



DEPARTMENT OF THE NAVY
OFFICE OF THE CHIEF OF NAVAL OPERATIONS
2000 NAVY PENTAGON
WASHINGTON, D. C. 20350-2000

IN REPLY REFER TO

OPNAVINST 1412.9
N2
22 Nov 06

OPNAV INSTRUCTION 1412.9

From: Chief of Naval Operations

Subj: NAVAL INTELLIGENCE OFFICER PROFESSIONAL QUALIFICATION PROGRAM

Encl: (1) Active Duty Intelligence Officer Basic PQP Execution and Management
(2) Reserve Intelligence Officer Basic PQP Execution and Management

1. Purpose. To establish the Naval Intelligence Officer (163X) Professional Qualification Program (PQP).

2. Scope. This instruction applies to all commands with Naval Intelligence Officers.

3. Responsibilities

a. Chief of Naval Operations (N27)

(1) Oversee the Intelligence Officer PQP, to include final approval and assignment of Intelligence Officer Basic, Intermediate and Advanced Additional Qualification Designators (AQDs).

(2) Participate in periodic reviews of the basic Intelligence Officer PQP.

b. Center for Naval Intelligence (CENNAVINTEL)

(1) Maintain and update the basic Intelligence Officer PQP to ensure technical content currency and relevancy.

(2) Coordinate periodic reviews of the basic Intelligence Officer PQP as required ensuring emerging operational and technical requirements are included.

(3) Coordinate with FFC N2 to ensure NMETs and other metrics for changing fleet skill requirements are incorporated into ongoing curriculum development.

c. Commander, Fleet Forces Command and subordinate commands

(1) Identify to CENNAVINTEL Intelligence Officer Core Competency Subject Matter Experts (SMEs) to participate in the maintenance of the basic Intelligence Officer PQP.

(2) Participate in periodic reviews of the basic Intelligence Officer PQP.

(3) Coordinate with CENNAVINTEL to ensure NMETs and other metrics for changing fleet skill requirements are incorporated into ongoing curriculum development.

d. Commander, Office of Naval Intelligence and Senior Naval Intelligence Officers at Joint Intelligence Centers, Combat Support Agencies, and Combatant Command Intelligence Directorates

(1) Identify to CENNAVINTEL Intelligence Officer Core Competency Subject Matter Experts (SMEs) to participate in the development and maintenance of Intelligence Officer PQP.

e. Commanding Officers and Heads of Activities

(1) Implement the basic Intelligence Officer PQP.

(2) Provide feedback to CENNAVINTEL as required regarding basic Intelligence Officer PQP content and format.

f. 163X Officers. Complete 163X PQP requirements in accordance with this and all other related OPNAV instructions and guidance.

4. Discussion. The 163X PQP is part of a career-long learning continuum for Active and Reserve Intelligence Officers that will include advanced education, formal training, individual qualifications, individual learning opportunities and experience-based learning. The 163X PQP is established in accordance with CNO Sea Warrior guidance to improve the growth and development of our personnel. The purpose of the PQP is focused on the unique knowledge, skills, and abilities (KSAs)

that Intelligence officers bring to the fight. The PQP is complementary to, but not duplicative of, billet-specific JQRs, courses, and training. The program is rigorous and comprehensive, with a foundation in 163X professional competencies that applies to intelligence support in all warfare areas. It will be tied to the Intelligence Officer Electronic Training Jacket (ETJ) and Five Vector Model (5VM) on NKO. Successful completion of the qualification will result in the assignment of the Intelligence Officer Basic AQD, 3I1

a. The learning continuum begins with completion of the Naval Intelligence Officer Basic Course (NIOBC) and attainment of the Intelligence Officer Basic AQD within two years after entering or transfer into the active Intelligence Officer Community, five years for the reserve Intelligence Officer Community.

b. Commanding Officers can request a waiver for extension of the timeline authorized for final qualification when unusual circumstances, such as long term individual deployments or personal hardship, preclude completion within the designated time frame.

c. 163X officers failing to attain this qualification will be processed as training attrites and will be considered for follow-on assignments according to the needs of the Navy.

d. The Intelligence Officer Basic PQP will be executed in all commands with Naval Intelligence personnel assigned.

e. Active Duty Intelligence Officer Basic PQP execution and management processes are delineated in enclosure (1). Intelligence Reserve Officer Basic PQP execution and management processes are delineated in Enclosure (2).

f. Intelligence officer Intermediate PQP consists of prior 3I1 qualification, completion of the online modules of the Naval Intelligence Intermediate Course (NIIC, Phase 1) and other designated online training. Completion of the Intermediate PQP results in assignment of the Intelligence Officer Intermediate AQD, 3I2.

g. Intelligence Officer Advanced PQP consists of prior 3I2 qualification, completion of O-3/O-4 sea duty/operational assignment or RC equivalent, attendance at the NIIC, Phase 2. Completion of the Advanced PQP results in assignment of the Intelligence Officer Advanced AQD, 3I3.

h. Additional senior level training such as the Naval Intelligence Officer Senior Course, a "back to sea" course, and the Naval Intelligence Executive Business Course will supplement these three PQP Phases.

i. Targeted training for specific jobs will occur at all levels in the community and in all the competency areas.

5. Request for Changes. Commands and individuals may recommend changes to this instruction through the chain of command to Chief of Naval Operations (N27).

6. Report. The reporting requirements contained in this instruction are exempt from reports controlled by SECNAVINST 5214.2B.



TONY L. COTHRON
Director of Naval Intelligence

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Active Duty Intelligence Officer Basic PQP

Active Duty Intelligence Officer Basic PQP Execution and Management consists of:

- Unit commanding officer approves and certifies officer's commencement of qualification program.
- O-4 or above PQP Program Coordinator executes program and provides signature verification of completed qualifications.
- PQP Qualifiers mentor trainees and, as approved by Program Coordinator, approve completion of specific line items.
- O-5 or above Reviewer conducts a Final Board with PQP Program Coordinator and both validate basic PQP completion to unit commanding officer.
- Unit commanding officer approves and certifies qualification and forwards to CNO (N27/N131I).
- Basic AQD awarded by CNO (N27/N131I) and documented electronically.
- DNI forwards completion certificates via unit commanding officer for presentation.
- Completion Timeline: 18-20 month target, 24 months maximum.
- Waivers can be granted for injury, non-deployable status, etc. Waivers will be granted by CNO (N27) and policy will be distributed SEPCOR.
- Formal counseling is required if the officer has not completed 50% of the PQP at 12 months and/or 75% complete at 18 months.
- Non-completion in maximum time (without waiver) results in CO attrition letter to CNO (N27/N131I) and processing for attrite transfer or IRAD.

Intelligence Reserve Officer Basic PQP

Intelligence Reserve Officer Basic PQP Execution and Management consists of:

- Reserve unit commanding officer approves and certifies officer's commencement of qualification program to supported command CO and assigns a PQP Program Coordinator in the reserve.
- Reserve unit PQP Program Coordinator executes program through coordination with supported command. PQP Program Coordinator provides signature verification of completed qualifications.
- Reserve and supported command PQP Qualifiers mentor trainees and, as approved by Program Coordinator, approve completion of specific line items.
- O-5 or above Reviewer conducts a Final Board with PQP Program Coordinator and both validate basic PQP completion to unit commanding officer. As feasible, supported command should participate in Final Board.
- Reserve unit commanding officer approves and certifies qualification and forwards to CNO (N27/N131)I.
- Basic AQD awarded by CNO (N27/N131I) and documented electronically.
- DNI forwards completion certificate to reserve unit commanding officer for presentation.
- Completion Timeline: 48 month target, 60 month maximum.
- Waivers can be granted for injury, non-deployable status, long-term individual augmentation, etc. CNO (N27) will grant these waivers and policy will be distributed via SEPCOR.
- Formal counseling is required if the officer has not completed 50% of the PQP at 30 months and/or 75% at 48 months.
- Non-completion in maximum time (without waiver) results in an attrition letter to CNO (N27/N131I) and processing out of the intelligence community as "non-attain."