



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

Canc frp: May 2021

OPNAVNOTE 5430  
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15 May 2020

OPNAV NOTICE 5430

From: Chief of Naval Operations

Subj: CHANGE TO THE ORGANIZATION OF THE OFFICE OF THE CHIEF OF NAVAL OPERATIONS, ESTABLISHMENT OF THE DEPUTY CHIEF OF NAVAL OPERATIONS FOR WARFIGHTING DEVELOPMENT

Ref: (a) SECNAV memo of 19 Feb 2019  
(b) VCNO ltr 5000 N7 of 13 Aug 2019  
(c) OPNAVINST 5450.330B  
(d) OPNAVINST 5450.210E  
(e) OPNAVINST 5450.207D  
(f) OPNAVINST 5430.48E  
(g) OPNAVINST 5450.352A

Encl: (1) Mission and Functions of DCNO for Warfighting Development (CNO N7)  
(2) CNO N7 Organization Chart  
(3) OPNAV and External Billet and Position Transfers to CNO N7

1. Purpose. To announce changes to the organization of the Office of the Chief of Naval Operations (OPNAV), Deputy Chief of Naval Operations (DCNO) for Manpower, Personnel, Training and Education (CNO N1), DCNO for Operations, Plans and Strategy (CNO N3N5), and Director, Naval Analytics Office (OPNAV N09X), and the establishment of DCNO for Warfighting Development (CNO N7).

2. Background. References (a) and (b) direct the establishment of CNO N7, within OPNAV, dedicated to warfighting development. Reference (b) tasks CNO N7 with ensuring the Navy's warfighting advantage in order to deter, dissuade, and deny or defeat adversaries by engaging in three broad, interrelated lines of effort: warfighter development, warfare development, and warfighter corps development. It further established that CNO N7's mission and functions will be supported by a digital platform to enhance its ability to achieve a warfighting edge for the Navy.

3. Applicability. This notice applies to OPNAV, Naval Education and Training Command (NETC); President, U.S. Naval War College (NAVWARCOL); President, Naval Postgraduate School (NPS); and Superintendent, United States Naval Academy (USNA).

4. Organization Changes. The organization changes in subparagraphs 4a through 4f below are effective 25 October 2019.

a. CNO N7 is established as an OPNAV principal official (OPO).

(1) The mission and functions of CNO N7 are outlined in enclosure (1).

(2) Four divisions are established under CNO N7: Director, Warfighter Development (OPNAV N71); Director, Warfare Development (OPNAV N72); Director, Strategic Warfighting Innovation Cell (OPNAV N73); and Director, Warfare Integration (OPNAV N74). The organization chart for CNO N7 is found in enclosure (2).

b. The mission, functions, and resources of the Navy Analytic Office (formerly OPNAV N09X) are aligned to CNO N7.

c. The mission, functions, and resources of the Strategy Division (OPNAV N50), Naval Strategy Panel (OPNAV N3N5X), and Naval Warfare Group (OPNAV N5I6) billets designated in enclosure (3) are aligned to CNO N7 from CNO N3N5. OPNAV N50, OPNAV N3N5X, and OPNAV N5I6 are disestablished. Remaining OPNAV N5I6 billets are realigned to OPNAV N5I5.

d. The missions, functions, and resources of the Resource Management Division (OPNAV N10) and Total Force Manpower, Training, and Education Requirements Division (OPNAV N12) billets designated in enclosure (3) are aligned to CNO N7 from CNO N1.

e. The missions, functions, and resources of the civilian positions designated in enclosure (3) are aligned to CNO N7 from NETC.

f. All administrative, legal, and inspector general services including support to CNO N7 will remain as currently established until integration changes are resolved and business processes are fully integrated.

5. Reporting Relationships. The reporting relationships in subparagraphs 5a through 5d below are effective 25 October 2019.

a. CNO N7

(1) Collaborate with the Department of the Navy chief learning officer and the U.S. Marine Corps Deputy Commandant for Combat Development and Integration on strategic learning; to align policy, curricula, and acquisitions supporting the naval university system and the naval education strategy as outlined at reference (a); and, as required, on other educational programs.

(2) Coordinate with the type commanders, major area sponsors, and CNO N1 to identify education program requirements (e.g., quotas) for graduate education, Joint Professional Military Education programs, and fellowships.

(3) Coordinate with the type commanders, major area sponsors, and the Joint Chiefs of Staff, Joint Force Development (J7), to identify, implement, and refine curriculum requirements for graduate education and Joint Professional Military Education programs.

b. CNO N7 and CNO N1. Coordinate on management of all planning, programming, budgeting, and execution for NAVWARCOL, NPS, USNA, and Navy graduate education programs.

c. The Presidents, NAVWARCOL and NPS, and the Superintendent, USNA

(1) Report directly to CNO N7 on all matters pertaining to education policy, programs, curriculum, and resourcing.

(2) Conduct routine base support and facilities business with the DCNO for Fleet Readiness and Logistics (CNO N4) and inform CNO N7.

d. The Superintendent, USNA. In addition to subparagraph 5c above, coordinate with CNO N1 on matters pertaining to officer accession planning and inform CNO N7.

## 6. Action

a. CNO N7

(1) Coordinate electronic directory code updates and related information technology changes.

(2) Draft a naval administrative message to announce the establishment of CNO N7.

(3) Submit Total Force Manpower Management System inputs to Director, Navy Staff, Human Resource Management Division (DNS-D), to align military manpower per enclosure (3).

(4) Submit SF-52 Request for Personnel Action as needed to DNS-D to align civilian manpower.

(5) Revise references (c) through (e) to reflect organizational changes directed by this notice.

(6) Within 180 days of the date of this notice, coordinate transfer to CNO N7 cognizance, review, and revise (as applicable) pertinent OPNAV directives, and update the global address listing and the plain language address directory.

b. CNO N1. Initiate change to CNO N1's OPO title as needed to reflect organizational changes directed by this notice.

c. CNO N3N5. Initiate change to CNO N3N5's OPO title as needed to reflect organizational changes directed by this notice.

d. DNS

(1) Revise references (f) and (g) as needed to reflect organizational changes directed by this notice.

(2) Realign military and civilian billets from CNO N1 and CNO N3N5 to CNO N7 per this notice. Identify and establish new billets and funding necessary to support CNO N7 flag office, special assistants, and additional staff personnel as approved by the Vice Chief of Naval Operations.

(3) Assign or reassign Pentagon office spaces as needed to accommodate the CNO N7 organization.

(4) Coordinate required information technology and communications support to include video teleconferencing, secure voice (Tandberg), Joint Worldwide Intelligence Communications System, and Navy-Marine Corps Intranet seats.

e. Flag Officer Management and Distribution (OPNAV N00F)

(1) Revise the flag roster to reflect establishment of CNO N7.

(2) Coordinate with CNO N1 and CNO N3N5, as needed, to support changes to OPO titles and revise flag roster accordingly.

f. Director, Field Support Activity. Realign CNO N1; CNO N3N5; DCNO for Integration and Capabilities and Resources (CNO N8); and OPNAV N09X-supported operating target funding into CNO N7 as appropriate.

## 7. Records Management

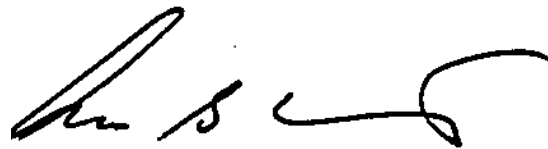
a. Records created as a result of this notice, regardless of format or media, must be maintained and dispositioned per the records disposition schedules located on the Department of the Navy Directorate for Administration, Logistics, and Operations, Directives and Records

Management Division portal page at  
<https://portal.secnav.navy.mil/orgs/DUSNM/DONAA/DRM/Records-and-Information-Management/Approved%20Record%20Schedules/Forms/AllItems.aspx>.

b. For questions concerning the management of records related to this notice, or the records disposition schedules, please contact the local records manager or the Department of the Navy Directorate for Administration, Logistics, and Operations, Directives and Records Management Division program office.

8. Forms. SF-52 Request for Personnel Action is available for download from the General Services Administration Forms Library at <https://www.gsa.gov/reference/forms>.

9. Cancellation Contingency. This notice will remain in effect for 1 year or until incorporated into the next edition of references (f) and (g) or when superseded by other organizational changes, whichever occurs first.



ANDREW S. HAEUPTLE  
Director, Navy Staff

Releasability and distribution:

This notice is cleared for public release and is available electronically only via Department of the Navy Issuances Web site, <https://www.secnav.navy.mil/doni/default.aspx>

MISSION AND FUNCTIONS OF  
DCNO FOR WARFIGHTING DEVELOPMENT (CNO N7)

1. CNO N7

a. Mission. To enable the Chief of Naval Operations (CNO) to develop and ensure the Navy's warfighting advantage in order to deter, dissuade and deny, or defeat adversaries.

b. Functions

(1) Lead the framework for prioritization and alignment of the Navy's overall efforts in warfare development to generate operational problems for adversaries while mitigating the Navy's own operational problems.

(2) Provide strategic guidance for fleet design, architecture, requirements, and resource decisions.

(3) Develop and implement fully-informed (red/blue) options that enhance the U.S. Navy's warfighting capabilities within the joint force.

(4) Prioritize, align, and accelerate Navy institutional learning related to key operational problems.

(5) Ensure that individual learning serves as a warfare enabler.

(6) Advance and reinforce a culture of learning to broaden and deepen warfighting knowledge, a culture of adaptation for continuous improvement, and a culture of mission command in support of competent warfighting.

2. Warfighter Development Division (OPNAV N71)

a. Mission. To lead the naval education enterprise on behalf of CNO N7, in collaboration with the Department of the Navy chief learning officer and U.S. Marine Corps Deputy Commandant for Combat Development and Integration, in order to reinforce individual learning as a warfare enabler through intellectual opportunity and talent management.

b. Functions

(1) Represent CNO N7 in the capacity of immediate supervisor of the NAVWARCOL, NPS, and USNA, to include performing the tasks identified in subparagraphs 2b(1)(a) through 2b(1)(c).

(a) Perform the duties of resource sponsor for the NAVWARCOL, NPS, and USNA.

(b) Provide executive direction and guidance to the Presidents, NAVWARCOL and NPS, and the Superintendent, USNA, for the execution of their activities' missions.

(c) Perform the duties of reporting supervisor on all matters pertaining to NAVWARCOL, NPS, and USNA education policy, programs, curriculum, and resourcing, pursuant to the reporting relationship established by this notice.

(2) Establish formal coordination with an OPNAV budget submitting office to ensure consistency between near-term execution and long-term resource planning for NAVWARCOL, NPS, and USNA.

(3) Serve as the Navy representative for Joint Professional Military Education policy, requirements, and legislative matters.

(4) Lead execution of Navy graduate education programs and fellowships and coordinate with Chief of Naval Personnel to advance subsequent utilization and career management of alumni of those programs.

3. Warfare Development Division (OPNAV N72)

a. Mission. To develop Navy strategy and concepts, and advance warfare development through strategic guidance, alignment of strategic activities, and prioritized analytic efforts.

b. Functions

(1) Represent CNO N7 for all matters pertaining to Navy strategy and concepts, and warfighting analysis.

(2) Develop Navy strategy and concepts that are aligned with emerging security trends, higher-level guidance, and the tenets of the Navy's national-security role. This includes developing the products identified in subparagraphs 3b(2)(a) through 3b(2)(b) below.

(a) Capstone strategy and guidance, to reflect CNO's strategic priorities and achieve a strategy-driven budget process.

(b) Strategic concepts, informed by continuous assessments, to define the objectives of the future force, guide force design and development decisions, and inform the program objective memorandum.

(3) Coordinate with OPNAV N73, to develop a centralized plan for achieving warfighting advantage focused on identification, analysis, and solutions to Navy key operational problems.

(4) Communicate to internal and external audiences the nature and importance of Navy strategy, sea power, and their application to the defense of national interests.

(5) Align and coordinate the strategic activities of Navy organizations and stakeholders to ensure consistency with CNO's strategic guidance; and develop, implement, and assess Navy strategy and achieve unity of effort.

(6) Assess Navy policies, budgets, plans, and programs, to implement CNO's strategic guidance.

(7) Act as the Navy's primary liaison to the Executive Branch, including, but not limited to, the National Security Council, Department of State, Office of the Secretary of Defense, Joint Staff, Secretary of the Navy, and other Military Service, combatant commander, and naval component commander staffs, for matters relating to strategy and professional strategic education.

(8) Create and establish a common analytic environment that supports collaboration across the Navy to ensure alignment with Navy strategy.

(9) Coordinate the Navy's master analytic plan for execution and alignment of exercises, experiments, war games, tests, and studies with Navy strategic guidance.

(10) Provide direction for the analytic study process and administration of associated contracting efforts to improve warfighting advantage and to understand the current and future security environments.

#### 5. Strategic Warfighting Innovation Cell (OPNAV N73)

a. Mission. To lead the development of a Navy-wide framework to identify and deliver mission-engineered solutions to high priority key operational problems in order to gain warfighting advantage.

b. Functions

(1) Engage across OPNAV, the Navy, the Military Services, the Joint Staff, government, and the private sector to build and maintain a Navywide framework to analyze key operational problems via a collaborative warfighting innovation network.



(2) Develop and leverage a collaborative warfighting innovation network to identify and deliver material and non-material solutions to identified operational shortfalls and warfighting needs while avoiding program advocacy.

(3) Coordinate across that network to assist in defining the future operational environment and in developing solutions necessary to gain and maintain warfighting advantage in that environment.

6. Warfighting Integration (OPNAV N74)

a. Mission. To identify, design, and implement plans, concepts, and campaigns to enhance the competitive posture and warfighting advantage of the Navy and Marine Corps; to develop and sustain a competitive analytical framework that assesses and manages risk within a multi-polar strategic context; and to serve as the executive secretariat for the Naval Strategy Panel to improve naval strategic alignment, analytic rigor, and functional consistency.

b. Functions

(1) Support naval strategy and analytic planning, to include performing tasks identified in subparagraphs 6b(1)(a) through 6b(1)(d) below.

(a) Maintain long-term schedule, coordinate member attendance, and develop agenda and briefing topics for Naval Strategy Panel meetings.

(b) Lead operational planning teams in support of Naval Strategy Panel-directed projects.

(c) Chair Naval Strategy Panel O-6 level working groups.

(d) Synchronize Naval Strategy Panel efforts across OPNAV, the fleet, combatant commands, Military Services, Joint Staff, Office of the Secretary of Defense, and interagency activities.

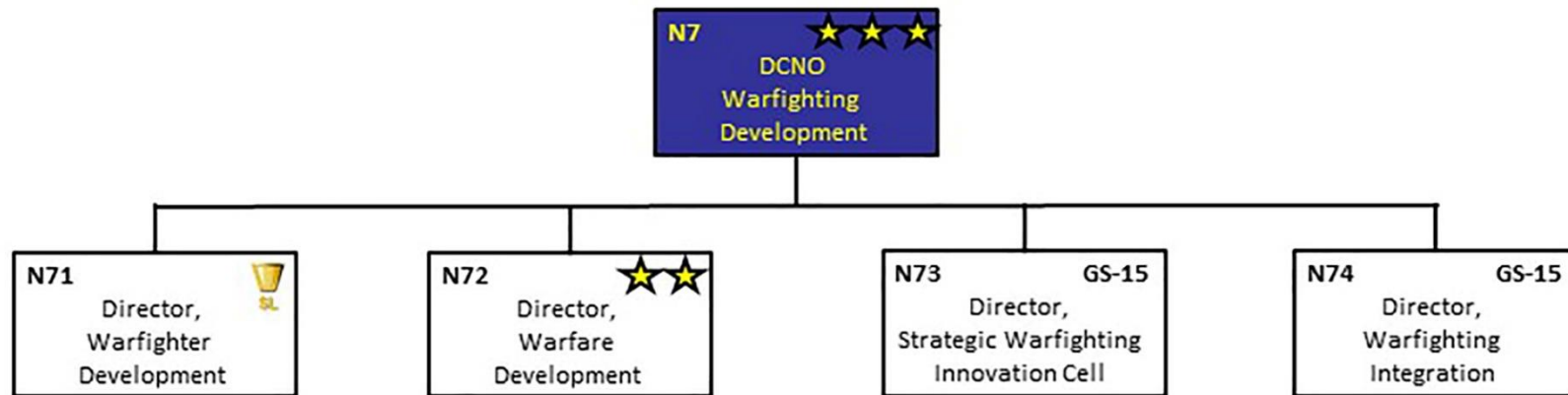
(2) Perform tasks as required by CNO guidance and, in coordination with OPNAV N73, to further solutions to key operational problems.

(3) Provide fully informed input and analysis to CNO N7's products, strategy, and key operational problem development, and to program objective memorandum prioritization efforts.

(4) Conduct fully-informed research and analysis in support of Naval Strategy Panel and CNO N7 objectives.

(5) Provide support to CNO N7 war-gaming and similar activities.

CNO N7 ORGANIZATION CHART



OPNAV AND EXTERNAL BILLET AND POSITION TRANSFERS  
TO CNO N7

The below military and civilian billets and positions, where not encumbered, are transferred from the listed activities and billet sequence codes (BSC) into CNO N7 BSCs effective 25 October 2019. Where billets are encumbered, CNO N7 will coordinate a mutually agreeable transfer date. If not indicated otherwise, place of work is the Pentagon.

MILITARY BILLETS

N10

BILLET GRADE	UIC	BSC
CAPT	00011	10310
LT	45997	10578

N12

BILLET GRADE	UIC	BSC
CAPT	45997	12505
CDR	00011	12740
LCDR	00011	12755
LCDR	45997	12745

N502

BILLET GRADE	UIC	BSC
CAPT	00011	50205
CDR	00011	50210
CDR	00011	50215
CDR	00011	50220
LCDR	00011	50225
LCDR	00011	50230
CDR	32791	50205

N504

BILLET GRADE	UIC	BSC
CDR	00011	50405
CDR	00011	50410
CDR	00011	50415

N516

BILLET GRADE	UIC	BSC
CAPT	00011	51605
CDR	00011	51610
LT	00011	51625

N3N5X

BILLET GRADE	UIC	BSC
CAPT	00011	50005
CDR	00011	30505
CDR	00011	30510
CDR	00011	30515
CDR	00011	30520
CDR	00011	30525
LCDR	00011	30530

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CIVILIAN POSITIONS

N50

BILLET GRADE	UIC	BSC
SL	47039	09205
GS-15	47039	09215
GS-15	47039	09270
GS-15	47039	09210
GS-14	47039	09275
GS-14	47039	09280

N502

BILLET GRADE	UIC	BSC
SES	47039	50015
GS-15	47039	50205
GS-14	47039	50210
GS-13	47039	50215

N504

BILLET GRADE	UIC	BSC
GS-15	47039	50405
GS-15	47039	50410

N5I6

BILLET GRADE	UIC	BSC
GS-14	47039	51505
GS-6	47039	51005

N3N5X

BILLET GRADE	UIC	BSC
GS-13	47039	53010

NETC

BILLET GRADE	UIC	BSC
GS-13 *	00076	52140
GS-12 *	68322	42020

\* Work location - NETC Pensacola, FL

Legend:

- CAPT – captain
- CDR – commander
- GS – general schedule
- LCDR – lieutenant commander
- LT – lieutenant
- N502 – Current and Future Strategy Branch
- N504 – Strategy Alignment Branch
- SES – senior executive service
- UIC – unit identification code