FY16-18 Core Skills Requirement
691 – Homeland Defense and Security (2600P)

1. CSR Competencies. The 2600P subspecialty code will provide a command with an officer qualified to advise on a broad base of homeland security, combating terrorism, national security issues and/or intelligence sources and methods. Specific capabilities/requirements generally:

a. CSR-1: Formulating and/or evaluating national/international policy and/or strategy. This includes but is not limited to naval doctrine, joint and interagency strategy and operational planning.

b. CSR-2: Theoretical and practical understanding of national military capabilities, national homeland defense capabilities, joint and interagency command structure, joint doctrine, and intelligence sources at the operational and tactical levels of war, joint planning and execution.

c. CSR-3: Use of analytical tools, threat analysis and research methods to evaluate the effect of local and/or regional political, cultural and security aspects of DOD programs and objectives. This includes a working knowledge of state of the art analytical tools (e.g., assessment, forecasting, gaming and/or simulation) and/or the intelligence cycle and research methodologies.

d. CSR-4: Manage and participate in politico-military activities or technical or professional programs requiring direct or frequent contact with interagency partners, such as the Department of Homeland Defense, U.S. Coast Guard, National Guard, and various domestic and international agencies.

e. CSR-5: Conduct liaison with U.S. or foreign officials who have significant experience in the formulation and implementation of policy involving homeland defense.

f. CSR-6: Supervise military and civilian personnel in the performance of the aforementioned functional tasks.

2. Applicable Officer Designators:

a. 111X / 116X (URL – Surface Warfare)
b. 112X / 117X (URL – Submarine Warfare)
c. 113X / 118X (URL – Special Warfare)
d. 114X / 119X (URL – Special Operations)
e. 13XX (URL – Aviation)
f. 171X (RL – FAO)
g. 18XX (RL – Information Dominance)

3. Applicable Billet Designators: 100X-114X, 130X-132X, 171X, 172X, 181X, and 183X

4. Education and Significant Experience Criteria:

a. Subspecialty code 2600S can be earned through successful completion of an experience tour in an HLD/S S, R, Q, or P-coded billet for more than 18 months and have no subspecialty code in this field. Their FITREP must justify that they have accomplished tasks indicated above for more than 18 continuous months.

b. Subspecialty code 2600R can be earned through successful completion of an experience tour in an HLD/S R, Q, or P-coded billet for more than 18 months and have no subspecialty code in this field. Their FITREP must justify that they have accomplished tasks indicated above for more than 18 continuous months.

c. E, H, and F/G codes are not authorized.

d. P-coded Billets are authorized when the functions of the billet include the competencies listed above.

f. Subspecialty code 2600P can be earned by obtaining graduate education at the Naval Postgraduate School in Regional Security Affairs, leading to the Master of Science in Homeland Defense and Security.

g. N/M and C/D codes are not authorized

Subspecialty Code Suffixes Authorized				
Billet	**Officer**	**Suffix**	**Definition**	**Notes**
		C	Proven Doctor of Philosophy	
		D	Doctor of Philosophy	
		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	
	X	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	2
X	X	Q	Proven Master's Degree	1
X	X	R	Proven Significant Experience	1
X	X	S	Significant Experience obtained through OJT	3

Note 1: "Proven' reflects at least 18 additional months in a billet coded for the pertinent subspecialty or satisfying the subspecialty CSRs to Subject Matter Expert Satisfaction.

Note 2: P-coded billets authorized when core functions include pertinent CSRs and ESRs. P-coded officers authorized upon completion of Master's level curriculum at the Naval Postgraduate School or other accredited institution that satisfies all pertinent ESRs. The Community managers have agreed to allow billets to be coded for 2600P, and officers to be educated for this curriculum.

Note 3: S code most applicable to billets below the control grades (O-3 and junior) whose core functions include pertinent CSRs. S code authorized for officers who have completed least 18 months in a billet coded for the pertinent subspecialty or satisfying the subspecialty CSRs to Subject matter Expert satisfaction.

5. Sponsor and Subject Matter Experts:

a. Sponsor: VADM John C. Aquilino, Deputy Chief of Naval Operations for Operations, Plans and Strategy (N3/N5)

b. Subject Matter Expert: RDML Paul A. Stader, Director, Navy Strategy and Policy Division (OPNAV N51)

c. Action Officer: Mr. Edward Fay, Deputy Branch Head, Navy Warfare Group (OPNAV N515)

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Approved: _____ 5/31/2017
Director, Plans and Policy (OPNAV N51) Date

Final Approval: _____ 12 Feb 2018
Director, Total Force Manpower, Training, and Education Requirements Division (OPNAV N12) Date