



DEPARTMENT OF THE NAVY
NAVY PERSONNEL COMMAND
5720 INTEGRITY DRIVE
MILLINGTON TN 38055-0000

1401
PERS-00
4 Sep 15

From: Commander, Navy Personnel Command
To: President, Fiscal Year 2016 Full Time Support Captain
Selective Retention Board

Subj: ORDER CONVENING THE FISCAL YEAR 2016 FULL TIME SUPPORT
CAPTAIN SELECTIVE RETENTION BOARD

Ref: (a) Fiscal Year 2016 Administrative Selection Board
Precept
(b) CNO WASHINGTON DC 161240Z Jun 15 (NAVADMIN 139/15)
(c) SECNAVINST 1920.6C
(d) CNO (N13) memo of 31 Jul 15

Encl: (1) Board Membership

1. Date and Location

a. This administrative selection board, consisting of you as president and the members listed in enclosure (1), is ordered to convene at Navy Personnel Command, Millington, TN at 0800, 21 September 2015, or as soon as practicable thereafter.

b. The board shall proceed in accordance with all guidance in this letter and the Fiscal Year 2016 (FY-16) Administrative Selection Board Precept, reference (a).

2. Function. The function of the board is to recommend Full Time Support (FTS) Captains for selective retention per references (b) and (c).

3. Board Authorized Selections. The total number of officers who may be selected for retention is 23, per reference (d).

4. Additional Guidance. The below information is provided to clarify community requirements and any specific needs, but in no way should replace the Best and Fully Qualified Standards of reference (a).

a. Skill Requirements. The Navy must focus on the skill sets mandated by current needs and on developing the professional competencies required in our future leadership. The Navy and joint

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force leadership needs to be comprised of a diverse blend of officers that have excelled in both traditional and specialized career paths. Give due consideration to demonstrated performance and expertise in the competency/skill areas listed in order of significance below.

All of the following designators are for 1st and 2nd Gate unless otherwise stated.

Unrestricted Line (FTS) (11X7/13X7):

1. Financial Resource Management (FM)
2. Recruiting Leadership
3. Shore Installation Management (SIM)
4. Naval Special Warfare (NSW) Experience
5. Operational Analysis (OA)
6. Joint Experience
7. Expeditionary Warfare and Confronting Irregular Challenges
8. Navy Operational Planner

Human Resources (FTS) (1207):

1. Operational Analysis (OA)
2. Financial Resource Management (FM)
3. Cyber Operations and Planning
4. Recruiting Leadership
5. Education and Training
6. Joint Experience

Supply Corps (FTS) (3107):

1. Expeditionary Warfare and Confronting Irregular Challenges
2. Joint Experience
3. Financial Resource Management (FM)
4. Navy Operational Planner
5. Education and Training
6. Operational Analysis (OA)
7. Acquisition Corps

Aerospace Engineering Duty Officer (Maintenance)
(FTS) (1527) (1st Gate only):

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1. Acquisition Corps
2. Education and Training
3. Expeditionary Warfare and Confronting Irregular Challenges
4. Financial Resource Management (FM)
5. Joint Experience
6. Operational Analysis (OA)
7. Shore Installation Management (SIM)

b. **Additional Considerations.** The following are additional considerations in determining the best qualified officers:

(1) **Individual Augmentee (IA)/Global Support Assignment (GSA)/Overseas Contingency Operations (OCO)/Irregular Warfare/Afghanistan-Pakistan Hands (APH) Program Assignment**

(a) The board may give favorable consideration to those officers who have displayed superior performance while serving in IA/GSA/OCO/APH assignments in direct support of OCO, Irregular Warfare, and the National Defense Strategy, and in particular, those IA/GSA/OCO/APH assignments that are extraordinarily arduous or which involve significantly heightened personal risk. These individuals are developing valuable combat and nation-building skills under stressful conditions. Such assignments may not be typical of the officer's traditional community career path, and the officer may be rated by a reporting senior unfamiliar with the officer's specialty and the Navy fitness report system.

(b) IA/GSA/OCO assignments may take an officer out of the normal community career path for periods up to 1 1/2 years. APH assignments consist of extensive specialized training and multiple, non-standard deployments that may take an officer out of the normal community career path for periods of up to 3 1/2 years.

(2) **Education and Professional Development.** The board shall give favorable consideration to those officers with relevant graduate education, experience in specialized areas, and Navy and Joint Professional Military Education (JPME).

(a) The Navy values completion of graduate education and development of a subspecialty. Degrees from the Naval Postgraduate School, the Naval War College and equivalent Service institutions, and civilian education programs that result in

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assignment of a subspecialty code or award of Additional Qualification Designation (AQD) codes are desirable. Proven expertise from an experience tour utilizing that subspecialty is fundamental to development of Navy Leaders.

(b) The Navy values competitive scholarships and fellowships, examples of which include: Olmsted Scholar, Marshall Scholar, Rhodes Scholar, White House Fellowship, SECDEF Corporate Fellowship and Federal Executive Fellowships (e.g., Politico-Military and Cyber).

(c) Best qualified officers seek opportunities to broaden their cultural awareness through experiences and education and to enable better communication in a global operating environment.

(d) Best qualified officers have demonstrated willingness and an ability to lead and mentor a diverse workforce of service members.

(e) Favorable consideration shall be given to the critical need for senior leaders who are Joint Qualified Officers as documented by an Additional Qualification Designator (AQD).

(3) **Dual career paths.** Many FTS Officers, particularly in the Unrestricted Line and Human Resource communities, complete a balance of operational or community-specific milestone tours (e.g., Commanding Officers and major staff assignments) and Reserve management milestone tours (e.g., Navy Operational Support Center Commanding Officer and Navy Reserve major staff assignments). Success and sustained exceptional performance in these areas is the most important attribute to consider. Officers selected must have demonstrated exceptional managerial skill and professional competence in operational, executive, and staff roles. In determining those officers best qualified for promotion, you should consider favorably those officers who have served in a broad spectrum of assignments requiring expertise in diverse functional areas. Operational requirements can sometimes limit the Reserve Management assignment of some officers and this limitation should not disadvantage these officers.

(4) **Subspecialty requirements.** Due to the unique aspects of the Reserve Force, FTS officers with expertise in Information Technology and Financial Management are required to manage the

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varied Reserve IT systems and to manage Reserve Personnel Navy (RPN) and Operational Management Navy Reserve (OPNR) accounts. Although these subspecialty qualifications are a core requirement for a portion of the FTS HR community, officers of any designator may possess them. Regardless of designator, these subspecialties are critical to the FTS community and should receive favorable consideration.

(5) **Diverse career backgrounds prior to selection as FTS Officers.** Navy Reserve officers who have been recalled to active duty will often have fewer active-duty fitness reports than their active component peers. Due consideration shall be given to the fitness reports available and the quality of performance reflected in the record. An officer's record shall not be discounted simply because it contains fewer active-duty fitness reports than a peer's record.

5. **Acquisition Corps Considerations.** Acquisition Corps officers possess the qualifications to manage the development, acquisition, and life cycle support of the Navy's current and future platforms and associated systems. The Unrestricted Line (AP), Aerospace Engineering Duty Officers, and Engineering Duty Officer, and Engineering Duty Officer communities all contain Acquisition Corps officers. In addition, contracting skills are based in the Supply Corps and Civil Engineer Corps. While there are specific needs and backgrounds in each community, there are overarching acquisitions skill sets which are valued and found in all of these communities. Officers who possess these skills, regardless of the community to which they belong, are valued and necessary for the health of the Acquisition Corps, and should be considered in the broad context of the Acquisition Corps. Examples of these overarching skill sets include technical and operational knowledge of C4I, combat systems, unmanned systems, systems engineering, Enterprise information systems, information technology, and weapons and major weapons systems (e.g., ships and aircraft). In determining the best and fully qualified officers for promotion, you shall give equal consideration to outstanding performance whether in an acquisition or non-acquisition position.

6. **Human Resources (HR) Considerations.** In addition to the basic attributes of sustained superior performance in positions of increased responsibility, the below is provided to assist in evaluating candidates:

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a. Officers who have a successful track record of sustained superior performance and increasing scope of responsibilities in leadership, major staff and/or IA/GSA/OCO/APH assignments indicate potential to succeed at the level of captain.

b. Officers who have successfully completed or have demonstrated superb performance in a commander milestone tour (to include command and staff assignments) indicate potential to succeed at the level of captain.

c. Officers who have a master's degree, particularly HR-focused (including Operations Research Analysis, Manpower Systems Analysis, and Education and Training (plus Financial Management and Information Technology)), indicate an officer's potential to grasp complex human capital concepts and provide analytical rigor as a senior leader and policy maker in the Human Resources Community.

d. Officers who have proven HR-focused subspecialties (Manpower Systems Analysis, Operations Research Analysis, and Education and Training Management, (plus Financial Management and Information Technology) indicate proven application of human capital theories, concepts and analysis and are valued by the Human Resources Community.

e. Officers who maintained an industry recognized HR-related certification (or Information Technology or Financial Management certification) have demonstrated the ability to understand and apply myriad human capital theories, concepts and laws/regulations critical to policy development and execution across the Navy.

f. Designation as a Joint Qualified Officer, a successful tour in a joint billet and completion of joint education are valued by the Human Resources Community.


DAVID F. STEINDL