



FACT SHEET :
THE NEW SURFACE WARFARE CAREER CHART



“Your careers will be defined by flexibility, transparency, and choice... we must evolve to meet the needs of the future battle space and the needs of our people. Today we shift from ‘what-ifs’ to ‘what’s next’...” -
- Secretary of the Navy Ray Mabus

The Surface Warfare Officer community is “going active” and translating vision into action today – raising the level of talent in our ranks and growing future Department Heads, Commanding Officers, Warfare Commanders and Flag Officers who can think, lead, operate and win in a variety of future environments. The new “Surface Warfare Career Chart:”

EMPOWERS JUNIOR OFFICERS – PROVIDING FLEXIBILITY and OPTIONS. We are shifting away from a “conveyor belt” approach and toward a multi-track, option-based, agile approach to career management. Surface Warfare Officers will now have the option to pursue different tracks as part of the new “career chart.” These options connect strongly with and enable our top priority of “WARFIGHTING FIRST!”

TRACK #1: TRADITIONAL PATH. Remains fully intact. This path -- two, 24-month division officer tours -- has served us well and will continue. The full range of follow-on shore tours remains available, to include Warfare Tactics Instructor (WTI), Naval Postgraduate School, Civilian Graduate Education opportunities and SECNAV Industry tours, etc.

TRACK #2: ACCELERATING WARFIGHTING DEVELOPMENT. More than 35 SWOs have completed the new IAMD WTI course. Building on this success, this new track allows officers to succeed at sea through a single, longer tour; develop as a WTI; then compete for, and pursue, post-graduate education. Favorable language has been added to selection boards to reflect the importance of WTI’s.

*** Options also exist to accelerate arrival at Department Head school.

TRACK #3: FOCUSING ON SHIPBOARD READINESS -- then teaching and training our future leaders. We value officers who sustain shipboard readiness in engineering and navigation. These officers will proceed to follow-on tours in teaching and training at the Naval Academy, Basic Division Officer Course (BDOC), SWOS, Navy ROTC units and a variety of training commands throughout the country. Favorable language has been included in screening boards to reflect the value of talented officers serving in community “production” tours.

*** The track also affords officers an expanded opportunity to participate in elite, national-level, advanced post-graduate education programs like Olmsted Scholar. These programs have historically incurred career risk because of their duration. The SWO Career Chart encourages officers to apply and provides an avenue for pursuing admission to these prestigious programs.

TRACK #4: ACCELERATING SKILLSET DEVELOPMENT. For the first time ever, junior officers will be encouraged to attend Naval Postgraduate School after their initial sea tour to earn a masters degree in skillsets we value. After completion of their degree, officers proceed to their second division officer tour and then Department Head school.

NUCLEAR POWER TRACK. Provides our nuclear-trained SWOs with a career-path that more closely mirrors their conventional shipmates, including a commitment from senior nuclear leadership to decrease the first nuclear tour to 26-months (down from 28) to achieve this alignment. All shore duty options remain viable under this plan.

RECOGNIZES and REWARDS SUPERIOR PERFORMANCE. The \$75,000 traditional “SWO Bonus” remains fully intact. Under a new proposal, the SWO “Reward for Talent” bonus would increase to \$105,000. Once approved, officers who screen for Department Head (DH) on their first look would be given an opportunity for an additional \$30,000 in bonuses in exchange for their commitment to serve two DH tours. Officers who screen on ensuing looks would also be eligible for additional bonuses (\$10-20K).

EXPANDS OPPORTUNITIES for CAREER INTERMISSION. Officers of all backgrounds may apply for career intermission and leave the Navy for a period of up to three years at multiple junctures in the career chart, then return and favorably compete for command and other key milestones. Under a new proposal, Career Intermission Program would include menu-based options that allow officers a variety of choice in compensation.

DEVELOPS “WARRIOR SCHOLARS.” Our top talent in Surface Warfare will be able to attend fully-funded graduate education at America’s most prestigious institutions. Application process begins this fall in support of a Fall 2016 start at universities throughout the country. Pilots for the program are already in progress -- the first junior officer has been selected and starts school this year at Yale University.

BROADENS OPPORTUNITY THROUGH EXPOSURE to AMERICA’S TOP COMPANIES. The SECNAV Industry Tour Program will provide Surface Warfare Officers with a chance to spend a year with America’s top companies – contributing experience to the private sector and capturing key lessons that can be applied in our Navy. The program starts in 2016.

REINFORCES (and EXPANDS) OUR COMMITMENT TO MILITARY SPOUSE CO-LOCATION. The commitment: co-location is the standard. We will do everything we can to meet our commitment to dual-military couples of any rank and service.

POSITIONS SURFACE WARFARE FOR THE FUTURE. Positive changes to the Navy statutory promotion system are on the horizon and new “market-based” detailing pilots have been approved. The Career Chart positions us to embrace these changes to benefit our community. Specifically, we are:

- Working to replace traditional zones with weighted milestone achievements to ensure the best officers are promoted regardless of zone placement and prior selection board decisions.
- Proposing legislation to eliminate officer management by year group to ensure performance determines timeline and eligibility for promotion and leadership assignments. Allows those who are not ready for promotion to continue to serve in same paygrade longer, or for those ready, to advance through the system faster.

EMPOWERS COMMANDERS and COMMANDING OFFICERS. Through a dedicated outreach effort, CO’s will connect with our most talented junior officers and determine “what it will take to keep our most talented officers in the Surface Warfare Community.”

COMMUNICATING THE PLAN

GLOBAL FACE-TO-FACE TOUR. In the next four months, detailers will travel to every Fleet Concentration Area (FCA), plus Washington, D.C., Newport and the U.S. Naval Academy to connect with members of the SWO community and communicate details and opportunities of the Career Chart to Surface Warfare Officers and Midshipmen.

“79 SCHOOLS in 79 DAYS” INITIATIVE. Detailers will travel to every Navy ROTC unit in America from September to November this year to ensure Midshipmen fully understand the details and opportunities of the new plan.