





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

IN REPLY REFER TO  
OPNAVINST 1210.2B  
NODAC  
16 August 1993

OPNAV INSTRUCTION 1210.2B

From: Chief of Naval Operations

Subj: NAVY OFFICER OCCUPATIONAL CLASSIFICATION SYSTEM (NOOCS)

Ref: (a) NAVPERS 15839G, Manual of Navy Officer Manpower and  
Personnel Classifications  
(b) OPNAVINST 1000.16G  
(c) NAVPERS 15560C, Naval Military Personnel Manual

Encl: (1) NOOCS Control and Responsibility  
(2) NOOCS Board Overview

1. Purpose. To identify responsibilities and requirements for development, control, maintenance, and review of the Navy Officer Occupational Classification System (NOOCS). This instruction is a complete revision and should be reviewed in its entirety.

2. Cancellation. OPNAVINST 1210.2A.

3. System Definition

a. NOOCS is the method the Navy uses to identify skills, education, training, experience, and capabilities related to both officer personnel and manpower requirements. This system forms the basis for officer personnel planning, manpower management, procurement, training, promotion, distribution, career development, and mobilization.

b. NOOCS consists of four major subsystems: the Designator/Grade structure, the Navy Officer Billet Classification (NOBC) structure, the Subspecialty (SSP) structure, and the Additional Qualification Designation (AQD) structure.

(1) The Designator/Grade structure consists of designators and paygrades that provide a framework for officer career development and promotion. This structure is the primary administrative means for classifying, identifying, and documenting officer manpower resources and requirements.



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(a) The Designator (DESIG) structure identifies primary naval specialty qualifications, associated legal and specialty categories, and competitive categories for promotion.

(b) The Officer Grade (GR) structure identifies occupational levels associated with the scale of naval officer paygrade and rank.

(2) The NOBC structure functionally describes general occupational duties.

(3) The SSP structure identifies postgraduate education (or equivalent training and/or experience) in various fields and disciplines.

(4) The AQD structure identifies additional qualifications or skills not included in the other NOOCS structures.

c. References (a) and (b) provide policy, detailed information, and procedures for the use of NOOCS structures in the coding of officer personnel and billets. References (a), (b), and (c), respectively, provide information on additional manpower and personnel coding systems, manpower unique codes, and special qualifications. These additional codes complement NOOCS but do not occupationally classify manpower or personnel.

#### 4. Responsibilities Associated with NOOCS

a. Under Title 10 U.S.C. 621, the Secretary of the Navy "shall establish competitive categories for promotion." The Navy uses officer personnel designators for this purpose.

b. The Deputy Chief of Naval Operations (DCNO) (Manpower and Personnel) (MP) (N1) is the principal advisor to the Chief of Naval Operations (CNO) on manpower and personnel policy matters in consonance with the programming and appraisal of Navy's total force MP programs. N1 approves billet designator codes, subspecialty codes, and NOOCS policy and systems control guidance.

c. The Chief of Naval Personnel (CHNAVPERS) manages and administers the NOOCS structure to provide a basis for manpower and personnel management and administration in the Navy.

d. Enclosure (1) outlines responsibilities of various organizational elements within the Office of the Chief of Naval Operations (OPNAV) and the Bureau of Naval Personnel (BUPERS) for NOOCS matters.

e. Reference (b) outlines responsibilities for designator advisors, subspecialty sponsors and consultants, and AOD consultants.

5. Navy Officer Occupational Classification System (NOOCS) Board

a. The NOOCS Board assists CNO and CHNAVPERS in policy guidance and system control for NOOCS. The NOOCS Board consists of permanent members representing organizational elements involved in their respective areas of officer manpower and personnel management.

b. The NOOCS Board serves as the central control point for changes to the officer occupational classification system. It reviews change proposals in terms of overall system direction, integrity, and intent. The Board makes recommendations as appropriate and authorizes administrative actions which change the classification structure.

c. Enclosure (2) is an overview of the NOOCS Board objectives, authority, and composition.

6. System Change. Volume I of reference (a) contains guidelines for submitting changes to NOOCS structures.



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