



FY-17 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.

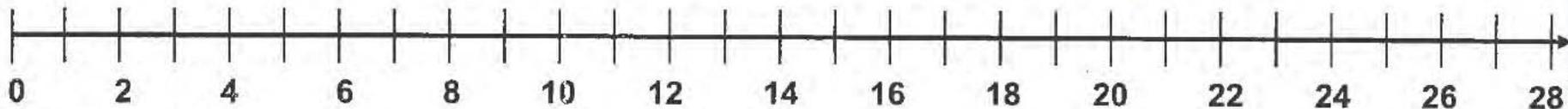
ONLY MATERIAL APPROVED BY THE SECRETARY OF THE NAVY WILL BE PRESENTED TO STATUTORY SELECTION BOARDS. THIS BRIEF HAS BEEN APPROVED BY SECNAV FOR USE BY THE FY-17 STATUTORY SELECTION BOARDS.

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
-----------------------------	------	----	----	--------------------------	--------------------------	--------------------------	-----------------------	-----------------------	---------



Typical Billets

Master's JPME I Overseas tour Subspecialty development	Staff Tour Master's JPME I Overseas Shore facility management	Joint Tour Program Director JPME II Overseas Shore facility management	Major Staff Tour JQO Deputy/COS Shore installation management Resource allocation
--------------------------------------------------------------------	------------------------------------------------------------------------------	---------------------------------------------------------------------------------------	-----------------------------------------------------------------------------------------------

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

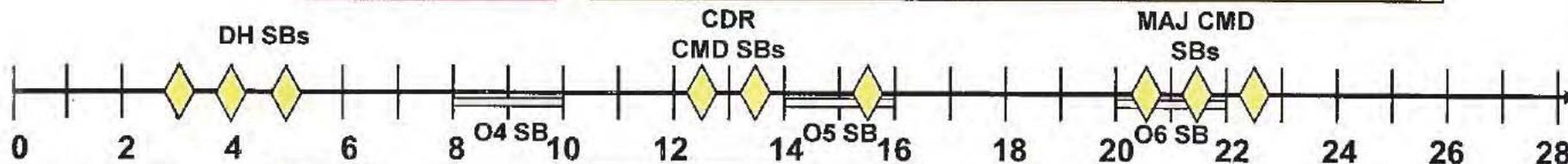
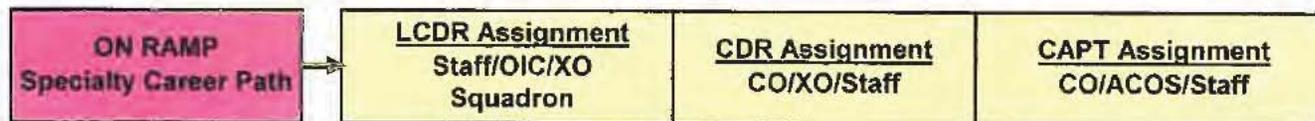
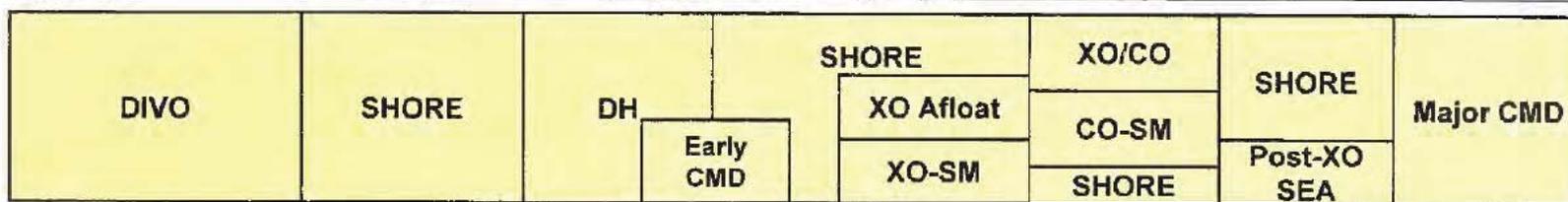
Fleet Support Officer

Community Values

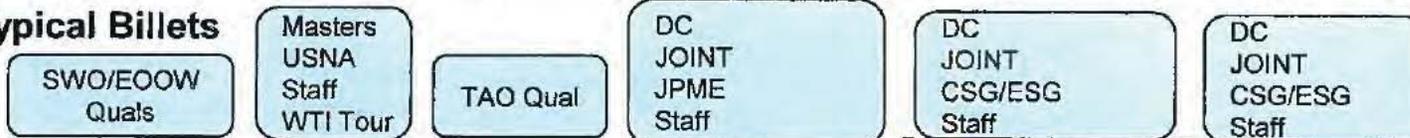
- Sustained Superior Performance
 - In billets of increasing complexity, responsibility, and scope
- Proven Leadership Positions in Shore or Joint Assignments
 - Officers successfully serving as XO and CO ashore or in challenging joint assignments demonstrate the qualities required by the community
- 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



Typical Billets



CO-SM billets

- CONSTITUTION
- NBU/ACU/CRS
- BRIG/NRD
- ATG PNW

XO-SM billets

- CVN DCA/AUXO
- LHA/LHD DCA/C5I
- ACU 4/5 XO
- MPSRON/MSRON CSO

ADMINISTRATIVE BOARD RATES:

DH Board (Jun 15):	80%
SPECIALTY CAREER PATH (Jul 13):	25.7%*
Fleet-Up CDR CMD (Dec 14):	63.8%**
MAJ CMD (Nov 14):	60-65%

* No Prescribed Opportunity Percentage

** 63.8% total milestone screen (XO/CO Fleet-up, XO Afloat, XO-SM) across 2 Looks; 60-65% total milestone screen for MAJ CMD across 3 looks

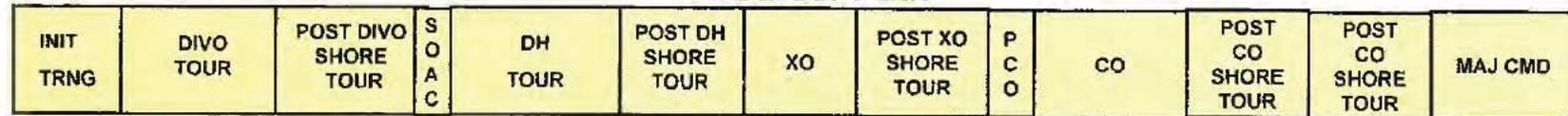
Surface Warfare Officer

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, XO-SCP)
- 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
 - SWOs screened for or serving in XO-SM tours are fully viable candidates to screen for Command Afloat
- Specialty Career Path (SCP)
 - Selected via administrative board process to fill leadership positions in growing and expanding mission areas

Submarine Warfare Officer Career Progression

Career Path



ON RAMP
 Submarine Support

LCDR Assignment
 Staffs/Waterfront

CDR Assignment
 CO/XO/Deputy
 CSG/ESG

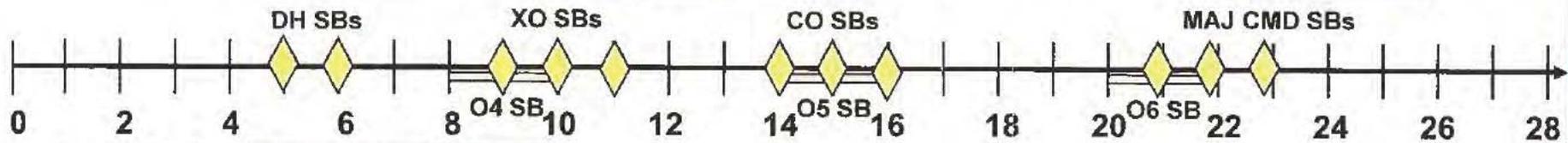
CAPT Assignment
 MAJ CMD Ashore/Staff

ON RAMP
 Specialty Career Path

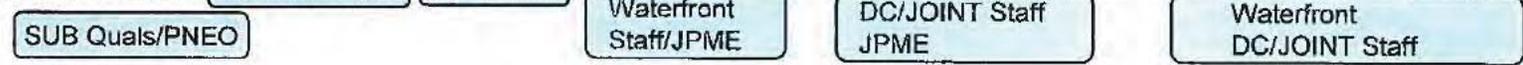
LCDR Assignment
 Staff/OIC/XO

CDR Assignment
 CO/XO/Staff

CAPT Assignment
 CO/ACOS/Staff



Typical Billets



- 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

- 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 15): 88%
 - XO SCREENING (May 15): 53% *
 - CO SCREENING (May 15): 59% *
 - MAJ CMD (Nov 14): 74%
- *Combined XO/CO selection rates result in 31% opportunity for DHs to serve as CO

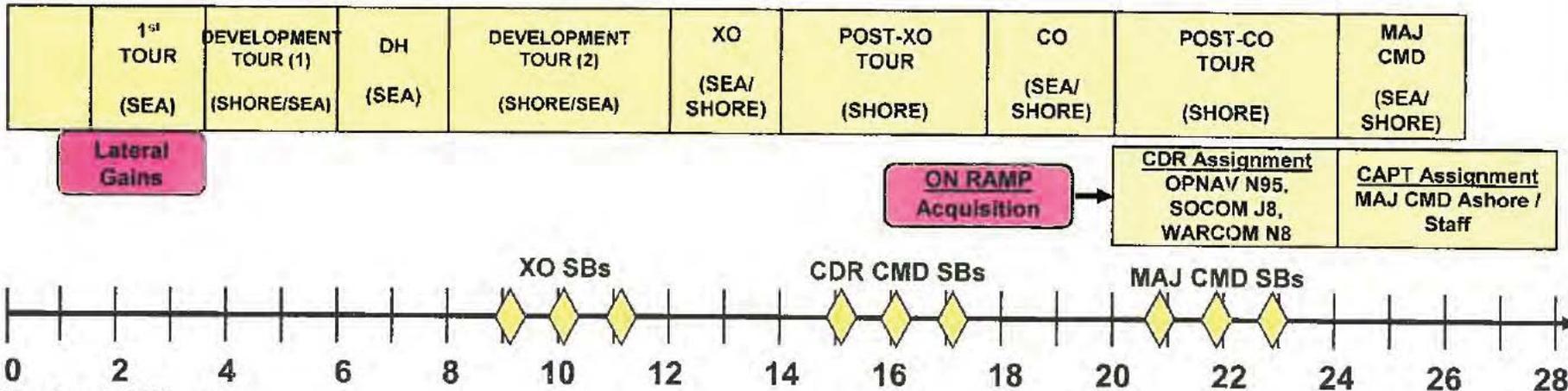
Submarine Warfare Officer Community Values



- 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
 - NSSC COs, Training Facility COs, the Undersea Rescue Command CO, and OIC as CDR (e.g., San Diego Submarine Training Facility Detachment) with prior service as a Submarine Squadron Deputy 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, Operations Analysis, National Security Studies, and Financial Management are key competencies

Special Warfare (SEAL) Officer Career Progression

Career Path



Typical Billets

DEVELOPMENT TOUR (1):

SEA:	SHORE:
- Special Reconnaissance Team	- NPS or Graduate Education
- Special Boat Team	- NSW Unit A-OPS
- NSWDG CHOPs	- MAJCOM Staff
	- BUD/S Phase OIC

DEVELOPMENT TOUR (2):

SEA:	SHORE:
- Task Unit / CFT Commander	- War College or Graduate Education
- Team N3	- NSW Unit N3
- NSWDG Green	- MAJCOM / WARCUM Staff
- JIA (CJSOTF / SOJTF)	- BUD/S Phase Officer

ADMINISTRATIVE BOARD RATES:

XO SCREENING (FY-16):	89%
CDR CMD (FY-16):	72%
MAJ CMD (FY-16):	45%

Special Warfare (SEAL) Officer

Community Values

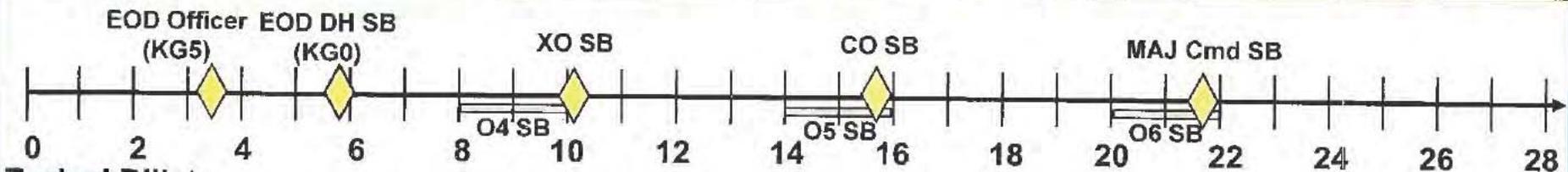
- Valued achievements prior to LIEUTENANT COMMANDER
 - Warfare qualification, diversity of experience within NSW
 - JPME/education
 - Combat operational/deployed leadership
 - Completed SEAL Platoon/Cross Functional Team OIC tour/SDV/MAR
- Valued achievements prior to COMMANDER
 - Completed XO tour
 - Proven ability to lead people in combat operational environments
 - JPME I, Master's degree
 - JCS, OPNAV, Fleet, USSOCOM, Theater, and Joint Special Operations Command (JSOC)
 - Overseas tour
- Valued achievements prior to CAPTAIN
 - Successful O5 commander command tour
 - Major staff experience
 - Joint Qualified Officer (JQO) designation
 - Member of Acquisition Corps (AC)
 - Overseas tour



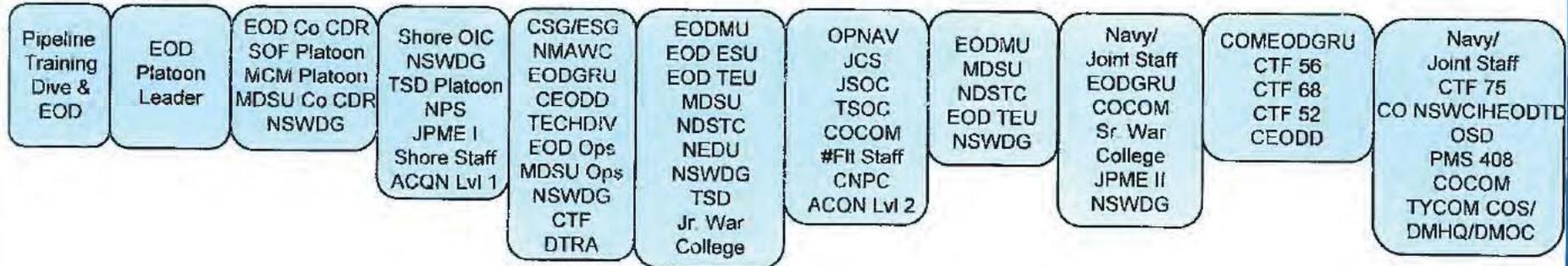
Explosive Ordnance Disposal Officer Career Progression

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
-----------	---------	----------------------------	---------------------------	--------------------------	----	--------------------	----	--------------------	-----------	-------------------------------------



Typical Billets



Authorized Specialty Career Paths:

- Mine Warfare
- Naval Operational Planner

ADMINISTRATIVE SCREEN BOARDS RATES:	
DH Screening (DEC 14):	100%
XO Screening (DEC 14):	36.1%
CO Screening (DEC 14):	45.8%
MAJ CMD Screening (NOV 14):	37.5%



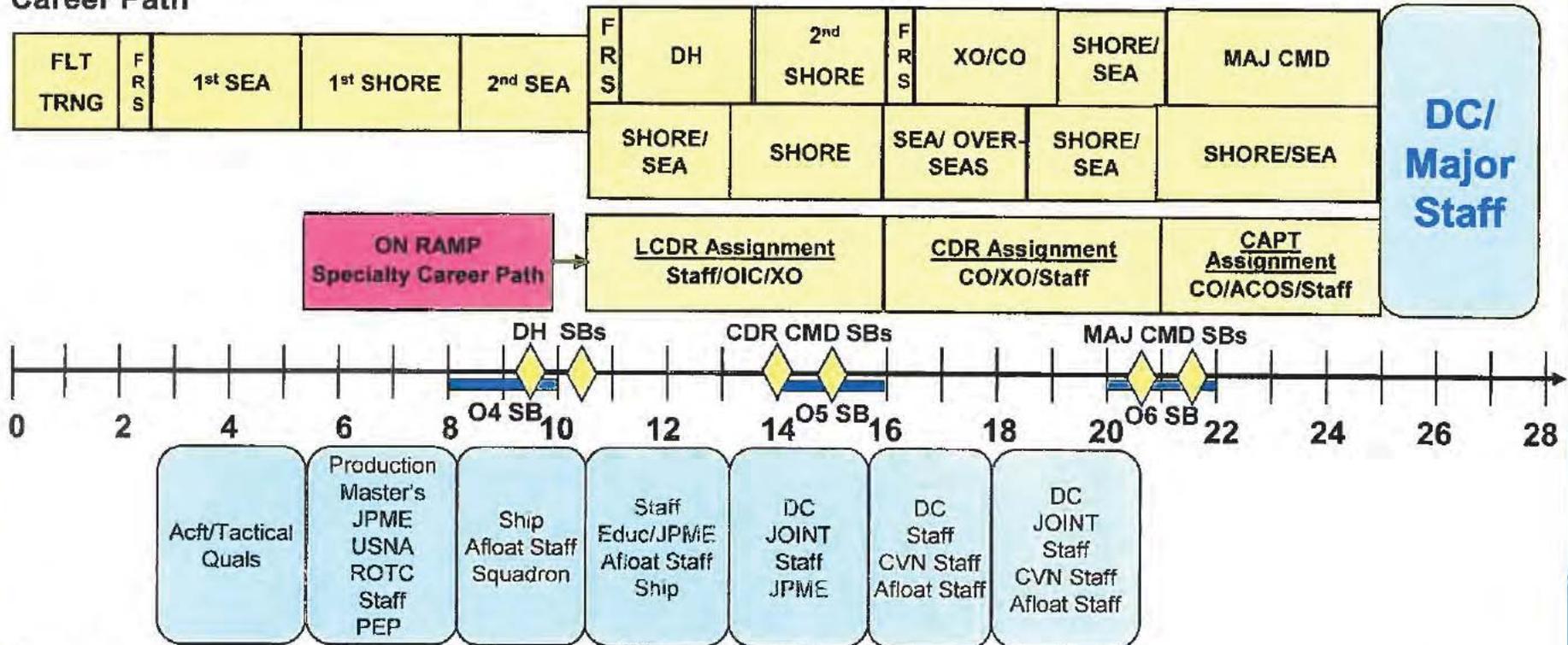
Explosive Ordnance Disposal Officer

Community Values

- Valued achievements prior to LIEUTENANT COMMANDER
 - Attained EOD Officer Warfare Qualification (KG5)
 - Administratively Screened for EOD DH (KG0)
 - Sustained superior performance through DH Tours
- Valued achievements prior to COMMANDER
 - Superior performance as an EOD XO; Awarded EOD XO AQD (KG6)
 - Administratively Screened for SCP XO
 - Continued superior performance in LCDR Billets
 - Completed JPME Phase I
 - Superior performance in an Acquisition (ACQN) Coded Billet; ACQN Level II
 - Master's Degree
- 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
 - Superior performance in Acquisition (ACQN) Coded Billets; Member of the Defense ACQN Corps

Aviation Officer Career Progression

Career Path



SPECIALTY CAREER PATHS

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

ADMINISTRATIVE BOARD SCREEN RATES:

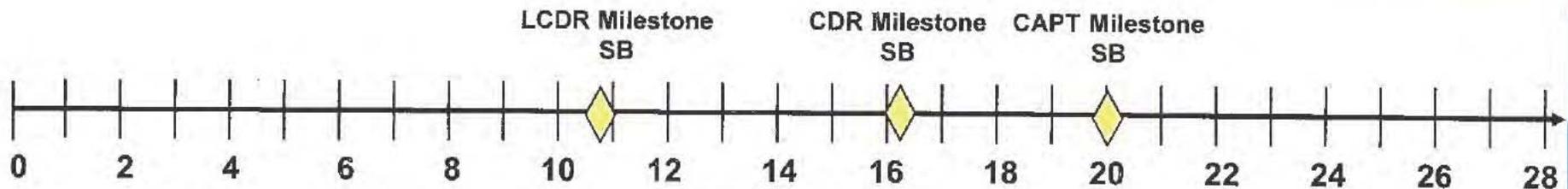
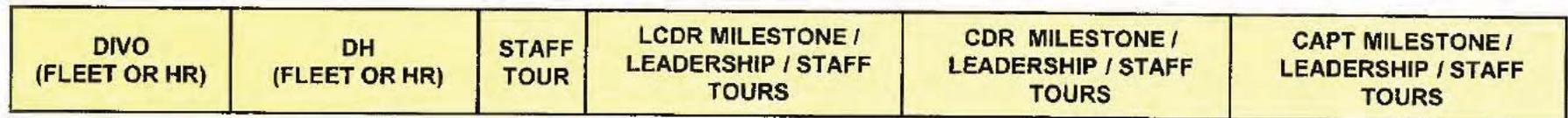
DH:	60-70%
SPECIALTY CAREER PATH:	30%
CDR CMD:	40-45%
MAJ CMD:	40-45%

Aviation Officer Community Values

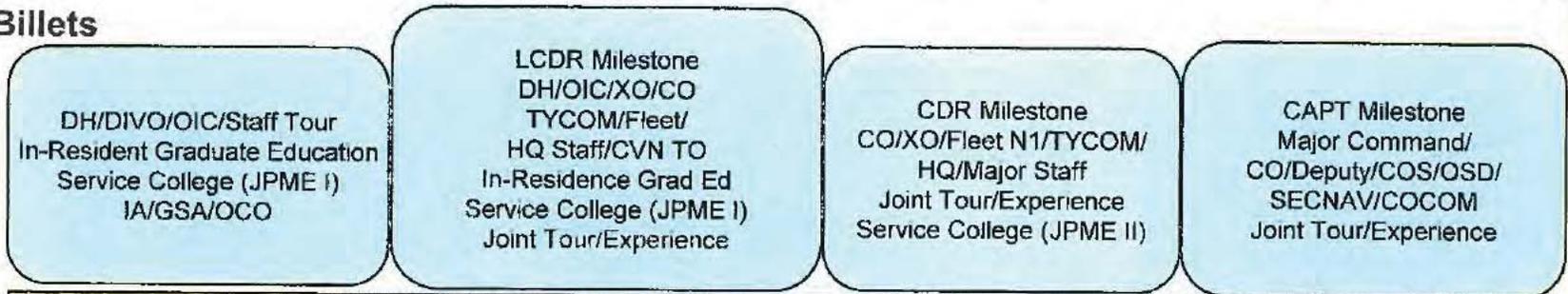
- Aviation officers have a long training pipeline, resulting in NOB FITREPS for the officer's first 3-4 years
 - NAE values graduate education for select officers upon commissioning
 - MSR retains Navy pilots through approx 9 to 11 YCS; MSR retains NFOs through approximately 7 YCS
- Valued achievements prior to LIEUTENANT COMMANDER
 - Aviation LIEUTENANTS screen for DH 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
 - Grad degree valued but not expected
- 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
 - Aviators serving as CO-OP/T are leading afloat tactical air control units and mission essential training squadrons
 - Aviators filling CO-SM missions are leading troops in front-line, operational missions
 - Proven leadership positions in community and/or Joint assignment
- 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



Typical Billets



Develop Core Competency:
 Development, Management, Recruiting, Requirements

ADMINISTRATIVE BOARDS: Over 3 screenings	
LCDR MILESTONE:	70%
CDR MILESTONE:	66%
CAPT MILESTONE:	50%

Human Resources Officer

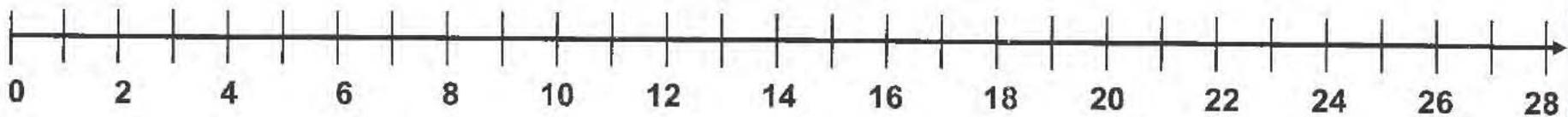
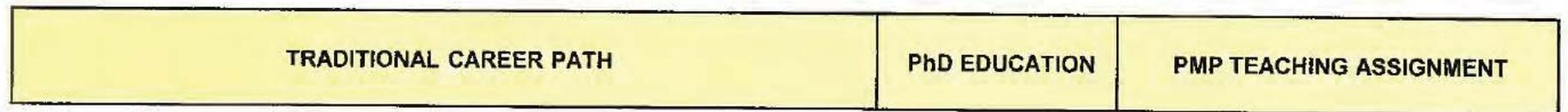
Community Values

- 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



Naval Postgraduate
 School (3 years)
 Civilian Institution
 (4 years)

Naval Academy
 War College
 Naval Postgraduate School

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

Career Path

URL Career Path	DIVO	SHORE/ PG SCH	DH	SHORE
------------------------	-------------	--------------------------	-----------	--------------

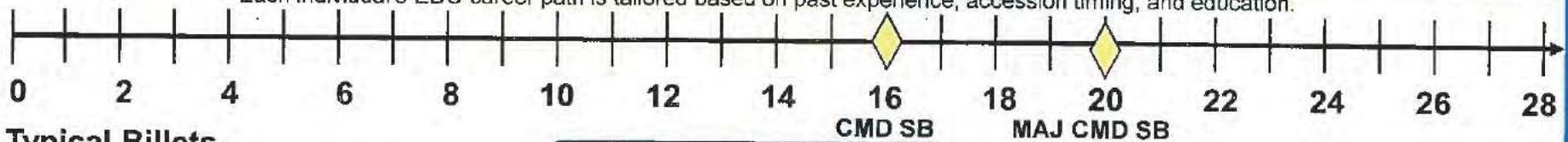
Typical SWO ED Option

Typical SUB ED Option

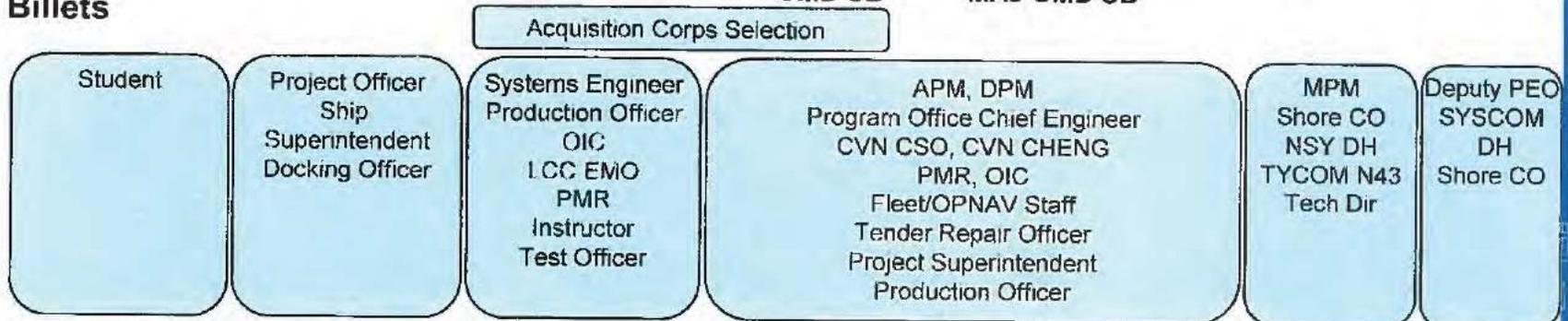
**Lateral-Transfer Window
 URL on-ramp to EDO 2-12 YCS**

EDO Career Path	NPS MIT	ED QUAL TOUR SHIPYARD, RMC, SUPSHIP, NSWC, FIELD ACTIVITY	SEA TOUR NSY, SOS, PMS, FIELD OR HQ AC	INDUST. ACTIVITY DH/ SYSCOM/ASN/OPNAV, SEA TOUR	MAJ AC CMD/MPM S/Y CDR SOS CO	PEO FLT MAINT OFF TOUR
------------------------	------------	--------------------------------------------------------------------	-------------------------------------------------	----------------------------------------------------	----------------------------------------	------------------------------------

Each individual's EDO career path is tailored based on past experience, accession timing, and education.



Typical Billets



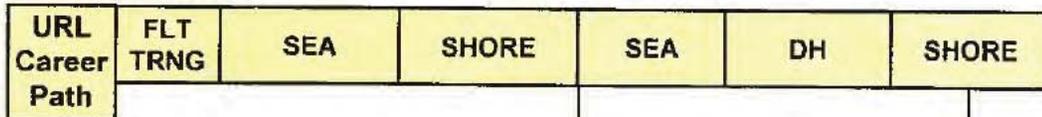
Engineering Duty Officer

Community Values

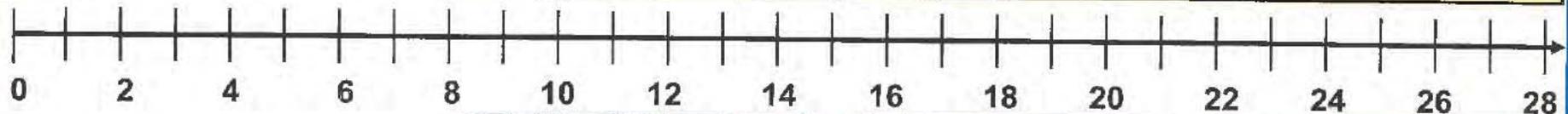
- 
- Valued achievements prior to LIEUTENANT COMMANDER
 - Warfare qualification
 - Proven “at sea” performance
 - 144X or 146X
 - Valued achievements prior to COMMANDER
 - 144X (technical Master's degree, and ED qualification tour completed)
 - 146X with proven performance during ED qualification tour
 - Acquisition Corps member (ACQ FULL QUAL (APM) AQD)
 - Valued achievements prior to CAPTAIN
 - 144X (technical Master's degree, and ED qualification tour completed)
 - Acquisition Corps member (APM AQD)
 - Level III DAWIA certification in primary career field (e.g., ACQ PM LV3 (AA3), ACQ PQM LV3 (AG3), SPRDE-SE LV3 (AS3))

Aerospace Engineering Duty Officer Career Progression

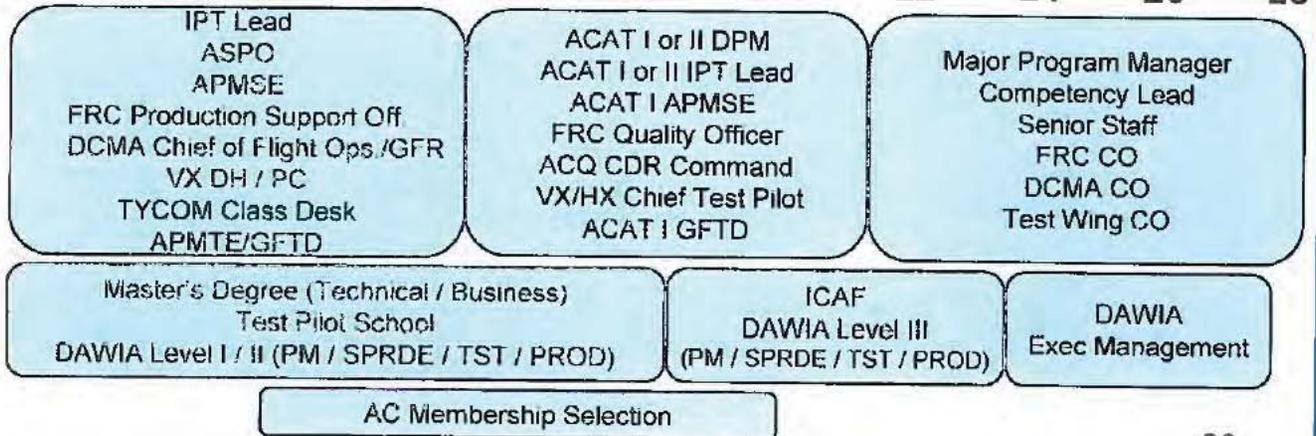
Career Path



Lateral-Transfer Window
 URL on-ramp to AEDO at 8 - 15 YCS



Typical Billets



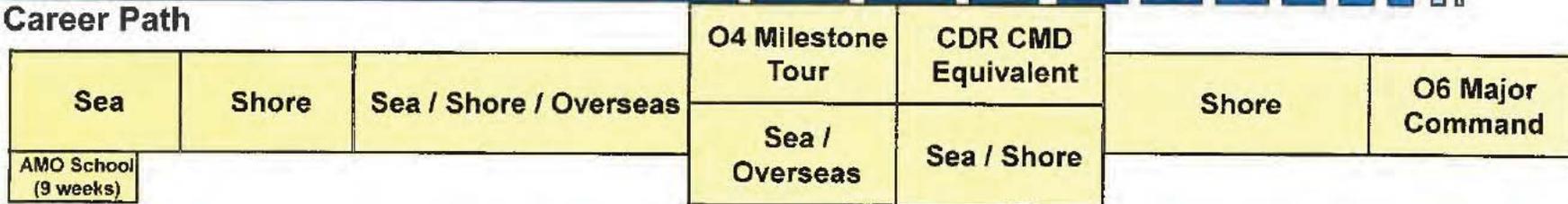
Aerospace Engineering Duty Officer

Community Values

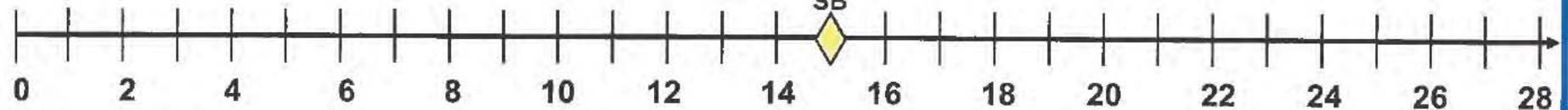
- Valued achievements prior to LIEUTENANT COMMANDER
 - Proven operational performance
 - Aviation warfare training, qualifications, and designation
- Valued achievements prior to COMMANDER
 - Proven performance in operational DH or AEDO LCDR milestone tours:
 - IPT Lead, ASPO, APMSE, APMTE, FRC Production Support Officer, DCMA Chief of Flight Operations and Government Flight Representative, VX DH / PC, TYCOM Class Desk, GFTD
 - Master's degree (Technical / Business preferred)
 - DAWIA Level 2 Career Field Certification in at least one of the following career fields: Program Management (ACQ PM LV2), Systems Engineering (SPRDE-SE LV2), Test & Evaluation (ACQ T&E LV2), or Production (ACQ PQM LV2)
- Valued achievements prior to CAPTAIN
 - Proven performance in CDR acquisition command or AEDO CDR milestone tours:
 - ACAT I or II Deputy PM, ACAT I or II IPT Lead, ACAT I APMSE, ACAT I GFTD, FRC Quality Officer, ACQ CDR Command, VX/HX Chief Test Pilot
 - DAWIA Level 3 Career Field Certification in at least one of the following career fields: Program Management (ACQ PM LV3), Systems Engineering (SPRDE-SE LV3), Test & Evaluation (ACQ T&E LV3), or Production (ACQ PQM LV3)
 - Defense Acquisition Corps Membership (ACQ FULL QUAL)

Aerospace Maintenance Duty Officer Career Progression

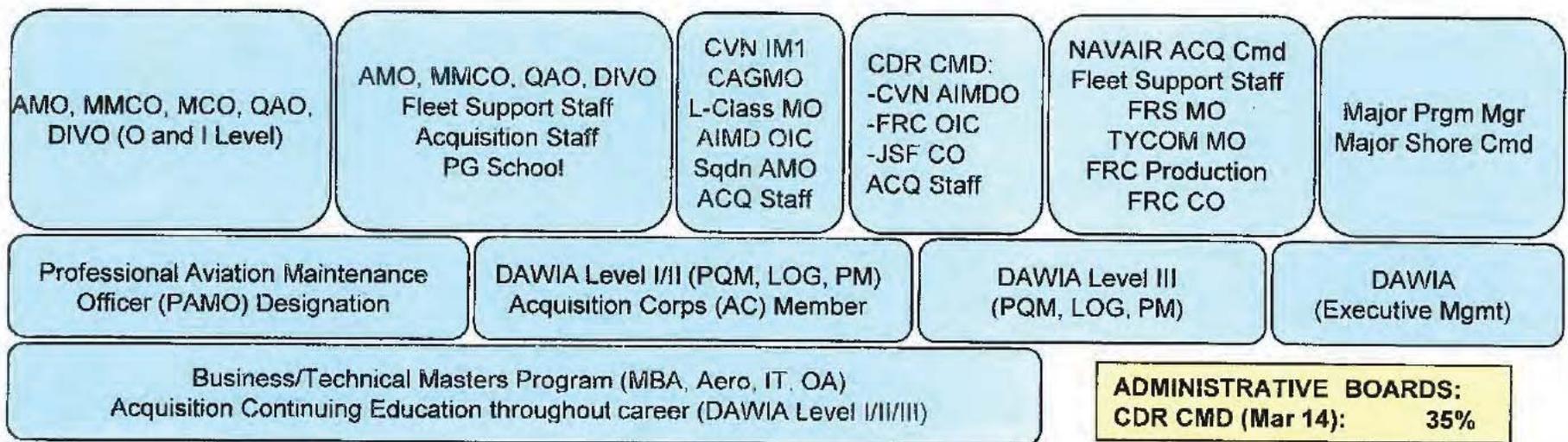
Career Path



CDR CMD
 SB



Typical Billets



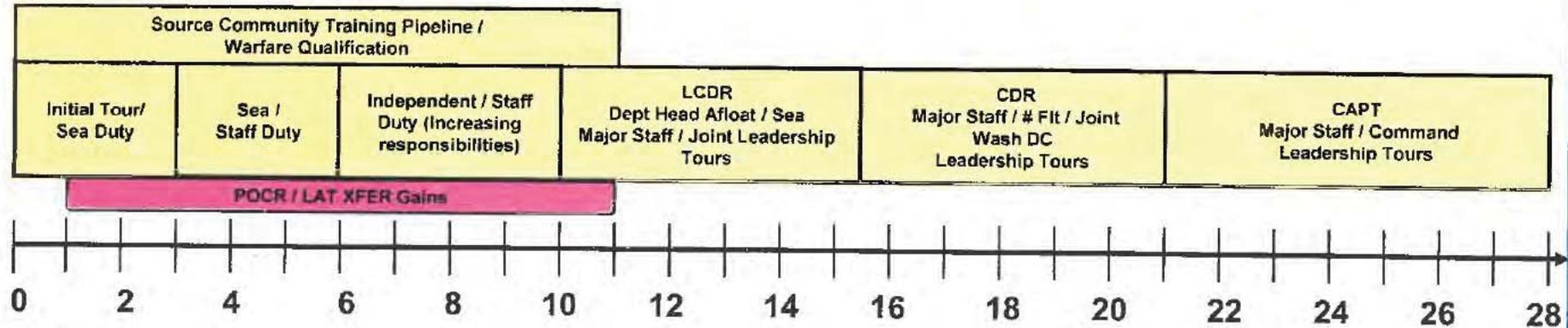
Aerospace Maintenance Duty Officer

Community Values

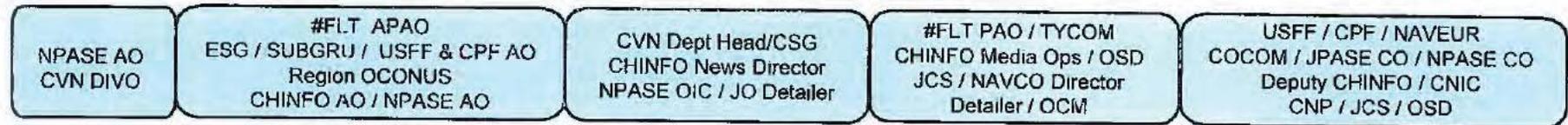
- Valued achievements prior to LIEUTENANT COMMANDER
 - O and I Level Maintenance junior officer tours
 - Proven “at sea” performance
 - PAMO PQS - Professional Aviation Maintenance Officer qualified
 - ACQ PQM LV1 – PQM Level 1 (additional acquisition certifications desired)
- Valued achievements prior 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 certifications in LOG and/or PM desired)
 - ACQ FULL QUAL – Defense Acquisition Corps membership
 - Master’s degree – Business or Technical preferred
- Valued achievements prior to CAPTAIN
 - LOG MJ/AIMD - Commander command equivalent tour
 - Corporate tour - SYSCOMs, OPNAV, DCMAs, PEOs and CNATT
 - Post commander command or O5 acquisition shore command
 - Master’s degree – Business or Technical preferred
 - ACQ PQM LV3 – PQM Level 3 (additional certs in LOG and/or PM highly desired)

Public Affairs Officer Career Progression

Career Path



Typical Billets



Professional Development



Public Affairs Officer

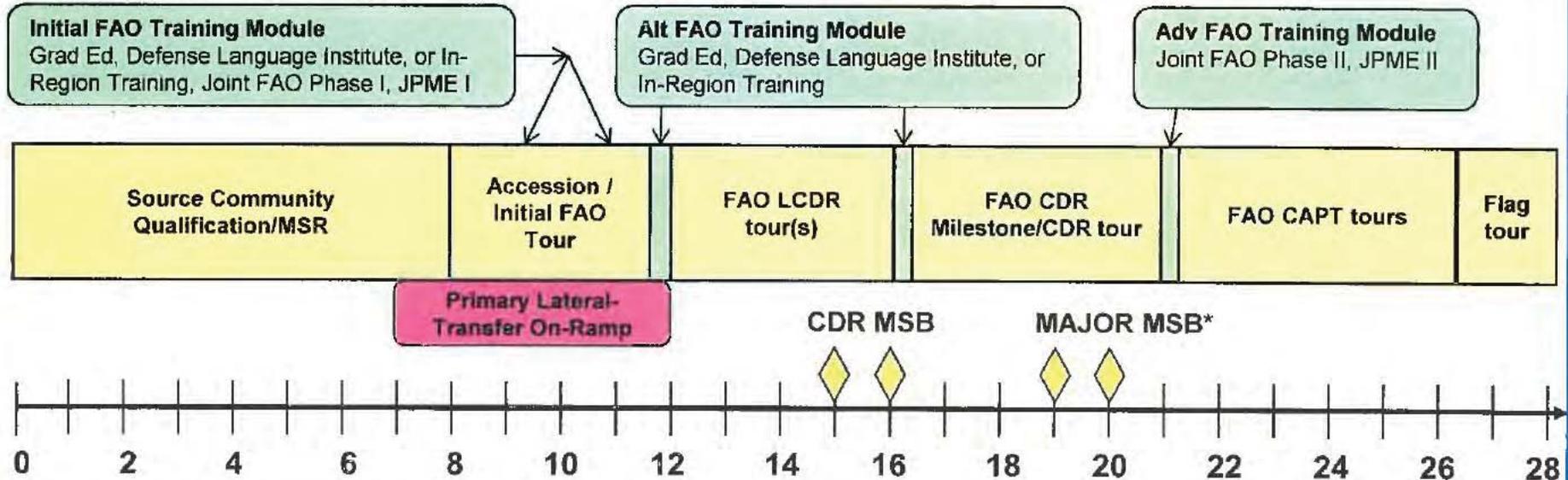
Community Values



- Valued achievements prior to **LIEUTENANT COMMANDER**
 - Sustained superior performance and demonstration of increasing levels of responsibility, leadership and sound judgment
 - Tour diversity (operational, staff and independent)
 - NPASE AO (sea), CVN DIVO, USFF/CPF/NAVEUR AO, CHINFO, PAO OCONUS
 - Successful initial / accession sea duty tour
 - JPME 1 attainment
- Valued achievements prior to **COMMANDER**
 - Sustained superior performance in increasing levels of responsibility as a LCDR
 - Tour diversity (sea operational, staff, joint, over-seas)
 - CVN Dept Head, NPASE OIC, Region OCONUS, Wash DC (CHINFO, OSD, JCS), JO Detailer
 - Completion of graduate education
- Valued achievements prior to **CAPTAIN**
 - Sustained superior performance in increasing levels of responsibility as a CDR
 - Tour diversity (major staff, joint, Wash DC)
 - Numbered Fleet, TYCOM, USFF/CPF, CHINFO, OSD, JCS
 - Detailer, NAVCO Director, CO/XO (manpower/resource experience)
 - War College / JPME II / JQO Progression

Foreign Area Officer Career Progression

Career Path



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] A/QD
- 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%*

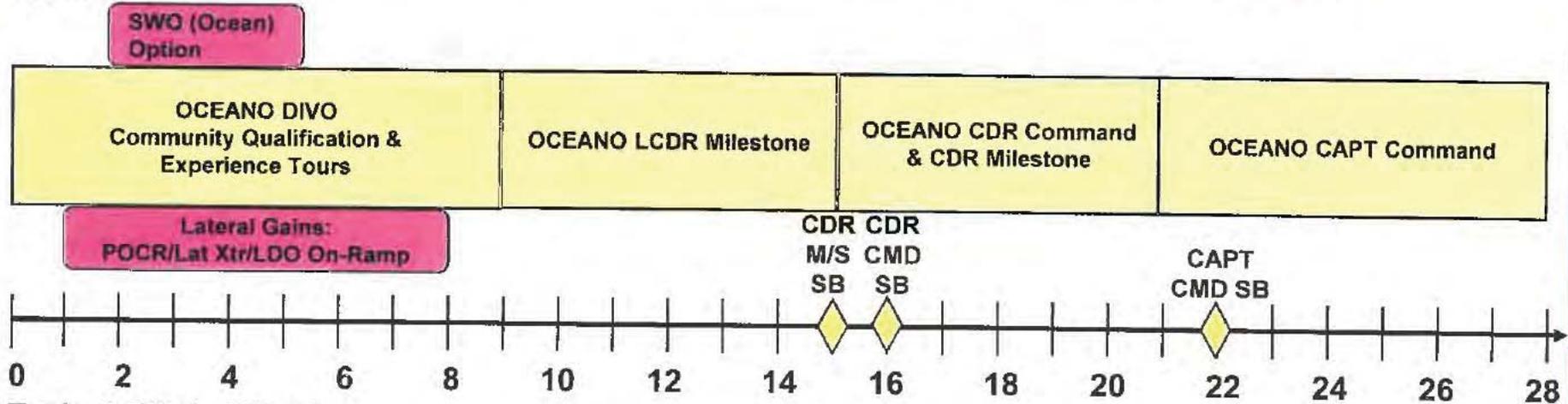
*First Major (O-6) Milestone Board Nov 2014

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



Typical Billets / Quals

<u>Sea</u> DIVO (CRUDES, L-class) Deployable/Embedded Teams Hydrographic Team (FST) UUV Platoon (MIW) NOAT (ASW), NSW NAVO Survey Team <u>Shore</u> Fleet Weather Centers (FWC) OCEANO Production Centers Post-Graduate Education	<u>Sea</u> O4 Milestone CSG, CVN, LHA/D, NSW Non-Milestone Duty FST, MIW, ASW <u>Shore</u> XO FWC DH Detachment OIC Education/PhD	<u>Sea</u> # FLT <u>Shore</u> Command Major Staff Headquarters XO	<u>Shore</u> Command Major Staff Headquarters
-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	--------------------------------------------------------------------------------------------------------------------------------------------------------	-------------------------------------------------------------------------------	-----------------------------------------------------

Air/Ocean/Hydro Master's Program

PPME, JPME I/II, NDU/NWC, JSO, ACQN I/II/III

Command and Milestone Administrative Boards (FY15):	
CDR Milestone:	66%
CDR Command:	25%
CAPT Command:	50%
	28

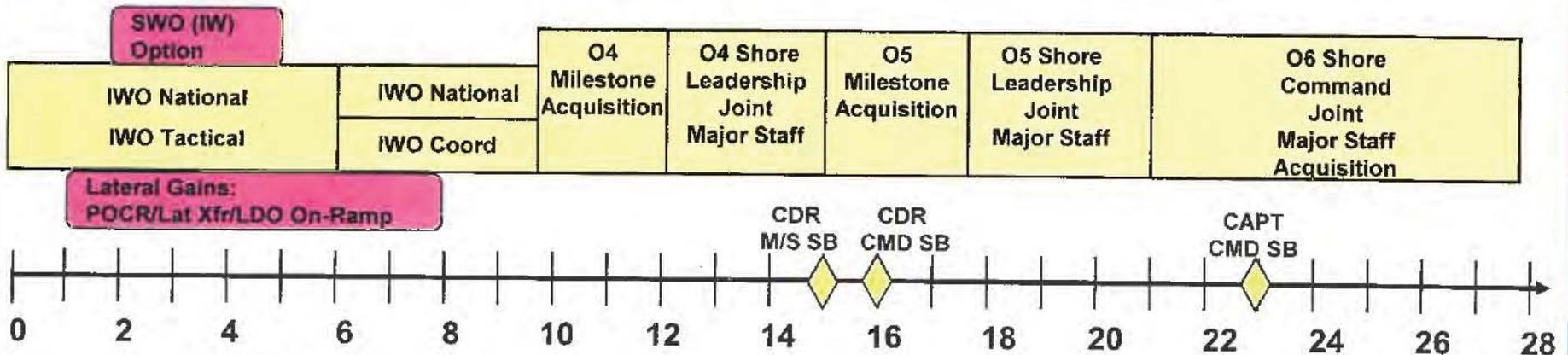
Oceanography Officer

Community Values

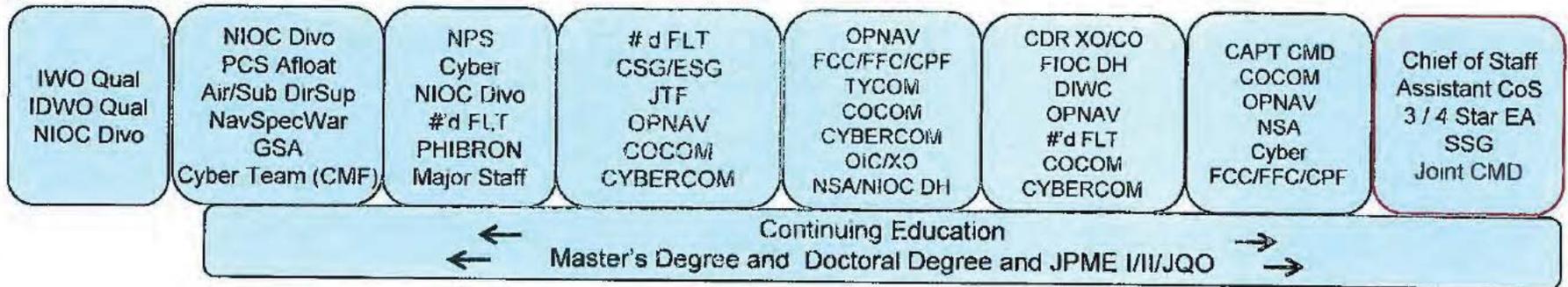
- 
- Sustained superior performance in leadership and operational billets
 - Valued achievements prior to LIEUTENANT COMMANDER
 - IDWO qualification
 - Successful operational tour(s)
 - Valued achievements prior to COMMANDER
 - Superior performance in O4 milestone at-sea tour
 - Physics-based oceanography and meteorology Master's degree
 - Demonstrated leadership tour
 - Challenging/high-visibility shore tour
 - Joint and specialty tours
 - Valued achievements prior to CAPTAIN
 - Superior performance in O5 command / milestone tour
 - Proven ability to lead and direct people and organizations
 - Programmatic/policy experience: OPNAV / BUPERS
 - ID Operational HQ / ID TYCOM experience: CNMOC (CTG 80.7) / NIDF
 - Joint Qualified Officer (JQO) progression

Information Warfare Officer Career Progression

Career Path



Typical Billets/Quals



Command and Milestone Administrative Boards (FY15):	
CDR Milestone:	80% of PYG
CDR Command:	16%
CAPT Command:	16%

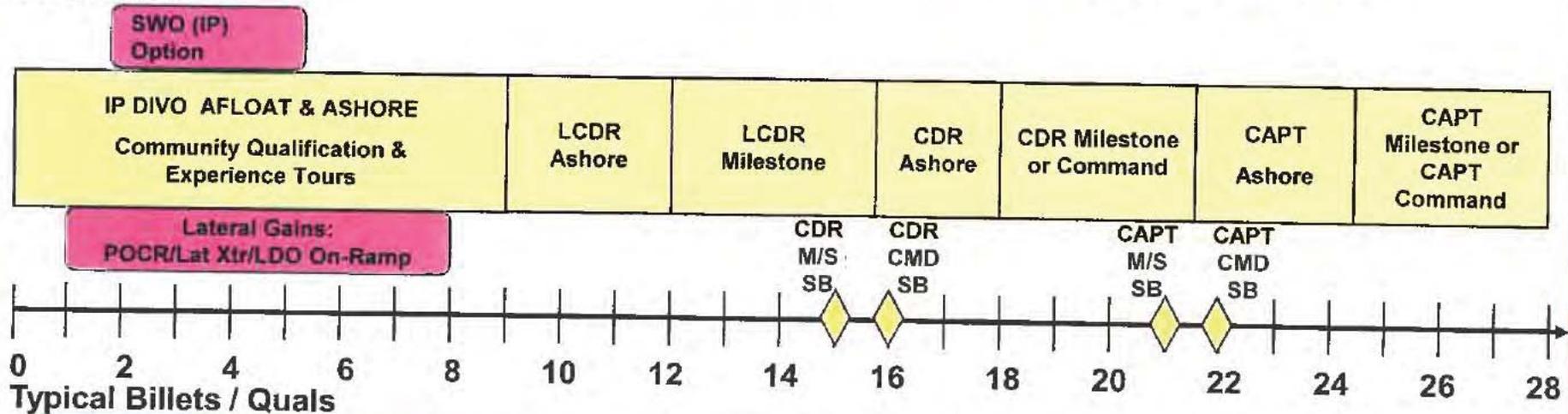
Information Warfare Officer

Community Values

- 
- Sustained superior performance in leadership and operational billets
 - Valued achievements prior to LIEUTENANT COMMANDER
 - IDWO qualification, Intern program completion (JOCCP, CNODP, SNIP, GDP)
 - Operational tours: Tactical IWO, NSW, Cyber Mission Force, Fleet or Joint
 - National Security Agency operational tours, world-wide
 - Demonstrated experience/proficiency in SIGINT, Cyber, and/or EW
 - Valued achievements prior to COMMANDER
 - Leadership tours (XO/OIC/Dept Head)
 - Operational tours: Cyber Mission Force, NSW, Fleet or Joint
 - Major Staff or Acquisition tour
 - Advanced education degrees
 - Valued achievements prior to CAPTAIN
 - CDR Milestone screened or completed
 - Leadership tours (CO/XO/MAJCOM Dept Head)
 - COCOM / OPNAV / CYBERCOM / IDFOR / NSA tour
 - Joint Qualified Officer (JQO) progression
 - Acquisition Qualification

Information Professional Officer Career Progression

Career Path



<u>Sea:</u> DIVO (CRUDES, L-class) <u>Shore:</u> NCTAMS NCTS Spec Ops (NECC, NSW, EOD) Post-Graduate Education <u>Quals:</u> IP Basic/IDWO JFTOCWO/TAO CSWF	<u>Sea:</u> O4 Milestone: CSG, CVN, LHA/D, Spec Ops <u>Shore:</u> XO/OIC Non-Milestone Duty TYCOM <u>Quals:</u> IP IO FTAO CSWF	<u>Sea:</u> O5 Milestone: # FLT CSG CVN CSO <u>Shore:</u> O5 Milestone: NCTAMS OPS <u>Shore:</u> Command Maj Staff/Joint HQ <u>Quals:</u> IP AQ BWC	<u>Sea:</u> O6 Milestone: # FLT CSG <u>Shore:</u> Command Major Staff/Joint HQ COCOM J6
----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	---------------------------------------------------------------------------------------------------------------------------------------------------------	--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	--------------------------------------------------------------------------------------------------------

Technical Master's Program | JPME I / II, JQO, Cyber / Resource Sponsor / Manpower / Space / Acq Lvl I / II / III

Command and Milestone Administrative Boards (FY15):

CDR Milestone: 58%	CAPT Milestone: 61%
CDR Command: 6%	CAPT Command: 17%

Information Professional Officer Community Values

- Valued achievements prior to LIEUTENANT COMMANDER

- Superior performance in C4I operational or ashore tour
- Progress towards a technical Master's degree
- IDWO
- IA tour in combat zone
- Flag Aide

- Valued achievements prior to COMMANDER

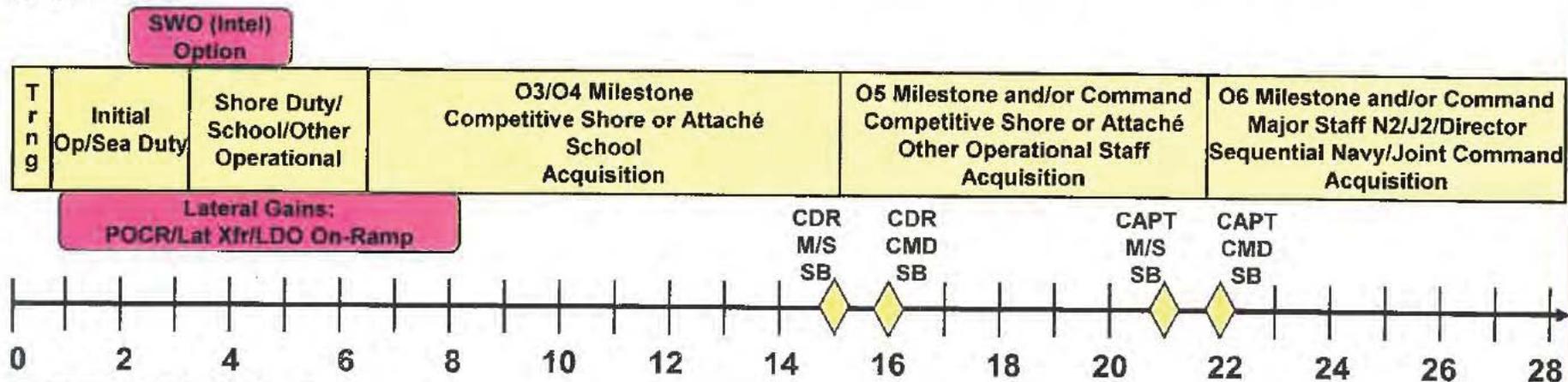
- Superior performance in O4 Milestone
- IP Intermediate Qualification
- Technical Master's degree
- JPME Phase I
- Major Staff Tour – COCOM / OPNAV / TYCOM / SPAWAR
- OIC or XO Leadership tour
- Operational Planner Experience
- IA tour in combat zone

- Valued achievements prior to CAPTAIN

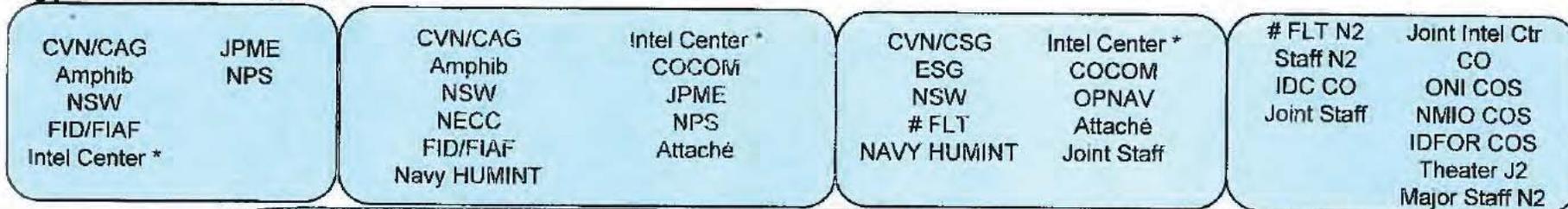
- Superior performance in O5 Milestone
- IP Advanced Qualification
- Major Staff Tour – COCOM / OPNAV / TYCOM / SPAWAR
- O5 Command
- Joint Qualified Officer (JQO)
- IA tour in combat zone

Intelligence Officer Career Progression

Career Path



Typical Billets/ Quals



← Continuing Education →
 ← Master's Degree and JPME I/II →

* Intel Center = CNO/IP, ONI, DIA, JIOC, MTAC, NGA, NSA, JIATF

Command and Milestone Administrative Boards (FY15):

CDR Milestone:	53%
CDR Command:	1%
CAPT Milestone:	53%
CAPT Command:	14%

Intelligence Officer

Community Values

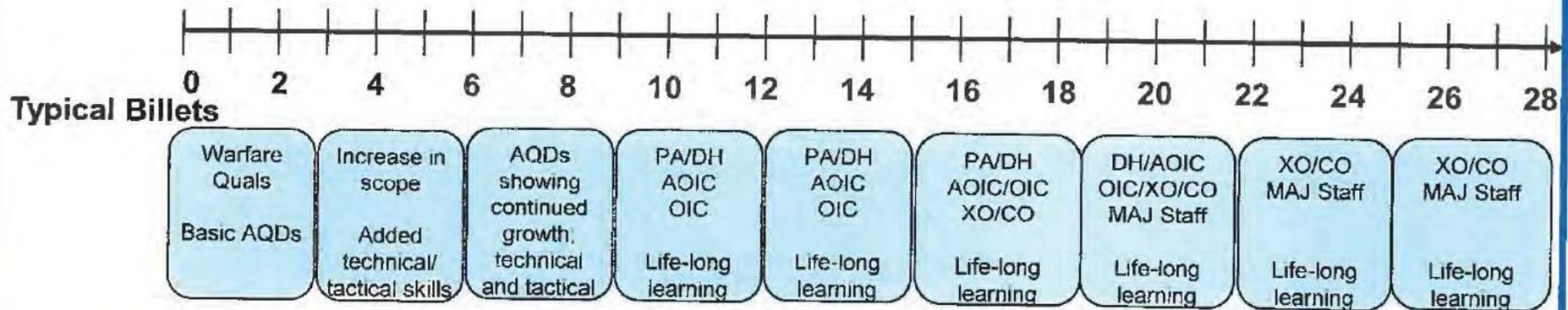
- 
- Sustained superior performance in leadership and operational billets
 - Valued achievements prior to LIEUTENANT COMMANDER
 - IDWO qualification
 - Superior performance in Afloat, Expeditionary or NSW operational tour
 - Competitive intelligence center tour (Navy or Joint)
 - Valued achievements prior to COMMANDER
 - Superior leadership performance in mid-career milestone tour
 - At least one Joint tour (competitive intel center/staff or attaché)
 - Proven skill in OPINTEL, plus NSW/SOF, Strike/Targeting, HUMINT/Attaché or Cyber
 - Master's degree, JPME I
 - Valued achievements prior to CAPTAIN
 - Superior leadership performance in O5 Milestone tour
 - Superior performance in O5 Command tour (limited O5 Command opportunities)
 - Competitive intelligence center/staff tour (Navy or Joint) as O4 or O5
 - Joint Qualified Officer (JQO) 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/ DH at SEA	DH CVN/ OIC SEA/SHORE	XO/Major & Joint Staff	MAJ Staff/COS/EA	CDR CMD/MAJ Staff	CAPT BILLET	MAJOR CMD
IDC	DIVO at SEA/SHORE	DIVO at SEA/SHORE	IDC LDOs are transitioning via Off-Ramp to RL Counterpart, providing limited control grade opportunity for this current FY						

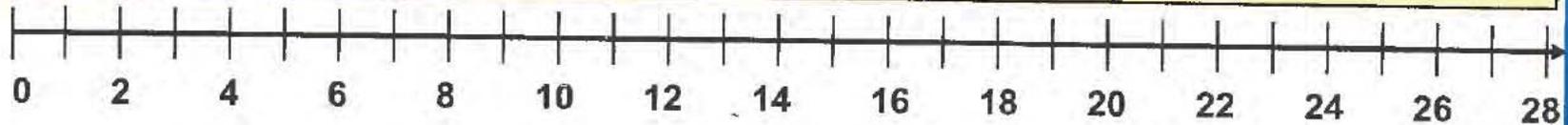


Limited Duty Officer (Line) Career Progression (2 of 2)

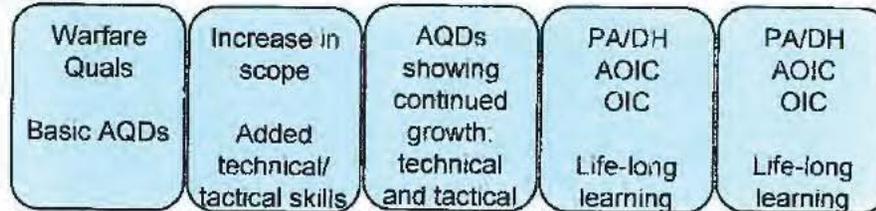


Nuclear Career Paths

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