





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

IN REPLY REFER TO

OPNAVINST 1414.1D  
N86

**15 JUN 1998**

OPNAV INSTRUCTION 1414.1D

From: Chief of Naval Operations  
To: All Ships and Stations (less Marine Corps field addressees  
not having Navy personnel attached)

Subj: ENLISTED SURFACE WARFARE SPECIALIST QUALIFICATION

1. **Purpose.** To issue the requirements for qualification and designation of enlisted personnel as Enlisted Surface Warfare Specialists (ESWS). This instruction is a substantial revision and should be reviewed in its entirety.

2. **Cancellation.** OPNAVINST 1414.1C.

3. **Discussion.** Attainment of ESWS designation signifies that a sailor has achieved a level of excellence and proficiency in surface ships. The ESWS insignia signifies that the sailor is competent in his/her rate and has acquired additional general knowledge that enhances their understanding of warfighting, mission effectiveness, and command survivability. Sailors who wear the ESWS insignia stand out as significant contributors to the Surface Force. ESWS qualification may only be obtained through the formal qualification program set forth in this instruction. The command master chief shall be designated as the ship's ESWS coordinator.

4. **Eligibility.** ESWS qualification recognizes the efforts of enlisted individuals trained in surface ship operations. ESWS qualification is mandatory for all active duty E-5 and senior enlisted personnel who meet the eligibility requirements. Active duty E-4 and junior personnel and enlisted selected reservists may qualify for ESWS qualification if they meet the eligibility requirements. Eligibility to attain the ESWS designation is limited to the following:

a. Enlisted personnel permanently assigned to a commissioned U.S. Navy or Military Sealift Command (MSC) surface ship.

b. Enlisted personnel serving on Type 2 or 4 sea duty, as defined in the Enlisted Transfer Manual (NAVPERS 15909F), who are assigned to U.S. Navy or MSC afloat staffs or to commands which deploy aboard commissioned U.S. Navy or MSC surface ships as members of a detachment. These detachments must have the support of these ships and/or the ships' embarked staffs as their primary mission.

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(1) Staff or detachment personnel billeted to Type 2 or 4 duty (example: HSL or HC detachments) must make a deployment of at least 90 consecutive days while embarked in a commissioned USN or MSC ship. Staff or detachment personnel shall use the ESWS program of the ship in which they are embarked.

(2) All personnel assigned to Pre-Commissioning Units (PCU) may complete those portions of the ESWS qualification program which do not require the ship to be underway; however, prospective commanding officers of these PCUs may not award final ESWS qualification to PCU crew members until after commissioning.

(3) Personnel assigned to a surface ship or afloat staff are expected to qualify in the primary warfare mission of the unit embarked. Exception: Aviation rating personnel assigned to a surface ship with a shipboard Enlisted Aviation Warfare Specialist (EAWS) program are required to qualify EAWS (example: Afloat aviation intermediate maintenance division (AIMD)).

c. Enlisted Selected Reservists (SELRES). Enlisted SELRES who desire to qualify ESWS must be assigned, for a minimum of twelve months prior to final qualification, to a Naval Reserve Unit which is, or whose gaining command is, a commissioned U.S. Navy or MSC surface ship, U.S. Navy or MSC afloat staff, or a command which deploys aboard commissioned U.S. Navy or MSC surface ships as members of detachment and:

(1) Be in a satisfactory drill status.

(2) Complete at least three periods of shipboard annual training (AT) or an equivalent active duty special work (ADSW) of which a minimum of two periods of AT or equivalent ADSW is on the same class of ship in which the member is qualifying.

5. Standards. Candidates for ESWS shall:

a. Comply with eligibility criteria in paragraph 4.

b. Complete at least 12 months accumulated Type 2 or 4 duty prior to final qualification.

c. Demonstrate effective leadership and directing ability, receive at least one observed evaluation, have an overall trait

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average of not less than 3.0 and be promotable or above during the most recent reporting period.

d. Complete the following PQS for initial qualifications:

(1) Damage Control (NAVEDTRA 43119 SERIES). Complete Watchstations 301 through 308.

(2) Ship's Maintenance and Material Management (3-M) Systems (NAVEDTRA 43241 SERIES). Qualification commensurate with paygrade.

(3) Complete all PQS for those watchstations, both inport and underway, to which the members of the individual's particular rating and pay grade would normally be assigned at that point in the ship's schedule (i.e. overhaul, pre-deployment phase, or deployment).

(4) Enlisted Surface Warfare Specialist (NAVEDTRA 43901 SERIES). Both core PQS and platform specific PQS shall be completed for ESWS qualification.

e. Be recommended for ESWS qualification by their chain of command.

f. Display general knowledge of the ship's overall mission, engineering plant capabilities, combat systems, other mission-essential systems, and basic deck equipment through written examination, hands-on demonstration of knowledge, and an oral examination by a multi-member board. The membership of this board shall include, at a minimum, one senior ESWS qualified member from each of the following areas: engineering, deck, combat systems, operations, and supply. On USN ships, the board will be chaired by the ship's command master chief. On MSC ships, the ESWS program manager (Military Sealift Command Force Master Chief, Atlantic or Pacific) will designate a senior ESWS qualified chairperson. Detachments, afloat staffs, and SELRES personnel must use the qualifying board of the ship in which they are embarked. ESWS PQS (core and platform specific) and the ability to demonstrate shipboard knowledge should be used as the foundation for the examination. The oral board will make a recommendation of qualification to the qualifying officer (in most cases the commanding officer). The qualifying officer will review the results and recommendations of the board and make the final determination for qualification.

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**6. Amplifying Information**

a. Final qualification must be documented on a page 4 in the candidate's service record. Subsequent re-qualifications will also be documented. Documentation will include the type of platform ESWS Professional Qualification Standard (PQS) completed as outlined in paragraph 7b. Specifically, E5 and above personnel will have 18 months to complete initial ESWS qualification upon reporting or must be demonstrating significant progress towards qualification. This reporting date will equate to the commencement date.

b. Significant Progress Towards: The term "Significant Progress Towards" is self explanatory and should be utilized only in those rare instances when the Sailor was not able to meet the deadline (i.e. severe personal hardship/illness). The commanding officer, with recommendation from the command master chief, must grant "Significant Progress Towards" status and it should be documented on a Page 13. Due to the flexibility afforded by paragraph 5d(3), qualification should not be delayed due to a commissioned ship's operations schedule (i.e. during extensive overhaul periods).

c. If qualification has not been achieved upon transfer to another afloat command, the new command shall recognize recorded PQS attainment to date, but may require a re-demonstration of knowledge in any area deemed appropriate.

**7. Approval of Qualification**

a. After satisfactory completion of the requirements within this instruction, the qualifying officer will determine approval of ESWS qualification. The appropriate qualifying officer will be as follows:

(1) For personnel permanently assigned to a commissioned ship, only the commanding officer may approve the ESWS qualification.

(2) For personnel assigned to or embarked in MSC afloat units, only the area commander or afloat staff commander may approve the ESWS qualification.

(3) For personnel assigned to ships' detachments, only the commanding officer of the ship in which the oral examination was held may approve the ESWS qualification.