



Submarine Junior Officer Talent Management Board

September 2020

Update

Eligibility Timeline:

-Officer's PRDs should align with the 2Q21 and 3Q21 slates (PRDs of March through August 2021).

-If applying for the Graduate Education Voucher, PRDs may be prior to the above mentioned timeline. The funding must be used within FY21 (prior to October 2021).

-If scheduled to participate in the current 1Q21 slate (PRDs of December 2020 – February 2021) and interested in any of the below programs, contact PERS-421C for submission guidance.

Submission timeline:

-Applications submitted to PERS-421C by: 1600CST 26AUG2020

-Talent Management Board convenes: Week of 31AUG2020

-Results released: Week of 14SEP2020

Update:

-Removal of PEP Canada assignment. Assignment will be detailed from the 1Q21 slate and reflected on the 1Q21 mid-slate update.

-Addition of a USNA Company Officer billet.

-Addition of the SECNAV Tours with Industry (SNTWI) opportunity.

Programs and Assignments included on this Board are:

FSEP (Fleet Scholar Education Program) – 5 quotas available. Submarine JOs can pursue advanced education at America's most prestigious institutions of their choosing anywhere in the continental United States. The pursued degree must have an associated Navy subspecialty code. This application will target the 2021/2022 Academic Year. Junior officers applying must have time to complete their education prior to their SOAC gate.

GE+T (Graduate Education and Teaching) – Quotas TBD. Submarine JOs apply to a university in the National Capitol Region, pursue a one-year Master's Degree (TBD on area of study) followed by a two year tour as an instructor at USNA. The NAVADMIN announcing this program is forthcoming, and the board will select the Submarine Force's **nominees** for this program.

-Graduate Education Voucher (GEV) – FY 21 quotas below. Provides JOs an education voucher which pays up to \$20,000 per year for a maximum of two years for graduate school tuition, books and most fees. The voucher can be used at any accredited university of the Officer's choice with an endorsement from PERS-42 and curriculum approval by NPS. The following quotas are available for the Submarine Force in FY21:

-Cyber Systems and Operations (6208P/G): 1

-Engineering (5XXXXP/G): 2

-Financial Management (3105P/G): 3

-Regional/National Security Studies (2XXXXP/G): 1

Both officers coming to shore (participating in a slate) or on shore already are eligible to participate in this program. Officers must be able to complete their degree within 2 years and meet SOAC timing.

-MIT-WHOI (Massachusetts institute of Technology/Woods Hole) – 6 quotas Navy-wide. Beginning in summer 2021, JOs will obtain their Master's Degree at MIT/WHOI in an Oceanography-based curriculum. Those who have demonstrated superior performance at sea and have a minimum GPA of 3.8 with a strong technical background and an undergraduate degree in geoscience, physics, chemistry, mathematics, or engineering are eligible for this program. The program is 27 months long and the JO must be able to meet their SOAC timing. There are a total of 6 quotas across the Navy and the board will select the Submarine Force's *nominees* for this program. The NAVADMIN will be forthcoming, but packages must be submitted prior to 01 October 2020.

-SECNAV Tours With Industry (SNTWI) – Quotas TBD. Officers selected for this program will execute a one-year internship with a specific company (options listed on the TMB FAQ sheet) followed by a utilization tour of 12-24 months dependent on career timing. Officers will be able to take what they have learned during their industry tour and utilize that experience to not only enhance their own leadership skills, but also bring this experience to the submarine force. The NAVADMIN announcing this program for FY 21-22 is forthcoming in early 2021, and JOs should expect to transfer to their industry tour in August 2021. The board will select the Submarine Force's *nominees* for this program.

-USNA Company Officer – 3 billets. JOs will be assigned as a company Officer to lead and mentor midshipmen while advocating for the submarine force. The desired rotation timeline for assignments are June-July 2021.

-Direct to Department Head – 2 quotas per quarter. A limited number of JOs from each year group may apply to proceed directly to SOAC and to their DH tour. Officers selected for this program could expect to complete an approximate 48 month shore duty assignment following their DH assignment prior to proceeding to SCC for their Executive Officer tour. If selected, the JO will participate in the SOAC slate that best matches their PRD, SOAC class convening, and available seats in that class.

-Career Intermission Program (CIP) – No specific quota for this Navy-wide program. However, submarine JO participation may be limited on a case basis due to community management constraints. Officers participating in this program will take an extended period of absence from active duty service of one to three years to pursue other personal or professional goals. Full details of the program can be found in OPNAVINST 1330.2C. Officers approved for CIP will transfer to the Individual Ready Reserve (IRR) for a period of up to three years. In addition to the application required in the OPNAVINST, JOs interested in CIP must apply to the TMB at least one year prior to their PRD. This action is based on community management and to control the number of Officers executing the program will incur additional obligated service of two months for every one month of participation. (*i.e.*, if you are in the IRR for one year, you will incur additional service of two years upon return to active duty). This additional obligation is served consecutively with any other existing service obligation. Upon return to active duty, CIP officers will have their YG and milestone screening dates adjusted so that they are not disadvantaged for promotion or screening opportunities.