



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

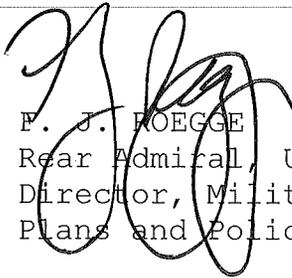
Subj: FY-16 RESERVE LIMITED DUTY OFFICER (LDO) AND CHIEF
WARRANT OFFICER (CWO) SELECTION BOARD QUOTAS

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

1. This memorandum provides policy guidance and quota authorizations for the FY-16 Reserve LDO and CWO In-service Procurement Selection Board that convenes on 12 January 2015. 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 CWO2. 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 or is found not eligible for appointment, and to satisfy emergent billet growth requirements in specific designators and to meet other community needs as determined by OPNAV N13. 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 Chief of Naval Personnel 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.

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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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Director, Military Personnel,
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FY-16 NAVY RESERVE LDO SELECTION QUOTA PLAN

LDO CATEGORY AND DESIGNATOR	LDO QUOTA	ALT
SUB-ENGINEER 623X	2	0
SUB-ORDNANCE 626X	1	0
SUB-ELECTRONICS 628X	1	0
SUB-COMMUNICATIONS 629X	1	0
AVIATION MAINTENANCE 633X	4	1
ADMINISTRATION 641X	4	0
INFO SYSTEMS 642X	5	1
INTELLIGENCE 645X	17	2
PHYSICAL SECURITY 649X	14	2
CIVIL ENGINEER 653X	1	0
TOTAL	50	6

FY-16 NAVY RESERVE CWO SELECTION QUOTA PLAN

CWO CATEGORY AND DESIGNATOR	CWO QUOTA	ALT
SURFACE-DECK 711X	6	1
SURFACE-OPERATIONS 712X	4	1
SURFACE-ENGINEERING 713X	6	1
SPECIAL WARFARE 715X	2	0
SURFACE-ORDNANCE 716X	3	1
COMBAT CRAFT 717X	1	0
AVIATION MAINTENANCE 733X	2	0
INFO SYSTEMS 742X	1	0
INFO WARFARE 744X	3	1
INTELLIGENCE 745X	12	1
TOTAL	40	6

FY-16 RESERVE LDO/CWO PRIMARY DISCRETE REQUIREMENTS

**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. In all cases related civilian experience must be considered.

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**Boatswain
(711X)**

Applicants must have acquired and demonstrated appropriate watch station qualifications, to include but not limited to, Safety Officer for boat handling, well deck operations, underway replenishment, and cranes. New accession officers will be assigned to various billets where they will be expected to function as the stand alone, technical expert. Applicants must have a diverse career track and upon commissioning be world-wide assignable.

Differences between Active and Reserve Component criteria: No ships' company possibilities in the Reserve Component for enlisted members. However, credit should be given to RC Sailors who have spent time in NECC assignments and/or qualified on the various watches of platforms associated with BMU, ACU, ACB, MSRON, and CORIVRON units. RC sailors with Merchant Marine Deck experience and licenses would also be competitive candidates.

**Surface
Operations
(712X)**

Applicants from the Operations Specialist (OS), Sonar Technician (STG), Quartermaster (QM), and Cryptological Technician (CTT) ratings that have demonstrated requisite knowledge of the ship's Combat Information Center, to include CICWO. The majority of Reserve billets are for Naval Gunfire Liaison Officers (NGLO). The NGLO duties require individuals who are in excellent physical condition and ready to serve alongside their U.S. Marine Corps counterparts. Experience in NECC type units, LCS Dets, ACB, ACU, or Ship Augment Units with operational scheduling and watchstanding is highly desired.

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**Surface
Engineer
(713X)**

Applicants must have demonstrated technical expertise in the field of surface ship marine engineering, including maintenance and repair of main propulsion (gas turbine, diesel, and steam), electrical and auxiliary machinery systems, practical and theoretical damage control, and maintenance and repair of ship's hull structure and associated fittings. Favorable consideration should be given to those who have earned NECs for Diesel, Gas Turbine, or Steam Plant Inspectors and have qualified in the respective engineering plant (Main Sup/Top Watch on Big Deck Amphibs, etc.) and to those who have qualified EOOW. Demonstrating via written documentation, such as FITREPS/EVALS/Awards, that they have excelled in the higher watch qualifications is vital to determine the strength of the applicant. All applicants should be well rounded and have a mixture of the following qualifications: ETT/DCTT team member, Advance DC qualifications (Repair Locker Officer or Leader, and On-scene Leader), Fire Marshall, Gas Free Engineer, Quality Assurance, and any NUC/NON-NUC QA/Welding qualification. While non-traditional and non-mainstream qualifications such as CVN non-nuclear EOOW letters may not be considered equal to EOOW in some conventional plants, they should be weighted as part of a total package and not disadvantage stellar candidates that may not have had an opportunity to obtain an EOOW qualification on conventional plants.

RC candidates serving in I-level maintenance units, SURGEMAIN, Shipyards, Lighterage Repair Facilities, or the maintenance departments of other hardware type units such as ACU, ACB, and NECC are highly desired. Most RC candidates are not expected to have current shipboard watchstation qualifications. Those RC candidates that have demonstrated shipboard skills with INSURV or when on active duty should be given due consideration. Civilian experience working in heavy industrial maintenance environments such as power generation utilities, oil refineries, and merchant marine engineers are highly valued.

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Special Warfare (715X)

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
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, Jump master, Master Training Specialist, Advanced Special Operations (ASO) levels 2 or 3, Range Officer-in-Charge and Range Safety Officer.

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

**Surface
Ordnance
(716X)**

Applicants should demonstrate a working knowledge and understanding of Ordnance Logistics, AEGIS, and all Surface Missile/Gun Fire Control systems. Surface Ordnance Officers should possess 1) the necessary skills to plan, supervise, train, and direct subordinates in the operation, maintenance, and repair of ordnance equipment and related systems afloat; and 2) 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 8000.16, 5530.13, 8015.2, 8011.9, and the Qual/Cert Program. Favorable consideration should be given to personnel with 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. RC candidates will serve in ordnance handling units, mine assembly, and staff level ordnance logistics. Shipboard missile/gunfire or combat systems experience is not required. Candidates with EOD, WEPS Detachments, Aviation Squadron Ordnance Handling, or ammunition storage facility experience as civilians should be given appropriate consideration.

**SWCC
(717X)**

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.

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

Differences between Active and Reserve component criteria: None. Both Reserve and Active 717X criteria are the same.

**Submarine
Engineering/
Repair (623X)**

The 623X designator is open to both Surface and Submarine ratings with maintenance and repair backgrounds. Preferred candidates demonstrate technical expertise in the field of submarine hull, mechanical, and electrical maintenance. Favorable consideration should be given to those who have previously served within repair departments on-board Submarine Tenders or Shipyards (civilian shipyard experience is equally acceptable) and possess extensive knowledge and experience in Intermediate-level repairs and Quality Assurance (QA).

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All applicants should be well rounded and have a mixture of the following qualifications and NECs: QA Craftsman, QA Inspector, QA Supervisor, NUC/NON-NUC QA/Welding/Machining qualifications, Dry Deck Shelter/SEAL Delivery Vehicle Technicians (NEC 9534/9535/5306). Completion of supervisory level watch qualifications (SUBMARINE: DOOW, COW, EOOW, DCPO, CDO. SURFACE: EOOW, PPWO, EWS, PPWS, JOOD U/W) are vital towards determining the strength of the applicant. Those who have completed senior Repair qualifications (RDO, RDC, AQAQ, QAS) are highly desired. For Submarine and Surface ratings, qualifications such as DOOW, EOOW, PPWO, EWS, PPWS, EDPO, and RDPO are equivalent qualifications and should be given equal weight.

The Reserve Component does not access Naval Nuclear Propulsion LDOs. Active Component Enlisted personnel entering the Reserve Component do not retain Naval Nuclear Power NECs. The Reserve Component desires that former Naval Nuclear Propulsion personnel with supervisory Naval Nuclear Propulsion NECs (e.g., 3363, 3364, 3365, 3366, 3393, 3394, 3395 or 3396) be given special consideration for accession into the Reserve Component 623X LDO Program.

Reserve Component LDO candidates with a strong maintenance and/or repair background gained in their civilian employment, who are not from the traditional Active Component source ratings, should be given special consideration when the level of demonstrated maintenance/repair experience would be considered suitable for an Active Component LDO of the source rating.

**Submarine
Ordnance
(626X)**

Selectees will be expected to supervise nuclear weapons technical operations. Special consideration should be given to Missile Technician (MT) applicants. The MT rating is not open to the Reserve Component. Reserve component applicants who were previously MT's on active duty should be given special consideration.

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**Submarine
Electronics
(628X)**

Applicants must have a background in the field of non-nuclear electronics. They must possess experience in the installation, operation, and maintenance of electronics systems installed in units of the submarine force; assist in the operational evaluation of new installations as well as modifications to existing systems; provide operational and technical input to the research and development community for consideration in the design and testing of electronics systems and components; assist in the preparation and distribution of operator and maintenance training courses; and provide operation and maintenance guidance for electronics systems at all levels of command. Reserve Component LDO candidates with a strong electronics background gained in their civilian employment who are not from the traditional Active Component source ratings should be given special consideration when the level of demonstrated experience would be considered suitable for an Active Component LDO candidate of the source rating. For the Reserve Component, personnel outside of the source rating with a strong anti-submarine warfare (ASW) background should be given special consideration based upon the candidate's potential to qualify as a Theater Anti-Submarine Warfare Officer (TASWO). Additionally, Surface ratings with equivalent experience should be given special consideration.

**Submarine
Communications
(629X)**

Applicant 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). The candidate should have completed all senior in rate qualifications. At a minimum, applicant 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. The candidate should have senior qualifications completed such as Master Training Specialist (MTS) and Communications Watch Officer (CWO). Additional consideration should go to those with

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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
Maintenance
(633X)/(733X)**

Applicants must have acquired and demonstrated the appropriate aircraft maintenance experience and knowledge through qualifications and assignments. Applicants must have demonstrated working knowledge on maintenance of a variety of aviation systems. Give special consideration to applicants with demonstrated knowledge of the Naval Aviation Maintenance Program (NAMP) through training and qualification.

RC candidates with recent maintenance experience in operational squadrons are highly desired. Candidates with civilian experience as licensed Airframe and Power Plant Mechanics or work as production technicians/engineers for major aerospace manufacturing companies are well suited for this designator.

**Administration
(641X)**

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 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. The candidate should have diverse assignments in various operational units, major staffs, or fleet organizations functioning in administration and personnel. The applicant's past and current evaluations should highlight a division level leadership role and success in managing complex administrative and personnel issues.

Applicants from the Reserve Component should have demonstrated via written documentation (FITREPS/EVALS/Awards) that they have acquired the appropriate experience and knowledge through

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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. RC candidates from the typical source ratings of YN or PS should be given favorable consideration. RC candidates from "non-source" ratings must demonstrate substantial and quantifiable knowledge in Navy personnel policies, manpower management, pay systems, travel, order writing, evaluations, awards, legal, and official correspondence in repetitive leadership tours within an administrative department. RC candidates serving as ADMIN DEPT LPO or LCPO of larger operational/deployable units are highly desired.

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 this designator. However, favorable consideration should be given to Reserve Component applicants not offered a sea tour that have successfully served in a regular active Arduous Duty/IA/Joint/Staff billet in the administrative field.

Information Systems (642X)

Consideration should be given to candidates with demonstrated technical competency and leadership in the following skill sets and assignments: Special Warfare, Surface, and Subsurface Communications (NECs 14AA, 14CM, 14EM, 14BH), Networks, and/or Information Assurance, and GSA/IA billets. The strongest candidates will have a diverse skill set mix of Communications (NEC 2379), Tactical Mobile Communications (NEC 9613), Information Assurance (NEC 2779, IAT II and Certifications) and Networks (NECs 2791, 2780, 2781), excelled in a variety of operational afloat, expeditionary, and overseas assignments.

RC candidates with advanced IT/IP network certifications, IT/IP Bachelor's of Science or higher degree, Web based program management or

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network security experience are highly desired regardless of the candidates' source designator. Competitive RC candidates will have an Associate's degree as a minimum. RC candidates with knowledge of Navy, DOD, and Civilian Cyber Networks are well suited for this designator.

Information Systems (742X)

Consideration should be given to candidates with demonstrated technical competency and leadership in the Radio Frequency (RF)/Tech Control billets at sea or shore communications commands, Frequency/Spectrum Management (NEC 2301) expertise, Special Warfare, Subsurface Communications (NECs 14AA, 14CM, 14EM, 14BH), Enterprise and afloat Networks, Information Assurance, and GSA/IA billets. The strongest candidates will have sustained superior performance in technical oriented diverse platforms and communities with emphasis of at sea communications and shore communication commands skills (NEC 2379). Candidates with the Tactical Mobile Communications (NEC 9613), Information Assurance (NEC 2779, IAT II and Certifications) and Networks (NECs 2791, 2780, 2781) are desirable.

RC candidates with advanced IT/IP network certifications, IT/IP Bachelor's of Science or higher degree, Web based program management or network security experience are highly desired regardless of the candidates' source designator. Competitive RC candidates will have an Associate's degree as a minimum. RC candidates with knowledge of Navy, DOD, and Civilian Cyber Networks are well suited for this designator.

Information Warfare (744X)

Give special consideration 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

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competencies while serving in Navy and National operational assignments.

RC candidates with advanced IT/IP network certifications, IT/IP Bachelor's of Science or higher degree, Web based program management or network security experience are competitive regardless of the candidates' source designator. Those RC candidates with Cryptology and Electronic Warfare experience are highly desired. Competitive RC candidates will have an Associate's degree as a minimum. RC candidates with knowledge of Navy, DOD and Civilian Cyber Networks are well suited for this designator.

**Intelligence
(645X)**

Applicants for LDO 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 been assigned to either sea or shore duty flag staffs or on operational intelligence watch floors at major joint, naval intelligence or component commands. RC candidates with equivalent or higher experience with DOD or other federal government intelligence agencies who are currently serving in RC intelligence units as SELRES are highly desired.

**Intelligence
(745X)**

Applicants for CWO should be considered from the following two Intelligence (39XX) NECs: 3910 (Naval Imagery Interpreter) and 3913 (Navy Tactical Counter-Intelligence and Human Intelligence (CI/HUMINT) Specialist)). 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

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management and leadership experience in support of naval or joint operations at sea, ashore or overseas. Second, consideration will be given to applicants who have been assigned to operational tours at sea, to major naval or joint intelligence commands ashore, or combatant commands. RC candidates with equivalent or higher experience with DOD or other federal government intelligence agencies who are currently serving in RC intelligence units as SELRES are highly desired.

**Security
(649X)**

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.

Differences between Active and Reserve Component criteria: Reserve Directives/Policies/Procedures/Assignments may vary from Active Component. Experience in Reserve Component only may not be sufficient to be successful in this designator. However, favorable consideration should be given to Reserve Component applicants not offered a sea tour that have successfully served in an Arduous Duty/IA/Joint/Staff billet. Furthermore, significant weight may be assigned to leadership roles in civilian law enforcement organizations, and such experience should be considered when noting the absence of sea duty or enlisted warfare qualifications that are the norm for Active Component candidates. It should also

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be noted that some typical Master-at-Arms skill sets, such a Military Working Dog Handler, are not common among Reserve personnel.

Civil Engineer (6535) Applicants must possess a strong knowledge base of Naval Construction Force (NCF) and Naval Expeditionary operations. Applicants must have a diverse career track and, upon commissioning, be world-wide assignable to NCF and expeditionary units. Consideration should be given to candidates with demonstrated technical competency and leadership in Construction Management and General Contracting. CEC LDO's will serve as, but are not limited to: Company Commander, Officer-in-charge, and Training Officers.