

**\*\*\* SURFACE WARFARE: GOOD NEWS YOU CAN USE \*\*\***  
**JANUARY 2016**

**Surface Warfare leadership has approved a series of new initiatives and changes to Division Officer (DIVO)/Department Head (DH) tour sequences. These changes are designed to enhance ship warfighting effectiveness by:**

- Empowering COs with additional authorities to more deliberately shape the future of their wardrooms.
- Providing greater professional development of our officers through the DIVO/DH tour sequences. These changes focus the DIVO/DH experience wholly on service in ships and operational staffs; provide the right experience/skillset for increasingly challenging DIVO/DH billets; and, implement policy to build more “WUK – Water Under the Keel” by balancing experience on ships and operational staffs.

**\*\*\* Empowering COs with additional authorities to shape their future wardrooms \*\*\***

**“Selective CSO fleet-up” pilot.** Empowers DDG COs with the opportunity to select “best officer/best fit” to fleet-up and serve as CSO from among ALL line DHs – OPS, WEPS, CHENG and PTO (if assigned). 14 ships will participate in the first phase of the pilot starting in 2016. CGs will be integrated in future phases. This initiative also opens the aperture for nuclear-trained officers to be assigned to the Weapons Officer billet on DDGs and increases flexibility to support Early Command opportunities/detailing across all DH billets.

**Division Officer fleet-up expansion.** The cap on the number of 1<sup>st</sup> tour Division Officers that a CO can fleet-up into 2<sup>nd</sup> tour Division Officer jobs is lifted. This policy change adds greater flexibility to the existing “SWO Career Chart” for junior officers and provides COs an opportunity to build their teams and develop officers from within the ship’s lifelines.

**Midshipmen “Early Ship Selection” initiative.** During Midshipmen (MIDN) Summer Cruise, COs will be given authority to invite up to 2 First Class MIDN to “early select” their ship for ultimate assignment following commissioning. This initiative provides a stronger substantive outcome to the summer cruise experience, inserts a mechanism for COs to identify standout performers (early) to serve in the surface force and establishes an earlier connection between MIDN and future commands. Legacy ship selection for USNA/NROTC MIDN not participating in this initiative remains intact.

**\*\*\* Division Officer/Department Head Sequence Enhancements \*\*\***

**Maximize DIVO/DH at-sea tours to balance experience in afloat commands and operational staffs.** No less than 3 of the 4 tours in the DIVO/DH sequence will be served as part of ship’s company. One tour in the DIVO/DH sequence may be served on an operational DESRON/PHIBRON staff. This policy establishes an appropriate balance between accrual of experience serving on ships at-sea with the value-added and important experience of serving on an operational staff.

**Shift ATG Engineering Assessor/NECC billets to post DH tour.** Maximizes the at-sea experience in the DH sequence by assigning officers exclusively to ships or afloat staffs. DHs will serve on ships as 1<sup>st</sup> tour DHs, then back to sea on another ship (as a DH or in early command) or to an afloat staff (PHIBRON or DESRON). Tours in NECC and ATG assessor billets move to post-DH assignment; and, our community will be better positioned for long-term sustainability and better balance in the 1st to 2nd DH flow. Additionally, officers that previously served in the NECC community will have greater opportunity to complete multiple NECC tours after gaining the necessary “WUK” in traditional at-sea DH billets.

**Shift NECC 2<sup>nd</sup> tour DIVO Tour billets to post DIVO tour.** Maximizes the at-sea experience in the DIVO sequence by assigning officers exclusively to ships or afloat staffs. Similar to DHs, DIVOs will serve on ships as 1<sup>st</sup> tour DIVOs, and then back to sea on another ship or to an afloat staff (PHIBRON or DESRON).

**Shift DDG FLT I (DDG 51-71) CHENGs to a 36 month single longer tour (SLT) + spot promote to LCDR.** Recognizes the increasing challenges of Flight I DDG engineering plants (aging platforms) and gets ahead of the problem by assigning top-talent to these billets for 36 month, single-longer tours as a spot-promoted LCDR. The first officers impacted by this new policy will be slated this month – and arrive in their ships in 2017.

**PTO pilot expansion.** The “Plans and Tactics Officer” (PTO) initiative is in execution and adds another line officer to the DH cadre as a means to enhance operational readiness. The initiative will expand in 2017 to include LSDs. Participating ships will be identified by Feb 2016. The PTO billet is also available as a 1<sup>st</sup> Tour DH option for nuclear-trained officers.

**Shift LCS SUW Mission Module OIC billet to a 2<sup>nd</sup> DIVO tour.** This existing practice is now codified as policy.

**Shift MCM and LSD Chief Engineer billets back to LDOs.** Assigns our most experienced engineers to LSDs/MCMs. LSD CHENG remains a spot promote to LCDR.

**Shift LHD/LHA Navigator billets to 2nd DH tour.** Inserts Big Deck Navigator into the DH tour sequence.

**Shift PHIBRON N3 billet to post DH tour.** Increases the rank/experience of the PHIBRON N3 -- to more closely approach seniority of Marine counterparts in the Amphibious Readiness Group (ARG).