



DEPARTMENT OF THE NAVY
OFFICE OF THE CHIEF OF NAVAL OPERATIONS
2000 NAVY PENTAGON
WASHINGTON, DC 20350-2000

IN REPLY REFER TO
OPNAVINST 1412.9B
N2
4 June 2009

OPNAV INSTRUCTION 1412.9B

From: Chief of Naval Operations

Subj: NAVAL INTELLIGENCE OFFICER PROFESSIONAL QUALIFICATION
PROGRAM

Ref: (a) NAVEDTRA 43547, Personnel Qualification Standard
(PQS) for Intelligence Officer
(b) OPNAVINST 1412.12
(c) OPNAVINST 3500.34F
(d) NAVEDTRA 43100-2D, The PQS Model Managers Guide

1. Purpose. To provide guidance on the intelligence officer Professional Qualification Program (PQP) and establish responsibilities for the Professional Qualifications Standards (PQS) for intelligence officer. This instruction has been revised in its entirety and should be read throughout.

2. Cancellation. OPNAVINST 1412.9A.

3. Scope. This instruction applies to all commands with Naval intelligence officers (163X, 645X, 745X) assigned.

4. Discussion. The intelligence officer 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 intelligence officer PQP was established in accordance with Chief of Naval Operations (CNO) guidance to improve the growth and development of intelligence personnel. The purpose of the PQP is focused on the unique knowledge, skills, and abilities that intelligence officers are expected to possess. The PQP is complementary to, but not duplicative of, billet-specific job qualification requirements, courses, and training. The program is rigorous and comprehensive, with a foundation in intelligence officer professional competencies that applies to intelligence support in all warfare areas.

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a. Intelligence officer basic PQP consists of reference (a) and other requirements outlined in reference (b). Completion of the basic PQP gains the 3I1 Additional Qualification Designator (AQD).

b. Intelligence officer intermediate PQP consists of 3I1 designation, completion of the Naval Intelligence Intermediate Course and/or other designated training. Completion of the intermediate PQP gains the 3I2 AQD.

c. Additional senior level training such as the Naval Intelligence Officer Senior Course and the Naval Intelligence Executive Business Course will supplement these PQP phases.

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

5. Responsibilities

a. CNO, Assistant Director for Naval Intelligence, Military and Civilian Personnel (OPNAV (N21)) shall:

(1) Establish policy for management of the intelligence officer PQP.

(2) Oversee the intelligence officer PQP, to include assignment of the 3IX series of intelligence officer AQDs.

(3) Participate in periodic reviews of the intelligence officer PQS.

b. Naval Network Warfare Command Director of Fleet Intelligence (NNWC DFI) shall:

(1) Act as executive agent for the Intelligence Officer Basic Qualification (3I1) program management.

(2) Continuously review the intelligence officer PQP standards and inhibitors to accomplishment. Take proactive action to increase program quality, capitalize on efficiencies, and standardize the execution of the program.

(3) Establish a program reporting mechanism involving senior intelligence officers in the operational chain of command

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of each candidate. Advise U.S. Fleet Forces Command (USFFC) Intelligence and Information Operations (N2) and OPNAV (N21) semi-annually on status of the intelligence officer PQS completion status of individual officers and overall program health.

(4) Perform as the intelligence officer PQS model manager in accordance with references (c) and (d), including:

(a) Maintain and update the intelligence officer PQS training material, including a ready list of Subject Matter Experts (SMEs) and online resources, to ensure technical content currency and relevancy.

(b) Conduct reviews of the basic intelligence officer PQS content, ensuring emerging operational and technical requirements are included.

(c) Coordinate with the Center for Naval Intelligence (CENNAVINTEL) to identify PQS qualification program coordinators for each Naval Intelligence Officer Basic Course student prior to graduation. Coordinate with participant's operational chain of command to identify program coordinators if no intelligence officer (163X or 645X) in the paygrade of O-4 or above is collocated with the participant's unit.

(d) Ensure Navy Mission Essential Tasks (NMETs) and other metrics for changing fleet skill requirements are incorporated into ongoing PQS development.

c. Navy Personnel Command Intelligence Officer Assignment and Placement Branch (PERS-473) shall:

(1) Maintain personnel databases and assign the appropriate AQD for officers completing PQP levels.

(2) Counsel officers identified by the NNWC DFI on career implications of non-attainment.

(3) Assist officers in identifying a PQS qualification program coordinator as requested.

(4) Participate in periodic reviews of the intelligence officer PQS.

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d. CENNAVINTEL shall assist and advise NNWC DFI with model manager and PQS update duties, as applicable.

e. Commander, USFFC, and subordinate commands shall:

(1) Identify intelligence officer core competency SMEs to participate in the maintenance of the intelligence officer PQS and provide list to NNWC DFI.

(2) Participate in periodic reviews of the intelligence officer PQS.

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

f. Commander, Office of Naval Intelligence, and senior Naval Intelligence officers of joint intelligence centers, combat support agencies, combatant command intelligence directorates, fleet staffs, and strike groups shall identify intelligence officer core competency SMEs to participate in the development and maintenance of intelligence officer PQS and provide list to NNWC DFI.

g. Commanding officers, staff, airwing and ship intelligence officers shall:

(1) Implement the intelligence officer PQS in accordance with references (a) and (b).

(2) Assign an intelligence officer (163X or 645X) in the paygrade of O-4 or above as the intelligence officer PQS qualification program coordinator.

(3) Execute the intelligence officer PQS according to NNWC DFI guidance.

(4) Send PQS progress updates to NNWC DFI at 50 percent and 75 percent completion. Updates are to be sent via Navy message (50 percent) and email (75 percent).

h. The PQS qualification program coordinator shall:

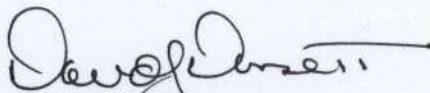
- (1) Provide mentorship and guidance to assigned intelligence officers completing the PQS.
- (2) Assist the commanding officer in tracking the PQS completion status of assigned intelligence officers.
- (3) Assist the commanding officer in complying with reporting and qualification board requirements in this instruction and reference (b).
- (4) Provide oversight for signature verification of completed PQS line items.

i. Naval intelligence officers shall complete PQP requirements in accordance with this instruction and all other related Office of the Chief of Naval Operations (OPNAV) instructions and guidance.

6. Records Management. Records created as a result of this instruction, regardless of media and format, shall be managed in accordance with Secretary of the Navy (SECNAV) Manual 5210.1.

7. Request for Changes. Commands and individuals may recommend changes to this instruction through the chain of command to OPNAV (N21).

8. Report Control. The reporting requirements contained in this instruction are exempt from reports controlled by SECNAV Manual 5214.1.



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