FY19 IWC O5/O6 Command and Milestone Screen Board Observations

Talent level across IW continues to astound. The margins for selection were extremely small and very competitive. As always, sustained superior performance in operational and other career assignments core to the community is key to selection. Sustained superior performance is defined by consistent evaluations above Reporting Senior’s Cumulative Average (RSCA) together with hard and soft breakouts, trending to the right, with consistent recommendations for Command. The absence of any one of the above can send a message to the board. Documented leadership experience is an important factor for screening, to include numbers of people, budgets, and resources. Spelling out non-traditional leadership roles such as team leads, branch/div chief, and OPT/JPG leads helps reduce ambiguity. Document community valued accomplishments in your FITREPs (ACQ, Space, certs, etc). In order to be considered fully qualified for command, you must have your command qualification board completed AND ENDORSED by NAVIFOR. Endorsement can take time, so get your command qualification board done early (i.e. as soon as you’re in O4 milestone or O4 milestone complete). Letters to the board which clarify elements of the record are useful. Letters of recommendation are less so; your record should stand on its own. Make sure your signed letter to the board is received by NAVPERSCOM, Customer Relations Management Dept (PERS-1) 10 days in advance of board convening date or it will not be considered. Finally, you are an IWC leader. Your FITREP should document your personal contributions to the IWC and the Navy, AND should reveal how you have led the IWC to warfighting success.

IW Commander specific observation:
Very competitive board. The strongest emphasis is placed on success at sea. The best records demonstrated a broad scope of leadership at all levels and cross-IW experience.

1800 specific observation:
Extremely competitive board for Milestone and Command. Sustained superior performance across the entire career, with an emphasis on sea tours and other hard jobs, in and out of community. The best records reflect exceptional leadership, influence in challenging assignments and diversity of expertise and assignments across our core competencies.

1810 specific observation:
Knowledge of, not simply familiarity with, the entire portfolio of CW expertise, from tactical EW to operational cyberspace operations, is the hallmark of a well-prepared senior officer. Such knowledge should be evident in a fitness report. Our community values a STEM degree. Document progress towards achieving post graduate education and Joint qualification.

1820 specific observation:
IP officers are exceptional global and Fleet-wide leaders of the IWC. Expressed expertise in IW tenets, in addition to demonstrated success in leading IP core missions, shows a powerful
commitment to IW success. IP officers ashore should stress the 24/7 Fleet responsibilities of their jobs. Our community values a STEM degree. The best qualified records will have one from NPS or other university.

1830 specific observation:
Our core skill set is Operational Intelligence (OPINTEL). Demonstrated excellence in a variety of OPINTEL jobs - type, focus, AOR - is fundamental to an excellent record. IW Command Screening, especially at the O5 level, is incredibly competitive due to limited opportunities. O-5 command is NOT required for successful screening for O-6 Command.