



DEPARTMENT OF THE NAVY
OFFICE OF THE SECRETARY
1000 NAVY PENTAGON
WASHINGTON, D.C. 20350-1000

SECNAVINST 1412.10A
ASN (M&RA)
30 Oct 18

SECNAV INSTRUCTION 1412.10A

From: Secretary of the Navy

Subj: FLEET MARINE FORCE WARFARE OFFICER PROGRAM

Ref: (a) NAVEDTRA 43908-1C
(b) NAVPERS 15665I
(c) SECNAVINST 5200.35F

Encl: (1) Responsibilities
(2) Standards
(3) Procedures

1. Purpose. To issue requirements for qualification and designation as a Fleet Marine Force Warfare Officer (FMFWO), pursuant to reference (a).
2. Cancellation. SECNAVINST 1412.10.
3. Applicability. This instruction applies to the Office of the Secretary of the Navy, the Chief of Naval Operations, the Commandant of the Marine Corps, and all United States (U.S.) Marine Corps installations, commands, activities, and field offices.
4. Policy. This instruction contains the standards and procedures that an officer must follow and achieve to qualify as a FMFWO. Attainment of the FMFWO designation for Navy officers signifies an achieved level of excellence and proficiency in Marine Corps operations and indicates a fundamental understanding of a Marine Air-Ground Task Force (MAGTF) and its components. The FMFWO insignia, as authorized for wear in reference (b), signifies additional general knowledge, which enhances his or her understanding of warfighting, mission effectiveness, and command survivability. Officers who wear the

FMFWO insignia stand out as significant contributors to the Marine forces operational mission. The FMFWO qualification may only be obtained through the formal qualification program set forth in this instruction. Oversight of the FMFWO program will be at the Headquarters, Marine Corps (HQMC) level and may be delegated to the Marine Corps Force (MARFOR) level. The FMFWO program will be coordinated at the Marine Expeditionary Force (MEF) level for active duty personnel, and U.S. Marine Corps Forces Reserve (MARFORRES) level for reserve personnel. The FMFWO program will be supervised at the major subordinate command (MSC) (Marine division, Marine aircraft wing, or Marine logistics group) level, and administered at the battalion or squadron level. Enclosures (1) through (3) describe the management of the FMFWO program.

5. Responsibilities. See enclosure (1).

6. Eligibility. FMFWO designation recognizes Navy officers trained in MARFOR operations. FMFWO qualification is highly recommended for all eligible officers assigned to a U.S. Marine Corps command. Active duty officers and reserve officers may qualify for FMFWO qualification if they meet one of the eligibility requirements outlined below.

a. Navy active and Full-Time Support officers assigned permanent change of station duty to a command of the U.S. Marine Corps operating forces who serve a minimum of 12 consecutive months.

b. Selected Reserve (SELRES) officers must be assigned presently to Naval Reserve (Program Nine), MARFORRES commands, and serve a minimum of 24 months with satisfactory drill attendance. The SELRES officer must complete two periods of Annual Training (AT) in 24 months. One of the two periods of AT must be Marine Corps specific or an equivalent period of Marine Corps specific Active Duty for Special Work (ADSW). A SELRES officer who has previously served a minimum of 24 months with a Program Nine, MARFORRES command in the past 60 months with satisfactory drill attendance must complete a minimum of 12 consecutive months in the presently assigned Program Nine, MARFORRES command. The SELRES officer must complete one period of AT in 12 months, which will be Marine Corps specific, or an equivalent period of Marine Corps specific ADSW.

c. Active or reserve officers deployed for a minimum of 179 days to a unit in direct support of a U.S. Marine Corps operational command during combat or overseas contingency operations.

(1) Conducting the FMFWO program during combat operations will be at the discretion of the MAGTF commander.

(2) Individual eligibility will be determined by the deployed MAGTF FMFWO coordinator in coordination with the applicable MARFOR FMFWO coordinator.

(3) Eligibility does not apply to personnel deployed in support of U.S. Marine Corps training exercises.

7. Review

a. The FMFWO manager is responsible to the Assistant Secretary of the Navy (Manpower and Reserve Affairs) (ASN (M&RA)) for the periodic review of this instruction. Requests to waive any part of this instruction will be submitted to the FMFWO manager for consideration and decision via the appropriate FMFWO coordinator.

b. In accordance with reference (c), the establishment and use of internal controls and accounting procedures are mandated to ensure: effectiveness and efficiency of operations, reliability of financial reporting, and compliance with applicable laws and regulations. Additionally, as part of the annual Manager's Internal Control Program report, the Naval Services will provide ASN (M&RA) with copies of the sections of their reports that are relevant to the FMFWO program. The reports will include summary descriptions of internal controls used, their sufficiency, and any identified weaknesses or deficiencies.

8. Records Management

a. Records created as a result of this instruction, regardless of media or format, must be maintained and dispositioned according to the records disposition schedules found on the Directives and Records Management Division (DRMD) portal page:

<https://portal.secnav.navy.mil/orgs/DUSNM/DONAA/DRM/SitePages/Home.aspx>.

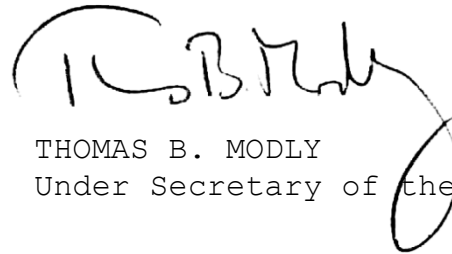
b. For questions concerning the management of records related to this instruction or the records disposition schedules, please contact your local Records Manager or the DRMD program office.

9. Forms and Reports

a. NAVPERS 1070/613 is available for download from Naval Forms Online at:

<https://navalforms.documentservices.dla.mil/web/public/home>.

b. NAVEDTRA 43908.1C Personnel Qualification Standard for FMFWO, may be ordered through Navy supply channels per NAVSUP P-2002.

A handwritten signature in black ink, appearing to read 'T. B. Modly', is written over the typed name and title.

THOMAS B. MODLY
Under Secretary of the Navy

Distribution:

Electronic only via Department of the Navy Issuances website
<http://doni.documentservices.dla.mil>.

RESPONSIBILITIES

1. The FMFWO manager is the Deputy Medical Officer of the Marine Corps at HQMC. The FMFWO manager is appointed in writing by the Assistant Commandant of the Marine Corps to manage the FMFWO program. This responsibility may be delegated to Marine Forces Command and Marine Forces Pacific for units in their administrative reporting chain. The program manager must be FMFWO qualified. The FMFWO manager will:

- a. Establish policy and monitor the program;
- b. Conduct an annual program review to assure integrity and consistency; and
- c. Coordinate with the Inspector General of the Marine Corps to ensure qualifications are entered into the Marine Corps Automated Inspection Reporting System.

2. The FMFWO coordinator must be a Navy officer in the grade of Lieutenant Commander or above assigned at the MARFOR, MEF, or MSC Command Element (CE) level. The FMFWO coordinator is appointed in writing by the MARFOR, MEF, or MSC CE commanding general. The FMFWO coordinator will:

- a. Monitor and provide guidance and assistance to commanders in administration of the program;
- b. Keep a listing of designated officers within the MARFOR, MEF, or MSC and provide information as required to the FMFWO manager;
- c. Forward all program and policy recommendations to the FMFWO manager for consideration; and
- d. Ensure the spirit and intent of this instruction are met within their units. Particular attention will be given to assuring board questions and answers are thorough and appropriate and that Personnel Qualification Standard (PQS) qualifiers are appropriately selected and trained.

3. The commanding generals of MARFOR, MEF, and MSC CE will:

a. Approve designation of a Navy officer as a FMFWO based upon successful completion of the requirements set forth in this instruction and the recommendation of the candidate's commanding officer; and

b. Conduct oral boards for subordinate and supporting units.

4. Battalion and squadron commanding officers will:

a. Establish a FMFWO qualification program that meets both the provisions and the intent of this instruction and the commanding general; and

b. Make recommendation for FMFWO designation to the MARFOR, MEF, or MSC commanding general based on the candidate's successful completion of all program requirements.

5. Commanding generals will approve FMFWO designations only for those officers recommended by the unit commanding officer and who meet the standards outlined in enclosure (2).

6. Unit commanding officers will ensure equitable and thorough qualification processes are in place and are standardized to the maximum extent feasible.

STANDARDS

1. Standards. Candidates for FMFWO shall demonstrate effective leadership and directing ability, and:

a. Complete PQS for FMFWO per reference (a). (Chaplains do not bear arms; therefore, they are designated as Fleet Marine Force Qualified Officers vice FMFWO and are waived from completing PQS sections 115.1-7, 301.1.1 (9mm Qualification), 301.2.1, 301.2.2, and 301.4.1.).

b. Pass written examination. A score of 80 percent or higher is required to pass the written examination. The written examination is not intended to be the sole determinate for the final qualification. The MARFOR, MEF, or MSC CE FMFWO coordinator will use the written examination as a tool to determine the candidate's general knowledge of the U.S. Marine Corps' overall organization, mission, assets, employment, combat systems, and basic battle and survival skills prior to convening an oral board.

c. Pass oral board

(1) The oral board is designed to allow the candidate the opportunity to display general knowledge of the U.S. Marine Corps' overall organization, mission, assets, employment, combat systems, and basic battle and survival skills.

(2) The oral board will be convened by the MSC (or MARFOR or MEF in the case of Navy officers assigned to MARFOR or MEF CE staff) and be comprised of no fewer than three officers, one of whom must be a Marine. The FMFWO coordinator will appoint a senior board member in writing. Navy board members must be FMFWO qualified. Board members will be of equal, if not senior, rank to the candidate, and not in the candidate's chain of command. Units without sufficient FMFWO qualified Navy officers or Marine Corps officers to comprise an oral board may request to use another command's board process.

(3) Upon completion of the board process, the senior board member will advise the candidate's commanding officer regarding qualification. The commanding officer will make a recommendation to the MSC commanding general (or the MARFOR or

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MEF commanding general in the case of Navy officers assigned to MARFOR or MEF CE staff) for FMFWO qualification approval.

2. Previous Fleet Marine Force (FMF) Qualifications. Those officers who previously qualified under the FMF Ribbon Qualification Program must meet all requirements outlined in this instruction prior to wearing the FMFWO device. No one will be "grandfathered" to wear the FMFWO device.

PROCEDURES

1. Approval of Qualification

a. After satisfactory completion of the requirements within this instruction, the commanding general of the qualifying U.S. Marine Corps command will approve FMFWO qualifications. The commanding general is the only authority who may approve FMFWO qualifications.

b. For SELRES officers, only the MARFORRES commanding general may approve FMFWO qualifications.

c. When members have qualified for the FMFWO designation, a NAVPERS 1070/613 Administrative Remarks page 13 entry will be made in their service records as follows:

"XX XXX XXXX (Date): Qualified as a Fleet Marine Force Warfare Officer (FMFWO) this date."

d. Attainment of FMFWO designations should be recognized appropriately and incorporated in members' next fitness reports.

e. Upon obtaining the FMFWO qualification, officers will be awarded the additional qualification designator BX2.

f. Once qualification has been achieved, requalification is not required.

2. Designation and Authority to Wear the Insignia

a. The commanding officer of the qualifying member is authorized to present the FMFWO insignia only upon approval by the awarding authority.

b. Qualified officers will wear the FMFWO insignia per the current U.S. Navy uniform regulations.

3. Revocation of Qualification

a. A FMFWO designated officer will retain such designation until it is revoked by the Navy Personnel Command (NAVPERSCOM).

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b. A commanding officer may recommend revocation of FMFWO designation when an officer's performance of Marine Corps related duties is unsatisfactory.

c. A recommendation for revocation will not be made in lieu of detachment for cause, nor will recommendations automatically be included in cases of detachment for cause. Revocation may be considered and recommended coincident with a detachment for cause, but shall be handled administratively as a separate action by NAVPERSCOM.