COMPETENCY/SKILLS INFORMATION

This Secretary of the Navy (SECNAV) approved document provides additional information regarding competency/skill requirements listed in the selection board convening order. This document is a comprehensive list of all possible requirements across communities and paygrades. Individual selection boards should only reference the particular requirements listed in the competency/skill requirements section of the board's convening order.

Competencies/skills, listed in alphabetical order, include:

a. Acquisition Corps
b. Astronaut Consideration
c. Attaché Duty
d. Cyber Operations and Planning
e. Education and Training
f. Expeditionary Warfare and Confronting Irregular Challenges
g. Financial Resource Management (FM)
h. Human Intelligence (HUMINT)
i. Integrated Air and Missile Defense (IAMD)
j. Joint Experience
k. Language, Regional Expertise, and Cultural (LREC) Experience
l. Navy Operational Planner
m. Naval Special Warfare (NSW) Experience
n. Naval Strategist Subspecialty
o. Nuclear Trained Limited Duty Officers (LDOs) [and Chief Warrant Officers (CWOs)]
p. Nuclear Weapons Technical Expertise
q. Operational Analysis (OA)
r. Recruiting Leadership
s. Shore Installation Management (SIM)
t. Space Cadre
u. Targeting

a. **Acquisition Corps.** Acquisition Corps community officers possess the qualifications to manage the development, acquisition, and life cycle support of the Navy's current and future platforms and associated systems. Acquisition Corps community officers serve in critical acquisition positions and key leadership positions, both of which have statutory requirements. To meet these statutory requirements, specific training and detailing to acquisition billets can preclude Acquisition Corps community officers from acquiring joint duty credit and serving in traditional command billets. To develop officers eligible to serve as Major Program Managers or Major Acquisition Shore Commanders, assignments given to these

officers may result in career patterns different from officers who have served exclusively in their primary specialty. Evaluate the quality of an Acquisition Corps officer's performance in acquisition assignments as having weight equal to that ordinarily given to other members of their respective communities who have followed more traditional career paths.

b. **Astronaut Consideration.** Selected officers of the Unrestricted Line, Aviation Engineering Duty Officer, Engineering Duty Officer, and Medical Corps communities may be astronauts. The multi-service astronaut program supports U.S. national security strategy by providing a cadre of NASA Pilot Astronauts and Mission Specialists. Highly specialized training and mission requirements preclude Navy astronauts from compiling sea service time, acquiring joint duty credit, or serving in traditional command billets. However, astronauts spend considerable time working overseas with partner nations, operating in multi-service environments, and commanding or having responsibility for operations on multi-billion dollar spacecraft. Evaluate their progressive assignments of increasing responsibility and leadership, and their contributions to national security strategy as equal in weight to that ordinarily given to members of their respective communities who followed more traditional career paths.

c. **Attaché Duty.** Attaché Duty, which includes Senior Defense Official/ Defense Attaché (SDO/DATT), American Legation United States Naval Attaché (ALUSNA), and Assistant ALUSNA, provides the Navy with specially trained and skilled officers who possess language capabilities, regional expertise, and cultural experience. Officers selected for Attaché Duty undergo a rigorous and competitive selection process and are personally screened and endorsed by SECNAV. These officers serve as the principal advisors in foreign countries to U.S. ambassadors, combatant commanders, and the leadership of the Department of Defense (DoD). The skill sets necessary to become certified attachés may require the officer to spend time in a "not observed" or "1 of 1" fitness report position or status during training. Give careful consideration to demonstrated performance of officers with these skills and this expertise.

d. **Cyber Operations and Planning.** Operations in the cyberspace domain are critical to execution of joint and Naval operations. Information Warfare Community officers manage and execute operational missions that include DoD Information Network operations, offensive and defensive cyberspace planning and operations, cyber intelligence, surveillance and reconnaissance, and computer network exploitation. Particular

emphasis should be given to officers with experience in all facets of network operations.

e. **Education and Training.** The Navy requires officers to support a multitude of training and educational billets often outside their mainstream career path. Give careful consideration to officers who have successful tours in training commands or educational institutions, have served as faculty at military educational institutions, or have otherwise contributed significantly to the development of the current and future workforce through individual or team training innovations.

f. **Expeditionary Warfare and Confronting Irregular Challenges.** The Navy's focus on expeditionary warfare and confronting irregular challenges requires the Navy to retain officers who possess unique experience in these evolving domains. Give careful consideration to demonstrated performance of those officers who have expertise in billets that have impacted these warfare areas. Expeditionary warfare includes, but is not limited to: expeditionary construction, logistics, and intelligence; coastal riverine; and explosive ordnance disposal. Multiple tours in expeditionary assignments that develop and increase in complexity are particularly desired. Experience may have been attained either afloat or while serving ashore on major joint and Navy staffs or commands. Evaluate the quality of an officer's performance in challenging expeditionary assignments as having weight equal to that ordinarily given to the performance of other members of his or her respective community who have followed a more traditional career path. Give careful consideration to demonstrated performance and expertise in these areas.

g. **Financial Resource Management (FM)**

(1) In order to effectively advocate for and allocate scarce resources at senior levels, the Navy requires exceptional FM subspecialty officers who combine demonstrated superb operational performance, keen analytical ability and judgment, and extensive FM experience. Developing FM officers with these prerequisites is accomplished with the following subspecialty career progression:

- FM Mid-Grade Officers (Mid-Grade O-4/O-5): FM post-graduate education or an entry-level experience tour.
- FM Senior Officers (Senior O-5/O-6): FM assignments that leverage a record of operational excellence and previous FM experience.

- FM Flag Officers: Combine broad proven operational excellence and extensive FM experience tours.

(2) Give careful consideration to the Navy's need for senior officers offering the combination of demonstrated superb operational performance and strong accumulated expertise in FM experience tours in budgeting and programming within the following organizations: OASN (FM&C) FMB, OPNAV N8, OPNAV N9, JCS-J8, OUSD (Comptroller), OUSD (CAPE), COCOM-J8 staffs, Fleet-N8 staffs, and TYCOM-N8 staffs.

(3) Give special consideration to those officers who have earned the subspecialty code of a fully-qualified FM: 3111, with suffixes listed below:

- 3111Q--FM Master's Degree (MBA) + one or more FM experience tours
- 3111R--Multiple FM experience tours (without MBA)
- 3111S--Single FM Experience Tour (without MBA)

h. **Human Intelligence (HUMINT).** HUMINT trained and certified Navy officers deploy worldwide to support Navy, theater, joint, and National collections objectives and critical intelligence requirements. These HUMINT certified officers provide the Navy a unique ability to obtain actionable intelligence through interpersonal contact compared to more technical collection disciplines. Officers selected to perform HUMINT collection duties are extensively screened and complete demanding training and operational assignments to become proficient at this discipline. Since most advanced HUMINT certified officers are detailed to multiple tours and specialized training, this career track may preclude them from acquiring joint duty credit or serving in traditional command and milestone billets. This unique HUMINT certification may require the officer to spend a significant amount of time in a "not observed" or "1 of 1" fitness report position or status during training. Give careful consideration to officers who perform well in operational advanced HUMINT tours.

i. **Integrated Air and Missile Defense (IAMD).** IAMD is the integration of joint capabilities and overlapping operations to protect the joint force, defend the homeland and national interests, and enable worldwide freedom of maneuver by negating the adverse effects of an adversary's air and missile capabilities. The ability to comprehend, manage, and employ joint IAMD capabilities, including integrated fire control and tactical data systems, within and across geographic areas and

among formations of Naval, joint, and allied forces is fundamental to successful IAMD. The Navy requires officers with experience in IAMD, which includes theater and regional air and cruise missile defense, homeland and regional ballistic missile defense, and command and control. Additionally, officers with experience in emerging IAMD capabilities such as Navy Integrated Fire Control-Counter Air and Aegis Ashore, to include development and instruction of employment methods, are highly valued. Give careful consideration to officers with demonstrated performance and expertise in IAMD.

j. **Joint Experience.** The Navy must ensure its future leaders are skillful warfighters designated as Joint Qualified Officers, well versed in joint matters and strategic thinking. Give careful consideration and value to demonstrated performance in a joint duty assignment, as well as completion of joint professional military education (JPME Phase I and II).

k. **Language, Regional Expertise, and Cultural (LREC) Experience.** Officers who have demonstrated competence through assignments requiring foreign language, regional, and cultural expertise provide a unique combination of specialized skills and operational experience to support Navy and DoD requirements. This capability is essential to enable successful theater engagement, security cooperation, and Maritime Strategy support. Particular emphasis is to be given to officers who have current demonstrated proficiencies in the following languages: Arabic (all dialects), Chinese-Mandarin, French, Hindi, Japanese, Korean, Persian-Iranian (Farsi), Russian, Spanish, Thai, Turkish, and Urdu. Give added consideration to officers who have applied LREC skills in overseas assignments such as SDO/DATT, Naval Attaché, Security Assistance Officer/Security Cooperation Officer, Personnel Exchange Program, Navy Expeditionary Combat Command, and Regional Hands (e.g. Afghanistan-Pakistan Hands).

l. **Navy Operational Planner.** Navy leadership must be able to apply operational art and evaluate operational level joint planning. The Navy made a substantial investment in the evolution of fleet commanders into Joint Force Maritime Component Commanders (JFMCC) and the establishment of our Maritime Operational Centers (MOC). That investment must be matched on the human capital side by ensuring commanders and captains who have the requisite expertise to lead maritime planning and joint planning are retained to recapitalize their talents in leadership billets. Navy Officers who attend advanced warfighting school receive the "JP-1" Additional Qualification Designation (AQD) and upon completing operational planner assignments receive the "JP-3" AQD. Combatant

commanders, joint staff, joint task force staffs, and fleet staffs have strong demand for the skills operational planners provide. Give careful consideration to the demonstrated performance of officers with these skills and this expertise.

m. **Naval Special Warfare (NSW) Experience.** NSW Forces remain engaged in worldwide kinetic and non-kinetic activities across the complete spectrum of Special Operations competencies. Officers assigned to NSW commands execute worldwide preparation of the operational environment, coordinate with partner nation forces, and train with fleet and joint forces to remain postured for more traditional major theater war plans. Officers operating in the NSW environment possess a depth of experience and knowledge of special operations campaigns, targeting, cyber operations and planning, expeditionary warfare, joint and interagency operations, and partner nation operating environments. Lessons learned and relationships built during these operations create Combat Support and Combat Service Support expertise that cannot be overstated. NSW experience is an invaluable resource for the Navy, DoD, and our Nation. Give careful consideration to demonstrated performance and expertise in this area, and consider any tour in Naval Special Warfare as an extremely demanding and enriching assignment.

n. **Naval Strategist Subspecialty.** Strategists (230x) possess the education and/or experience to manage the development, execution, and assessment of the Navy's strategy, plans, and policy. They fill a number of key assignments on various high-level staffs, including the Navy staff, combatant commander and naval component commander staffs, Joint Staff, and Office of the Secretary of Defense staffs. It is essential to develop, employ and retain this cadre of officers and capitalize on their strategy-associated tours in mid-grade and senior officer pay grades. Mid-grade officers with political-military education and requisite tour experience are critical to current strategy development and essential to building fully qualified (education and utilization tour) senior leadership for the future. Give careful consideration to officers with demonstrated performance in strategy and who continue to perform well in operational tours, but who may not have had traditional shore rotations and "break out" opportunities.

o. **Nuclear Trained Limited Duty Officers (LDOs) and Chief Warrant Officers (CWOs). [Refer only to relevant community (LDOs or CWOs) for specific boards; language is the same for each community.]** Some nuclear-trained LDOs (620X) and CWOs (740X) serve in unique assignments outside of the mainstream LDO/CWO career path. These assignments are among the highest

priority "needs of the Navy." The LDOs/CWOs filling these assignments will not have the traditional career milestones, i.e., warfare or command qualifications, and division officer or department head tours. They are specifically screened and selected to exercise Department of Energy regulatory responsibility as technical experts in naval nuclear propulsion plant maintenance, refueling, construction, operation, and training. These LDOs/CWOs provide subordinate leadership to submarine, CVN, and shipyard commanding officers; they provide peer leadership and mentoring to reactor officers, chief engineers, and submarine engineers. They report directly to the Director, Naval Nuclear Propulsion Program (NNPP) on matters pertaining to reactor and radiological safety. The unusual responsibilities and non-traditional career path of these officers should be viewed positively, given the importance and the highly specialized nature of the community.

(LDO Captain Selection Board)

The career path for nuclear trained LDOs does not include command opportunity until after selection for captain. Their pinnacle career path billets are: (1) Naval Reactors Representative (NRR) in a fleet concentration area or at a nuclear training command, or (2) chief engineer of a nuclear powered aircraft carrier. The NRR at a shipyard in a fleet concentration area serves in an O-6 or executive civilian billet.

p. **Nuclear Weapons Technical Expertise.** Engineering Duty Officers (144X), Limited Duty Officers (626X), and Chief Warrant Officers (726X) who serve or have served in billets directly responsible for the design, maintenance, transportation, operation and storage of nuclear weapons and nuclear weapons systems possess unique critical skills and expertise. These skills are essential to support the safety, security and reliability of the #1 Navy mission - Strategic Deterrence.

(Captain Selection Board)

The career path for nuclear weapons trained LDOs does not include command opportunity until after selection for captain. Their pinnacle career path billets (assignment based on extensive Nuclear Weapons Technical Expertise and leadership experience) are: (1) Fleet/Strategic Systems Programs Chief Nuclear Weapons Inspector, and (2) Executive Officer of Strategic Weapons Facilities and Major Shore Commands.

q. **Operational Analysis (OA).** The demand for OA-coded officers far exceeds the available inventory of these officers across the spectrum. The difficulty and duration of the typical OA Master's degree program also means that OA-coded officers will likely have non-traditional URL career paths. Navy officers with the OA subspecialty are able to quantitatively determine warfighting and warfighting support requirements and provide objective risk assessments of various options. Such officers possess the proven ability to develop and use rigorous analyses as a basis for informing senior leader decisions across the entire range of Naval and joint operations and programs.

OA-coded officers may have one of the following subspecialty codes:

1) 3210P or 3211P: OA Master's degree
2) 3210Q or 3211Q: OA Master's degree + proven OA experience tour
3) 3211S: OA experience tour (no OA Master's degree)
4) 3211R: multiple OA experience tours (no OA Master's degree)

Give careful consideration to the Navy's need for officers with education and proven expertise/experience/tours in the OA competency.

r. **Recruiting Leadership.** Commanding Officers of one of the 26 Navy Recruiting Districts (NRDs) in Navy Recruiting Command directly support the Fleet by providing premier talent acquisition to "Strengthen our Navy Team for the Future" - the CNO's Gold Line of Effort. An NRD CO is charged with leading approximately 250 Sailors, civilians and contract employees to inform, attract, influence, and hire the highest quality candidates from America's diverse talent pool for service in the Navy's active and reserve components and to prepare them for enlisted and officer training programs. NRD COs develop, implement, and manage plans to meet specific and measurable recruiting goals in support of Fleet manpower requirements for over 209 different officer and enlisted programs. What sets an NRD command apart is the challenge of leading Sailors who are autonomous, geographically dispersed, and typically without base support. An average NRD area of responsibility encompasses a territory spanning 140,000 square miles across several states, 50 recruiting facilities, and a $2M annual operating budget. NRD COs are adept at working with senior military staffs, local and state government officials, and senior civilian executives. NRD COs gain tactical-level skills in sales, human resources, non-traditional force protection, public affairs, budgeting, and

logistics that are invaluable to most O6 assignments. Give careful consideration to the Navy's need for officers who have succeeded and flourished in command during a challenging tour in recruiting.

s. **Shore Installation Management (SIM).** Shore Installation Management requires officers to design and develop integrated solutions across Navy commands, budget submitting offices, and warfare and provider enterprises for the sustainment and development of Navy shore infrastructure, base operating support, and current and future platform requirements. Given the importance of this mission enabler, when selecting the officers to fill this vital role, careful consideration should be given to demonstrated superior fleet and shore performance, and expertise in their ability to: enable operational forces, facilitate total force readiness, foster and sustain relationships, and manage all aspects of shore operations efficiently and effectively. The following job and educational experience should be considered: any job which pertains to antiterrorism/force protection, training, financial, or personnel management, and advanced educational degrees to include, but not limited to, Operations Analysis, Business Administration, Community Development, City Planning, Public Administration, Law Enforcement, Financial Management, or Environmental Management.

t. **Space Cadre.** Success of Naval operations is highly dependent on national, Department of Defense, allied and commercial space capabilities to deliver and protect assured Command and Control, Battlespace Awareness, and Integrated Fires to the Fleet. It is imperative that the Navy maintain a cadre of Space Professionals comprised of Unrestricted Line and Restricted Line officers that are competent in joint space operations, requirements generation, research and development, and acquisition of both space-based and space-dependent capabilities. Members of this cadre may have atypical career paths because of specialized education, training, and assignments outside of the Navy, which makes them valuable to Navy. Give careful consideration to officers with these skills, expertise and demonstrated performance.

u. **Targeting.** Targeting systematically analyzes and prioritizes targets and matches appropriate lethal and nonlethal actions to those targets to create specific desired effects that achieve the commander's objectives. The Navy requires targeteers that are experts in kinetic, non-kinetic, and high value individual targeting. Having targeting expertise within the Navy not only improves warfighting effectiveness, but also

helps ensure Naval effects can be coordinated and synchronized with joint fires. Targeting expertise is gained through formal training (AQD) and through practical experience. Certain jobs in targeting result in an additional AQD, but not all.