

## MILPERSMAN 1301-208

### OFFICER SPECIAL ASSIGNMENTS - NAVY RECRUITING COMMAND

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1. **Policy.** The recruiting climate for the All-Volunteer Force dictates careful scrutiny of officers selected to direct Navy recruiting efforts.

a. Accordingly, certain billets are designated **nominative billets**.

b. Navy Personnel Command (NAVPERSCOM), Staff/RL Officer Distribution Division (PERS-44) must approve all officers proposed into nominative billets prior to nomination to Commander, Navy Recruiting Command (COMNAVCRUITCOM).

2. **Navy Recruiting Region (NAVCRUITREG) Commanders.**

Nominations for Commander NAVCRUITREG billets (major commands) will conform to the following guidelines:

a. Officers on the major command ashore list who are currently eligible and available for such assignment will be the primary source of nominees.

b. In the event no primary nominees are available, officers with prior major command experience who are available and volunteer for such assignment may be nominated by captain grade assignment officers.

3. **Navy Recruiting District (NAVCRUITDIST) Commanding Officers (COs).**

Officers nominated to command NAVCRUITDISTs should be warfare officer commanders or human resource officer commanders.

a. COMNAVCRUITCOM may request nominations of officers who do not meet this criteria on a case-by-case basis.

b. Whenever feasible, the CO of a NAVCRUITDIST will possess a different Unrestricted Line (URL) designator than the executive officer (XO) of that district.

c. Officers screened for command of NAVCRUITDISTs will spend 18 months in the XO billet followed by 18 months as CO.

(1) Officers will be required to "fleet-up" regardless of past recruiting experience.

(2) All NAVCRUITDIST XOs will be filled by command screened officers to fleet up to 18-month NAVCRUITDIST command tours.

d. Selection for NAVCRUITDIST command will be via each community's command screen process. The Command Leadership Course (CLC) will be incorporated into the established NAVCRUITDIST command training pipeline.

4. **Orientation for Newly Reporting Recruiters.** Indoctrination training for newly reporting recruiters is obtained through funded travel to the NAVCRUITCOM Orientation Unit (ORU), Pensacola, FL en route to their ultimate duty stations. NAVPERSCOM assignment officers will liaison with NAVPERSCOM, Education Placement Branch (PERS-440A) to determine the training required for new officer recruiters.

5. **Senior Minority Assistance to Recruiting (SEMINAR) Program.** The SEMINAR Program provides the temporary personal assistance of minority officers to NAVCRUITDISTs. The objective is to improve the Navy's image and cultivate a favorable recruiting climate in minority communities.