



DEPARTMENT OF THE NAVY
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From: Director, Military Personnel Plans and Policy (N13)
To: President, FY-21 Active Duty LDO/CWO In-Service Procurement Selection Board

Subj: FY-21 ACTIVE LIMITED DUTY OFFICER AND CHIEF WARRANT OFFICER
SELECTION BOARD QUOTAS

Encl: (1) FY-21 Active Duty LDO Selection Quota Plan
(2) FY-21 Active Duty CWO Selection Quota Plan
(3) FY-21 Active Duty LDO/CWO Primary Discrete Requirements

1. This memorandum provides policy guidance and quota authorizations for the Fiscal Year (FY) 2021 Active Limited Duty Officer (LDO) and Chief Warrant Officer (CWO) In-Service Procurement Selection Board that convenes on 9 January 2020. Selectees will be commissioned 1 October 2020 through 1 September 2021.
2. The board is authorized to select numbers specified in the FY-21 Active Duty LDO Selection Quota Plan (enclosure (1)) for appointment to LDO in the grade of ensign, and to select numbers specified in the FY-21 Active Duty CWO Selection Quota Plan (enclosure (2)) for appointment to warrant officer (W-1) and CWO (W-2/W-3). The board will rank primary and alternate selects on separate LDO and CWO lists in descending order. Alternate selects are required to satisfy officer requirements should a primary select later decline to accept, is found not eligible for appointment or to satisfy emergent billet growth requirements in specific designators and to meet other community needs as determined by Director, Military Personnel Plans and Policy (OPNAV N13) and the accession demand planning (ADP) cycle. Alternates will not be commissioned without approval from Deputy Chief of Naval Operations (Manpower, Personnel, Training and Education) (N1) or OPNAV N13 through the ADP process. The FY-21 Active Duty LDO/CWO Primary Discrete Requirements (enclosure (3)) contains discrete selection requirements to be considered for specific designators.
3. Eligible candidates may apply for both LDO and CWO. If selected as a primary or alternate, the candidate's name may appear on either the LDO or CWO primary/alternate list, but not both.
4. Selection to the full quota of either primary or alternate numbers, within specific designators, may not be possible if the board finds there are not enough fully qualified applicants. After the board has submitted its report, N1 may move candidates recommended by the board as alternates to the primary list within the same designator as needed. Transferring primary or alternate quotas by the board from one designator to another is not authorized.
5. Release of quota numbers to non-selection board members is not authorized until after the board has been convened. In addition, disclosing the name of alternate selects not moved to primary status is not authorized at any time.


J. T. JABLON

FY-21 ACTIVE DUTY LDO/CWO PRIMARY DISCRETE REQUIREMENTS

DESIGNATOR

Note

All designators

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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.

New accession officers should expect to be detailed to traditional sea duty assignments (Bos'n/AFL) aboard LHDs, LPDs, LSDs and CVNs, as well as OIC positions within the respective Naval Beach Groups (ACU/BMU/ACB). Every billet assigned will require the applicant to rapidly function as the resident technical expert in his or her field. Applicants must have compiled a diverse career track and upon commissioning be world-wide assignable.

**Surface Operations
(612X)
Operations Technician
(712X)**

Applicants from Operations Specialist (OS) Sonar Technician (STG), Quartermaster (QM) and Cryptologic Technician (CTT) ratings that have demonstrated strong leadership traits and a history of assignments that have provided the candidate technical proficiency in all facets of Ship's Combat Information Center.

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Upon commissioning, applicants **MUST** be ready to be the operational expert onboard and be world-wide assignable. Applicants should be well rounded and have demonstrated superior leadership, operational expertise and managerial skills in a variety of surface, air and undersea areas of operation. Experience in the following areas are highly desirable and will be given favorable consideration:

Favorable consideration should be given to those applicants who have demonstrated and documented proficiency and expertise in a majority of the following areas:

1. Understanding and documented proficiency in planning and executing surface, air, electronic warfare and subsurface operations ISO ashore and afloat units and their respective commands
2. Understanding and documented proficiency in administrative requirements ISO operational reports and electronic data base requirements (DRRS-N, MFOM, WEBSKED, PB4T, OPREP5, DIM, OPTASKs, OPGENs, etc.)
3. Air Control (AIC, ASTAC, STAC, Unmanned Aircraft Controller, or equivalent)
4. Ballistic Missile Defense (BMD) operations
5. Demonstrated and documented performance in Advance Data Link operations.
 - a. Interface Control Officer NEC W24A (0350), Multi TADIL NEC W23A (0348) or equivalent are highly desired
6. Demonstrated and documented performance in spectrum management
7. Demonstrated and documented Undersea Surveillance Operations expertise
 - a. ASW Specialist NEC V44B (0417) or equivalent
 - b. Journeyman Level Acoustic Analyst NEC 709B (0450) or equivalent
 - c. Journeyman Surface Ship USW Supervisor NEC V47B (0466) or equivalent
 - d. AN/SQQ-89A(V)15/(V)15 EC204 Surface Ship USW Combat Systems Journeyman NEC V56B (0527) or equivalent

Favorable consideration should also be given to those applicants who have documented qualification in the following areas:

1. Air Warfare Coordinator (AWC) or equivalent qualification

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2. Combat Information Center Watch Officer (CICWO)
3. Surface Warfare Coordinator (SUWC) or equivalent qualification
4. Anti-Submarine Warfare Coordinator (ASWC) or equivalent qualification
5. Naval Gun Fire Surface (NGFS) or equivalent qualification

New accession 612X/712X officers can be detailed as Combat Information Center Officer (CICO), Air Defense Officers (ADO) and Assistant Operations Officer (A-OPS) on CRUDES ships. In addition, these officers perform duties that include Naval Gunfire Liaison Officer (NGLO) billets and Integrated Undersea Surveillance System (IUSS) related support functions, which require having a broad and diverse background in fleet operations.

**Surface
Engineering/Repair
(613X)
Engineering Technician
(713X)**

New accession Surface Engineering LDOs and CWOs are assigned to arduous sea duty billets (CRUDES, AMPHIB, CVN, PC and LCS) where they serve as Principal Assistants to the Chief Engineer. Those with supporting experience may have the opportunity to serve as the Chief Engineer in PC's for their first tour.

Achievement of qualifications in the pinnacle enlisted Engineering watch stations for their associated platform should be expected. This is most commonly Engineering Officer of the Watch (EOOW) and Readiness Control Officer (RCO in LCS Crews). While qualifications such as CVN non-nuclear EOOW and Main Sup/Top Watch on Big Deck AMPHIBS may not necessarily be considered equal qualifications as EOOW/RCO, they should be considered as part of a total package and not disadvantage stellar candidates that may not have had an opportunity to obtain an EOOW/RCO qualification based on rank, command policy and/or platform-specific opportunity.

Applicants should be well rounded, show strong potential to become a successful officer, and have demonstrated superior leadership and technical expertise in surface ship engineering, maintenance and repair, to include but not limited to:

1. Main propulsion systems (gas turbine, diesel, steam and hybrid)
2. Electrical and auxiliary machinery systems
3. Damage Control and ballasting systems
4. Watch standing proficiency in pinnacle watch stations or have demonstrated timely progression toward pinnacle qualifications

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5. Watch team development and training. Qualified Engineering Department Training Officer manages Engineering Department WTRP, plans MOB-D/E repetitive exercises and evolutions drill sets, and active participant in PB4T
6. Management of critical safety and engineering programs
7. Quality Assurance and Surface Ship standards. Qualified QAO, Planner, etc., and/or an active participant in PB4M
8. Gas Free Engineering qualified
9. Officer equivalent qualifications/and or billets: Ballasting Officer, CONN/OOD UW, CVN CDO UW, PC DCA, MCM MPA, etc.
10. Qualified RMC Ship Sup, RMC Repair Officer, NAMTS JQR qualified (various), FMAA Audit Team Member
11. Management of Engineering Dept. preventive and corrective maintenance; WCS, DLPO, Department 3MC, 3MA, ATG/Force 3M Inspector and SMMO
12. Ship's CNO Availability Coordinator, Availability Project Management Experience, Project Management Professional Certification
13. ATG Afloat Training Specialist, ATG Team Lead, ATG/EAP Qualified, ETT coordinator/DCTT coordinator or key team member
14. Master Training Specialist qualifications
15. Served as Main Space/Divisional/Work Center LPO
16. Served as DLCPO/Top Snipe/SGPI/DEI/MGTI

Favorable consideration should be given to those who have qualified and earned NECs for Diesel, Gas Turbine or Steam Plant Inspectors. Due to the nature of their billets, some may have significant time ashore at repair installations or on operations staffs and may have not had the opportunity to serve aboard a ship.

Special Warfare Technician (715X)

Both Reserve and Active 715X criteria are the same.

Special Warfare Chief Warrant Officers are experienced leaders and recognized tactical and technical experts. They fill a wide variety of roles across Naval Special Warfare in the undersea, intelligence and training enterprises. All have achieved and maintain high levels of tactical and technical competency within a broad portfolio of Special Operations activities. Additionally, Special Warfare Chief Warrant Officers serve in specially screened and selected positions, filling critical roles for United States Special Operations and the Navy. These Officers plan, direct and manage high-risk training events and multi-echelon exercises, assess and advise on combat readiness, and direct personnel in the

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execution of full spectrum special operations in every environment and every theater. They may serve as, but are not limited to:

1. Detachment Officers-in-charge (OICs)
2. Division Officers
3. Department Heads
4. Requirements, Resourcing and Acquisition Officers
5. Special Program Managers

Specific Qualification Requirements

1. Designated in writing as a SEAL Special Warfare Operator and have the following NEC:
 - a. O26A - Special Warfare Operator (SEAL)
2. E7 or E8 SEAL who successfully served and deployed as a SEAL Leading Chief Petty Officer in one of the following:
 - a. SEAL and/or SDV Platoon or Troop LCPO
 - b. Naval Special Warfare Development Group Team Leader
 - c. Special Reconnaissance Team Platoon or Troop LCPO
3. Favorable consideration should be given to E9 SEALs that have met the above and additionally served in post-SEAL Leading Chief Petty Officer milestones, such as:
 - a. Training LCPO
 - b. Operations LCPO
 - c. Staff Department LCPO
 - d. TSOC or JTF Operations Senior Enlisted Advisor
4. The objective is to select operationally proven leaders possessing a wide variety of supervisory skills such as, but not limited to:
 - a. Diving Supervisor
 - b. Helicopter Rope Suspension Techniques / Cast (HRST/C) Master
 - c. Static-line and Military Freefall Jumpmaster
 - d. Master Training Specialist (typically achieved by members assigned to the Naval Special Warfare Center)
 - e. Range Officer-in-Charge and Range Safety Officer: multi-weapon system/range type, e.g. demolitions, fire and maneuver and close quarters combat

**Surface Ordnance
(616X)
Ordnance Technician
(716X)**

Applicants who are selected for LDO or CWO in Surface Ordnance will be detailed into Systems Test Officer billets on AEGIS DDGs for their first tour and can anticipate follow-on tours on CGs, CVNs, Ordnance Logistics and lifecycle maintenance billets ashore.

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Applicants should be well rounded, show strong potential to become a successful officer, and have demonstrated superior leadership and technical expertise in:

1. Ordnance Logistics
2. AEGIS and Non-AEGIS Surface Missile/Gun Fire Control systems

Surface Ordnance Officers afloat should possess the necessary skills to plan, supervise, train, and direct subordinates in the operation, maintenance, and repair of ordnance equipment and related systems.

Surface Ordnance Officers ashore should possess the necessary skills to plan, coordinate, and advise commands and staffs in ordnance management, logistics, maintenance, repair, and safety.

Favorable consideration should also be given to personnel with a demonstrated, strong working knowledge and experience in requisitioning, handling, segregating, storing, fleet sentencing, inventorying, transporting, reporting and disposing of conventional ammunition, as well as combat systems operations in both AEGIS and non-AEGIS afloat and ashore.

Special Warfare Combatant-Craft (717X)

Both Reserve and Active 717X criteria are the same.

Special Warfare Combatant Crewman Chief (SWCC) Warrant Officers are tactical and technical experts in the field of Naval Special Warfare operations as well as established leaders. These Officers lead Special Boat Team (SBT) Troops and direct personnel in the execution of combatant craft operations in every theater. They may serve as, but are not limited to:

1. Boat Troop Commanders
2. Task Unit Commander
3. SBT Detachment Officer-In-Charge
4. Operations Officer
5. Training Officers
6. Requirements Officers

Specific Qualification Requirements

1. Designated in writing as a SWCC Crewman and a Patrol Officer (SWCC Master) E-7 SWCC who successfully served and deployed as the lead Patrol Officer in one of the following:

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- a. NSW 11 Meter RIB
 - b. Combatant Craft Assault
 - c. Combatant Craft Medium
 - d. Combatant Craft Heavy
 - e. Special Operations Craft Riverine
 - f. Naval Special Warfare Development Group Team Element LCPO
2. E8 / E9 SWCC who have met the above and additionally served and successfully completed post Team Chief Milestones such as:
 - a. Training LCPO
 - b. Operations LCPO
 - c. Staff Department LCPO
 - d. TSOC Staff Maritime Planner
 3. Objective is to select combat and operationally proven leaders possessing a wide variety of supervisory skills such as, but not limited to:
 - a. Patrol Officer
 - b. Boat Captain
 - c. HRST Master
 - d. Jump Master
 - e. Master Mariner
 - f. Master Training Specialist
 - g. Range Safety Officer
 - h. Resource and Requirements experience

**Surface Electronics
(618X)
Electronics Technician
(718X)**

New accession LDOs and CWOs are detailed into Electronics Material Officer (EMO) billets on DDGs, LSDs, LPDs or CVNs for their first tour and can anticipate follow on tours to another ship. Applicants must, upon commissioning, be ready to be the electronics expert onboard and world-wide assignable. Applicants should be well rounded and have demonstrated superior leadership, technical expertise and managerial skills in a variety of surface ship electronics systems and repairs to include:

1. Line of Sight and Satellite Communications
2. Automated Data Processing and Computing Systems
3. RADAR, IFF and Air Traffic Control Systems
4. Navigation Systems
5. Interior Communications
6. Micro and Miniature Repair Program (2M)
7. General Purpose Electrical/Electronic Test Equipment and/or Calibration Management
8. Combat Systems Operational Sequencing System (CSOSS)
9. Maintenance and Material Management (3M)
10. Combat Systems Watch Team development

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11. Surface ship repair procedures and standards

Surface Electronics Officers should possess the necessary skills to plan, supervise, train and direct subordinates in the operation, maintenance and repair of electronics systems and electronics related programs.

Favorable consideration should be given to those applicants who have qualified:

1. Combat Systems Coordinator (CSC)
2. Combat Information Center Watch Officer (CICWO)
3. Combat Systems Officer of the Watch (CSOOW)
4. Combat Systems Repair Officer (CSRO)
5. Repair 8 Locker Leader on applicable platforms and was part of the Combat Systems Training Team (CSTT) as a coordinator or key team member

Consideration should also be given to Submarine Electronic Technicians (ET), Submarine Sonar Technicians (STS) and Submarine Fire Control Technicians (FT) with significant technical experience in non-nuclear electronic systems (communication, navigation and fire control systems) and working knowledge of surface ship procedures, programs and organization which is usually required to be obtained during mentoring onboard surface ships. The Submarine Warrant Officer designators for these source ratings have been dissolved. Naval Shipyard TRIDENT Refit or Intermediate Maintenance Facility (IMF) tour is also considered a positive trait.

Nuclear Power (620X)

Nuclear Power LDO discrete requirements are published via separate correspondence associated with the Nuclear LDO In-Service Procurement Board.

Diving Officer (720X)

Applicants selected for Diving CWO will be expected to manage diving operations and programs both afloat and ashore. Candidates shall possess the Master Diver NEC MMDV (5341) or be a CPO/SCPO Diver First Class NEC M1DV (5342) with a successful tour as a Leading Chief Petty Officer. M1DV candidates must meet all eligibility requirements to attend Master Diver evaluations in accordance with MILPERSMAN 1220-100 (Navy Diver (ND) Rating), para. 18.b.(5) (b) through (i), with the following exceptions:

1. Para 18.b.(5) (c): Served at least 12 months at a fourth diving command.

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Submarine Engineering/ Repair (623X)

2. Para 18.b.(5) (h): Successfully passed the written Master Diver Course Pretest within last 24 months.

New accession officers will be assigned to various sea/shore duty assignments where they will be expected to serve as Maintenance Officers/Managers, Quality Assurance (QA) Officers in the Naval Special Warfare (NSW) or Special Projects communities as well as other Sea/Shore Submarine Maintenance Support Billets.

The 623X designator is open to Submarine, Surface and Expeditionary ratings (HT, MMA and ND). Other rates should be given consideration if applicants have the NEC's or qualifications as listed below) with maintenance or repair backgrounds.

Preferred candidates should be able to demonstrate technical expertise in the field of submarine hull, mechanical and electrical maintenance. Favorable consideration should be given to those who have previously served on submarines, in submarine auxiliaries, on-board submarine tenders or shipyards in repair departments, all DSS-SOC Programs (Special Projects/NSW/URC), that possess extensive knowledge and experience in intermediate-level repairs and SUBSAFE/SOC Quality Assurance Programs.

Navy Divers shall have completed at least one ship's husbandry tour at a submarine repair facility with favorable consideration given to "Diving Supervisors" and/or "Production Officer" or similar titles. Additionally, NDs may substitute a tour at a SEAL Delivery unit for the submarine repair tour with favorable consideration given to "Dry Deck Shelter Diving Supervisors."

All applicants should be well rounded and favorable consideration given for the following qualifications and NECs:

1. Submarine Auxiliaries Operator/Technician/Maintainer: Q31A (4231) / Q34A (4234) / 739B (4246) / 740B (4252) / Q53A (4253)
2. Hull Maintenance: NDT Examiner U51A (4946) and/or Advanced Welder U53A (4955)
3. Navy Diver M2DV (5343) / M1DV (5342) / 854A (5306)
4. QA Craftsman
5. QA Inspector
6. QA Supervisor
7. AQAO
8. QAO

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9. SUBSAFE/SOC/Deep Submergence Scope of Certification (DSS-SOC)
10. Dry Deck Shelter/SEAL Delivery Vehicle Technicians: 785A (9534) / 786A (9535) / 854A (5306)

Completion of supervisory level watch qualifications:

1. SUBMARINE: PILOT, CO-PILOT, Diving Officer of the Watch (DOOW), Chief of the Watch (COW), Duty Chief Petty Officer (DCPO) and Command Duty Officer (CDO)
2. SURFACE: CDO, EOOW, Watch SUP, OOD or JOOD (U/W), Repair Duty Officer (RDO) and Repair Duty Chief (RDC)
3. EXPEDITIONARY: Surface Support Officer in Charge, Scuba/Chamber SUP, Dry Deck Shelter SUP) are vital towards determining the strength of the applicant. Those who have completed senior Repair qualifications (RDO, RDC, AQAO, QAS) are highly desired for Submarine and Surface ratings as well as the Expeditionary and Special Projects Program. Qualifications such as PILOT, DOOW, EOOW and Mission Watch Supervisor are equivalent qualifications and should be given equal weight.

Submarine Ordnance (626X) Ordnance Technician (726X)

Applicants selected for Submarine Ordnance LDO or CWO will be expected to supervise and have demonstrated a working knowledge of nuclear weapons technical operations and/or conventional ordnance operations afloat and ashore. Special consideration should be given to applicants that are Missile Technicians (MTs), Fire Control Technicians (FTs) or Machinist Mates (Weapons) (MMW) that have qualified:

1. Attack Weapons System Supervisor (AWS)
2. Nuclear Weapons Handling Supervisor (NWHS)
3. Nuclear Weapons Inspector
4. Quality Assurance/Safety Observer (QASO)
5. Squadron (MT, FT, MMW) Combat Systems Department LPO and/or Strategic Weapons Facility Wharf Duty Officer
6. Strategic Weapons Duty Officer (SWDO)

The selectee will be the Submarine Ordnance Subject Matter Expert on the waterfront at a weapons production facility or at a major submarine staff. The candidate should have completed all senior in rate qualifications as well as senior at sea watch stations.

Chief Petty Officers should be qualified:

- a. Chief of the Watch (COW) at sea
- b. Diving Officer of the Watch (DOOW)/Pilot (E7) at sea

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**Submarine
Electronics
(628X)**

MT Chief Petty Officers qualified Strategic Weapons System Master Chief (SWSMC-NEC T38A) and others that completed or successfully serving as Department LCPO/WDEA at sea are considered to have reached a critical career milestone.

A First Class Petty Officer, qualified DOOW, is considered to have performed above and beyond what is expected.

Normal shore duty rotations can illustrate diversity by successfully completing tours at Strategic Weapons Facilities, training commands, Submarine Group Staffs, Submarine Squadrons and Submarine Type Commander staffs.

Applicants must have a background in the field of Non-Propulsion Electronics Systems (NPES). They assist in the operational evaluation of new installations as well as modernization of existing systems; provide operational and technical input to the research and development community for consideration in the design and testing of combat systems and components; assist in the preparation and distribution of operator and maintenance training courses; and provide operation and maintenance guidance for submarine combat systems.

Upon commissioning, the officer must be able to act independently, having demonstrated sustained superior performance at sea and shore with a strong background in the maintenance of submarine C5I systems.

System expertise includes, but is not limited to:

1. AN/BQQ-10 Sonar
2. BYG-1 Fire Control
3. RLGN and Voyage Management System (VMS)
4. AN/BLQ-10 Electronic Warfare Suite
5. BPS Radar Systems
6. Common Submarine Radio Room (CSRR)
7. Submarine periscope/photronics systems, and/or Submarine Warfare Federated Tactical Systems (SWFTS)

Applicants, who serve or have served in Chief of Naval Operations Special Projects billets, and have documented supervisory and demonstrated competency in the field of electronics are also considered qualified. Candidates in CNO Special Projects have been individually selected to perform duties in an arduous assignment and typically exhibit character attributes that have

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shown they can succeed in a variety of complex operational and technical environments. Additionally, consider applicants displaying superior performance having served in Integrated Undersea Surveillance System (IUSS) and qualified as an IUSS Specialist (IUSS(s)).

Eligible candidates will have demonstrated leadership in current and previous billets, as well as, completed all senior in rate qualifications and senior at sea qualifications. Senior at sea qualifications include;

1. Chief of the Watch (COW)
2. Diving Officer of the Watch (DOOW)/Pilot (VACL)
3. Duty Chief Petty Officer (DCPO) (in-port)

A First Class Petty Officer qualified DOOW/Pilot (VACL), is considered to have completed qualifications above and beyond what is expected.

Personnel assigned to CNO Special Project's billets may not have traditional senior submarine at-sea qualifications, but should be given credit for completion of senior special projects watchstations of equal importance.

Accordingly, the candidate should have senior shore duty qualifications completed (e.g. Master Training Specialist (MTS)). Normal shore duty rotations can illustrate diversity by successfully completing tours at training commands, Submarine Staffs, Intermediate Maintenance Activities (IMA), In Service Engineering Agents (ISEA) or Fleet Technical Assistance organizations.

Acoustic Technician (728X)

Applicants selected for Acoustic Technician will be from Sonar Technician (STG, STS) and Aviation Warfare (AWO, AWR) ratings, with a documented high degree of acoustic analytical skill. Ideal candidates should be recognized as expert acousticians and possess requisite knowledge and experience of fleet anti-submarine warfare (ASW) platforms and/or the Integrated Undersea Surveillance System (IUSS).

While having both experiences is ideal, superior acoustic capability shall be valued over IUSS experience. Candidates should hold one or more of the following NECs:

1. Acoustic Intelligence Specialist 708B (0416)
2. ASW Specialist V44B (0417)

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3. Sonar (Submarines) Leading Chief Petty Officer T42A (0501)
4. IUSS Master 712B (0507)
5. IUSS Journeyman 715B (0551)
6. IUSS Surveillance Towed Array Sensor System (SURTASS) Mission Commander (SMC) V59B (0553)

Favorable consideration should be given to candidates that have successfully served as acoustic supervisors in IUSS, submarines or sonar-equipped surface vessels and hold the following NECs and qualifications:

1. Journeyman Level Acoustic Analyst 709B (0450)
2. Journeyman Surface Ship USW Supervisor V47B (0466)

Qualification as Submarine Sonar Supervisor should be favorably considered.

Additionally, holding IUSS Analyst 710B (0505), IUSS Passive Sensor Operator (PSO) 714B (0550), and being awarded the IUSS Breast Insignia should be considered positive achievements.

Applicants selected for this designator will be expected to supervise and direct acousticians on IUSS fixed system watch floors, employ mobile acoustic sensors as SMCs, and fill various division officer, department head and OIC billets within IUSS.

Submarine Communications (629X)

Upon commissioning, the officer must be able to act independently and have a strong background in radio frequency (RF) communications, Electronic Key Management System (EKMS)/Key Management Infrastructure (KMI) Manager, Security Manager, Information Assurance (IA), and will be the SME on the waterfront or advise senior officers on a major submarine force staff. The candidate should have completed all senior in rate qualifications as well as senior at sea watch stations. At a minimum, the ETR candidates will be qualified:

1. Radio Supervisor/Radioman of the Watch (RMOW)
2. Electronic Surveillance Measures (ESM)/Electronic Warfare (EW)
3. Chief of the Watch (COW) (at sea)
4. Diving Officer of the Watch (DOOW)/PILOT (E7 and above) (at sea)
5. Duty Chief Petty Officer (DCPO) (in-port)

ITS candidates will be qualified:

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1. LAN Tech of the Watch (LAN TECH)
2. Chief of the Watch (COW) (at sea)
3. Diving Officer of the Watch (DOOW)/PILOT (E7 and above) (at sea)
4. Duty Chief Petty Officer (DCPO) (in-port)

If a First Class Petty Officer is qualified DOOW/PILOT, that is considered above and beyond expectations.

Normal shore duty rotations can illustrate diversity by successfully completing tours at training commands, Submarine Group staffs, Submarine Squadrons, Submarine Type Commander Staffs and Broadcast Control Authorities (BCAs) at forward deployed locations or as part of COMSUBLANT and COMSUBPAC staffs. The candidate should have senior qualifications completed on shore duty such as Master Training Specialist (MTS) and BCA Communications Watch Officer.

Additional consideration should go to those with Common Submarine Radio Room NECs and experience on either SSBN or SSNs (Virginia Class (VACL) and 688 Class).

Consideration should be given to ITS applicants who completed qualifications of civilian information technology related certifications such as Certified Information Systems Security Professional (CISSP) and Certified Information Security Manager (CISM).

**Aviation Deck
(631X)
Aviation Boatswain
(731X)**

Primary qualification experience should be from the CVN environment with secondary experience from other surface combatants (LHD/LPD) as applicable. Due to the technical diversity of the Aviation Boatswain source rates, emphasis should be placed on demonstrated technical competency and leadership, in a deployed status, with primary and secondary assignments. Favorable consideration should be based on progression of qualifications in the following areas:

ABE (Equipment):

Primary: Maintenance Control Chief, Quality Assurance Supervisor. First Class Candidates; Maintenance Control LPO with a Catapult or Arresting Gear LPO background

Secondary: Catapult LCPO, Arresting Gear LCPO. First Class Candidates; Quality Assurance Inspector with a Catapult or Arresting Gear LPO background

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ABF (Fuels):

Primary: Maintenance Control Chief (CVN), Fight Deck Chief (CVN), Below Decks Chief (CVN). First Class Candidates; Below Decks LPO (CVN), Flight Deck LPO (CVN), Maintenance Control LPO (CVN)

Secondary: Maintenance Control Chief (LHD/LPD), Fight Deck Chief (LHD/LPD), Below Decks Chief (LHD/LPD). First Class Candidates; Below Decks LPO (LHD/LPD), Flight Deck LPO (LHD/LPD), Maintenance Control LPO (LHD/LPD)

ABH (Handling):

Primary Assignments: Flight Deck (CVN)

1. Flight Deck or Crash and Salvage Leading Petty Officer or Leading Chief Petty Officer with emphasis on:
 - a. Aircraft Director Qualifications
 - b. Deck Caller Qualifications
 - c. Aircraft Handler letter (qualified to sit in the Handlers capacity to operate elevators and make aircraft moves)
 - d. Crash and Salvage Leading Petty Officer and Chief Qualifications (**MUST** for 731X applicant)
2. V-1 Division Leading Petty Officer or Leading Chief Petty Officer

Secondary Assignments: Flight Deck (LPD/LHD)

1. Flight Deck or Crash and Salvage Leading Petty Officer or Leading Chief Petty Officer with emphasis on:
 - a. Aircraft Director Qualifications
 - b. Deck Caller Qualifications
 - c. Aircraft Handler letter (qualified to sit in the Handlers capacity to operate elevators and make aircraft moves)
 - d. Crash and Salvage Leading Petty Officer and Chief Qualifications
2. V-1 Division Leading Petty Officer or Leading Chief Petty Officer
3. Fly Petty Officer or Crash and Salvage Petty Officer

Secondary Assignments: Hangar Deck (CVN)

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1. V-3 Hangar Deck with emphasis on Hangar Deck Leading Petty Officer or Leading Chief Petty Officer

Note: It is imperative that ALL applicants have served in a “leadership -at -sea” capacity such as a Leading Chief Petty Officer or Leading Petty Officer. It is equally imperative to select the all-encompassing applicant (Flight Deck Aircraft Director and Crash & Salvage qualified applicant) and not only the stellar performer in one specific qualification. This will ensure diversity in any capacity as an LDO or CWO.

Aviation Operations Technician (732X)

Aviation Operations Officers (732X) possess extensive tactical acumen in the primary warfare areas of Air Undersea Warfare (USW) and Anti-Surface Warfare (ASUW). They have two primary sea-duty commitments. One is assignment to CVNs as Combat Direction Centers (CDC) Tactical Action Officers, USW Watch Officers and Division Officers. The second is at Mobile Tactical Operation Centers (MTOC) supporting global maritime P-8 multi-operations. Proven at sea leadership is critical. The source rating is AW to include AWR, AWO, AWS, AWV and AWF. Applicants shall possess the documented expertise and requisite knowledge in the realm of environmental, tactical and mission planning to include in-flight and at-sea performance in support of USW/ASUW. Expectations from each rates are summarized below:

Naval Aircrewman (Tactical Helicopter – AWR)

Multi-system MH-60R operators that fully encapsulate the discrete requirements. They are the only single Aircrew that conducts ASW and ASUW when called upon utilizing multiple sensors to include Radar, ESM and sonobuoy prosecution as well as Search and Rescue (SAR).

Naval Aircrewman (Operator – AWO)

Because of platform endurance, the P-8 Aircrewman works with two other operators (SS1, SS2, SS3) to perform ASW and ASUW functions. In-flight, they detect, analyze, classify and track surface and subsurface contacts; operate advanced tactical systems. AWOs are uniquely afforded the closest coordination with MTOC operations.

Naval Aircrewman (Helicopter – AWS)

Members of either multi-mission MH-60S or MH-53E helicopter integrated tactical crews. MH-60S crew members perform Anti Surface Warfare (ASUW), Maritime Personnel Recovery (PR), Maritime Special Operations Forces (SOF) support. Secondary

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missions include Search and Rescue (SAR) operations, Airborne Mine Countermeasure (AMCM) operations. MH-53 crew members perform Airborne Mine Countermeasures (AMCM), which includes minesweeping, mine neutralization, mine hunting, floating mine destruction, channel marking and surface towing such as the towing of surface craft and ships. The secondary utility mission involves the movement of cargo and equipment and the transportation of passengers. The helicopter is capable of rescuing personnel during an overwater or overland.

Naval Aircrewman (Avionics – AWW)

Members of a fixed wing integrated tactical aircrew aboard maritime patrol and reconnaissance and command and control aircraft perform primary in-flight and ground duties as aircraft In-Flight Technicians, Electronic Intelligence (ELINT) specialists, pilot, maintain Unmanned Aerial Vehicles (UAV) and perform Communications Material Security (CMS) handling.

Naval Aircrewman (Mechanical – AWF)

Members of a fixed wing Integrated tactical crew aboard C-2, C-12, C-20, C-26, C-37, C-40, C-130, E-6, and P-3/P-8 aircraft perform primary in-flight and ground duties as aircraft Flight Engineer/Crew Chief, Loadmaster/Second Loadmaster, Reel Operator and Aircrew Readiness Manager.

ALL Aircrewman at Sea: Leadership at sea is critical and working as shop LPO/LCPO or Operations LPO/LCPO (schedules) displays proven leadership. Attaining the Seahawk Weapons Tactic Instructor (WTI) qualification NEC 777A (8210) displays ultimate experience and lethality in platform. Special consideration should be afforded to the following:

1. Crew members attached to CV-TSC and obtaining watch supervisor qualifications
2. MH-53E crew members will not have at-sea time, as they are shore-based at overseas locations.

ALL Aircrewman on Shore: Shore duty billets should include, but are not limited to instructor along with the Master Training Specialist (MTS) qualification. Recruiter and Boot Camp Recruit Division Commander (RDC) are also well sought after billets.

Aviation Maintenance (633X)

Objective is to select those applicants that are operationally and administratively proven while performing in positions of increased leadership and responsibility than that of their peers. Applicants will have demonstrated strong adaptability and a level of

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experience and maturity that indicates a positive potential for success as an officer. The applicant will have demonstrated a thorough working knowledge and comprehension of aviation maintenance processes, practices and procedures within their platform/community and aircraft maintenance rating.

Aviation Maintenance/Production Chief NEC 770B (8800) is recommended, but not required. If serving in an assignment that affords the opportunity, a well-qualified applicant will have demonstrated exceptional performance while holding positions and/or certifications in the following:

1. Warfare Qualification(s)
2. Phase Coordinator
3. Collateral Duty Inspector (CDI)
4. Work Center Supervisor
5. Quality Assurance Representative
6. Line Division LPO/LCPO
7. Flight Deck Coordinator(FDC)
8. Maintenance Control Supervisor/LPO/LCPO
9. FRC/AIMD Main Production Control
10. Authorized to release aircraft Safe for Flight
11. Detachment LPO/LCPO
12. Master Training Specialist

Applicants who are selected for LDO can be detailed to AIMDs aboard ships (CVNs, LHAs, LHDs), any Type/Model/Series aviation platform, Fleet Readiness Centers (FRCs) and various staffs. Members will be expected to perform in various officer billets such as Material Control Officer (MCO), Quality Assurance Officer (QAO), Maintenance/Material Control Officer (MMCO) and Assistant Maintenance Officer (AMO). This list is not all inclusive.

Aviation Maintenance Technician (733X)

The aviation maintenance community is exceptionally diverse. Applicants who are selected for CWO will be expected to demonstrate technical competency, while directing aviation maintenance procedures and program management within their platform/community and aircraft maintenance rating. Technical knowledge and a vast comprehension of aviation maintenance at sea, shore and/or shore deployable commands should be a positive factor towards selection.

The following NECs are recommended, but not required:

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1. Aviation Maintenance Material Control Master Chief - 724B (8300)
2. Aviation Maintenance/Production Chief - 770B (8800)

Technically qualified applicants, if assignment provides opportunity, should have attained the following positions/qualifications:

1. Warfare Qualification(s)
2. Phase Coordinator
3. Collateral Duty Inspector(CDI)
4. Collateral Duty Quality Assurance Representative(CDQAR)
5. Multi/Full system Quality Assurance Representative(QAR)
6. LCPO at sea
7. Designated to release aircraft safe for flight and show usage (i.e. Maintenance Control CPO/LCPO, Flight Deck/Line Coordinator)
8. Division LCPO
9. Detachment LCPO
10. Line Division LCPO
11. Maintenance Control CPO/LCPO
12. FRC/AIMD Main Production Control CPO/LCPO
13. Master Training Specialist

Applicants who are selected for CWO will be detailed to AIMDs aboard ships (CVNs, LHAs, LHDs), any Type/Model/Series aviation platform, Fleet Readiness Centers (FRCs) and various staffs. Members will be expected to perform in various officer billets such as Material Control Officer (MCO), Quality Assurance Officer (QAO), Maintenance/Material Control Officer (MMCO) and Assistant Maintenance Officer (AMO). This list is not all inclusive.

**Aviation Ordnance
(636X)
Aviation Ordnance
Technician (736X)**

The Aviation Ordnance community is exceptionally diverse. Applicants who are selected for LDO or CWO will be detailed into various Branch and Division Officer Billets aboard ships (CVNs, LHDs), squadrons (VFAs, VAQs, VPs, HSCs, HSMs) and shore Weapons Departments/Divisions. Therefore, a tremendous working knowledge and comprehension of ordnance processes and procedures in a variety of commands should be a positive factor towards selection. Well qualified applicants, if assignment provides opportunity, should have attained the following credentials:

Ship credentials:

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1. Conventional Ordnance Qual/Cert: Quality Assurance/Safety Observer
2. Conventional Ordnance Qual/Cert: Board Member
3. Warfare Qualifications
4. Weapons Duty Officer (WDO)
5. W/C Leading Petty Officer
6. 3M Work Center Supervisor

Squadron credentials:

1. Conventional Ordnance Qual/Cert: Quality Assurance/Safety Observer
2. Conventional Ordnance Qual/Cert: Board Members
3. Collateral Duty Inspector (CDI)
4. Quality Assurance Representative (QAR, CDQAR)
5. W/C Leading Petty Officer
6. Line Division Supervisor
7. Maintenance Control Supervisor
8. Warfare Qualification(s)

Shore duty credentials:

1. Master Training Specialist (with opportunity)
2. Conventional Ordnance Qual/Cert: Quality Assurance/Safety Observer
3. Conventional Ordnance Qual/Cert: Board Member
4. Weapons Duty Officer (WDO)
5. W/C Leading Petty Officer
6. Detachment Leading Petty Officer
7. Detachment Leading Chief Petty Officer

Additional consideration should also be given for those that are:

Authorized by the Commanding Officer to release aircraft as Safe for Flight (this is a nice to have, but is not required). The primary objective is to select Leading Petty Officers and Leading Chief Petty Officers that are operationally and administratively proven while performing in increased levels of leadership.

Air Traffic Control (639X)

New accession officers will be detailed to CVN, LHA or LHD sea duty assignments where the expectation to stand alone as the technical expert in their field is essential. Applicants must have demonstrated technical expertise and a diverse skill set with a mix of the following leadership positions and credentials:

The strongest candidates will have excelled in a combination of leadership positions:

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1. Case III Carrier Air Traffic Control Center (CATCC)
Supervisor - NEC F10A (6932)
2. Facility Watch Supervisor (FWS) at a Radar Approach Control (RAPCON) Facility - NEC F09A (6931)
3. Amphibious Air Traffic Control Center (AATCC) Controller - NEC F11A (6933)

Additional consideration should be given to the applicants performing the following duties:

Sea:

1. CATCC Chief
2. CATCC Leading Petty Officer

Shore:

1. ATC Training Chief/ NATOPS Evaluator
2. Radar Chief/ NATOPS Instructor
3. Control Tower Chief/ NATOPS Instructor
4. Fleet Area & Control facility (FACSFAC) Controller - NEC F13A (6935)
5. RADAR Air Traffic Control Facility (RATCF) Controller - NEC F14A (6936)
6. TOP performers as instructors, NEC 805A (9502);
performance denoted in competitively ranked evaluations with Master Training Specialist (MTS)

Administration (641X) Ship's Clerk (741X)

New accession officers will be world-wide assignable as they will be detailed according to the needs of the Navy. Applicants from Personnel Specialist (PS) and Yeoman (YN) ratings should be given special consideration who have documented sustained superior performance in each assignment while demonstrating keen knowledge and managerial skills in, but not limited to:

1. Administrative functions
2. Pay and personnel functions and systems
3. Personnel distribution/Manpower (planning and requirements)
4. Travel process
5. Advancement Exam processes
6. Organizational planning, policies and programs
7. Executing command-related legal functions, such as JAGMAN investigations, administrative separation processes and non-judicial punishment procedures
8. Proficiencies with Microsoft Office, DTS, NAVFIT, Navy Enlisted Advancement System (NEAS), CMSID and Billet Based Distribution (BBD)

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Applicants must have a history of diverse assignments in various operational and shore units, including staff organizations. Attention should be given to those applicants that have successfully completed both CONUS and OCONUS tours. Applicants possessing the Flag Writer NEC A15A (2514) serve in a very selective special program and do not always receive a peer group ranking and may be more prone to having only shore assignments. However, past and current evaluations should highlight leadership experience and success in managing complex administrative and personnel matters.

Applicants from the Navy Counselor (NC) and Legalman (LN) ratings should have clearly demonstrated via written documentation (i.e. evaluations, awards, correspondence courses and professional military education), and meet the same criteria required for the PS and YN applicants outlined above.

Differences between Active and Reserve Component criteria: Reserve directives/policies/procedures/pay and personnel functions may differ from the Active Component. Experience in Reserve Component only will not be sufficient to be successful in these designators. However, favorable consideration should be given to Reserve Component applicants who have successfully completed a sea tour in the administration field and possess strong leadership and managerial skills.

Support info: CONUS and OCONUS, LDOs are expected to serve as division officers aboard CVNs or as department heads aboard CVN/LHD/LHA/LCC/AS platforms. They may also be assigned as COs, XOs, OICs, Staff Officers, Flag Secretaries and installation/region Admin/Legal/Personnel Officers.

CWOs are technical experts in their field. They must have the documented proven technical expertise, leadership and management skills necessary to successfully perform independently at any unit. Warrant Officers are expected to service CONUS and OCONUS at units such as construction battalions, SPECWAR, EODs, naval bases and air stations, aviation squadrons, submarine tenders, staffs, attaché and CVWs.

Bandmaster (643X)

Best and fully qualified candidates for Bandmaster will have consistently demonstrated exceptional leadership qualities and documented mastery of their musical instrument. Applicants' entire record (FITREPS/EVALS/AWARDS) should highlight these qualities.

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Special consideration should be given to applicants who have demonstrated sustained superior performance in one or more of the following categories:

1. LCPO/LPO
2. Ceremonial Band Leader/Conductor
3. Leader/POIC of music unit, e.g. Popular Music Group, Brass
4. Band, Brass Quintet, Woodwind Quintet
5. Instructor Duty (Naval School of Music)
6. Band Operations
7. NEC A51M (3851) - Enlisted Band Leader
8. NEC A53M (3853) - Unit Leader
9. Assignment to Fleet Band Activities

Musician candidates originate from two Music Program sections: Preferentially staffed bands (UIC: 0434A and 64377), and Fleet bands (all other UICs). Preferentially staffed assignments are permanent duty. Lack of rotation for these applicants should not be a detractor.

While some MUs are ESWS qualified, limited opportunities for sea duty prevent many from obtaining warfare qualifications, even if on sea duty and should not be viewed negatively.

Explosive Ordnance Disposal (648X)

Applicants should have demonstrated the ability to tactically lead an EOD Platoon, and possess qualifications that clearly articulate that they can supervise core EOD functions. EOD LDOs are training and procurement focused officers that complement the URL. Upon selection to LDO, the member's initial tour will be as a Platoon Commander, and the member **MUST** qualify as an Explosive Ordnance Disposal Officer and Department Head.

Specific Qualification Requirement:

1. Designated in writing as an Explosive Ordnance Disposal Warfare Specialist (EWS)
2. Successfully served and deployed in leadership roles. Service in a leadership role in a diversity tour, post-tactical role, should also be considered, such as:
 - a. Platoon/Company LCPO/LPO
 - b. Departmental LCPO/LPO
 - c. Training LCPO/LPO
 - d. Operations LCPO/LPO
 - e. EOD Shore Detachment LCPO/LPO
3. Select operationally proven leaders possessing a wide variety of supervisory skills, such as but not limited to:

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- a. MK-16 Diving Supervisor
- b. SCUBA Diving Supervisor
- c. HRST Master
- d. Jump Master
- e. Demolition Operations Supervisor (DOS)
- f. Demolition and Burn Operations Supervisor (DBOS)
- g. Master Training Specialist (MTS)

Security (649X)

Applicants must possess strong, documented knowledge and experience in Anti-terrorism/Force Protection, Physical Security and Law Enforcement. Applicants must have demonstrated the ability to plan, organize, train, implement and manage required security measures in the protection and defense of military units/assets, mission critical platforms and systems, and military and civilian personnel. The strongest applicants will have demonstrated an exceptional ability to lead, manage and support commands in various environments. Successful LCPO/LPO tours in security operations OCONUS, forward-deployed or in isolated/unusually arduous environments are desired.

Within diverse shore and afloat activities and due to the large variety of missions within Naval Security Forces, favorable consideration should be given to documented excellence across multiple specialties to include familiarization with, but not limited to:

1. NJP processes
2. Command Investigations
3. Search and seizure functions/processes
4. Conducting interviews/statements
5. Nuclear Weapons Security operations
6. Harbor Patrol Unit
7. Military Working Dog
8. Protective Services
9. Expeditionary
10. Chief Master-at-Arms functions/roles
11. Physical Security and Antiterrorism program management
12. Master Training Specialist (MTS)
13. Training and Assessments programs

Support info: New accession Security Officers will be world-wide assignable as they will be detailed according to the needs of the Navy. They can expect to be detailed to be assigned to afloat and shore activities OCONUS and CONUS to include, but not limited to Strategic Weapons Facility (SWF), NCIS, CVN/LHD, HPU,

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RIVRON/RIVGRU, staff and installation billets, most of which are independent and may be isolated and/or special duty assignments.

Supply Corps (651X)

Applicants with sustained superior performance while performing in a high tempo operational environment, and demonstrating exceptional leadership abilities in arduous duty must be given special consideration.

Applicants' entire record (EVALS/AWARDS) should highlight superior communication, technical expertise and leadership skills in supply chain management, financial records and inventory management.

651X is an off-ramp community. It is highly encouraged that applicants either currently possess or are actively pursuing a Bachelor's degree.

Applicants from small operational units (DDG/CG/SSN/SSBN/SSGN) or shore commands must be logistics focused and their evaluation reports must highlight and clearly demonstrate success in divisional and command leadership roles and expertise in the technical elements of the supply rating.

All applicants must demonstrate superior performance in their ability to lead sailors at all levels. The following NECs are recommended but not required:

1. S09A (2830) - Relational Supply Force Advance Technical Specialist
2. S10A (2831) - Relational Supply Unit Advance Technical Specialist
3. S19A (8015) - Optimized NALCOMIS Supply Application Administrator (SAA)
4. S00A (3131) - Ship's Store Afloat Resale Operations Management (ROM) Manager
5. S14A (3529) - Wardroom/Galley Supervisor

Food Service Warrant (752X)

Applicants from the Culinary Specialist (CS) rating must demonstrate an expert level of knowledge in sustenance supply chain, afloat sustainment and food service financial management procedures through the successful completion of diverse operational and arduous sea tours. Applicants who have limited large afloat sea duty experience (CVN/LHD/LHA) should be scrutinized to ensure their record and evaluation reflects leadership positions demonstrating successful performance

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onboard an unusually arduous large afloat unit. The following positions are examples an applicant should possess:

1. NEC S14A (3529) - Wardroom/Galley Supervisor
2. Leading Culinary Specialist (LCS)
3. Galley Production Supervisor
4. Food Service Management (FSM)

Additional consideration should be given to applicants that possess advance education, advanced culinary skills and professional qualifications, both civilian and military. Applicants demonstrated ability to lead large groups of military personnel, manage food service requirements in a high tempo operational environment and have a proven track record of exceptional food service operation under challenging conditions is required.

Civil Engineer Corps (653X)

Applicants must possess a strong knowledge base of Naval Construction Force (NCF) and Navy Expeditionary operations, have demonstrated the ability to successfully lead while holding key leadership roles as an E-6 or higher in NCF/Expeditionary units and have attained a Seabee Combat Warfare (SCW) qualification and Master Training Specialist (MTS) where applicable. Applicants must have a diverse career track with sustained superior performance that clearly articulates that they can lead core NCF functions and, upon commissioning, be world-wide assignable to NECC expeditionary or NETC training billets. Due to a critical shortage of LDOs with underwater construction experience, special consideration should be given to any applicant possessing the Underwater Construction Technician Advanced NEC B16A (5931) or Master Underwater Construction Diver NEC B18A (5933).

Oceanography Warrant (780X)

Only those applicants in the AG rating who have earned the Enlisted Information Warfare Specialist (EIWS) qualification will be considered fully qualified. The BEST qualified applicants for Oceanography CWO will have unmatched technical competence paired with outstanding leadership.

Oceanography CWOs will:

1. Grasp and clearly communicate concepts related to the fields of meteorology, oceanography and hydrography
2. Apply meteorology, oceanography and hydrography concepts to any warfare domain
3. Demonstrate technical acumen and sustained superior performance afloat

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4. Have a diversity of assignments across multiple warfare areas and meteorology/oceanography/hydrography disciplines
5. Exhibit substantial personal autonomy and responsibility in the generation of METOC products and operational recommendations
6. Excel in LPO/LCPO positions in operational commands
7. Present themselves in thoughtful and well-written statements

Additional favorable consideration should be given to applicants who:

1. Further develop their education in Meteorology and Oceanography beyond that received in A and C schools, to include completion of additional qualifications that pertain to Meteorology/Oceanography/Hydrography, and/or Associates, Bachelor's, and graduate degrees in physical sciences such as Meteorology, Oceanography, Hydrography, etc.
2. Earn additional warfare designations (ESWS, EAWS, EXW) when eligible
3. Excel in Information Warfare operations highlighted by operational qualifications
4. Demonstrate top performance as instructors NEC 805A (9502); performance denoted in competitively ranked evaluations of teaching Sailors the foundational principles of physics, meteorology and oceanography

Cryptologic Warfare (681X)

Only those applicants in the CTI, CTM, CTN, CTR and CTT ratings should be considered fully qualified. Cryptologic Warfare LDOs are established technical experts and leaders in the fields of signals intelligence, electronic warfare and cyberspace/network operations. Applicants shall have earned the EIWS qualification along with other warfare and training specialist designations when eligible. Candidates who have had the opportunity to qualify EIWS and have not done so, should not be considered.

The best qualified applicants will have clear documentation of strong leadership as an LPO/LCPO and success as an operator in their field while serving in a National (NIOC or NSA/CSS) and/or tactical "at sea" (PCS afloat, Air, Surface, Subs Direct Support, Naval Special Warfare or GSA/IA) assignments.

Applicants selected for commissioning will be detailed into billets where they will direct personnel in the execution of full spectrum Cryptologic Warfare operations aboard platforms in every theater while at sea and ashore. They may serve as, but are not limited to, afloat division officers, airborne special evaluators, submarine

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direct support officers, special warfare support officers and technical leaders ashore. Applicants selected for 681X can expect alternating assignments of sea and shore duty for their duration as an LDO.

681X is an off-ramp community, with all LDOs required to complete their Baccalaureate degree prior to five years of commissioned service. Best of the fully qualified applicants will have completed a Bachelor's degree. Strong consideration should be given to applicants who have completed an Associate's degree. Those with significant college coursework (>60 credit hours) towards a degree (documented with college transcripts) should also receive due consideration. Further consideration should be granted to applicants with progression towards, or completion of, a technical Bachelor's Degree or coursework completion of Calculus and/or Physics with a C or better.

Cryptologic Warfare Technician (781X)

Only those applicants in the CTI, CTM, CTN, CTR and CTT ratings should be considered fully qualified. Cryptologic Warfare CWOs will be technical leaders in signals intelligence, electronic warfare and cyberspace/network operations. Applicants shall have earned the EIWS qualification along with other warfare and training specialist designations when eligible. Candidates who have had the opportunity to qualify EIWS and have not done so should not be considered.

The best qualified applicants must have served in at least one or more tactical assignments: PCS afloat, Direct Support (Air, Surface, Subs), Naval Special Warfare and GSA/IA billets. Applicants will also have excelled in LPO/LCPO positions while in operational commands.

Cryptologic Warfare CWOs are expected to complete two tactical "at sea" assignments, thus stressing the importance of successful enlisted tactical tours. Applicants selected for 781X will be detailed to tactical "at sea" assignments for their first tours.

Information Professional (682X)

Only those applicants in the IT/ITS, ET/ETR ratings should be considered qualified to apply. The necessary skills needed by these future accessions will require them to immediately execute external RF communications and network planning efforts **in an Operational Environment**. Technical aptitude and experience in these environments are essential to those seeking to be selected and to the community's overall success. They shall have demonstrated sustained superior performance throughout their career.

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Additionally, applicants shall have earned the EIWS qualification along with other warfare and training specialist designations when eligible. Candidates who have had the opportunity to qualify EIWS and have not done so should not be considered.

Technical competencies: The strongest candidates will have a diverse set of technical skills including a mix of afloat (surface and/or subsurface), ashore, tactical mobile communications, cyber security and network management experiences. These skill sets are unique to the Information Warfare Community (Cyber HXXX), Submarine Community (Technical TXXX) and Surface Community (TXXX).

1. Established technical proficiency in external RF communications.
 - a. RF Operations and Maintenance
 - b. Spectrum Management
 - c. Communications Planning
2. Established technical proficiency in Network Management.
 - a. Network Operations, Administration and maintenance
 - b. Network infrastructure
 - c. Network+ certification or higher
3. Established technical proficiency in Cyber Security.
 - a. Information system security management
 - b. Information assurance
 - c. Defensive Cyber Operations (DCO)
 - d. Security+ certification or higher
4. Warfare Qualification(s)
5. CWO, ISWO, JFTOC WO, BWC, SOC WO, and/or CSOOW
6. LCPO and/or LPO at Sea
7. Spectrum Management
8. EKMS and/or KMI
9. Tactical communications
10. Joint Tour experience

Additional consideration will be given to applicants with the following:

1. Advanced cyber and communications industry recognized certifications
2. Documented technical expertise
3. Experience with frequency management
4. JFTOC Watch Officer qualification.

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Highly Valued Experience: IP LDOs are required to off-ramp into 1820 between 3 and 5 years from the time of commissioning. Additional consideration should be given to applicants who have completed a Bachelor's Degree or completed an Associate's Degree with emphasis on science, technology, engineering or mathematics with coursework including calculus and calculus based physics with grades of C+ or better.

Applicant shall have successfully demonstrated their ability to LEAD having completed an operational leadership role as an LPO/LCPO. LCPO/LPO billets in communications and networking divisions/departments are especially valued.

Applicants selected for 682X will be detailed into operational and/or overseas C5I assignments for their first tours.

Information Systems Technician (782X)

Only those applicants in the IT/ITS and ET/ETR ratings should be considered qualified to apply. The necessary skills needed by these future accessions will require them to immediately execute external RF communications and network planning efforts **in an Operational Environment**. Technical aptitude and experience in these environments are essential to those seeking to be selected and to the community's overall success. They shall have demonstrated sustained superior performance throughout their career.

Additionally, applicants shall have earned the EIWS qualification along with other warfare and training specialist designations when eligible. Candidates who have had the opportunity to qualify EIWS and have not done so should not be considered.

Technical competencies: The strongest candidates will have a diverse set of technical skills including a mix of afloat (surface and/or subsurface), ashore, tactical mobile communications, cyber security and network management experiences. These skill sets are unique to the Information Warfare Community (Cyber HXXX), Submarine Community (Technical TXXX) and Surface Community (TXXX).

1. Established technical proficiency in external RF communications.
 - a. RF Operations and Maintenance
 - b. Spectrum Management
 - c. Communications Planning
2. Established technical proficiency in Network Management.
 - a. Network Operations, Administration, and maintenance
 - b. Network infrastructure

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- c. Network+ certification or higher
- 3. Established technical proficiency in Cyber Security.
 - a. Information system security management
 - b. Information assurance
 - c. Defensive Cyber Operations (DCO)
 - d. Security+ certification or higher
- 4. Warfare Qualification(s)
- 5. CWO, ISWO, JFTOC WO, BWC, SOC WO and/or CSOOW
- 6. LCPO and/or LPO at Sea
- 7. Spectrum Management
- 8. EKMS and/or KMI
- 9. Tactical communications

Additional consideration will be given to applicants with the following:

- 1. Advanced cyber and communications industry recognized certifications
- 2. Documented technical expertise
- 3. Experience with frequency management
- 4. JFTOC Watch Officer qualification

Highly Valued Experience: Applicant shall have successfully demonstrated their ability to LEAD having completed an operational leadership role as an LPO/LCPO. LCPO/LPO billets in communications and networking divisions/departments are especially valued.

Applicants selected for 782X will be detailed into operational and/or overseas C5I assignments for their first tours.

Intelligence (783X)

	PRIMARY	ALTERNATE
	<u>11</u>	<u>0</u>
CI/HUMINT – no more than	4	0
GEOINT/Targeting – no more than	2	0
OPINTEL – no more than	5	0

*** Note: If above quota for each Core Competency Area (CCA) cannot be met, redistribute quotas not to exceed 5 CI/HUMINT, 3 GEOINT/Targeting, and 6 OPINTEL.**

Intelligence CWO applicants will be considered for selection into one of three Core Competency Areas (CCA): CI/HUMINT, GEOINT/Targeting and OPINTEL. In order to apply, applicants must possess a Navy Enlisted Classification (NEC) code that aligns with the CCA. Specifically, CI/HUMINT Technicians must

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hold 3913/K13A (MAGTF CI/HUMINT Specialist); GEOINT/Targeting Technicians must hold 3910/K10A (Geospatial Interpretation Analyst) or 3923/K23A (Strike Warfare Intelligence Analyst); and OPINTEL Technicians must hold 3912/K12A (Expeditionary Warfare Intelligence Specialist) or 3924/K24A/K36A (Operational Intelligence Analyst). All applicants must request a primary CCA and those holding qualifying NECs in more than one field may request a secondary CCA. Additionally, 783X applicants must also have earned the Enlisted Information Warfare Specialist (EIWS) qualification to be considered eligible. However, applicants may submit for a waiver for consideration if they were not afforded the opportunity to earn EIWS due to absence of a command program. The applicant's explicit technical experience will be weighted greater than non-technical managerial/leadership roles. New accession officers will predominately be detailed to sea duty/operational (Type 2/4, TAC C/D) assignments where they will function as the technical expert in their CCA.

Navy Tactical Counterintelligence/Human Intelligence Specialist (CI/HUMINT): Intelligence Technician Chief Warrant Officers holding the 3913/K13A NEC are tactical and technical experts in the fields of Counterintelligence and Human Intelligence. Applicants, once commissioned, primarily lead teams of Information Warfare sailors assigned to Navy Expeditionary Intelligence Command, Naval Special Warfare Special Reconnaissance Teams and the Office of Naval Intelligence, often times in arduous and semi-permissive environments. They can expect joint assignments with agencies outside the Navy to include the Defense Intelligence Agency (DIA).

1. Specific Qualification: Requirement is to be designated in writing as a Navy Tactical Counterintelligence/Human Intelligence Specialist (NEC 3913/K13A)
2. Successfully served and deployed as a 3913/K13A with one of the following commands:
 - a. Navy Expeditionary Intelligence Command (NEIC)
 - b. Naval Special Warfare – Special Reconnaissance Team (formerly Support Activities) or
 - c. Office of Naval Intelligence
3. Special Consideration: Assignments outside Navy claimancy as well as any additional CI/HUMINT training show significant experience and should be considered as “best qualified.”

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- a. Instructor duty assigned to Marine Air Ground Task Force Counterintelligence/Human Intelligence (MAGTF CI/HUMINT), HUMINT Training-Joint Center of Excellence (HT-JCOE) or Joint Counterintelligence Training Academy (JCITA)
- b. Advanced Military Source Operations Course (AMSOC)
- c. Defense Advanced Tradecraft Course (DATC)
- d. Advanced Source Operations Course (ASOC)
- e. Advanced Foreign Counterintelligence Operations Course (AFCIOC)
- f. Counterintelligence Research, Development, and Acquisitions Course (CIRDA) and
- g. Joint CI/HUMINT Managers Course (JCHMC)

Geospatial Interpretation Analyst/Strike Warfare Intelligence Analyst (GEOINT/Targeting): Intelligence Technician Chief Warrant Officers holding the 3910/K10A NEC are technical experts in the field of Geospatial Interpretation and those holding the 3923/K23A NEC are technical experts in the field of Targeting. Applicants, once commissioned, will serve as either GEOINT or Targeting Officers assigned to ships, Fleet Intelligence Detachments or Carrier Air Wings on sea duty/operational assignments initially. Later in their careers they will serve in the same capacities at Fleet commands and other commands such as National Geospatial-Intelligence Agency (NGA) and the Naval Aviation Warfighting Development Center (NAWDC). Individuals may also be Fleet Collection Managers.

Specific Qualification: Requirement is to be designated in writing as a Geospatial Interpretation Analyst (NEC 3910/K10A) or a Strike Warfare Intelligence Analyst (NEC 3923/K23A).

Successfully served and deployed with one of the following commands:

1. Fleet Intelligence Detachment – Washington, DC (ONI FID) or Fallon, NV (FID Fallon)
2. NIMITZ OIC GEOINT Support Division (GSD) (Formerly ONI Fleet Intelligence Support Department (ONI FIS-D))
3. National Geospatial-Intelligence Agency (NGA)
4. Tomahawk Land Attack Missile (TLAM) Detachment; or
5. GEOINT or Targeting support at the Combatant, Component, Sub-unified, Fleet or other Command level

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Special Consideration: Applicants having attained any of the following additional qualifications should be considered as “best qualified.”

1. Applicants possessing both the 3910/K10A and 3923/K23A NEC's:
2. For GEOINT – 3910/K10A:
 - a. GEOINT Professional Certification – Fundamentals
 - b. GEOINT Professional Certification – Imagery Analysis
 - c. GEOINT Professional Certification – Collections
 - d. Multi-Sensor Interpretation (MSI)/Imagery Processing Intelligence Center (IPIC) Qualification
 - e. Naval Collection Managers Fundamentals Course, and
 - f. Support to FDNF
3. For Targeting – 3923/K23A:
 - a. Certified as Advanced Strike and Tomahawk Land Attack Missile Mensuration Analyst (NEC 3927/K27A)
 - b. Strike analysts who hold or have previously held the NGA Precision-Point Mensuration (PPM) Certification
 - c. Successful completion of one or all of the Joint Targeting School (JTS) courses:
 - i. JTS Staff Course
 - ii. JTS Weaponizing Applications
 - iii. JTS Battle Damage Assessment
 - iv. JTS Collateral Damage Estimation
 - d. Successful completion of NAWDC targeting training:
 - e. Afloat Targeting Officer Course (ATOC) and Air Delivered Conventional Weapons Employment Planning Course (ADCWEP)

Operational Intelligence Analyst (OPINTEL): In aligning with the intelligence initiative for Sailor 2025, the courses of instruction to attain the 3912/K12A and 3924/K24A NECs were merged and with it a new NEC – K36A. Intelligence Technician Chief Warrant Officers holding the 3912/K12A NEC are technical experts in the field of Expeditionary Warfare Intelligence, those holding the 3924/K24A NEC are technical experts in the field of Operational Intelligence (OPINTEL) and those holding the K36A NEC have either been grandfathered or attended the new combined OPINTEL course of instruction. Applicants, once commissioned, can expect multiple sea duty/operational tours managing Indications and Warning (I&W) efforts on afloat platforms, managing I&W watch floors and managing analytical efforts in Tactical/Joint Operation Centers (TOC/JOC).

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Specific Qualification: Requirement is to be designated in writing as an OPINTEL Analyst (NEC 3924/K24A or K36A) and have completed at least one afloat OPINTEL tour on a CVN/LHD/LHA/CG/DDG, or NSW/Expeditionary platform. Expeditionary Warfare Intelligence Analysts (NEC 3912/K12A) may apply for CWO under the OPINTEL CCA if they hold the 3912/K12A NEC and have a minimum of one operational afloat tour as a Fleet/Flag Intelligence Watch Officer (FIWO) in their history of assignments.

Successfully served and deployed with one of the following commands:

1. CVN/LHD/LHA/CG/DDG;
2. Fleet I&W watch;
3. Billets associated with an all-source intelligence watch; or
4. NSW/NECC sea duty as an all-source analyst in a TOC/JOC

Special Consideration: In PRIORITY order, applicants having attained any of the following additional qualifications should be considered as "best qualified".

1. Afloat tour(s) as a 3924/K24A or K36A CPO
2. If a 3924/K24A, applicant also holds the 3912/K12A NEC
3. Holds FIWO designation letter
4. Holds an I&W or TOC/JOC watch or similar watch Function designation letter or similar documentation

Cyber Warrant (784X)

Applicants MUST be in the CTN rating and MUST possess one of the following Interactive Operator (ION) NECs in order to be considered fully qualified:

1. Navy Interactive On-Net Operator, H13A (9308)
2. Navy Interactive On-Net (ION) Operator (Windows), H14A (9326)
3. Navy Interactive On-Net (ION) Operator (Unix), H15A (9327)
4. Navy Interactive On-Net (ION) Operator (Networks), H16A (9328)

The strongest candidates will have significant technical experience (Journeyman level qualification) within one of the qualifying NECs, will have earned the EIDWS qualification and served a minimum of three years in one of the following mission areas:

1. National Mission Teams (NMT)
2. Combat Mission Teams (CMT)

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3. Cyber Protection Teams (CPT)
4. Cyber Support Teams (CST)
5. Naval Special Warfare Special Reconnaissance Teams (NSW SRT)
6. Joint Communications Integration Element (JCIE)
7. Computer Network Defense Service Provider (CNDSP)

Due to the nature of W1 selection criteria being more junior than traditional Chief Warrant Officer selections and the broad range of eligibility (6-14 years' time in service), these individuals should be reviewed based on the technical aptitude, technical leadership and proven performance as outlined above, compared to where they are in their individual careers to prevent giving undue preference to those with more years' time in service in the same applicant pool. Further, to ensure viable community health and future promotion profiles all efforts should be made to meet the ideal selection distribution described here.

Amongst the best qualified applicants, ideal distribution of selections will consist of selection in the following bands:

- 6-8 years' time in service
- 8-10 years' time in service
- 10-14 years' time in service

COORDINATION PAGE

<u>Office/Dept</u>	<u>Point of Contact/Title</u>	<u>Phone</u>	<u>Date</u>	<u>Remarks</u>
BUPERS-3	CAPT D. G. Whitehead	(901) 874-3108	20 Dec 2019	Concur
OPNAV (N131)	CAPT G. B. Doyon	(703) 604-5051	<u>20 DEC 2019</u>	<u>CONCUR</u>
OPNAV (N13)	RADM J. T. Jablon	(703) 604-5040	<u>31 Dec 19</u>	