



UNITED STATES MARINE CORPS
MARINE FORCES RESERVE
MARINE FORCES NORTH
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NEW ORLEANS, LA 70114-1500

ForO 1416.1A
HSS

DEC 07 2015

FORCE ORDER 1416.1A

From: Commander, Marine Forces Reserve
To: Distribution List

Subj: FLEET MARINE FORCE WARFARE AND QUALIFIED OFFICER
(FMFWO/QO) PROGRAM

Ref: (a) SECNAVINST 1412.10
(b) NAVEDTRA 43908-1C

1. Situation. Reference (a) provides guidance for establishing and conducting the Fleet Marine Force Warfare/Qualified Officer (FMFWO/QO) Program for Navy Officers assigned to the United States Marine Corps (USMC) operating forces. Reference (b), is a compilation of the minimum knowledge and skills that an officer must demonstrate to complete the program and qualify as an FMFWO/QO. This Order provides standards and procedures that must be met to be qualified as an FMFWO/QO.

2. Cancellation. Force Order 1416.1.

3. Mission. Marine Forces Reserve (MARFORRES) will establish a FMFWO/QO Program in compliance with reference (a) to provide eligible Navy officers with the opportunity to earn a designation that will enhance the war-fighting capability of the Navy and Marine Corps team. Attainment of the FMFWO/QO designation for a Navy officer signifies demonstrated achievement and proficiency in Marine Corps operations and indicates a fundamental understanding of a Marine Air-Ground Task Force (MAGTF) and its components. The FMFWO/QO designation signifies additional general knowledge that enhances understanding of war-fighting, mission effectiveness, and command survivability. FMFWO/QO designation may only be obtained through the formal qualification program set forth in this Order.

4. Execution

a. Commander's Intent and Concept of Operations

(1) Commander's Intent

(a) The FMFWO/QO Program is essential to building knowledge and insight on the culture, mission, and unique construct of the Marine Corps. It provides Naval officers with an opportunity to demonstrate an understanding of the Marine-Air-Ground-Task-Force, which ultimately builds cohesion and lines of communication across the service.

(b) The FMFWO/QO Program is instrumental in providing qualification toward an in-depth understanding of the Marine Corps, and tangible evidence of that knowledge through a warfare device. The end state will yield a cadre of Navy officers who have demonstrated the requisite

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knowledge of the Marine Corps and are able to seamlessly integrate and support the mission.

(2) Concept of Operations. MARFORRES will establish a FMFWO/QO program for Navy Officers. That program will be implemented and administered in accordance with the references. Upon satisfactory completion of all requirements, the Commander, MARFORRES (COMMARFORRES) will approve as the FMFWO/QO designation.

(3) Force FMFWO/QO Program Coordinator. COMMARFORRES will appoint a Senior Navy Officer (O-5 and above) to serve as the Force FMFWO/QO Program Coordinator who will oversee and manage the program. Additional responsibilities include:

(a) Track all FMFWO/QO-designated officers within MARFORRES and provide information as required to the FMFWO/QO Program Manager at Headquarters Marine Corps (HQMC) per reference (a).

(b) Forward all program and policy recommendations for improvement to the FMFWO/QO Program Manager.

(c) Complete a periodic review and update of this Order.

(d) Recommend FMFWO/QO designation based upon successful completion of all requirements set forth in this order and the recommendation of the MARFORRES FMFWO/QO Program Coordinator.

(e) Maintain sufficient quantities of Personnel Qualification Standard (PQS) booklets to be provided to all eligible officers and new joins.

(f) Build and manage a roster of Marine Corps and Navy officers within the unit who will serve as FMFWO/QO Oral Examination Board members. Board members will have the experience and breadth of knowledge to thoroughly evaluate a candidate's understanding of all material covered in the PQS. Each board will be comprised of at least than three officers, one of whom must be a Marine Corps officer. Navy officers must be FMFWO/QO.

(g) Schedule periodic FMFWO/QO Oral Examination Boards. A list of board members will be generated for each board, with a senior member approved and appointed in writing by the MARFORRES FMFWO/QO Coordinator.

b. Major Subordinate Command (MSC)

(1) Appoint a Navy Officer as MSC FMFWO/QO Program Manager, in writing. This individual will serve as the primary point of contact for the MARFORRES FMFWO/QO Program.

(2) Conduct written examination boards for subordinate and supporting units. Oral boards will be coordinated by the Force FMFWO/QO Program Coordinator.

(3) Be familiar with all FMFWO/QO Program requirements.

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c. Coordinating Instructions

(1) FMFWO/QO candidates must use the PQS booklet contained in reference (b) during the qualification process.

(2) Only recognized subject matter experts will serve as qualifiers.

(a) United States Navy (USN) PQS qualifiers usually the grade of O-3 and above must be FMFWO/QO qualified. All Chief Petty Officers who are Fleet Marine Force Enlisted Warfare Specialists qualified may serve as PQS qualifiers.

(b) Marine Corps qualifiers (usually the grade of O-3 and above) must be military occupational specialty (MOS) qualified in the area of expertise. All Marine Corps Staff Non-Commissioned Officers and above may serve as qualifiers for generic Marine Corps PQS (history, close order drill, etc.).

(3) Chaplain Corps Officers do not bear arms therefore, upon successfully completing the program they are designated as an FMFQO vice FMFWO. Chaplain Corps Officers are waived from PQS sections associated with weapon fundamentals or weapon qualification:

(a) Weapons Fundamentals: Section 115.1 - 115.7.

(b) 9 millimeter qualification: Sections 301.1.1, 301.2.2, and 301.4.1.

(4) Candidates who have successfully completed all PQS requirements, passed the written examination (80 percent or higher), and who are ready to complete the oral examination board must submit their PQS booklets to their respective MSC FMFWO/QO Program Manager at least three weeks before a scheduled board. The MSC/Force FMFWO/QO Program Coordinator may accept PQS booklets completed at other qualifying FMF commands if all other requirements are met.

(5) FMFWO/QO Oral Examination Boards will convene when designated by the MARFORRES FMFWO/QO Program Coordinator. Dates/times will be disseminated, with the goal being at least 30 days in advance of each board.

d. Eligibility. FMFWO qualification recognizes Navy officers trained in Marine Forces (MARFOR) operations. FMFWO qualification is highly recommended for all eligible officers assigned to a USMC command. Eligible Active and Reserve officers may qualify for FMFWO qualification if they meet the eligibility requirements outlined below.

(1) Navy officers assigned permanent change of station duty to a command of the USMC operating forces that serve a minimum of 12 months consecutively.

(2) Active or Reserve officers deployed for a minimum of 179 days to a unit in direct support of a USMC operational command during combat or overseas contingency operations.

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

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

(c) Eligibility does not apply to personnel deployed in support of USMC training exercises.

(3) Reserve officer full-time support (FTS) (formerly Training and Administration of Reserves) and Selected Reserve (SELRES).

(a) Officer FTS personnel assigned to a MARFORRES unit must serve a minimum of 12 months consecutively.

(b) Officer Selective Reserve personnel must be presently assigned to a Naval Reserve (Program Nine), MARFORRES command and serve a minimum of 24 months with satisfactory drill attendance. They must complete two periods of annual training (AT) in 24 months, one of which is Marine Corps specific, or an equivalent period of Marine Corps specific Active Duty for Special work (ADSW). Personnel who have previously served a minimum of 24 months with a Naval Reserve (Program Nine), MARFORRES command during the past 60 months with satisfactory drill attendance must complete a minimum of 12 consecutive months in their presently assigned Naval Reserve (Program Nine) MARFORRES command. They must complete one period of AT in 12 months, which will be Marine Corps specific, or an equivalent period of Marine Corps specific ADSW.

5. Administration and Logistics

a. Administration

(1) After satisfactory completion of the requirements in this Order, the Commander of MARFORRES will approve FMEFWO/QO designation.

(2) When members have qualified for FMEFWO/QO designation, a page 13 entry will be made in their service records by their respective Navy Operational Support Center (NOSC) as follows:

"DD MON YY: Qualified as Fleet Marine Force Officer this date"

(3) Once qualification has been achieved, re-qualification is not required.

(4) Officers who previously qualified under the Fleet Marine Force Ribbon Qualification Program must meet all requirements outlined in this Order before wearing the FMEFWO/QO device. No one will be "grandfathered" to wear the FMEFWO/QO device.

(5) An FMEFWO/QO will retain designation until it is revoked by Navy Personnel Command (NPC). A Commanding Officer may recommend revocation when an officer's performance of Marine Corps related duties is unsatisfactory. 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 NPC.

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b. Logistics

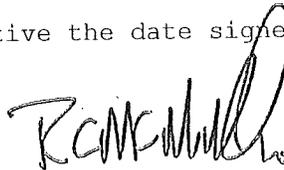
(1) Questions concerning the content of this Order may be directed to the MARFORRES, Health Service Support (HSS) Office at (504) 697-8726, DSN: 647-8726.

(2) A sufficient quantity of study guides will be maintained at MARFORRES HSS to enable newly arrived Navy Officers to receive a personal copy.

6. Command and Signal

a. Command. This Order is applicable to MARFORRES.

b. Signal. This Order is effective the date signed.



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