

MILPERSMAN 1301-233

SPECIALTY CAREER PATH UPDATE

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References	(a) NAVADMIN 095/19
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1. **General Information.** The Specialty Career Path (SCP) Program is designed to develop a cadre of officers with critical skills in key Navy mission areas. This program is open to unrestricted line (URL) officers as specified in paragraph 4.

a. The following SCP options are open to qualified candidates:

Anti-Submarine Warfare (ASW)
Education and Training Management (ETMS)
Financial Management (FM)
Missile Defense (MD)
Mine Warfare (MIW)
Naval Operational Planner (NOP)
Operations Analysis (OA)
Strategic Sealift (SS)

b. Anti-terrorism/force protection (AT/FP) and shore installation management (SIM) have been removed from the SCP Program. Active duty officers previously in the AT/FP and SIM disciplines may continue to be assigned to non-milestone SCP billets per the policies contained in this article.

c. Effective immediately, SCP commanding officer (CO) and executive officer (XO) milestone boards are discontinued. For officers in inventory who have been already screened, the assignment process in paragraph 6 of this policy will remain in place until the bank of screened officers is exhausted.

2. **Policy.** This article defines the policy, screening criteria, responsibilities and authorities for the management

and execution of SCP personnel to streamline the screening process, maximize career opportunities for SCP officers and optimize manning of SCP billets.

3. **Stakeholders.** For each mission area, the following stakeholders have roles which are outlined below:

a. **Executive Lead Agent (ELA).** ELAs will be responsible for screening of SCP applicants and providing the list of SCP screened officers to Navy Personnel Command (NAVPERSCOM), Career Management Department (PERS-4). The ELAs must coordinate with NAVPERSCOM (PERS-4) to:

(1) modernize the SCP billet base,

(2) maintain CO- and XO-equivalent billets for their respective SCP until the current bank of screened SCP officers is exhausted and

(3) define training requirements for their SCP.

b. The following ELAs are assigned:

SCP (AQD)	Executive Lead Agent
ASW (LS3)	Undersea Warfighting Development Command (UWDC)
ETMS (LS0)	Naval Education and Training command (NETC)
FM (LS7)	Office of the Chief of Naval Operations (OPNAV), Program Division (N80)
MD (LS1)	Naval Surface and Mine Warfighting Development Command (NSMWDC)
MIW (LS4)	Naval Surface and Mine Warfighting Development Command (NSMWDC)
NOP (LS8)	OPNAV, Operations, Plans and Strategy (N3/N5)
OA (LS9)	OPNAV, Assessments Division (N81)
SS (LS6)	Military Sealift Command (MSC)

c. **NAVPERSCOM (PERS-4) Liaison Divisions.** The role of NAVPERSCOM (PERS-4) liaison divisions is to act as a single point of contact (POC) for the respective SCP mission area ELAs. The NAVPERSCOM (PERS-4) liaison divisions must assume the following responsibilities:

(1) Maintain responsibility for managing billets and working with detailers on officer assignments and entering additional qualification designations (AQDs),

(2) Coordinate with the ELAs to maintain SCP billet coding and allocation and

(3) Coordinate closely with placement officers on SCP billet and personnel issues.

d. NAVPERSCOM (PERS-4) liaison divisions are designated as follows:

Specialty Career Path	NAVPERSCOM PERS-4 Liaison
Anti-submarine Warfare (ASW)	PERS-42
Education/Training Management (ETMS)	PERS-43
Financial Management (FM)	PERS-44
Missile Defense (MD)	PERS-41
Mine Warfare (MIW)	PERS-41
Naval Operational Planner (NOP)	PERS-44
Operations Analysis (OA)	PERS-44
Strategic Sealift (SS)	PERS-41

e. **Command Placement Officer.** Placement responsibilities for every command containing SCP billets will remain unchanged to ensure a single NAVPERSCOM POC for each command to use when addressing command manning issues.

f. **NAVPERSCOM (PERS-4) SCP Coordinator.** NAVPERSCOM, Surface Warfare Officer Distribution Division (PERS-41), with the direct support of the deputy division directors, will oversee SCP progress and issues while making recommendations to NAVPERSCOM (PERS-4) regarding policy and execution actions required.

4. Eligibility Requirements for Application to SCP

a. Designator Specific Requirements:

(1) 1110: Upon completion of a first department head (DH) tour or upon completion of the first 18 months of a single longer DH tour,

(2) 1120: O-4 (Select), O-4 and O-5 officers that do not have nuclear AQDs or other officers approved by NAVPERSCOM (PERS-42) on a case-by-case basis and

(3) 1310/1320: Upon completion of a DH tour or failure to select for a DH tour for the second time, or opting out of DH selection, if applicable.

b. Officers are eligible for SCP detailing upon completion of current tour, unless milestone/payback tour is required.

c. SCP officers are ineligible for a traditional U.S. Navy CO billet. SCP officers will not be considered at community command boards. SCP CO and XO milestone boards are discontinued effective immediately.

d. Selection as SCP does not relieve an officer of any other pending milestone (if already screened) or payback tours.

e. SCP selection does not guarantee exclusive assignment to SCP billets. Rotation dates, needs of the Navy and career progression will continue to affect the assignment process and officers will still adhere to a parent community sea/shore rotation. Assignment, even to a shore duty position may not always be in an SCP billet.

f. SCP billets are not exclusive to SCP officers and most billets will ultimately be filled by non-SCP Officers due to inventory.

g. SCP is not a manpower draw from the enterprises. Many enterprise billets require skill sets resident within SCP.

h. The following officers are not eligible for SCP:

(1) Full-Time Support Officers,

(2) Officers currently being processed for administrative separation,

(3) Officers who have been detached for cause (DFC) (or are a subject of a pending DFC),

(4) Officers who have submitted a retirement or resignation request (an approved request for withdrawal is required for consideration) and

(5) 1130/1140 officers.

5. **Screening for SCP.** Screening for SCP will be accomplished via an administrative process determined by each individual ELA.

a. Officers desiring to enter one of the disciplines may do so upon application and screening. Once screened, they will be given priority for assignments to billets that develop experience in their specialty during normal sea/shore rotations in their original URL community.

b. Screening for SCP (or previously for SCP milestones) does not guarantee assignment to an SCP billet or SCP leadership position.

c. Screened officers will retain their original designator and will receive an AQD that indicates their area of specialization.

d. ELAs must notify NAVPERSCOM (PERS-4) and appropriate liaison upon accession of new officers into SCP.

e. SCP officers will be considered non-due course and will no longer be eligible for administrative milestone boards in their parent communities.

6. **Assignment Policy**

a. Posting Process

(1) SCP-coded billets will be advertised for fill to all detailers of appropriately screened SCP officers.

(2) SCP billets will be identified in the Officer Assignment Information System with a two-digit alpha-character. The first character will represent the SCP area and the second character will represent the milestone until the milestone-screened officers are exhausted (e.g., CO or XO). Once the current banks of SCP CO- and XO-screened officers are exhausted, milestone billets will be recoded as regular SCP billets.

(3) If an SCP officer is not identified for a posted billet within 180 days of the required fill date, the cognizant placement desk will coordinate with NAVPERSCOM, Distribution Management Division (PERS-45) to task the billet to a distribution division through the billet-fill decision process for fill by a non-SCP officer.

b. Detailer Role. NAVPERSCOM (PERS-4) liaison divisions and associated detailers will monitor the demand signals for various SCP officers and coordinate fills from the inventory of SCP screened officers. Detailers must endeavor to fill SCP-coded billets with SCP-coded officers. If an SCP officer is available and due for the appropriate sea/shore duty and it is determined to be an appropriate assignment, the officer will be detailed to the SCP billet.

c. Approval of CO- and XO-Equivalent Assignments. SCP officers will be approved for CO- and XO-equivalent assignments using a process similar to the current high visibility nomination process, provided they have already screened for these milestones.

(1) The responsible placement desk for a CO- or XO-equivalent assignment will issue a demand signal to the URL distribution divisions no later than 9 months in advance of the desired fill date.

(2) The distribution divisions will advertise the assignment, solicit for interested officers and provide a nomination or regret prior to 6 months in advance of the desired fill date.

(3) The responsible placement desk will forward nomination packages, including a recommendation for the best candidate, to NAVPERSCOM (PERS-4) for approval.

(4) NAVPERSCOM (PERS-4) will approve the nominee(s) to be forwarded to the gaining command for approval.

(5) ELAs may recommend assignment of milestone screened SCP officers. Final approval authority rests with NAVPERSCOM (PERS-4) and the gaining command.

(6) This assignment process will remain in place until the current bank of CO- and XO-equivalent milestone-screened officers is exhausted.