



FY-18 Active-Duty Line Community Brief Disclaimer

This community brief has been generated by the community leaders, including detailers and community managers. It has been vetted by the Navy Personnel Command and OJAG for statutory compliance and approved by SECNAV.

Community leaders have provided these slides to community members for career planning purposes; however, strict adherence to the career progressions depicted in the slides is not a prerequisite for promotion.

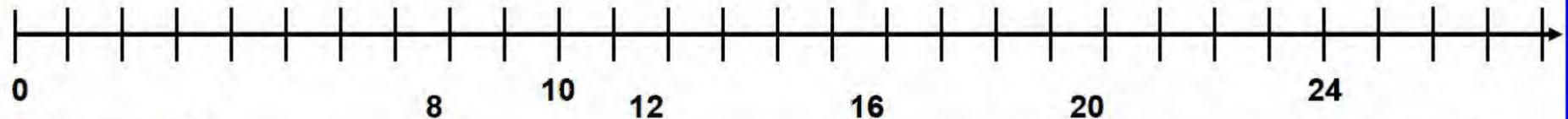
ONLY MATERIAL APPROVED BY THE SECRETARY OF THE NAVY WILL BE PRESENTED TO STATUTORY SELECTION BOARDS. THIS BRIEF HAS BEEN APPROVED BY SECNAV FOR USE BY THE FY-18 STATUTORY SELECTION BOARDS.

Fleet Support Officer Career Progression

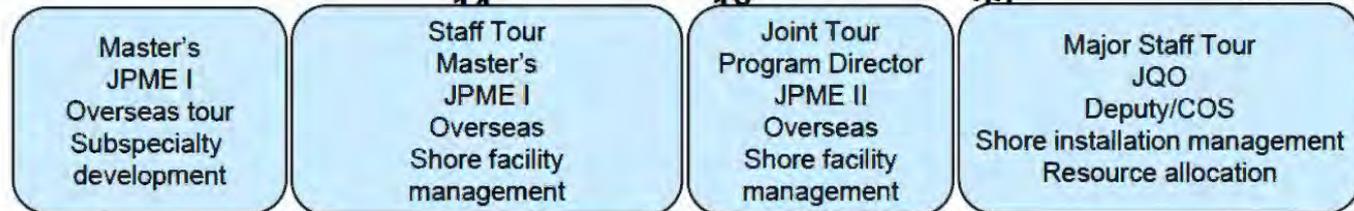


Career Path

FLEET EXPERIENCE TOUR	DIVO	DH	DH	STAFF TOUR/ XO/OIC	STAFF TOUR/ XO/OIC	STAFF TOUR/ XO/OIC	MAJOR STAFF/ CO	MAJOR STAFF/ CO	MAJ CMD
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Typical Billets



ADMINISTRATIVE BOARDS:

XO/OIC:	N/A
CDR CMD:	N/A
MAJ CMD:	N/A

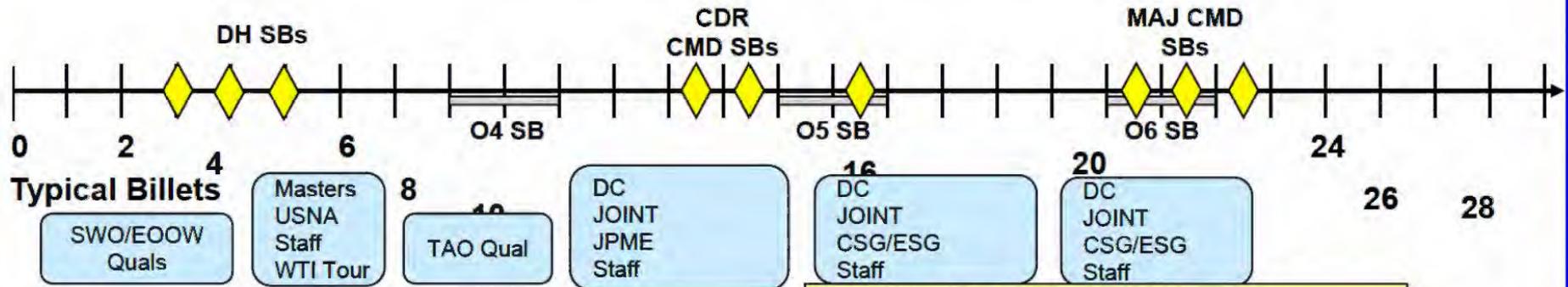
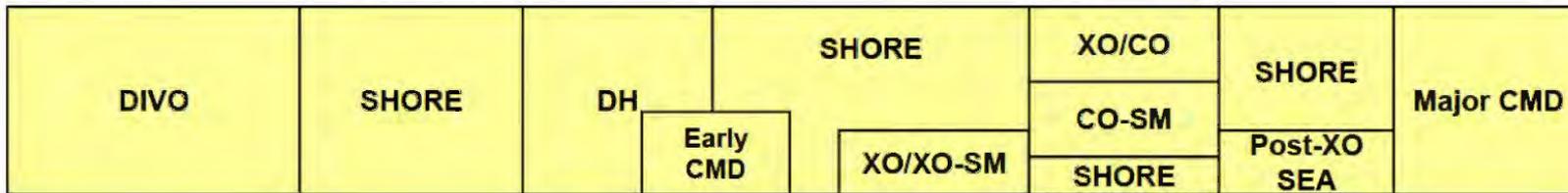
Fleet Support Officer Community Values



- Sustained Superior Performance
 - In billets of increasing complexity, responsibility, and scope
- Proven Leadership Positions in Shore or Joint Assignments
 - Officers successfully serving as XO and CO ashore or in challenging joint assignments demonstrate the qualities required by the community
- Career Paths
 - Officers serving in leadership positions in critical specialty areas provide unique subject area expertise in the following areas:
 - Anti-submarine Warfare (IUSS)
 - Shore Installation Management (SIM)
 - Strategic Sealift Operations
 - Pol-Mil Affairs

Surface Warfare Officer Career Progression

Career Path



CO-SM billets

- Milestone Screened
- Due Course
- Path to MAJCOM / O6

XO-SM billets

- Milestone Screened
- Due Course
- Path to O5 Command

ADMINISTRATIVE BOARD RATES:

- DH Board (Jun 16): 58%
- CDR CMD (Dec15): 42%**
- MAJ CMD (Nov 15): 60-67%

** 42% CO Afloat screen rate across 3 looks. Total milestone screen rate (CO Afloat, XO Afloat, CO-SM, and XO-SM) 68.1%. Major Command Screening includes CRUDES, Amphib, and Shore Major Screening.

Surface Warfare Officer

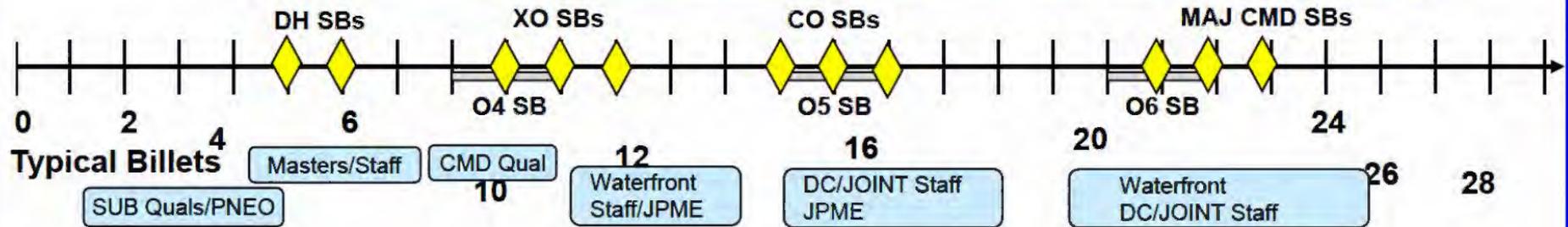
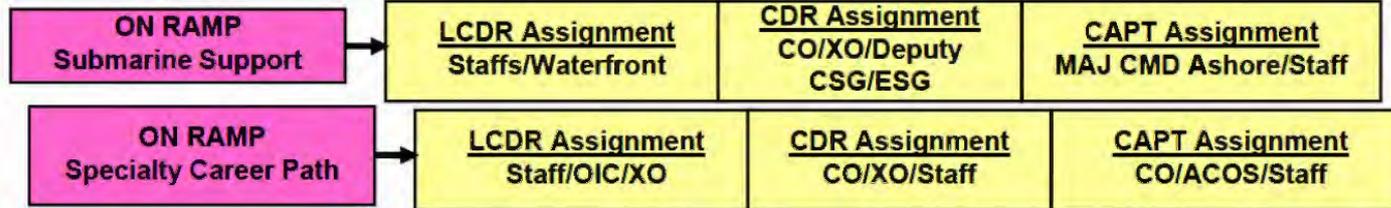
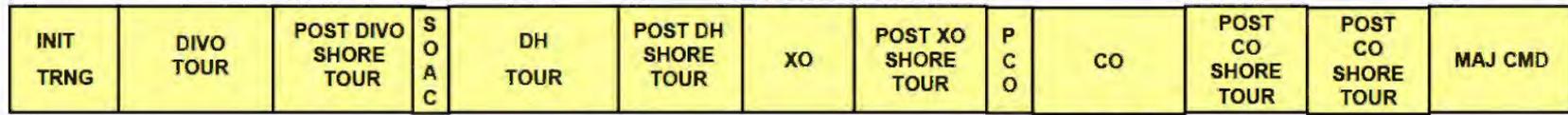
Community Values



- Valued achievements prior to LIEUTENANT COMMANDER
 - Service at Sea – Successful DIVO sea tours
 - Screened for or serving as Department Head Afloat (on a ship, squadron or LCS Crew)
- Valued achievements prior to COMMANDER
 - Service at Sea - Successful performance as Department Head Afloat
 - Screened for administrative milestones (XO/CO Fleet-up, XO Afloat / XO-SM)
- Valued achievements prior to CAPTAIN
 - Service at Sea - Successful performance as CO
 - Officers successfully serving in community, operational, or challenging joint assignments following sea or shore CO assignment
 - Demonstrated leadership in shore and/or joint assignments
- Special Mission (SM) assignments
 - SWOs filling CO-SM positions are leading Sailors in front-line, operational missions and have a path to Major Command
 - SWOs screened for or serving in XO-SM tours are leading sailors in critical operational assignments. These officers have a path for Commander Command.

Submarine Warfare Officer Career Progression

Career Path



- SUBMARINE SUPPORT (COSS/XOSS)**
- Squadron Deputy
 - New Construction XO
 - Training Commands
 - Shore CO/XO
 - Submarine Staffs
 - CSG/ESG
 - Strategic Weapons
 - Remain fully qualified to serve as XO/CO at sea
 - Decommissioning Unit XO
- SPECIALTY CAREER PATHS**
- Mine Warfare
 - Anti-Submarine Warfare
 - Financial Management
 - NOPC/Joint Planner
 - Anti-Terrorism/Force Protection
 - Shore Installation Management
 - Operational Analysis
 - Education & Training Management

ADMINISTRATIVE BOARDS RATES:

DH SCREENING (May 16):	84%
XO SCREENING (May 16):	60% *
CO SCREENING (May 16):	62% *
MAJ CMD (Nov 15):	77%

*Combined XO/CO selection rates result in 37% opportunity for DHs to serve as CO

Submarine Warfare Officer

Community Values

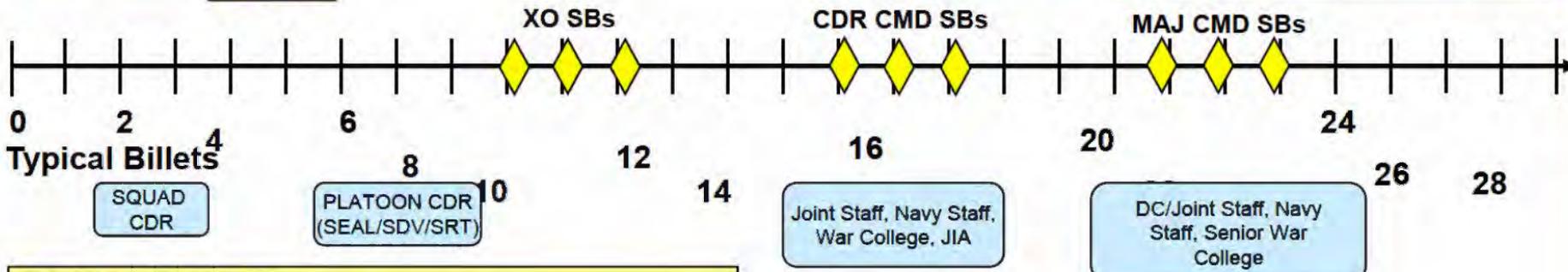


- Sustained superior performance at sea is the foundation of the Submarine Community
- Valued achievements prior to LIEUTENANT COMMANDER
 - Screened for or serving as DH At Sea
- Valued achievements prior to COMMANDER
 - XO or XO-equivalent assignments at sea or ashore
 - CO/OIC as LCDR (e.g., NAUTILUS, overseas submarine support activity)
 - Critical Nuclear Propulsion Program billets (e.g., nuclear training command department director)
 - IA/GSA/OCO leadership assignment as LCDR
- Valued achievements prior to CAPTAIN
 - CO or CO-equivalent assignments at sea or ashore
 - Naval Submarine Support Center (NSSC) COs, Training Facility COs, the Undersea Rescue / Unmanned Underwater Vehicle CO, the Naval Ocean Processing Facility (NOPF) CO, and OIC as CDR (e.g., San Diego Submarine Training Facility Detachment) are the most competitive Submarine Force CO shore candidates.
 - IA/GSA/OCO leadership assignment as CDR
- Submarine Support career path
 - Squadron Deputy Commander, Shore CO/XO, New Construction XO, Submarine Staffs, Training Commands, CSG/ESG, or Strategic Weapons
- Graduate Education in any subspecialty is valued regardless of source or method of achievement (e.g., civilian institution, Naval Postgraduate School, Distance Learning)
 - Undersea Warfare, Financial Management, Operations Analysis, National Security Studies, and Naval Strategy are key competencies.

Special Warfare (SEAL) Officer Career Progression



Career Path



DEVELOPMENT TOUR (1):

SEA:

- Special Reconnaissance Team
- Special Boat Team
- NSWDG AOPS

SHORE:

- NPS or Graduate Education
- NSW Unit AOPS
- MAJCOM Staff

DEVELOPMENT TOUR (2):

SEA:

- Task Unit / CFT Commander
- Team N3
- NSWDG S&T
- JIA (CJSOTF / SOJTF)

SHORE:

- War College or Graduate Education
- NSW Unit N3
- MAJCOM / WARCOM Staff
- BUD/S Phase Officer

ADMINISTRATIVE BOARD RATES:

XO SCREENING (FY-17):	92%
CDR CMD (FY-17):	80%
MAJ CMD (FY-17):	54%



Special Warfare (SEAL) Officer Community Values

- Valued achievements prior to LIEUTENANT COMMANDER
 - Completed SEAL Platoon CDR (SEAL PLT CDR/CFT TRP CDR/SDV PLT CDR)
 - Operational / Deployed Leadership
 - Diversity of experience within NSW (SEAL, SRT, SBT, SDV, NSWDG)
 - Education/JPME Phase 1 - Desired
- Valued achievements prior to COMMANDER
 - Completed XO Tour
 - Proven Operational Leadership
 - JPME Phase 1 / Master's Degree - Strongly desired
 - Joint/USN Experience (JCS, OPNAV, Fleet, USSOCOM, TSOC, JSOC)
 - Overseas Assignment
- Valued achievements prior to CAPTAIN
 - Successful Commander Command Tour
 - MAJCOM / Joint staff experience
 - Joint Qualified Officer (JQO) Designation
 - Member of Acquisition Corps (AC)
 - Overseas Assignment
 - JPME Phase 2

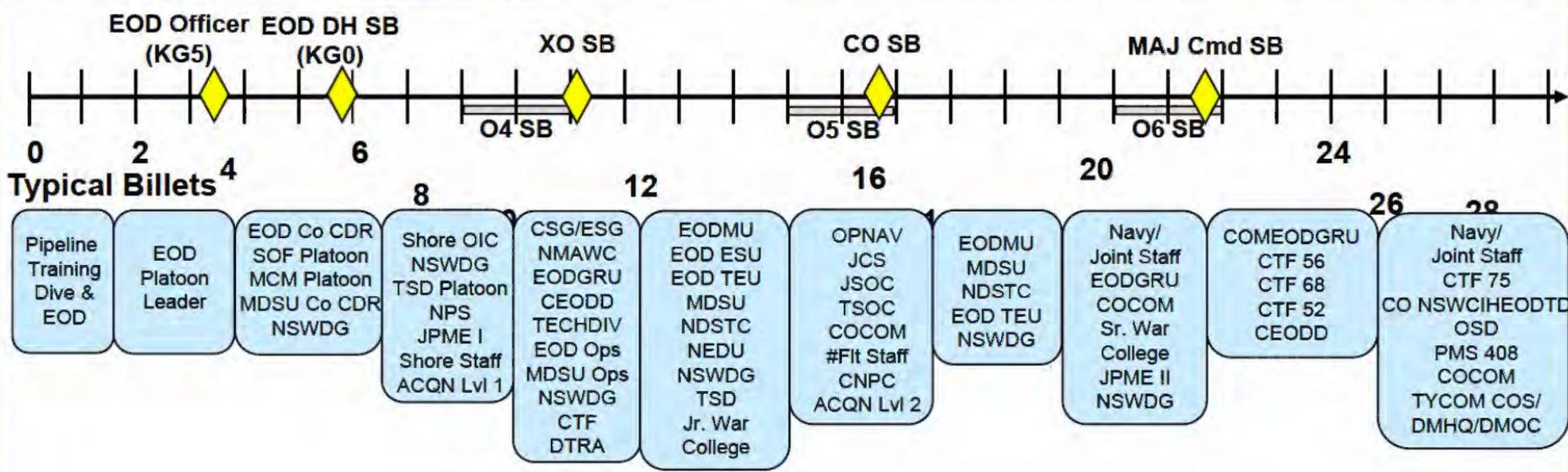


Explosive Ordnance Disposal Officer Career Progression



Career Path

Init Trng	Plt Ldr	SOF Plt / Co CDR / MCM Plt	Shore Tour / Afloat Staff	DH / Staff / OPS Officer	XO	Joint / Navy Staff	CO	Joint / Navy Staff	Major Cmd	Post Major Cmd / Joint / Navy Staff
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ADMINISTRATIVE SCREEN BOARDS RATES:	
DH Screening (DEC 15):	
XO Screening (DEC 15):	100%8%
CO Screening (DEC 15):	43.8%
MAJ CMD Screening (NOV 15):	40.0%



Explosive Ordnance Disposal Officer

Community Values

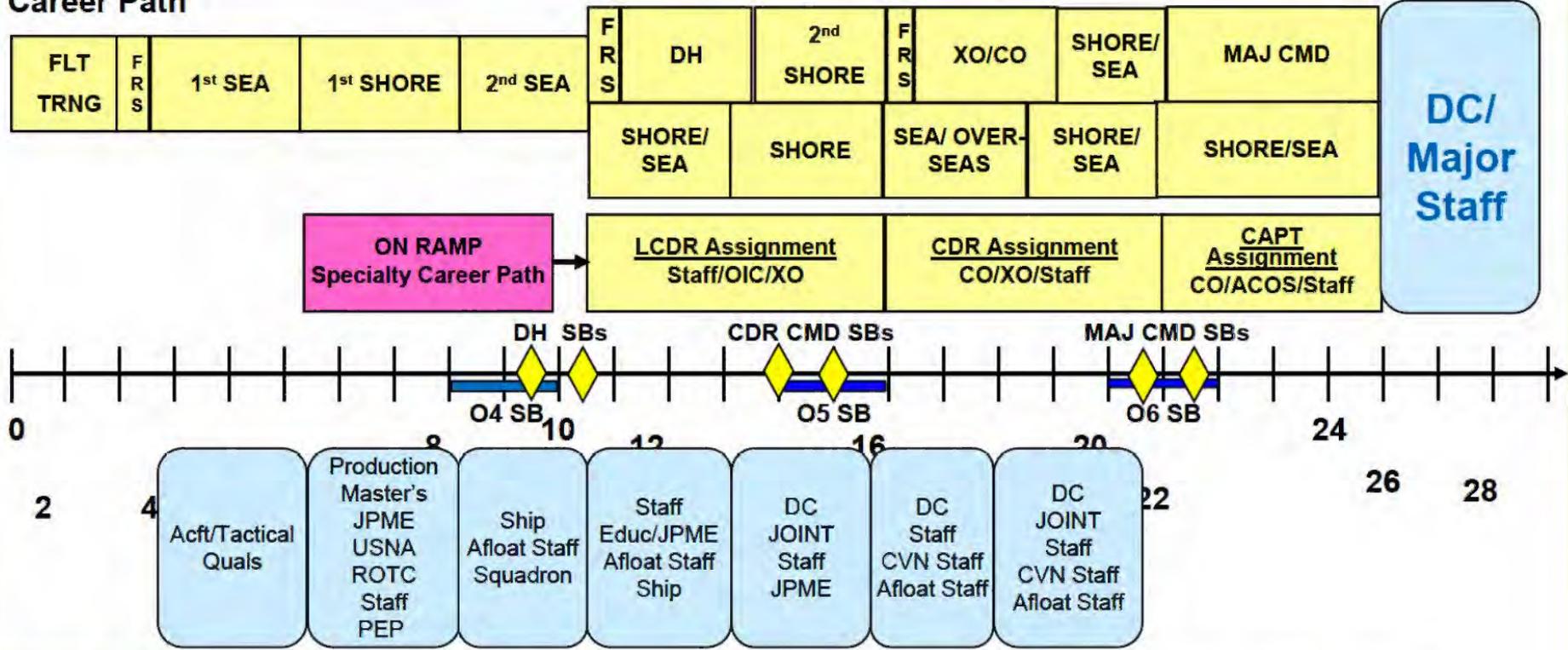


- Valued achievements prior to LIEUTENANT COMMANDER
 - Attained EOD Officer Warfare Qualification (KG5)
 - Administratively Screened for EOD DH (KG0)
 - Sustained superior performance through Shore/Afloat Staffs
- Valued achievements prior to COMMANDER
 - Superior performance as an EOD XO; Awarded EOD XO AQD (KG6)
 - Continued superior performance in Navy Staff and Joint Operational Billets
 - Completed JPME Phase I
 - Superior performance in an Acquisition (ACQN) Coded Billet
- Valued achievements prior to CAPTAIN
 - Superior performance in O5/Commander Command; Awarded EOD CO AQD (KG7)
 - Continued superior performance in Major Navy Staff and Joint Duty Assignments

Aviation Officer Career Progression



Career Path



- SPECIALTY CAREER PATHS**
- Mine Warfare
 - Anti-Submarine Warfare
 - Missile Defense
 - Financial Management
 - NOPC/Joint Planner
 - Anti-Terrorism/Force Protection
 - Shore Installation Management
 - Strategic Sealift
 - Operational Analysis
 - Education & Training

ADMINISTRATIVE BOARD SCREEN RATES:

DH:	60-70%
SPECIALTY CAREER PATH:	30%
CDR CMD:	40-45%
MAJ CMD:	40-45%

Aviation Officer Community Values

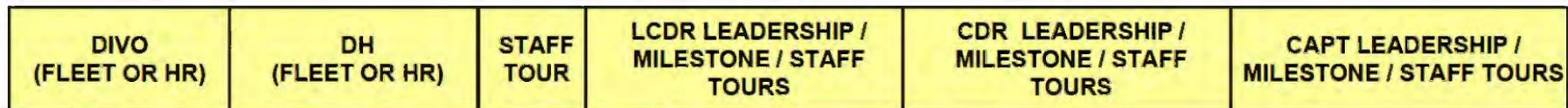


- Aviation officers have a long training pipeline, resulting in NOB FITREPS for the officer's first 3-4 years
 - NAE values graduate education for select officers upon commissioning
 - Min Service Requirement retains most aviators through first O-4 board promotion opportunity
 - Aviation requires reinvestment of Aviation skills at flight training units and centers of excellence that could limit options for tour assignment diversity, when compared to other officer communities
- Valued achievements prior to LIEUTENANT COMMANDER
 - Aviation LIEUTENANTS screen for DH Tour following selection to LIEUTENANT COMMANDER
 - Competitive breakout in first sea and shore tours, attainment of initial warfare qualifications
 - NAE values outstanding performance in an array of first shore tour billets...diversity of first shore tour assignments throughout each cohort is vital to aviation community future success
 - Due to compressed career path after winging, Graduate Education frequently not possible prior to LCDR
- Valued achievements prior to COMMANDER
 - Competitive breakout performance as a DH
 - Attainment of advanced warfare qualifications
 - Aviators serving as OP-T DHs develop essential training production skill sets valued by Aviation
- Valued achievements prior to CAPTAIN
 - Successful performance as a CO
 - OP/T CO's are leading mission essential training squadrons and afloat tactical air control units
 - SM CO's are providing critical leadership vital to operational missions
 - Proven leadership in post command, Aviation specific community (sea duty) and/or Joint assignments
- Specialty Career Path
 - Selected by Flag-led administrative board process
 - Officers may serve in leadership positions in critical specialty areas to provide unique subject area expertise

Human Resources Officer Career Progression



Notional Career Path

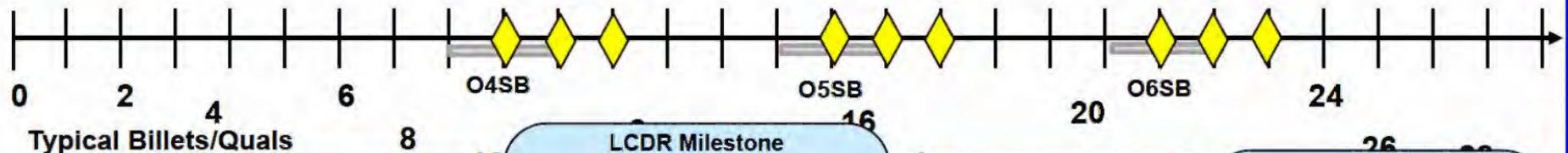


Lateral Transfer & POCR Gains

M/S & CMD ASBs

M/S & CMD ASBs

M/S & CMD ASBs



DH/DIVO/OIC/Staff Tour
 In-Resident Graduate Education
 Service College (JPME I)
 HR Certification
 HR Introductory Course

LCDR Milestone
 DH/OIC/XO/CO
 TYCOM/Fleet/
 HQ Staff/CVN TO
 In-Residence Grad Ed
 Service College (JPME I)
 Joint Tour/Experience
 HR Certification
 HR Intermediate Course

CDR Milestone
 CO/XO/Fleet N1/TYCOM/
 HQ/Major Staff
 Joint Tour/Experience
 Service College (JPME II)
 HR Recertification
 HR Advanced Course

CAPT Milestone
 Major Command/
 CO/Deputy/COS/OSD/
 SECNAV/COCOM
 Joint Tour/Experience
 HR Recertification

Develop Subspecialty Experience

Develop Core Competency: Development, Management, Recruiting, Requirements

ADMINISTRATIVE SCREENING BOARDS – ONLY MILESTONE SCREENED OFFICERS CMD BOARD REFERRED (2013-2015):

LCDR MILESTONE: 35%	LCDR COMMAND: 49%
CDR MILESTONE: 54%	CDR COMMAND: 74%
CAPT MILESTONE: 24%	CAPT COMMAND: 53%

Human Resources Officer

Community Values

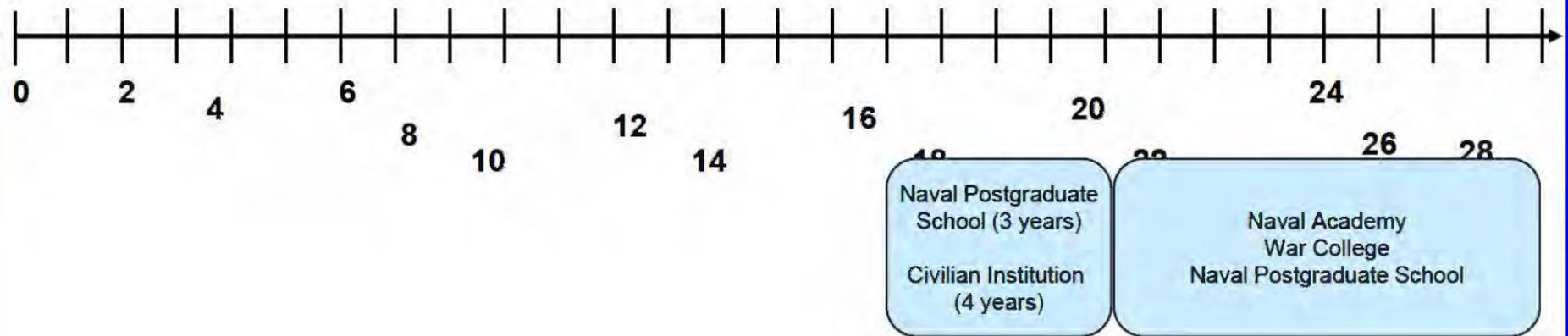
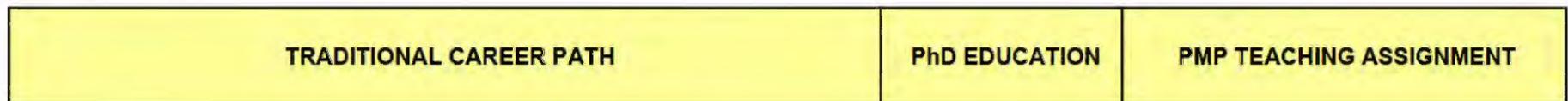


- Valued achievements prior to LIEUTENANT COMMANDER
 - Sustained superior performance and attainment of source community qualifications
 - Demonstration of increasing levels of responsibility and sound judgment
- Valued achievements prior to COMMANDER
 - Sustained superior performance in all assigned duties, especially LCDR HR Milestone assignments
 - Master's degree in HR related subspecialty including Operations Analysis, Manpower Systems Analysis, Financial Management, Education and Training Management, or civilian equivalent degrees
 - Professional Certification including PHR, SPHR, GPHR, CPT, CPLP, CDFM, CDFM-A
 - JPME I
 - HR subspecialty experience: 311X, 3130, 3150, 321X
- Valued achievements prior to CAPTAIN
 - Sustained superior performance in all assigned duties, especially CDR HR Milestone assignments
 - Master's degree in HR related subspecialty including Operations Analysis, Manpower Systems Analysis, Financial Management, Education and Training Management, or civilian equivalent degrees
 - Professional Certification including PHR, SPHR, GPHR, CPT, CPLP, CDFM, CDFM-A
 - HR proven subspecialist: 311X, 3130, 3150, 321X
 - JQO Progression: JPME I, JPME II and Joint Tour

Permanent Military Professor Career Progression



Career Path



ADMINISTRATIVE BOARDS:	
XO/OIC:	N/A
CDR CMD:	N/A
MAJ CMD:	N/A

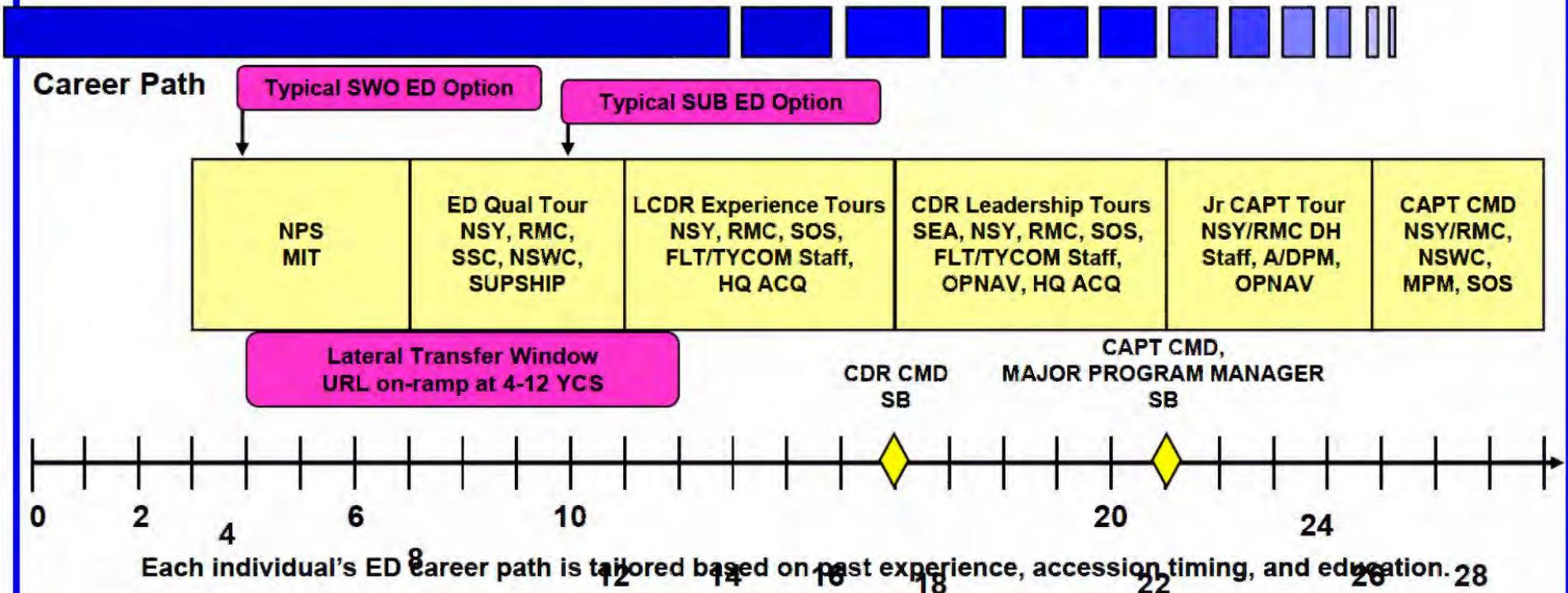
Permanent Military Professor

Community Values

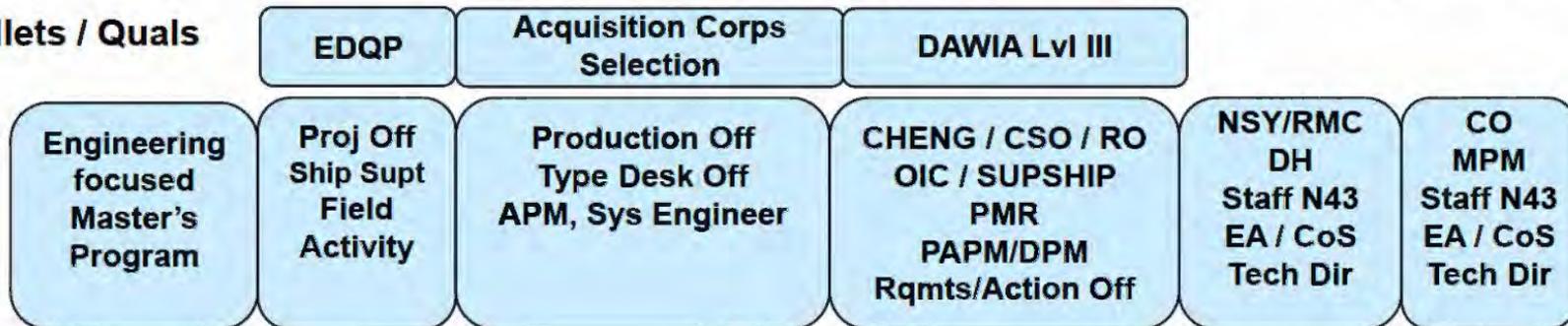


- Permanent Military Professor (PMP) program expectations
 - PhD completed within expected completion times: 3 years (NPS); 4 years (CIVINS)
 - Proven officer/instructor in entry-level and upper-division courses
 - Integration of USN/USMC applications and linkages
 - Proven doctoral-level discipline practitioner
 - Established research program and links to Navy labs/commands, where appropriate
 - Proven institutional leader and role model to midshipmen and junior officers

Engineering Duty Officer Career Progression



Typical Billets / Quals



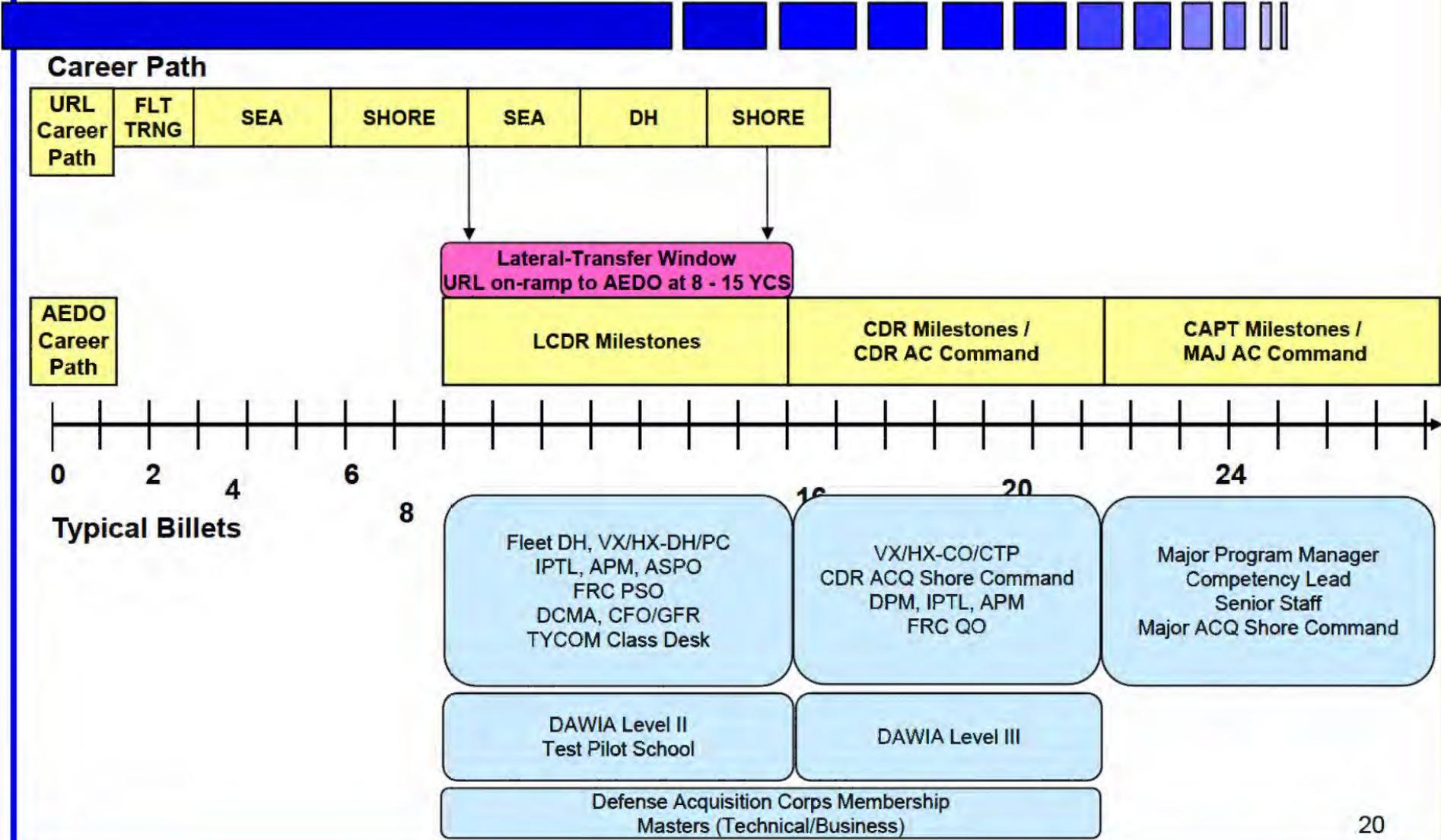
Engineering Duty Officer

Community Values



- Valued achievements prior to LIEUTENANT COMMANDER
 - Warfare qualification
 - Proven performance at sea
 - 1440 or 1460
- Valued achievements prior to COMMANDER
 - 1440 (technical Masters degree and ED qualification tour completed)
 - 1460 with proven performance during ED qualification tour
 - Acquisition Corps member (ACQ FULL QUAL (APM) AQD)
- Valued achievements prior to CAPTAIN
 - 1440 (technical Masters degree and ED qualification tour completed)
 - Acquisition Corps member (APM AQD)
 - Level III DAWIA certification in primary career field, w/conferred AQD (e.g, Program Management (AA3), Systems Engineering (AS3), Production Quality Management (AG3))

Aerospace Engineering Duty Officer Career Progression



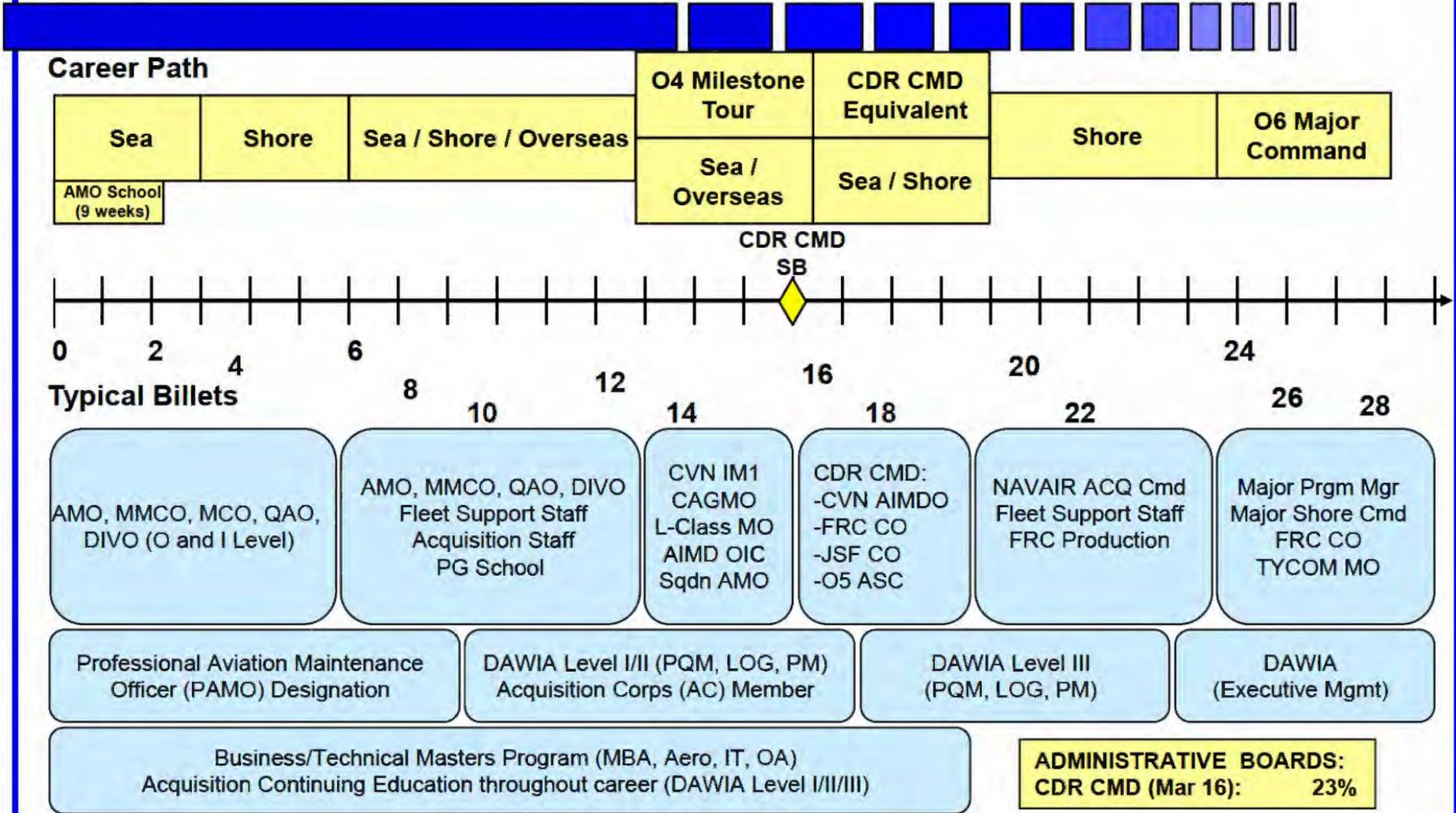


Aerospace Engineering Duty Officer Community Values



- Valued achievements prior to LIEUTENANT COMMANDER
 - Proven operational performance
 - Aviation warfare training, qualifications, and designation commensurate with community
- Valued achievements prior to COMMANDER
 - Competitive performance as a Fleet DH or VX/HX-DH/PC, and/or proven performance in AEDO LCDR milestone tours equivalent to DH:
 - IPTL, APM or ASPO on any Acquisition Program
 - FRC PSO, DCMA CFO/GFR
 - TYCOM Class Desk
 - Master's Degree (Technical / Business preferred) - Desired
 - DAWIA Level II Certification (in at least one area, Level II in at least two areas preferred)
- Valued achievements prior to CAPTAIN
 - Competitive performance as VX/HX-CO/CTP, O-5 Acquisition Shore Command (limited opportunities), and/or proven performance in AEDO CDR milestone tours equivalent to Squadron CO:
 - DPM, IPTL and/or APM on a Major Acquisition Program
 - FRC QO
 - Master's Degree (Technical / Business preferred) – Highly desired
 - DAWIA Level III Certification in one area and Level II in one additional area (Level III in at least two areas is preferred)
 - Defense Acquisition Corps Membership – Highly desired

Aerospace Maintenance Duty Officer Career Progression





Aerospace Maintenance Duty Officer

Community Values



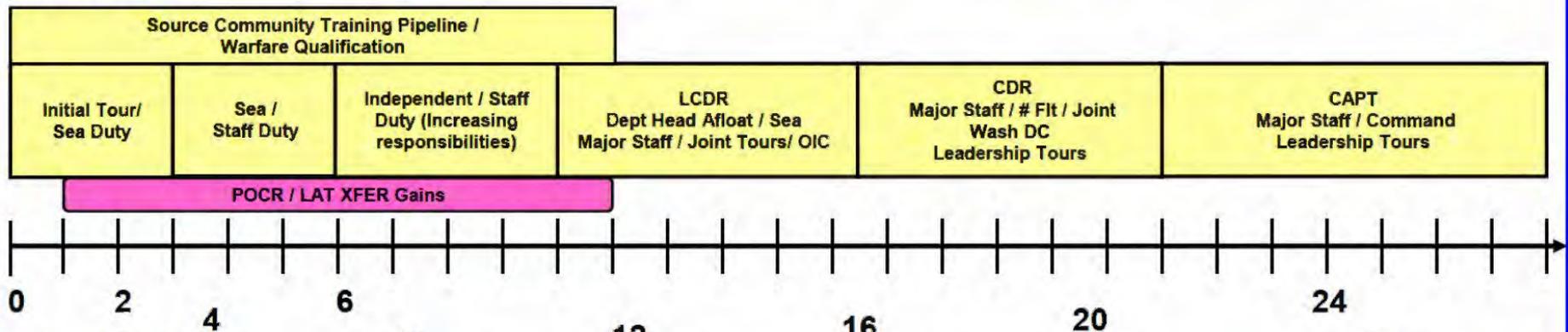
- Valued achievements prior to LIEUTENANT COMMANDER
 - O and I Level Maintenance junior officer tours
 - Proven “at sea” performance
 - Professional Aviation Maintenance Officer (PAMO) desired
 - ACQ PQM LV1 – PQM Level 1 (additional acquisition certifications desired)
- Valued achievements prior to COMMANDER
 - O4 Milestone Tour - CVN IM1, CAGMO, L-Class AIMD DH, AIMD OIC, Squadron AMO
 - PAMO PQS - Professional Aviation Maintenance Officer qualified
 - ACQ PQM LV2 – PQM Level 2 (additional acquisition certifications desired)
 - ACQ FULL QUAL – Defense Acquisition Corps membership
 - Master’s degree desired
- Valued achievements prior to CAPTAIN
 - LOG MJ/AIMD - Commander Command or O-5 acquisition shore command
 - Corporate tour - SYSCOMs, OPNAV, DCMAs, PEOs and CNATT
 - Master’s degree strongly desired
 - ACQ PQM LV3 – PQM Level 3 (additional acquisition certifications desired)



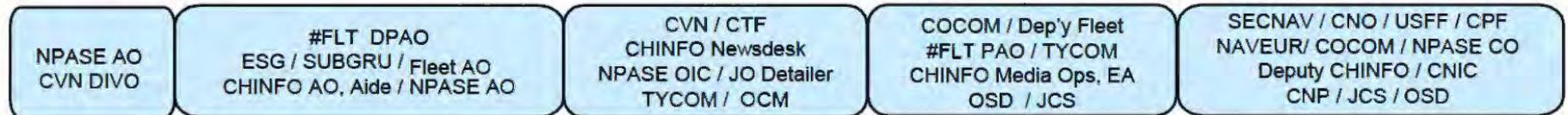
Public Affairs Officer Career Progression



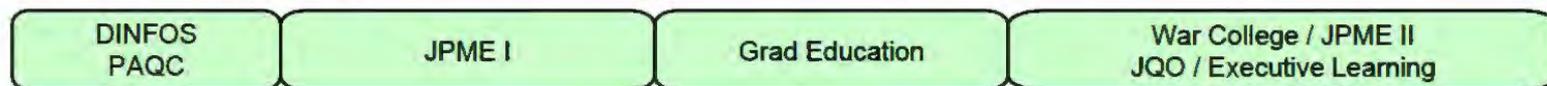
Career Path



Typical Billets



Professional Development



Public Affairs Officer

Community Values



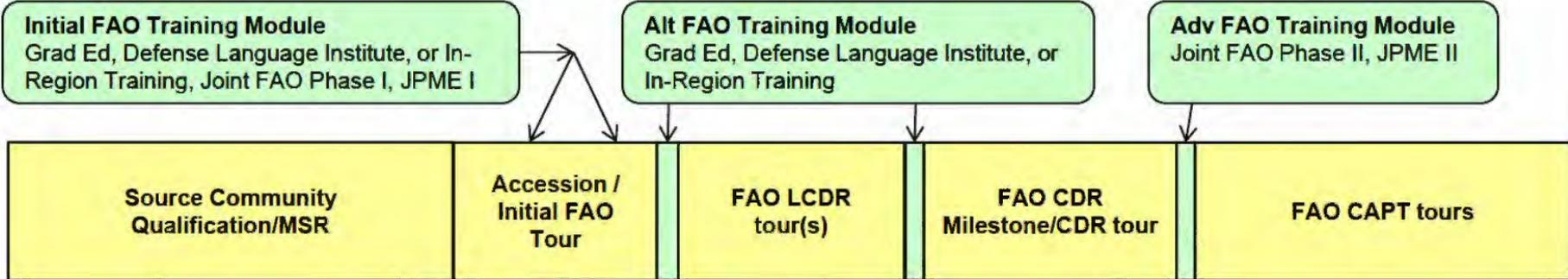
Career progression produces senior PAOs with communication expertise demonstrated by strategy development, tactical execution, enterprise leadership, and providing astute counsel. Sustained superior performance in diverse jobs balancing operational, direct senior leader support, Wash DC, & HQ billets, including Joint qualification.

- Valued achievements prior to LIEUTENANT COMMANDER
 - Successful initial/accession tactical-level tour (NPASE AO, CVN DIVO)
 - Subsequent independent duty or staff tour developing/executing aligned communication supporting operational/strategic objectives (Fleet AO, CHINFO, ESG, SUBGRU)
 - JPME 1 attainment
- Valued achievements prior to COMMANDER
 - Increased scope of PA responsibilities and leadership, demonstrated advanced communication knowledge, strategy development and communication advisory role for leaders and staff via operational or staff tour
 - Fleet Ops: CVN, NPASE OIC, CTF
 - Ashore: Wash DC, CHINFO Newsdesk, JO Detailer, NAVINFO, O-4 TYCOMs
 - Joint Duty (COCOM Staff, JCS, OSD)
 - Completion of graduate education
- Valued achievements prior to CAPTAIN
 - Emphasis on communication planning and integration, critical thinking, enterprise leadership, executive vision & strategic-level specific advisor roles
 - Fleet Ops: Numbered Fleet, O-5 TYCOMs, NPASE CO, USFF/CPF Deputy
 - Major Staff: CHINFO (OI-3, EA), Wash DC, PERS
 - Joint Duty (COCOM, OSD, JCS)
 - War College/JPME II

Foreign Area Officer Career Progression

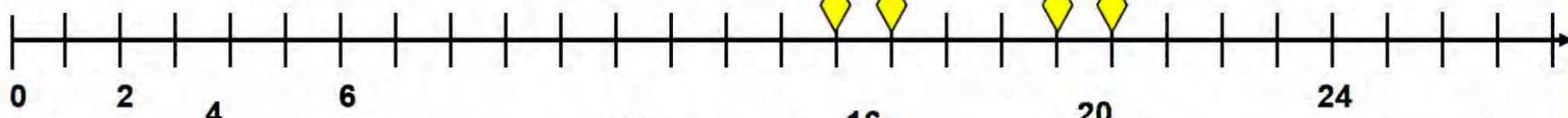


Career Path



Primary Lateral-Transfer On-Ramp

CDR MSB **MAJOR MSB***



FAO assignments are a balance of In-Country and Staff tours that develop Security Assistance, Attaché and Political-Military competencies applied to direct International Engagement with foreign navies, militaries and governments.

In-Country: SAO, DAO, LNO

Staff: COCOMs, NCC/Fleets, DC, Interagency

*Assignments are not all-inclusive

- Typical Billets / Quals:**
- 1) Source / FAO tour performance
 - 2) Joint FAO Phase I
 - 3) FAO Q [Region] AQD
 - 4) CDR Milestone Screen
 - 5) JPME I

- 1) CDR / Milestone tour
- 2) JQO Progress
- 3) Major Milestone Screen
- 4) Joint FAO Phase I/II
- 5) Language proficiency

- 1) CAPT / Milestone tour
- 2) Joint FAO Phase II
- 3) JPME II / JQO
- 4) Language proficiency

Milestone Screen Rates:
 CDR – 60%
 CAPT – 40%*

**First Major (O-6) Milestone Board Nov 2014*

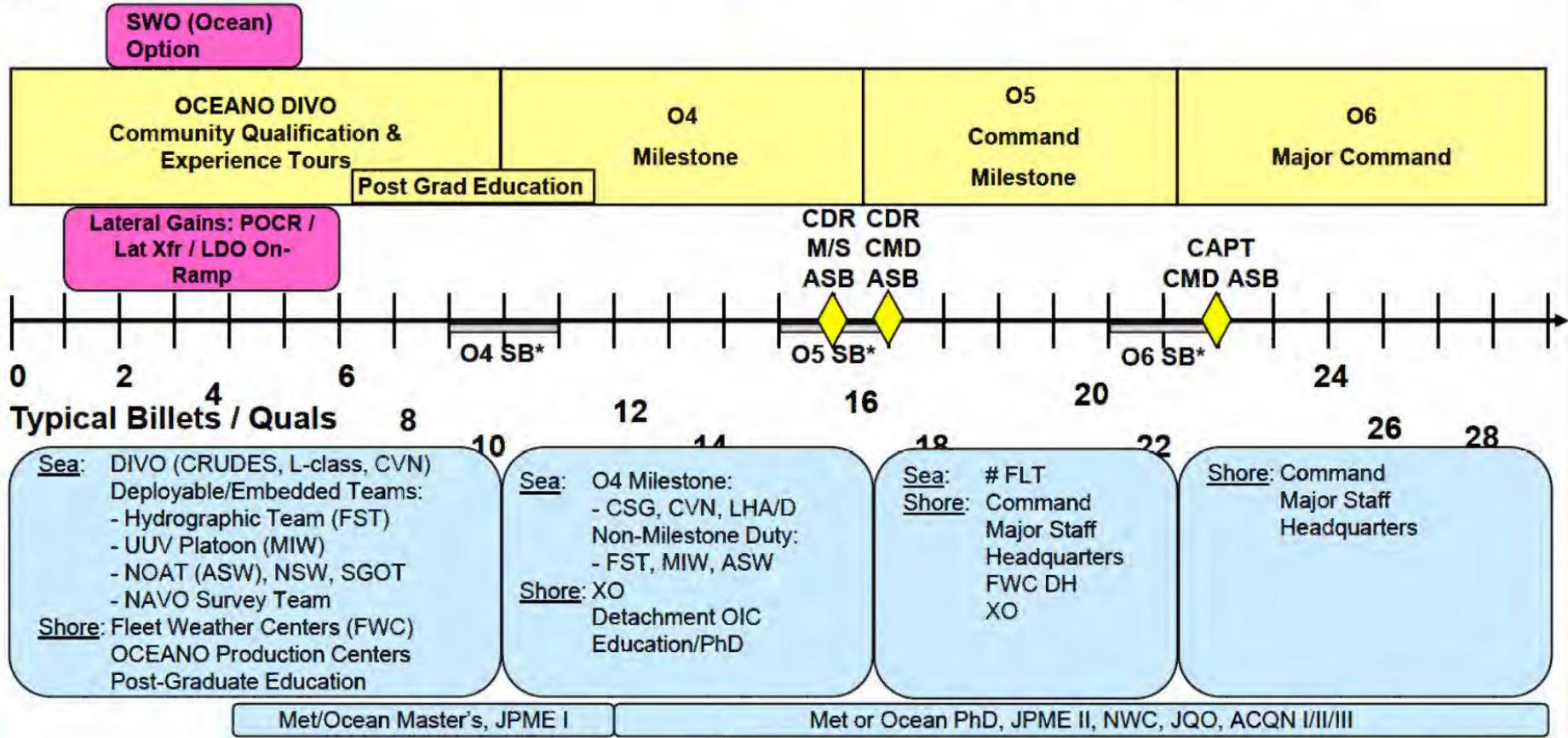
Foreign Area Officer Community Values

- Valued achievements prior to LIEUTENANT COMMANDER
 - Sustained superior performance and attainment of sourced community qualifications
 - Demonstration of increasing levels of responsibility and sound judgment
- Valued achievements prior to COMMANDER
 - Sustained superior performance in increasing levels of responsibility as a LCDR
 - Screen for FAO O5 Milestone Tour, applicable to YG 97 and junior LCDRs only
 - Completion of FAO qualification standards (FAO Q [Region] AQD)
 - Regional experience involving direct international engagement of foreign partners
 - JPME I
- Valued achievements prior to CAPTAIN
 - Sustained superior performance in increasing levels of responsibility as a CDR
 - Completion of FAO qualification standards (FAO Q [Region] AQD)
 - Significant experience leading, planning, and executing international engagement activities
 - Security Assistance Office (SAO) or Defense Attaché Office (DAO) experience
 - Screen for FAO O6 Milestone Tour, applicable to YG 95 and junior CDRs only
 - Major staff or community leadership tours
 - JQO, or progress toward

Oceanography Officer Career Progression



Career Path



Command and Milestone Administrative Screening Boards (ASB) (FY16):	
CDR Milestone:	46%
CDR Command:	38%
MAJ Command:	60%

*SB: Statutory Board

Oceanography Officer

Community Values



- Sustained superior performance in leadership and operational billets
- Valued achievements prior to LIEUTENANT COMMANDER
 - Information Warfare Officer Qualification
 - Successful operational tour(s)
- Valued achievements prior to COMMANDER
 - Superior performance in O4 milestone at-sea tour
 - Physics-based oceanography and meteorology Master's degree
 - Demonstrated leadership tour (XO, OIC)
 - Challenging/high-visibility shore tour
 - Joint and specialty tours
- Valued achievements prior to CAPTAIN
 - O5 Command (~35% command opportunity)
 - Superior performance in O5 milestone tour
 - Proven ability to lead and direct people and organizations
 - Programmatic/policy experience: OPNAV / BUPERS
 - Operational HQ / TYCOM experience: CNMOC (CTG 80.7) / NAVIFOR
 - Joint Qualified Officer progression

Cryptologic Warfare Officer Career Progression



Career Path

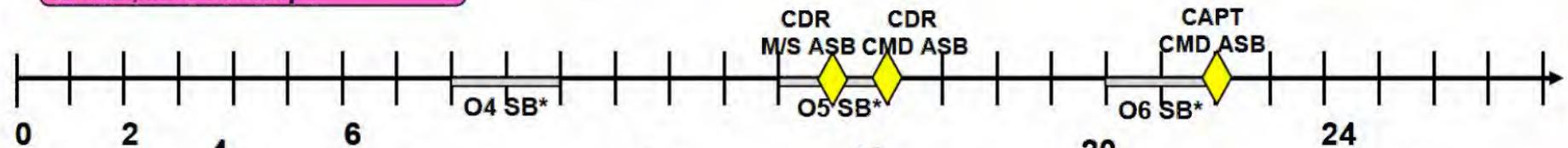
CW Tactical CW National	NPS	→ CW Tactical	O4 Milestone	O4 XO OIC Joint Major Staff	O5 Milestone	O5 Command MAJCOM XO Joint Major Staff	O6 Major Command Joint Major Staff
	CW Tactical	→ NPS / Staff					
	CW National	→ CW Tactical					

Lateral Gains: SWO-CW, POCR,
 Lat Xfr, LDO On-Ramp

Acquisition

Acquisition

Acquisition



Typical Billets/Quals

0-4	4-8	8-10	10-14	14-18	18-22	22-26	26-28
CW Qual IWC Qual NIOC Divo	NIOC Divo PCS Afloat DIRSUP NavSpecWar GSA Cyber Team (CMF)	NPS Cyber NIOC Divo #d FLT PHIBRON Major Staff	#d FLT CSG/ESG JTF OPNAV COCOM CYBERCOM XO/OIC/NSA/NIOC DH	OPNAV FCC/FFC/CPF TYCOM COCOM CYBERCOM OIC/XO NSA/NIOC DH	CDR CO MAJCOM XO FIOC DH DIWC OPNAV #d FLT COCOM CYBERCOM	MAJOR CMD COCOM OPNAV NSA CYBERCOM FCC/FFC/CPF	Chief of Staff IWDC Assistant CoS 3 / 4 Star EA SSG Joint CMD
Academic Schlrshp	NPS Masters, JPME I		JPME II, NDU/NWC, JQO, ACQN I/II/III, PhD				

Command and Milestone Administrative Screening Boards (ASB) (FY16):	
CDR Milestone:	81% of PYG
CDR Command:	10%
MAJ Command:	27%

*SB: Statutory Board

Cryptologic Warfare Officer

Community Values



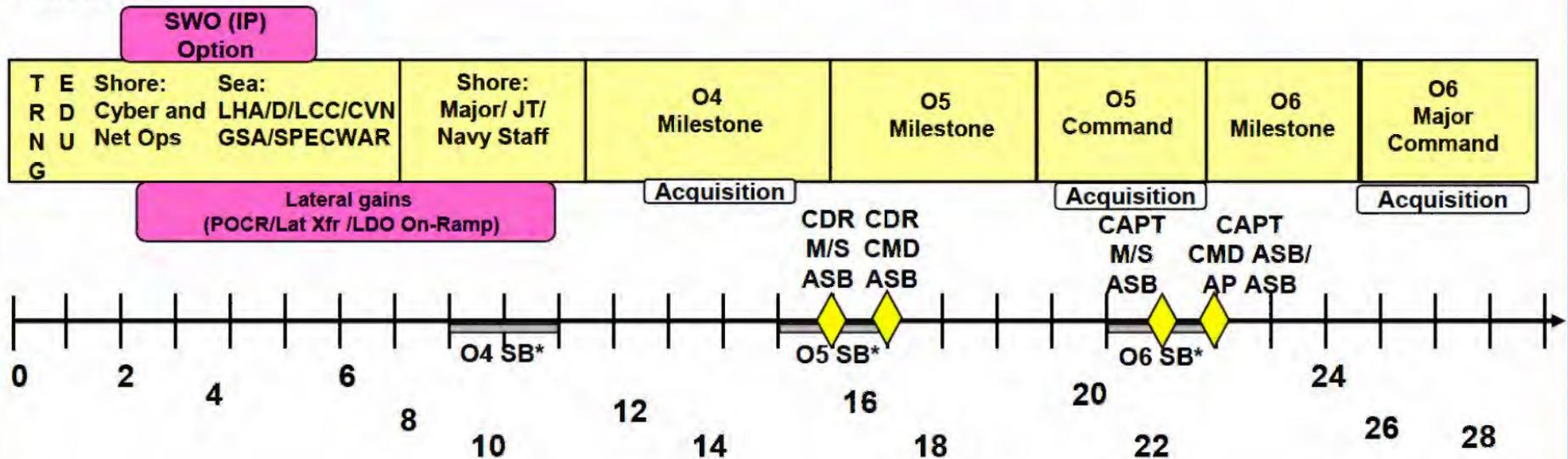
- Sustained superior performance in leadership and operational billets
- Valued achievements prior to LIEUTENANT COMMANDER
 - Information Warfare Officer Qualification
 - Demonstrated proficiency in SIGINT, Cyber, and/or EW
 - Superior performance in CW Surface, Subsurface, Air or Special Warfare tactical tours
 - Superior performance in National or Joint tours (NSA/NIOC, Cyber Mission Force/NCU)
 - Intern/Academic programs (Tours With Industry, CNODP, JOCCP, Scholarships)
- Valued achievements prior to COMMANDER
 - Superior performance in O4 Milestone tour
 - Leadership tours (XO, OIC)
 - Major Staff or Acquisition tour
 - Master's Degree, STEM desired
- Valued achievements prior to CAPTAIN
 - O5 Command (~10% command opportunity)
 - MAJCOM XO
 - Screened or completed O5 Milestone tour
 - Superior performance in Major Staff, TYCOM, or Joint tour
 - Joint Qualified Officer progression



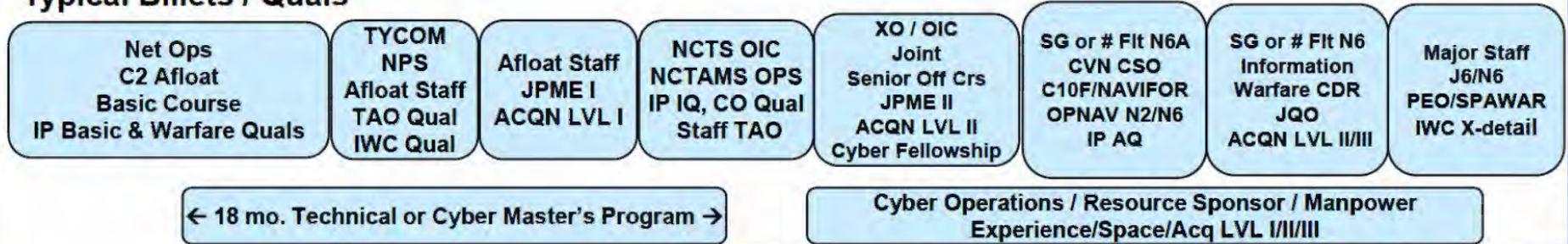
Information Professional Officer Career Progression



Career Path



Typical Billets / Quals



Command and Milestone Administrative Screening Boards (ASB) (FY16):		
CDR Milestone:	CAPT Milestone:	80%
CDR Command:	MAJ Command:	50%
40%		32
10%		

*SB: Statutory Board

Information Professional Officer

Community Values



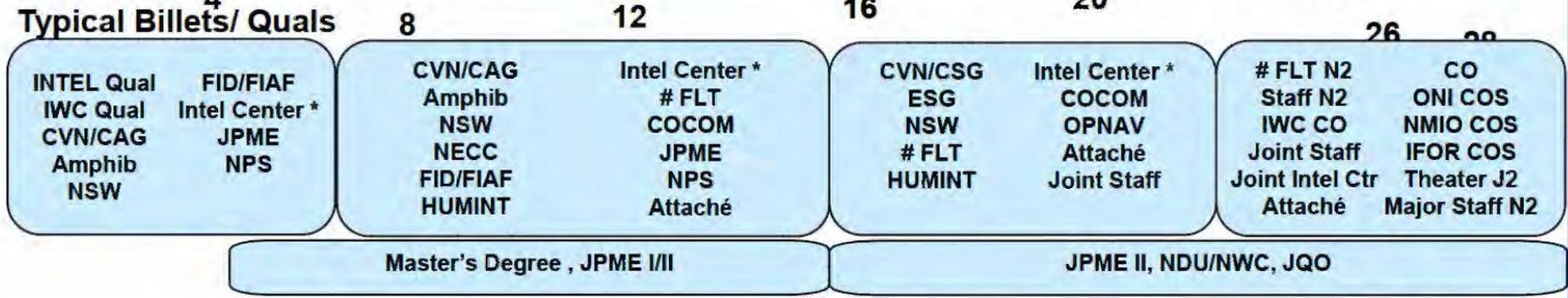
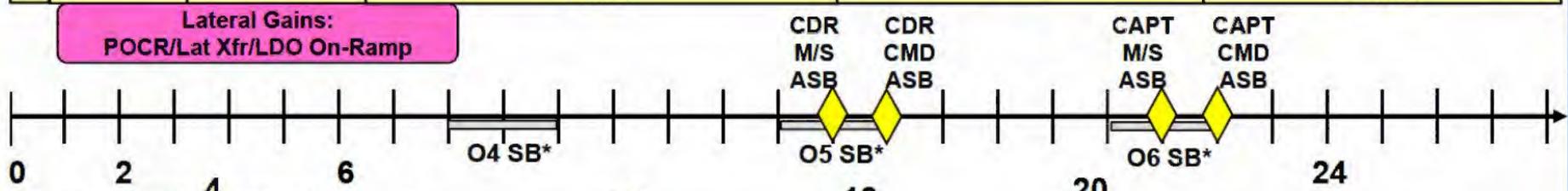
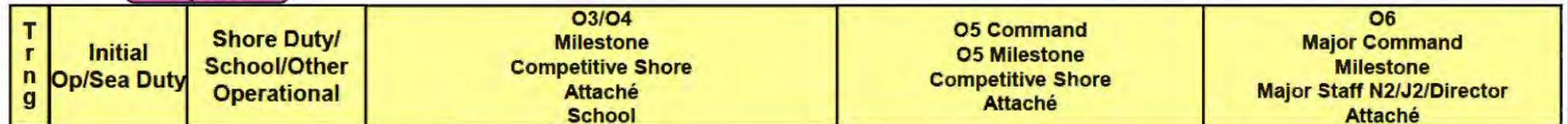
- Valuable achievements prior to LIEUTENANT COMMANDER
 - Superior performance in C4I operational or ashore tour
 - Progress towards a technical Master's degree
 - Basic and Information Warfare Officer Qualification
 - IA tour in combat zone
 - Flag Aide
- Valuable achievements prior to COMMANDER
 - Superior performance in O4 Milestone
 - IP Intermediate Qualification
 - Technical Masters degree
 - JPME Phase I
 - Major Staff Tour – CCMD (or other Joint tour) / OPNAV / TYCOM / SPAWAR
 - Leadership tour (OIC or XO)
 - Operational Planner Experience
 - IA tour in combat zone
 - Acquisition Experience
 - Space Cadre
- Valuable achievements prior to CAPTAIN
 - O5 Command (~10% command opportunity)
 - Superior performance in O5 Milestone
 - IP Advanced Qualification
 - Major Staff Tour – CCMD (or other Joint tour) / OPNAV / TYCOM / SPAWAR
 - Joint Qualified Officer progression
 - IA tour in combat zone
 - Acquisition Experience
 - Space Cadre

Intelligence Officer Career Progression



Career Path

**SWO (Intel)
 Option**



* Intel Center = CNO/IP, NCIS, ONI
 CIA, DIA, NGA, NSA
 CCMD JIOC, JIATF

Command and Milestone Administrative Screening Boards (ASB) (FY16):

CDR Milestone:	71%
CDR Command:	5%
CAPT Milestone:	69%
MAJ Command:	25%

*SB: Statutory Board

Intelligence Officer Community Values



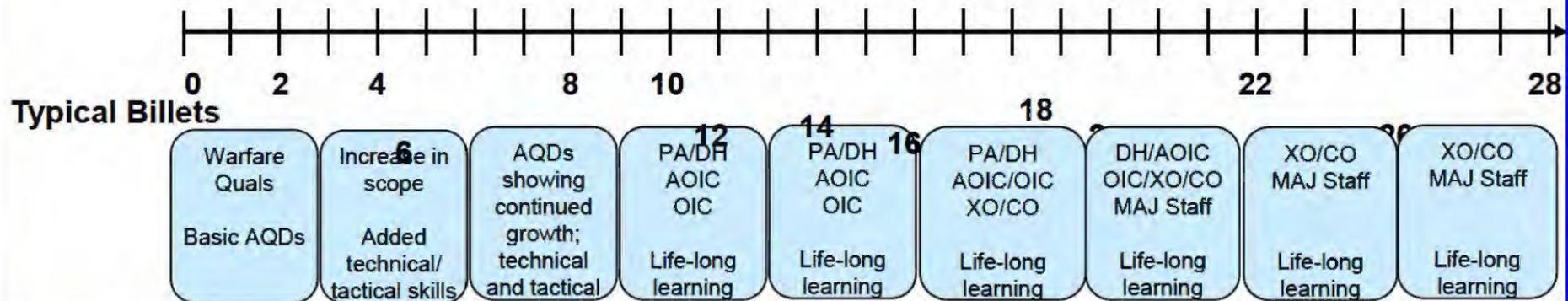
- Sustained superior performance in leadership and operational billets
- Valued achievements prior to LIEUTENANT COMMANDER
 - Information Warfare Officer Qualification
 - Superior performance in initial operational tours
 - Competitive intelligence center tour (Navy or Joint)
- Valued achievements prior to COMMANDER
 - Successful completion of Command Qualification Program
 - Superior performance in mid-career operational milestone tour
 - Competitive intelligence center/staff tour (Navy or Joint) as O3 or O4
 - Master's degree, JPME I
- Valued achievements prior to CAPTAIN
 - O5 Command (~5% command opportunity)
 - Superior performance in position of leadership
 - Superior performance in O5 Milestone tour
 - Competitive intelligence center/staff tour (Navy or Joint) as O4 or O5
 - Joint Qualified Officer progression

Limited Duty Officer (Line) Career Progression (1 of 2)



Non-Nuclear Career Paths

Surface	DIVO at SEA/Shore	DIVO at SEA/Shore	DH/PA at SEA/Shore	DH SEA/Shore	DH/PA at SEA/Shore	CDR SEA/Shore	CDR CMD/MAJ Staff	CAPT BILLET	MAJOR CMD
Submarine	DIVO at SEA/Shore	DIVO at SEA/Shore	DH/PA at SEA/Shore	DH/PA at SEA/Shore	DH/PA at SEA/Shore	CDR XO Shore Maj Staff	XO SEA/Shore	CAPT BILLET	MAJOR CMD
Aviation	DIVO at SEA/Shore	DIVO at SEA/Shore	DIVO at SEA	OVERSEAS PA/DH/OIC at SEA/Shore	DH/PA at SEA/Shore	DH at SEA Shore, XO, CDR CMD	SHORE Major Staff	CAPT BILLET	MAJOR CMD
General	DIVO at SEA/Shore	DIVO at SEA/Shore	Flag Staff/PA DH at SEA	DH / OIC SEA/Shore	XO/Major & Joint Staff	MAJ Staff/COS/EA	CDR CMD/MAJ Staff	CAPT BILLET	MAJOR CMD
IWC	DIVO at SEA/Shore	DIVO at SEA/Shore	IWC LDOs are transitioning via Off-Ramp to RL counterpart resulting in no funded control grade requirements for this FY						

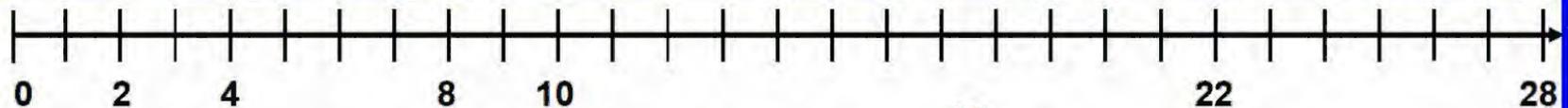


Limited Duty Officer (Line) Career Progression (2 of 2)

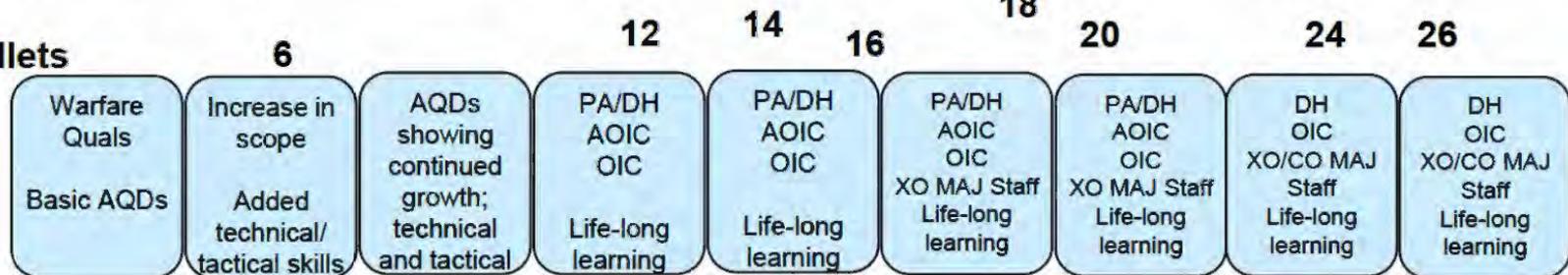


Nuclear Career Paths

Fleet Nuclear	DIVO CVN TA/Sub Tender DIVO/IMA DIVO	DH/PRI ASST CVN PA/Sub Tender PA/ IMA PA/Major Staff	XO/MAJOR DH/CVN CHENG Sub Tender XO/Maj IMA RO XO Ashore/Major Staff/ Community Mgmt or Placement	Major Ashore Staff CO IMA/Dep SY CDR/OIC/Major Staff/XO Major Ashore Staff Maj CMD
NR Field Office Nuclear	ASST NR REP (CVN/SSN Project Assistant)	ASST NR REP (CVN/SSN Project Lead)	ASST NR REP (DEPUTY NRR/ PROJECT OFFICER/INDEPENDENT DUTY)	NR REP/ SECTION HEAD



Typical Billets



Limited Duty Officer (Line)

Community Values



- Sustained superior performance
 - Documented in FITREP
- Meaningful assignments
 - COMMAND, if opportunity afforded
 - Manpower, Personnel, Training and Education (MPT&E) tours, if opportunity presents itself
- Actively mentors
 - Documented mentors of junior personnel based on the demographics of particular job (officers, enlisted, etc.)
- Complexity and scope of responsibility
 - Upward progression in scope of management and leadership
 - Diversity of experience and increased technical knowledge, or increased specific and demonstrated technical expertise
 - Continues higher education and/or life-long learning
 - World-wide assignable