The following pages provide sample career paths for most of the career options available to EDs. Each has a command or command equivalent goal as its culmination, and each shows multiple options for jobs in the intermediate steps towards command.

Also included are the competencies expected to be achieved by an ED as he or she progresses towards that particular command goal.

These paths can be used as guides as you develop your own career planning guide. The career planning guide can be downloaded from this page on the web site, and the instructions on how to enter the data are also included.
AC = Acquisition
ACTL = Assistant Class Team Leader
APM = Assistant Project Manager
COTF = Commander, Operational Test & Eval Force
CTL = Class Team Leader
DPM = Deputy Program Manager
DPS = Deputy Project Superintendent
HQ = Headquarters / NAVSEA
IDE = Information Dominance Engineering Duty
MDA = Missile Defense Agency
MPM = Major Program Manager
NSWC = Naval Surface Warfare Center
NSY = Naval Shipyards
PAPM = Principal Assistance Project Manager
PGS = Post Graduate School
PMR = Program Manager Representative
PMS = Program Management Office
PO = Project Officer

RMD = Regional Maintenance Center
RO = Reactor Officer
SOS = Supervisor of Shipbuilding
SSC = Spawar Systems Center
SSFA = Spawar Space Field Activity
SSP = Strategic Systems Programs
SWF = Strategic Weapons Facility
WFO = Water Front Office
Each individual’s EDO career path is tailored based on past experience, accession timing, and education.
### Engineering Duty Officers

**SHIPYARD COMMAND**

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**Acquisition Career Levels**

<table>
<thead>
<tr>
<th>Level</th>
<th>Description</th>
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<tbody>
<tr>
<td>I</td>
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<tr>
<td>II</td>
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<td>III</td>
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<td>(Nominal year certification achieved)</td>
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[Diagram showing career path with YCS (Years of Continuous Service) and various positions and designations such as PGS, ED QUAL TOUR, NSY RMC SOS, STAFF HQ TYCOM PMS INSURV, NSY DPS CVN PA, NSY DPS RO Dep DH CVN CHENG, STAFF HQ TYCOM, SY DH, DC STAFF, CO.]

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**Notes:**

- This diagram illustrates the progression of engineering duty officers through various stages of their career, highlighting key positions and responsibilities.
- Each level is marked with specific years of continuous service (YCS), indicating milestones in their career.
- The diagram includes references to positions such as Surface Warfare Qual, Sub Warfare Qual, and various technical and staff roles.

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**Further Information:**

- The Engineering Duty Officers program is designed to foster leadership and technical expertise within the naval engineering sector.
- Officers progress through a series of qualifying and tour positions, gaining experience and qualifications along the way.
- The diagram serves as a visual aid to understanding the career framework and the progression of responsibilities and positions over time.
COMPETENCIES for Shipyard Command:

- AQD AG3 (level 3 Manufacturing, Production & Quality Assurance)

- Core Competencies
  - Hull Mechanical & Electrical
  - Fleet Maintenance
  - Operational Engineering
  - Facilities
  - Nuclear
  - Project Management
  - Business and Financial

- Department Head Tour
  - 300 (Operations), 900 (Resources)
  - 1200 (Business & Strategic Planning)

- SEA 04/08 Department Head Course
- Project Management Experience
- Nuclear Experience
  - previous Nuc qualification or Nuc APS qual / experience

Desired Competencies:
- DC Tour (NAVSEA, OPNAV, Program Office)
- TYCOM / INSURV Staff Experience
Engineering Duty Officers

RMC COMMAND

Acquisition Career Levels

I  II  III  (Nominal year certification achieved)
COMPETENCIES for Regional Maintenance Center Command

- **AQtD**
  - AG3 (Level 3 Manufacturing, Production & Quality Assurance)
  - AA2 (Level 2 Program Management)

- **Core Competencies**
  - Hull, Mechanical & Electrical Technical
  - Fleet Maintenance
  - Operational Engineering
  - Contract Oversight
  - Business and Financial

- **Department Head Tour**
  - RMC Waterfront OPS
  - OIC Overseas (CTF 53/63/73, Sasebo)

- **Project Management Experience**

- **C5I Experience**

**Desired Competencies**

- Waterfront Experience
- Staff Experience (Fleet/TYCOM)
- DC Tour (OPNAV, PEO, SEA 04/05)
Engineering Duty Officers

SOS COMMAND

Acquisition Career Levels

<table>
<thead>
<tr>
<th></th>
<th>I</th>
<th>II</th>
<th>III</th>
<th>(Nominal year certification achieved)</th>
</tr>
</thead>
</table>

Warfare Qual
PGS
ED Qual Tour
SOS NSY
Staff HQ PMS
SOS OIC DH
Staff HQ PMS
OPNAV APM PMR
Dep SOS Fleet MPM HQ
CO

YCS
0  5  10  15  20  25  30
COMPETENCIES for Supervisor of Shipbuilding

- AQD AG3 (level 3 Manufacturing, Production & Quality Assurance)
- Core Competencies
  Hull Mechanical & Electrical
  Fleet Maintenance
  Operational Engineering
  Naval Architecture
  Program Management

- Bath
- Groton
- Jacksonville
- Newport News
- Pascagoula
- Portsmouth
- Puget Sound
- San Diego

- Nuclear Interface (NNews, Groton, SDiego)
- CVN Interface (NNews, SDiego)
- SSN Interface (Groton, NNews)
- AEGIS Interface (Bath, Pasca)

- HQ/MPM Interface (NNews, Groton, Bath, Pasca, SDiego)
- Fleet/TYCOM Interface (Ports, Jax, PSound, SDiego)

Desired Competencies
- DSMC
Engineering Duty Officers

MPM SURFACE

Acquisition Career Levels

I  II  III  (Nominal year certification achieved)
COMPETENCIES for MPM

- AQD AA3 (level 3 Program Management)
- DSMC-APMC & EPMC
- Core Competencies
  - Systems Engineering
  - Warfare Systems
  - Combat Systems
  - Acquisition Program Management
  - Operational Engineering

Desired Competencies
- Engineering Experience
- Field/ Program Office/SYSCOM
- Fleet Support Experience
- Field/ Fleet Staff / CSO/ Maintenance Experience
- Shipbuilding
- OPNAV/SECNAV
Engineering Duty Officers

Acquisition Career Levels

<table>
<thead>
<tr>
<th>I</th>
<th>II</th>
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<tbody>
<tr>
<td>(Nominal year certification achieved)</td>
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</table>

YCS

0  5  10  15  20  25  30

WARFARE QUAL
PGS
ED QUAL TOUR SOS NSY
STAFF HQ PMS
SOS HQ PMS
STAFF HQ PMS
OPNAV PMS SUBS
HQ SOS PMS
MPM
Engineering Duty Officers

COMPETENCIES for MPM SUBS

- SUBMARINE QUALIFIED
- AQD AA3 (level 3 Program Management), DSMC
- Core Competencies
  Systems Engineering
  Warfare Systems
  Acquisition Program Management
  Naval Architecture

- APM, PMR, Tech Director, DASN Ships
- Field Construction experience
- Nuclear Experience/ Interface
- Program Management (ship delivery/repair)
- Contract Management

Desired Competencies:
- Submarine Design Integration
- Fleet Liaison (TYCOM, IMA)
- Financial Management
- Command and Control Design/ Integration Field
- Deep Submergence

- Submarine Combat Systems
- OPNAV Experience
- Sonar Design/ Integration Field
- Nuclear Submarine Background
Engineering Duty Officers

COMPETENCIES for Strategic Systems Command SP20:

- AQD AA3 (level 3 Program Management)

- Core Competencies
  Nuclear Weapons Engineering
  Systems Engineering
  Ordnance Engineering
  Acquisition Program Management
  Combat Systems
  Hull Mechanical & Electrical

- Technical Branch Experience

Desired Competencies:
- Field Activity
  CO/OIC Engineering Activity
  Dept Head Industrial Activity

- Branch Head
  Missile / Fire Control
Engineering Duty Officers

COMBAT & WEAPONS SYSTEMS

Fleet PG School Warfare or System Center SUPSHIP RMC NSY Fleet SUPSHIP Warfare or System Center SUPSHIP RMC INSURV COTF SYSCOM PEO MDA OPNAV/RDA Fleet/Staff CVN CSO SYSCOM PEO Warfare Center MPM CO (Field) SYSCOM Staff 2nd Command (Field/MPM)

Acquisition Career Levels I II III (Nominal year certification achieved)
# Engineering Duty Officers

## COMBAT SYSTEM COMPETENCIES

**COMPETENCIES for MPM / Field Command**

- **Warfare Qualification**
  - AQD AA3 (Level 3 Program Management)
  - AQD AS3 (Level 3 Systems Engineering)
  - DAU / DSMC PMT 352, 401, 402, SYS 302

- **Core Competencies:**
  - Systems Engineering
    - Combat Systems & Fire Control
    - Weapons & Ordnance Systems
  - Acquisition Program Management

**Desired Competencies:**

- Technical Experience (Field & Program Office)
- Budgeting and Contracting Experience
- OPNAV, RDA or Fleet Staff Experience

<table>
<thead>
<tr>
<th>IWS 1.0 AEGIS</th>
<th>MDA Tech Director</th>
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<td>IWS 3.0 Weapons</td>
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<td>PMA 280 Tomahawk</td>
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<td>IWS 3D NSPO</td>
<td>NSWC Dahlgren CO</td>
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<td>IWS 4.0 International</td>
<td>NSWC Port Hueneme CHENG</td>
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<td>IWS 5.0 USW</td>
<td>AEGIS TechRep CO</td>
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<tr>
<td>IWS 6.0 C2 &amp; Nav</td>
<td>SCSC Wallops Island CO</td>
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<tr>
<td>IWS 7.0 NIFC-CA</td>
<td></td>
</tr>
</tbody>
</table>
COMPETENCIES for MPM C4I

- AQD AA3 (level 3 Program Management)
- Core Competencies
  Systems Engineering
  Acquisition Program Management
  Contracting
  Operational Experience
  Installation Management
  Logistics
  Test and Evaluation

Desired Competencies:
- ACAT I Program Experience
- Technical Experience (Field/Program Office)
- Senior Leadership Position
  (OIC/COS/DCOS/Other)

PEO C4I
PMW 120 - Battlespace Awareness & Information Operations
PMW 130 - Information Assurance & Cyber Security
PMW 150 - Command and Control Systems
PMW 160 - Tactical Networks
PMW/A 170 - Communications and GPS Navigation
PMW 740 - International C4I Integration
PMW 750 - Carrier and Air Integration
PMW 760 - Ship Integration
PMW 770 - Undersea Integration
PMW 790 - Shore & Expeditionary Integration

PEO EIS
PMW 205 - Naval Enterprise Networks
PMW 220 - Navy Enterprise Resource Planning
PMW 230 - Global Combat Support Systems-Marine Corps
PMW 240 - Sea Warrior Program

PEO Space Systems
PMW 146 - Navy Communications Satellite Programs

SPAWAR Space Field Activity (SSFA) – National Reconnaissance Office
PM SIGINT Directorate
PM COMM Directorate
PM Ground Enterprise Directorate

Fleet Readiness Directorate (FRD)
FRD 100 - Fleet Support
FRD 200 - Installation
FRD 300 - Data Center and Application Optimization

CO SPAWAR Systems Center Atlantic
CO SPAWAR Systems Center Pacific