

## NOAA COMMISSIONED OFFICER BILLET DESCRIPTION

### SECTION 1 - GENERAL INFORMATION

A. Billet Number	0780	B. Billet Title	Commanding Officer, NOAA Ship Nancy Foster		
C. Grade Requested	O5 - CDR	D. Type of Submission	ANNUAL RECERTIFICATION		
E. Minimum amount of overlap between incumbent officer/reporting officer for continuity of duties	2 weeks				
F. Duty Type	SEA	G. Estimated Length of Assignment	2.5 years		

### SECTION 2 - DUTY STATION ADDRESS AND CONTACT INFORMATION

A. Street Address	Charleston Marine Support Facility	B. Street Address	1050 Register Street				
C. City	Charleston	D. State	South Carolina	E. Country	United States	F. Zip Code	29405
G. Office		x		H. Mobile		I. Fax	

### SECTION 3 - OFFICER EVALUATION REPORTING

A. Supervisor							
1. Name	CAPT David A. Score	2. Position	CO, MOC-Atlantic	3. Grade	O6		
4. Email	CO.MOC.Atlantic@noaa.gov	5. Office	+1 (757) 441-6778	x		6. Mobile	
B. Reporting Officer (2nd Level Supervisor)							
1. Name	CAPT Stephen H. Manzo (Ret.)	2. Position	Director, MOC	3. Grade	O6		
4. Email	Director.MOC@noaa.gov	5. Office	+1 (757) 441-6136	x		6. Mobile	
C. Reviewer (Normally the Reporting Officer's Supervisor)							
1. Name	CAPT Todd C. Stiles	2. Position	Deputy, MAOC	3. Grade	O6		
4. Email	Todd.C.Stiles@noaa.gov	5. Office	+1 (301) 713-7667	x		6. Mobile	

### SECTION 4 - ACCOUNTING AND ORGANIZATION

Complete as many of the following fields as possible. If in doubt, leave the field blank

A. Organizational Hierarchy - Use common acronyms when possible.

1. Staff or Line Office	OMAO	2. Office, Center, or Lab	MOA				
3. Division	NF	4. Branch		5. Section or Team			
B. NOAA Goal/Subgoal	Science and Technology Enterprise	C. Program	Marine Operations and Maintenance				
D. NOAA Org Code		E. NFC Org Code		F. Project-Task			

## SECTION 5 - PROGRAM, PROJECT OR ACTIVITY OVERVIEW

DOC Strategic Goal: Promote environmental stewardship

NOAA Mission: Science, Service, and Stewardship

NOAA Science and Technology Enterprise Objective: Accurate and reliable data from sustained and integrated Earth observing systems

OMAO Mission: To safely and efficiently operate NOAA ships and aircraft, incorporate emerging data acquisition technologies, and provide a specialized professional team responsive to NOAA programs

NOAA Ship Nancy Foster supports applied research for NOAA's National Ocean Service, Office of Oceanic and Atmospheric Research, National Marine Fisheries Service, and National Weather Service. Operations include the characterization of habitats and fauna in our nation's National Marine Sanctuaries and coastal waters, hydrographic surveys, coral reef assessments, water quality studies, maritime heritage surveys, and occasional buoy servicing.

## SECTION 6 - DUTIES AND RESPONSIBILITIES

### 6A. Description of Duties and Responsibilities

The Commanding Officer (CO) holds the ultimate responsibility for the safety of all personnel, the ship, and the conduct of the mission. Duties include:

#### SAFETY & OPERATIONS:

- Operate the ship in accordance with standard marine practices, USCG regulations, as well as OMAO, MOC, and shipboard policies, procedures, and instructions. Support, implement, and enforce the Fleet Operational Management System (FOMS), especially the safety and environmental management policies. Motivate the crew in the observation of the FOMS policies.
- Establish ship specific procedures for all Watchstanders while inport, at anchor, and underway.
- Ensure safe navigation, route planning and effective bridge resource management.
- Properly maintain and ensure readiness of the vessel. Ensure that equipment, practices, and procedures aboard ship are within standards and in accordance with regulations and provide for the complete safety of the ship, her crew and passengers, and cargo - especially procedures to be followed in emergency situations.
- Train junior officers/mates on the safe navigation and operation of the vessel, including emergency procedures. Train new officers/mates to become qualified OODs. Train second tour officers to become SWOs.

#### LEADERSHIP & SUPERVISION:

- Develop and maintain a high state of discipline and morale aboard the vessel. The CO is required to show in himself/herself a good example of honor, respect, and commitment and to be vigilant in guiding the conduct of all persons who are placed under her/his command.
- Supervise the XO, Chief Marine Engineer (Engineering Dept.), and Rotating Electronics Technicians.
- Motivate, coach, and develop employees to realize their full potential and achieve high performance through a positive workplace that fosters initiative and teamwork. Prepare subordinates to grow to the extent they can assume command or supervisory responsibilities.
- Effectively manage employee performance and recognition including continuous feedback for performance, timely performance appraisals and awards, and resolution of performance deficiencies.
- Actively and visibly support equal opportunity and diversity principles in all aspects of program and human resources decisions and in compliance with merit system principles.
- Communicate priorities, organizational goals, and strategic goals to staff.
- Manage plans and resources to accomplish the Agency's strategic goals and organizational objectives. Effectively manage the vessel's funding.
- Coordinate with the MOC (MEB, EEB, etc.) and all stakeholders in the ship's operation, maintenance, and modification.
- Keep the MOC informed via weekly, casualty, incident, accident, and situation reports whenever necessary.
- Designated vessel Property Custodian.

### 6B. Division of Duties and Responsibilities, Total Must = 100%

Technical  + Operational  + Leading and Managing  + Executive Leadership  = 100%

## SECTION 6 - DUTIES AND RESPONSIBILITIES (continued)

### 6C. Resources Managed

#### 1. Human

Does the Officer supervise personnel?  Yes  No Number of personnel supervised

Grades of supervised personnel

Will the Officer lead people, but has no supervisory responsibilities?  Yes  No Number of personnel led

Grades of personnel led

#### 2. Fiscal

Will the Officer have budget responsibility?  Dollar Amount (K)

3. Assets - Will the Officer be directly responsible for managing Government assets such as ships, aircraft, boats, etc? If so, list the asset(s) below in terms of physical description and when known, replacement value (indicate if estimated):

The CO holds the ultimate responsibility for the safety of all personnel, the ship, and the conduct of the mission. Replacement value of the Nancy Foster and all equipment/technology aboard is estimated at \$45M.

- Fiscal Responsibility: Delegated authority to commit/obligate funds up to annual MOC allotment. Total financial commitments plus obligations shall not exceed this amount. Monitoring of financial reports and all other tracking tools is required to ensure expenditures do not exceed authorization. Active management of account and confirmation of funds availability prior to obligation is required to ensure all expenditures comply with applicable regulations and policies.

## SECTION 7 - LEADERSHIP PREREQUISITES

GRADE	LEADERSHIP MATURITY LEVEL	LEADERSHIP COMPETENCIES NEEDED FOR THIS BILLET
ENS (O1)	Leading Self	<input checked="" type="checkbox"/> Core Values & Conduct <input checked="" type="checkbox"/> Health & Well Being <input checked="" type="checkbox"/> Responsibility <input checked="" type="checkbox"/> Followership <input checked="" type="checkbox"/> Adaptability
LTJG (O2)		<input checked="" type="checkbox"/> Interpersonal Skills <input checked="" type="checkbox"/> Continuous Learning <input checked="" type="checkbox"/> Technical Proficiency <input checked="" type="checkbox"/> Listening <input checked="" type="checkbox"/> Speaking
LT (O3)	Leading Others	<input checked="" type="checkbox"/> Writing <input checked="" type="checkbox"/> Team Building <input checked="" type="checkbox"/> Leveraging Diversity <input checked="" type="checkbox"/> Influencing Others <input checked="" type="checkbox"/> Developing Others <input checked="" type="checkbox"/> Execution
LCDR (O4)		<input checked="" type="checkbox"/> Decisiveness <input checked="" type="checkbox"/> Problem Solving <input checked="" type="checkbox"/> Conflict Management <input checked="" type="checkbox"/> Customer Focus <input type="checkbox"/> Entrepreneurship
CDR (O5)	Leading Performance and Change	<input checked="" type="checkbox"/> Creativity & Innovation <input checked="" type="checkbox"/> Human Capital Management <input checked="" type="checkbox"/> Financial Management <input type="checkbox"/> Technology Management
CAPT (O6) and RADM (O7/O8)		<input type="checkbox"/> External Awareness <input type="checkbox"/> Strategic Thinking <input type="checkbox"/> Political Savvy <input type="checkbox"/> Vision <input type="checkbox"/> Partnering

### Leadership Prerequisite Comments (Optional)

During prior assignments (sea and shore), demonstrated solid foundation in the competencies for Leading Self, Leading Others, and Leading Performance and Change. Through successful past performance, showed potential for assuming greater leadership responsibility, including Leading Organizations.

## SECTION 8 - OPERATIONAL PREREQUISITES

### A. Marine Prerequisites

- Officer of the Deck    Senior Watch Officer    ECDIS    Dynamic Positioning    Boat Deployment    MedPIC  
 Coxswain/OIC    HAZWOPER    AUV Deployment    U/W UAS Deployment    Buoy/Mooring Qualified  
 Trawl Qualified    Longline Qualified    Hydro Launch PIC    Foreign Port Calls

### B. Aviation Prerequisites

- Co-Pilot    Pilot    Aircraft Commander    Mission Commander    Instructor Pilot    Hurricane Qualified  
 Alaska/Wilderness Qualified    Flight Meteorologist    International Flights    UAS Pilot

### C. Dive Prerequisites

- Scientific Diver    Working Diver    Advanced Working Diver    Master Diver    Dive Master    Dive Medic  
 Unit Diving Supervisor

### D. Additional Operational Prerequisites (security clearances, special training) and Operational Prerequisite Comments (Optional)

- Meet physical standards for officers on sea duty as required by OMAO Medical Services Division
- Secret security clearance
- Current US Official Passport
- Successful completion of D-School (REFTRA) or equivalents (evaluated on a case by case basis) within 12 months of reporting
- Successful completion of XO assignment with recommendation for assignment as CO
  
- Completion of the Nautical Institute's Dynamic Positioning Operator training scheme is strongly recommended.

## SECTION 9 - PROGRAM, PROJECT, OR ACTIVITY PREREQUISITES

List specific qualifications, knowledge, skills or abilities required prior to reporting to this billet. For example: budget (MARS, CBS); personnel; contracting (COTR, Warrants); Scientific (IHO Category A, scientific papers/publications, GIS); engineering (marine survey, ABYC, ABS, FAA); regulatory (US Code, CFR); information technology (databases, networks, programming).

- Educational requirements for entry into the NOAA Corps

A CO should be very familiar with the following to serve as a mentor and manage the activity for others:

- NOAA Corps officer personnel system: OERs, records (OPF Online), payroll (leave), awards, training, promotion process, etc.
- Wage mariner personnel system: performance plans, evaluations, awards, hiring, discipline, union contracts
- Procurement authorization and tracking with respect to purchase cards and purchase orders
- Travel regulations and the procedures associated with authorizations and vouchers.
- Time and attendance for wage mariners

- While no training is specified beyond the NOAA Corps requirements for LCDR, pursuit of additional leadership/management courses is recommended for CO candidates (OPM courses, etc.).

A CO should be very conversant with the FOMS, especially the safety and environmental management policies.

Operational Risk Management and Safety training courses (DuPont Safety, etc.) are highly recommended for CO candidates.

Prior experience/qualification with small boat and diving operations is strongly recommended.

Prior service aboard DP operating vessels (RB, EX, NF) is recommended.

Prior experience aboard Z-drive operating vessels (RB, NF) is recommended.

Prior experience aboard hydrographic survey vessels (RA, TJ, FA) is recommended.

Press training is recommended for prospective COs.

## SECTION 10 - LEADERSHIP DEVELOPMENT

GRADE	LEADERSHIP MATURITY LEVEL	LEADERSHIP COMPETENCIES DEVELOPED IN THIS BILLET
ENS (O1)	Leading Self	<input checked="" type="checkbox"/> Core Values & Conduct <input checked="" type="checkbox"/> Health & Well Being <input checked="" type="checkbox"/> Responsibility <input checked="" type="checkbox"/> Followership <input checked="" type="checkbox"/> Adaptability
LTJG (O2)		<input checked="" type="checkbox"/> Interpersonal Skills <input checked="" type="checkbox"/> Continuous Learning <input checked="" type="checkbox"/> Technical Proficiency <input checked="" type="checkbox"/> Listening <input checked="" type="checkbox"/> Speaking
LT (O3)	Leading Others	<input checked="" type="checkbox"/> Writing <input checked="" type="checkbox"/> Team Building <input checked="" type="checkbox"/> Leveraging Diversity <input checked="" type="checkbox"/> Influencing Others <input checked="" type="checkbox"/> Developing Others <input checked="" type="checkbox"/> Execution
LCDR (O4)		<input checked="" type="checkbox"/> Decisiveness <input checked="" type="checkbox"/> Problem Solving <input checked="" type="checkbox"/> Conflict Management <input checked="" type="checkbox"/> Customer Focus <input checked="" type="checkbox"/> Entrepreneurship
CDR (O5)	Leading Performance and Change	<input checked="" type="checkbox"/> Creativity & Innovation <input checked="" type="checkbox"/> Human Capital Management <input checked="" type="checkbox"/> Financial Management <input checked="" type="checkbox"/> Technology Management
CAPT (O6) and RADM (O7/O8)		<input type="checkbox"/> External Awareness <input checked="" type="checkbox"/> Strategic Thinking <input type="checkbox"/> Political Savvy <input type="checkbox"/> Vision <input checked="" type="checkbox"/> Partnering

### Leadership Development Comments (Optional)

More than any assignment previously, CO is an assignment where an officer must rely upon and/or develop the greatest range of competencies. Beginning with taking care of oneself, then managing and leading others, a CO must ensure performance of the ship and crew to meet the mission in the midst of many challenges and conflicts. A CO is also introduced to competencies of Leading Organizations, particularly personnel and financial issues of the ship and fleet, and partnering with programs.

## SECTION 11 - OPERATIONAL DEVELOPMENT

### A. Marine Development

- Officer of the Deck     Senior Watch Officer     ECDIS     Dynamic Positioning     Boat Deployment     MedPIC  
 Coxswain/OIC     HAZWOPER     AUV Deployment     U/W UAS Deployment     Buoy/Mooring Qualified  
 Trawl Qualified     Longline Qualified     Hydro Launch PIC     Foreign Port Calls

### B. Aviation Development

- Co-Pilot     Pilot     Aircraft Commander     Mission Commander     Instructor Pilot     Hurricane Qualified  
 Alaska/Wilderness Qualified     Flight Meteorologist     International Flights     UAS Pilot

### C. Dive Development

- Scientific Diver     Working Diver     Advanced Working Diver     Master Diver     Dive Master     Dive Medic  
 Unit Diving Supervisor

### D. Additional Operational Development (security clearances, special training) or Operational Development Comments (Optional)

This billet provides the incumbent with the unique opportunity to command one of the Nation's public vessels. It is the highest seagoing billet attainable, and the opportunity for an officer to showcase what they have learned throughout their career at sea. A CO is responsible for training their Wardroom on the path to serve as future COs.

## **SECTION 12 - PROGRAM, PROJECT, OR ACTIVITY DEVELOPMENT**

List specific qualifications, knowledge, skills or abilities to be developed in this billet. For example: budget (MARS, CBS); personnel; contracting (COTR, Warrants); Scientific (IHO Category A, scientific papers/publications, GIS); engineering (marine survey, ABYC, ABS, FAA); regulatory (US Code, CFR); information technology (databases, networks, programming).

A CO will develop an increased depth and expansion of capability in the following administrative areas:

- Personnel plans and evaluations (WM and officers), awards, discipline, hiring, etc.
- Procurement mechanisms and requirements (purchase card, purchase order, etc.)
- Budget tracking and reporting

Through supervision of the Engineering department, submission and monitoring of Casualty Reports and Ship Repair Requests, and full participation in the Work Definition Conferences and Annual User Meetings, CO's coordinate with multiple stakeholders (ship's crew, MOC, program) to address technical issues, resolve problems, and set priorities for moving forward to meet the ship's mission - particularly with limited resources.

Of note, a CO is expected to become more aware of fleet issues existing beyond his/her ship and to make contributions towards addressing these issues. In particular, a CO is expected to monitor and review the FOMS and report any deficiencies to the MOC and Fleet Standardization office.

Officers will gain more familiarity with a variety of coastal research missions conducted by NOAA's Marine Sanctuary Program, Office of Oceanographic and Atmospheric Research, National Marine Fisheries Service, and National Weather Service.

## **SECTION 13 - CRITICAL SUCCESS CRITERIA**

Provide brief measurable performance goals which would represent successful performance in this billet.

- Safe operation of the ship as indicated by the annual fleet inspection and accident report submissions
- Completion of the mission as indicated by cruise evaluations and other feedback from the program as well as quantity and quality of scientific data gathered by the ship
- Performance of CO duties indicates potential for assuming greater leadership responsibilities
- Recommendation by CO, MOC for the officer to serve as a future CO, MOC, or in other senior level positions throughout NOAA.

**SECTION 14 - ROUTING, REVIEW, RECOMMENDATION AND APPROVAL**

**A. Developer's Statement**

"I certify that I have written this billet description and certify that it is a true and correct representation of the billet."

1. Signature **Stephen S. Meador**

Digitally signed by Stephen S. Meador  
DN: cn=Stephen S. Meador, o=NOAA Ship Nancy Foster,  
email=co.nancy.foster@noaa.gov, c=US  
Date: 2012.02.27 11:05:44 -0500

2. Date **2012-02-27**

3. Name **Stephen S. Meador**

4. Title/Position **CO, NOAA Ship Nancy Foster**

**B. Supervisor's Statement**

"I have reviewed this billet description and certify that it is a true and correct representation of this billet "

1. Signature



Digitally signed by David A. Score  
DN: cn=David A. Score, o=MOC-Atlantic,  
email=David.A.Score@noaa.gov, c=US  
Date: 2012.02.27 11:12:41 -0500

2. Date **2012-02-27**


3. Name **David A. Score**

4. Title/Position **CO, MOC-Atlantic**

**C. Reviewing Officer's Statement**

"I have reviewed this billet description and certify that this billet is a priority for my Line, Staff, or Headquarters Office."

1. Signature



2. Date **2012-02-27**

3. Name **Stephen H. Manzo**

4. Title/Position **Director, MOC**

**D. Commissioned Personnel Center Endorsement**

"I am the OMAO/CPC Officer Career Management Division representative. I recommend  of this billet."

1. Signature



2. Date **3/30/2012**

3. Name **CDR Todd Bridgeman, NOAA**

4. Title/Position **Chief, Officer Career Management Division**

**D. Director, NOAA Corps Endorsement**

"I am the  and I  this billet."

1. Signature



2. Date **4/5/2012**

3. Name **RADM Jonathan Bailey, NOAA**

4. Title/Position **Director, NOAA Corps**

**Print Form**

**Submit to CPC (Reviewer Use Only)**