



DEPARTMENT OF THE NAVY
OFFICE OF THE CHIEF OF NAVAL OPERATIONS
2000 NAVY PENTAGON
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MEMORANDUM FOR PRESIDENT, FY-16 ACTIVE LDO/CWO IN-SERVICE
PROCUREMENT SELECTION BOARD

Subj: FY-16 ACTIVE LIMITED DUTY OFFICER (LDO) AND CHIEF WARRANT
OFFICER (CWO) SELECTION BOARD QUOTAS

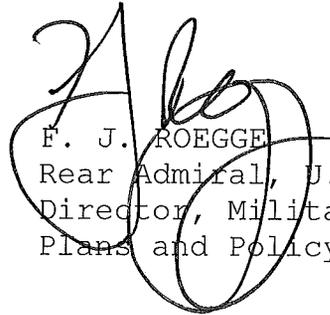
Encl: (1) FY-16 Active Duty LDO Selection Quota Plan
(2) FY-16 Active Duty CWO Selection Quota Plan
(3) FY-16 Active Duty LDO/CWO Primary Discrete
Requirements

1. This memorandum provides policy guidance and quota authorizations for the FY-16 Active LDO and CWO In-service Procurement Selection Board that convenes on 12 January 2014. Selectees will be commissioned 1 October 2015 through 1 September 2016.
2. The board is authorized to select numbers specified in enclosure (1) for appointment to LDO in the grades of lieutenant junior grade and ensign, and to select numbers specified in enclosure (2) for appointment to CWO (W-2/W-3). The board shall 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 OPNAV N13 and the Quarterly Demand Planning (QDP) cycle. Alternates shall not be commissioned without approval of the Deputy Chief of Naval Operations (Manpower, Personnel, Training and Education) (N1) or N13 through the QDP process. 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. In that event, after the board has submitted its report and should the needs of the Navy so dictate, the Deputy Chief of Naval Operations (Manpower, Personnel, Training and Education) (N1)

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may move candidates recommended by the board as alternates to the primary list within the same designator. Transferring of primary or alternate quotas by the board from one designator to another is not authorized.

5. Release of quota numbers to other than 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.



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FY-16 ACTIVE DUTY LDO SELECTION QUOTA PLAN			
LDO CATEGORY AND DESIGNATOR	LTJG PRIMARY	ENS PRIMARY	ENS ALTERNATES
DECK 611X	0	6	3
OPERATIONS 612X	0	12	3
ENGINEERING 613X	0	26	4
ORDNANCE 616X	0	8	4
ELECTRONICS 618X	1	18	4
SUB-ENGINEER 623X	0	3	2
SUB-ORDNANCE 626X	0	6	2
SUB-ELECTRONICS 628X	0	6	2
SUB-COMMUNICATIONS 629X	0	4	2
AVIATION-DECK 631X	0	4	2
AVIATION-OPERATIONS 632X	0	5	1
AVIATION-MAINTENANCE 633X	0	24	6
AVIATION-ORDNANCE 636X	0	9	3
AIR TRAFFIC CONTROL 639X	0	4	1
NUCLEAR POWER 640X	0	37	6
ADMINISTRATION 641X	0	18	4
INFO SYSTEMS 642X	0	15	3
BANDMASTER 643X	0	2	1
INFO WARFARE 644X	0	12	3
INTELLIGENCE 645X	0	5	1
OCEANOGRAPHY 646X	0	5	2
EXPLOSIVE ORD DISP 648X	0	7	2
PHYSICAL SECURITY 649X	0	15	3
SUPPLY 651X	0	10	3
CIVIL ENGINEER 653X	0	5	1
TOTAL	1	266	68

FY-16 ACTIVE LDO SELECTION QUOTA LIMITATIONS		
LDO CATEGORY AND DESIGNATOR 640X	LTJG PRIMARY	ENS TOTAL PRIMARY AND ALTERNATE
SUBMARINE COMMUNITY	0	27
SURFACE COMMUNITY	0	23
Paygrade E-6 SUB ET1 (SS)	0	0
Paygrade E-7 SUB ETC (SS)	0	2
Paygrade E-7 SUB EMC (SS)	0	2
Paygrade E-7 SUB MMC (SS)	0	2
Paygrade E-8 SUB	0	0
Paygrade E-7 SURF ETC (SS)	0	2
Paygrade E-7 SURF EMC (SS)	0	2
Paygrade E-7 SURF MMC (SS)	0	2
Paygrade E-8 SURF	0	0

FY-16 ACTIVE DUTY CWO SELECTION QUOTA PLAN		
CWO CATEGORY AND DESIGNATOR	CWO PRIMARY	CWO ALTERNATES
DECK 711X	11	2
OPERATIONS 712X	15	2
ENGINEERING 713X	19	4
SPECIAL WARFARE 715X	13	3
ORDNANCE 716X	16	2
SW COMBATANT CREW 717X	4	2
ELECTRONICS 718X	7	2
DIVER 720X	4	2
SUB-ORDNANCE 726X	4	1
AVIATION-DECK 731X	6	2
AVIATION-OPERATIONS 732X	8	2
AVIATION-MAINTENANCE 733X	29	4
AVIATION-ORDNANCE 736X	10	3
ADMINISTRATION 741X	16	3
INFO SYSTEMS 742X	15	3
CYBER WARFARE 743X	3	1
INFO WARFARE 744X	11	3
INTELLIGENCE 745X	3	1
PHYSICAL SECURITY 749X	5	2
FOOD SERVICES 752X	8	2
TOTAL	207	46

FY-16 ACTIVE DUTY LDO/CWO PRIMARY DISCRETE REQUIREMENTS

DESIGNATOR

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Note

All designators

If the applicant's quality supports the total number requested, select to the requested numbers. However, if the quality level does not support the total number of requested selects, it is important that only those who are the best and fully qualified are selected.

**Surface Deck
(611X/711X)**

Applicants will have demonstrated strong leadership traits, adaptability, and a body of work that indicates potential success as a Navy Officer and technical leader. The following watch station qualifications are highly desirable, to include but not limited to, Safety Officer for boat handling, anchoring, line handling, well deck operations, underway replenishment, and cranes. New accession officers will be detailed to sea duty assignments where they will function as the stand-alone, technical expert in their field. Applicants must have a diverse career track and upon commissioning be world-wide assignable to arduous sea duty on board amphibious ships and aircraft carriers.

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

Applicants from Operations Specialist (OS) Sonar Technician (STG), Quartermaster (QM) and Cryptologic Technician (CTT) ratings that have demonstrated requisite knowledge of Ship's Combat Information Center, to include CICWO. Favorable consideration should be given to those applicants with a Warfare Commander Qualification, Ballistic Missile Defense (BMD), Advance Data Link to include Multi TADIL (NEC 0348), and Undersea Surveillance Operations to include Sonar SUP (NEC 0466). 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, shore duties include Naval Gunfire Liaison Officer (NGLO) and Integrated Undersea Surveillance System (IUSS), which requires having a diverse background in fleet operations. Experience in Operational scheduling is highly recommended.

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**Surface
Engineer
(613X/713X)**

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New accession Surface Engineering LDOs and CWOs are assigned to arduous sea duty billets (CRUDES, AMPHIB, CVN, PC, MCM 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 the pinnacle enlisted Engineering watch station qualification 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 and have demonstrated superior leadership and technical expertise in surface ship engineering and repair, to include:

- Main propulsion systems (gas turbine, diesel, steam and hybrid)
- Electrical and auxiliary machinery systems
- Damage Control and ballasting systems
- Watch standing in pinnacle watch stations or a demonstrated and timely progression toward pinnacle qualifications
- Watch team development and training
- Management of Critical and Safety Engineering programs
- Quality Assurance and Surface Ship repair procedures and standards.

Favorable consideration should be given to those who have qualified and earned NECs for Diesel, Gas Turbine or Steam Plant Inspectors and who have excelled in the leadership of training teams (ATG Afloat Training Specialist, ETT

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coordinator/DCTT coordinator or key team member).

Special Warfare (715X) Differences between Active and Reserve component criteria: None. Both Reserve and Active 715X criteria are the same.

Special Warfare Chief Warrant Officers are tactical and technical experts in the field of Naval Special Warfare and Special Operations as well as established leaders. These Officers supervise the training of Special Warfare Operators, coordinate high-risk training exercises, evaluate combat readiness, and direct personnel in the execution of full spectrum special operations in every environment and every theater. They may serve as, but are not limited to: Task Unit Operations Officers, Training Officers, Support Activity Officers, Combat Systems, Readiness Officers, and Special Program Managers.

SPECIFIC QUALIFICATION REQUIREMENTS

1. Designated in writing as SEAL Special Warfare Operator and have one of the following NECs: 5326 or 5323.

2. Successfully served and deployed in a tactical leadership role. The following positions should be viewed more favorably.

- a. SEAL Platoon or Troop LCPO
- b. Naval Special Warfare Development group team leader
- c. Cross Function Team (CFT) LCPO

3. Service in a leadership role in a diversity tour, non-tactical role, should also be considered, such as:

- a. Phase of Department LCPO
- b. Training LCPO
- c. Operations LCPO

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4. The objective is to select combat and operationally proven leaders possessing a wide variety of supervisory skills such as, but not limited to: Diving Supervisor, HRST Master, Jumpmaster, Master Training Specialist, Advanced Special Operations (ASO) levels 2 or 3, Range Officer-in-Charge and Range Safety Officer.

Special Warfare Combat Crewman (717X) Differences between Active and Reserve component criteria: None. Both Reserve and Active 717X criteria are the same.

Special Warfare Combatant Craft-Crewman Chief 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: Troop Commander, Task Unit Commander, SBT DET Officer-in-Charge and Training Officers.

SPECIFIC QUALIFICATION REQUIREMENTS

1. Designated in writing as a Special Warfare Combatant Craft-Crewman (NEC 5352), and Patrol Officer.

2. Successfully served and deployed in one of the following:

- a. SBT Detachment Commander
- b. Naval Special Warfare Development Group Team Element LCPO

3. Service in a leadership role in a diversity tour, non-tactical role, should also be considered, such as:

- a. Phase of Department LCPO
- b. Training LCPO
- c. Operations LCPO

4. Objective is to select combat and operationally proven leaders possessing a wide variety of supervisory skills such as, but not

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limited to: Patrol Officer, Boat Captain, HRST Master, Jumpmaster, Master Mariner, Master Training Specialist, Range Safety Officer, and Advanced Special Operations Course.

**Surface
Ordnance
(616X/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, and Ordnance Logistics billets ashore. Therefore, a demonstrated working knowledge and understanding of Ordnance Logistics, AEGIS, or all Surface Missile/Gun Fire Control systems should be a positive factor towards selection. 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, repair, and safety, per NAVSEA OP5/OP4, NAVSUP P-724/805, OPNAVINST's 8000.16, 5530.13, 8015.2, 8011.9 and the Qual/Cert Program. Favorable consideration should also be given to personnel with a demonstrated, strong working knowledge and experience in requisitioning, handling, and 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.

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

Applicants who are selected for LDO or CWO will be detailed into EMO billets on DDGs or CV/CVNs for their first tour. Therefore, applicants should have a demonstrated, working knowledge on maintenance of a variety of electronic systems. 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 (communications, navigations, and fire control

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systems) as the Submarine Warrant Officer designators for these source ratings have been dissolved.

**Diving Officer
(720X)**

Applicants selected for Diving CWO will be expected to supervise diving operations offshore and inshore. Each applicant is required to have filled billets in each diving discipline: (UWSH, Salvage, Special Warfare), passed the MDV written examination, completed the Salvage Officer NKO COI, and be qualified at the highest level of diving supervisor at present command (Refer to MILPERSMAN 1220-100; Page 19; para a thru e, h, and i for additional guidance). Requirements of MILPERSMAN 1220-100 para c shall be considered met when; applicants have completed two of the three diving disciplines and have served a minimum of 12 months in the third discipline by commissioning date (UWSH, Salvage, Special Warfare). Special consideration should be given to those applicants possessing the Master Diver NEC(5341) as they possess the highest enlisted Diving qualifications attainable.

**Submarine
Ordnance
(626X/726X)**

Applicants who are selected for Submarine Ordnance LWO or CWO will be expected to supervise nuclear weapons technical operations and conventional ordnance operations. Special consideration should be given to applicants that are qualified Strategic Weapons Duty Officer (SWDO) Nuclear Weapons Handling Supervisor (NWHS), Nuclear Weapons inspector, Quality Assurance/Safety Observer (QASO), and Conventional Weapons handling Supervisor (CWHS). The selectee will be the Submarine Ordnance Subject Matter Expert on the waterfront or at a major submarine staff. The candidate should have completed all senior in rate qualifications as well as senior at sea watch stations. They should be qualified Chief of the Watch (at sea), Diving Officer of the Watch(DOOW)/Pilot (E7) (at sea). 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

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successfully completing tours at Strategic Weapons Facilities, training commands, Submarine Group staffs, Submarine Squadrons and Submarine Type Commander staffs.

**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), and Internet Protocol (IP) as he/she will be the SME on the waterfront or a major submarine staff. The candidate should have completed all senior in rate qualifications as well as senior at sea watch stations. At a minimum they should be qualified Radio Supervisor/Radioman of the Watch (RMOW), Chief of the Watch (at sea), Diving Officer of the Watch(DOOW)/Pilot (E7) (at sea), and Duty Chief (in-port). If a First Class Petty Officer is qualified DOOW, that is considered above and beyond what is expected. 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 Communications Watch Officer (BCA). Additional consideration should go to those with Common Submarine Radio Room NECs/experience on either SSBN or SSNs (Virginia Class (VACL) and 688 Class). Consideration should be given to applicants in the new Information Technology Submarines (ITS) rating.

**Aviation Deck
(631X)**

Primary qualification experience should be from the CV/CVN environment with additional experience from other surface combatants as applicable. Due to the technical diversity of Aviation Boatswain source rates, emphasis should be placed on demonstrated technical competency and leadership in a deployed status in a primary with additional support from secondary assignments. Favorable consideration should be

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based on progression of qualifications in the following areas:

ABE (Equipment)-

Primary: Catapult LPO/LCPO, Arresting Gear
LPO/LCPO, Maintenance Control Supervisor
Secondary: Quality Assurance, Maintenance Support

ABF (Fuels)-

Primary: Flight Deck (CV/CVN)
Secondary: Fuels Below Decks, Maintenance Control, Flight Deck (non-CV/CVN)

ABH (Handling)-

Primary: Flight Deck (CV/CVN)
Secondary: Crash and Salvage, Hangar Deck

**Aviation
Boatswain
(731X)**

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

ABE (Equipment)-

Primary: Maintenance Control Supervisor, Catapult, Arresting Gear
Secondary: Quality Assurance, Maintenance Support

ABF (Fuels)-

Primary: Flight Deck (CV/CVN)
Secondary: Fuels Below Decks, Flight Deck (non-CV/CVN)

ABH (Handling)-

Primary: Crash and Salvage (CV/CVN)
Secondary: Flight Deck, Hangar Deck

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**Aviation Ops
(632X/732X)**

Aviation Operations Officers (632X/732X) are tactical experts in the realm of air undersea warfare (USW) and anti-surface warfare (ASUW). 632X/732X personnel possess broad knowledge in operational mission planning, tactical support analysis/evaluation, and operating characteristics for U.S. and foreign submarines and surface combatants. Personnel rated as AWV, AWF or AWS are not normally considered for the 632X/732X designator given the absence of tactical experience/expertise required for successful completion of their initial tour as a Tactical Action Officers (TAO) or Task Group Watch Officer (TGWO) assigned to CVNs or Mobile Tactical Operations Centers (MTOC).

**Aviation
Maintenance
(633X)**

Objective is to select Petty Officers, Chief Petty Officers and Warrant Officers 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 experience and maturity that indicates a positive potential of success as an officer. The applicant will have demonstrated a thorough working knowledge and comprehension of aviation maintenance processes, practices and procedures. If serving an assignment that affords the opportunity, a well-qualified applicant will have demonstrated exceptional performance while holding positions and/or certifications in the following:

- a. Collateral Duty Inspector
- b. Quality Assurance Representative
- c. Work Center Supervisor
- d. Line Division LPO/LCPO
- e. Flight Deck Coordinator
- f. Master Training Specialist
- g. Authorized by a commanding officer to release aircraft Safe for Flight
- h. Maintenance/Production Control Supervisor
- i. Warfare Qualification(s)

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Applicants who are selected for LDO or will be detailed to various officer billets aboard ships (CVNs, LHDs), squadrons and Fleet Readiness Centers (FRC).

**Aviation
Maintenance
Technician
(733X)**

The Aviation Maintenance community is exceptionally diverse. Applicants who are selected for CWO will be expected to demonstrate technical competency, leadership and supervise technical aircraft maintenance procedures and management. Applicants who are selected for CWO can be detailed into Avionics and Aircraft maintenance billets aboard ships (LHAs, LHDs, CVNs), or into squadrons (VFAs, VAQs, VPs, HSCs, HSMS), and into various branch and division officer billets aboard shore training commands and FRCs. Therefore, a tremendous technical knowledge and comprehension of maintenance in a variety of sea and shore commands should be a positive factor towards selection. Well technically qualified applicants, if assignment provides opportunity, should have attained the following credentials:

- a. Designated in writing by the CO, to release aircraft safe for flight and show usage
- b. Collateral Duty Inspector/Supervisor
- c. Quality Assurance Representative
- d. Master Training Specialist
- e. LCPO at sea
- f. Officer of the Deck (In-port)
- g. Warfare Qualifications
- h. 3M Division Officer
- i. DC Division Officer
- j. Division LCPO
- k. Line Division
- l. Maintenance Control LCPO
- m. Production Control LCPO
- n. Well documented technical abilities within their platform/community and aircraft maintenance technical rating

Objective is to select Chief Petty Officers that are operationally and administratively proven while demonstrating sustained superior

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performance in increased levels of technical management.

**Aviation
Ordnance
(636X/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:

- a. Conventional Ordnance Qual/Cert: Quality Assurance/Safety Observer
- b. Conventional Ordnance Qual/Cert: Board Member
- c. Warfare Qualifications
- d. Weapons Duty Officer (WDO)
- e. 3M Work center Supervisor
- f. W/C Leading Petty Officer

Squadron credentials:

- a. Conventional Ordnance Qual/Cert: Quality Assurance/Safety Observer
- b. Conventional Ordnance Qual/Cert: Board Member
- c. Collateral Duty Inspector (CDI)
- d. Quality Assurance Representative (QAR)
- e. W/C Leading Petty Officer
- f. Safe for Flight Qualification
- g. Line Division Supervisor
- h. Maintenance Control Supervisor
- i. Authorized by a commanding officer to release aircraft Safe for Flight Safe for Flight Qualification
- j. Warfare Qualifications.

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Shore duty credentials:

- a. Instructor Duty
- b. Master Training Specialist
- c. Conventional Ordnance Qual/Cert: Quality Assurance/Safety Observer
- d. Conventional Ordnance Qual/Cert: Board Member
- e. Weapons Duty Officer (WDO)
- f. W/C Leading Petty Officer
- g. Detachment Leading Petty Officer
- h. Detachment Leading Chief Petty Officer

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)

Applicants must have demonstrated technical expertise and a diverse skill set mix of: Facility Rated Terminal RADAR Approach (TRACON) Controller (NEC 6931), Facility Rated CATCC Controller (NEC 6932), Facility Rated RADAR Air Traffic Control Facility (RATCF) Controller (NEC 6936), and Control Tower Operator (NEC 6937) designations. The strongest candidates will have excelled in the leadership positions of: Approach Control (Class IV Air Traffic Control Facility), Facility Watch Supervisor (FWS) and Case III Carrier Air Traffic Control Center (CATCC) Supervisor. It is preferred that applicants have documented experience involving airspace/procedural coordination with Federal Aviation Administration (or host nation equivalent), and preparing justifications for naval airspace requirements/actions. Additional consideration should be given to those who have qualified and earned designation as: Training Chief, Radar Chief, Control Tower Chief, as they will have achieved the aforementioned skill sets. 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.

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**Nuclear Power
(640X)**

Applicants with CVN experience should have completed qualification as a Propulsion Plant Watch Supervisor (PPWS), or for submarine applicants, Engineering Watch Supervisor (EWS). Nuclear Enlisted personnel do not qualify as Propulsion Plant Watch Officer (PPWO) unless they are serving on a multi-reactor ship and have special permission from Naval Reactors. Additionally, only a select few nuclear enlisted personnel have the opportunity to qualify as Engineering Officer of the Watch (EOOW) at land-based prototypes. Those who have not qualified PPWS or EWS should not be considered.

To ensure the health of the overall Naval Nuclear Propulsion Program (NNPP), the FY-16 Nuclear LDO Selection Board process includes quota limitations which were developed to prevent negatively impacting the enlisted community while maintaining opportunity for Nuclear LDO selection. The quota limitations provided in enclosure (1) are intended to mitigate any negative impacts on enlisted community health and readiness. The most stressed areas in the NNPP are ET(SS) (with at-sea supervisory manning below 40%), submarine Engineering Department Master Chief (EDMC), and CVN Chief Petty Officers (all rates). These individuals have critical skills that are needed in both the LDO and the senior enlisted communities. The NNPP has taken action to improve enlisted manning levels and the positive trends in nuclear operator manning should continue. The quota limitations listed in enclosure (1) will be eased as supervisory manning levels improve, but for FY16 the quotas ensure the right balance of these critical skills are maintained in the LDO and enlisted communities.

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

Special consideration should be given to applicants who clearly demonstrate technical knowledge in all of the varied technical managerial skills in: administrative functions; personnel distribution; pay and travel; manpower

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planning and requirements, and organization planning. To a lesser degree, it is also beneficial to understand how to execute command related legal demands, such as JAGMAN investigations and non-judicial punishment procedures. Applicants should have diverse assignments in various operational units, major staffs, or fleet organizations. Additionally, applicants possessing the Flag Writer NEC (2514) serve in a very selective, special program and do not always receive a peer group ranking. However, past and current evaluations should highlight a division level leadership role and success in managing complex administrative and personnel issues.

Applicants from the NC/LN rating and Reserve Component should have demonstrated via written documentation (FITREPS/EVALS/Awards) that they have acquired the appropriate experience and knowledge through successful tour assignments within the Administrative/Personnel/ESO/Manning and Manpower fields. At a minimum, exposure to technical elements must be covered through correspondence courses if assignments limited opportunity.

Differences between Active and Reserve Component criteria: Reserve Directives/Policies/Procedures/Pay and Personnel are different from 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 or have successfully served in a regular active Arduous Duty/IA/Joint/Staff billet in the administrative field.

Support info: New accession LDOs and CWOs will be detailed according to the needs of the Navy, and be world-wide assignable. LDOs are normally detailed to ships, Air Wings, or other arduous duty operational units. Initially, they are expected to serve as division officers in ships

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or Air Wings. They may also be assigned as OICs, Staff Officers, and Flag Secretaries in both CONUS and overseas. CWOs are technical experts in their field and should have the documented proven experience in their tours and are capable of providing the requisite level of technical leadership and management skills necessary to successfully perform independently onboard unusually arduous deploying units, such as NMCB and aviation squadrons.

**Information
Systems (642X)**

Consideration should be given to candidates with demonstrated technical competency and leadership in the following assignments: Surface and Subsurface Communications/Network billets, Special Warfare/Expeditionary billets, Computer Network Defense/Defensive Cyber Operations, and/or GSA/IA billets. The strongest candidates will have a diverse skill set mix of Afloat Communications (either NECs 2379, 14AA, 14CM, 14EM, 14BH), Tactical Mobile Communications (NEC 9613), Information Assurance (2779, IAT II and Certifications) and Networks (NECs 2791, 2780, 2781), and excelled in a variety of LPO/LCPO operational afloat, expeditionary and overseas assignments. Applicants selected for 642X LDO will be detailed into afloat C5I billets or overseas operational assignments for their first tour.

**Information
Systems (742X)**

Consideration should be given to candidates with demonstrated technical competency and leadership in the Radio Frequency (RF)/Tech Control/Network Administration billets at sea (surface/subsurface) or shore operational commands, Special Warfare, Computer Network Defense/Defensive Cyber Operations, Information Assurance, and GSA/IA billets. The strongest candidates will have sustained superior performance in technical oriented diverse platforms and communities with emphasis on at sea or expeditionary communications skills (either NECs 2379, 14AA, 14CM, 14EM, 14BH). Candidates with JFTOC Watch Officer qualifications, Frequency/Spectrum Management (NEC 2301), Tactical Mobile Communications (NEC

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9613), Information Assurance (NEC 2779, IAT II and Certifications) and Networks (NECs 2791, 2780, 2781) are highly desirable. Applicants selected for CWO will be detailed into afloat C5I billets, NSW/Tactical Mobile Comm Teams, or overseas operational assignments for their first tour.

**Bandmaster
(643X)**

Musicians divide into two sections: Premier Bands (UIC: 0434A and 64377) and Fleet Bands (all other UICs). Lack of rotation for Premier band applicants should not be a detractor to these candidates as these assignments are permanent duty. Well-qualified candidates from Fleet Bands should possess a rounded and varied career. For Fleet candidates, special consideration should be given to those possessing NEC 3851.

**Cyber
(743X)**

Candidates from the Cryptological Technician Networks rating (CTN) with demonstrated operational cyber experience and acumen (certified Cyber Targeteer, Cyber Fire Support Planner, Cyber Fire Support Coordinator, Cyber Weaponeer, and Endpoint Exploitation Analyst) and Information Technology (IT) rating who graduated from the Naval Postgraduate School (NPS) Master of Applied Cyber Operations (MACO) course of instruction are highly competitive candidates for the Cyber Warrant program. The strongest candidates will have earned the EIDWS qualification and demonstrated acute technical management in the above discipline and should have cyber training through Navy, National, and/or civilian curriculum.

**Information
Warfare (644X)**

Eligible to CTI, CTM, CTN, and CTT applicants only. Special consideration should be given to candidates with demonstrated technical competency and leadership in the following assignments: PCS afloat, Cryptologic Direct Support (Air, Surface, Subs), Naval Special Warfare, Cyber, and GSA/IA billets. The strongest candidates will have earned the EIDWS qualification and excelled in a variety of Navy and national operational assignments.

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Information Warfare (744X)

Eligible to CTI, CTM, CTN, and CTT applicants only. Special consideration should be given to candidates with demonstrated technical expertise in the following assignments: PCS afloat, Cryptologic Direct Support (Air, Surface, Subs), Naval Special Warfare and GSA/IA billets. Candidates should have experience in one or more of the following core competencies: Cryptology, Information Operations, Cyber and Electronic Warfare. The strongest candidates will have earned the EIDWS qualification and excelled within the core competencies while serving in Navy and National operational assignments.

Intelligence (645X)

LDO applicants should be considered from the following four intelligence (39XX) NECs: 3910 (Naval Imagery Interpreter), 3912 (Expeditionary Warfare (EW)/Intelligence Specialist (IS)), 3923 (Strike Planning Applications), and 3924 (Operational Intelligence -OPINTEL). All applicants should have documented sustained superior performance and career diversity in the intelligence community. First consideration will be given to applicants with leadership and management experience afloat, forward deployed, or overseas. Second consideration will be given to applicants who have had been assigned to either sea or shore duty flag staffs or on operational intelligence watch floors at major joint, naval intelligence, or component commands.

Intelligence (745X)

CWO applicants should be considered from the following three Intelligence (39XX) NECs: 3910 (Naval Imagery Interpreter), 3913 (Navy Tactical Counter-Intelligence and Human Intelligence (CI/HUMINT) Specialist, and 3924 (OPINTEL). All applicants must have documented sustained superior performance in the intelligence community. A diverse mix of both sea and shore duty is highly desirable. First consideration will be given to applicants with demonstrated management and leadership experience in support of Naval and Joint operations at sea, ashore, or overseas. Second consideration will be given to

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applicants who have been assigned to operational tours at sea, major naval or joint intelligence commands ashore, or combatant commands.

**Oceanography
(646X)**

LDO applicants should be considered from the 7412 NEC. All applicants should have documented sustained superior performance and career diversity in the meteorology and oceanography community, and will have earned the EIDWS qualification. First and foremost consideration will be given to applicants with demonstrated leadership and management experience afloat, forward deployed, or overseas, with a diversity of assignments across all fleet support concentration areas (MET, FLTOPS, ASW, HYDRO, NSW, etc). Additional consideration should be given to applicants who have completed a Bachelor's degree or are working towards completion of such, with emphasis on technical or scientific degrees or coursework completion of Calculus, Physics, Chemistry, Biology, etc., with a C+ or better in those courses.

**Explosive
Ordnance
Disposal
(648X)**

Applicants should have demonstrated the ability to tactically lead an EOD Team or 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 Leader, and the member must qualify Explosive Ordnance Disposal Officer Warfare.

SPECIFIC QUALIFICATION REQUIREMENTS

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

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- 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: MK-16 Diving Supervisor, SCUBA Diving Supervisor, HRST Master, Jump Master, Demolition Operations Supervisor (DOS), Demolition and Burn Operations Supervisor (DBOS), and Master Training Specialist (MTS).

Physical Security (649X)

LDO applicants must possess strong, documented knowledge/experience in Antiterrorism/Force Protection, Physical Security, and Law Enforcement. Applicants must have demonstrated the ability to plan, organize, and implement required security measures in defense of a vessel, installation, or protection of High-Value Assets. The strongest applicants will have demonstrated exceptional ability to lead. Successful LCPO/LPO tours (specifically in Security Operations) in advanced or forward deployed environments are desired. Due to the large variety of missions within the Naval Security Forces, favorable consideration should be given to documented excellence across multiple specialties (SSP, HPU, MWD, PSD, Investigations, Expeditionary, Corrections, etc.) within diverse duty locations, to include independent and isolated duty.

Security Technician (749X)

CWO applicants must possess strong, documented technical knowledge/experience in Antiterrorism/Force Protection, Physical Security, and Law Enforcement. Selectees will fill Security Training and Security Assessment- centric billets. The strongest applicants will possess extensive documented qualifications (NEC's earned), certifications (DOD, Civilian, or other Government agency, such as FBI etc.), and training courses within those areas. World-wide assignment, to include isolated or unusually arduous billets, is common, and prior success in similar billets should be favorably considered.

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**Supply
(651X)**

Applicant records must demonstrate expertise in supply chain management, postal operations, and financial management through the successful completion of diverse operational and arduous sea tours. Applicants with a variety of platforms in varied geographical locations demonstrating increased flexibility and greater leadership and management responsibilities are preferred. Special consideration should be given to applicants who have attained the following NECs: 2828, 2829, 2830, 2831, and to a lesser extent 3001 and 9595. Applicants must have demonstrated: 1) the ability to lead and manage large groups of personnel in a variety of complex tasks; and 2) sustained superior performance in challenging conditions.

**Food Service
(752X)**

Applicants from the Culinary Specialist (CS) rating must demonstrate an expert level of knowledge in subsistence 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 they possess bona fide advanced technical abilities and are capable of providing the requisite level of leadership and management skills necessary to successfully perform onboard an unusually arduous large afloat unit. Special consideration should be given to applicants that possess advanced culinary skills and professional qualifications, both civilian and military, to include Food Service Administration (NEC 3529). Applicants must have demonstrated: 1) the ability to lead and manage large groups of military personnel in a variety of complex tasks; and 2) a clear and documented performance history reflecting the delivery of exceptional levels of food service under challenging conditions.

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**Civil Engineer
(653X)**

Applicants must possess a strong knowledge base of Naval Construction Force (NCF) and Naval Expeditionary operations 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 and, upon commissioning, be world-wide assignable to NCF and expeditionary units. Due to a critical shortage of LDOs and CWOs with underwater construction experience, special consideration should be given to any applicant possessing the Advance Underwater Construction (Diver) NEC 5931 or Master Diver NEC 5933 or 5941.