

TOP TALENT – DO NOT MISS THESE OUTSTANDING OPPORTUNITIES in FY-21!

DHRB required for programs highlighted in this document

• JUNIOR OFFICER DETAILER CONTACT INFO

<u>Last names starting with</u>	<u>Detailer</u>	<u>Email</u>
A-B & T-Z:	LT Jack Larson	jonathan.m.larson@navy.mil
C-G:	LT Pam Goly	pamela.goly@navy.mil
H-M:	LT Andrew Spilling	andrew.spilling@navy.mil
N-S:	LT Zachary Enix	zachary.enix@navy.mil
NUKE:	LCDR Nate Mitich	nathan.w.mitich1@navy.mil
SHORE COORDINATOR	LCDR Anna Hall	annajoy.l.hall1@navy.mil

• TALENT MANAGEMENT BOARD ADMINISTRATION

- ****DATES SUBJECT TO CHANGE based on the shifting of the NPC board schedule**.**
- Talent Management package submissions are due NLT **27 JUL 2020**. Due to COVID-19, the FY21 Department Head screening board was postponed, but we still want qualified and top performing officers to apply to Talent Management! **ALL Year Group 15, 16, and 17 officers may apply, whether screened or not screened for DH.** All of these programs require officers who have screened for DH afloat. If an officer is not screened for DH during the FY21 board, their application will be removed from TM and they will be notified by their detailer of their removal. If you have any questions, please contact your detailer.
- PERS-412 will conduct the Talent Management Board (TMB) on **19 AUG 2020**, and will **release results AFTER the DH screening board**. Officers notified of their selection or nomination for a TM program will be required to accept or deny the position/nomination within 7 calendar days. The exact date will be included in the notification.
- Your package must include:
 - A letter of recommendation from your Commanding Officer
 - Program Request Sheet – Prioritizing the programs for which you wish to be considered
 - APC Calculation (NPS candidates only)
 - Transcript, if applying for graduate program, and not in your OMPF (does not need to be an official copy)
- ***The template for the Program Request Sheet is included at the end of this document.*** Please review your record to ensure all FITREPS/awards/qualifications/transcripts are uploaded to BOL. If items are not in your record, please be sure to include those in your package as additional enclosures. If you have any questions about your package, please contact your detailer immediately.
- All graduate education programs highlighted in this newsletter are also explained on the NPC website:

<http://www.public.navy.mil/bupers-npc/officer/Detailing/surfacewarfare/careerinfo/Pages/GraduateEducation.aspx>

• CIVILIAN GRADUATE EDUCATION

- **FLEET SCHOLAR EDUCATION PROGRAM (FSEP)**. Officers selected for FSEP should plan to attend the Fall 2021 class at the accredited graduate school of their choice in-residence (CONUS, Alaska and Hawaii) for up to 24 months. Additional information regarding the FSEP program and the list of schools with education service agreements can be found on the Navy CIVINS website at:

<http://www.nps.edu/academics/CIVINS/index.html>

In cases where the school of choice is not on the Education Support Agreements (ESA) listing, the selectee must notify the NPS CIVINS office as soon as possible to allow sufficient time to pursue additional ESAs. FSEP does not require a subspecialty association, but can be pursued if the officer is interested. Subspecialty information is explained here:

Preference will be given to officers who can complete a full 24-month graduate education program prior to their assigned department head class, but YG 15, 16, and 17 officers are eligible.

- **USNA GRADUATE EDUCATION AND TEACHING (GE+T).** YG 17 Surface Warfare qualified officers who have demonstrated superior performance at sea, have screened for Department Head Afloat, and who have the career timing to support a 36-month shore duty assignment prior to their 7.5-year mark of commissioned service are eligible. Select YG 16 Surface Warfare Officers may be eligible depending on career timing. Nuclear trained officers are also eligible for the GE+T program. Due to the specific nature of their career timing, it is understood that they will rotate earlier than 36 months for DH school. All YG 16 and 17 officers should contact their respective PERS-41 Junior Officer Detailer to determine their timeline to Department Head School.

Under this program, SWO JOs apply to a university in the National Capital Region, pursue a one-year Master's Degree in any concentration desired, and then teach that subject area at USNA for two years. GRE is required. Please note the Talent Management Board will select the ***nominees*** for this program. There is a separate application process with USNA for which detailers will assist the nominees. Concentration areas will be approved by USNA during this process. If nominated during Talent Management, the timeline highlighted below will apply to final selectees. Additional updates will be released:

- ~SEP 2020: Application deadline for Surface Warfare Officers.
- ~OCT 2020: Applications forwarded to USNA for selection/approval.
- ~DEC 2020: USNA selection board complete / Selectees notified
- ~JUN 2021: Selectees report to graduate school

- **PURDUE MILITARY RESEARCH INITIATIVE (PMRI).** Through the PMRI program, tuition scholarships are awarded annually for officers entering an in-residence graduate program. Undergrads with technical expertise are highly encouraged, but not required, for acceptance into the program. YG 17 Surface Warfare qualified officers who have demonstrated superior performance at sea, have screened for Department Head Afloat, and who have the career timing to support a 36-month shore duty assignment prior to their 7.5-year mark of commissioned service are eligible. Select YG 16 Surface Warfare Officers may be eligible depending on career timing and current shore duty assignment. Nuclear trained officers are also eligible as academic timelines may be modified to support SWO career timing.

The Purdue Graduate School oversees more than 70 graduate programs at the West Lafayette campus and nearly 30 programs at four additional campuses across the State of Indiana. There are between 50 and 100 Purdue faculty working with DoD research grants at any given time - ready to provide funded research opportunities in support of your doctorate or master's degree! Here is a list of graduate school majors:

<http://www.purdue.edu/gradschool/prospective/majors.html>

To get started, students must apply to the Purdue graduate school. GRE is required. The graduate school application website can be found with the PMRI instructions that are discussed here:

<http://www.purdue.edu/discoverypark/phsi/>

Please note the Talent Management Board will select the ***nominees*** for this program. There is a separate application process with PMRI with which detailers can assist the nominees. If officers are nominated during Talent Management, their respective detailer will put them in touch with the Purdue Navy mentors who sit on the Admissions Board and will also assist officers with the application process.

- **GEORGIA TECH RESEARCH INSTITUTE (GTRI) PROGRAM.** GT/GTRI offers a military graduate degree fellowship to a student pursuing a Science, Technology, Engineering or Mathematics (STEM) related master's degree at Georgia Tech. YG 16 and 17 Surface Warfare qualified officers, who have demonstrated superior performance at sea and have screened for Department Head Afloat are eligible.

Please note the Talent Management Board will select the ***nominees*** for this program. There is a separate application process that detailers will assist the nominees with for the program.

- **MASSACHUSETTS INSTITUTE FOR TECHNOLOGY/WOODS HOLE (MIT-WHOI).** SWO JOs can obtain their Master's Degree at MIT/Woods Hole in an Oceanography based curriculum. YG 16 and 17 Surface Warfare qualified officers, who have demonstrated superior performance at sea, have screened for Department Head Afloat, and who 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 designated to be completed in 27 months (two years and a summer). The following specialties will be offered:

- Applied Ocean Science and Engineering
- Biological Oceanography
- Chemical Oceanography
- Marine Geology and Geophysics
- Physical Oceanography
- Interdisciplinary Focus
- Climate Variability and Impacts

Please note the Talent Management Board will select the **nominees** for this program. There is a separate application process that detailers will assist the nominees with for the program.

- **NAVAL RESERVE OFFICER TRAINING CORPS (NROTC) INSTRUCTOR DUTY.** YG 16 and YG 17 Surface Warfare qualified officers who have demonstrated superior performance at sea, have screened for Department Head Afloat, and who have a minimum GPA of 3.0 are eligible for this program. Some programs accept a 2.5 GPA – please contact your detailer for more information. Please note the Talent Management Board will select the **nominees** for the various ROTC programs - the civilian institution has final approval authority due to accreditation requirements. The following schools have projected availabilities throughout calendar year 2020 and 2021:

-	MOREHOUSE COLLEGE	DEC	2020
-	TUSKEGEE UNIVERSITY	DEC	2020
-	UNIVERSITY OF NOTRE DAME	DEC	2020
-	MIAMI UNIVERSITY (OHIO)	DEC	2020
-	VANDERBILT UNIVERSITY	DEC	2020
-	THE CITADEL	DEC	2020
-	TEXAS A&M UNIVERSITY	DEC	2020
-	HAMPTON ROADS CONSORTIUM	DEC	2020
-	UNIVERSITY OF CALIFORNIA BERKLEY	FEB	2021
-	UNIVERSITY OF ILLINOIS	FEB	2021
-	CORNELL UNIVERSITY	FEB	2021
-	YALE UNIVERSITY	FEB	2021
-	RENSELAER POLYTECHNIC INST	FEB	2021
-	PENNSYLVANIA STATE UNIVERSITY	FEB	2021
-	MASSACHUSSETS MARITIME BUZZARDS BAY	FEB	2021
-	SAN DIEGO CONSORTIUM	FEB	2021
-	HAMPTON ROADS CONSORTIUM	FEB	2021
-	UNIVERSITY OF IDAHO	APR	2021
-	UNIVERSITY OF OKLAHOMA	APR	2021
-	AUBURN UNIVERSITY	APR	2021
-	JACKSONVILLE UNIVERSITY	MAY	2021
-	UNIVERSITY OF COLORADO	JUL	2021
-	VIRGINIA MILITARY INSTITUTE	JUL	2021
-	TULANE UNIVERSITY	AUG	2021
-	UNIVERSITY OF SOUTHERN CALIFORNIA	SEP	2021
-	GEORGIA INSTITUTE OF TECHNOLOGY	SEP	2021
-	VIRGINIA MILITARY INSTITUTE	SEP	2021
-	NORTH CAROLINA STATE UNIVERSITY	SEP	2021
-	GEORGIA TECH	SEP	2021
-	ARIZONA STATE UNIVERSITY	DEC	2021
-	UNIVERSITY OF CALIFORNIA LOS ANGELES	DEC	2021
-	PURDUE UNIVERSITY	DEC	2021
-	UNIVERSITY OF ROCHESTER	DEC	2021
-	COLLEGE OF THE HOLY CROSS	DEC	2021

- VILLANOVA UNIVERSITY	DEC	2021
- THE CITADEL	DEC	2021
- NORWICH UNIVERSITY	DEC	2021
- MARYLAND CONSORTIUM	DEC	2021

- **GRADUATE EDUCATION VOUCHER (GEV).** Surface Warfare qualified officers, who have demonstrated superior performance at sea, and who have screened for Department Head Afloat are eligible. GEV is an education voucher that 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 endorsement from the 412 shop and curriculum approval from NPS. Since specific curriculum quotas are limited, please rank your desired curriculum in your TMB application. PERS-412 will approve applicants for specific curricula within GEV based on the distributions authorized. The standard GEV curricula are listed below:

- Cyber Systems and Operations (6208P/G)
- Engineering (5XXXP/G)
- Financial Management (3105P)
- OPS Research Analysis (3211G)
- Regional Studies (2XXXP/G)
- English (4301P/G)
- Mathematics (4100P/G)

The curriculum must align with the approved Navy Sub-Specialty Code and meet the requirements set forth by Commander, Naval Education and Training. Lastly, officers must meet all eligibility requirements as specified in OPNAVINST 1520.37B.

• PROFESSIONAL INITIATIVES

- **SECNAV TOUR WITH INDUSTRY (SNTWI).** Officers selected for these tours gain the knowledge of private sector business practices, processes, and innovative strategies. They will form a cadre of officers that can apply this knowledge to Surface Warfare processes and policies. These officers will also be able to reference their experiences in private-sector leadership methods and augment their existing practices for use in leading sailors and in warfighting. YGs 15, 16, and 17 Officers who have screened for DH with top tier FITREPs are eligible for the one-year internship that starts and ends in August. The available companies and associated locations are listed below:

Company	Location
- Amazon	Seattle, WA
- Apple	Cupertino, CA
- Boeing	Multiple locations
- Cisco	San Jose, CA
- Deloitte	Arlington, VA
- FedEx	Memphis, TN
- FLIR	Wilsonville, OR
- GE Aviation	Multiple locations
- GE Digital	San Ramon, CA
- Gulf Power/Southern	Pensacola, FL
- Huntington Ingalls	Newport News, VA
- Hydroid	Pocasset, MA
- Idaho National Laboratory	Idaho Falls, ID
- Jacksonville Jaguars	Jacksonville, FL
- Jacobs Engineering	Arlington, VA
- LinkedIn	Multiple locations
- Liquid Robotics	Sunnyvale, CA
- Lockheed Martin Aeronautics	Fort Worth, TX
- Lockheed Martin	Bethesda, MD
- Marotta Controls	Montville, NJ
- McChrystal Group	Alexandria, VA
- Microsoft	Seattle, WA
- Morgan Stanley	New York, NY

- Oak Ridge National Laboratory	Oak Ridge, TN
- Palo Alto Networks	Palo Alto, CA
- Pfizer	New York, NY
- Proctor & Gamble	Cincinnati, OH
- Qualcomm	San Diego, CA
- SAAB Defense and Security USA	East Syracuse, NY
- SpaceX	Hawthorne, CA
- Splunk	San Francisco, CA
- St. Jude	Memphis, TN
- Tesla	Palo Alto, CA
- UPS	Atlanta, GA
- USAA	San Antonio, TX
- VMWare	Palo Alto, CA
- Wal*Mart	Bentonville, AR

Please note the Talent Management Board will select the **nominees** for this program. The companies listed above will conduct their own interview process in the months after the Talent Management nomination and ultimately decide whether to offer placement in the company. Officers interested in this program should list at least 5 companies to ensure best fit for the company and officer. Officers must be available to report 01AUG21 for a one-year assignment.

- **RIO DE JANEIRO, BRAZIL – ASST OPS OFF. MALE ONLY:** Assistant Operations Officer/Engineering Officer onboard FRAGATA RADEMAKER. Officer will attend DLI in DC for Portuguese language training for 6 months prior to on station.

YG 16 and YG 17 Surface Warfare qualified officers who have demonstrated sustained superior performance at sea and who have screened for Department Head Afloat are eligible. One quota available and DHRB is required. Tactical qualifications (SUWC, AAWC, TAO) are preferred, but not required. Officers can report as early as October 2020 for language training followed by a 24 month tour.

- **BOSTON, MA – USS CONSTITUTION OPERATIONS OFFICER:** Responsible for daily operations of ship and crew onboard USS CONSTITUTION and facilities management of some associated infrastructure.

YG 16 or YG 17 Surface Warfare qualified officers who have demonstrated sustained superior performance at sea and who have screened for Department Head Afloat are eligible. One quota available and DHRB is required. Officer must be able to report NLT April 2021.

- **VALPARAISO, CHILE – BRDG/OPS WATCH OFF:** Officer will be expected to discharge the duties of Officer of the Deck underway aboard Chilean fleet ships. Officer will support Chilean Navy in variety of staff and planning activities. Officer may be expected to support AMEMBASSY and Naval Section with in-country liaisons and local support for USN ship visits. Officer will attend DLI in Monterey for Spanish language training for 9 months prior to on station.

YG 17 Surface Warfare qualified officers who have demonstrated sustained superior performance at sea and who have screened for Department Head Afloat are eligible. One quota available and DHRB is required. Tactical qualifications (SUWC, AAWC, TAO) are preferred, but not required. Officers can report as early as October 2020 for language training followed by a 24 month tour.

- **KIEL, GERMANY – MCM OOD-CICO:** Ultimate assignment to 3rd Mine Hunter Squadron in Kiel. Will attend DLI in DC for German for 9 months prior to on station.

YG 16 and YG 17 Surface Warfare qualified officers who have demonstrated sustained superior performance at sea and who have screened for Department Head Afloat are eligible. One quota available and DHRB is required. Officers must be able to report NLT January 2021 for language training prior to a 24 month tour.

- **WILHELMSHAVEN, GERMANY – ASST NAVIGATOR:** The officer will be in charge of 6 to 8 enlisted personnel and stand normal watches on the bridge underway. Will attend DLI in DC for German for 9 months prior to on station.

YG 17 Surface Warfare qualified officers who have demonstrated sustained superior performance at sea and who have screened for Department Head Afloat are eligible. One quota available and DHRB is required. **CRUDES experience desired.** Officers must be able to report NLT July 2021 for language training prior to a 24 month tour.

- **DENHELD, NETHERLANDS – BRIDGE WATCHSTANDER:** The officer will be responsible for the preparation of navigational charts as well as the execution of watch standing on the bridge. Additional duties include acting as Safety Officer during line handling evolutions. Will attend DLI in DC for Dutch for 7 months prior to on station.

YG 16 and YG 17 Surface Warfare qualified officers who have demonstrated sustained superior performance at sea and who have screened for Department Head Afloat are eligible. One quota available and DHRB is required. Officers must be able to report NLT April 2021 for language training prior to a 24 month tour.

- **PLYMOUTH, UK – BRIDGE WATCHKEEPER/NAVIGATOR FF/DD PORTSMOUTH SQUADRON:** The Royal Navy goal is for this officer to become a navigator. The first year will be spent as one of four Officer of the Watches (OOW/OOD) onboard a DD/FF. The second year starts with a 4-week Fleet Navigator course, followed by reassignment to another vessel as the Navigator.

YG 16 and YG 17 Surface Warfare qualified officers who have demonstrated sustained superior performance at sea and who have screened for Department Head Afloat are eligible. One quota available and DHRB is required. Officers must be able to report NLT December 2020 for a 24 month tour.

- **HAMPSHIRE, UK – MW OPS OFFICER:** The officer will be the operations officer on a MCMV. Also, one of two Mine Warfare Officers. Depending on ship possibly also Crypto and Secret publications Custodian or Welfare (MWR) fund treasurer.

YG 16 and YG 17 Surface Warfare qualified officers who have demonstrated sustained superior performance at sea and who have screened for Department Head Afloat are eligible. One quota available and DHRB is required. **MIW/MCM experience desired, but not required.** Officers must be able to report NLT May 2021 for a 24 month tour.

- **BREST, FRANCE – EOD OPS OFFICER:** The Assistant Operations Officer is in charge of the organization and the conduct of multinational exercises including French Mine Warfare forces participation. This officer will participate in the organization of NATO exercises that are proposed by France and defines the modalities in which French forces participate in exercises proposed by other nations. Finally, the officer will be deployable with the French Mine Counter Measure Tactical Authority (MCMTA) (usually once every 2 years) and stand as a Battle Watch Officer. Will attend DLI in Monterey for French for 9 months prior to on station.

YG 16 or YG 17 Surface Warfare qualified officers who have demonstrated sustained superior performance at sea and who have screened for Department Head Afloat are eligible. One quota available and DHRB is required. **MCM experience required.** Officers can report as early as October 2020 for language training followed by a 24 month tour.

- **NORTHWOOD, ENGLAND – MARITIME HQ MARCOM:** Staff Maritime planner with the British Royal Navy in London.

YG 16 and YG 17 Surface Warfare qualified officers who have demonstrated sustained superior performance at sea and who have screened for Department Head Afloat are eligible. One quota available and DHRB is required. Officers must be able to report NLT December 2020 for a 24 month tour.

- **MARIN, SPAIN – INST NAVAL SCIENCE, NAVAL ACADEMY:** The Escuela Naval Militar (ENM) at Marín, Pontevedra, in north-western Spain, is a coeducational Naval Academy that educates officers for commissioning primarily into the Spanish Navy and Spanish Navy Marines. Officer will attend DLI in Monterey for Spanish language training for 9 months prior to on station.

YG 16 and YG 17 Surface Warfare qualified officers, who have demonstrated sustained superior performance at sea, and who have screened for Department Head Afloat are eligible. One quota available and DHRB is required. Officers must be able to report NLT March 2021 for language training followed by a 24 month tour.

- **TOULON, FRANCE – BRDG/OPS WATCH OFFICER:** Equivalent to a combination of 1st LT and Navigator; and watch is equivalent to Officer of the Deck. The officer will be responsible for 2 officers and 22 enlisted (4 navigation and 18 shiphandling). Will attend DLI in Monterey for French for 9 months prior to on station.

YG 16 and YG 17 Surface Warfare qualified officers who have demonstrated sustained superior performance at sea and who have screened for Department Head Afloat are eligible. One quota available and DHRB is required. Officers can report as early as October 2020 for language training followed by a 24 month tour.

- **USNA COMPANY OFFICER:** YGs 16/17 Surface Warfare qualified officers who have demonstrated superior performance at sea, and have screened for Department Head Afloat are eligible. DHRB is required. Nuclear trained officers are also eligible. This provides junior officers with the ability to shape the future of the Navy through hands-on leadership opportunities.

● LEGACY PROGRAMS

- **NAVAL POST GRADUATE SCHOOL (NPS) –** One of the SWO community's top priorities for Junior Officers during their first shore tour remains the opportunity to earn a graduate education degree. NPS is the best choice for this career milestone due to the flexibility in timing, tailored curricula, and JPME Phase I inclusion. Of note, JPME can be completed via:

- Naval Postgraduate School
- NWC Fleet Seminar Program (<http://www.usnwc.edu>)
- NWC Web-Enabled Program

Academic Profile Code (APC): The APC is a three-digit code which summarizes pertinent portions of an officer's prior college performance. This code is used to determine an officer's eligibility for programs at NPS. Your APC must be calculated before the Detailers can assign you a curriculum quota. **If an APC waiver is required, the Detailers will submit on the officer's behalf.** Guidance on getting your APC calculated can be found here:

<http://www.public.navy.mil/bupers-npc/officer/Detailing/surfacewarfare/careerinfo/Documents/APC%20Calculation.pdf>

- **NOTE 1:** USW Students earn accredited master's degrees (Master of Science) in any of the following disciplines: Engineering Acoustics, Physical Oceanography, Electrical Engineering, Operations Research, Mechanical Engineering, and Applied Sciences. See NPS website (www.nps.edu) for details.
- **NOTE 2:** Combat Systems Students earn an accredited master's degree (Master of Science) in Applied Physics, but may also earn a degree in Physics, Engineering Acoustics, Electrical Engineering, Mechanical Engineering, and Software Engineering. See NPS website (www.nps.edu) for details.
- **NOTE 3:** Curricula **highlighted in red below** require DHRB throughout the fiscal year while curricula highlighted in black require DHRB only if competed at Talent Management. Any remaining quotas after the talent management board will be advertised for rolling admissions.

CURRICULUM	START	APC	LENGTH (MONTHS)
SYSTEMS ENGINEERING ANALYSIS #308	Summer	334	24
CYBER SYSTEMS & OPS #326	Winter/Summer	334	24
OPERATIONS RESEARCH ANALYSIS #360	Fall/Spring	325	24
SPACE SYSTEMS OPS #366	Fall	334	21
COMPUTER SCIENCE #368	Fall/Spring	323	24
NETWORK OPERATIONS & TECHNOLOGY #386	Fall	334	21
UNDERSEA WARFARE #525	Fall/Spring	323	12/24
COMBAT SYSTEMS SCIENCE & ENGINEERING #533	Winter/Summer	323	24
SYSTEMS ENGINEERING #580	Fall/Spring	323	21

ELECTRONIC SYSTEMS ENG #590	Every Quarter	323	24
NAVAL MECHANICAL ENGINEERING #570	Winter/Summer	321	24
SPACE SYSTEMS ENG #591	Fall	323	27
MIDDLE EAST, AFRICA, SOUTH ASIA #681	Every Quarter	265	18
FAR EAST & PACIFIC #682	Every Quarter	265	18
WESTERN HEMISPHERE #683	Every Quarter	265	18
EUROPE, RUSSIA, & ASSOCIATED STATES #684	Every Quarter	265	18
NAVAL STRATEGY #688	Every Quarter	265	15
HOMELAND DEF & SECURITY #691	Every Quarter	265	18
FINANCIAL MANAGEMENT MBA #837	Winter/Summer	345	18
REQUIREMENTS MANAGEMENT #816	Summer	345	21

Please enjoy the video below provided by NPS. The video speaks specifically to the SEA curriculum, but the NPS tailored education experience resonates throughout all curricula!

http://faculty.nps.edu/dl/forReviewOnly/index.html?src=SEA_RECRUIT_2018_FineCut_v03.mp4

- **NPS DISTANCE LEARNING MASTER'S PROGRAM.** Master of Systems Analysis Degree Program (MSA, Curriculum #363): The MSA program is designed to meet the needs of the Navy and other services in the Department of Defense (DoD) for technical graduate education in systems analysis as a basis for aiding key decisions on force requirements, weapons systems, and other defense matters. Students acquire foundation skills and hands-on experience in all aspects of analytical studies. MSA grads earn the Navy 3210P subspecialty code, Operations Research Analysis.

Executive Masters of Business Administration (EMBA, Curriculum #805): This program is a defense-focused general management program for senior Department of Navy officers and senior Department of Navy civilians. The program design and course work capitalizes on the current managerial and leadership experience of program participants. The EMBA is a 24-month, part-time, distance learning degree program. Classes meet once a week, approximately 6-7 hours per day, depending on course units. EMBA grads earn the Navy 3100P subspecialty code, Financial Management-Defense Focus.

The day may change from class up to class up, but officers need to work with their current or gaining shore command to ensure VTC activities will be supported. All other course requirements will be completed during off duty hours. Distance learning programs kick off each Spring and Fall with specific application time lines for each class up. **Officers will incur a three year OBLISERV following graduation and must sign DHRB if assigned to SMWDC, SWOS, ATG, CSCS, CNSS-14, ATRC and Nuclear Power Training Unit; the same commands that support 24/12.** YG 16 and 17 officers are eligible to take advantage of this program. Be prepared to support SEP 2021 class up.

- **Army War College w/Tuition Assistance – YG 15/16/17 Officers (Jun 2021 Class Up). Leavenworth, KS.** Army Command and General Staff College is accepting O-3s for their in-residence Master's and JPME 1 program. MMAS (Master of Military Art and Science) Consortium University options include: KSU, KU, CMU, Webster Univ. Degree Options: Security Studies, SCM, HR Management, Intl Relations, Procurement and Acquisitions, Gen Admin, Leadership, Public Admin. YG 16 officers and junior are eligible, but preference will be given to YG 15 officers.

• **TALENT MANAGEMENT – Package Template**

From: LTJG/LT _____, (Command)
To: Surface Warfare Junior Officer Assignments (PERS-412)
Via: Commanding Officer

Encl: (1) Commanding Officer Letter of Recommendation
(2) Items missing from official record

Subj: FY-21 TALENT MANAGEMENT APPLICATION

1. After speaking with my detailer, and reviewing my eligibility for the various programs being offered on the talent management board, I would like to be considered for the following programs in priority order. (There is no limit to the number of programs listed):
 - a. _____
 - b. _____
 - c. _____
 - d. _____
2. Much like the slate process, this field is reserved for amplifying information regarding your preferences. For example, if ROTC is listed as a priority program be sure to list the schools in priority order as well. If there is a point where NPS would be preferred to ROTC, spell that out. IE: If these five schools are not available for ROTC, then my priority will shift to NPS for these specific curriculums, and finally FSEP, or I will take any ROTC unit!
3. Based on my PRD of _____, my chain of command and I understand I may need to extend/rotate early to match one of the programs listed above.
4. My undergrad GPA is _____.
5. My Academic Profiling Code is _____. (For officers applying for NPS)
6. I have/have not received any funding to date for post graduate education. If funding was received, define the program:_____.
7. I understand that I am required to sign DHRB if I choose to accept my program or billet selection.

//Signed//