CHAPTER 71

ROYAL NAVY EXECUTIVE SPECIALISATION

(Sponsor: NAVY PEOPLE-WFPT LOGS SO1)

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ROYAL NAVY EXECUTIVE SPECIALISATION

7101. Introduction

Since the successful introduction of the position of Executive Warrant Officer in 2005, the quality of the people who have served in this key role and the operational and moral value of embedding them in units' Command Teams has cemented the view that the Executive function comprises a skill set of its own. However, the difficulty of managing a relatively small Common Appointments (CAPPS) scheme in the context of a significant population has resulted in opportunities being restricted for many Warrant Officers. A standalone cohort is the most effective way to develop this capability.

7102. Employment

Executive roles provide the opportunity for WO1s to develop their managerial, leadership and critical thinking skills within a wrapper of Executive responsibility. Assignments are predominantly encompassed within the afloat Executive Warrant Officer (EWO) and shore Base Warrant Officer (BWO) positions. It is to be expected that a role at sea as an EWO will be undertaken during the first two Exec assignments. Those WO1s with further reach and time to serve could have the opportunity to develop and grow into higher level Tri-Service positions and would compete strongly for the Senior Command Warrant Officer positions[1].

7103. Eligibility Criteria

a. Sideways Entry for existing WO1s:

Requirement	Notes
Substantive in the rank of WO1.	
Received personnel clearance.	IAW BRd 3 Para 5126.
Minimum of 30 months to serve on the point of transfer.	Those WO1 with less than 30 months should seek prior approval to apply from the Exec Specialisation WFPT WO1; if successful an Extension of Service (EoS) will be offered, dependent upon service need.
Medically Fully Deployable (MFD).	Those in a Medically Limited Deployable (MLD) MEDCAT will be considered on a case-by-case basis dependent on their restrictions.
Warrant Officer Staff Course	Management|Warrant Officers Staff Course (RNLA 111)|Navy|

[1] The positions of 2SLWO and FCWO have functional authority over BWO and FCWO / EWO positions respectively.

b. Sideways Entry and promotion for WO2s:

Requirement	Notes
Substantive in the rank of WO2 and recommended for promotion in their annual SJAR.	
Serving on ES2/FC/OE1 or ES3/EC/2OE that expires after 1 Apr of the year of the board and able to serve for at least 30 months (until at least 30 Sep, 2 years after the board sits) either on the current engagement or on further ES3.	Personnel will be eligible if they are age 60 years or under on 1 Oct, 2 years after the board sits. Where the current TX date is before 30 Sep, 2 years after the board sits, sideways entry and promotion will be subject to accepting the associated ES3 offer.
Medically Fully Deployable (MFD).	Those in a Medically Limited Deployable (MLD) MEDCAT will be considered on a case-by-case basis dependent on their restrictions.
Foreign and Commonwealth personnel with sole nationality are eligible to apply but must have approval for dual nationality confirmed before transferring to the Executive Specialisation.	
Warrant Officer Staff Course	Management|Warrant Officers Staff Course (RNLA 111)|Navy|

7104. Application Process

a. **WO1 Volunteers.** WO1 Volunteers are to apply through their Chain of Command for personnel clearance[2] from their existing specialisation in accordance with the extant process[3]. Eligible volunteers can apply at any time. Individuals who have previously been granted workforce clearance, but were not successful at the previous transfer board, do not need to re-apply if they are within the 2-year clearance window. However, they are required to email NAVY PEOPLE-WFPM Exec PT RNP PM to register their volunteer status to be considered again at this board.

b. **Royal Marine WO1s.** Royal Marine WO1s are also eligible to transfer into the Executive specialisation and should follow the same process at Para a. However, they must be cognisant that successful selection at the board will result in a transfer out of the mainstream Corps and their future employment and career structure will be determined by the requirements of the RN Executive specialisation and not the Royal Marines.[4]

c. **WO2s (Including RM) and CPOs Selected for WO2.** Eligible WO2s should register their volunteer status with the Exec CM: NAVY PEOPLE-CM OR EXEC WO1 by e-mail. WO2 candidates will also be presented to their own specialisation selection boards, if eligible. If selected at both boards, candidates will have a choice on which career stream (Executive or own specialisation) they would wish to take.

[2] IAW RNTM 01-045/26.
[3] IAW BRd 3 Para 5125.b(1).
[4] Including, but not limited to, all assignments, further Service (EoS & ES3) and eligibility for the WO1 Commissioning Scheme.

d. **Personal Summary.** Once personnel clearance has been approved or candidature registered, all individuals will be required to write a free text summary personal (up to 500 words) that reflects their motivation and interest in pursuing an executive employment career stream as a WO1. This summary will supplement their SJAR in the selection board and affords an opportunity for individuals to directly connect with board members. All personal summaries will be destroyed post board and will not be used for any other purpose. All individuals who have had personnel clearance approved are to submit their personal summaries to the Exec CM.

e. **Notification and Assignments.** Successful individuals will be informed by a Transfer Notification and placed in a pool to await assignment. Once assigned, they formally transferred to the Executive specialisation in JPA[5].

f. **Recommendations.** Individuals will need to be recommended for Exec career stream employment in the potential text in their latest SJAR. In order to assist the board with the selection process, it is important that SJARs be kept up to date with a relevant front page. SJARs should also reflect a broader outlook on the reporting year, capturing occasions where an individual has demonstrated Exec skills, significant drive, confident and clear communication or has responsibility for tasks outside their core trade role. An indication of potential for Senior Command Warrant Officer would also be helpful in identifying those WO1s with genuine reach for those roles.

7105. Notification, Assignment and Promotion

a. Successful individuals will be informed by a Transfer Notification signal and placed in a pool to await assignment. Once assigned, they will be formally transferred to the Executive Specialisation in JPA.

b. WO2– Personnel selected for sideways entry and promotion will be substantively promoted on the date that they are assigned into an OR9 Executive position, subject to fulfilling the following pre-promotion criteria:

Requirement	Notes
At least 6 months since last Career Check (if any) on promotion date	
In date PES or waiver obtained at promotion date	Annotated in JPA as Physical Education|RN Physical Employment Standard 9RNPES)|Navy|
Continue to be recommended for promotion	

c. Selectees for promotion to WO1 will be offered a tailored ES3 if required, to allow a minimum of 5 years' service on promotion or to age 60 (whichever is sooner). Where the current engagement expiry date is before 30 Sep, 2 years following the board, promotion will be subject to accepting the ES3 offer.

7106. Terms of Service

There is no Recruitment and Retention Pay (RRP) specifically aligned with the Executive specialisation, standfast a few roles that are SM specific and would attract

[5] Note that an individual's JPA Main Trade for Pay (MTFP) will remain as their source specialisation, but their JPA Sub Branch Cap Badge (SBCB) will change to Exec.

RRP(SM). Applicants should, therefore, ensure they have a thorough understand the regulations regarding Reserve Band payment of RRP when applying[6].

[6] Selection to transfer to Exec would be seen as a Service need and Reserve Band tapering would ordinarily apply where relevant.