

# JUNIOR OFFICER SYMPOSIUM

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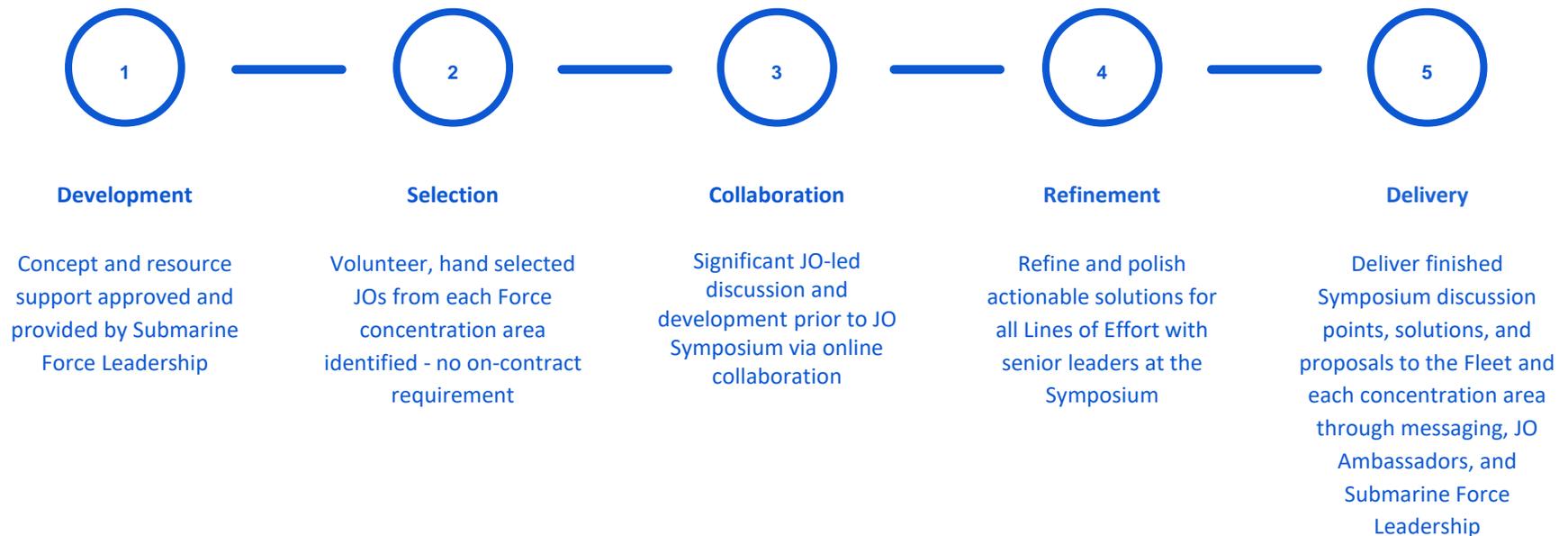
San Diego, CA | September 13-14 2018

# Objectives

- The following presentation includes the ideas and suggestions developed by the Junior Officers who attended the 2018 Junior Officer Symposium in San Diego, CA in September.
- Each Line of Effort (LOE) contains a top 5 suggestions list the Junior Officers collaboratively developed throughout the two-day event.
- Every suggestion from each LOE is thoroughly being evaluated for fleet implementation by PERS-42 and Community Managers, and may or may not be acted upon in its current form.

# Overview

Purpose: Identify, discuss, and create solutions for the most significant issues affecting quality of life at the Junior Officer level



## Lines of Effort

*Junior Officer  
Detailing*

*Quality of Life  
and Work  
Satisfaction*

*Professionalism  
in Warfighting\**

*Leadership and  
Mentoring*

*Current and  
Future Policy*

\*Ad hoc discussion item; reconfigured agenda to support

# JO Detailing: Setting the Scene

*JO Detailing is impersonal, produces sub-optimal assignment outcomes, and there are too many NPTU assignments*

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graph TD; A["JO Detailing is impersonal, produces sub-optimal assignment outcomes, and there are too many NPTU assignments"] --- B["Detailing is impersonal"]; A --- C["Sub-optimal assignment outcomes"]; A --- D["NPTU Manpower"]
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*Detailing is impersonal*

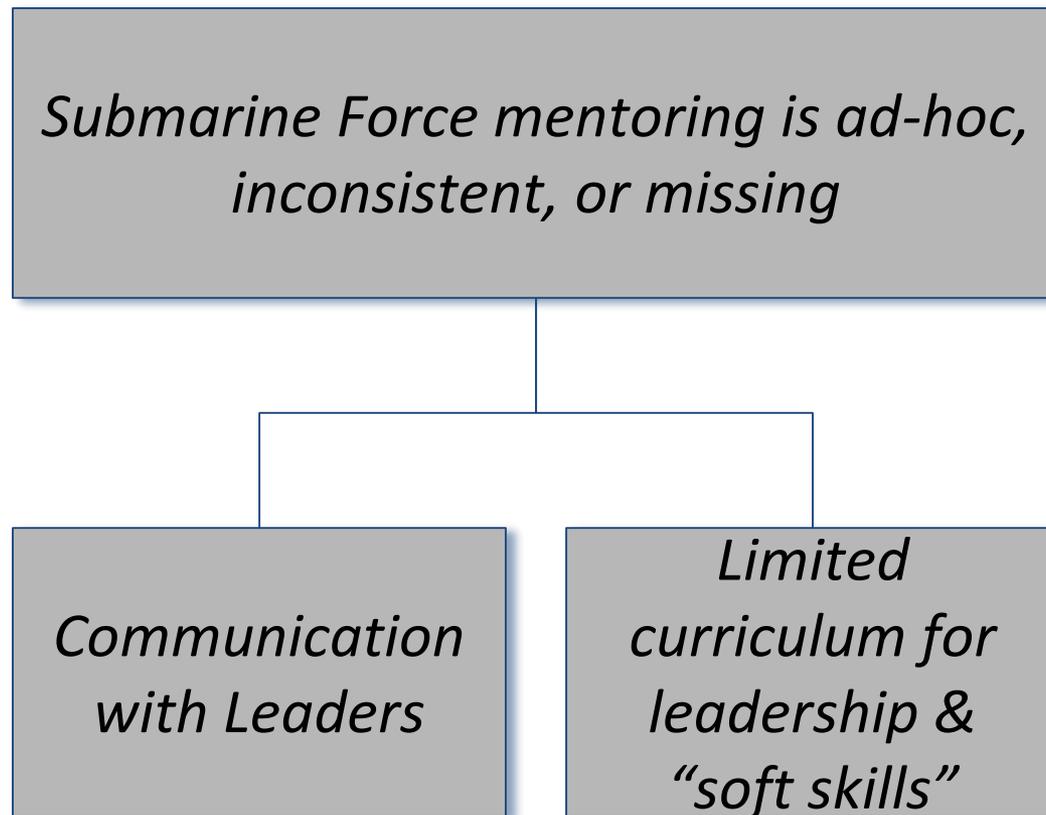
*Sub-optimal assignment outcomes*

*NPTU Manpower*

## JO Detailing: Top 5 Recommendations

- Develop and publish shore duty slate job descriptions based on input from incumbents
- Provide tools to better indicate and rank personal preferences on shore duty slates (Grad Ed, Location, etc.)
- Evaluate options for separating officers to volunteer for hard jobs to maximize GI Bill benefits
- Modify NPTU guarantees to be Sabbatical OR Homeport
- Evaluate ways to reduce 1120 demand (via Civilians/1210s) at NPTU

# Leadership and Mentoring: Setting the Scene



# Leadership and Mentoring: Top 5 Recommendations

- Develop tools to provide 360-degree feedback
- Share methods to improve wardroom training and officer mentoring (Head to Head trainers, discussion of real world operations in addition to CTQS attributes, etc.)
- Re-vamp the “Pathway to Success” pamphlet to include career design and aspirations (“choose your own adventure”)
- Provide a mentoring and networking toolkit
  - Officer Toolkit during SOBC (A&S Programs, etc.)
  - Networking Exercise during JO School (JO-2 or JO-3)
- Make the Submarine Culture Workshop results more transparent

# Quality of Life and Work Satisfaction: Setting the Scene

*Junior Officers value development of tactical/warfighting skills, but lack of prioritization impacts work-life balance and job satisfaction*

*Excessive administrative requirements*

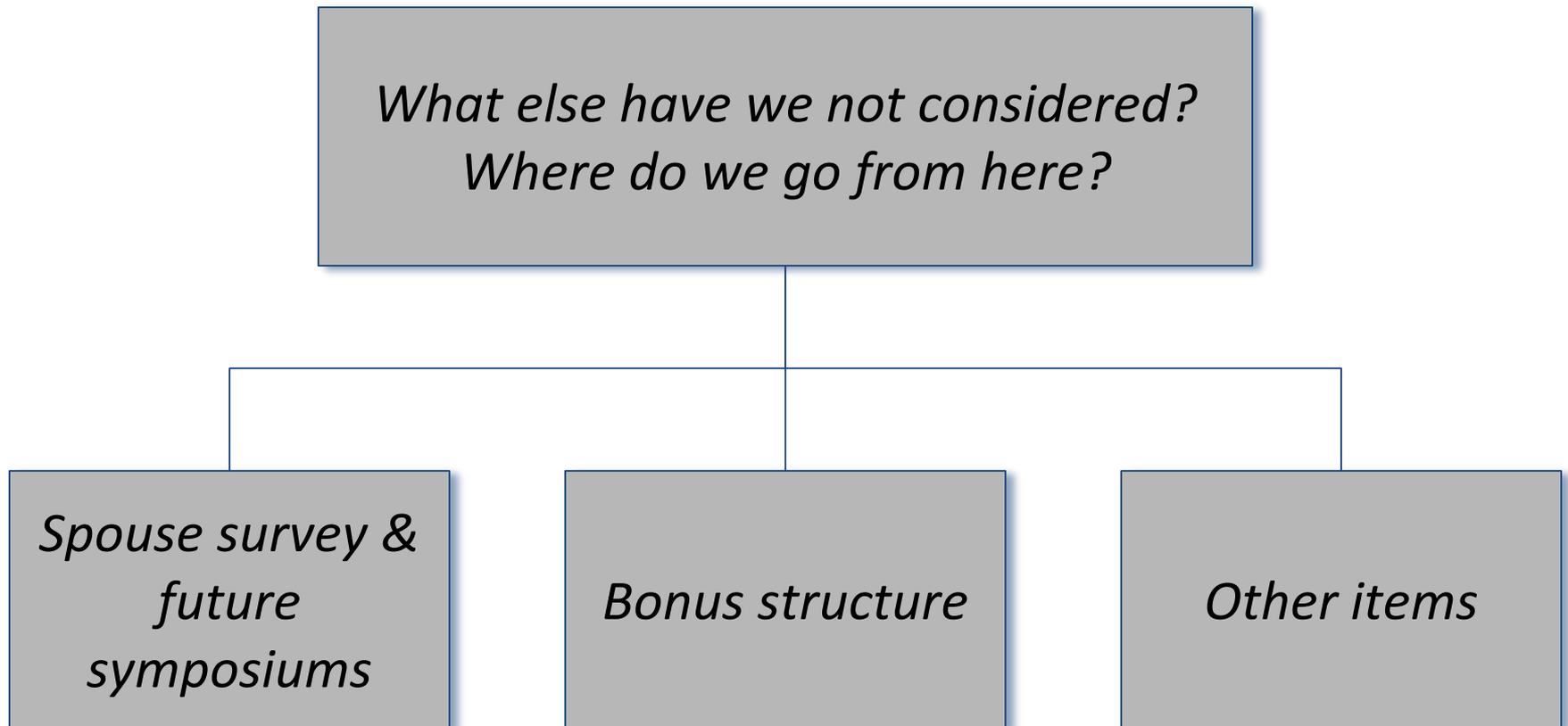
*Effectively recognize performance*

*Demonstrate value of contributions*

# Quality of Life and Work Satisfaction: Top 5 Recommendations

- Evaluate the implementation of an award for the Nuclear Junior Officer of the Year & similar awards (Best Tactician, Ship Driver, etc.)
- Emphasize the significance of head-to-head trainers and other competitive, real-time training opportunities between boats in squadrons.
- Provide consolidated repositories of references to boats (priority to deployers)
- Maximize effectiveness of audit & surveillance programs (focus on value add vs. process)
- Evaluate a program for shipyard & operational boats to cross-deck JOs for diversity of experience

## Current and Future Policy: Setting the Scene



# Current and Future Policy: Top 6 Recommendations

- Design a Survey to solicit feedback from JO partners on issues of concern
- Conduct a JO Symposium in even years with Survey in odd years; evaluate a DH Symposium aligned with PXO
- Invest \$\$ and time to improve function of our IT Infrastructure
- Bonuses - Provide a 3-year, DH-Sea Tour-Only, contract option. Evaluate paying more money for contracts signed during DIVO Sea Tour
- Improve communication of professional development topics (SNTWI, Sailor 2025, PERS-42 Website, CIP, Contract planning, etc.)
- Better share best JO management practices via SCC and CO Training

## Inclusion and Integration: Concerns

- Procedures for female medical care are not clearly communicated to clinics, ship IDCs, and service members
- Inconsistent policy regarding relationships on board
- Using more inclusive language in speech and instructions
- Encourage khaki to think about leading diverse crews in advance of assignment
- JO rotation and wardroom planning on integrated ships (staggering arrival/departures to keep senior 1120 females)
- Insufficient female uniform availability in submarine homeports
- Officer professionalism and standards of behavior
- Evaluate use of case studies for training on diversity issues during SCC and SOAC

## Where Do We Go From Here?

- 2018 JO Symposium SITREPs to follow
  - Outlines results, recommendations, future actions
- Symposium participants return to waterfront, brief wardrooms and local staffs
- Participants collaborate, along with appropriate staff, to refine, investigate and execute proposals
- Follow-on SITREPs detail changes as they are made