

## MILPERSMAN 1301-233

### OFFICER SPECIAL ASSIGNMENTS – SPECIALTY CAREER PATH

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<b>Reference</b>	(a) NAVADMIN 049/10
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1. **General Information.** The Specialty Career Path (SCP) Program was expanded to all Unrestricted Line (URL) communities per reference (a). Prior to expansion beyond the surface warfare community, it has been a successful initiative that has developed a cadre of officers with critical skills in key Navy mission areas. The SCP Program provides alternatives to the traditional command at sea career path and supports the demand for URL lieutenant commanders, commanders, and captains expertise in growing and expanding mission areas. The following SCP options are open to qualified candidates:

Anti-Submarine Warfare (ASW)
Anti-Terrorism/Force Protection (ATFP)
Education/Training Management (ETMS)
Financial Management (FM)
Missile Defense (MD)
Mine Warfare (MIW)
Naval Operational Planner (NOP)
Operations Analysis (OA)
Shore Installation Management (SIM)
Strategic Sealift (SS)

2. **Policy.** This article defines the policy, responsibilities, and authorities for the management of SCP personnel to maximize career opportunities for SCP officers and optimize manning of SCP billets.

3. **Stakeholders.** For each mission area, the following stakeholders have roles which are outlined below:

a. **Enterprise Lead Agent (ELA)**. The ELAs shall coordinate with the Navy Personnel Command (NAVPERSCOM) Assistant Commander Navy Personnel Command, Career Management Department (PERS-4) for a career management liaison to:

(1) Maintain the SCP billet base, to include commanding officer (CO) and executive officer (XO) equivalent billets for their respective SCP;

(2) Submit input to be considered for inclusion in the SCP selection board convening order;

(3) Define training requirements for their SCP; and

(4) Provide recommendations for NAVPERSCOM (PERS-4) approved nominations to SCP leadership positions.

Prior to the release of ref (a), the following ELAs were assigned:

<b>SCP</b>	<b>ELA</b>
ASW	Naval Mine and ASW command (NMAWC)
ATFP	Naval Expeditionary Combat Command (NECC)
ETMS	Naval Education and Training command (NETC)
FM	OPNAV N82
MD	Navy Air and Missile Defense Command (NAMDC)
MIW	NMAWC
NOP	OPNAV N3/N5
OA	OPNAV N81
SIM	Commander, Navy Installations Command (CNIC)
SS	Military Sealift Command (MSC)

b. **NAVPERSCOM (PERS-4) Liaison Divisions**. The role of NAVPERSCOM (PERS-4) liaison divisions is to act as a single point of contact (POC) for the respective SCP mission area ELAs. The NAVPERSCOM (PERS-4) liaison divisions shall:

(1) Coordinate with the ELAs to maintain SCP billet coding and allocation. The SCP billet base will be validated and updated annually in March;

(2) Prepare and route the convening order when responsible for conducting the annual board;

(3) Communicate SCP training requirements;

(4) Coordinate closely with placement officers on SCP billet and personnel issues.

NAVPERSCOM (PERS-4) liaison divisions are designated as follows:

<b>Specialty Career Path</b>	<b>PERS-4 Liaison</b>
Anti-submarine Warfare (ASW)	PERS-42
Anti-terrorism/Force Protection (ATFP)	PERS-41
Education/Training Management (ETMS)	PERS-43
Financial Management (FM)	PERS-44
Missile Defense (MD)	PERS-41
Mine Warfare (MIW)	PERS-41
Naval Operational Planner (NOP)	PERS-44
Operations Analysis (OA)	PERS-44
Shore Installation Management (SIM)	PERS-43
Strategic Sealift (SS)	PERS-41

c. **Command Placement Officer.** Placement responsibilities for every command containing SCP billets will remain unchanged to ensure a single NAVPERSCOM POC for each command to use when addressing command manning issues.

d. **NAVPERSCOM (PERS-4) SCP Coordinator.** NAVPERSCOM, Surface Officer Distribution Division (PERS-41), with the direct support of the deputy division directors, will oversee SCP progress and issues while making recommendations to NAVPERSCOM (PERS-4) regarding policy and execution actions required.

4. **Selection for SCP.** Selection for SCP and screening for SCP milestones will be accomplished by administrative boards convened by Commander, NAVPERSCOM and announced via naval administrative messages. The selection and screening boards will typically be accomplished within the same week with the same board membership. NAVPERSCOM (PERS-4) will assign NAVPERSCOM (PERS-41) or NAVPERSCOM (PERS-43) to sponsor the board on an alternating annual schedule. Selection for SCP and or screening for SCP milestones do not guarantee assignment to either an SCP billet or SCP leadership position. Projected rotation date, the needs of the Navy, and career progression will continue to impact the assignment process. The assignment process outlined below will attempt to maximize opportunity to develop a cadre of experienced officers within each mission area while maximizing promotion opportunity.

5. **Assignment Policy**

a. **Posting Process**

(1) SCP coded billets will be advertised for fill to all detailers of appropriately screened SCP officers.

(2) SCP billets will be identified in the Officer Assignment Information System (OAIS) with a two-digit alpha-character. The first character will represent the SCP area and the second character will represent the milestone (e.g. DH, XO, CO).

(3) If an SCP officer is not identified for a posted billet within 180 days of the required fill date, the cognizant placement desk will coordinate with NAVPERSCOM, Distribution Management Division (PERS-45) to task the billet to a distribution division through the billet fill decision process for fill by a non-SCP officer.

b. **Detailer Role.** NAVPERSCOM (PERS-4) liaison divisions and associated detailers will monitor the demand signals for various SCP officers and coordinate fills from the inventory of SCP screened officers. Detailers shall endeavor to fill SCP coded billets with SCP coded officers. If an SCP officer is available and it is determined to be an appropriate assignment, the officer will be detailed to the SCP billet.

c. **Approval of CO and XO Equivalent Assignments.** SCP officers will be approved for CO and XO equivalent assignments using a process similar to the current high visibility nomination process.

(1) The responsible placement desk for a CO or XO equivalent assignment will issue a demand signal to the URL distribution divisions no later than 6 months in advance of the desired fill date.

(2) The distribution divisions will advertise the assignment, solicit for interested officers, and provide a nomination or regret prior to 4 months in advance of the desired fill date.

(3) The responsible placement desk will forward nomination packages including a recommendation for the best candidate to NAVPERSCOM (PERS-4) for approval.

(4) NAVPERSCOM (PERS-4) will approve the nominee(s) to be forwarded to the gaining command for approval.

(5) ELAs may recommend assignment of milestone screened SCP officers. Final approval authority rests with NAVPERSCOM (PERS-4) and the gaining command.