



DEPARTMENT OF THE NAVY
OFFICE OF THE SECRETARY
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SECNAV INSTRUCTION 1400.1B

From: Secretary of the Navy

Subj: OFFICER COMPETITIVE CATEGORIES FOR THE ACTIVE DUTY LIST
(ADL) OF THE NAVY AND MARINE CORPS

Ref: (a) 10 U.S.C. Section 621
(b) DODINST 1320.12 of 27 Sep 05
(c) SECNAVINST 1420.1A

Encl: (1) Navy Active Duty List (ADL) Competitive Categories
(2) Marine Corps Active Duty List (ADL) Competitive
Categories

1. Purpose. To establish the officer competitive categories within the Navy and Marine Corps for officers on the active duty list (ADL) under references (a) and (b) and criteria to assess the need for new competitive categories. This instruction is a complete revision and should be reviewed in its entirety.

2. Cancellation. SECNAVINST 1400.1A.

3. Policy. Department of the Navy (DON) policy is to establish officer competitive categories to provide for separate promotion consideration and career development of groups of officers with related education, training, skills, and experience needed to meet mission objectives of the Navy or Marine Corps which make separate career management desirable. Each officer on the ADL within the Navy and the Marine Corps will be appointed to a competitive category for these purposes. New competitive categories will be established when clearly needed to meet the mission objective of the services. It is therefore intended that periodic review of existing competitive categories will be made. Changes to the competitive categories will be made, based on the criteria in this instruction, only after careful consideration of the long-term management needs of the service. If changes occur and enclosures (1) and (2) have not been updated, each service annual Promotion Plan will publish promotion zones for the current competitive categories as stipulated by reference (c).

4. Criteria for New Competitive Categories. A separate competitive category for promotion will be considered only when the following criteria are met:

a. The specialized education, training, or experience and often relatively narrow utilization of a group of officers makes it impossible for them to compete for promotion on an equitable basis with other officers having more generalized experience.

b. It is necessary to protect a substantial investment in education, training, or experience by ensuring equitable promotion opportunity when that education, training, or experience will be utilized within a narrow career field.

c. The specialized community can be managed as a separate career field in such a manner as to ensure the most efficient use of the unique resources in the various officer grades.

d. The specialized community will be large enough to sustain a career force in the grades, O4 through O6, generally within the promotion guidelines of reference (c).

5. Competitive Categories. The competitive categories for ADL officers are established in enclosures (1) and (2). Each officer on the ADL shall initially be assigned to the competitive category for which recruited. Changes of an officer's competitive category and specialty shall be made per service regulation.

6. Requests to Establish/Disestablish a Competitive Category. The Deputy Chief of Naval Operations (Manpower, Personnel, Training and Education) (DCNO (N1/NT)) and the Marine Corps Deputy Commandant for Manpower and Reserve Affairs (DC (M&RA)) may request establishment or disestablishment of a competitive category when the guidelines in paragraphs 3 and 4 are met. The requests must include:

a. Description of career area or career fields to be established or disestablished as a separate competitive category.

b. Discussion of the unique use of the proposed competitive category compared with other fields not established as separate competitive categories.

c. Projection of proposed promotion outlook (promotion opportunity and timing) for grades O4 through O6 for 5 years. If the requested category will take time to increase to proposed full strength, an estimate of the ability to attain and sustain the promotion guidelines in reference (c) is required.

d. Complete justification for establishing or disestablishing the competitive category. Include an evaluation of the proposal and how it will enhance the management of the resource. Evaluate the advantages and disadvantages in terms of procurement and retention for the proposed category and on the category(ies) from which separated or into which merged.

7. Responsibilities.

a. The Assistant Secretary of the Navy (Manpower and Reserve Affairs) (ASN (M&RA)) is responsible for overall supervision of the competitive category designation system under this instruction.

b. DCNO (N1/NT) and DC (M&RA) shall periodically review and update the competitive categories in their respective services.



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ACTIVE DUTY LIST (ADL) COMPETITIVE CATEGORIES FOR THE NAVYCOMPETITIVE CATEGORY AND SPECIALTY

<u>DESCRIPTION</u>	<u>DESIGNATOR</u>
<u>Unrestricted Line Competitive Category</u>	
Unrestricted Line Officer	
Not currently qualified in any warfare specialty or in training for any warfare specialty	110X
Qualified in Surface Warfare	111X
Qualified in Submarine Warfare	112X
Qualified in Special Warfare	113X
Qualified in Special Operations	114X
In training for Surface Warfare Qualification	116X
In training for Submarine Warfare Qualification	117X
In training for Special Warfare Qualification	118X
In training for Special Operations Qualification	119X
In the aviation community whose rating as a Naval Aviator or Naval Flight Officer has been terminated	130X
Qualified for duty involving flying as a pilot (Naval Aviator)	131X
Qualified for duty involving flying as a Naval Flight Officer	132X
In training for Naval Flight Officer Qualification	137X
In training for pilot (Naval Aviator) Qualification	139X
Under instruction as a prospective Judge Advocate General's Corps officer	195X
<u>Restricted Line Competitive Categories</u>	
Special Duty Officer (Human Resources)	120X
Nuclear Power School Instructor	121X
Naval Reactors Engineer	122X
Engineering Duty Officer	
Qualified as a Ship Engineering Specialist	144X
In a prescribed program for designator 144X	146X
Aerospace Engineering Duty Officer (Engineering)	151X
In the grade of Captain and above (note 1)	150X
Aerospace Engineering Duty Officer (Maintenance)	152X
In the grade of Captain and above (note 1)	150X
Special Duty Officer (Information Professional)	160X

<u>DESCRIPTION</u>	<u>DESIGNATOR</u>
Special Duty Officer (Information Warfare)	161X
In training for Special Duty Officer (Information Warfare) Qualification	164X
Special Duty Officer (Intelligence)	163X
Special Duty Officer (Public Affairs)	165X
Special Duty Officer (Oceanography)	180X
Limited Duty Officer (Line)	
Surface Deck	611X
Surface Operations	612X
Surface Engineering/Repair	613X
Special Warfare Technician	615X
Surface Ordnance	616X
Surface Electronics	618X
Submarine Deck	621X
Submarine Engineering/Repair	623X
Submarine Ordnance	626X
Submarine Electronics	628X
Submarine Communications	629X
Aviation Deck	631X
Aviation Operations	632X
Aviation Maintenance	633X
Aviation Ordnance	636X
Air Traffic Control	639X
Nuclear Power	640X
Administration	641X
Information Systems	642X
Bandmaster	643X
Information Warfare	644X
Intelligence	645X
Meteorology/Oceanography	646X
Photography	647X
Explosive Ordnance Disposal	648X
Security	649X
 <u>Staff Corps Competitive Categories</u>	
Medical Corps Officer	210X
Dental Corps Officer	220X
Medical Service Corps Officer	230X
Judge Advocate General's Corps Officer	250X
Nurse Corps Officer	290X
Supply Corps Officer	310X

<u>DESCRIPTION</u>	<u>DESIGNATOR</u>
Chaplain Corps Officer	410X
Civil Engineer Corps Officer	510X
Limited Duty Officer (Staff)	
Supply	651X
Civil Engineer Corps	653X
Law	655X
<u>Chief Warrant Officer Competitive Category</u>	
Chief Warrant Officer	
Deck	711X
Operations	712X
Engineering	713X
Repair	714X
Special Warfare	715X
Ordnance	716X
Special Warfare Combatant Craft	717X
Electronics	718X
Diver	720X
Submarine Deck	721X
Submarine Engineering	723X
Submarine Ordnance	726X
Submarine Electronics	728X
Aviation Deck	731X
Aviation Operations	732X
Aviation Maintenance	734X
Aviation Ordnance	736X
Aviation Avionics	738X
Nuclear Power	740X
Administration	741X
Information Systems	742X
Information Warfare	744X
Intelligence	745X
Photography	747X
Explosive Ordnance Disposal	748X
Physical Security	749X
Supply	751X
Food Services	752X
Civil Engineer	753X

Note 1: All Aerospace Engineering Duty Officers (Engineering and Maintenance) designators 1510 and 1520 in the grade of captain will be redesignated to competitive category Aerospace Engineering Duty Officer designator 1500 unless the officer specifically declines such redesignation. Chief of Naval Personnel will make this redesignation to designator 1500 two years from the officer's date of rank as captain. For the purpose of membership on selection boards, officers redesignated to 1500 will be considered as being in the same competitive category as officers assigned designators 1510 or 1520.

**ACTIVE DUTY LIST (ADL) COMPETITIVE CATEGORIES FOR THE
MARINE CORPS**

Officer Competitive Categories

<u>DESCRIPTION</u>	<u>MOS¹</u>
<u>Unrestricted Officer Competitive Category</u>	
Unrestricted Officer	
Adjutant	0180
Intelligence	02XX
Infantry	0302
Logistics	0402
Communication	0602
Field Artillery	0802
Engineer	1302
Tank	1802
Assault Amphibious Vehicle	1803
Ground Supply	3002
Financial Management	3404
Data Systems	4002
Public Affairs	4302
Judge Advocate	4402
Military Police	5803
Aircraft Maintenance	6002
Aviation Supply	6602
Expeditionary Airfield Officer	7002
Air Command and Control	7202
Low Altitude Air Defense officer	7204
Air Support Control	7208
Air Defense Control	7210
Air Traffic Control	7220
Pilot VMA	7507/09
Pilot VMFA	7521/23
Pilot VMM	7531/32
Pilot VMAQ	7541/43
Pilot VMGR	7550/56/57
Pilot HMH/M/L/A	7558/60/61/62/63/64/65/66/67/68
Naval Flight	7524/25/80/82/88
Basic Pilot	7597/98
Naval Flight Officer Student (TBS)	7578
Flight Student (TBS)	7599
Mission Commander	9807

Enclosure (2)

<u>DESCRIPTION</u>	<u>MOS¹</u>
Ground Control Station Internal Pilot	9808
Basic Officer	9901
General Officer	9903
Colonel, Logistician	9904
Colonel, Ground	9906
Colonel, Naval Aviator/Naval Flight Officer	9907
Colonel, Judge Advocate	9914
Acquisition Management Professional	9959

Restricted Officer Programs

Limited Duty Officer Competitive Categories

Embarkation	0430
Data Systems Management	0650
Ordnance	2102
Explosive Ordnance Disposal	2305
Ammunition	2340
Electronics Maintenance - Ground	2802
Traffic Management	3102
Food Service	3302
Auditing	3410
Combat Camera	4602
Electronics Maintenance - Aviation	5902
Aircraft Maintenance Engineer	6004
Avionics	6302
Aviation Ordnance	6502
Meteorological/Oceanographic	6802
Director/Asst Dir President's Own U.S. Marine Band	9802
Staff Officer, U.S. Marine Band	9803
U.S. Marine Drum and Bugle Corps	9805

Warrant Officer Competitive Categories

Postal	0160
Personnel	0170
Counterintelligence	0210
Infantry Weapons (Marine Gunner)	0306
Embarkation	0430
Telephone Systems	0610
Network Management	0620
Strategic Spectrum Planner	0640
Data Systems Management	0650

<u>DESCRIPTION</u>	<u>MOS¹</u>
Target Acquisition	0803
Utilities	1120
Engineer Equipment	1310
Bulk Fuel	1390
Ordnance Vehicle Maintenance	2110
Weapons Repair	2120
Electro-Optic Instrument Repair	2125
Explosive Ordnance Disposal	2305
Ammunition	2340
Signals Intelligence/Electronic Warfare	2602
Data/Communications Maintenance	2805
Ground Supply Operations	3010
Traffic Management	3102
Food Services	3302
Finance	3402
Financial Management Resource	3408
Auditing	3410
Motor Transport	3510
Marine Corps Exchange	4130
Legal Administrative	4430
Visual Information	4602
Band	5502
Nuclear, Biological, and Chemical (NBC)	5702
Corrections	5802
Criminal Investigation	5804
Aviation Radar Maintenance	5910
Air Traffic Control Systems Maintenance	5950
Data Systems Maintenance	5970
Aircraft Maintenance Engineer	6004
Avionics	6302
Aviation Ordnance	6502
Aviation Supply Operations	6604
Meteorological/Oceanographic	6802
Expeditionary Airfield/Emergency Services	7002
Mission Specialist/Aerial Navigation	7380
Staff Officer, Marine Band	9803
Drum and Bugle Corps	9805
Recruiting	9815
Range	9925

Note 1: Military Occupational Specialty per MCO P1200.16