



# FY-18 Navy Reserve Line Community Brief Disclaimer

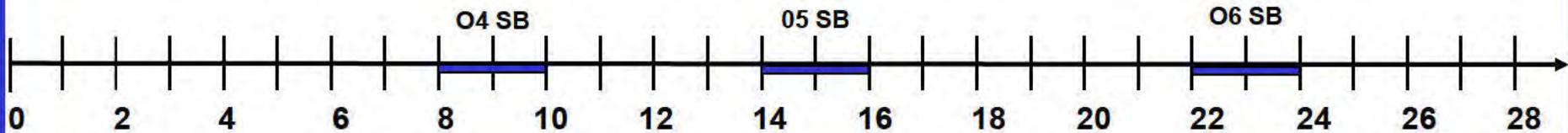
**This community brief has been generated by the community leaders, including detailers and community managers. It has been vetted by the Navy Personnel Command and OJAG for statutory compliance and approved by SECNAV.**

**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.**

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# Fleet Support Officer Career Progression

## Career Path



## Typical Billets

- Space and Electronics Warfare
- OPNAV/Major Staff
- Echelon 3/4 Staff
- Logistics Support
- Fleet Staffs
- BUPERS Staff
- ONR/NRL Staff

- Space and Electronics Warfare
- OPNAV/Major Staff
- Echelon 3/4 Staff
- Logistics Support
- Fleet Staffs
- BUPERS Staff
- RCC Staff
- ONR/NRL Staff

- RCC/Major CMD Deputy
- Space and Electronics Warfare
- OPNAV/Major Staff
- Echelon 3/4 Staff
- Logistics Support
- Fleet Staffs
- BUPERS Staff
- ONR/NRL Staff

# Fleet Support Officer

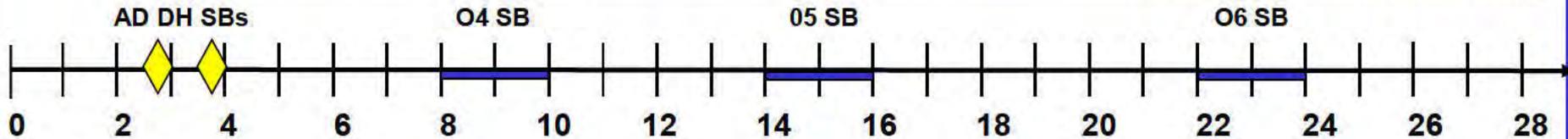
## Community Values

- Valued achievements at all paygrades
  - Consistent leadership assignments across multiple surface specialties
  - Breaks right / “soft” breakouts in leadership jobs
- Valued achievements prior to LIEUTENANT COMMANDER
  - Successful DIVO / DH leadership positions in high profile / high OPTEMPO units
- Valued achievements prior to COMMANDER
  - Successful XO / DH leadership positions in high profile / high OPTEMPO units
- Valued achievements prior to CAPTAIN
  - Successful CO / XO leadership positions in high profile / high OPTEMPO units
- Other valued achievements
  - Advanced degree
  - JPME / AJPME / Joint Tour / IA JT OPS

# Surface Warfare Officer Career Progression

## Career Path

Initial AC Sea Tours	AC Shore Duty	AC DH Sea Tour	Specialty Qual Tour / Staff DH / LCDR CO and OIC / CRS OIC and Staff DH	1 <sup>st</sup> CDR CMD / 2 <sup>nd</sup> CDR CMD / Major Staff billet / CRS DH and Company Commander	1 <sup>st</sup> CAPT CMD / 2 <sup>nd</sup> CAPT CMD / CRS XO/Staff A-CoS/Major Staff leadership billet	LCS Commodore / RCC Deputy / Staff CoS / CRG Deputy
	RC Experience / Staff Tours / OIC					



## Typical Billets

Division Officer	Sea DH/Shore Staff O3 OIC Junior unit leadership and staff positions (DIVO / AOIC)	O4 Command Mid-level leadership and staff positions (DH / OIC)	O5 Command x 2 Senior leadership and staff positions (XO/CRS DH/ACOS/ CRF Company Commander)	O6 Command x 2 LCSRON Commodore / RCC Deputy Commander / Major CMD COS / Joint Staff Leadership position / CRS XO / CRG Staff/Deputy
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## Professional Achievements

Warfare Quals: SWO, EOOW, DIVO, CDO, TAO, DH Education: SWO Specialty courses, NPG	JPME I NOBC / AQDs: OIC / Command	AJPME NOBC / AQDs: OIC / Command/Joint NRAMS/Graduate Education	SNROC Board Membership
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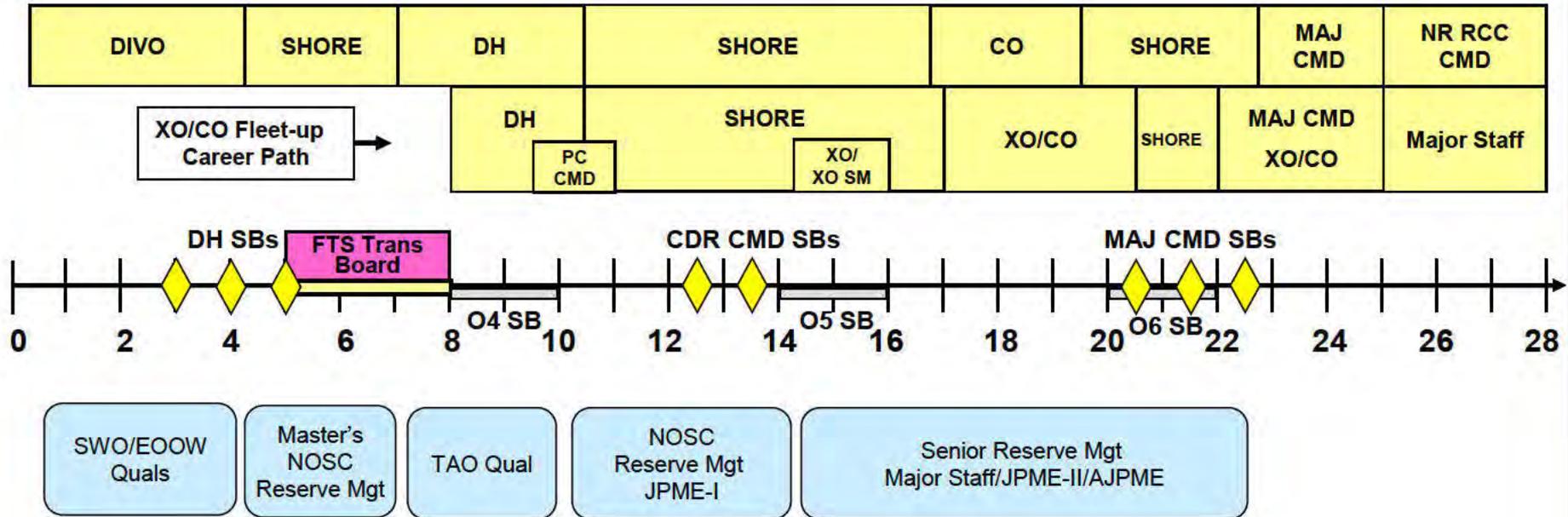
# Surface Warfare Officer

## Community Values

- Valued achievements at all paygrades
  - Proven leadership
    - Command and OIC assignments
    - Successful leadership positions in high profile / high OPTEMPO units
      - i.e. LCSRON, NECC, MSC, CNSP, CNSL, ACU, BMU, CNFK and PHICB
  - Proven, well rounded performance
    - Breaks right / “soft” breakouts in leadership jobs
    - Experience/Qualifications within specialty/high demand fields (OLW, SPAWAR, INFO Warfare)
  
- Valued achievements prior to LIEUTENANT COMMANDER
  - Successful Active Duty tours at sea and Reserve Component integration
  - Leadership and advancement recommendations
  
- Valued achievements prior to COMMANDER
  - Successful leadership tours with qualifications/NOBC/AQDs in SWO specialties
  
- Valued achievements prior to CAPTAIN
  - Career progression within Surface Specialties (LCS, NECC, MSC)
  - Diversity of experience within SWO enterprises
  
- Other valued achievements
  - Mobilization: IA or Unit MOB in support of OCO
  - Education: JPME / AJPME, Advanced degree within SWO/specialty skill sets

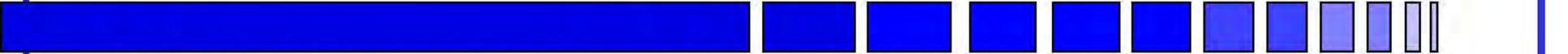
# Surface Warfare Officer (FTS) Career Progression

## Career Path



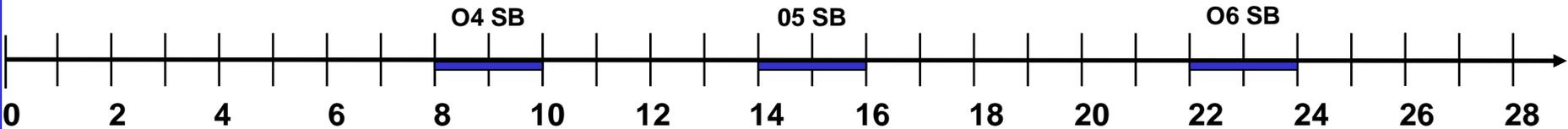
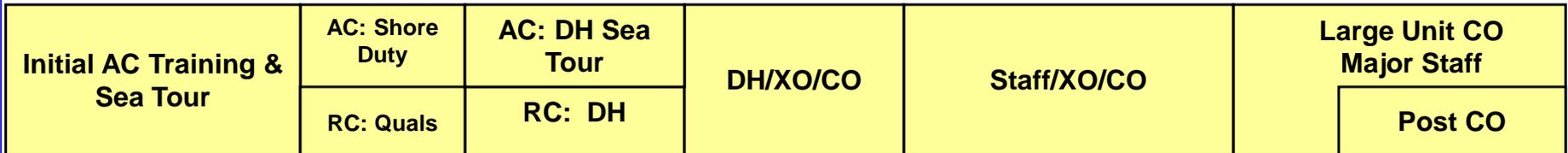
**RESERVE MANAGEMENT:**  
 NOSC CO – 24-Month Tours  
 Major Staff (CNRFC/OCNR/RCC/OSO)

# Surface Warfare Officer (FTS) Community Values

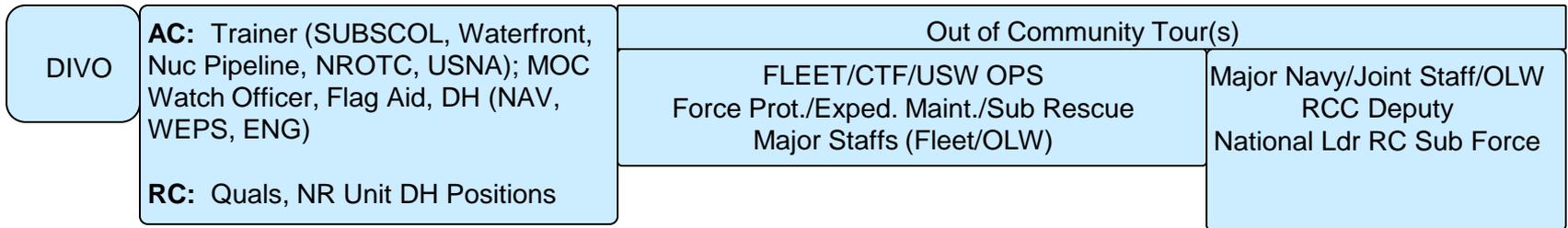
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- Valued achievements prior to LIEUTENANT COMMANDER
    - Service at sea – successful initial sea tours
    - Screened for, or successfully serving as, DH Afloat
    - Master's degree
  - Valued achievements prior to COMMANDER
    - Service at sea – superior performance as DH Afloat
    - Screened for commander command, XO, or XO special mission
    - Successful NOSC command tour
  - Valued achievements prior to CAPTAIN
    - Command – successful commander command (operational or NOSC) tour
    - Proven performance in operational and Reserve management leadership positions
    - Sub-specialty utilization
  - Reserve management tours
    - Officers serving in Reserve management/leadership positions are directly supporting the mission of the FTS community
    - Hard break-outs in operational support center command and on major staffs are also key indicators of potential success at the next higher paygrade

# Submarine Warfare Officer Career Progression

## Career Path



## Typical Billets



## Expected Qualifications/Valued Achievements



# Submarine Warfare Officer

## Community Values

- **Valued achievements at all paygrades**

- Breaks right / “soft” breakouts in leadership jobs
- Out of community experience: Numbered Fleet, NATO, COCOM, JOINT
- Involvement in Submarine Lines of Effort (e.g., Submarine Culture Workshop facilitator; Regional Mentor; Competency Training Officer)
- CTF Event or Exercise Lead

- **Valued achievements prior to LIEUTENANT COMMANDER**

- Successful active duty tours
- Successful DH / JO leadership positions in high profile / high OPTEMPO units
- Qualified TASWO

- **Valued achievements prior to COMMANDER**

- Successful XO / DH leadership positions in high profile / high OPTEMPO units
- Qualified BWC
- National program leadership and SFRC EXCOM membership or support

- **Valued achievements prior to CAPTAIN**

- Successful CO / XO leadership positions in high profile / high OPTEMPO units

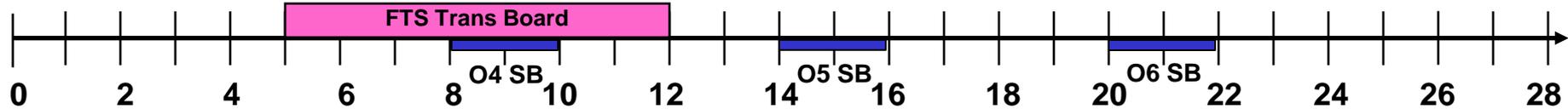
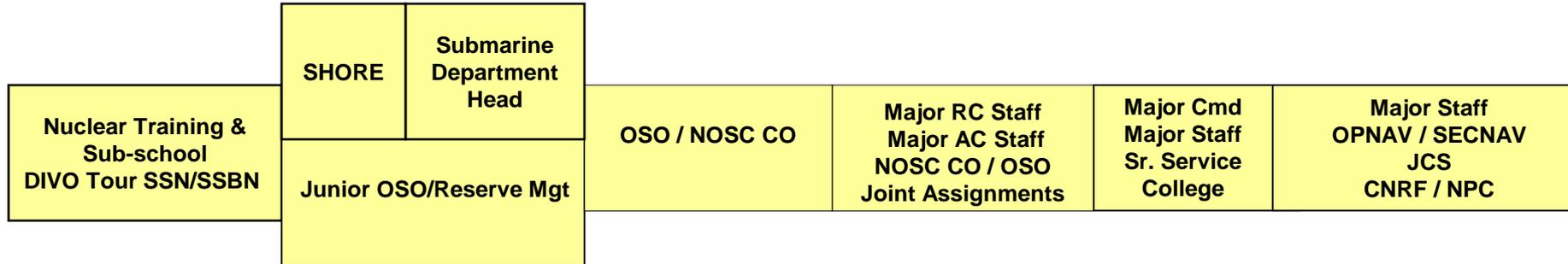
- **Other valued achievements**

- Advanced degree
- JPME / AJPME / Joint Tour / IA JT OPS
- Significant Community Mentoring and Recruiting Efforts
- Successful Mobilization
- Support to major Navy or Navy Reserve programs such as selection and policy boards

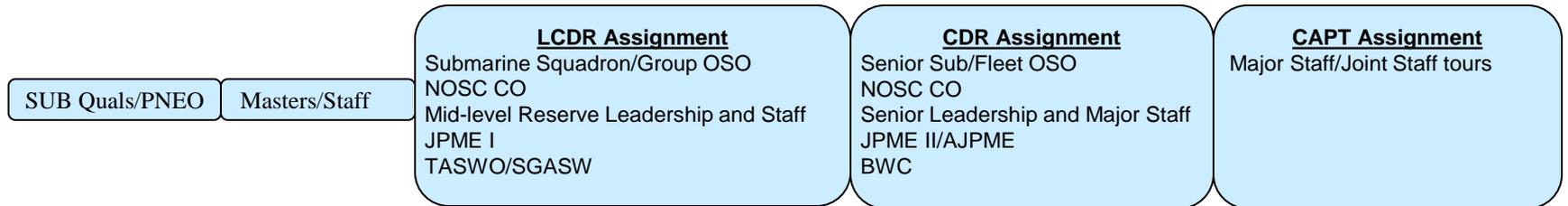
# Submarine Warfare Officer (FTS) Career Progression



## Career Path



## Expected Qualifications/Valued Achievements



## RESERVE MANAGEMENT:

- NOSC CO – 24-Month Tours
- Major Staff (CNRFC/OCNR/RCC/OSO)

# Submarine Warfare Officer (FTS) Community Values

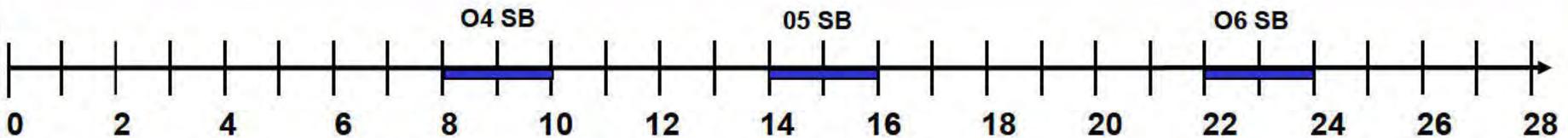
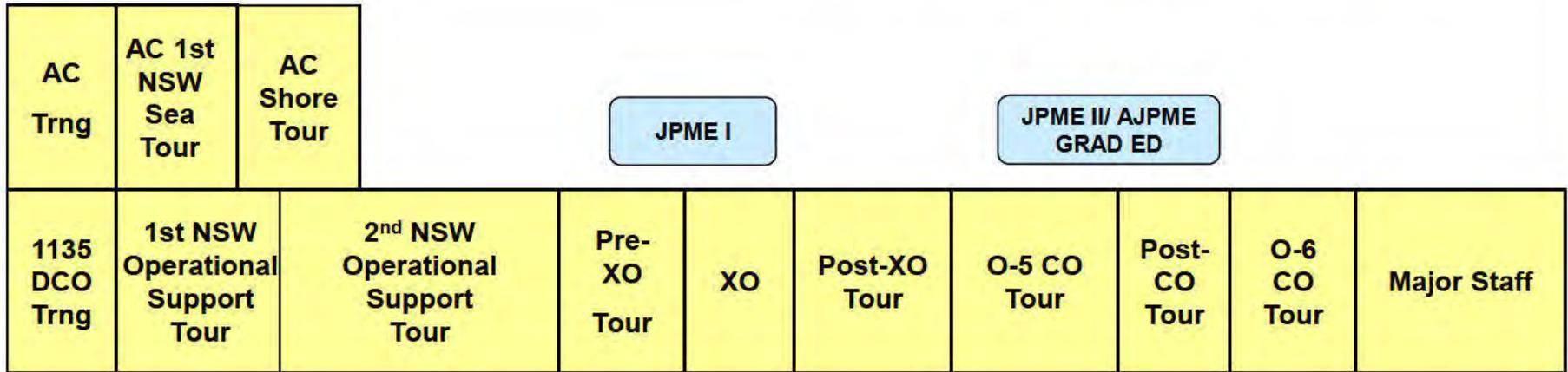


- **Valued achievements prior to LIEUTENANT COMMANDER**
  - Service at sea – successful initial sea tours
  - Operational Support Officer at submarine commands
  - Master’s degree
- **Valued achievements prior to COMMANDER**
  - Operational Support Officer at submarine or fleet commands
  - Successful NOSC command tour
- **Valued achievements prior to CAPTAIN**
  - Command – successful commander command (operational or NOSC) tour
  - Proven performance in operational and Reserve management leadership positions
  - Sub-specialty utilization
- **Reserve management tours**
  - Officers serving in Reserve management/leadership positions are directly supporting the mission of the FTS community
  - Hard break-outs in operational support center command and on major staffs are also key indicators of potential success at the next higher paygrade

# Special Warfare (SEAL) Officer Career Progression



## Career Path



## Typical Billets

NSW AOIC/OIC NSW Staff OPS Battlestaff/HQ Support/MSD Support Joint Staff OPS	NSW OIC/XO NSW Staff OPS Joint Staff/Theater SOC Navy/OPNAV Staff	NSW CO/Deputy CDR/Commander CNSWC HQ Joint Staff/SOCOM Navy/OPNAV/NAVCENT Staff DC/Major Staff
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# Special Warfare (SEAL) Officer Community Values

- Valued achievements at all paygrades
  - Combat experience
  - Breaks right / “soft” breakouts in leadership jobs
  - Advanced degree
- Valued achievements prior to LIEUTENANT COMMANDER
  - Successful active duty tours
  - Completed NSW Navy Reserve Unit (NRU) tours as AOIC and OIC
- Valued achievements prior to COMMANDER
  - Completed XO tour in NSW NRU
  - Mobilized ISO contingency operations
  - Major staff support (JCS, OPNAV, NSW Theater, and Joint Special Operations Command-TSOC/JSOC)
- Valued achievements prior to CAPTAIN
  - Completed O-5 CO tour in NSW NRU
  - Proven ability to lead and direct organizations
  - Major staff support (JCS, OPNAV, NSW Theater, and Joint Special Operations Command-TSOC/JSOC)
- Other valued achievements
  - JPME / AJPME / Joint Tour / IA JT OPS

# Special Warfare (SEAL) Officer (FTS) Career Progression

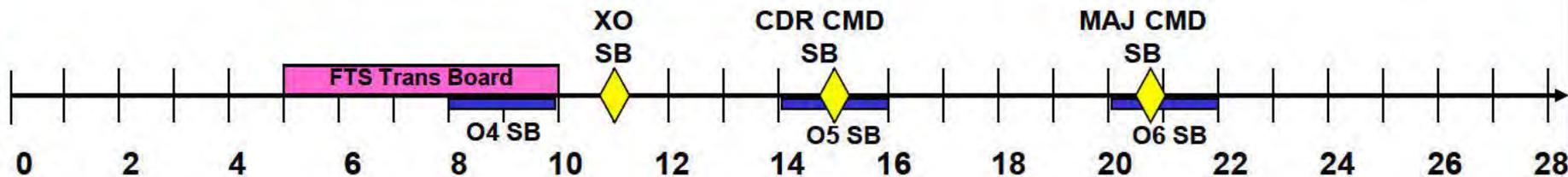


## Career Path

<b>SEAL Team DIVO Experience Tours and Qualifications</b>	<b>Operational:</b> DH/PLT CDR  <b>Reserve Mgt:</b> NOSC CO/XO	<b>Operational:</b> SEAL Team XO/Equiv.  <b>Reserve Mgt:</b> Major Staff NOSC CO/XO Jr. Service College	<b>Operational:</b> SEAL Team CO  <b>Reserve Mgt:</b> Major Staff Joint OSO Sr. Service College	<b>Operational:</b> Major Command  <b>Reserve Mgt:</b> Major Staff Joint OSO
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Graduate Education  
 JPME-I

JPME-II  
 AJPME



**RESERVE MANAGEMENT:**  
 NOSC CO – 24-Month Tours  
 Major Staff (CNRFC/OCNR/RCC/OSO)

# Special Warfare (SEAL) Officer (FTS)

## Community Values

- Valued achievements prior to LIEUTENANT COMMANDER
  - Warfare Qualification, diversity of experience within NSW
  - Sustained superior performance in operational assignments
  - Completed SEAL platoon CDR
- Valued achievements prior to COMMANDER
  - Completed XO or equivalent tour
  - Successful NOSC command tour
  - Sustained superior performance in operational assignments
- Valued achievements prior to CAPTAIN
  - Command - successful commander command (NSW or NOSC) tour
  - Proven performance in operational and Reserve management leadership positions
  - Major staff experience
  - Joint experience

# Explosive Ordnance Disposal Officer

## Career Progression



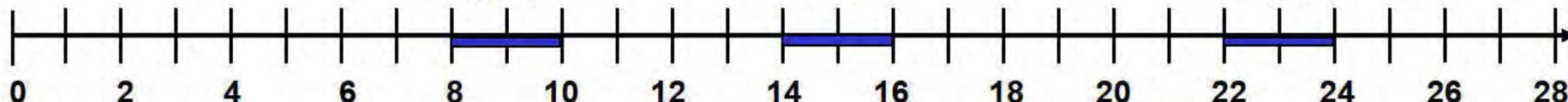
### Career Path

AC Init Trng	AC Plt Ldr	AC Plt Comp Cdr	AC Shore	Operational: XO Tour/CO Tour  Staff: TYCOM Numbered Fleet/Joint Tour	Operational: XO Tour/CO Tour  Staff: TYCOM Numbered Fleet/Joint Tour	Operational: CAPT CMD  Staff: Major Staff COCOM	Operational: Major CMD/ Post-Major CMD Staff: Major Staff Joint Tour/OSO
		Initial RC Tours					

O4 SB

O5 SB

O6 SB



JPME I

JPME II / AJPME  
GRAD ED

### Typical Billets

EODMU PLT LEADER  
EODMU STAFF  
EOD GROUP STAFF

NR EODTECHDIV  
PLT LEADER/  
STAFF AND OPS  
NAVSEA DIVE  
SURGEMAIN XO

NR EOD TECHDIV XO  
NAVSEA DIVE  
SURGEMAIN CO  
JOINT IMA  
TTGP  
TTGA

NR EODTECHDIV CO  
O5 NEPLO  
FLEET/TYCOM/  
NATO STAFF

COCOM  
DUPUTY RCC  
SHORE ENTERPRISE COMMAND  
NR NAVSEA NOSSA CO  
O6 NEPLO  
JOINT IMA

#### ACRONYMS

NR EODTECHDIV: NR EOD Technical Division  
TTGP/A TACTICAL TRAINING GROUP

# Explosive Ordnance Disposal Officer



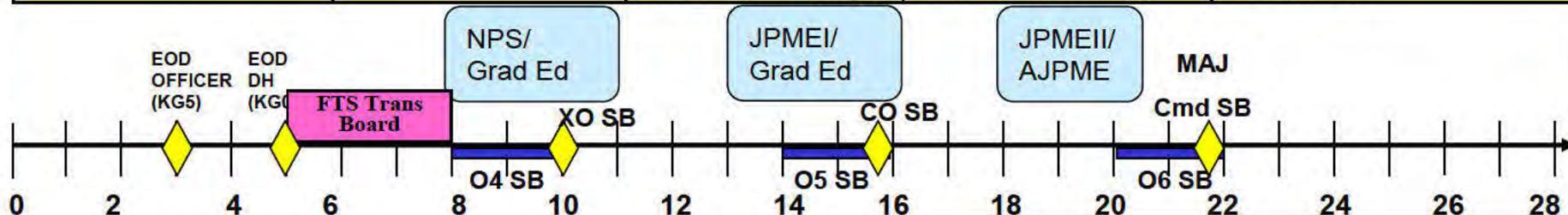
## Community Values

- Valued achievements at all paygrades
  - Breaks right / “soft” breakouts in leadership jobs
  - Annual Training/Active-Duty Training participation
  - Dual Warfare Qualified (SWO OOD Underway qualification for Officers commissioned prior to 2006)
- Valued achievements prior to LIEUTENANT COMMANDER
  - Sustained outstanding performance through active OIC tours
  - Administratively screened for EOD DH (AQD KG0)
- Valued achievements prior to COMMANDER
  - Successful XO / DH leadership positions in high profile / high OPTEMPO units
- Valued achievements prior to CAPTAIN
  - Successful CO / XO leadership positions in high profile / high OPTEMPO units
  - Demonstrated subject matter expert in Joint assignments
  - JQO in progress or complete
- Other valued achievements
  - Advanced degree
  - JPME / AJPME / Joint Tour / IA JT OPS

# Explosive Ordnance Disposal Officer (FTS) Career Progression



## Career Path



### NOTES:

- CDR CMD tours include EODMUs, MDSUs, NSCT, EOD TEUs, and NDSTC
- XO tours include EODMUs, MDSUs, NSEOD, NEDU, NDSTC, and DEVGRU

### ACRONYMS

CEODD:	Center for EOD and Diving
DEVGRU:	Special Warfare Development Group
EODMU:	EOD Mobile Unit
EODTEU:	EOD Training and Evaluation Unit
MDSU:	Mobile Diving and Salvage Unit
NEDU:	Navy Experimental Diving Unit
NDSTC:	Navy Diving and Salvage Training Center
NSCT:	Naval Special Clearance Team
NSEOD:	Naval School EOD

# Explosive Ordnance Disposal Officer (FTS) Community Values

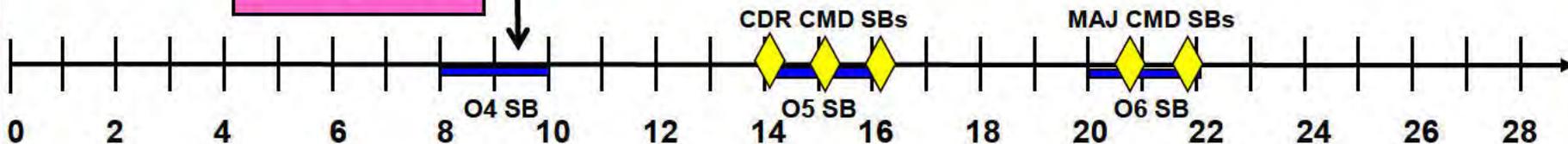
- Valued achievements prior to LIEUTENANT COMMANDER
  - Attained both EOD OFFICER (KG5) and EOD DH (KG0) qualifications
  - Sustained superior performance through DH tours
- Valued achievements prior to COMMANDER
  - Continued superior performance in operational billets
  - Master's degree awarded or in progress
- Valued achievements prior to CAPTAIN
  - Command – successful commander command (NOSC) tour
  - Continued superior performance in joint assignments
  - Awarded Master's degree
  - OPNAV/Joint Duty Assignment
- Reserve Management Tours
  - Officers serving in Reserve management/leadership positions are directly supporting the mission of the FTS community
  - Hard break-outs in Operational Support Center command and major staffs

# Aviation Officer Career Progression

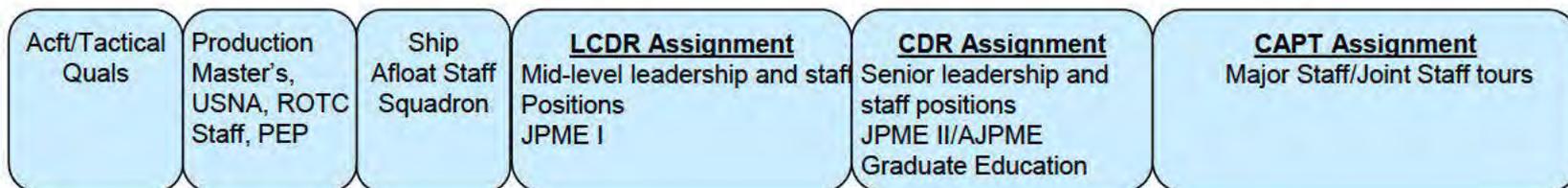
## Career Path



Transition  
Selective Reserves



## Typical Billets



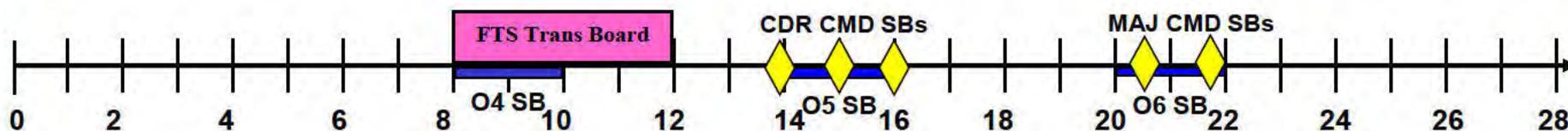
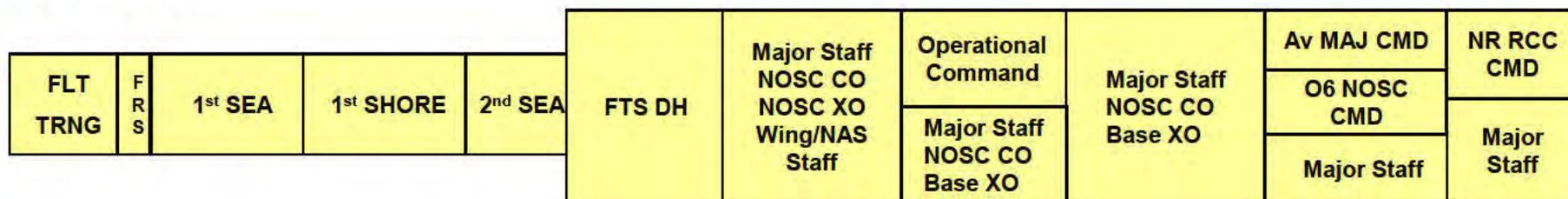
# Aviation Officer Community Values

- Aviation officers have a long training pipeline, resulting in NOB FITREPS for the officer's first 3-4 years
  - MSR retains Navy pilots through approx 9 to 11 YCS
  - MSR retains NFOs through approximately 7 YCS
- Valued achievements prior to LIEUTENANT COMMANDER
  - Competitive breakout in first sea and shore tours, attainment of initial warfare qualifications
  - Breaks right in Leadership jobs
- Valued achievements prior to COMMANDER
  - Superior performance as DH
  - Established record of sustained superior performance
- Valued achievements prior to CAPTAIN
  - Command – successful Commander command tour
  - Proven performance in operational and/or reserve management leadership positions
  - Master's degree/JPME II/AJPME
- Other valued achievements
  - Advanced Degree
  - JPME / AJPME / Joint Tour / IA JT OPS

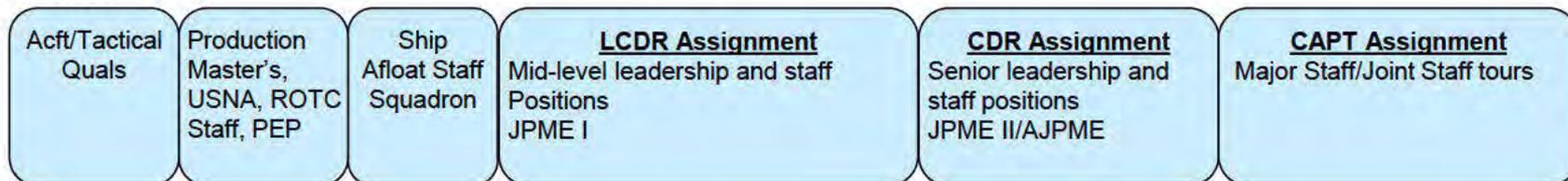
# Aviation Officer (FTS)

## Career Progression

### Career Path



### Typical Billets



### RESERVE MANAGEMENT:

NOSC CO – 24-Month Tours  
Major Staff (CNRFC/OCNR/CNAFR/RCC/OSO)

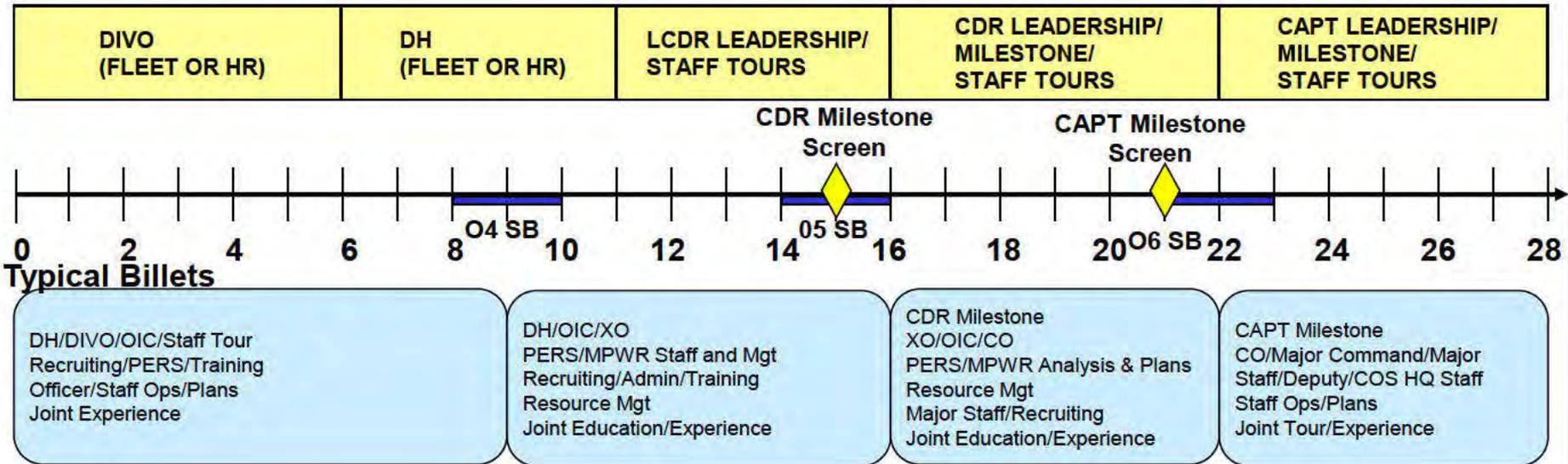
# Aviation Officer (FTS)

## Community Values

- Aviation officers incur long time to train, resulting in NOB FITREPS in the first 3-4 years
  - Min Service Requirement retains most aviators through 9 years
- Valued achievements prior to LIEUTENANT COMMANDER
  - Superior performance during DIVO tour and subsequent shore tour
  - Successful completion of MSR and transition to FTS
- Valued achievements prior to COMMANDER
  - Superior performance as DH
  - Major staff tour
  - Successful NOSC command tour
  - Established record of sustained superior performance and increasing responsibility
- Valued achievements prior to CAPTAIN
  - Command – successful commander command (operational or NOSC) tour
  - Proven performance in operational and Reserve management leadership positions
  - Master's degree sub-specialty utilization
- Reserve management tours
  - Hard break-outs in operational support center command and on major staffs are key indicators of potential success at the next higher paygrade

# Human Resources Officer Career Progression

## Notional Career Path



Develop Core Competency:  
 Development, Management, Recruiting, Requirements

Mobilization/ADSW/Recall

CO/XO and Milestone  
 screening for CDRs and  
 CAPTs occurs via APPLY  
 Board

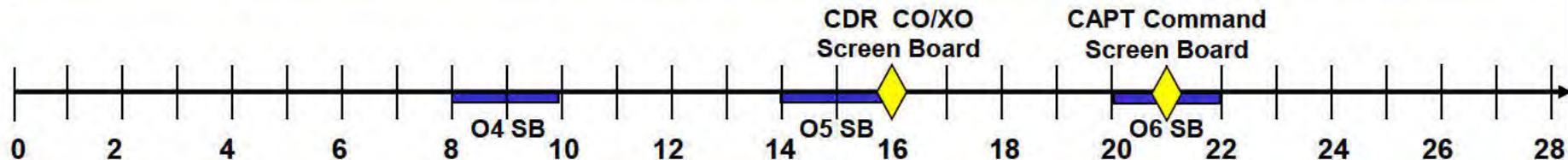
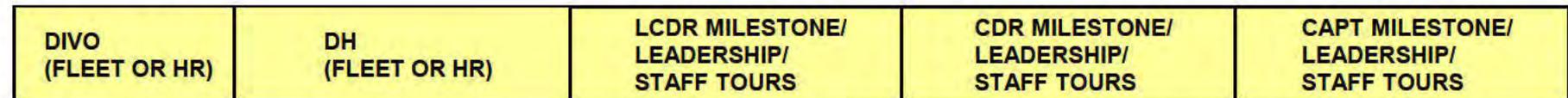
# Human Resources Officer

## 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 leadership tours or during periods of active duty such as mobilization, ADSW, or recall
  - Master's degree, preferably in an HR-related field
  - Professional Certification including PHR, SPHR, GPHR, CPT, CPLP, CDFM, CDFM-A, CISSP, and GSLC
  - JPME I
- Valued achievements prior to CAPTAIN
  - Sustained superior performance in all assigned duties, especially CDR HR Milestone assignments, leadership tours, or during periods of active duty such as mobilization, ADSW, or recall
  - Master's degree, preferably in an HR-related field
  - Professional Certification including PHR, SPHR, GPHR, CPT, CPLP, CDFM, CDFM-A, CISSP, and GSLC
  - JQO Progression

# Human Resources Officer (FTS) Career Progression

## Career Path



## Typical Billets

DH/DIVO/OIC/Staff Tour  
NOSC/Reserve Management Tour  
In-Residence Graduate Education  
Service College (JPME I)  
IA/GSA/OCO

LCDR Milestone  
NOSC CO/Reserve  
Management  
DH/OIC/XO/CO/Major Staff  
In-Residence Graduate Ed  
Service College (JPME I)  
Joint Tour/Experience

CDR Milestone  
NOSC CO/Reserve  
Management  
Operational Support  
Officer  
CO/XO/OIC/HQ Major Staff  
Joint Tour /Experience  
Service College (JPME II)

CAPT Milestone  
NOSC Command/  
CO/Deputy/COS/OSD/  
SECNAV  
Operational Support  
Officer  
Joint Tour/Experience

Develop Core Competency: Development, Management, Recruiting, Requirements

Develop Sub-specialty Experience

NOSC CO Screening occurs from LT through CAPT. Additionally, CDRs are screened for NRD CO/XO; CAPTs are screened for RCC CO.

# Human Resources Officer (FTS)

## 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, NOSC CO, and major Reserve Staff assignments
  - Master's degree in HR related subspecialty including Operations Analysis, Manpower Systems Analysis, Financial Management, Information Systems and Technology, Education and Training Management, or civilian equivalent degrees
  - Professional Certification including PHR, SPHR, GPHR, CPT, CPLP, CDFM, CDFM-A, CISSP, and GSLC
  - JPME I
  - HR subspecialty experience: 311X, 3130, 3150, 321X, 6209
- **Valued achievements prior to CAPTAIN**
  - Sustained superior performance in all assigned duties, especially CDR HR Milestone, NOSC CO, and major Reserve Staff assignments
  - Master's degree in HR related subspecialty including Operations Analysis, Manpower Systems Analysis, Financial Management, Information Systems and Technology, Education and Training Management, or civilian equivalent degrees
  - Professional Certification including PHR, SPHR, GPHR, CPT, CPLP, CDFM, CDFM-A, CISSP, and GSLC
  - HR proven subspecialist: 311X, 3130, 3150, 321X, 6209

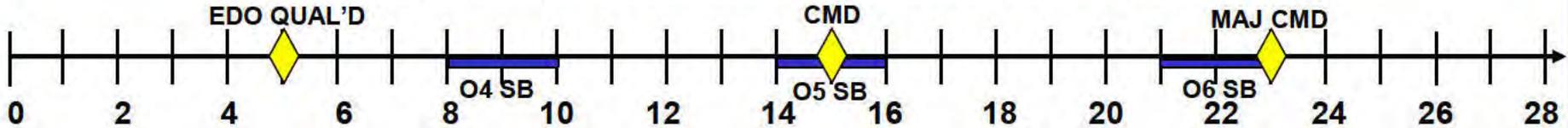
# Engineering Duty Officer Career Progression

## Career Path



<b>EDQP</b> (DCO)	<u>NAVSEA</u> Surgemain (SM) CO, XO, DIVO, Project Officers at Shipyards, RMCs, SUPSHIPs, NSWC, Field Activities <u>SPAWAR/SSP/MDA/ONR</u> Project Officer	<u>NAVSEA</u> SM Dep Dir RCO/RXO, CO MDA/SSP/HL/Ship Insp CO NSWC/MDA/SSP/CYBER Lead <u>SPAWAR/ONR</u> CO, XO	PD, PM/COMM MGR <u>NAVSEA</u> PILLAR LEAD (SM, SHPYD, SUPSHIP, SYSENG, ACQ, HL/DIVE)
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Each individual's EDO career path is tailored based on past experience, accession timing, and education.



## Typical Billets

<p><u>EDQP</u> DCO</p> <p>Seamanship Leadership Systems Engineering AT-SEA Industrial Tour (FIT) Mentor Group Tour EDO Basic EDO Qual board</p>	<p><u>NAVSEA</u> Surgemain (SM) CO, XO, INFOTECH CO HL/Dive CO</p> <p>Project Engineer (SysEng, Acq, SSP, MDA, Shipyards, Supships) <u>SPAWAR/SSP/MDA/ONR</u> Project Officer</p>	<p><u>IMG/LCMG/HL/Diving</u> SM Dep Dir, RCO, CO, RXO HL/Diving, Ship Insp CO Project Officers</p> <p><u>C4i, SSP/MDA, iwEDO, Surfpack</u> <u>Subba Bubbas</u> SSP, MDA, ONR, SPAWAR CO Project Officers</p>	<p>Program Director <u>NAVSEA</u> PM/Comm Mgr Surgemain Nat Director <u>NAVSEA</u> West (Shipyard) <u>NAVSEA</u> East (SUPSHIP) Systems Engineering <u>NAVSEA</u> Acquisition</p>
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# Engineering Duty Officer

## Community Values

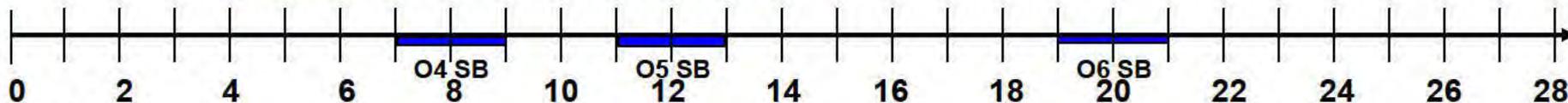
- 
- Valued achievements prior to LIEUTENANT COMMANDER
    - Advanced technical degree and EDO qualification tour completed
    - SurgeMain Division Officer or Executive Officer
    - JOs with specific technical expertise (diving & salvage, heavy lift, strategic systems, missile defense, space) serve as Project Officers in commands utilizing those skills
  - Valued achievements prior to COMMANDER
    - SurgeMain Executive Officer or Commanding Officer
    - Technical expert in their specific areas of expertise
    - Community engagement as collateral duties (recruiting, Junior Officer Advisory Panel, ED Qualification Program training and mentoring of JOs, volunteer in EDO community)
  - Valued achievements prior to CAPTAIN
    - Regional CO, CO (Missile Defense, Strategic Systems, Ship Insp, Heavy Lift, Surgemain), Regional XO
    - Technical leadership and/or command/national leadership is expected throughout career
    - Community engagement as collateral duties (ED Qualification Program training and mentoring of JOs, serve as Qualification Officer, engagement on EDO community issues at the national level)

# Aerospace Engineering Duty Officer Career Progression

## Career Path

O3 and below Milestone	O4 Milestone	O5 Milestone	O6 Milestone
FLEET: Squadron Aircrew	Assistant OIC Project Lead Assistant DH	DH Flag Staff Member Mission or IPT Lead	CO Mission or IPT Lead ESC Member
DCO: Acquisition/Engineering/ Operational Experience	DH Deputy IPT Lead	XO OIC	Chief of Staff Deputy Chief of Staff

AC Lateral-Transfer Window  
4 - 14 YCS



## Education

DAWIA Level I Certification Continuous Process Improvement: Yellow Belt	Master's Degree (Technical / Business) DAWIA Level II Certification Continuous Process Improvement: Green/Black Belt
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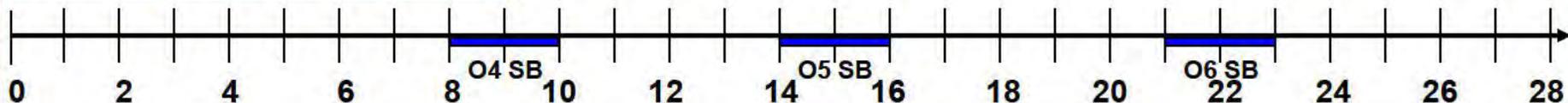
# Aerospace Engineering Duty Officer Community Values

- **Valued achievements at all paygrades**
  - Consistent demonstration of Leadership and Technical expertise in increasingly challenging billets that bring value to the customer
  - Mobilization supporting Overseas Contingency Operations (OCO) missions, active duty (ADSW) support of NAE project or initiative
  - Critical fleet support missions: CASTL/JCAT, PGSS, FDCR, Copperhead, Fire Scout, Tomodachi, or similar
  - Continuous professional development: DAWIA, JPME, CPI
- **Valued achievements prior to LIEUTENANT COMMANDER**
  - Space Cadre (for SPAWAR assigned Officers)
  - Operational squadron junior officer tours
  - Project lead/assistant DH/DH tours
- **Valued achievements prior to COMMANDER**
  - Master's Degree (Technical or Business)
  - Leadership tours: DH/XO, Deputy Mission or IPT Lead
  - DAWIA Level I Certification, JPME
- **Valued achievements prior to CAPTAIN**
  - OIC/CO, Mission or IPT Lead, Principal Flag Staff/Deputy Chief of Staff positions
  - DAWIA Level II Certification, JPME

# Aerospace Maintenance Duty Officer Career Progression

## Career Path

O3 and below Milestone	O4 Milestone	O5 Milestone	O6 Milestone
SHORE/SEA O-Level I-Level/FRC	Assistant OIC Project Lead Assistant DH DH Deputy IPT Lead	DH Flag Staff Member Mission or IPT Lead XO OIC	CO Mission or IPT Lead ESC Member Chief of Staff Deputy Chief of Staff
ON RAMP - JO Shore & Sea Tours			



## Education

Naval Aviation Maintenance  
Officer Course  
Joint Aviation Supply &  
Maintenance Mgmt Course

Advanced Aviation  
Maintenance Manager  
(A2M2) Course

Master's Degree (Technical or Business)

DAWIA Level I Certification  
Continuous Process Improvement: Yellow Belt

DAWIA Level II Certification  
Continuous Process Improvement: Green/Black Belt

# Aerospace Maintenance Duty Officer Community Values

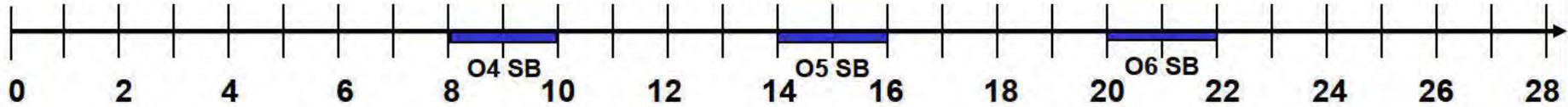
- Valued achievements at all paygrades
  - Consistent demonstration of Leadership and Technical expertise in increasingly challenging billets that bring value to the customer
  - Mobilization supporting Overseas Contingency Operations (OCO) missions, active duty for special work support of NAE project or initiative
  - Critical fleet support missions: CASTL/JCAT, PGSS, FDCR, Copperhead, Fire Scout, Tomodachi, or similar
- Valuable achievements prior to LIEUTENANT COMMANDER
  - Fleet Maintenance experience (DCOs)
  - Experience in Organizational (O-Level), FRC (I-Level) and/or Depot (D-Level) Maintenance Officer billets
  - MCO/MMCO, Assistant Project lead, Assistant DH/DH tours
- Valuable achievements prior to COMMANDER
  - Master Degree (Technical or Business)
  - Leadership tours: DH/XO, Deputy Mission or IPT Lead
  - DAWIA Level I Certification, JPME
- Valuable achievements prior to CAPTAIN
  - OIC/CO, Mission or IPT Lead, Principal Flag Staff/Deputy Chief of Staff positions
  - DAWIA Level II Certification, JPME

# Aerospace Maintenance Duty Officer (FTS) Career Progression



## Career Path

Squadron AMO, MMCO FRC MMCO, DIVO	FRC AOIC WING AMO MAJOR STAFF	FRC OIC WING MO MAJOR STAFF	TYCOM MO NAVAIR OSO
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## Valuable Training/Certifications

PROFESSIONAL AVIATION MAINTENANCE OFFICER (PAMO)	DAWIA LEVEL I/II (PQM, LOG, PM) ACQUISITION CORPS (AC) MEMBER	DAWIA LEVEL III (PQM, LOG, PM)	DAWIA (EXECUTIVE MGMT)
GRADUATE DEGREE			

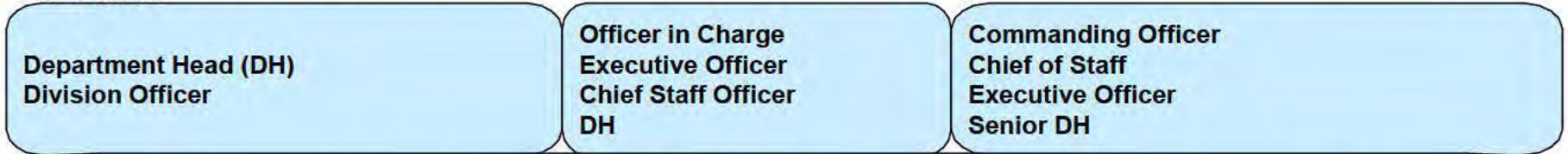
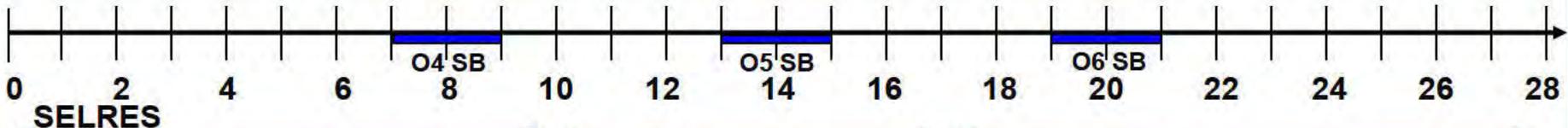
# Aerospace Maintenance Duty Officer (FTS)

## Community Values

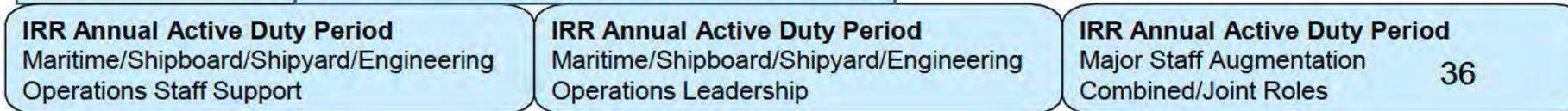
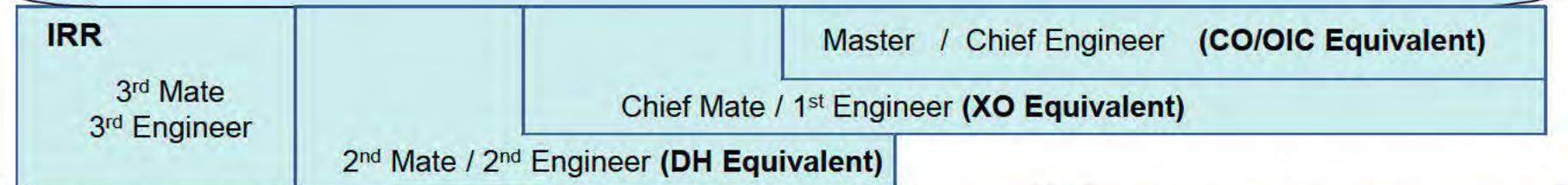
- 
- Valued achievements prior to LIEUTENANT COMMANDER
    - Superior Performance in both Squadron and FRC Positions
    - Professional Aviation Maintenance Officer (PAMO)
    - DAWIA Level I Certification (PQM or LOG)
  - Valued achievements prior to COMMANDER
    - Successful Tour as FRC AOIC / WING AMO
    - Superior Performance in Major Staff Positions
    - Defense Acquisition Corps Member
    - DAWIA Level II Certification (PQM, LOG or PM)
    - Graduate Degree
    - Demonstrated Experience in Reserve Component Personnel Management
  - Valued achievements prior to CAPTAIN
    - Successful Tour as FRC OIC or Wing MO
    - Superior Performance in Major Staff Positions
    - DAWIA Level III Certification (PQM, LOG or PM)

# Strategic Sealift Officer Career Progression

## Career Path



**Valued Civilian Skillsets: Engineering/Logistics/Transportation/Maritime Education**



# Strategic Sealift Officer

## Community Values

- Approximately 85% of the SSO Program members are part of the Individual Ready Reserve (IRR) and are normally employed afloat in their civilian careers, which prevents them from higher levels of participation. The remainder are in the Selected Reserve (SELRES) or a Volunteer Training Unit (VTU). Both career paths are viable options and contribute significantly to the US Navy.

**\*\*\*A Valid U.S. Coast Guard Unlimited Tonnage/HP License Must Be in the Record or Letter to the Board , No Exceptions!\*\*\***

- SELRES and VTU records are identifiable by a continuity of observed FITREPs and should be selected for promotion based upon observed performance and difficulty of assignments, similar to other communities.
- IRR are identifiable by a majority of Non Observed (NOB) FITREPs. IRR Members typically receive 'Non Observed' FITREPs, no letters of recognition or awards, since their annual service requirement is only 12 days of ADT. IRR members who do receive 'Observed' FITREPs and Personal Decorations should be considered exceptional. Additionally, members who have a high ratio of 'Total Years of Federal Service' (under OSR Remarks section), are consistently performing above and beyond the minimum community requirements by contributing to the Navy and should be considered above average. Multiple ADT assignments at the same command with increased roles & responsibilities are aligned with community core competencies.

### • **Items the Community Values:**

#### • **Advanced Navy and Maritime Proficiency**

- Upgraded License – Record will show AQD other than THIRDMATE or THIRDENG
- Wide range of NOBCs and AQDs in record

#### • **Sustained Superior Navy and Maritime Performance**

- Joint Officer Experience, ADSW, Mobilizations, Recalls, extended special projects/ADTs = Observed FITREP
- Increased roles & responsibilities in the core competencies of Maritime Operations, Maritime Engineering and/or Shipboard Operations

#### • **Demonstrated ability to lead and direct people, organizations and projects (civilian or military)**

- Demonstrated initiative and leadership in assignments throughout career
- Documented civilian professional subject matter expertise and leadership experience

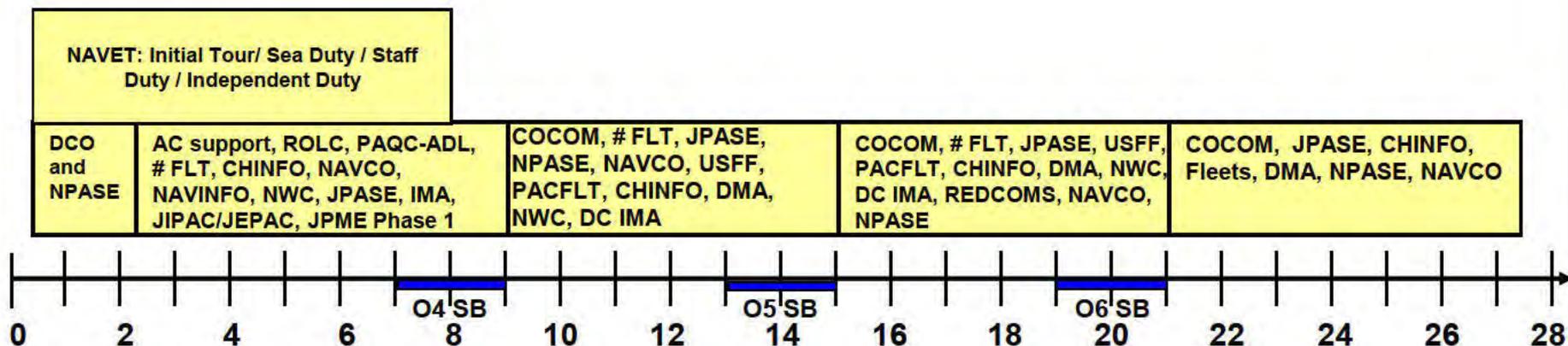
#### • **Pursuit of an Advanced Education**

- Master's or Doctoral Degree (Management, Business, Engineering, Law, Logistics, and National Security)
- JPME I/II, Professional Engineer License, Professional Certifications (DAWIA, IT, PMP, etc.)

# Public Affairs Officer

## Career Progression

### Career Path



### Typical Billets

- DCO School DINFOS
- Action Officer
- OIC COMCAM or NAVINFO E, COCOM, DC IMA, NAVCO
- OIC NPASE or NAVINFO W, Deputy Director – Fleets, COCOM, senior DC IMA, NWC Director
- Senior COCOM, Director-NPASE HQ, Fleets, JPASE, DMA

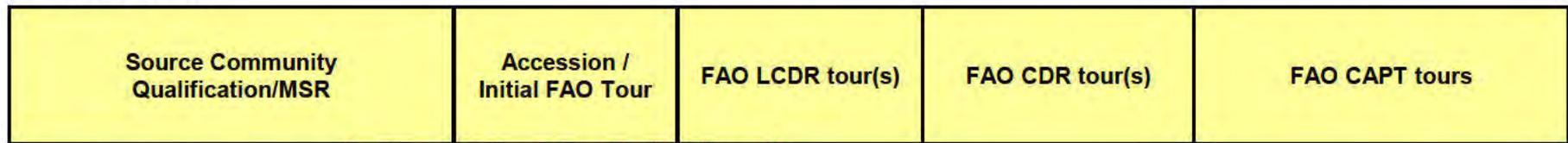
# Public Affairs Officer

## Community Values

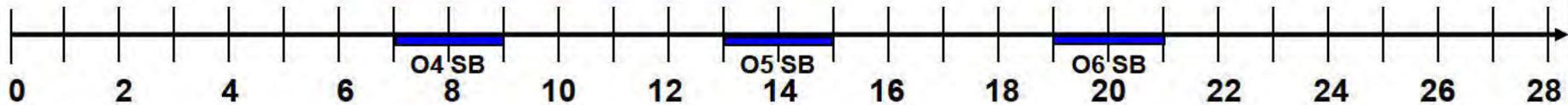
- Valued achievements prior to LIEUTENANT COMMANDER
  - DINFOS PAO training
  - NPASE
  - Community outreach/NAVCO
  - Fleet/Joint exercises and operations
  - Junior DH responsibilities
- Valued achievements prior to COMMANDER
  - DH or OIC position
  - Action officer or field officer responsibilities
  - Deployment or significant fleet employment
  - Fleet and NAVCO tours
- Valued achievements prior to CAPTAIN
  - O5 leadership positional authority/responsibility
  - Citations or reports of fitness citing leadership aptitude
  - Citations or reports of fitness citing proficiency in PA skills
  - Senior officer comments relating to member's advisory capacity
  - Documented pro-active engagement with AC counterpart to plan and budget for unit missions to optimize RC assets

# Foreign Area Officer Career Progression

## Career Path



Primary Lateral-Transfer On-Ramp  
Initial Language acquisition  
Regionally focused Master's and/or foreign experience



FAO assignments are primarily to billets supporting OCONUS staffs and operations.

The RC FAO community provides a cadre of International Engagement professionals for operational support on major staffs and numbered fleets, to in-country Senior Defense Officials, Defense Attaches, and Office of Defense Cooperation (ODC) Chiefs.

The RC FAO community also provides a flexible Strategic Reserve for future mobilization requirements.

### Typical Billets / Quals:

- 1) Source / FAO tour performance
- 2) Joint FAO Phase I
- 3) JPME I
- 4) Language proficiency

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

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

# 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 all assigned duties during periods of active duty such as mobilization, ADSW, or recall
  - Regional experience involving direct international engagement of foreign partners
  - JPME I
- Valued achievements prior to CAPTAIN
  - Sustained superior performance in all assigned duties during periods of active duty such as mobilization, ADSW, or recall
  - Significant experience leading, planning, and executing international engagement activities
  - Major staff tours
  - JQO, or progress toward

# Oceanography Officer Career Progression

## Career Path

NAVET

OCEANO DIVO  
 Operational Tours

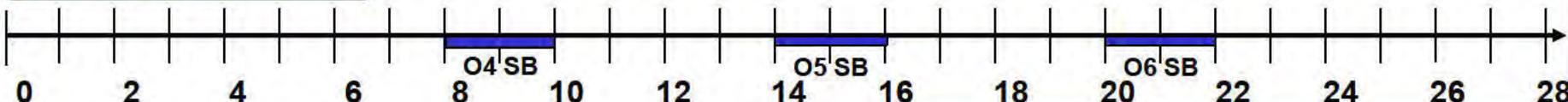
Community, IWO Qualification &  
 Operational Tours

OCEANO LCDR  
 Operational, Leadership &  
 Staff Tours

OCEANO CDR Operational,  
 Leadership & Staff Tours

OCEANO CAPT  
 Operational, Leadership & Staff  
 Tours

DCO/Redesignations/IST



Administrative Board: Apply Board Selection for all XO,  
 O-5 and O-6 Billets

## Typical Billets / Quals

Operational  
 AOIC CNMOC RC, USNO  
 FWC/USW RBC/NAVO CDO,  
 Non-CNMOC RC billets: ONR/NRL

Operational  
 Asst N-Code CNMOC RC,  
 DH FWC/NAVO/USNO  
 ONR/NRL, NMAWC,  
 Numbered Fleet, SPAWAR  
Leadership  
 OIC CNMOC RC  
 NMORA XO  
Staff  
 Joint, MAJ/COCOM  
 NAVIFORES Reg'l staff

Operational  
 N-Code NMORA  
 HQ, ONR/NRL,  
 NMAWC, Numbered  
 Fleet, SPAWAR  
Leadership  
 CO/XO FWC/NAVO/  
 USW RBC/USNO  
Staff  
 Joint, MAJ/COCOM,  
 NAVIFORES Reg'l/Nat'l staff

Operational  
 N-Code NMORA HQ, ONR/NRL  
Leadership  
 NMORA HQ CO/XO  
 CO/XO/IWC cross slate  
 NAVIFORES Region CDR  
Staff  
 NAVIFORES HQ/Region CSO

IWO NLT 5 years

Advanced Degree, JPME I, NRUM, IWOMCC

JPME II, NRUM, JQO, SNROC

\* Note: ONR/NRL Billets require advanced degree

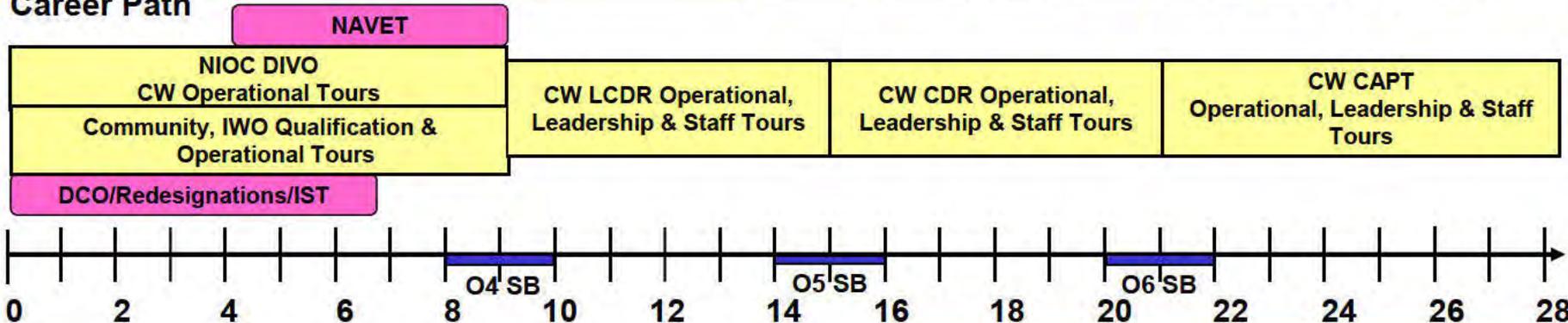
# Oceanography Officer

## Community Values

- 
- Sustained superior performance in leadership and operational billets
  - Valued achievements prior to LIEUTENANT COMMANDER
    - IWO qualification, local command qualifications/CDO
    - Operational training/support at gaining command
  - Valued achievements prior to COMMANDER
    - Superior performance in DH, OIC or XO assignment
    - JPME I
    - Master's Degree in Meteorology, Oceanography, Hydrography or Physics completed or in progress
    - Demonstrated leadership tour
    - Operational support to OCEANO mission
  - Valued achievements prior to CAPTAIN
    - Superior performance in command tour
    - Proven ability to lead and direct people and organizations
    - Training at joint service command or major fleet exercise
    - Successful tour as HQ-level/IWC DH or XO, NAVIFORES Regional or National billet

# Cryptologic Warfare Officer Career Progression

## Career Path



Administrative Board: Apply Board Selection for all XO, O-5 and O-6 Billets

## Typical Billets/Quals

<p><u>Operational</u> NSA/Fleet, CNO/CYBER, IA/MOB, Extended AD (CW)</p>	<p><u>Operational</u> Ops Officer, IA/MOB, Extended AD (CW) <u>Leadership</u> Dept Head N1/N7 XO Small NIOC <u>Staff</u> FCC/C10F, NSA, Joint, NAVIFORES Reg'l staff</p>	<p><u>Operational</u> Ops Officer, IA/MOB, Recall, Extended AD (CW) <u>Leadership</u> CO Small NIOC XO Large NIOC <u>Staff</u> FCC/C10F, NSA, Joint, NAVIFORES Reg'l/Nat'l staff</p>	<p><u>Operational</u> NIOC Region CDR Recall, MOB <u>Leadership</u> CO Large NIOC, Cross-Slate NAVIFORES Region CDR <u>Staff</u> FCC/C10F, NSA, Joint, NAVIFORES HQ/Region CSO</p>
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CW PQS NLT 3 years  
IWO NLT 5 years

Advanced Degree, JPME I, IWOMCC

JPME II, NRUM, JQO, SNROC

# Cryptologic Warfare Officer

## Community Values

- Sustained Superior Performance
- Valued achievements prior to LIEUTENANT COMMANDER
  - CW/IWO qualification
  - Operational tours (Division Officer, SIGINT, Computer Network Operations/Cyber, Information Operations, EW, Space)
  - Completion of a CW related MOB
  - MT&E experience to include Training or Admin Officer
- Valued achievements prior to COMMANDER
  - Advanced technical Master's degree, advanced language degree or technical certifications
  - Operational tours (OPS Officer, MOB)
  - Leadership tour (XO Small NIOC, OIC)
  - Major staff tours (NAVIFORES HQ/Region, NIF, NSA, Joint)
  - JPME I
  - MT&E experience to include Training or Admin Officer
- Valued achievements prior to CAPTAIN
  - Operational tours (Region OPS Officer, MOB)
  - Leadership tours (CO/XO Small NIOC, XO Large NIOC)
  - Major staff tours (NAVIFORES HQ/Region, NIF, NSA, Joint)
  - JPME II

# Information Professional Officer Career Progression

## Career Path

NAVET

IP Operational Tours

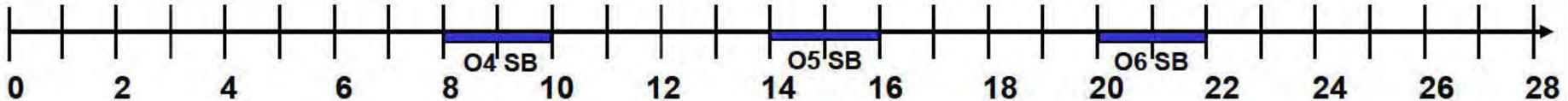
Community, IWO Qualification & Operational Tours

IP LCDR Operational, Leadership & Staff Tours

IP CDR Operational, Leadership & Staff Tours

IP CAPT Operational, Leadership & Staff Tours

DCO/Redesignations/IST



## Typical Billets/Quals

Administrative Board: Apply Board Selection for all O-5 and O-6 Billets

Operational  
\*IP Operational Role, OIC

Operational  
\*IP Operational Role, Leadership  
CO/XO/OIC  
Staff  
NAVIFORES Reg'l staff

Operational  
\*IP Operational Role  
Leadership  
CO/XO  
Staff  
NAVIFORES Reg'l/Nat'l staff

Operational  
Major Cmd/Prgm Director/Fleet N6  
Leadership  
IWC CO/XO cross slate  
NAVIFORES Region CDR  
Staff  
NAVIFORES HQ/Region CSO

\* IP Operational Roles would include CYBER, Info Systems, Info Assurance, Command and Control, Communications, Combat Systems, Intelligence/Surveillance/Reconnaissance, Space, Knowledge Management, Information Management, Fleet Staff

IP PQS NLT 3 years  
IWO NLT 5 years  
MSOC

Advanced degree, Joint C4  
Planner's Course

IP IQ, JPME I,  
IWOMCC

IP AQ, JPME II, JQO, Joint C4I Officer  
and Staff Course, NRUM, SNROC

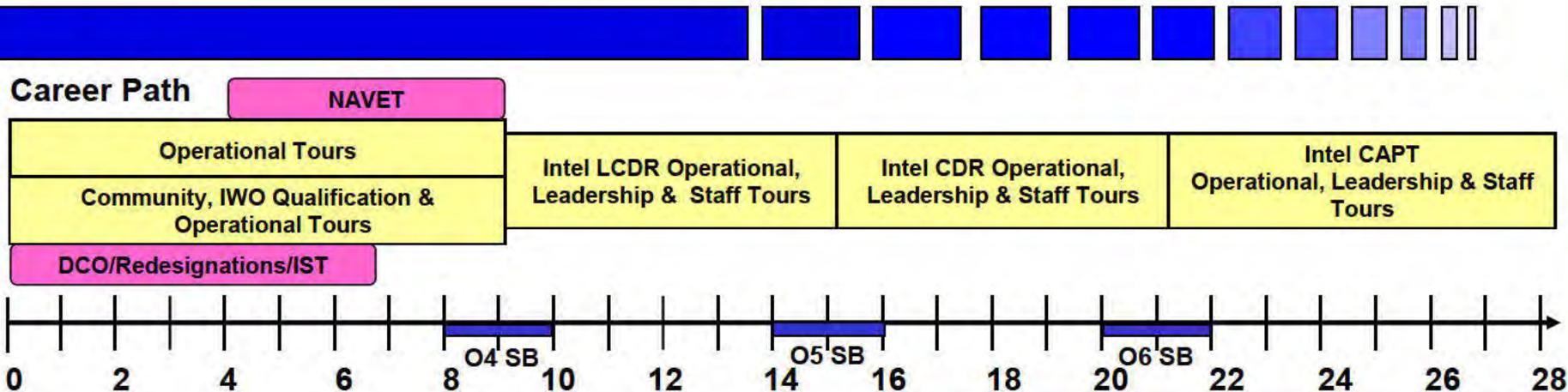
IP Community Leadership (National Training Team, Mentoring, Recruiting, Regional Lead IP, etc.)

# Information Professional Officer

## Community Values

- Sustained Superior Performance in leadership and operational billets
- Valued achievements prior to LIEUTENANT COMMANDER
  - Attainment of Community/IWO qualifications
  - Competitive operational tours demonstrating superior performance and fundamental knowledge of Cyber Operations, C4I and Information Technology
  - Completion of an IA tour
  - Progress towards a technical Master's degree
- Valued achievements prior to COMMANDER
  - OIC or XO leadership tour
  - Advanced Cyber Security Workforce Qualifications (AQD GA7) and technical expertise in systems management, Acquisition and Space
  - Attainment of technical Master's degree or higher, advanced technical certifications and DoD CIO Certificate
  - JPME I
  - Joint expertise through education and experience
- Valued achievements prior to CAPTAIN
  - CO or equivalent tour as an O-5
  - NAVIFORES National/Regional tour
  - IP community leadership roles

# Intelligence Officer Career Progression



## Typical Billets/Quals

**Administrative Board: Apply Board Selection for all O-5 and O-6 Billets**

<p><u>Operational</u>          OPINTEL Analyst,          IA, IWCRS Billet</p>	<p><u>Operational</u>          Team Lead,          Senior Analyst  <u>Leadership</u>          DIVO          Asst DH, XO  <u>Staff</u>          NAVIFORES Reg'l staff</p>	<p><u>Operational</u>          DH/Branch Chief,          N2/Sr Intel Officer          IA  <u>Leadership</u>          CO/XO  <u>Staff</u>          NAVIFORES Reg'l/Nat'l staff</p>	<p><u>Operational</u>          Dept Head/CO/XO/IA  <u>Leadership</u>          IWC CO/XO cross slate          NAVIFORES Region CDR  <u>Staff</u>          NAVIFORES HQ/Region CSO</p>
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Intel PQS NLT 3 years IWO NLT 5 years	Advanced Degree, JPME I, IWOMCC, Language Skills	JPME II, NRUM, JQO, SNROC
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# Intelligence Officer

## Community Values

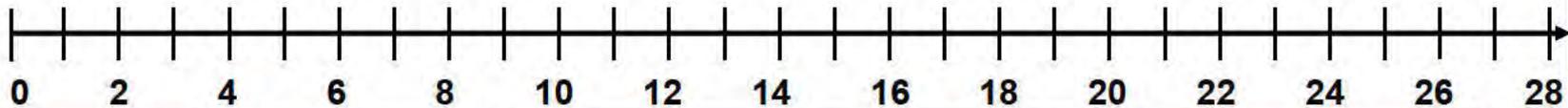
- 
- Sustained Superior Performance in leadership and operational billets
  - Valued achievements prior to LIEUTENANT COMMANDER
    - Community/IWO qualifications
    - Proven experience providing and directing intelligence capability to Navy/Joint forces
    - Completion of an IA tour
    - Superior performance in leadership tour (note: limited opportunity below O4)
    - Critical language skills
  - Valued achievements prior to COMMANDER
    - Superior performance in leadership or operational tour
    - Proven skill in OPINTEL, plus NSW, Strike/Targeting, HUMINT, Cyber or ISR Management
    - Joint experience in warfighting and education, JPME I
    - Related Intel civilian occupations, advanced degrees
  - Valued achievements prior to CAPTAIN
    - Superior leadership performance in CO/XO tour
    - Competitive regional and national HQ leadership billet

# Limited Duty Officer (Line) Career Progression



## Typical Billets

Surface	DIVO	XO/DH/OIC	CO/XO/OIC	CO/Major Command XO/Senior Staff	MAJOR CMD/Senior Staff
Submarine	DIVO	XO/DH/OIC	CO/XO/OIC	CO/Major Command XO/Senior Staff	MAJOR CMD/Competency Lead/Senior Staff
Aviation	DIVO	MMCO/QAO	MMCO/QAO/AMO	Squadron Maintenance Officer (MO)/Senior Staff	Senior Staff
General Services	DIVO	XO/DH	CO/XO/OIC	CO/Major Command XO/Senior Staff	Senior Staff
Security	NSF CO/XO	NSF CO/MSC/CNIC/ SUBGRU/CORIVRON OPSO	O4 CO/MSC/CNIC/ SUBGRU/CORIVRON OPSO	Major Staff Security Officer CNIC Region Reserve Security Coord.	CNIC Deputy Force Protection Director/NAVSEA Deputy Staff Security Officer
IWC	DIVO/ADH/IP OPS/ANALYST	DH/REGSTF/TEAM LD/SEN ANALYST/ STRIKE LD	BRCH CHIEF/ SWO/DET OIC	XO/Major Command/Senior Staff/JOINT/ONI/DIA	Senior Staff/CSO/ JOINT/COCOM



<p>Initial mob billet assignment          Basic Officer Training          Warfare Quals if possible</p>	<p>Increase in scope          Added technical/tactical skills          Broaden experience outside designator</p>	<p>Continued growth; technical and education growth          CO/XO experience          Maintains specialty relevance</p>	<p>CMD and/or senior staff assignments          Leadership, management, and command (LMC) skills          Life-long learning          NO LONGER "LIMITED"</p>	<p>Sought after Leader          Flag/Fleet engagement          Mentors senior officers, Active LDO/CWO community leader and highly visible within Enterprise          Life-long learning, 30+ years of service</p>
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# Limited Duty Officer (Line)

## Community Values

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- **Sustained superior performance, especially in arduous, complex, or challenging environments, as documented in FITREPS**
  - **Meaningful assignments**
    - Leadership tours with technical knowledge oversight requirements, relative to designator or Enterprise
    - Joint tours are valued across all designators
    - Takes assignments that foster professional growth in fleet operations, planning, logistics and joint levels of war while demonstrating technical specialty expertise
  - **Actively mentors, counsels and trains**
    - Documented mentor / trainer of personnel across all paygrades (officers and enlisted)
    - Sustained and progressively greater contributions to the LDO/CWO Community through active participation in projects and initiatives
  - **Complexity and scope of responsibility**
    - Upward progression in scope of management and leadership within Enterprise
    - Diversity of experience both operationally and professionally, and demonstration of increased technical expertise
    - Continues higher education and/or life-long professional learning (e.g., certificates, degrees, MSOC, ELOC, instructor duty, planner, Project Management, NWC courses, etc.)
  - **World-wide assignable**