



Reserve SWO Sailing Directions - October 2012

Fellow Reserve SWOs,

We're firmly into the new fiscal year, which means it's not too early to begin preparations for your FY13 Annual Training plan, and to get your record squared away for promotion/selection boards. And for those of you who secured new billets, either command or staff during the FY13 APPLY board, you should already be in communications with your new reserve unit leadership, and Operational Support Officer. If going into a CO position, you should also be coordinating with the incumbent reserve CO to introduce yourself by email to your reporting senior. In the November newsletter we'll provide a breakdown of the APPLY results so you can get a sense for the degree of competition on the board.

This newsletter highlights the Navy Expeditionary Combat Command (NECC) specialty area, and provides guidance towards preparing for your newly-selected APPLY billets and getting your record ready for an upcoming board. And as we've done in prior months, each of the other specialty areas (OLW, Surface, MSC) provides updates relevant to our community.

Thank you for the newsletter survey feedback. We received strong comments that this newsletter is helpful, but also received some great ideas on how we can adjust. You'll see some of those changes in the future editions.

If you have questions or feedback about anything in this newsletter or our NR Surface Warfare Community Portal, send an email to reserveswo@navy.mil and we will forward it to the right POC. We're also going to provide a short survey in the next two weeks to solicit your impressions about this document. Again, we welcome all feedback.

Respectfully,

RDML Sandy Adams
on behalf of the entire Reserve SWO Executive Committee and
Working Group

1. NECC Community Highlights





a. Mission

You may have heard that NECC is going through some downsizing, but keep in mind that the Reserve Component will still be 49% of the total NECC force. NECC has three main areas for RC SWOs to serve: Coastal Riverine Squadrons, Maritime Civil Affairs, and Expeditionary Training. Read more below!

Navy Expeditionary Combat Command (NECC) serves as the single functional command for the Navy's expeditionary forces and as central management for the readiness, resources, manning, training and equipping of those forces. Expeditionary forces are organized to accomplish specific objectives in other countries.

NECC is a scalable force spanning the full range of military operations from Theater Security to Major Combat. Made up of dedicated, ready Sailors, NECC forces are high impact, operating around the globe, building partnerships, and helping increase partner navies' capability to promote peace and prevent war. However, when called upon, they also become primary enablers for a Combat Commander to win a crisis or war effort.

NECC is a force provider for integrated maritime expeditionary missions. The subordinate units are a core expeditionary force providing "smart power," applying just the right power, at the right time, at the right place. This may cover a variety of missions such as:

- Effective waterborne and ashore antiterrorism
- Force protection
- Theater security cooperation and engagement
- Humanitarian assistance/disaster relief contingencies
- Supplementing other Governmental agencies for homeland security, upon request

NECC forces are trained in combat skills for self defense. These forces seamlessly blend Active and Reserve Components, with reserve units training and deploying like their active duty counterparts. Using operational reserve forces, the Reserve Component is fully capable of providing the same capability and capacity as their active duty counterparts. All NECC Active Component forces can produce an initial surge capability within 48 hours. Supplying a continuum of capability from the blue to green and brown water environments, NECC is an essential part of the Navy team to deliver core capability through expeditionary forces.



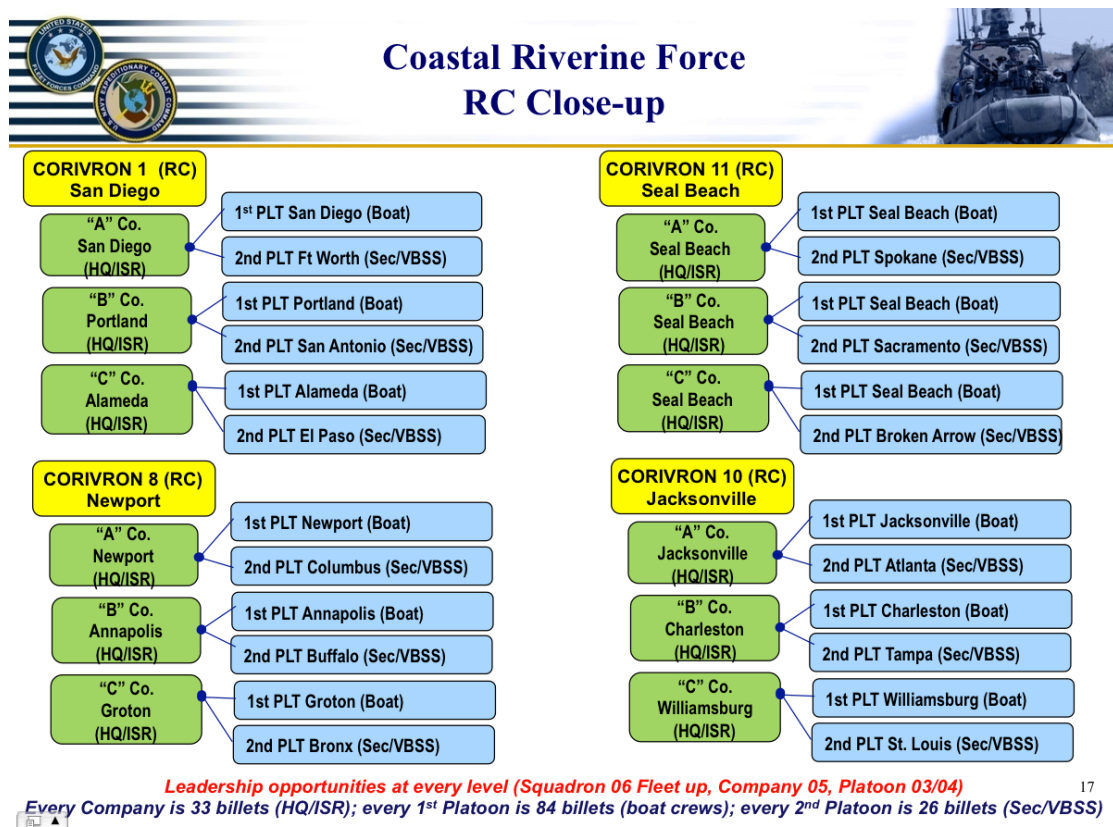
b. Subordinate Commands.

1. Coastal Riverine Force

In response to the Defense Strategy for the 21st Century, the Coastal Riverine Force (CRF) was created in 2012 by merging the Navy Riverine Force and the Maritime Expeditionary Security Force. CRF provides core Navy capabilities necessary for maritime security today and into the future.

MSRON vs. CORIVRONS. You have heard in the past about Maritime Security Squadrons (MSRONs) and are starting to hear about Coastal Riverine Squadrons (CORIVRONS). The MSRONs that are deploying are keeping that unit title until they return. But all 4 RC MSRONs that will remain will convert to the CORIVRON unit title (e.g. MSRON 11 to CORIVRON 11). So we appreciate you being bi-lingual for a little while longer. There are 3 AC CORIVRONS and two AC Forward Deployed smaller detachments as well.

See below for a layout of where the CORIVRONS and their subordinate companies and platoons are. We have these hardward units all over the US. Also see below for a pictorial description of a CORIVRON, Company, and Platoon.





The diagram illustrates the organizational structure of the Coastal Riverine Force (CRF). At the top, the title "Coastal Riverine Force Squadron Structure" is centered. To the left are the U.S. Navy and U.S. Marine Corps logos. To the right is a photograph of a CRF boat. The main structure is a hierarchical tree starting with "CORIVRON" at the top. Below it are three companies: "A" Co. (33 Billets), "B" Co. (33 Billets), and "C" Co. (33 Billets). Each company is further divided into two platoons: "1st PLT (84 Billets)" and "2nd PLT (26 Billets)". To the left of the company boxes is a photograph of a CRF boat. To the right of the platoon boxes are two photographs of CRF boats. At the bottom of the diagram is a list of leadership opportunities and a set of key capabilities.

Coastal Riverine Force Squadron Structure

CORIVRON

"A" Co. (33 Billets)

1st PLT (84 Billets)

2nd PLT (26 Billets)

"B" Co. (33 Billets)

1st PLT (84 Billets)

2nd PLT (26 Billets)

"C" Co. (33 Billets)

1st PLT (84 Billets)

2nd PLT (26 Billets)

Total RC Leadership opportunities:

4 CAPT CO

4 CAPT XO (Fleet Up)

12 CDR Company Commander OIC

24 LT/LCDR Platoon Commander OIC

Leadership opportunities at every level

Each Company is a Headquarters with ISR capability

Each 1st Platoon contains boats and crews capability

Each 2nd Platoon contains Security and Vessel Boarding Search & Seizure capability

NECC

UNCLASS/FOUO

Adaptive, Responsive, Expeditionary

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CRF is comprised of units manned, trained, and equipped to conduct, port and harbor security, high-value unit security and escort, surveillance and reconnaissance, insertion and extraction of small units, and command and control for supporting and assigned units. CRF is capable of conducting 24-hour operations in all weather conditions and climates.

CRF has both Active and Reserve Component units trained to operate in ambiguous anti-terrorism and force protection threat environments. These expeditionary units use armed boats and other capabilities to provide force protection. CRF forces may also be task-organized to provide tailored force packages to meet unique operational requirements and contingencies such as force protection, protection of vital waterways, establishment of local military superiority in areas of naval operations and Humanitarian Assistance and Disaster Relief.

CRF operates in harbors, rivers, across the littorals and ashore to conduct maritime security operations to defend high value assets, critical maritime infrastructure, and ports and harbors. CRF can operate in the green water to shore areas in conjunction with Amphibious Readiness Groups, Expeditionary Strike Groups, Carrier Strike Groups, Global Partnership Stations, and Military Sealift Command ships.



There are currently CRF RC Surface Warfare Officer billet opportunities in Alameda, Annapolis, Atlanta, Bronx (NY), Buffalo, Charleston, Columbus (OH), Corpus Christi, Earle (NJ), El Paso, Fort Worth, Groton, Jacksonville, Kansas City (Whiteman AFB), Newport (RI), Oklahoma City, Orlando, Portland (OR), Portsmouth (VA), Raleigh, San Antonio, San Diego, Sacramento, Spokane, Seal Beach, St. Louis, Tampa, Tulsa and Williamsburg. Please contact either CAPT Gary Buchanan at 206-877-3670 / gary.buchanan@navy.mil or CAPT Robert Perry at 904-854-8977 / robert.perry2@navy.mil for more information about CRF.

2. Maritime Civil Affairs and Security Training (MCAST) Command.

The MCAST command has two missions: Maritime Civil Affairs and Security Force Assistance mobile training teams (MTTs). Using small teams of regionally-aligned planners, teams, specialists and trainers, they help provide access to and influence the civil populace near maritime operations, and establish enduring partnerships with nations and their military forces.

The MCAST Command mans, trains, equips and deploys Sailors to facilitate and enable a Navy Component or Joint Task Force Commander to establish and enhance relations between military forces, government and nongovernment organizations and the civilian population. MCAST Command executes Civilian-to-Military operations and Military-to-Military training, as directed, in support of security cooperation and security assistance requirements.

Maritime Civil Affairs and Security Training Command deploys effective, flexible and responsive teams that provide:

- Planning and operational support to Navy Component and Joint Task Force Commanders.
- Civil reconnaissance and assessment of identified civilian infrastructure and capability requirements.
- Maritime-related subject matter experts.
- Military maritime expeditionary core instruction to foreign militaries.
- Relief coordination and port/littoral assessment to Humanitarian Assistance/Disaster Relief efforts.

Security Force Assistance MTT Courses of Instruction

- Small Boat Operations and Tactics
- Maritime Combat Operations
- Weapons Handling
- Marine Engine Maintenance
- Anti-Terrorism/Force Protection
- Expeditionary Security
- Professional Development



There are MCAST Surface Warfare Billet opportunities in Fort Dix (NJ), Fort Lewis (WA), Long Island, Norfolk, San Diego and San Jose. Please contact LCDR Julian Carswell at 757-492-1901 / julian.carswell@navy.mil for more information about MCAST.

3. Expeditionary Training Group

Expeditionary Training Group (ETG)'s mission is to provide training to Navy Expeditionary Combat Command's (NECC) Echelon IV and V commands as they complete the integrated phase of the Fleet Readiness Training Plan. From there, ETG recommends Maritime Security Surge or Maritime Security Operations-Ready certifications.

ETG concentrates on the headquarters elements of deploying NECC units and provide them the integrated and advanced training they will need on deployment.

For the commands of NECC, ETG fills a training need that no other command can provide to these deploying expeditionary forces. ETG's mission is to provide training to Navy Expeditionary Combat Command's (NECC) Echelon IV and V commands as they complete the integrated phase of the Fleet Readiness Training Plan. From there, ETG recommends Maritime Security Surge or Maritime Security Operations-Ready certifications.

There are ETG Surface Warfare Officer Billet Opportunities in Virginia Beach. Please contact CDR Paul Rufo at 757-318-4450 x334 / paul.rufo@navy.mil for more information about ETG.

2. Operational Level of War (OLW) Community Highlights

- a. Commander Naval Forces Korea Head Quarters Unit (CNFK HQ)
 1. ULCHI FREEDOM GUARDIAN (UFG) exercise. The UFG combined exercise between South Korea and the United States took place at the end of August. CNFK reserve units supported the exercise with 99 billets, half coming from the HQ unit.
 2. A priority during UFG 2012 was to operationalize CNFK HQ's. Therefore, as the HQ worked to transition from a previous administrative role, it relied heavily on the Surface Warfare Officers (SWOs) who participated to lead the team of Supply, Medical and Intel personnel toward this goal. SWOs served in positions such as Battle Watch Captain, JRC and USFK support, Planning Cell team leads, and as the CNFK LNO on the Blue Ridge. Billets were supported in Seoul, Chinhae, Busan, Daegu and on the Blue Ridge.
 3. During the exercise, members of CNFK HQ also participated in a successful humanitarian visit to the Aikwangwon Orphanage on Koje



Island, Korea. Besides an opportunity to visit with the children, our reservists worked on landscaping projects to improve the facility. Additionally, a tour to the DMZ was organized for CNFK reservists while they were on the peninsula.

- b. Commander, US Forces Japan (USFJ)
 - 1. The USFJ took their drill weekend on the road in SEP and went to the National Air and Space Intelligence Center (NASIC) on the Wright-Patterson Air Force Base in Dayton Ohio.
 - 2. The availability of large, secure briefing spaces allowed the USFJ team the opportunity to display and discuss a broad range of sensitive and relevant topics, including all of the PACOM OPLANs, campaign plans and recent intelligence/diplomatic developments in the PACOM theater.
 - 3. The series of in-depth discussions tied together all of the strategies and plans for the area, specifically as they relate to the National Security Strategy (NSS) and the National Military Strategy.

POC: CAPT Daniel Fink, CO, USFJ 105, daniel.l.fink@navy.mil.

3. Military Sealift Command (MSC) Community Highlights



- a. On the Reserve Front. Congratulations to all the APPLY-selected Commanding Officers! Welcome aboard! To help you get a jump on your transition you can find the current Commanding Officer's name and email on the SRC Portal under the MSC Specialty page. Also, if you haven't already, reach out and introduce yourself to your Operational Support Officer (table below).

Area Command	Name	Email
HQ	CAPT Matt Berta	matt.bertha@navy.mil
MSCLANT	LCDR Tracy Hegglund	tracy.hegglund@navy.mil
MSCPAC	CDR Joe Whalen	joseph.whalen@navy.mil
MSCEURAF	Ms. Kim Dixon	kim.dixon@eu.navy.mil
MSCCENT	Ms. Linda Harman	linda.harman@me.navy.mil
MSCFE	Ms. Charlie Brown	charles.a.brown1@fe.navy.mil
MSFSC	Mr. Ron Larsen	ronald.larsen@navy.mil

If you didn't get the billet you wanted, consider contacting one of the many mentors now identified on the SRC portal. Getting a different perspective and a fresh set of eyes on your record can really help in the management of your



career – and the sooner the better! Waiting until a month before the Board to find out that you need to chase down an old award is never a fun time...

- b. On the Waterfront. No pier, but still need your stuff now? No worries. Call Military Sealift Command. In a recent two-week exercise off Fort Story, VA, USNS PFC EUGENE A. OBREGON (T-AK 3006) demonstrated its Joint-Logistics-Over-the-Shore (JLOTS) capability. JLOTS enables forces to move cargo from ship to shore in the event of a natural disaster or combat situation where little to no port facilities exist. Working with the Army's 7th Sustainment Brigade and Navy Beach Group TWO, nearly 380 pieces of rolling stock and containers were discharged from OBREGON to the beach via large, motorized barges called lighterage. Want to know more? Read about the exercise at www.msc.navy.mil/sealift/2012/October/jlots12.htm.
- c. Contact Info. For more information about MSC Navy Reserve Programs, go to the MSC website (<http://www.msc.navy.mil/n00r/>) or contact LCDR Mo Efimba (motale.efimba@navy.mil).

4. Surface Force Specialty Community Highlights



Aegis CG & Tomahawk, Elevated Causeway, Aegis DDG, JLOTS camp

a. Beach Group Accomplishments.

Navy Beach Group ONE (NBG-1) Integrated Training. Multiple reserve units of NBG-1 participated in the first-ever Reserve Component Beach Group Integrated Training (BITE). NBG-1 Headquarters 119, Beachmaster Unit ONE Det GULF, and the various dets of Amphibious Construction Battalion ONE (ACB-1) participated in this one-day event. The purpose of the event was to demonstrate interoperability and Active/Reserve teamwork for future Maritime Prepositioning Force (MPF) offload and Joint Logistics Over The Shore (JLOTS) operations. A causeway ferry and warping tug from ACB-1 transited the San Diego channel and “stabbed the beach” on the Pacific side of the Silver Strand, assisted by a Beach Party Team from BMU-1 and overall command and control of NBG-1 Reserves.

b. Beach Group Opportunities.

ACB-1 will continue to conduct Quarterly Sustainment Training (QST) every quarter in 2012. QST represents the opportunity for sailors assigned to the



ten detachments of ACB-1, including those cross-assigned in (CAI), to travel to San Diego for four days of focused mission-oriented, in-rate, and Seabee Combat Warfare training alongside their active duty counterparts. For 2012, NBG Reserve BITEs are also planned to coincide with March and June QSTs.

Navy Beach Group ONE will participate in two overseas exercises in 2013. Exercise FREEDOM BANNER is an MPF Offload taking place in the Philippines in Mar 2013, and CJLOTS 2013 will take place in the Republic of Korea in May.

c. Littoral Combat Ships (LCS) RC Units



1. Seaframe (SF) Units. Continued intensive planning of RC support for USS FREEDOM's deployment to Singapore next year. This support will include: 1) Deployment-length (~5 months) augmentation of COMLCSRON ONE's Forward Liaison Element (FLE) in Singapore, and 2) AT-length shore-based maintenance support during Freedom's inport periods in Singapore.

2. Mission Module (MM) Units. As mentioned previously, the six RC Surface Warfare (SUW) and Mine Countermeasures (MCM) MM units have been tasked to create fully trained and certified deployable reserve MM crews in late 2013, and 2014, respectively. The SUW training program has already kicked off, and the MCM program will commence in November. These units are still in the midst of intensive efforts to recruit hard-charging sailors. If you're interested in hardware units, and are available for long periods of training and certification, please contact CAPT Winter (info below).

3. LCS Facts:

- 55 hulls and 64 associated Mission Modules (MMs) planned
- 2 classes: FREEDOM (LCS-1) and INDEPENDENCE (LCS-2)
- Each hull is a single-mission ship with swappable MMs (SUW, MCM or ASW)
- The SUW MM (2x30mm gun, with a surface-to-surface missile system to follow) includes a VBSS capability (2x11m RHIB, boarding teams)
- All Mission Packages include a SH-60(S/R) and vertical takeoff unmanned aerial vehicle (VTUAV (Fire Scout)) Aviation Detachment (AVDET)



- Development of the ASW MM lags SUW and MCM considerably (we currently only have SUW and MCM RC units)
- Core (hull) crew = 40, MM crews = 15-19, AVDET = 23
- Current hull/MM crew rotation is blue/gold (4 months)
- Will transition to a "3:2:1" rotation (still 4 months/rotation) in a few years: 3 crews, 2 hulls, 1 hull always forward
- Plans to forward station multiple hulls outside of CONUS
- USS FREEDOM 10-month deployment to Singapore in 2013
- Small crew/limited racks pushes much maintenance ashore
- Mayport is planned as the LANT LCS home later this decade
- Current RC LCS strength is over 400 sailors in 13 units

4. Getting into LCS. We still need hot runners, officer and enlisted, for both our SF and MM units. If you - or outstanding sailors that you know - live near or are able to drill in any of the following locations, there may be a LCS billet available:

- 1) San Diego, CA (5 units)
- 2) Ft. Worth, TX (2 units)
- 3) Minneapolis, MN
- 4) Great Lakes (Chicago), IL
- 5) Atlanta, GA
- 6) The Bronx (New York City), NY
- 7) Mayport, FL (2 units)

Please don't hesitate to contact CAPT Kurt Winter at kwinter@buffalo.edu, or at 716-829-6312, to inquire.



FREEDOM LCS, Beachmaster LARC-V, INDEPENDENCE LCS, Improved Navy Lighterage System (INLS)



5. SWO Recruiting Update



- a. Recruiting Highlight. The end of FY12 marks the end of the third year of increased efforts to recruit active component (AC) SWO junior officers (JOs) leaving active duty through the establishment of two organizations: the Surface Reserve Community's (SRC) Mod Squad and the Career Transition Office (CTO). These organizations have contributed to a general upward trend in RC accessions since a recruiting low point in FY08. This is particularly true of direct accessions from the AC, which have increased 64% over the past three years.

The reality is that unfortunately total RC losses have exceeded accessions for eight straight years resulting in RC SWO and other URL manning shortages – mainly at the O-4 level. While efforts to recruit AC SWO JOs will continue to increase, the SRC Recruiting Team is starting to tap a previously underutilized source of SWOs – the Inactive Ready Reserve (IRR). In September, RADM Wray, our senior SELRES SWO Flag Officer, personally wrote to over 200 O-4s and O-4 selectees in the IRR providing them with information on the benefits of transferring to the Selected Reserves (SELRES). With Mod Squad contacts available to answer questions these officers might have about life as a SWO SELRES, and with guidance on how to make the IRR to SELRES transition, we expect to see improvement in the level of interest in IRR to SELRES transition. The SRC will continue to recruit SWOs from the ranks of the IRR as a way of addressing SRC SELRES shortages.

- b. Recruiting Update. As of September 30th, SWO JO accessions into the RC totaled 168 against a fiscal year 2012 goal of 266 (63%). One hundred thirty-six were gained by the CTO while Navy Recruiting Command (NRC) gained the other 32.
- c. Contacts.
1. Any AC JO interested in receiving more information on transitioning into the RC should contact the CTO at cto.officer@navy.mil or by calling 901-874-4192.
 2. JOs currently in the IRR who are interested in becoming SELRES will need to contact a Navy officer recruiter to begin the transition. You can locate the nearest officer recruiter by going to www.navy.com and clicking



on the “Find a Recruiter” link, or you can call NRC at (901) 874-9003.

3. For information about the SRC Recruiting efforts, contact CAPT Mike Sebastino at michael.sebastino@navy.mil.

6. SWO Mentoring Update



- a. **You have digested the APPLY results – now what?** The APPLY process and board proceedings are meant to put the best officer in each open billet so that the Reserve Component can make lasting contributions to our supported commands and ultimately our national defense. Surface reservists were well represented in this year’s results, comprising more than 30% of all O-5 and O-6 unrestricted line billets assigned. But, not every RC SWO got a billet and not every RC SWO got their top choice. That is the nature of the selection process. So, now what? What should you be doing to continue to serve and to give yourself better opportunities on next year’s board? Below are some tips categorized by your results from the FY-13 board. These are not all inclusive, so use these tips as a starting point for your plan. Of course, one of your first conversations should be with your mentor!
1. **“I got selected for one of my top billets.”** Congratulations! Hopefully, that means you will command a reserve unit. A few considerations include:
 - Realize that you have been selected and entrusted with a great opportunity to lead members of the greatest navy in the world. Review the CNO’s Charge of Command (yes, this also applies to you). Become a student of leadership. Write down a vision of you as a leader. Remember those leaders and their traits that you want to emulate. Remember those that you do NOT want to emulate. Start formulating your first encounter with your command and prepare to make a great first impression.
 - Talk to the departing CO. What has worked well from his or her perspective? Who are the key players and are they staying with the unit? What are the expectations of the supported command CO? What is the training and execution plan for FY-13 and beyond? Get deep dives on the personnel, mission, processes, relationship with the supported command CO, etc.



- Talk to your supported command CO as soon as possible, preferably after your conversation with the departing CO. Ask what has worked well from his or her perspective. Ask what tasks or projects the reserve component should stop and what you should start. Ask any questions that arose from your discussions with the departing CO. Ask what it takes to be his or her top performer. Try to have these meetings face to face.
 - Take a brief on the plan for the December drill weekend from the current CO, XO or OPS.
2. **“I got selected for one of the billets at the bottom of my dreamsheet.”**
Congratulations, you are in pay for another three years! But, begin preparing for FY-14 APPLY cycle if you want command.
- Review your record with one or more mentors. What might have prevented your record from being considered for one of the few CO billets? Can you fix some things in your record over the next 8 or 9 months that will make you more competitive on the next board?
 - Talk with your new CO. What are his or her expectations and highest challenges? What leadership role can you provide to the unit or supported command that might enable you to provide significant value that may help you compete for a hard or soft break out later? Remember that first impressions are powerful. Reach out now to your CO. You don't have to wait until the first drill weekend.
 - Remember, you are a leader by virtue of your rank. Be a good example. Mentor those junior to you. Be proactive.
3. **“I didn't get selected for a billet.”** There can be any of a number of reasons you didn't get selected for a billet, including several key things you control.
- Review your record and dreamsheet with one or more mentors. Should you have put some different billets on the dreamsheet? Were there things in your record that should have been explained in a letter to the board? Most importantly, what can you do over the next 8 or 9 months to make your record more competitive?
 - Ask your network of contacts in the reserve component to keep their eyes open for interim fill opportunities. Although the board does a good job filling billets, there are invariably billets that do go unfilled. Be among the first to know about them. Start putting together your package to submit to the OSOs.
 - When the unfilled billet list comes out (it should be out within a month from now), be among the first to submit a complete and accurate package to the



OSO and unit CO. Although the OSO makes the decision on who fills the billet, he or she will typically take input from the unit CO and probably even the supported command CO. If you know members of the unit, find out more about the unit so you can position your correspondence with the most important information highlighted.

- If an interim fill billet does not materialize, consider finding a unit where you can contribute under temporary additional duty orders. In this case, you would drill with the unit on a voluntary basis and possibly do paid ADT to support the supported command. Look for a unit where you can compete with the assigned officers. Find out from the CO what it would take for you to be number one.
 - Finally, take a leadership role in the VTU and do great things for the Navy and the nation. Ask the VTU CO or the NOSC CO what you can do to be his or her number one.
4. Regardless of where you fall above, you are an officer in the world's greatest Navy. You have served and can continue to serve with distinction, making a significant contribution to our national defense. Do not consider the extremely competitive APPLY process to downplay your leadership and contribution. Many officers have gone on to great things with time out of pay.
- b. **Mentor Network.** The Mentor Network continues to grow. The leaders are aligned the regions where you live.

Northwest Region: CAPT Bill Anderson (william.a.anderson2@navy.mil)

Southwest Region: CAPT Chris Siegle (christopher.siegle@navy.mil)

Midwest Region: CAPT Scott Ready (scott.ready@navy.mil)

Mid-Atlantic Region: CAPT Gerry Queally (gerard.queally@navy.mil)

Southeast Region: CAPT Gregg Marvil (gregory.marvil@hq.southcom.mil)

Contact the lead mentor in your region if you would like to be linked up with a mentor [who could also be a CDR or CDR(s)].

Also, we are looking to continue to grow the mentor network, so consider giving back by becoming a mentor. Contact CAPT Ken Blackmon (kenneth.r.blackmon@navy.mil) for more details.



7. SWO Community Health

- a. APPLY FY13. Fellow SWOs, as we all know, the APPLY results have been posted. Congratulations if you were selected! Selection for a billet, especially a CO billet, is a challenge as there are more qualified officers than there are billets to slate them in. So, how do you make yourself as competitive as possible? First and foremost, superior documented performance in your fitness reports is key.

Every member appearing before APPLY should ensure that their records are current. This means everything from updating a recent photo in your current rank, to ensuring every single fitness report is in your record. Your awards and qualifications should also be current. Do not assume your photo is in your record. Check your record at BUPERS On Line.

The Board will examine your current photo first, and then quickly move to your Officer Summary Record (OSR) where they will perform a quick review to determine if you have earned personal awards appropriate for rank and position. Finally, the board will look at your qualifications, which should match with your warfare specialty. Professional military education and civilian education will also be considered.

Your Performance Summary Record (PSR) is vitally important. If your fitness reports have gaps in them, you need to explain those gaps with a letter to the board. It is your responsibility to ensure that the members of the board clearly understand anything in your record that may require explanation. Ensure that your letter is matter of fact and addresses anything you think the board may question. Reach out to your mentor (or find one on the SWO portal) and ask for advice.

Finally, do yourself a favor by doing two things that will benefit you a great deal.

First, read the APPLY precept (the document that describes the board process). You'll see things that are directly applicable such as "fit," in which you'll see that certain positions require an exact designator match. Knowing how the board will conduct itself will save you from applying for positions that you are unlikely to get.

Second, as you search for APPLY billets, reach out to the points of contact for those positions and get the facts on the billet requirements. For example, is weekday drill required and/or extra AT days required? If you take the time to send that email you will find that you will receive a first-hand perspective that you will not always see on the website. As a minimum, you shouldn't have any surprises. Knowing more about the positions that you are interested in will allow you to rank your choices with more confidence.

Just remember, if you put a job on your dreamsheets and are selected for it, CNRFC will assume that you have accepted it.



If necessary, submit a “Package” by the due date. A package consists of information that should be on your OSR-PSR (but is not) or you received a fitrep or award too late for it to be included on these forms. Remember, if the board can’t see it you won’t get credit for it. The Navy looks for leadership and all leadership counts. Include civilian job information in your package if it applies. Try to submit only one package. I have seen up to 10 submitted for one person and this does not go over very well. Information in a Package could be a tie breaker so if in doubt, send one.

As most people know, the APPLY Board first votes all records to determine a confidence factor, and then – based on those confidence factors – slates the officers into the available billets. The officer with the highest confidence factor will get the top job that he or she is qualified for. So, make sure that you have the qualifications for the job that you apply for! If it says JPME 1 **required**, then you need to have it in your record to be slated into that billet. If it says JPME 1 **recommended** then that is what it means.

Good luck on the boards. If you weren’t selected on APPLY this cycle, make sure to look at the interim fill jobs for a second opportunity. Just remember, you have to go before APPLY in order to be considered for an interim fill job.

- b. Board Preparation. As part of this month’s focus on preparing for upcoming boards, the OLW team prepared the following gouge for Reviewing Your Record For Selection Boards:
 1. Preparing for a Navy selection board is one of the most important steps you can take to manage and control your Navy Reserve career. Make sure your record is complete 4-6 months prior to any board convening date: Fitness Report continuity (FITREPS), NOBCs/AQDs, promotion dates, education, current photograph, etc. With both statutory promotion and APPLY boards, members review a large number of records during the board process and are under a significant time pressure – briefers must quickly interpret your career as displayed on your Officer Summary Record (OSR), Performance Summary Record (PSR) and FITREPS. Your briefer will “paint the picture” of you in 30 seconds, and voting is complete within 1 minute.
 2. Board members will review the following sources of information when reviewing your record: (1) all available Fitness Reports, (2) OSR/PSR, (3) electronic field codes provided in the Electronic Military Personnel Records System (EMPRS) Tech Refresh for Board member review, and (4) any properly executed correspondence received by 2359 the evening prior to the convening date of the board for which you are being considered.
 3. If you send a letter to a selection board, use the following guidance: (a) keep it brief and on point (1-2 pages maximum with enclosures – missing FITREPS, Awards, etc), (b) don’t reiterate career history if it’s already in your record, (c) focus on objective information that explains PSR/OSR anomalies (ie. ranked 4 of 12 as XO without explanation).



4. Briefers seek the following highlights from your record: (a) leadership jobs (CO, XO, OIC), (b) superior performance in tough and challenging assignments (Individual Augmentation/GWOT mobilization, Department Head, Det OIC, etc), (c) improving performance over time, (d) command recommendations, (e) rankings (#2 of 50) including “soft” breakout with comments, (f) grade comparisons to your CO’s average, (g) leadership grades, and (h) relevant graduate education experience in specialized areas and Professional Military Education (PME). But always remember that PERFORMANCE IN COMPETITIVE JOBS IS THE NUMBER ONE INDICATOR SOUGHT BY SELECTION BOARDS.
 5. Remember – it’s your career, take the time to thoroughly prepare for the any board for which you are eligible.
 6. For additional information on selection boards, visit BUPERS website:
<http://www.public.navy.mil/bupers-npc/boards/reserveofficer/Pages/default.aspx>
- c. If you have any questions please send a note to CAPT Mike Coleman at michael.coleman@navy.mil or CAPT Ariel Nagales at ariel.nagales@navy.mil.

