



**DEPARTMENT OF THE NAVY
BUREAU OF NAVAL PERSONNEL
5720 INTEGRITY DRIVE
MILLINGTON TN 38055-0000**

1401
BUPERS-00B
31 Aug 20

From: Deputy Chief of Naval Personnel
To: President, FY-21 O5/O6 Information Warfare Command and
Milestone Screen Board

Subj: ORDER CONVENING THE FY-21 O5/O6 INFORMATION WARFARE
COMMAND AND MILESTONE SCREEN BOARD

Ref: (a) DCNP ltr 1401 BUPERS-00B of 9 Aug 19

Encl: (1) Board Membership
(2) Administrative Support Staff
(3) Board Authorized Selections

1. Date and Location

a. This administrative selection board, consisting of you as president, the officers listed in enclosure (1) as members, and the personnel listed in enclosure (2) as administrative support staff, is ordered to convene at the Navy Personnel Command, Millington, TN, at 0800, 9 September 2020, or as soon as practicable thereafter.

b. The board shall proceed in accordance with all guidance in this letter and the FY-21 Administrative Selection Board Precept, reference (a).

2. Function. The function of the board is to:

a. Recommend eligible officers in the Information Warfare (IW) Community (18XX) for Captain (O6) Major Command and Milestone, Commander (O5) Command and Milestone and Cryptologic Warfare Executive Officer (O5).

b. Recommend eligible Captain (O6) and Captain (O6) (selects) in the IW community (18XX) Acquisition Corps for nomination to Major Acquisition Command and Major Program Manager positions in the Navy Systems Commands slating.

c. Review the performance of previously selected officers in the bank and recommend for removal, by majority vote of the board members, if applicable.

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3. **Board Authorized Selections.** The total number of candidates that may be recommended for each competitive category is outlined by panel and listed in enclosure (3).

a. Officer "Bank". Each screening panel will screen to a bank vice specific availability to allow for flexibility in detailing. Officers that screen for Command may not be offered Command in FY-21. If not serving in a Command billet when subsequent IW Command and Milestone Boards convene, these banked officers will rescreen as outlined in paragraph 2c.

b. Qualified/Insufficient Opportunity (QIO). In each Command Screening panel, there may be officers who miss selection because of limited quotas, but whose record clearly meets selection criteria. The board should identify such officers to the recorder, to be annotated and promulgated in the Post Board Report, ranked in order of merit (priority) by the board, and not published. Should a need arise during FY-21 for an additional officer to fill a screen-required assignment after the bank is depleted, a QIO officer shall be considered qualified and additional administrative procedures need not be pursued. PERS-47B (IWC/FAO Assignments Deputy Division Director) will, through FY-21, allocate QIOs in priority order when required. Upon adjournment of the FY-21 O5/O6 IW Community Command and Milestone Screen Board, the FY-20 QIO list is nullified.

4. **Additional Guidance.** Sustained superior performance across a wide spectrum of increasingly challenging jobs with operational excellence and leadership demonstrated in at least one IW specialty is the cornerstone to success for all IW officers. The below information is provided to clarify specific needs and community requirements, but in no way should replace the Best and Fully Qualified Standard of reference (a).

a. Screening Panel Sequencing for all Oceanography (OCEANO) (1800) O5 Panels. Successful screening for O5 Milestone is a prerequisite for O5 Command screening. All eligible officers in PYG-20 who screen for O5 Milestone will become eligible for O5 Command screening.

b. Screening Panel Sequencing for all Intelligence (INTEL) (1830) O5 Panels. Successful screening for O5 Milestone is a prerequisite for O5 Command screening. All eligible officers in PYG-21 who screen for O5 Milestone will become eligible for O5 Command screening.

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c. Screening Panel Sequencing for all Cryptologic Warfare (CW) (1810) and Information Professional (IP) (1820) O5 Panels. Screening and current or completed assignment to an O5 milestone tour is a prerequisite to O5 command eligibility.

d. Screening Panel Sequencing for Cryptologic O5 XO Panel. Following three unsuccessful screenings for CW O5 Command, O5 CW officers will be eligible for CW O5 XO screen. Once an officer is in zone O6 they will no longer be considered.

e. Screening Panel Sequencing for Information Professional (1820) O6 Panel. Successful screening for O6 Milestone is a prerequisite for O6 Command screening. All Eligible officers in PYG-20 who screen for O6 Milestone will become eligible for O6 Command screening.

f. Screening Panel Sequencing for IW Community (18XX) O6 Major Command Selection and Slating. IW (18XX) Captains (O6) selected for Major Command are considered eligible to serve in any IW (18XX) community O6 Command.

g. Screening Panel Sequencing for IW Community (18XX) AC Command Selection and Slating. IW Community (18XX) officers selected for AC Command are only eligible for assignment to Nominative Acquisition Commands.

5. Community Guidance

a. Oceanography (1800). Demonstrated leadership and expertise across the full Meteorological and Oceanographic (METOC) spectrum is the bedrock of Naval Oceanography. Superior performance in challenging assignments both within and outside the Oceanography community is an indicator of a successful officer and community leader. Assignments and responsibilities for Oceanography officers extend beyond the technical fields of Meteorology, Oceanography, and Hydrography to encompass all aspects of developing and exploiting information in naval warfare. Leaders of the Oceanography community must have a proven record of technical expertise, leadership, and experience supporting Navy and joint operations. Additionally, as a science and technology community, Oceanography has PhD-coded billets. Officers selected for PhD programs will have up to three additional years of not observed fitness reports. Past performance and potential to lead and innovate should be duly considered for these officers. Under a science and technical waiver, Joint Professional Military Education (JPME) is not

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required to remain a due-course officer. However, the Oceanography community values joint qualification, to include progress towards qualification, and experience gained during our limited joint assignments. While all 1800 officers will have a Master's of Science degree in Meteorology and/or Physical Oceanography prior to selection to commander, additional graduate level education in science, business, management, foreign affairs, or education fields is valued for all OCEANO officers.

(1) Considerations for selection to O5 Milestone. All qualified OCEANO officers have successfully completed an O4 Milestone tour (Strike Group Staff METOC, a large deck OA/QO Division Officer or a Naval Special Warfare (NAVSPECWAR) Cross Functional Team Officer-in-Charge (OIC)). Best qualified will have superior performance in this pivotal career assignment as highlighted with qualifications such as Staff Battle Watch Captain, Tactical Action Officer, Officer of the Deck (OOD) Underway, in addition to sound METOC counsel across the full spectrum of operations. Exceptional leadership is a key element for selection to senior positions within the Oceanography community.

(2) Considerations for selection to O5 Command. All qualified OCEANO officers have successfully completed an O4 Milestone tour (Strike Group Staff METOC, a large deck OA/QO Division Officer or a NAVSPECWAR Cross Functional Team OIC), command qualification and successfully screened for O5 milestone. Best qualified will have superior performance in these pivotal career O4 and O5 assignments as highlighted with qualifications such as Staff Battle Watch Captain, Tactical Action Officer, OOD Underway, in addition to sound METOC counsel across the full spectrum of operations. Exceptional leadership is a key element for selection to senior positions within the Oceanography community. Completion of OCEANO O5 Milestone is not required.

(3) Considerations for selection to O6 Command. Demonstrated success in O5 Command is the best indicator of potential success in O6 Command. Strong performance in O5 Milestone should be considered as a good indicator for potential success in O6 Command for those not having had O5 Command. Programmatic and/or policy experience at major staffs such as OPNAV, BUPERS/NPC, SECNAV, or the Joint Staff are highly desired. Equally critical are skills and experience gained at

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the Naval Meteorology and Oceanography (CNMOC) and Information Forces (IFOR) Headquarters. Advanced education and the officer's ability to lead large numbers of highly skilled civilians and/or lead in some of the Navy's most challenging technical assignments should be duly considered.

b. Cryptologic Warfare (CW) (1810). The CW community is built on technical and operational knowledge of the electromagnetic spectrum and cyberspace, gained throughout a career of cryptologic tours afloat (ship's company, Staff) and ashore (Navy Information Operations Commands (NIOC), National Security Agency (NSA), Numbered Fleets, Combatant Commands). CW core mission areas are Signals Intelligence (SIGINT), Electronic Warfare (EW), and Cyber. CW operational capacity is principally organized into CW commands (NIOCs, Cryptologic Warfare Group SIX (CWG-6), Navy Cyber Warfare Development Group (NCWDG), and Navy Cyber Defense Operations Command (NCDOC) and is presented to both Fleet and joint supported commanders. CW officers typically develop deep foundational SIGINT and Cyber expertise in assignments at NIOCs and on staffs aligned with Cryptologic Centers and NSA/CSS. These commands operate 24/7 and integrate operationally with fleet and joint forces in planning and executing operations worldwide. CW officers gain SIGINT and EW expertise in embedded maritime and expeditionary environments, while assigned to surface combatants as ship's company or afloat staff, at NAVSPECWAR commands/units, or as a Direct Support Officer aboard surface, subsurface, or airborne platforms. CW officers gain Cyber expertise under the operational control of U.S. Cyber Command (USCYBERCOM), its naval component command U.S. Fleet Cyber Command (FLTTCYBERCOM), and NSA while assigned administratively to NIOCs, CWG-6, NCWDG, and NCDOC. All officers should demonstrate progress toward completion of advanced education (Master's or Doctorate degree) during their career and achieve an advanced degree to be eligible for Captain. Advanced education in Science, Technology, Engineering, and Mathematics (STEM) field is valued, but not required due to limited community quotas at Naval Postgraduate School. All officers should also progress toward Joint Qualified Officer (JQO) qualification.

(1) Considerations for selection to O5 Milestone. Fully qualified officers will have demonstrated outstanding leadership, technical acumen, and performance in a previous O4 milestone assignment. Additionally, all officers must

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demonstrate progress toward an advanced education (Master's degree, Doctoral degree, or post-graduate technical certifications) and progress toward JQO.

(2) Considerations for selection to O5 Executive Officer. Fully qualified officers will have completed Command qualification and have demonstrated proficiency in at least two CW core mission areas. The best qualified officers will have demonstrated proficiency across all three CW core mission areas and strong performance in previous milestone tours. Best qualified officers will also have completed JPME Phase I and an advanced degree and additional progress towards JQO (in or complete with Joint tour and/or JPME Phase II). JQO completion is highly valued.

(3) Considerations for selection to O5 Command. Fully qualified officers will have completed Command qualification and have demonstrated technical proficiency in all three CW core mission areas of Signals Intelligence (SIGINT), Electronic Warfare (EW), and Cyber. All officers, starting with FY20 O5 selects, must have completed or be currently assigned to a CW O5 milestone. CW O5's who are FY19 selectees or earlier do not need to be in or complete with O5 Milestone for consideration. The best qualified officers will have completed JPME Phase I and will have completed advanced education in the form of a Master's or Doctoral degree. All officers in this category will have a diverse career that encompasses experience across all CW core competencies (SIGINT, EW, Cyber) with expertise in Space and/or Acquisition considered a valued distinguishing trait. Demonstrated superior performance in a leadership tour at the O4 level is valued, but due to low opportunity rates, is not a prerequisite for O5 Command. When evaluating leadership experience and potential for Command, overall size and scope of responsibility in previous assignments and O5 milestone should receive due consideration, with preference for those who have held positions of significantly broad mission, manpower and budgetary responsibilities (e.g., Major Command XO). Officers with additional JQO progress (in or complete with JDAL tour; JPME II complete) should receive additional consideration, with JQO completion highly valued.

(4) Considerations for selection to O6 Command. Fully qualified officers must have successfully completed Command qualification and demonstrated superior performance in an O5 Milestone assignment. Completion of advanced education (Master's degree, Doctoral Degree) is required, with additional

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post-graduate and technical certifications valued. All officers must have completed JPME I. Prior experience as CO or Major Command XO are the best indicators of potential for success in Major Command, though not a requirement due to insufficient opportunity. Strong performance in O5 Milestone should be considered a good indicator for potential success in O6 Command for those not having had an O5 Command or Major Command XO tour. The best qualified officers will have sustained superior performance across all CW core competencies (SIGINT, EW, Cyber) that comes from a record of diverse Fleet, National, and joint experience, with a balanced mix of afloat and shore assignments, and geographic diversity. Expertise in Space and/or Acquisition is considered a valued distinguishing trait. The best qualified officers will be JQO complete. When evaluating leadership experience and potential for Command, overall size and scope of responsibility in previous assignments should receive due consideration, with preference for those who have held positions of significantly broad mission, manpower, and budgetary responsibilities.

c. Information Professional (1820). Leadership and demonstrated operational excellence in IP core competencies (communications, combat systems, space operations, network operations, offensive and defensive cyber operations, electromagnetic spectrum management, and knowledge management) is the cornerstone of success for IP officers. Future leaders of the IP community must have a proven record at sea or in shore operational tours and demonstrated technical IP expertise supporting Naval and joint operations. The most competitive officers will have diversity in assignments to include OPNAV or major headquarters staff, Numbered Fleet and/or Type Commander, assignments in combat zones, and a balance between afloat staffs and ship's company or squadron/detachment tours. Space Cadre experience and acquisition experience are also valued, in addition to operational assignments. Afloat and ashore, tours in different geographic locations are highly valued as they demonstrate a breadth of experience and knowledge of global Navy operations. As the IP community is historically a lateral transfer based community, many officers will have a variety of assignments prior to their lateral transfer to the IP community. Boards are encouraged to examine an officer's entire record to assess leadership, critical thinking, and operational experience, advanced technical graduate education and technical expertise that would translate to success in O5/O6 Milestone and Command assignments.

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(1) Considerations for selection to O5 Milestone

(a) Fully qualified officers will have demonstrated outstanding leadership and technical acumen in an O4 milestone assignment and/or equivalent pre-lateral transfer assignment. Additionally, they will be IP Intermediate qualified.

(b) Though not required for selection, the best qualified officers will have achieved an advanced technical graduate degree in a STEM related field from the Naval Postgraduate School (NPS) or equivalent regionally accredited university. An in-residence degree from one of the service war colleges is also highly valued. Additionally, the best qualified officers will have completed JPME Phase I, attained civilian technical certifications such as those required for Cybersecurity Workforce (CSWF) designation, have acquisition experience, Space Cadre tour(s), and/or progress toward JQO, though not required for selection.

(2) Considerations for selection to O5 Command

(a) Fully qualified officers will have demonstrated sustained superior performance in an O4 Milestone assignment. Officers will also have completed IP Intermediate qualification, Command qualification, and have completed or be currently assigned to an IP O5 milestone.

(b) The community highly values officers who have demonstrated leadership experience in OIC, XO, Department Head (DH), Cyber Protection Team, Cyber National Mission Force, or Cyber Mission Team Lead, or other comparable Navy/joint leadership positions. Additionally, the best qualified officers will have successfully demonstrated sustained superior performance in an O5 Milestone assignment and achieved an advanced technical graduate degree in a STEM related field from the NPS or equivalent regionally accredited university. An in-residence degree from one of the service war colleges is also highly valued. The best qualified officers will have demonstrated progress toward the IP Advanced qualification, and completed JPME Phase I and additionally attained civilian technical certifications such as those required for Cybersecurity Workforce (CSWF) designation, have acquisition experience, Space Cadre tour(s), and/or progress toward JQO qualification, though not required for selection.

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(3) Considerations for selection to O6 Milestone

(a) Fully qualified officers will have demonstrated outstanding leadership and technical acumen in an O5 Milestone assignment, will have completed JPME Phase I and will be IP Intermediate qualified.

(b) The best qualified officers will be IP Advanced qualified, have achieved an advanced technical graduate degree in a STEM related field from the NPS or equivalent regionally accredited university. An in-residence degree from one of the service war colleges is also highly valued. Additionally, they will show progress towards achieving JQO qualification, attained civilian technical certifications such as those required for CSWF designation, and/or have acquisition experience, Space Cadre tours, though not requirements for selection.

(4) Considerations for selection to O6 Command

(a) Fully qualified officers will have demonstrated sustained superior performance in an O5 milestone. Officers will also have completed JPME Phase I, IP Intermediate qualification, Command qualification, successfully screened for O6 milestone.

(b) The best qualified officers will have demonstrated sustained superior performance in an O6 Milestone assignment, leadership experience as Commanding Officer, Chief of Staff/Chief Staff Officer, XO, CVN/LHA/LHD DH, OIC, CPT, CNMF, or CMT Lead or other comparable Navy/joint leadership positions. Additionally, they will be fully qualified in IP Advanced qualifications. There are limited O5 Command, O5 XO, and O6 Milestone opportunities for 1820s - while the experience is highly valued, it is not a prerequisite for selection to O6 IP Command. The best qualified officers will have achieved an advanced technical graduate degree in a STEM related field from the NPS or equivalent regionally accredited university. An in-residence degree from one of the service war colleges is also highly valued. Additionally, best qualified officers are progressing towards JQO qualification, attained civilian technical certifications such as those required for CSWF designation, have acquisition experience, Space Cadre tour(s), experience on a major staff, and/or prior programmatic and/or policy experience.

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d. Intelligence (1830). Leadership, demonstrated professional warfighting competence, and sustained superior performance are the hallmarks of a successful Naval Intelligence officer. Senior Intelligence officers must possess a well-rounded career that demonstrates proven leadership in operationally challenging environments, Navy and joint operational warfighting proficiency and expertise in conducting all-source operational intelligence (OPINTEL). Intelligence officers are experts on the adversary and threats, and developing deep expertise on our Nation's strategic competitors is an imperative. A limited number of Naval Intelligence officer (1830) billets support the DoD-wide, joint service RAIDER CUTLASS (RC) initiative. Officers serving in these billets are still expected to complete the same professional milestone and leadership requirements. All officers should demonstrate progress toward completion of advanced education and JQO qualification.

(1) Considerations for selection to O5 Milestone. Fully qualified officers will have demonstrated outstanding leadership and professional acumen - most importantly in previous mid-career milestone (as an O3 and/or O4), but also in staff assignments. Best qualified officers will have demonstrated sustained superior performance in all assignments. Completion of advanced education degree and progress toward JQO qualification is highly desired, but not required for selection.

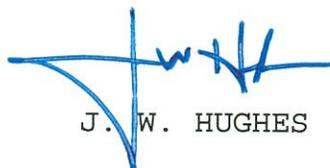
(2) Considerations for selection to O5 Command. Fully qualified officers will have completed Command qualification and O5 milestone screening, and will have demonstrated successful leadership in critical operational assignments (afloat and/or ashore). Best qualified officers will also have excelled in a variety of leadership and major staff positions. Additionally, officers will have demonstrated sustained superior performance in all assignments. Completion of advanced education degree and JPME I and progress toward JQO qualification is highly desired, but not required for selection.

(3) Considerations for selection to O6 Command. Fully qualified officers must have completed Command Qualification, JPME I, Master's degree, and an O5 milestone assignment. Prior experience as CO, XO, or OIC are the foremost indicators of potential for success in O6 Command, though not a requirement due to insufficient opportunity. Superior performance in O5 Milestone should be considered an excellent indicator for potential success in O6 Command for those not having had an O5

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Command, XO, or OIC tour. Best qualified candidates will be top performers and will have consistently excelled at leading in operationally challenging environments, substantiated leadership positions, and staff assignments throughout their career. Additionally, officers will have demonstrated sustained superior performance in all assignments. Completion of advanced education degree and JQO qualification is highly desired, but not required for selection.

e. Acquisition Command. All candidates have board screened for Acquisition Corps membership (APM) as defined by ASN RDA Defense Acquisitions Workforce Improvement (DAWIA) Operating Guide and level three in respective career field. These professionals have demonstrated exceptional analytical and decision-making capabilities, superior job performance, and gained qualifying acquisition experience. Earning membership into the Acquisition Corps is a critical step in preparation for acquisition leadership, but is not enough. The best qualified candidates will have demonstrated professional competence and sustained superior performance in challenging assignments as delineated by each designator's community values. Those selected will comprise an elite group of acquisition professionals with the skills and attributes required to lead and effectively manage the defense acquisition process. Candidates must have completed the command qualification but screening for IW O6 Command is not a requirement for eligibility.



J. W. HUGHES

BOARD MEMBERSHIP
FY-21 05/06 INFORMATION WARFARE COMMUNITY COMMAND AND MILESTONE
SCREEN BOARD

Information Warfare Community Command and Milestone Screen:

VADM Brian B. Brown, USN, 1860 (President)
RDML John A. Okon, USN, 1800
RDML Jeffrey S. Scheidt, USN, 1860
RDML Michael J. Vernazza, USN, 1860
RDML Susan Bryerjoyner, USN, 1860
CAPT Sean P. Kelley, USN, 1830
CAPT Todd A. Gagnon, USN, 1810
CAPT Adam C. Lyons, USN, 1820
CAPT Andrew N. Corey, USN, 1830
CAPT Neil T. Smith, USN, 1800
CAPT Craig M. Whittinghill, USN, 1830
CAPT Jody H. Grady, USN, 1810
CAPT Kurtis A. Mole, USN, 1810
CAPT Tracy L. Hines, USN, 1820
CAPT Ann E. Casey, USN, 1810
CAPT Thomas A. Moneymaker, USN, 1800
CAPT Shane NMN Stoughton, USN, 1800