

23 March 2016

NAVY RECRUITING COMMAND
N3 – OPERATIONS NOTICE #39
SUPPLEMENTAL GUIDANCE FOR SURFACE WARFARE OFFICER (SWO)
RECRUITMENT

1. **Purpose.** To supplement Program Authorization guidance on SWO candidate recruitment and selection.

2. **Discussion.**

a. **Intro.** Thanks in large measure to the superb work of Navy Recruiting Districts (NRDs) across the country; Surface Warfare has met recruitment benchmarks for Officer Candidate School (OCS) for five consecutive years. To ensure continued and sustainable success in an increasingly competitive market for talent, CNRC remains committed to implementing initiatives and improvements to the SWO recruitment process. This supplemental guidance is provided in partnership with the Surface Warfare community to:

(1) Endorse efforts that recruit the *best-suited* and *most exceptional* officer candidates to commission through OCS and serve as Surface Warfare Officers (SWOs).

(2) Provide Officer Recruiters (ORs) with guidance for “Ideal SWO Candidates” that – for the first time – defines attributes and competencies associated with ideal candidates for SWO accession through OCS.

(3) Provide ORs with Surface Warfare “attractors” – attributes of Surface Warfare that candidates could find most appealing when considering their future options.

(4) Raise OR awareness of SWO attributes and provide appropriate knowledge for ORs to distinguish, attract, inform, and access candidates into Surface Warfare.

(5) Communicate the evolution of the selection process that selects SWO OCS candidates through a more holistic assessment of attributes, characteristics, and achievements.

b. **SWO Prospect Attributes.** In addition to an officer candidate’s qualifications as specified in the program authorization, the following attributes have been identified as holistic indicators and distinguishable qualities for success as a Surface Warfare Officer. ORs may ascertain the competitiveness of a candidate who possesses these skills and attributes.

- (1) Demonstrated leadership in any capacity – athletics, organizations, teams, et al.
- (2) Self-Starter who when provided a task with a desired outcome is able to devise a way ahead with little additional direction.
- (3) Possesses strong oral and written communication skills.
- (4) Team player as assessed through previous participation in school organizations, sports, or community service.
- (5) Research skills that reflect a strong foundation in practical research using academic writings, manuals, and technical drawings.
- (6) Physical stamina and agility as assessed through athletic participation.
- (7) Work experience that illustrates a sense of discipline and accountability.
- (8) Time management and organizational skills that reflect an ability to follow established procedures, demonstrate attention to detail, and yet over time apply experience and judgment in the execution of complex events. One example of OR assessment is through the candidates ability to follow-up in a timely and appropriate manner to phone calls, emails, and paperwork completion.
- (9) Enthusiasm and passion for the nation and the Navy that would prompt internal motivation in the face of adversity.
- (10) A desire to work hard, remains committed to mission accomplishment, and has a strong desire for service.

c. Surface Warfare “Attractors.” Surface Warfare has identified core and supporting attractors for ORs to use, as appropriate, when advertising Surface Warfare to connect potential candidates with opportunities in Surface Warfare.

- (1) Core:
 - a. Opportunity for immediate leadership
 - b. Highly flexible career structure
 - c. Opportunity for post-graduate level education
 - d. Opportunity for travel/adventure

(2) Supportive:

a. Opportunity to build upon a strong Warrior Ethos. In accordance with the CNO's "Design for Maritime Superiority", the Navy will be poised and ready to conduct prompt and sustained combat incident to operations at sea. If deterrence fails, the Navy will conduct decisive combat operations to defeat any enemy, anywhere, any time... and SWOs are trained and ready to lead our ships and Sailors in that effort... from DAY ONE!

b. Opportunity for exposure to a broad array of fields of knowledge and learning. SWOs are exposed to a wide range of job areas such as leadership, engineering, weaponeering, operational planning, and sailing/fighting warships.

c. Opportunity to perform problem solving and process improvement. Additionally, SWOs possess the management and planning skills to lead the teams assigned to these tasks.

d. Opportunity to lead and develop young men and women TODAY. Immediate leadership opportunity is a hallmark of Surface Warfare. Successful SWOs are adept at developing solutions and leading a team to success.

e. Desire to learn and use practical understandings of math and science (physics, aeronautics, thermodynamics, electrical theory, etc.)

f. Desire to expand regional and cultural understanding of the world.

g. Opportunity to become a well-rounded Officer and leader. Surface Warfare exposes junior officers to high tech systems; but, also allows them to have a tactical impact early in their careers.

h. Opportunity to obtain practical personnel and project management skills. SWOs are adept at managing programs, leading teams, and briefing senior leaders.

d. Talent Management. Surface Warfare leadership has embraced a career talent management model that shifts away from retaining the "most willing" officers to retaining the "most talented." To assist in fully realizing this philosophical change, leadership approved the most significant enhancements to the Surface Warfare career path in a generation. These changes integrate emerging talent-management initiatives with new, flexible career structures, processes, and incentives in order to fully realize the SWO community's strong commitment to "warfighting first." Officer recruiters should be familiar with new opportunities in Surface Warfare and highlight these opportunities to potential officer candidates. The Navy Personnel Command Surface Warfare Officer Detailing (Pers-41) website provides a single-source, authoritative reference.

<http://www.public.navy.mil/bupers-npc/officer/Detailing/surfacewarfare/Pages/default.aspx>

e. Evolving the SWO OCS Selection Board process. While GPA and Officer Aptitude Rating (OAR) scores are important and reflect minimum standards outlined in the program authorization, selection board precept guidance and associated selection of officer candidates will now reflect a more holistic assessment of attributes and achievements outlined in paragraph 2.b. Additionally, the Surface Warfare community will take stronger ownership of the SWO OCS selection board process by incorporating Surface Warfare Officers as board members starting with the April 2016 selection board.

f. Leveraging the Power of Social Media. Opportunities in Surface Warfare are highlighted in a variety of social media platforms including Facebook (Pers-41), Instagram (Pers-41), Twitter (Pers-41) and LinkedIn (U.S. Navy). Officer Recruiters should be familiar with and direct interested candidates to these platforms to learn more about serving our Navy as a Surface Warfare Officer.

3. Action.

a. Program Authorization remains in effect and serves as the baseline standard for officer candidate indoctrination and training for designator 1160 (Training – Surface Warfare).

b. Regions shall:

- (1) Ensure NRDs implement the information contained in this OPNOTE.
- (2) Provide additional guidance as necessary.

c. NRDs shall:

(1) Continue to ensure all candidates submitted are fully qualified for both Navy and Surface Warfare programs in accordance with the existing program authorization.

(2) Ensure ORs highlight and pursue recruitment of Surface Warfare Officer candidates with attributes outlined in paragraph 2.b.


(3) Ensure ORs are familiar with new attractors and opportunities in the Surface Warfare career path (outlined in paragraphs 2.c. and 2.d.) and highlight those opportunities with prospective candidates.

(4) Ensure ORs have knowledge of and direct interested candidates to Surface Warfare-oriented social media platforms outlined in paragraph 2.f.

(5) Encourage ORs to amplify recruiting efforts by leveraging existing social media sites.

(6) Encourage candidate to address desired SWO community attributes in his or her motivational statement.

(7) Address desired SWO community attributes in application summary.



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