

Our Mission:

To provide dedicated career management counseling to officers of all grades; with special emphasis on individual competitiveness, future career decisions, and officer career management analysis.

We counsel officers concerning competitiveness and failure of selection for Post-Graduate and promotion for grades CWO3 thru O-6.

We target junior officers (O3 & below) since their careers are typically less defined than more senior officers. Consequently, they tend to have more questions about how different assignment scenarios could impact future career aspirations. Nonetheless, any officer who desires to discuss aspects of their career will be given ample opportunity and have the ability to benefit from OPM-4 services.

Who We Are and How To Contact Us:

- E-mail: ARL-PF-CGPC-OPM-4@uscg.mil (preferred as this greatly aids appointment scheduling)
- LCDR Warren Judge: (202) 493-1660 / warren.d.judge@uscg.mil
- LT John Fiorentine: (202) 493-1606 / john.m.florentine@uscg.mil
- Website: <http://www.uscg.mil/opm/Opm4/opm-4.asp>

What is OPM-4:

The Officer Career Management Branch (OPM-4) is a new branch within the CG PC that provides officer career management information that revolves around three basic themes:

- Specialties and career paths (assignments; advanced education)
- Performance management (evaluations and promotions)
- Career broadening strategies (career goals; service schools; out-of-specialty assignments)

Essentially, our job is to assist Coast Guard Officers with all aspects of career management. This may involve answering specific questions that you are reluctant to ask an Assignment Officer or in further describing aspects of the assignment process. There is a “firewall” between OPM-4 and the Assignment Officer, so you can ask questions without wondering if the questions you ask will somehow impact your assignment. We do not have slates to fill an underlining agenda—other than to provide you with the best information possible that enables you to make informed career decisions and make the most of your Coast Guard career, and to manage it with strategic intent.

Your Records:

The information you view via Direct Access is not necessarily what is in your official Personnel Data Record (PDR). We highly recommend you review your official PDR at least 90 days prior to your promotion board convening. To input information into your official records, contact Mr. Harrison Morten via office phone: (202)-493-1670 or via e-mail: Harrison.j.morten@uscg.mil

What to expect during a normal counseling session:

- Counseling session may be either via telephone conference or in person.
- We will provide 30-45 minutes of our undivided attention
- We will review your record prior to your counseling session.
- We will provide honest and frank feedback.
- We will answer any questions you have.

13 Officer Specialties/37 Sub-Specialties:

(Learn more on CG Central at:

[My Workspace](#) > [Career Management](#) > [Officer](#)
> [My Specialty](#))

Mission Execution

- 1. Aviation
- 2. Ops Afloat
- 3. Ops Ashore—
Prevention
- 4. Ops Ashore—
Response

Mission Support

- 5. C4IT
- 6. Engineering
- 7. Finance
- 8. Human Resources
- 9. Intelligence
- 10. Legal
- 11. Management
- 12. Medical
- 13. Reserve Programs

Career Management Resources:

- CG Central Material:
 - Officer Assignments Guides/Sector, O-6, O-5, O-4 and below, & CWO
 - Generic Precept to ADPL Boards
 - COMDTs Guidance to Officer Promotion Boards
 - OPM SITREP messages
 - Assignment Officers (AO) notes
 - Officer Career Guidebook
 - Developing a Career as a CG Officer (Touchstone Paper)
- Other Resources:
 - AO Career Counseling/Roadshows (July-November)
 - Mentors
 - CGPC-OPM-4

Notes:



**Officer Personnel
Management Division
Officer Career
Management Branch
(OPM-4)**

**Commanding Officer
CAPT Bruce Viekman**

**Chief Officer of Personnel
Management Division
CAPT David Throop**