



Recruiting Our Future Leaders

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LDO and CWO Mission

The Limited Duty Officer and Chief Warrant Officer Community support the war-fighting capability and readiness of Naval Forces through leadership, technical proficiency, and experience.

We are the primary manpower source for technically specific billets not best suited for traditional Unrestricted Line, Restricted Line or Staff Corps career path Officers. Using critical enlisted experience, we are committed to the continuous leadership, improvement, training and mentoring of Sailors.



Limited Duty Officer (LDO)

- **Technical Managers** – LDOs are Naval Line or Staff Corps Officers that progressively advance within broad technical fields related to their former enlisted ratings
- LDOs **fill leadership and management positions** at the ENS through CAPT level that require technical background and skills not attainable through normal development within other officer designators
- LDOs serve as, but are not limited to, DIVOs, DEPT Heads, OICs, XOs and COs
- **Major Command** (CAPT level) is the pinnacle goal!



LDO Designators

Line (SURFACE)

611X DECK
612X OPERATIONS
613X ENGINEERING/REPAIR
618X ELECTRONICS

Line (SUB / NUCLEAR)

6200 NUCLEAR POWER (NAVADMIN 006/16)
623X ENGINEERING/REPAIR
626X ORDNANCE
628X ELECTRONICS
**629X COMMUNICATIONS*

Line (AVIATION)

631X DECK
633X MAINTENANCE
636X ORDNANCE
639X AIR TRAFFIC CONTROL

General Line

641X ADMINISTRATION
643X BANDMASTER
648X EXPLOSIVE ORDNANCE DISPOSAL
649X SECURITY

Staff

653X CIVIL ENGINEER CORPS

Information Warfare

**681X CRYPTOLOGIC WARFARE*
**682X INFORMATION PROFESSIONAL*

Supply

**651X SUPPLY CORPS*

** Applicants for LDO off-ramp designators must comprehend designator specific off-ramp requirements and procedures as defined in NAVADMIN 128/19 (629X) or NAVADMIN 014/18 (651X, 681X and 682X)*

1. LT at 5 years for IW / Supply to core Restricted Line / Staff designator
2. LT at 6 years for Sub Communications to core Restricted Line
3. Must have completed a baccalaureate degree
4. Must have appropriate Warfare device (IW / Supply)



Chief Warrant Officer (CWO)

- **Technical Specialist** - CWOs are Naval Officers that possess **extensive experience and knowledge** to direct the most difficult and exacting operations within a given occupational specialty
- Although intended primarily as **technical specialists**, CWOs can also serve as DIVOs, DEPT Heads or OICs
- CWO assignments are “REPETITIVE” in nature
- Chiefs / Senior Chiefs / “Frocked” Master Chiefs commission to CWO2
- Master Chiefs, commission to CWO3 (regardless of time-in-grade)
- WO1s are appointed



CWO designators

Line (SURFACE)

711X BOATSWAIN
712X OPERATIONS TECHNICIAN
713X ENGINEERING/REPAIR TECHNICIAN
715X SPECIAL WARFARE TECHNICIAN
717X SPECIAL WARFARE COMBATANT-CRAFT
718X ELECTRONICS TECHNICIAN

Line (SUB / NUCLEAR)

720X DIVING OFFICER
726X ORDNANCE TECHNICIAN
728X ACOUSTIC TECHNICIAN

Line (AVIATION)

731X BOATSWAIN
732X OPERATIONS TECHNICIAN
733X MAINTENANCE TECHNICIAN
736X ORDNANCE TECHNICIAN

Line (GENERAL / STAFF)

741X SHIP'S CLERK
752X FOOD SERVICE WARRANT

Line (INFO Warfare Community)

780X OCEANOGRAPHY WARRANT
781X CRYPTOLOGIC WARFARE TECHNICIAN
782X INFORMATION SYSTEMS TECHNICIAN
*783X INTELLIGENCE TECHNICIAN
▪ CI/HUMINT
▪ GEOINT/Targeting
▪ OPINTEL
784X CYBER WARRANT (WO1 Only)

* Intelligence (783X) CWO applicants will be considered for selection into one of three Core Competency Areas (CCA)



LDO and CWO Discrete Requirements



LDO and CWO Discrete Requirements

What are discrete requirements?

Outline of valued specific leadership, qualifications and technical ability written by senior in designator/community leaders which board members use as a standard for selection

<u>Designator</u>	<u>Discrete Requirements</u>
Surface Engineer 613X/713X	- EOOW/RCO letter - Superior technical knowledge/ Leadership in plant
Aviation Maint 633X/733X	- Safe for Flight - Flight Line/Deck Supervisor

What are board members looking for?

- Best and most Fully Qualified Applicant
- Sustained Superior Performance

FY-21 ACTIVE DUTY LDO/CWO PRIMARY DISCRETE REQUIREMENTS

DESIGNATOR

Note
All designators

SELECTION GUIDANCE

Objective is to select applicants that are technically, operationally and administratively proven while demonstrating **Sustained Superior Performance** (i.e. Consistent Hard/Soft evaluation breakouts; above RSCA etc.) in increased levels of technical management within their specialty.

If the applicants' quality supports the total number of quotas, select to the requested numbers. However, if the quality level does not support the total number, it is important that only those who are **"Best and Fully Qualified"** are selected.

Surface Deck (611X)
Boatswain (711X)

Applicants must have demonstrated strong leadership traits, adaptability, produced a body of work that equates to potential success as a Naval Officer and possess significant in-rate experience.

The following watch station qualifications and technical abilities are highly desirable, to include but not limited to:

1. Officer of the Deck Underway (OOD U/W), Junior Officer of the Deck (JOOD), and Conning Officer (CONN)
2. Well Deck Control Officer
3. Craftmaster, Small Craft Officer-in-Charge (OIC)
4. Safety Officer for boat handling, anchoring, line handling, well deck operations, underway replenishment and cranes
5. In depth administrative working knowledge of the Technical Data Management Information System (TDMIS), Combined Regional Technical Libraries (CORETL), Advanced Technical Information Support (ATIS), and the Class Advisories (CLADS) information systems.



Discrete Requirements

Navy Personnel Command > Officer > Community Managers > Active OCM > LDO/CWO OCM > Applicant Information



Navy Personnel Command

Applicant Information

Search

Navy Personnel Command > Officer > Community Managers > Active OCM > LDO/CWO OCM > Applicant Information

Boards ▾ Career Info ▾ **Officer ▾** Enlisted ▾ Support & Services ▾ Organization ▾ Reference Library ▾

LDO/CWO OCM

Applicant Information

LDO/CWO Career Pattern
Sheets / Guidebook

Mustang Lariat

Promotions

Quick Links

References

Retirement

Selection Boards

Restricted Line OCM

Staff Corps OCM

Unrestricted Line OCM

Select for ---> [CURRENT LDO/CWO RECRUITING BRIEF](#)

Select for ---> [CURRENT LDO AND CWO DESIGNATORS](#)

Select for ---> [LDO AND CWO IN-SERVICE PROCUREMENT BOARD](#)

Select for ---> [CHANGE TO CYBER WARRANT \(784X\) REQUIREMENTS](#)

Select for ---> [FY-21 DISCRETE REQUIREMENTS](#)

Select for ---> [CPO EXAM FOR LDO PURPOSES ELIGIBILITY](#)

THE APPLICATION

Read [OPNAVINST 1420.1B](#) and [NAVADMIN 142/19](#). Go over them carefully during your application process, making note of sections applicable to you as an individual candidate. These are your source documents for submitting an application, only language or policy promulgated by a more current NAVADMIN message for the current application cycle will override what is written in this directive. The application is your resume to the board demonstrating your potential for selection as a Naval Officer. The format is standardized as selection board members must sort through hundreds of them, and it is easier if they are all alike. Think of your package as one of many applications for the same great job -- you have to beat out the competition. You won't get extra points for excess. Do not include information that is already in your service record unless required by [OPNAVINST 1420.1B](#) or [NAVADMIN 142/19](#). Be sure the application is "COMPLETE," in the proper format and that spelling and grammar are correct. Your personal statement is very important; it's your chance to tell the board why you believe you would make a great LDO or CWO. Be brief -- no more than two or three short paragraphs.



Guidance and Eligibility Checklist



FY-22 Accession Windows

- **Time in Service (TIS) windows (Computed to **01OCT21**)**
 - **8 to 14 years for LDO (non-nuclear) [OCT 13 – OCT 07]**
 - **8 to 16 years for LDO (nuclear) [OCT 13 – OCT 05]**
 - **14 to 20 years for CWO (E7 and E8) [OCT 07 – OCT 01]**
 - **14 to 22 years for CWO (E9) [OCT 07 – OCT 99]**

- **TIS waivers for LDO and CWO will not be considered**

- **Why?**
 - **In order to support career progression/promotion models and maximize Navy's return on investment.**



FY-22 Guidance

- **Review Enlisted to Officer Commissioning Programs Application Administrative Manual OPNAVINST 1420.1B, Ch 2, and 7**
- **Applicable NAVADMINs supersede conflicts with OPNAVINST 1420.1B**
- **Use NAVADMIN 142/19 (FY 21 Active LDO and CWO ISP Board) for guidance until the FY 22 NAVADMIN is released**
 - **First Class Petty Officers awaiting CPO results in order to apply for CWO are encouraged to apply and submit their application by the 1 OCT 2020 deadline**
- **Applying for additional designators**
 - **Must have documented technical and leadership experience**
 - **A degree is not a substitute for technical experience**
 - **OPNAVINST 1420.1B (Ch 7, para 18) outlines normal path**



Applicant Preparation

- Never too early to start preparing – even as an E4
- Make your chain of command aware of your goals
- Develop a strong resume with diversity of jobs
- Excel in your Rating Specialty **(Master your craft)**
 - Evaluations – Breakouts / Superior performance aligned with discrete requirements
- Sea duty, Shore duty, Overseas, Special Programs, Warfare Qual(s), Watch Station Qual(s)/Certifications
- Successful LPO or LCPO tours
- Work with an LDO/CWO Mentor to help you through the process
- Maximize your opportunities!

DOES YOUR RECORD STACK UP?



Application Key Elements

- **CO's Endorsement**

- Acknowledges your leadership potential and technical performance
- Can highlight qualifications (utilizing the discrete requirements)
- Can address past negatives (if needed) and waivers if applicable

- **Personal Statements**

- Your opportunity to speak directly to the board
- Be “**ORIGINAL**”, tell your story vice submitting a plagiarized copy
 1. Reason you are applying for a commission
 2. Strengths/personal characteristics that makes you the candidate to select
 3. Personal and professional goals: How do you and the Navy benefit from your selection?



Interview Appraisal Boards

- **Interview Appraisal Boards (Preferred)**
 - Endorsement by the LDO and CWO community
 - Setup by Command designated POC
 - Command POC - secure the correct designator(s) on panel
 - Import board members (VTC, teleconference acceptable) when designators are not available in local area
- **Interview Appraisals, items to know / tips for the board:**
 1. Your designator career path (**KNOW IT!**)
 2. Understand the commitment (world wide assignable / impact to family)
 3. Answer questions honestly and directly / avoid rambling
 4. Relax (don't squirm or fidget), think, speak clearly and maintain good eye contact
 5. You can be asked a variety of questions and each board will vary – show confidence

Appraisal Sheets belong to the CO; not the applicant!



FY-21 LDO/CWO Programs Eligibility Checklist

LDO/CWO Eligibility Checklist NAVPERS 1420/5 (Rev. 06-2019)		Supporting Directive NAVADMIN 142/19 (Active) Supporting Directive NAVADMIN 143/19 (Reserve)	
This checklist is applicable for: FY-21 Active-Duty Limited Duty Officer and Chief Warrant Officer In-Service Procurement Boards and FY-21 Navy Selected Reserve Limited Duty Officer and Chief Warrant Officer In-Service Procurement Program Boards			
Name (Last, First, MI):		Enlisted Rate:	Designator Choice 1: Designator Choice 2:
BOI Error Codes	Application Checklist Items		Command PERS-803
-----	Folder Label Match Application	For mailed applications only. Must have prior approval from PERS-803 to mail application. Refer to CY NAVADMIN for instructions. 1 st Line: LAST NAME, FIRST NAME, MI, DESIGNATORS 2 nd Line: RATE/RANK	
B	1a. 1b. 1c.	- Desired Designators - Place of Birth - If place of birth is not a U.S. location, fill in 1c. and include required documentation.	
C	1d.	Dates are within eligibility window computed to 1 October 2020 8-14 yrs for LDO ENS (Non-NUC applicants) 2 October 2006 - 2 October 2012 8-16 yrs for LDO ENS (NUC applicants) 2 October 2004 - 2 October 2012 14-20 yrs for CWO (E7/E8 applicants) 2 October 2000 - 2 October 2006 14-22 yrs for CWO (E9 applicants) 2 October 1998 - 2 October 2006	
D	1e.	E6 applicants must have 1 year TIR as of 1 October 2019 (TIR of 1 July 2018 or before)	
E	1f.	HS Grad or Equivalent must be filled out. Application must include date graduated and name of school for HS grads or date awarded and awarding authority for GED recipients.	
F	1g.	List all incidents such as NJP or civil convictions after 1 October 2016. Minor offenses (<\$500 fine) are acceptable.	
G	2.	Personal Statement of 250 words or less	
H	3.	Request any waivers	
I	Applicant Signature	Applicant must sign the application	
Commanding Officer/CO Endorsement/Command Verification			
J	1.	CO's endorsement must validate that applicant meets all requirements to include worldwide assignability and physical fitness standards. CO must rank applicants by competitive category.	
K	2.	CO must verify that applicant has appropriate entrance agency check. Applications missing this information will be rejected.	
L	3.	CO must provide specific recommendation concerning the application and must address any waivers requested.	
M	CO Signature	CO must sign in	
N	Appraisals	Application must contain exactly three NAVCRUIT 1131/5 (Rev 5-2017). Earlier versions of the form will not be accepted. Forms must be complete and signed, complete digital signature preferred. Not required for designator 6200 applicants.	
O	Color Vision Test	Color vision test must indicate passing result and be signed by a medical representative. Required for: 61X, 612X, 616X, 626X, 629X, 636X, 639X, 648X, 711X, 712X, 715X, 716X, 717X, 726X, 736X.	
P	Profile Sheet	E6 applications must have "Sel Board Eligible" profile sheet from the January 2019 E7 exam.	
S	Scan Quality	Scanned application is not legible.	
-----	USNR Only	Inactive duty applicants only: Optional resume enclosed.	
W	Exceptions to Policy	Requested in paragraph 3 of application	
		Recommended by CO in CO's endorsement	
PERS-803 USE ONLY: Granted by OPNAV/Officer Community Manager/Sponsor		NA	
Reviewer Signatures			
A = Application accepted with no errors found		# = Contact PERS-803	
A, followed by a number = Application accepted and number of addendums accepted		NE = Not Eligible	

*FY-22 Checklist will release upon release of FY-22 ISPB NAVADMIN

FY-21 Errors

- Some applications had more than one error and several applicants did not meet requirements for submission
- Appraisal Forms – Missing appraisals, missing marks, current form not used (**Digital Signature Appraisal Form**) (**NAVCRUIT 1131/5 - Rev 05/2017**) (**Error code N**)
- CO's Endorsement – Not included, not signed or missing references requirement (“meets all requirements outlined in references (a) through (c).”) (**Error code J**)
- High School – Missing High School information and/or grad date or substituted college information (**Error code E**)
- Citizenship – Not filled out or missing documentation proof of citizenship (**Error code B**)
- Missing color vision tests for designators that require them. (**Error code O**)

Most of these errors should be caught prior to their arrival at NPC. A well versed command LDO/CWO coordinator can provide assistance to both the command and the candidate during the application process.



Notional Application Timeline

- ❑ **MAR: Special Request to CO via Command Coordinator**
- ❑ **MAY: Submit application to Admin**
- ❑ **JUN: Interviewer Appraisal Board**
- ❑ **JUL: CO's endorsement prepared**
- ❑ **SEP: Email applications**
- ❑ **NLT 01 OCT: Applications due to NPC**
- ❑ **NLT 15 DEC: Addendums (Evals, Awards etc.) due to NPC**
- ❑ **JAN: Board convenes**
- ❑ **MAR: Results announced via NAVADMIN**

Command Coordinator/Admin shall provide a copy of the entire **completed/signed** application with **ALL** enclosures to the applicant. This can be accomplished via paper copy or by carbon copy (cc) during electronic submission.



FY-21 Active Duty Selections

<u>Active Duty</u>	<u>Quotas</u>	<u>Selected</u>	<u>Announced</u>
Enlisted to ENS (LDO) (Includes NUC Selections)	272	271*	271
Enlisted to CWO	237	230*	229
CWO to LTJG	0	0	0

Selection Opportunity FY-21 LDO: 18%
Selection Opportunity FY-21 CWO: 27% (LDO Apps - 1493 / CWO Apps - 844)

Total applications for FY-21 LDO and CWO: 2,337

Eligible applications: 2,319 (94% drop in Not Eligible Apps from last year)

* Returned Quotas 6480(1), 7121(2), 7801(1), and 7841 (4)



FY-21 Selectee Profile (LDO/CWO)

“YOUR COMPETITION”

- **Average Age: 32 / 36**
- **Total Years of Active Service: 12 / 17 Years**
- **Average Years of Total Education Completed: 14 Years**
- **Warfare Qualified: 97% / 100%**
- **Average Number of Duty Stations: 3 / 5**
- **Average Number of Sea/Overseas Tours: 2 / 3**
- **IA/GSA Tours: 8% / 16%**



FY-21 Stats (LDO)

Designator/Community					FY21		
	5YR AVG	10YR AVG	5YR AVG # SELECTS	10YR AVG # SELECTS	APP	SEL	OPP
611X DECK	21.1%	22.6%	7	8	41	8	20%
612X OPERATIONS	23.3%	20.8%	12	13	55	12	22%
613X ENGINEERING	22.1%	19.3%	25	24	108	27	25%
616X ORDNANCE	12.2%	14.6%	9	11	71	10	14%
618X ELECTRONICS	28.1%	22.5%	21	19	61	22	36%
620X NUCLEAR POWER	27.5%	31.7%	40	39	141	46	33%
623X SUB-ENGINEER	24.2%	20.4%	3	3	29	4	14%
626X SUB-ORDNANCE	25.6%	24.4%	7	7	32	8	25%
628X SUB-ELECTRONICS	17.7%	15.9%	5	5	23	5	22%
629X SUB-COMMS	25.5%	23.1%	4	4	16	5	31%
631X AVIATION-DECK	15.7%	12.9%	5	5	19	5	26%
633X AVIATION-MAINT	15.4%	14.7%	24	27	157	25	16%
636X AVIATION-ORD	19.1%	16.4%	11	11	65	12	18%
639X AIR TRAFFIC CONT	24.0%	20.6%	5	5	24	5	21%
641X ADMINISTRATION	14.0%	12.0%	19	20	163	20	12%
643X BANDMASTER	35.9%	32.8%	2	2	3	2	67%
648X EOD	42.3%	44.4%	4	6	5	4	80%
649X SECURITY	22.4%	18.3%	24	19	129	25	19%
651X SUPPLY	6.6%	6.4%	7	8	151	7	5%
653X CIVIL ENGINEER	28.0%	21.8%	5	4	20	5	25%
681X INFO WARFARE	8.9%	10.8%	5	9	77	3	4%
682X INFO SYSTEMS	11.8%	11.6%	11	13	103	11	11%
LDO Total	17.8%	16.5%	272	270	1493	271	18%



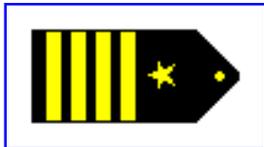
FY-21 Stats (CWO)

Designator/Community					FY21		
	5YR AVG	10YR AVG	5YR AVG # SELECTS	10YR AVG # SELECTS	APP	SEL	OPP
711X DECK	30.6%	26.8%	10	9	42	12	29%
712X OPERATIONS	29.8%	26.4%	13	13	33	12	36%
713X ENGINEERING	23.2%	19.2%	23	23	86	25	29%
715X SPECIAL WARFARE	62.3%	55.0%	10	11	14	11	79%
716X ORDNANCE	29.2%	23.8%	13	12	42	14	33%
717X SWCC	52.3%	48.4%	4	4	8	5	63%
718X ELECTRONICS	18.1%	13.6%	5	6	18	6	33%
720X DIVER	60.5%	55.9%	4	4	11	5	45%
726X SUB-ORDNANCE	12.5%	11.7%	2	2	15	2	13%
728X SUB-ACOUSTIC	25.5%	17.3%	4	3	15	4	27%
731X AVIATION-DECK	13.1%	11.1%	5	5	54	6	11%
732X AVIATION-OPS	52.6%	41.0%	7	6	15	13	87%
733X AVIATION-MAINT	14.8%	12.7%	25	25	159	25	16%
736X AVIATION-ORD	23.9%	20.6%	14	14	54	15	28%
741X ADMINISTRATION	16.3%	14.1%	17	16	96	21	22%
752X FOOD SERVICES	21.5%	18.8%	7	6	40	8	20%
780X OCEANOGRAPHY	38.6%	38.6%	2	3	3	2	67%
781X INFO WARFARE	28.0%	22.9%	13	13	38	15	39%
782X INFO SYSTEMS	19.3%	16.3%	15	14	57	15	26%
783X INTELLIGENCE	32.0%	31.2%	7	6	40	11	28%
784X CYBER	45.7%	44.6%	2	2	4	3	75%
CWO Total	22.3%	18.5%	210	198	844	230	27%



Promotion Opportunity

LDO Promotion Opportunity



• **CAPT 21-23 YCS 40% - 60 % Opportunity**



• **CDR 15-17 YCS 60% - 80% Opportunity**



• **LCDR 9 - 11 YCS 70% - 90 % Opportunity**



• **LT 4 YCS AFQ**



• **LTJG 2 YCS AFQ**



CWO Promotion Opportunity



• **CWO5** **13 YCS** **40% typical**



• **CWO4** **7 YCS** **70% - 90% Opportunity**



• **CWO3** **3 YCS** **AFQ**

WO1 to CWO2 – Refer to SECNAVINST 1412.8C



Your return on investment...

Retirement after 20 Years of Service:

CPO	CWO3	LT
<ul style="list-style-type: none">• \$2,340 / month• \$28,075 / year	<ul style="list-style-type: none">• \$3,141 / month• \$37,687 / year	<ul style="list-style-type: none">• \$3,692 / month• \$44,304 / year

50% (40%)

Retirement after 26 Years of Service

SCPO	CWO4	LCDR
<ul style="list-style-type: none">• \$3,690 / month• \$44,282 / year	<ul style="list-style-type: none">• \$5,040 / month• \$60,483 / year	<ul style="list-style-type: none">• \$5,280 / month• \$63,360 / year

65% (52%)

Retirement pay for life!

DISCLAIMER: HIGH THREE PAY BEFORE TAXES / BRS CALCULATED +2% PER YEAR OVER 20
(DOES NOT CONSIDER MEMBERS/GOVT CONTRIBUTIONS TO BRS/TSP)

<http://militarypay.defense.gov/Calculators/High-3-Calculator/>



Your return on investment...

Retirement after 30 Years of Service:

MCPO

- \$5,314 / month
- \$63,772 / year

CWO4

- \$6,090 / month
- \$73,080 / year

LCDR

- \$6,087 / month
- \$73,045 / year

75% (60%)

33 Years

CWO5

- \$7,722 / month
- \$92,669 / year

82.5% (66%)

35 Years

CDR

- \$8,368 / month
- \$100,419 / year

87.5% (70%)

38 Years

CAPT

- \$11,352 / month
- \$136,227 / year

95% (76%)

Retirement pay for life!

DISCLAIMER: HIGH THREE PAY BEFORE TAXES / BRS CALCULATED +2% PER YEAR OVER 20 (DOES NOT CONSIDER MEMBERS/GOVT CONTRIBUTIONS TO BRS/TSP)



Contact Us

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Community News and Forums:

NPC Website:

- http://www.npc.navy.mil/officer/communitymanagers/lido_cwo
- **Facebook** : Search, “LDO/CWO Community Managers Forum”