SRT/SBT/overseas)
 - Superior performance in Joint/USN tours (OSD, JCS, JSOC, OPNAV, Fleet, USSOCOM, TSOC)
 - In-residence graduate education or competitively screened education / JMPE Phase 1
 - Successfully completed a mobilization ISO USSOCOM DEPORD requirements
- Valued achievements prior to COMMANDER
 - Recognized top performer in O4 NRU billets highlighted by operational qualification
 - Standout performance in Joint/USN tours (OSD, JCS, JSOC, OPNAV, Fleet, USSOCOM, TSOC)
 - Awards for combat or national mission actions
 - Successfully completed a competitively screened billet (NSWDG TACDEVRON, SDV, JSOC, or Flag EA)
 - Successfully completed a mobilization as a LCDR in support of USSOCOM DEPORD requirements
- Valued achievements prior to CAPTAIN
 - Recognized top performer in O5 NRU billets
 - Superior performance in a major staff billet(s) (OSD, JCS, JSOC, OPNAV, Fleet, USSOCOM, TSOC, NSWC)
 - Joint staff experience (Joint Qualified Officer (JQO) designation)
 - Successfully completed a mobilization as a CDR in support of USSOCOM DEPORD requirements



Special Warfare (SEAL) Officer (FTS)

Merit Reorder Considerations

- Valued achievements prior to LIEUTENANT COMMANDER
 - Recognized top performer in tactical/operational positions (NSWDG, SDV, SBT, SEAL, SRT)
 - Awards for combat or national mission actions
 - Superior performance in a competitively-screened billet (NSWDG TACDEVRON, or SDV)
 - Superior performance in diverse NSW billets (NSWDG/SDV/SRT/GBT/overseas)
 - Superior performance in Joint/USN tours (OSD, JCS, JSOC, NPC, OPNAV, Fleet, USSOCOM, TSOC)
 - Master's or JPME Phase I complete

- Valued achievements prior to COMMANDER
 - Recognized top performer in O4 milestone (XO) highlighted by operational qualification
 - Recognized top performer in lieutenant commander command tour (NOSC)
 - Recognized top performer at major staff/OSO assignments (e.g., OPNAV OCNR, JSOC, NPC, USSOCOM, TSOC, NSWC, CNRFC, etc.)
 - Awards for combat or national mission actions
 - Completed competitively screen education

- Valued achievements prior to CAPTAIN
 - Recognized top performer in commander command tour (operational or NOSC)
 - Recognized top performer at major staff assignments (e.g., OSD, SECNAV, OPNAV, BUPERS, JSOC, NPC, USSOCOM, TSOC, NSWC, CNRFC, etc.)
 - Joint staff experience (Joint Qualified Officer (JQO) designation)



Explosive Ordnance Disposal Officer

Merit Reorder Considerations

- Valued achievements prior to LIEUTENANT COMMANDER
 - Superior performance in EOD DH billet (EODMU/MDSU/CTF/Operations Officer or Flag Staff)
 - Top recognized performer across multiple tours/reporting seniors
 - Diversity of experience (EOD, ExMCM, SOF, NSWDCG, EXU, MDSU)
- Valued achievements prior to COMMANDER
 - Sustained superior performance in NRU DH or XO billets with trait average consistently above RSCA.
 - Completion of successful junior officer NRU CO/OIC billet
 - Top recognized performer across multiple tours/reporting seniors
 - Master's and JPME Phase I complete
- Valued achievements prior to CAPTAIN
 - Sustained superior performance in APPLY-selected NRU OIC or CO billets with trait average consistently above RSCA
 - Top recognized performer across multiple tours/reporting seniors
 - JQO qualification complete



Explosive Ordnance Disposal Officer (FTS)

Merit Reorder Considerations

- Valued achievements prior to LIEUTENANT COMMANDER
 - Recognized top performer in EOD DH billet (EODMU/MDSU/CTF/Ops Officer/Flag Staff)
 - Recognized top performer across multiple tours
 - Master's or JPME Phase I complete
- Valued achievements prior to COMMANDER
 - Superior performance as an EOD XO; awarded EOD XO AQD (KG6)
 - Recognized top performer in lieutenant commander command tour (NOSC)
 - Recognized top performer in post-XO, Ech 1-3 staff, Ech IV CTF, or Joint billets
 - Recognized top performer at major staff/OSO assignments (e.g., OPNAV OCNR, NPC, CNRFC, etc.)
 - Master's and JPME Phase I complete
- Valued achievements prior to CAPTAIN
 - Recognized top performer in commander command tour (operational (KG7 AQD) or NOSC)
 - Recognized top performer at major staff assignments (e.g., OSD, SECNAV, OPNAV, BUPERS, OCNR, CNRFC, etc.)
 - JPME Phase II complete or JQO qualification complete



Aviation Officer

Merit Reorder Considerations

- Aviation is a large and competitive community. Those officers who are consistently recognized as top performers during both sea and shore assignments should receive first priority for merit reordering
- Valued achievements prior to LIEUTENANT COMMANDER
 - Minimum requirements: Top recognized performer over consecutive tours (sea and shore assignments); advanced warfare qualifications
 - Secondary criteria: First shore assignment in production (NAWDC, FRS, VT/HT, Adversary, Weapons School); officers that excel in in the production environment prioritized over others
 - Tertiary criteria: Top recognized performer in three qualifying assignments should receive favorable consideration over their peers; graduate education
- Valued achievements prior to COMMANDER
 - Primary criteria: Top recognized performer in operational Department Head milestone assignment
 - Secondary criteria: Sustained superior performance in NRU DH or XO billets with trait average consistently above RSCA
 - Tertiary criteria: graduate education; IA/GSA; JPME I
- Valued achievements prior to CAPTAIN
 - Primary criteria: Top recognized performer in operational Command assignment
 - Secondary criteria: Sustained superior performance in APPLY-selected NRU OIC or CO billets with trait average consistently above RSCA
 - Tertiary criteria: graduate education; JPME II



Aviation Officer (FTS)

Merit Reorder Considerations

- Aviation is a large and competitive community. Those officers who are consistently recognized as top performers during both sea and shore assignments should receive first priority for merit reordering.
- Valued achievements prior to LIEUTENANT COMMANDER
 - Minimum requirements: Recognized top performer over consecutive tours (sea and shore assignments); advanced warfare qualifications
 - Secondary criteria: First shore assignment in production (NAWDC, FRS, VT/HT, Adversary, Weapons School); officers that excel in in the production environment prioritized over others
 - Tertiary criteria: Recognized top performer in three qualifying assignments should receive favorable consideration over their peers; graduate education
- Valued achievements prior to COMMANDER
 - Minimum requirements: Recognized top performer in operational department head milestone assignment
 - Secondary criteria: Top performer in nominative community staff assignments (e.g. SECNAV, OPNAV, BUPERS, OCNR, CNRFC, CNAFR, etc.)
 - Tertiary criteria: graduate education; IA/GSA; JPME I
- Valued achievements prior to CAPTAIN
 - Minimum requirements: Recognized top performer in operational command or NOSC command
 - Secondary criteria: Top performer at nominative Major Staff assignments (e.g. SECNAV, OPNAV, BUPERS, OCNR, CNRFC, CNAFR, etc.)
 - Tertiary criteria: graduate education; JPME II



Human Resources Officer

Merit Reorder Considerations

- Valued achievements prior to LIEUTENANT COMMANDER
 - Top recognized performer in source community and/or subsequent HR tour(s)
 - Attainment of command qualification (2N1)
 - Master's degree in HR field including Operations Analysis, Manpower Systems Analysis, Financial Management, Education and Training Management, or civilian equivalent (3210P, 3130P, 3150P, 311XP, 3XXXP)
 - Professional Certification in PHR, SPHR, GPHR, CPT, CPLP, CDFM, CDFM-A, CISSP, and GSLC

- Valued achievements prior to COMMANDER
 - Top recognized performer across all assignments, especially LCDR HR command/milestone or during periods of active duty such as mobilization, ADSW, or recall
 - Attainment of command qualification (2N1)
 - Master's degree in HR field including Operations Analysis, Manpower Systems Analysis, Financial Management, Education and Training Management, or civilian equivalent (3210P, 3130P, 3150P, 311XP, 3XXXP)
 - Professional Certification in PHR, SPHR, GPHR, CPT, CPLP, CDFM, CDFM-A, CISSP, and GSLC
 - JPME I

- Valued achievements prior to CAPTAIN
 - Top recognized performer across all assignments, especially in CDR HR milestone assignments, leadership tours, or during periods of active duty such as mobilization, ADSW, or recall
 - Attainment of command qualification (2N1)
 - Master's degree in HR field including Operations Analysis, Manpower Systems Analysis, Financial Management, Education and Training Management, or civilian equivalent (3210P, 3130P, 3150P, 311XP, 3XXXP)
 - Professional certification in PHR, SPHR, GPHR, CPT, CPLP, CDFM, CDFM-A, CISSP, and GSLC
 - Progression toward JQO



Human Resources Officer (FTS)

Merit Reorder Considerations

- Valued achievements prior to LIEUTENANT COMMANDER
 - Recognized top performer in source community and/or subsequent HR tour(s)
 - Meets one or more HR community competency skill requirements identified in convening order
 - Professional certification in PHR, SPHR, GPHR, CPT, CPLP, CDFM, CDFM-A, CISSP, or GSLC
 - Master's degree in HR related field of Financial Management, Manpower Systems Analysis, Operations Analysis, Information Systems and Technology, or civilian equivalent (311XP, 3130P, 3210P, 620XP)
 - Attainment of command qualification (2D1)

- Valued achievements prior to COMMANDER
 - Recognized top performer across all assignments, especially NOSC CO, milestone and major Reserve staff
 - HR PROVEN subspecialty (Q/R suffix): (311X, 3130, 3150, 321X, 620X)
 - JPME Phase I complete

- Valued achievements prior to CAPTAIN
 - Recognized top performer across all assignments, especially NOSC / NRD CO, milestone and major Reserve staff
 - HR subspecialty experience, with at least two PROVEN subspecialties (Q/R suffix): (311X, 3130, 3150, 321X, 620X)



Engineering Duty Officer

Merit Reorder Considerations

- Valued achievements prior to LIEUTENANT COMMANDER
 - Proven performance in positions of leadership such as XO or command assignments
- Valued achievements prior to COMMANDER
 - Proven performance in positions of leadership, such as in command
- Valued achievements prior to CAPTAIN
 - Proven performance in command or as Officer-in-Charge



Aerospace Engineering Duty Officer

Merit Reorder Considerations

- Valued achievements prior to LIEUTENANT COMMANDER
 - Top ranked performer in an acquisition or squadron assignment (minimum 24 months experience)
 - DAWIA Level I certification
- Valued achievements prior to COMMANDER
 - Top ranked performer in two separate LCDR tours (minimum 24 months experience each)
 - DAWIA Level II certification
 - Master's degree complete (technical or business)
- Valued achievements prior to CAPTAIN
 - Top ranked performer in a CDR tour (minimum 24 months experience)
 - Top ranked performer in a CDR command tour (minimum 24 months experience)
 - CO/OIC
 - Flag Advisory Panel
 - Deputy Chief of Staff positions
 - DAWIA Level II certification in ACQ PM and one other area



Aerospace Maintenance Duty Officer

Merit Reorder Considerations

- Valued achievements prior to LIEUTENANT COMMANDER
 - Top ranked performer in an acquisition or squadron assignment (minimum 24 months experience)
 - DAWIA Level I certification
- Valued achievements prior to COMMANDER
 - Top ranked performer in two separate LCDR tours (minimum 24 months experience each)
 - DAWIA Level II certification
 - Master's degree complete (technical or business)
- Valued achievements prior to CAPTAIN
 - Top ranked performer in a CDR tour (minimum 24 months experience)
 - Top ranked performer in a CDR command tour (minimum 24 months experience)
 - CO/OIC
 - Flag Advisory Panel
 - Deputy Chief of Staff positions
 - DAWIA Level II certification in ACQ PM and one other area



Aerospace Maintenance Duty Officer (FTS)

Merit Reorder Considerations

- Valued achievements prior to LIEUTENANT COMMANDER
 - Recognized top performer in O and I level maintenance junior officer tours
 - Professional Aviation Maintenance Officer (PAMO) qualified
 - ACQ PQM LV2
 - Master's or JPME Phase I complete

- Valued achievements prior to COMMANDER
 - Recognized top performer in O4 milestone tour – FRC AOIC/AMO or Wing AMO/RO
 - Recognized top performer on major staffs and reserve personnel management tours (e.g., BUPERS, CNAFR, CNRFC, NAVAIR, etc.)
 - Professional Aviation Maintenance Officer (PAMO) qualified
 - ACQ PQM LV3 and LV2 in ACQ PM or LOG
 - ACQ FULL Qual. – Defense Acquisition Corps Membership
 - Master's and JPME Phase I complete

- Valued achievements prior to CAPTAIN
 - Recognized top performer as FRC OIC or Wing MO
 - Recognized top performer at major staff assignments (e.g., BUPERS, CNAFR, CNRFC, NAVAIR, etc.)
 - AQD: CE(X) - corporate tour
 - ACQ PQM LV3 and LV 3 in ACQ PM or ACQ LOG



Public Affairs Officer

Merit Reorder Considerations

All merit reorder values are listed in prioritized order for each rank.

- Valued achievements prior to LIEUTENANT COMMANDER
 - Recognized top performer with trait average consistently above Reporting Senior's Cumulative Average
 - Completed at least one overseas mobilization in a PAO billet
 - Successful performance as PAO during challenging military exercises
 - JPME Phase I
- Valued achievements prior to COMMANDER
 - Recognized top performer with trait average consistently above Reporting Senior's Cumulative Average
 - Completed at least one overseas mobilization in a PAO billet
 - Experienced as XO/AOIC or Acting XO/AOIC
 - Completion of Navy Reserve Augment CO/OIC AQD (2N1)
- Valued achievements prior to CAPTAIN
 - Recognized as a leader with sustained superior performance
 - Completed overseas mobilization in PAO leadership billet
 - Lead coordinator of a special project/initiative on behalf of the Vice Chief of Information
 - JPME Phase I and JPME Phase II



Strategic Sealift Officer

Merit Reorder Considerations

- Valued achievements prior to LIEUTENANT COMMANDER
 - Leadership experience
 - USN (OIC, DH) or,
 - Civilian mariner experience; upgraded USCG Merchant Marine license, Second Officer or Second Assistant Engineer
 - Observed FITREPS
 - Long term support (ADSW, ADT, Recall, MOB)
 - Completed graduate education - master's or doctoral degree
 - Advanced qualifications such as TACAD
 - JPME Phase I complete
- Valued achievements prior to COMMANDER
 - Leadership experience
 - USN (CO, XO, OIC, CSO) or,
 - Civilian mariner experience; upgraded USCG Merchant Marine license, Chief Mate or First Engineer)
 - Observed FITREPS
 - Long term support (ADSW, ADT, Recall, MOB)
 - Standout performance while serving in sealift community, logistic or operational assignments
 - JPME Phase II complete
- Valued achievements prior to CAPTAIN
 - Leadership experience
 - USN (CO, XO, OIC, CSO) or,
 - Civilian mariner experience; upgraded USCG Merchant Marine license, Master or Chief Engineer)
 - Observed FITREPS
 - Long term support (ADSW, ADT, Recall, MOB)
 - Standout performance while serving in sealift community, logistical or operational assignments
 - Joint Qualified Officer



Foreign Area Officer

Merit Reorder Considerations

- Valued achievements prior to LIEUTENANT COMMANDER
 - Top recognized performer in source community
 - Other official or external recognition of leadership
- Valued achievements prior to COMMANDER
 - Standout performance in O-4 tours during periods of active duty (i.e., mobilization, ADSW, or recall)
 - Recognized performance as “already at the next grade”
 - Clear recommendations in words/ranking towards early promotion and key leadership roles
- Valued achievements prior to CAPTAIN
 - Standout performance in O-5 tours during periods of active duty (i.e., mobilization, ADSW, or recall)
 - Clear recommendations in words/ranking towards early promotion and key leadership roles
 - Significant experience advising and/or successfully leading, planning, or executing international engagement activities at the GO/FO level



Oceanography Officer

Merit Reorder Considerations

- Valued achievements prior to LIEUTENANT COMMANDER
 - Demonstrated superior performance and leadership in an operational tour
 - Standout performance during an OCEANO mobilization (<5% opportunity)
- Valued achievements prior to COMMANDER
 - Demonstrated superior performance as OIC/XO
 - Standout performance while serving in leadership positions at operational commands or staffs
 - Master's degree
 - JPME Phase I
 - Command qualification complete
 - Space AQD (VS5 or higher)
- Valued achievements prior to CAPTAIN
 - Demonstrated superior performance and leadership as CO/XO
 - Standout performance while serving in positions of influence or leadership at operational commands and staffs
 - Demonstrated proficiency across Information Warfare disciplines
 - Space AQD (VS7 or higher)



Cryptologic Warfare Officer

Merit Reorder Considerations

- Valued achievements prior to LIEUTENANT COMMANDER
 - Demonstrated superior performance and leadership in an operational tour
 - Tactical cryptologic tour (Surface, SPECWAR, Remote Ops.)
 - National or Joint tour (NSA/NIOC, Fleet)
 - Division Officer
 - Standout performance during a CW mobilization
 - JPME Phase I
- Valued achievements prior to COMMANDER
 - Demonstrated superior performance as XO small NIOC
 - Standout performance while serving in leadership positions at operational commands
 - Top recognized performer during competitive CW/Staff/Joint tour as O4
 - JPME I
 - Command qualification complete
 - Master's degree
 - Space AQD (VS5 or higher)
- Valued achievements prior to CAPTAIN
 - Standout performance and leadership as CO/XO
 - Standout performance while serving in positions of influence or leadership at operational commands
 - Standout performance while serving in a Staff/Joint tour as O5
 - Top recognized performer at competitive CW tour as O5
 - Demonstrated proficiency across Information Warfare disciplines
 - Master's degree
 - Joint Qualified Officer
 - Space AQD (VS7 or higher)



Information Professional Officer

Merit Reorder Considerations

- Valued achievements prior to LIEUTENANT COMMANDER
 - Demonstrated superior performance and leadership in C4I operational billet
 - Cyber Operations or Information Technology
 - C10F, NETWARCOM, NCDOC, NCTAMS, NCTS, CPT, CMT, NIWC, Fleet MOC
 - Standout performance during an IP mobilization
 - Technical master's degree, IP basic and Information Warfare Officer qualifications
 - JPME Phase I
- Valued achievements prior to COMMANDER
 - Demonstrated superior performance as CO/XO/OIC
 - Standout performance while serving in leadership positions at operational commands
 - Information Warfare and IP intermediate qualifications complete
 - Technical master's degree or higher
 - JPME Phase I, JPME Phase II, Joint credit experience
 - Command qualification complete
 - Space AQD (VS5 or higher)
- Valued achievements prior to CAPTAIN
 - Demonstrated superior performance and leadership as CO/XO/CIO/PRGM lead
 - Standout performance while serving in positions of influence or leadership at operational commands and staffs
 - Demonstrated proficiency across Information Warfare disciplines
 - Joint C4I officer and staff complete
 - Joint Qualified Officer
 - Space AQD (VS7 or higher)



Intelligence Officer

Merit Reorder Considerations

- Valued achievements prior to LIEUTENANT COMMANDER
 - Demonstrated superior performance in an operational Intel assignment or mobilization
 - Intel Center/Intel Operational Center
 - National or Joint Tour
 - Exceptional proficiency in all-source analysis and/or other Intel specialty
 - Standout performance as an operational intel Division Officer
- Valued achievements prior to COMMANDER
 - Demonstrated superior performance as Department Head as junior O4
 - Highly successful intel mobilization tour if not performed as an O3
 - Standout performance while serving in a leadership position at operational commands
 - Recognized top performer at competitive Intel Center/Intel Operational Center as O4
 - Completion of a Staff/Joint tour as O4
 - Recognized top performer as XO/OIC (<5% opportunity)
 - JPME
 - Command qualification complete
 - Space AQD (VS5 or higher)
- Valued achievements prior to CAPTAIN
 - Demonstrated superior performance and leadership as XO/OIC as junior O5
 - Standout performance while serving in positions of influence or leadership at operational commands
 - Standout performance while serving in a Staff, Joint, or competitive intel tour as an O5
 - Demonstrated proficiency across Information Warfare disciplines
 - Demonstrated superior leadership as 1-2x APPLY-selected CO as O5 (<10% opportunity)
 - Completion of a Master's degree
 - JQ2 joint qualification AQD, working towards Joint Qualified Officer
 - Space AQD (VS7 or higher)



Limited Duty Officer (Line competitive categories)

Merit Reorder Considerations

- Valued achievements prior to LIEUTENANT COMMANDER
 - Meritorious consideration should be given to those officers who demonstrate superior TECHNICAL performance and leadership within their designator specialty
 - Recognized top performer evidenced by consistent Individual Trait Averages above the Reporting Senior's Cumulative Average

- Valued achievements prior to COMMANDER
 - Meritorious consideration should be given to those officers who demonstrate superior leadership based on opportunities within their designator.
 - Recognized top performer evidenced by consistent Individual Trait Averages above the Reporting Senior's Cumulative Average
 - Meritorious consideration should be given to those officers who demonstrate superior performance and leadership in O4 command tour(s)
 - Successful OCO/IA mobilization(s)

- Valued achievements prior to CAPTAIN
 - Recognized top performer evidenced by consistent Individual Trait Averages above the Reporting Senior's Cumulative Average
 - Meritorious consideration should be given to those officers who demonstrate superior performance and leadership in O5 command and O5 milestone tour in regards to the opportunities of their designator.
 - Superior performance in positions of influence and leadership at operational and strategic staffs should also be considered.