Billet subspecialty coding is to be based on the minimum education/training/experience level required for optimum performance. Systems Engineering/58XX coding is justified when, in addition to the general criteria stated in NAVPERS 15839 series (Manual of Navy Officer Manpower and Personnel Classification) Part B, the following specific criteria are satisfied:

1. **Subspecialty Coding Restrictions**

   a. Billets assigned to: DPJ SUP/PMS377XB LHA AST ARM/SYS INT MGR, MGR DPJ FE/APM FOR DESIGN/BUILD, MGR DPJ FE/NSWJ1-PROJECT ENGINEER, DPJ BUS ADMIN/LCS POST DELIVERY MGR, DPJ BUS ADMIN/LCS POST DELIVERY MGR, MGR DPJ FE/MISSION SYS INTERGRATION OFF, PGM MGR WEPYSYS/IWS10.0 CVN SYS INTEG PM, DPJ T&E COOR/SYSTEMS INTERGRATOR-MDA FLD.

2. **Applicable Designator(s)**

   a. **Applicable Officer Designator(s)**

      111x, 112x, 113x, 112x, 13xx, 144x, 15xx

   b. **Applicable Billet Designator(s)**

      1000, 1050, 111x, 112x, 113x, 112x, 13xx, 144x, 15xx

3. **Significant Experience Criteria**

   a. Systems Engineering - 5800 S-coded Billets are justified when two of the following conditions are met:

      (1) The duties required detailed knowledge of, or experience in specific Systems Engineering Systems, processes, design, acquisition, management or leadership.

      (2) Appropriate training on specific systems, processes, design, acquisition, and management is available and accessible to qualified officers prior to assignment of billet.

   b. Systems Engineering/5800 S-coded Officers are authorized when:
1. The officer has filled one B, H, S, R, P, Q coded billet for more than 18 months and has no Subspecialty Code in this field.

2. FITREP justifies that s/he has accomplished the tasks indicated above for more than 18 continuous months.

c. Systems Engineering - 5800 R-coded billets are authorized when, in addition to the requirement for S-coded billets, the billet must be filled by officers having filled a previous 5800-coded billet. A requirement for familiarity or experience in the specific duties, as though service in a previous billet, should characterize these billets.

5. Baccalaureate Criteria

   a. Systems Engineering - 5800 E-coded billet and officer codes are not authorized.

6. Elective Level Criteria

   a. Systems Engineering - 5800 H-coded billets are authorized for:

      (1) Billets requiring expertise in Systems Engineering where a masters level of knowledge is desirable but not essential for optimum performance.

7. Functional Education Criteria

   a. Systems Engineering - 5800 F-coded officers are authorized when:

      (1) An officer has not completed all required ESR's (not completed a Thesis at NPS).

      (2) An officer attends a civilian institution and completes two thirds or greater of the ESRs as determined by the Subject Matter Expert.

   b. Systems Engineering - 5800 G-coded officers are justified when:

      (1) An officer has an F code and completes a tour in a masters degree billet or higher.

8. Masters Criteria for Systems Engineering

   a. Systems Engineering - 5800 P-coded billets are authorized when the billet requires all of the following:

      (1) Primary duties requiring the CSRs and ESRs.

Enclosure (4)
b. Systems Engineering - 5800 P-coded officers are authorized when:

(1) The officer completes Systems Engineering master's degree at NPS. The officer will receive the F Subspecialty Code if a thesis is not completed. Utilization and obligations are still required.

(2) The officer completes a master's degree at an accredited institution of higher learning that satisfies all 5800 ESRs.

(3) 5801 P - Is given to those with a Total Ship Systems Track specialization

(4) 5802 P - Is given to those with a Combat Systems Track specialization

(5) 5803 P - Is given to those with a System of Systems Track specialization

(6) 5804 P - Is given to those who Aviation Systems track specialization.

c. Systems Engineering - 5800 Q-coded billets are authorized when the billet requires:

(1) All requirements of the P code and detailed knowledge of, or experience in, specific engineering systems, processes, design, acquisition, management or leadership.

d. Systems Engineering - 5800 Q-coded officers are authorized when:

(1) They complete Systems Engineering 5800 ESRs, either at NPS or another accredited institution, and have done at least 18 months in a master's degree coded billet or higher.

(2) Must have a P-code prior to a Q-coded tour.

(3) F coded officers cannot obtain Q codes. They will be authorized G codes.

10. Doctorate Criteria

a. Systems Engineering - 5800 D-coded billets are authorized when the billet requires:
(1) Primary duties requiring the CSRs, ESRs and a Doctorate Degree in Systems Engineering.

b. Systems Engineering - 5800 D-coded officers are authorized when:

(1) They complete Systems Engineering Doctorate Degree at NPS or another accredited institution.

11. Community Managers have agreed to allow billets to be coded for Systems Engineering - 5800 officers to be educated for this Curriculum.

<table>
<thead>
<tr>
<th>Designator</th>
<th>OCM</th>
<th>POC</th>
<th>Approval Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>111X</td>
<td>Surface - BUPER 311</td>
<td>CDR Chase Patrick <a href="mailto:Chase.patrick@navy.mil">Chase.patrick@navy.mil</a></td>
<td>17 NOV 12</td>
</tr>
<tr>
<td>112X</td>
<td>Submarine - DCNO</td>
<td>CDR Todd Nethercott <a href="mailto:Todd.nethercott@navy.mil">Todd.nethercott@navy.mil</a></td>
<td>23 Oct 12</td>
</tr>
<tr>
<td>1133C/132X</td>
<td>N133C/BUPERS-312</td>
<td></td>
<td></td>
</tr>
<tr>
<td>131X/132X</td>
<td>Aviation - BUPERS</td>
<td>CDR Dave Whitehead</td>
<td>22 Oct 12</td>
</tr>
<tr>
<td>313</td>
<td>313</td>
<td><a href="mailto:Davig.g.whitehead@navy.mil">Davig.g.whitehead@navy.mil</a></td>
<td></td>
</tr>
<tr>
<td>14XX</td>
<td>Engineering Duty -</td>
<td>LCDR Dave Shafer</td>
<td>18 Jul 12</td>
</tr>
<tr>
<td>314</td>
<td>BUPERS 314</td>
<td><a href="mailto:David.schafer@navy.mil">David.schafer@navy.mil</a></td>
<td></td>
</tr>
<tr>
<td>151X</td>
<td>Aviation Engineering</td>
<td>LCDR Holly Shoger</td>
<td>22 Oct 12</td>
</tr>
<tr>
<td>Duty - NAVAIR 7.3.6</td>
<td><a href="mailto:Holly.shoger@navy.mil">Holly.shoger@navy.mil</a></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

12. Sponsor and Subject Matter Expert

Sponsor: RADM Benedict, Director, Strategic Systems Programs

Subject Matter Expert: CAPT Jim Melvin

Approved:

[Signature]

[Signature]

Date

Enclosure (4)