2017 - 2019 Core Skill Requirements
Systems Analysis (SA)
Subspecialty 3210
Curriculum 363

Billet subspecialty coding is to be based on the minimum education/training/experience level required for optimum performance. Systems Analysis/3210 subspecialty coding is justified when, in addition to the general criteria stated in NAVPERS 15839 series (Manual of Navy Officer Manpower and Personnel Classification) Part B, the following specific criteria are applied:

1. Subspecialty Coding Restrictions. It is not the intent of the sponsor to apply the Systems Analysis/3210 subspecialty code to billets. Commands requesting application of the Systems Analysis/3210 subspecialty code to a billet should be referred to the Operations Analysis/3211 subspecialty code.

2. Description of CSR Competencies. The listed CSRs are a set of quantifiable skills, traits and experiences that a subspecialist must possess to perform acceptably in a coded billet for Operations Analysis/3211.

a. CSR-1: Perform and evaluate quantitative analyses dealing with alternative choices in warfare tactics, operations, and/or strategy; or in planning, programming, and procurement of systems and forces.

b. CSR-2: Exhibit an understanding (and utilize at least two) of the following foundational Systems Analysis competencies: probability and statistics, data analysis, mathematical modeling, quantification of uncertainty, resource allocation, optimization techniques, and risk analysis.

c. CSR-3: Support military decision-making through the application of quantitative techniques described in CSR-2.

d. CSR-4: Present analytical results to senior decision-makers via written reports and/or briefings, making appropriate use of data visualization techniques.

e. CSR-5: Supervise other Systems Analysis/3210 and/or Operations Analysis/3211 coded billets and/or analysts when assigned to an Operations Analysis/3211 Q-coded billet.

3. Applicable Officer Designators

a. 1000

b. 1050

c. 111x, 112X, 113X, 114X

d. 12xx

e. 13xx

f. 152x

g. 181x, 182x, 183x

h. 23xx

i. 31xx

j. 51xx

4. Applicable Billet Designators: None.

5. Educational and Significant Experience Criteria

a. Systems Analysis/3210 coded billets are not authorized.

b. Subspecialty Code Suffixes Authorized. Authorized suffixes annotated with "X"; unauthorized suffixes are blank.

Note: 'Proven' requires at least an 18-month experience tour in an Operations Analysis/3211-coded billet.

Subspecialty Code Suffixes Authorized				
Billet	**Officer**	**Suffix**	**Definition**	**Notes**
		C	Proven Doctor of Philosophy	
		D	Doctor of Philosophy	
		E	Bachelor's or Baccalaureate Degree	
		F	Proven Master's Degree that does not meet all ESRs	
		G	Master's Degree that does not meet all ESRs	
		H	Master's Degree desired, not required	
		I	Bowman Scholar Program	
	X	L	Certificate degree at the Master's level	1
		M	Proven Post Master's Degree graduate education	
		N	Post Master's Degree graduate education	
	X	P	Master's Degree in approved Navy subspecialty	
	X	Q	Proven Master's Degree	2
		R	Proven Significant Experience	
		S	Significant Experience obtained through OJT	

Note 1: L-coded officer authorized when officer completes a four course Systems Analysis Certificate (Curriculum 281) through NPS. If an L-coded officer completes the entire Master of Systems Analysis curriculum, the L-code is replaced by a P-code.

Note 2: Systems Analysis/3210 Q-coded officer authorized when officer with a 3210P code completes at least 18 consecutive months in an Operations Analysis/3211 B-, H-, P-, or Q-coded billet.

6. Major Area Sponsor and Subject Matter Experts

a. Major Area Sponsor: W. K. Lescher, VADM, Deputy Chief of Naval Operations, Integration of Capabilities & Resources (OPNAV N8).

b. Subject Matter Expert: R. B. Crites, RADM, Director, Assessment Division (OPNAV N81).

c. Action Officer SME: C. P. Santos, CDR, OPNAV N81, 703-695-8445, christopher.p.santos@navy.mil.

APPROVED: _____ 19 April 2018
Major Area Sponsor [DATE]

APPROVED: _____ 6 June 2018
Director, OPNAV N12 [DATE]