

2017 - 2019 Core Skill Requirements
Operations Analysis (OA)
Subspecialty 3211
Curriculum 360

Billet subspecialty coding is to be based on the minimum education/training/experience level required for optimum performance. Operations Analysis/3211 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. 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: Independently 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 Operations Analysis competencies: probability and statistics, data analysis, mathematical modeling, quantification of uncertainty and random phenomena, resource allocation, optimization techniques, game theory, and wargaming.
 - 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: Closely collaborate and team with other officers designated through post-graduate education (C/D/P/Q codes) in the field of operations analysis.
 - f. CSR-6: Supervise other Operations Analysis/3211 coded billets and/or analysts (when applicable).

2. 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

3. Applicable Billet 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. Educational and Significant Experience Criteria

a. Coded billets are authorized when the functions of the billet include the CSR competencies listed in paragraph 1. For additional clarification regarding definition of suffixes, refer to the NAVPERS 15839I, Vol 1.

Note: 'Proven' requires at least an 18-month experience tour in an Operations Analysis/3211-coded billet or billet using the CSR of a related subspecialty, such as Operations Research-Logistics Analysis/3212.

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

Subspecialty Code Suffixes Authorized				
Billet	Officer	Suffix	Definition	Notes
X	X	C	Proven Doctor of Philosophy	14, 15
X	X	D	Doctor of Philosophy	12, 13
	X	E	Bachelor's or Baccalaureate Degree	1
	X	F	Proven Master's Degree that does not meet all ESRs	3
	X	G	Master's Degree that does not meet all ESRs	2
X		H	Master's Degree desired, not required	4
	X	I	Bowman Scholar Program	5
		L	Certificate degree at the Master's level	
		M	Proven Post Master's Degree graduate education	
		N	Post Master's Degree graduate education	
X	X	P	Master's Degree in approved Navy subspecialty	6, 7
X	X	Q	Proven Master's Degree	8, 9
	X	R	Proven Significant Experience	11
	X	S	Significant Experience obtained through OJT	10

Note 1: E-coded officer authorized when officer has received a baccalaureate degree in Operations Research or Operations Analysis.

Note 2: G-coded officer authorized when officer attends a Civilian Institution (CIVINS) and completes all Operations Analysis/3211 Educational Skill Requirements (ESRs) with the exception of Analysis of Military Operations or completes a capstone project in lieu of a thesis; G-code also authorized for officers who earn a Master of Science in Applied Science through the NPS Operations Research Department.

Note 3: F-coded officer authorized when officer has a G-code and has completed a tour of at least 18 months in a B-, H-, P-, or Q-coded Operations Analysis/3211 billet.

Note 4: H-coded billet authorized when a Master's level of knowledge in Operations Analysis is desired but not essential for optimum performance.

Note 5: I-code authorized for graduates of select accelerated in-residence NPS programs (such as the Bowman Scholar program). I-coded officers retain this suffix throughout their careers for tracking purposes; therefore, these officers also will be authorized a 3211G-code (if granted a Master of Science in Applied Science) or a 3211P-code (if granted a Master of Science in Operations Research) which may be upgraded after completion of a utilization tour in an appropriately-coded billet.

Note 6: P-coded billet authorized when it requires the educational skills required for a Master's degree in Operations Research and CSRs 1-4 (at a minimum).

Note 7: P-coded officer authorized when the officer completes a Master of Science in Operations Research degree program that meets all Operations Analysis/3211 ESRs to include Analysis of Military Operations and a Master's level thesis. Civilian programs that include capstone or group projects in lieu of a thesis and in-residence NPS programs that lead to a Master of Science in Applied Science will not be considered for a P-code but will be authorized a G-code.

Note 8: Q-coded billet authorized when all of the following are met:

- Billet requires all educational skills required for a Master's degree in Operations Research.
- Billet range and scope requires the incumbent to have successfully completed a tour in an Operations Analysis P-coded billet.
- Billet requires CSRs 1-4 and 6 (at a minimum).

Note 9: Q-coded officer authorized when officer with a P-code completes at least 18 consecutive months in a B-, C-, D-, H-, P-, or Q-coded Operations Analysis/3211 billet. G-coded officers cannot obtain Q-codes, but will be authorized F-codes.

Note 10: S-coded officer justified when:

- The officer has filled a B-, P-, or Q-coded billet for more than 18 consecutive months and has no subspecialty code in Operations Analysis.
- Fitness report (FITREP) justifies the officer has accomplished CSRs 1-5 for more than 18 consecutive months.
- The officer has obtained initial experience or improved understanding of the general principles, techniques, and skills of operations analysis.

Note 11: R-coded officer justified when:

- The officer has filled a B-, P-, or Q-coded billet for more than 18 consecutive months and was previously awarded an S-code in Operations Analysis.
- FITREP justifies the officer has accomplished CSRs 1-5 for more than 18 consecutive months.
- The officer has obtained improved understanding of the general principles, techniques, and skills of operations analysis.

Note 12: D-coded billet authorized when it requires doctoral-level facility with mathematical modeling, quantification of uncertainty and random phenomena, data analysis, probability and statistics, optimization techniques, or game theory.

Note 13: D-coded officer authorized when the officer completes a doctoral program in Operations Analysis that meets Operations Analysis/3211 ESRs.

Note 14: C-coded billet authorized when all of the following are met:

- The billet requires doctoral-level facility with mathematical modeling, quantification of uncertainty and random phenomena, data analysis, probability and statistics, optimization techniques, or game theory.
- Billet range and scope requires the incumbent to have successfully completed a tour in an Operations Analysis/3211 D-coded billet.
- Billet requires CSR-6.

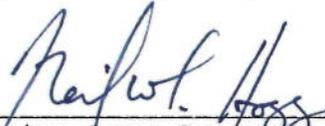
Note 15: C-coded officer authorized when an officer with a D-code completes at least 18 consecutive months in an Operations Analysis/3211 C- or D-coded billet.

5. 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).

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APPROVED: 
Major Area Sponsor

19 April 2018
[DATE]

APPROVED: 
Director, OPNAV N12

6 JUNE 2018
[DATE]