



FY-17 Navy Reserve Line Community Brief Disclaimer

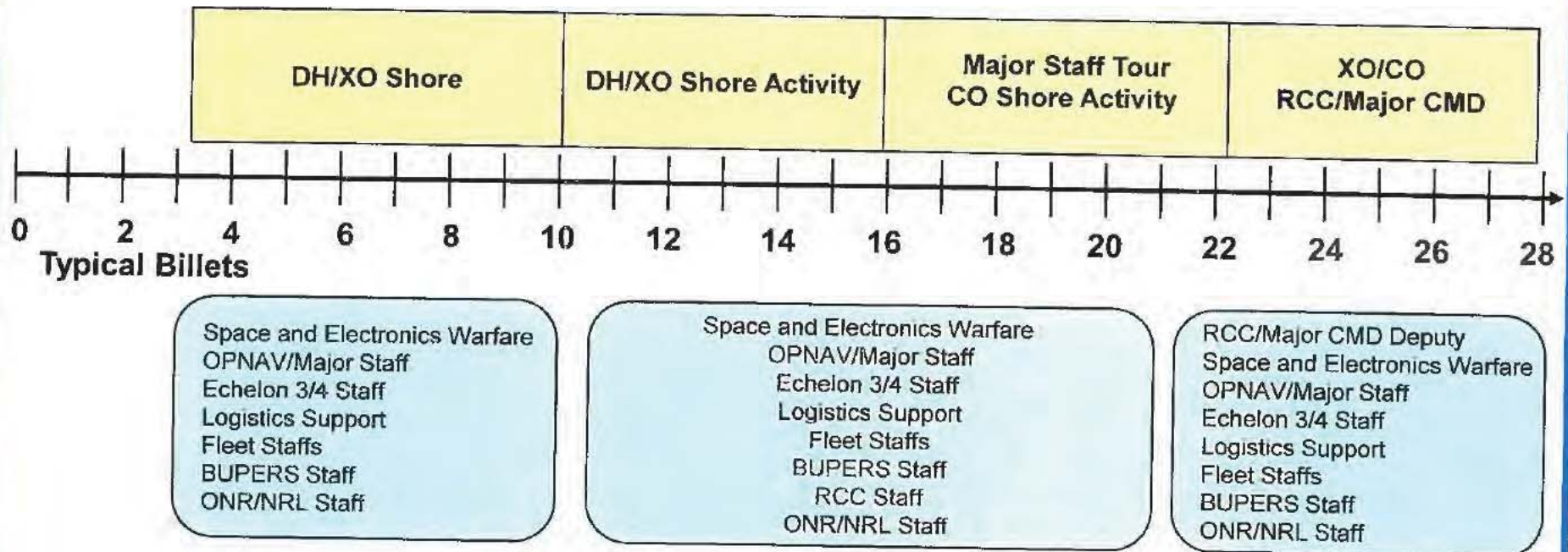
This community brief has been generated by the community leaders, including detailers and community managers. It has been vetted by the Navy Personnel Command and OJAG for statutory compliance and approved by SECNAV.

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



Fleet Support Officer

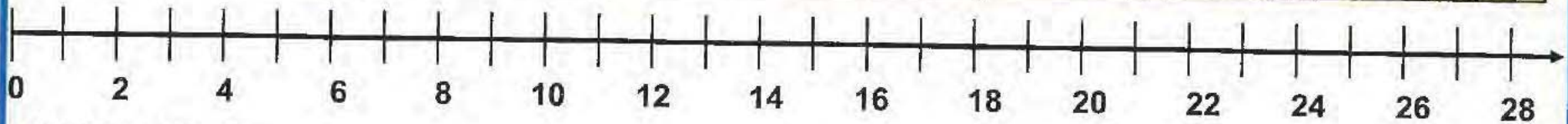
Community Values

- Principal Assignment Completion
 - Due to the nature of the Fleet Support Community, certain sea/shore billets supporting major staffs/resource sponsors (e.g., N1 on major staff), as well as traditional CO and XO tours, are valued career principal assignments
 - These billets require proven expertise and strong leadership ability because of their strategic contribution to policy development and program management
- Competency Attainment
 - Senior Fleet Support Officers plan, program, and execute in the following areas:
 - Personnel management
 - Manpower management
 - Manpower requirements determination, to include human systems integration
 - Training & Education management
 - Accession management, including both Navy Recruiting Command and RTC
 - Econometric analysis, which includes policy analysis
 - Joint MPT&E Force Formation and Sustainment
 - Science & Technology management
- Annual Training/Active-Duty Training Participation

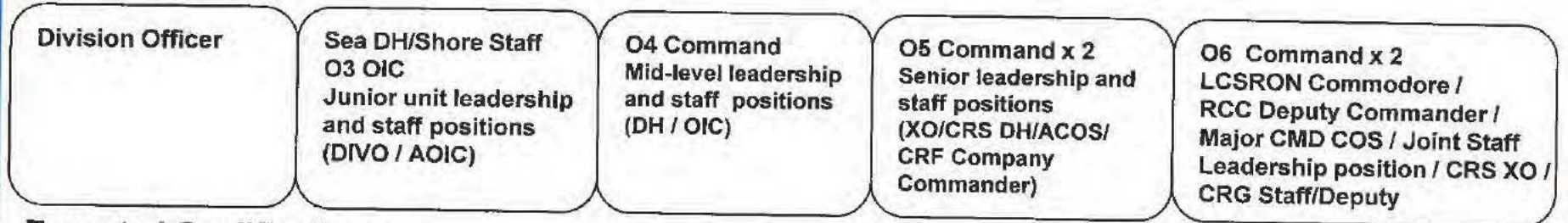
Surface Warfare Officer Career Progression

Career Path

Initial AC Sea Tour	AC/RC Experience / Staff Tours / OIC	Specialty Qual Tour / Staff DH / LCDR CO and OIC / CRS OIC and Staff DH	1st CDR CMD / 2nd CDR CMD / Major Staff billet / CRS DH and Company Commander	1st CAPT CMD / 2nd CAPT CMD / CRS XO / Staff A-CoS / Major Stf Leadership Billet	LCS Commodore / RCC Deputy / Staff CoS / CRG Deputy
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Typical Billets



Expected Qualifications



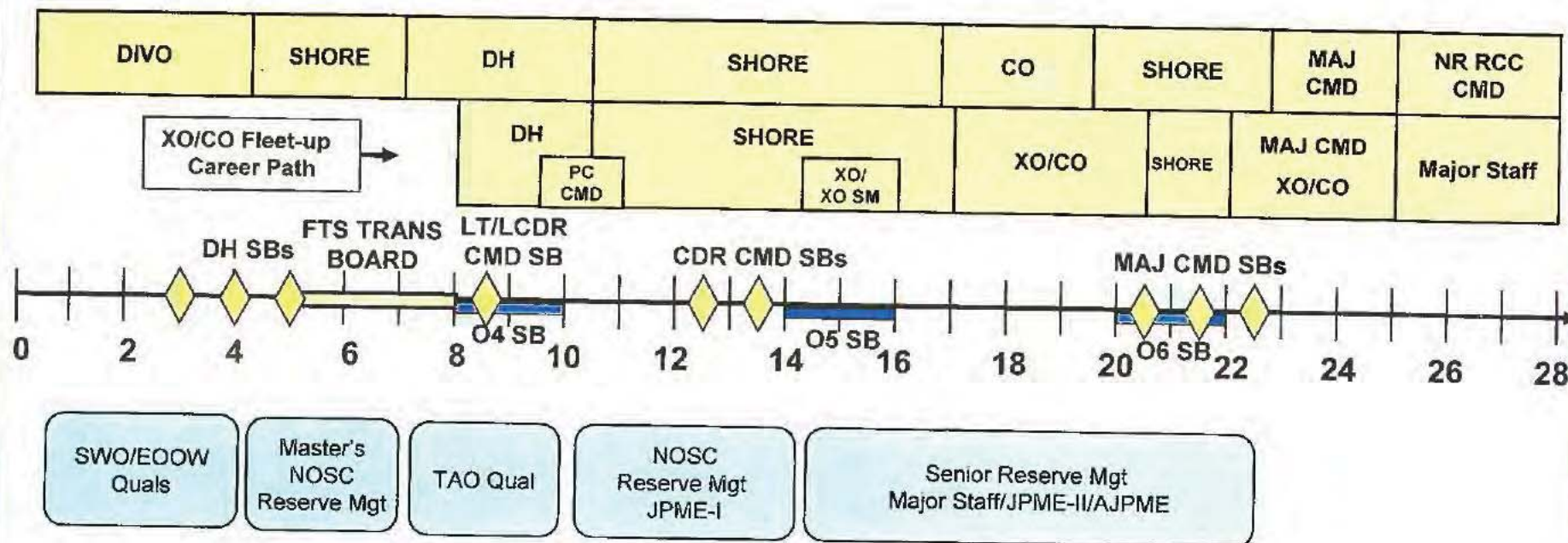


Surface Warfare Officer Community Values

- **Sustained Superior Performance**
 - Career progression in a surface specialty: LCS/NECC/MSC
 - Persistent leadership assignments across multiple surface specialties
 - Breaks right / “soft” breakouts in leadership jobs
- **Proven Leadership Positions**
 - CO / XO / Leadership positions in high profile / high OPTEMPO units
 - Leadership positions in larger SWO units, i.e. LCSTRON, NECC, CNSP, CNSL, ACU, BMU, CNFK and PHIBCB
- **Bonus**
 - JPME / AJPME / Joint Tour / IA JT OPS or IA NAV OPS
 - Advanced degree
 - Significant NOBC/AQDs in SWO specialties and leadership billets
 - Progress in “Leadership” education continuum


Surface Warfare Officer (FTS) Career Progression

Career Path



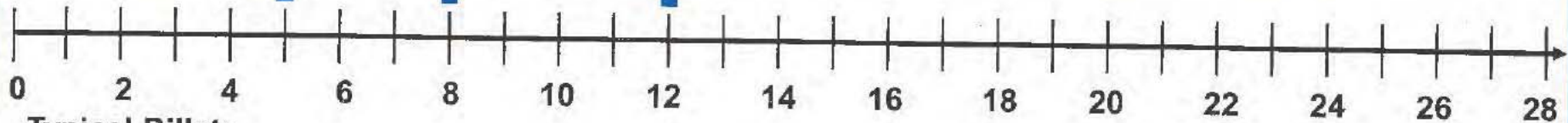
RESERVE MANAGEMENT:
 NOSC CO - 24-Month Tours
 Major Staff (CNRFC/OCNR/RCC/OSO) 6

Surface Warfare Officer (FTS) Community Values

- 
- 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



↑ = Transition to Reserves



Submarine Warfare Officer

Community Values

- Sustained Superior Performance
 - Qualified (TASWO/BWC)
 - Consistently breaks right or above Reporting Senior's Average in leadership positions
 - Successful Leader (DH/XO/CO and Forcewide)

- Seeks Hard Jobs
 - Command—early and often
 - Large unit XO or Admin/Training/Ops-Officer early in career
 - Submarine Lines of Effort (e.g., Submarine Culture Workshop facilitator; Regional Mentor; Competency Training Officer, SGASW etc.)
 - CTF Event or Exercise Lead or SGASW Team Lead
 - National program leadership and SFRC EXCOM membership or support

- Bonus
 - Out of community experience is highly valued: Numbered Fleet, NATO, COCOM, JOINT
 - Successful Mobilization
 - Significant Community Mentoring and Recruiting Efforts
 - Support to major Navy or Navy Reserve programs such as selection and policy boards
 - Practical application of JPME/AJPME training to joint, interagency, coalition jobs
 - Special quals (e.g. NRL, OLW, Space Cadre etc.)



Submarine Warfare Officer (FTS) Career Progression

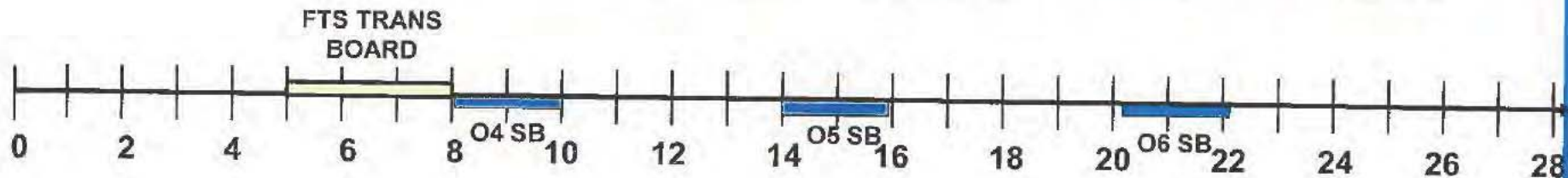


Career Path

<p>Nuclear Training & Sub-school JO Tour SSN/SSBN Sub/Engineer quals</p>	<p>Lateral Transfer Junior OSO/Reserve Mgt. Or Post JO Tour Ashore DH Nav/Eng/Weps Command Quals</p>	<p>Lateral Transfer NOSC Command OSO</p>	<p>Major RC Staff Major AC Staff OSO Joint Assignments</p>	<p>Major Cmd Major Staff OSO Sr. Service College</p>	<p>Major Staff OPNAV SECNAV JCS CNRFC NPC</p>
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Graduate Education
JPME-I

Joint Assignments
IA/GSAs/JMPE-II/AJMPE



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



Submarine Warfare Officer (FTS)

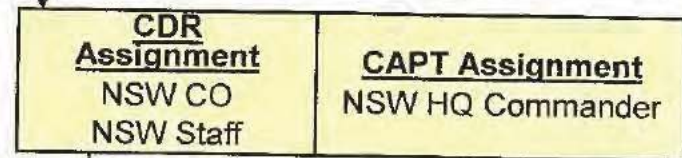
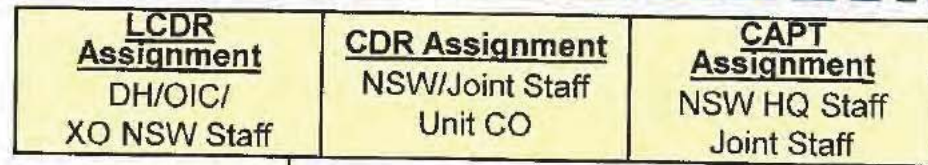
Community Values

- Operational Relevance to Submarine Force and Navy
 - Forward deployed & at sea support of submarine operations
 - Operational Support Officer at submarine & fleet commands
 - Joint assignments and individual augment to OCO
 - Operational support positions outside the Undersea Enterprise
- Reserve Leadership Tours
 - Management/Leadership positions directly support the Navy mission and its RC
 - Navy Operational Support Center Command
 - Hard breakouts in command and in traffic
 - Increasing scope of responsibility
- Professional Development
 - Joint qualification and experience
 - Graduate education



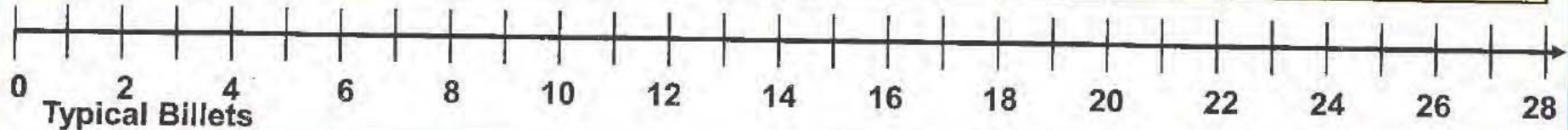
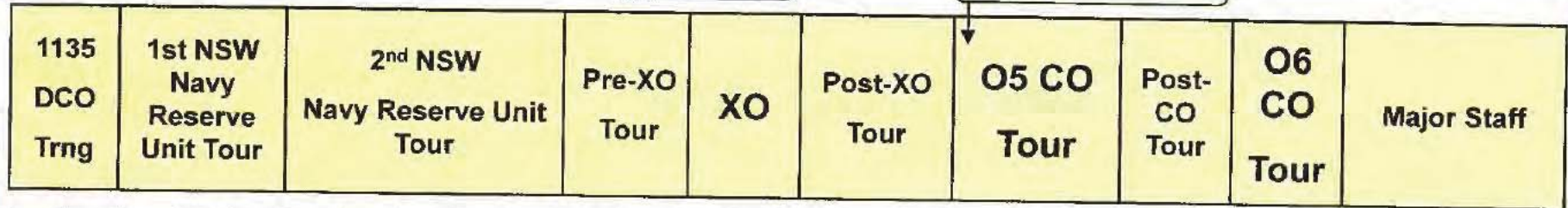
Special Warfare (SEAL) Officer Career Progression

Career Path



JPME I

JPME II/AJPME GRAD ED



NSW AOIC/OIC
NSW Staff OPS
Battlestaff/HQ Support/MSO 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 12

Special Warfare (SEAL) Officer

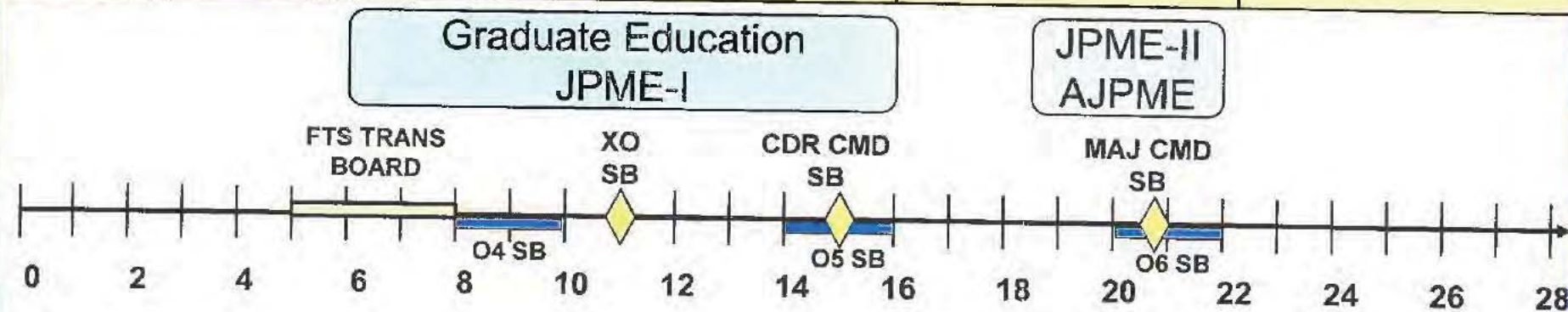
Community Values

- Valued achievements prior to LIEUTENANT COMMANDER
 - Warfare Qualification
 - 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
 - JPME I
 - Major staff support (JCS, OPNAV, NSW Theater, and Joint Special Operations Command-TSOC/JSOC)
- Valued achievements prior to CAPTAIN
 - Completed O5 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)
 - Awarded Master's degree
 - JPME II / AJPME completed

Special Warfare (SEAL) Officer (FTS) Career Progression

Career Path


SEAL Team DIVO Experience Tours and Qualifications	Lateral Transfer Operational: DH/PLT CDR Reserve Mgt: NOSC CO/XO	Operational: SEAL Team XO/Equiv. Reserve Mgt: Major Staff NOSC CO/XO Jr. Service College	Operational: SEAL Team CO Reserve Mgt: MAJOR STAFF/JOINT TOUR/OSO Sr. Service College	Operational: Major Command Reserve Mgt: Major Staff Joint OSO
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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

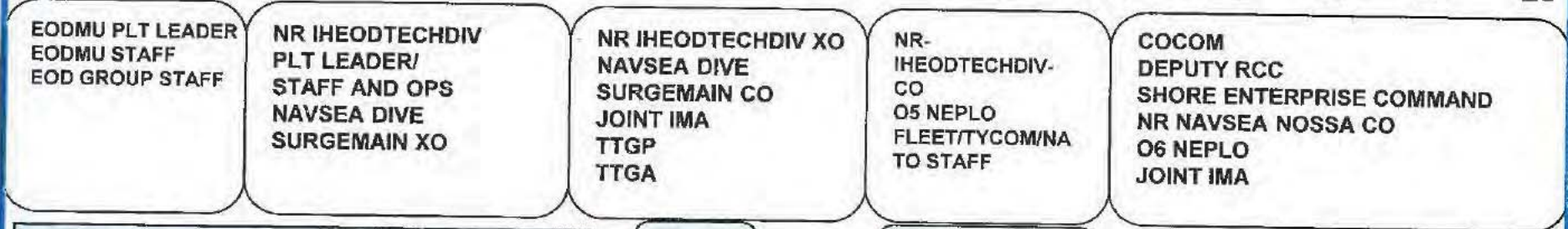
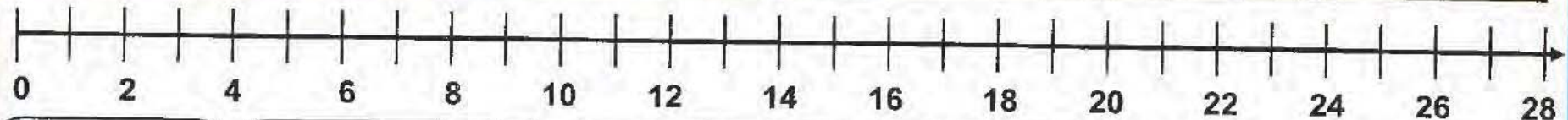
Career Progression



Career Path

Transition/RC
Affiliation

<p>Fleet Experience: Tours and Qualifications Diving Officer, EOD Officer (SWO OOD Qualification for Officers Commissioned prior to 2006)</p>	<p>Operational: XO Tour/CO Tour</p> <p>Reserve Staff: TYCOM Numbered Fleet Joint Tour</p>	<p>Operational: XO Tour/CO Tour</p> <p>Reserve Staff: TYCOM Numbered Fleet Joint Tour</p>	<p>Operational: CAPT CMD</p> <p>Reserve Staff: Major Staff COCOM</p>	<p>Operational: Major CMD/ Post-Major CMD</p> <p>Reserve Staff: Major Staff Joint Tour/OSO</p>
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ACRONYMS
 NMC EOT: Navy Munitions Command Explosive Out-load Team
 NREODTECHDIV: NR EOD Technical Division
 TTGP/A TACTICAL TRAINING GROUP

JPME I

JPME II/AJPME
GRAD ED



Explosive Ordnance Disposal Officer

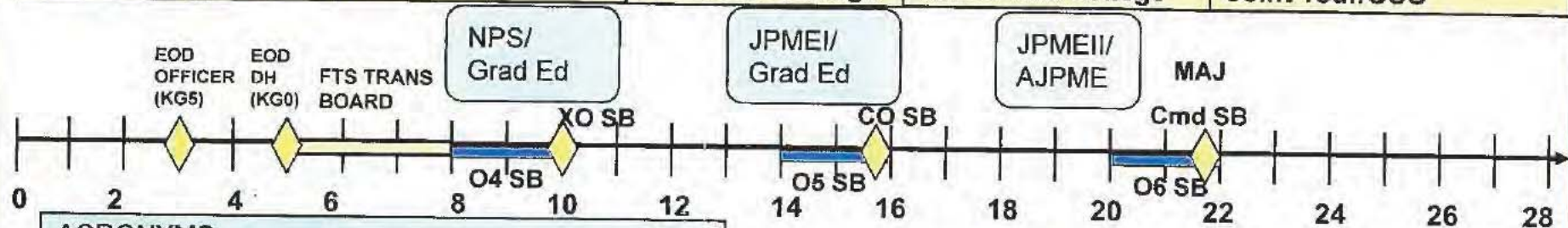
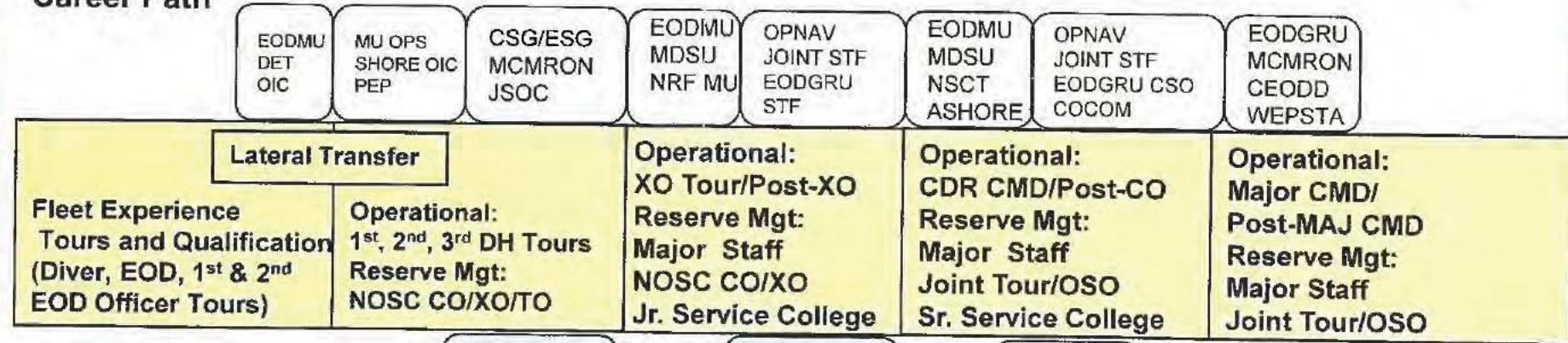
Community Values

- Valued achievements prior to LIEUTENANT COMMANDER
 - Attained EOD Officer Warfare (AQD KG5)
 - Sustained outstanding performance through active OIC and DH tours
 - Dual Warfare Qualified (SWO OOD Underway qualification for Officers commissioned prior to 2006)
 - Annual Training/Active-Duty Training participation
- Valued achievements prior to COMMANDER
 - Continued superior performance in operationally significant billets
 - Master's degree awarded or in progress
 - JPME completed
 - Annual Training/Active-Duty Training participation
- Valued achievements prior to CAPTAIN
 - Sustained superior performance in leadership billets
 - Demonstrated subject matter expert in Joint assignments
 - Awarded Master's degree
 - JPME II / AJPME completed
 - JQO in progress or complete
 - Annual Training/Active-Duty Training participation

Explosive Ordnance Disposal Officer (FTS) Career Progression



Career Path



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

NOTES:

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

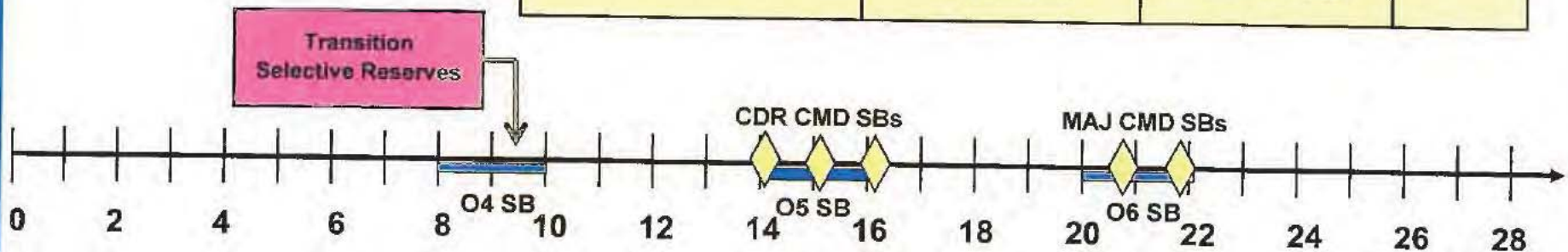
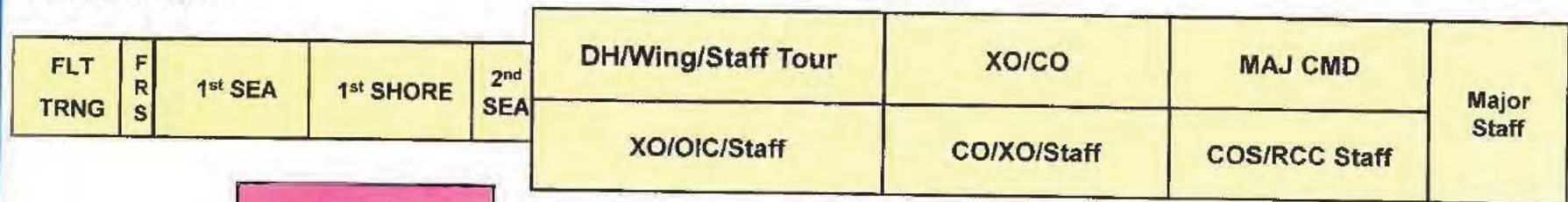


Explosive Ordnance Disposal Officer (FTS) Community Values

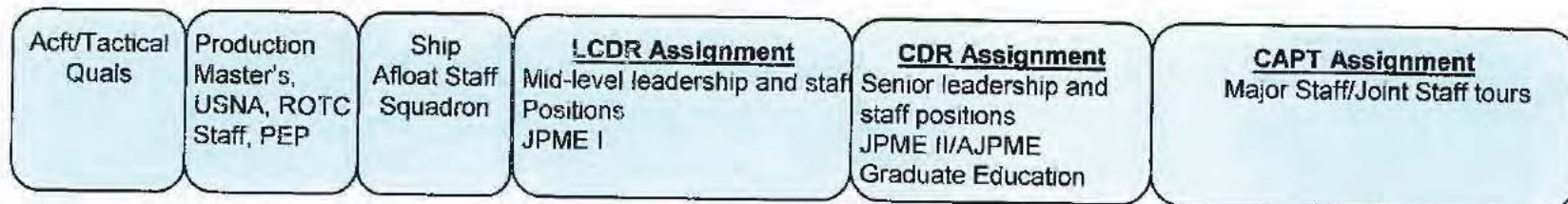
- Valued achievements prior to LIEUTENANT COMMANDER
 - Attained both EOD OFFICER (KG5) and EOD DH (KG0) qualifications
 - Sustained superior performance through DH tours
- Valued achievements prior to COMMANDER
 - Continued superior performance in operational billets
 - Master's degree awarded or in 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



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

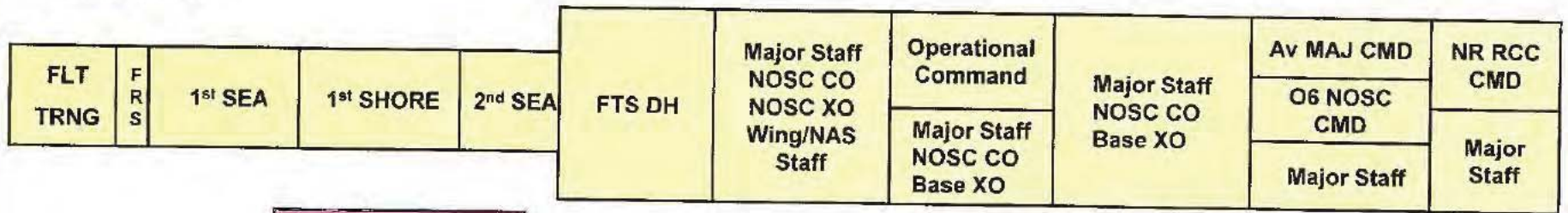
- **Valued achievements prior to LIEUTENANT COMMANDER**
 - Competitive breakout in first sea and shore tours, attainment of initial warfare qualifications
 - Breaks right in Leadership jobs

- **Valued achievements prior to COMMANDER**
 - Superior performance as DH
 - Established record of sustained superior performance
 - JPME I completion

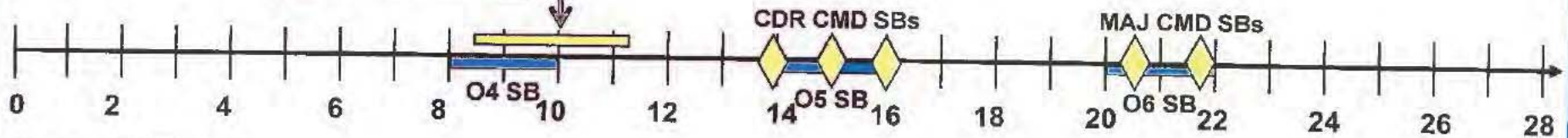
- **Valued achievements prior to CAPTAIN**
 - Command – successful Commander command tour
 - Proven performance in operational and/or reserve management leadership positions
 - Master's degree/JPME II/AJPME

Aviation Officer (FTS) Career Progression

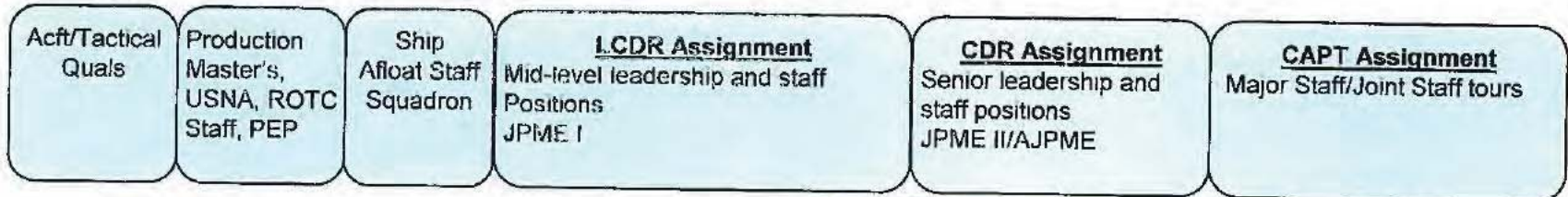
Career Path



Transition Full Time Support



Typical Billets



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

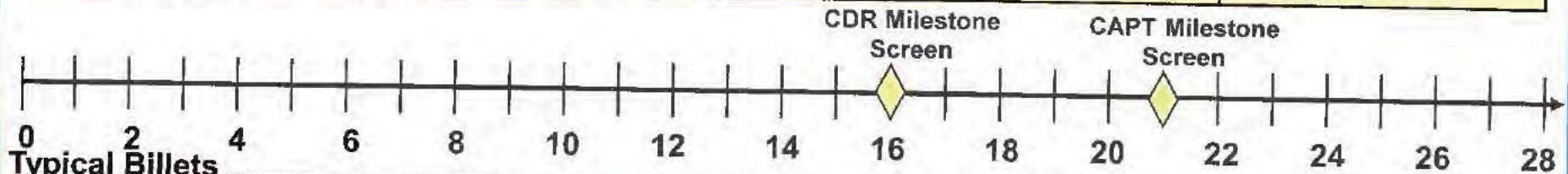
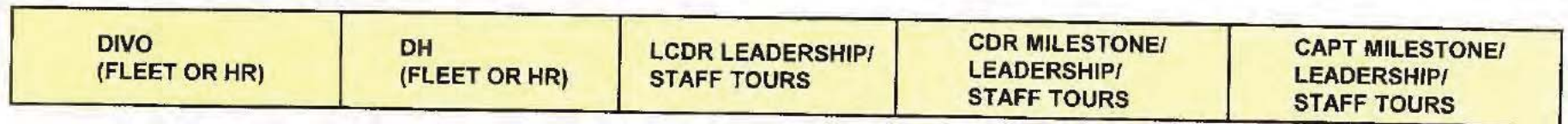
Aviation Officer (FTS) Community Values



- 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 7YCS
- 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
- 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



Typical Billets



Develop Core Competency:
 Development, Management, Recruiting, Requirements

Mobilization/ADSW/Recall

CDRs and CAPTs screen
 for CO/XO and Milestone
 at the APPLY Board



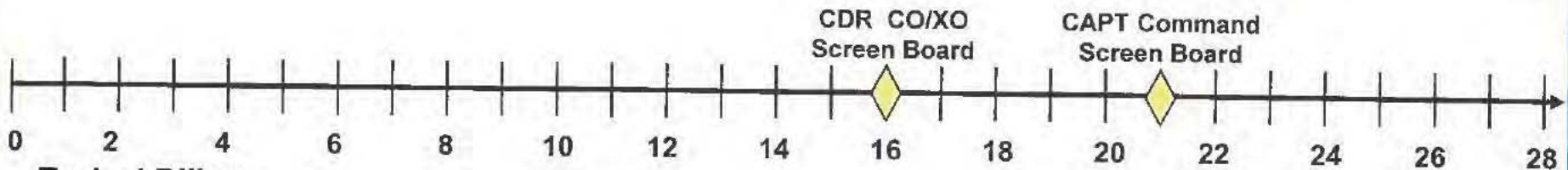
Human Resources Officer

Community Values

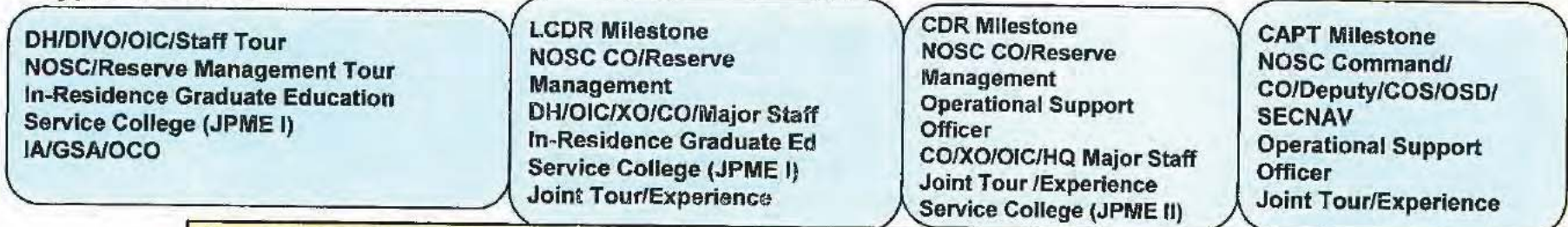
- Valued achievements prior to LIEUTENANT COMMANDER
 - Sustained superior performance and attainment of source community qualifications
 - Demonstration of increasing levels of responsibility and sound judgment
- Valued achievements prior to COMMANDER
 - Sustained superior performance in all assigned 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



Develop Core Competency:
 Development, Management, Recruiting, Requirements

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)

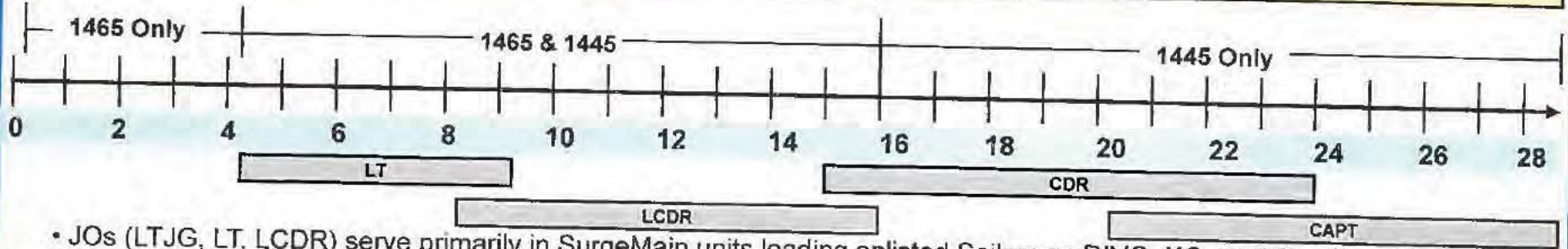
Community Values

- 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



RESERVE ED CAREER PATH			
SURGEMAIN DIVO/XO	SURGEMAIN CO	Reg. CO, CO, Reg. XO, Major Cmd DH	Reg. CO, Major Cmd CO
Assistant Proj Officer	Project Officer	Project Officer	Program Director
ED QUAL	QUALIFIED ED		



- JOs (LTJG, LT, LCDR) serve primarily in SurgeMain units leading enlisted Sailors as DIVO, XO, or CO. JOs with specific military/technical expertise (diving & salvage, strategic systems, space) serve as Project Officers in commands utilizing those skills
- Senior officers (CDR, CAPT) serve as XO, Regional CO, CO, Major Cmd DH, Major Cmd CO as well as technical experts in their specific areas of expertise
- Technical leadership and/or command/national leadership is expected throughout career
- NAVET lateral transfers as junior LT follow similar career track to direct commission officers

Engineering Duty Officer

Community Values

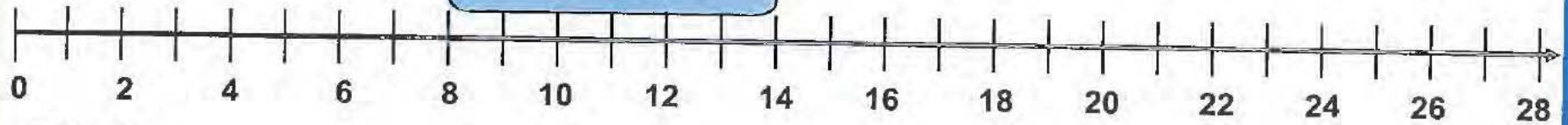
- Advanced technical degree and EDO qualification tour completed. Continued professional education.
- Leadership assignments throughout career. Leadership assignments include: technical leadership (program management, deputy program management); command leadership (CO, XO); and national staff leadership (program director, chief of staff, national program positions).
- CDR serves as Regional CO, CO, XO, or in technical leadership position. CDR should also participate in collateral position such as ED Qualification Board, Recruiting, Training, and Mentoring.
- Successful performance in all assigned engineering duties; took the “hard” jobs that involved technical and/or command/national leadership.
- Civilian/industry skills pertinent to Navy requirements and leveraged those skills effectively during EDO assignments.

Aerospace Engineering Duty Officer Career Progression

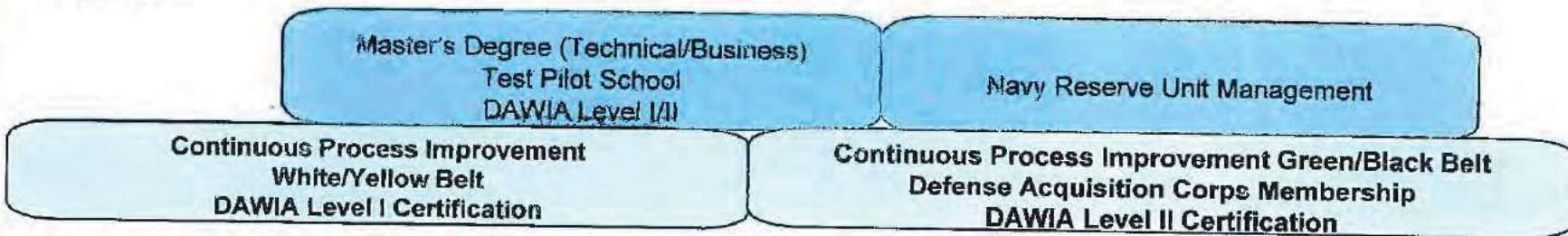
Career Path

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

Lateral Transfer Window
 8-14 YCS



Education



Aerospace Engineering Duty Officer Community Values

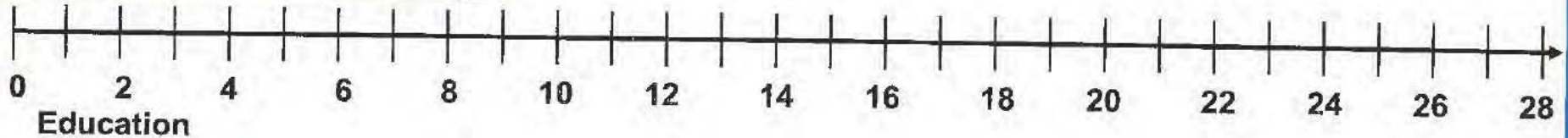
- Community Values
 - Consistent demonstration of Leadership and Technical expertise in increasingly challenging billets that bring value to the customer
 - Initiative-Leadership assignments throughout career
- Valued achievements for ALL AEDOs
 - Master's degree (Technical, Business, Military War College), Test Pilot School
 - Mobilization supporting Overseas Contingency Operations (OCO) missions, active duty (ADSW) support of NAVAIR program, project or initiative
 - Critical fleet support missions: CASTL/JCAT, PGSS, FDCR, Copperhead, Fire Scout, Tomodachi, or similar
 - Continuous professional development – DAWIA, JPME, CPI
 - Policy board member, BUPERS board recorder/voting member, Flag Staff
- Valued achievements prior to LIEUTENANT COMMANDER
 - Operational squadron junior officer tours
 - AOIC, Project Lead, DH tours
 - DAWIA Level I Certification
- Valued achievements prior to COMMANDER
 - XO/OIC Deputy IPT Lead, NRUMS courses
 - DAWIA Level II Certification, DAC membership, JPME, Flag Staff member
- Valued achievements prior to CAPTAIN
 - CO, IPT Lead, Principal Flag staff positions, NRUMS courses
 - DAWIA Level III Certification, Defense Acquisition Corps membership, JPME
 - Space Cadre IV (for Space Cadre officers)

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 IPT Lead XO OIC	CO IPT Lead Flag Staff Chief of Staff Deputy Chief of Staff
ON RAMP - JO Shore & Sea Tours			



Education

- Naval Av Maint. Officer Course, Joint Av Supply & Maint. Mat Mgt
- Advanced Aviation Maintenance Manager (A2M2) Course
- Technical or Business Master's Degree
Navy Reserve Unit Management (NRUM)
- Continuous Process Improvement White/Yellow Belt
DAWIA Level I Certification
- Continuous Process Improvement Green/Black Belt
Defense Acquisition Corps Membership
DAWIA Level II Certification

Aerospace Maintenance Duty Officer Community Values

- **Community Values**
 - Consistent demonstration of Leadership and Technical expertise in increasingly challenging billets that bring value to the customer
 - Initiative-Leadership assignments throughout career
- **Valued achievements for ALL AMDOs**
 - Master's degree (Technical, Business, Military War College)
 - Mobilization supporting Overseas Contingency Operations (OCO) missions, active duty (ADSW) support of NAVAIR program, project or initiative
 - Critical fleet support missions: CASTL/JCAT, PGSS, FDCR, Copperhead, Fire Scout, Tomodachi, or similar
 - Fleet Maintenance experience (DCOs)
 - Continuous professional development-DAWIA, JPME, CPI
 - Policy board member, BUPERS board recorder/voting member, Flag Staff
- **Valued achievements prior to LIEUTENANT COMMANDER**
 - Experience in Organizational (O-level), FRC (I-level), and Depot (D-level) Maintenance Officer billets
 - MCO/MMCO/AOIC, Project Lead, DH tours
 - DAWIA Level I Certification
- **Valued achievements prior to COMMANDER**
 - XO/OIC, IPT Lead, NRUMS courses
 - DAWIA Level II Certification, DAC membership, JPME, Flag Staff member
- **Valued achievements prior to CAPTAIN**
 - CO, IPT Lead, Principal Flag staff positions, NRUMS courses
 - DAWIA Level III Certification, Defense Acquisition Corps membership, JPME

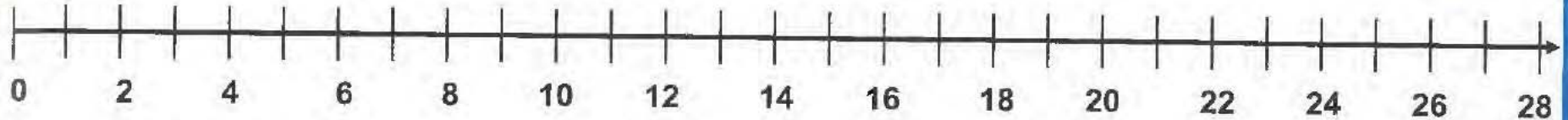


Aerospace Maintenance Duty Officer (FTS) Career Progression



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



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
 - Proven Competency and Execution 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



Typical Billets

<p><u>SELRES Billets</u></p> <ul style="list-style-type: none"> - DIVO/DH Role <p><u>IRR/VTU AD Periods</u></p> <ul style="list-style-type: none"> - SSO Post Commissioning Indoctrination - USS/USNS Shipboard Familiarization - CONUS/OCONUS MSC Region Staff Support - CONUS Shipyard Support - CONUS/OCONUS Port Operations 	<p><u>SELRES Billets</u></p> <ul style="list-style-type: none"> - DH/OIC Role <p><u>IRR/VTU AD Periods</u></p> <ul style="list-style-type: none"> - CONUS/OCONUS Staff Leadership - MSC and Port Operations - Extended ADT OCONUS - Shipboard Leadership Roles 	<p><u>SELRES Billets</u></p> <ul style="list-style-type: none"> - OIC Role/XO/CO Roles <p><u>IRR/VTU AD Periods</u></p> <ul style="list-style-type: none"> - Major Staff - Combined/Joint Roles - Senior Staff Augmentation
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Strategic Sealift Officer Community Values

Approximately 80% of the SSO Program members are part of the Individual Ready Reserve (IRR) known as the Strategic Sealift Readiness Group (SSRG), and the remainder are primarily in the Selected Reserve (SELRES) or a Volunteer Training Unit (VTU). No two SSO Careers are the same. IRR members typically receive neither observed FITREPS nor personal decorations since their service requirement is only 12 days of ADT each fiscal year, so these should be considered as exceptional, but not expected.

Four Fundamentals for Promotion and Retention as an SSO:

- A valid and active U.S. Coast Guard License, no exceptions!
 - License upgrades expected
 - Advanced Professional Certifications desired
 - Wide range of NOBCs and AQDs in record
- Sustained superior Navy and Maritime performance
 - Consistent demonstration of superior technical expertise in increasingly challenging roles
 - Increased technical knowledge and experience in the following areas: Maritime Operations, Maritime Engineering and/or Shipboard Operations
 - Voluntary Activations, Mobilizations, Recalls and/or extended ADTs
- Demonstrated ability to lead and direct people, organizations and projects (civilian or military)
 - Directing/Providing Strategic Sealift and Maritime Operations capability to Navy/Joint forces
 - Demonstrated initiative and leadership in assignments throughout career
 - Documented civilian professional subject matter expertise and leadership experience
- Pursuit of a Progressive and Diverse Career Path
 - Advanced USCG Licenses, Professional Engineer License, etc.
 - Joint experience and education, JPME I/II
 - Advanced Maritime-related degrees: such as business, engineering, law and supply chain management

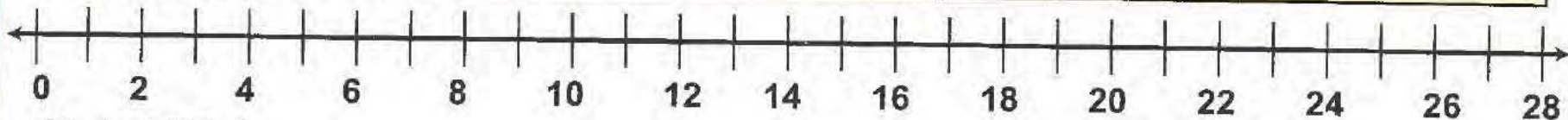
Public Affairs Officer Career Progression



Career Path

No two career paths the same

DCO and NPASE	AC support, ROLC, PAQC-ADL, # FLT, CHINFO, NAVCO, NAVINFO, NWC, JPASE, IMA, JIPAC/JEPAC, JPME Phase 1	COCOM, # FLT, JPASE, NPASE, NAVCO, USFF, PACFLT, CHINFO, DMA, NWC, DC IMA	COCOM, # FLT, JPASE, USFF, PACFLT, CHINFO, DMA, NWC, DC IMA, REDCOMS, NAVCO, NPASE	COCOM, JPASE, CHINFO, Fleets, DMA, NPASE, NAVCO
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Typical Billets



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

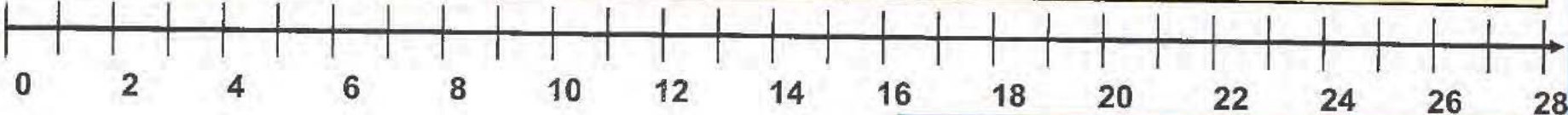
Oceanography Officer Career Progression

Flag - CIDCRC, IDFOR, C10F, N2/N6

Career Path

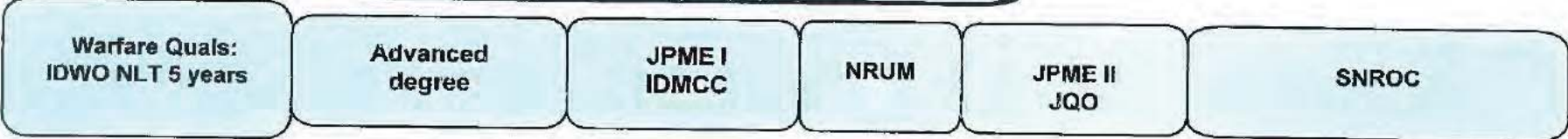
DCO/Redesignation/IST/NAVET

O-1/O-2	O-3	O-4	O-5	O-6
<u>Direct Commissioned Officers</u> Boat IDWO Qual	<u>Operational</u> AOIC NMORA, FWC/NOAC/NAVO CDO, Non-NMORP billets: ONR/NRL*	<u>Operational</u> Asst N-Code NMORA, DH FWC/NAVO, ONR/NRL*, NMAWC, Numbered Fleet, SPAWAR <u>Leadership</u> OIC NMORA <u>Staff</u> Joint, MAJ/COCOM IDCRC Reg'l staff	<u>Operational</u> N-Code NMORA HQ, ONR/NRL*, NMAWC, Numbered Fleet, SPAWAR <u>Leadership</u> CO/XO FWC/NAVO/NOAC/USNO <u>Staff</u> Joint, MAJ/COCOM, IDCRC Reg'l/Nat'l staff	<u>Operational</u> N-Code NMORA HQ, ONR/NRL* <u>Leadership</u> NMORA HQ CO/XO CO/XO/IDC cross slate <u>Staff</u> IDCRC HQ IDCRC Region CDR/CSO



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

Notional Continuing Education



* Note: ONR/NRL Billets require advanced degree

Oceanography Officer

Community Values

- **Proactive participation in Operational METOC units**
 - Progress in completion of operational support qualification requirements
 - Operational Annual Training
- **Superior performance in DH or OIC assignment**
 - Leadership position in the unit
 - Master's Degree in Meteorology, Oceanography, Hydrography, or Physics completed, or in progress
 - Operational Support to Gaining Command
- **Superior performance in command or milestone tour**
 - Proven ability to lead and direct people and organizations
 - Annual Training at Joint service command or exercise
 - Successful tour as HQ-level/IDC DH or XO, HQ-level/Major Command CO, IDCRC Regional or National billet

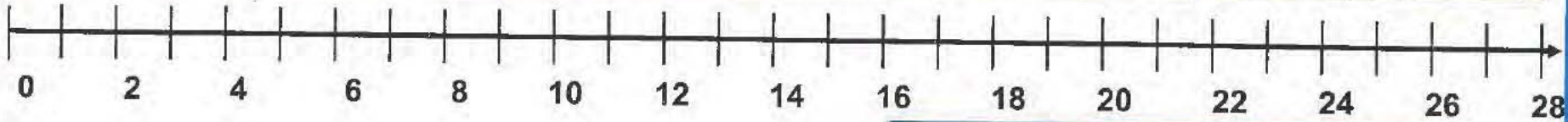
Information Warfare Officer Career Progression

Flag – CIDCRC,
IDFOR, C10F,
N2/N6

Career Path

DCO/Redesignation/IST/NAVET

<p>O-1/O-2 <u>Direct Commissioned Officers</u> IW Quals (IWBC, IW PQS) IDWO Qual</p>	<p>O-3 <u>Operational</u> NSA/Fleet, CNO/CYBER, IA/MOB, Extended AD (IW) <u>Resignations</u> IW Quals</p>	<p>O-4 <u>Operational</u> Ops Officer, IA/MOB, Extended AD (IW) <u>Leadership</u> NR NIOC XO <u>Staff</u> FCC/C10F, NSA, Joint, IDCRC Reg'l staff</p>	<p>O-5 <u>Operational</u> Ops Officer, IA/MOB, Recall, Extended AD (IW) <u>Leadership</u> CO/XO <u>Staff</u> FCC/C10F, NSA, Joint, IDCRC Reg'l/Nat'l staff</p>	<p>O-6 <u>Operational</u> Recall, MOB <u>Leadership</u> CO/XO/IDC cross slate <u>Staff</u> FCC/C10F, NSA, Joint, IDCRC HQ, IDCRC Region CDR/CSO</p>
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Administrative Board:
Apply Board Selection for all O-5 and O-6 Billets

Notional Continuing Education

- Warfare Quals:
IW PQS NLT 3 years
IDWO NLT 5 years
- Advanced degree
- JPME I
IDMCC
- NRUM
- JPME II
JQO
- SNROC
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Information Warfare Officer

Community Values

- Sustained Superior Performance
- Warfare Competence
 - IW/IDWO qualifications
 - Operational tours (SIGINT, Computer Network Operations/Cyber, Information Operations, EW, Space)
 - Completion of an IW related MOB preferably OCONUS
 - Navy tactical and national operations proficiency
- Professional Expertise
 - Advanced technical degree or technical certifications
 - Balance of Navy and Joint experience (NIOC, FCC/C10F, limited Fleet opportunities, USCC, NSA, CCMD)
 - Major staff tours (IDCRC, IDC Regional, FCC/C10F, IDFOR, N2/N6, Joint)
- Leadership
 - Operational leadership (SIGINT, CNO/Cyber, IO, EW)
 - Department Head tours (N1, N3, N7)
 - XO tour as an O4 and/or O5
 - Successful IDC Regional or HQ staff tour
 - CO tour as an O5 and O6
 - Major command (large NIOC)/IDC RC Unit

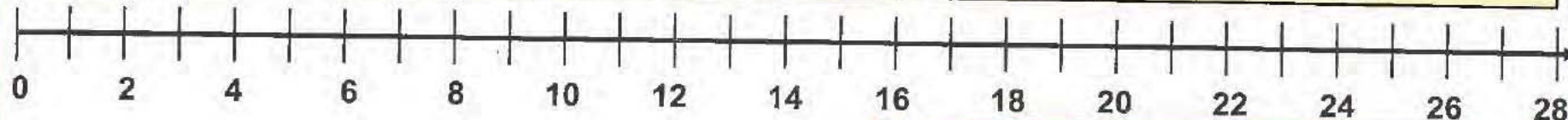
Information Professional Officer Career Progression

Flag – CIDCRC,
 IDFOR, C10F,
 N2/N6

Career Path

DCO/Redesignation/IST/NAVET

<p>O-1/O-2 Warfare Quals IP Operational Role*</p>	<p>O-3 <u>Operational</u> IP Operational Role* OIC</p>	<p>O-4 <u>Operational</u> IP Operational Role* <u>Leadership</u> CO/XO/OIC <u>Staff</u> IDCRC Reg'l Staff</p>	<p>O-5 <u>Operational</u> IP Operational Role* <u>Leadership</u> CO/XO <u>Staff</u> IDCRC Reg'l/Nat'l Staff</p>	<p>O-6 <u>Operational</u> Major Cmd/Prgm Director/Fleet N6 <u>Leadership</u> CO/XO/IDC cross slate <u>Staff</u> IDCRC HQ/IDCRC Region CDR/CSO</p>
<p>* 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</p>				



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

Notional Continuing Education

- Warfare Quals:
IP PQS NLT 3 years
IDWO NLT 5 years
MSOC
- Advanced degree,
Joint C4 Planner's
Course
- IP IQ
JPME I
IDMCC
- NRUM
- IP AQ
JPME II/JQO/Joint
C4I Officer and
Staff Course
- SNROC

Information Professional Officer

Community Values

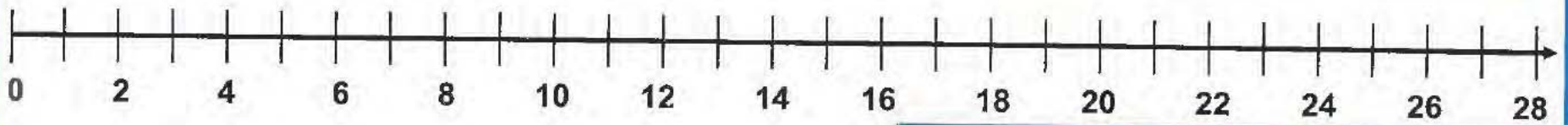
- Sustained Superior Performance in IDC billets
- Warfare Competence
 - Attainment of IP/IDWO qualifications
 - Cyber Operations tenets and their application to war-fighting
 - Fundamental knowledge relative to naval information technology skills
 - Completion of an IA tour
 - Command and Control and advancing C4I fleet readiness
- Professional Expertise
 - Cyber Security Workforce Qualifications and technical expertise in systems management, Acquisition and Space
 - Attainment of technical Master's degree or higher, advanced certifications and DoD CIO
 - Joint expertise through education and experience
- Leadership
 - Actively involved in the community beyond the billet
 - Limited opportunity for command at O-4 and below
 - CO or equivalent tour as an O-5

Intelligence Officer Career Progression

Flag – CIDCRC,
 IDFOR, C10F,
 N2/N6

Career Path

DCO/Redesignation/IST/NAVET				
O-1/O-2 DIRCOM/ NAVET Initial training pipeline (NIOBC) Entry-level analyst	O-3 <u>Operational</u> OPINTEL Analyst IA IDCRC billet	O-4 <u>Operational</u> Team Lead Senior analyst DIVO Asst DH XO <u>Staff</u> IDCRC Reg'l staff	O-5 <u>Operational</u> DH/Branch Chief N2/Sr Intel Officer CO/XO IA <u>Staff</u> IDCRC Reg'l/Nat'l staff	O-6 <u>Operational</u> Dept Head/CO/XO/IA <u>Leadership</u> IDC CO/XO cross slate <u>Staff</u> IDCRC HQ IDCRC Region CDR/CSO



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

Notional Continuing Education

- Warfare Quals:
 Intel PQS NLT 3 yrs
 IDWO NLT 5 years
- Advanced degree,
 Language skills
- JPME I
 IDMCC
- NRUM
- JPME II
 JQO
- SNROC
 46

Intelligence Officer

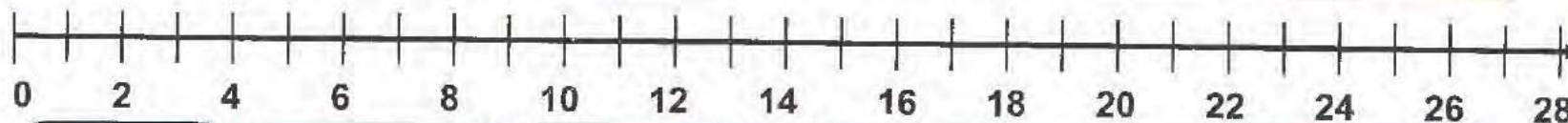
Community Values

- Sustained Superior Performance
 - Providing and directing intelligence capability to Navy/Joint forces
 - Experienced at strategic, operational, and tactical levels
 - Completion of an IA tour
- Training in Specialized Areas
 - Targeting
 - Intelligence support to NSW
 - Human Intelligence (HUMINT)
 - ISR Management
 - Intelligence Force Management
- Diversity of experience and education
 - Active duty & at-sea experience
 - Joint experience in warfighting and education
 - Critical language skills, civilian occupations, advanced degrees
- Leadership
 - Limited opportunity for CO/XO at O-4 and below
 - Demonstrated ability to lead and direct people and organizations
 - Regional and national HQ leadership billets very highly competitive

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
Expeditionary	DIVO	XO/DH	CO/XO/OIC	CO/Major Command XO/Senior Staff	Senior Staff
IDC	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



Initial mob billet assignment
 Basic Officer Training
 Warfare Quals if possible

Increase in scope
 Added technical/tactical skills
 Broaden experience outside designator

Continued growth, technical and education growth
 CO/XO experience
 Maintains specialty relevance

CMD and/or senior staff assignments
 Leadership, management, and command (LMC) skills
 Life-long learning
 NO LONGER "LIMITED"

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



Limited Duty Officer (Line)

Community Values

- **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**