Unless explicitly stated, the provisions outlined in this Program Authorization will apply to both the Active Component and the Reserve Component. Waivers are not authorized except as noted.

**Active Component (AC):** Officer Candidate indoctrination and training for active duty appointment as Ensign, 1180 (Training-Special Warfare). BUPERS-311D is the Special Warfare Officer Community manager.

**Reserve Component (RC):** Special Warfare Officer (Designator 1135), Reserve Component Direct Commissioning Program. BUPERS-318 serves as the Special Warfare Reserve Officer Community manager.

1. **Program Authority:** 10 USC 531, 532 and 12201 to 12209.

2. **Cancellation:** Program Authorization 100D of June 2013.

3. **Quota:** As prescribed by the Deputy Chief of Naval Operations (Manpower, Personnel, Training and Education) (N1) in the annual accession plan.

4. **Qualifications:**
   
   
   b. Gender: No restrictions.
   
   c. Age:
      
      (1) AC. Applicants must be at least nineteen (19) years old and of such an age that they will not have passed their twenty-ninth (29th) birthday at the time of commissioning. Age waivers will be considered for applicants who possess particularly exceptional qualifications, provided they can be commissioned prior to their forty-second (42nd) birthday. Waivers will be considered by BUPERS 311D.
      
      (2) RC. Must be at least 22 years old and of such an age that they will not have passed their 42nd birthday at the time of commissioning.
   
   d. Education:
      
      (1) AC. Applicants must have a baccalaureate degree from a regionally accredited institution. Highly competitive candidates may apply in the academic year preceding their graduation year. Applicants that are selected by the SEAL Officer Selection Panel will not receive a contract to Officer Candidate School until they provide a copy of their baccalaureate degrees to their Officer recruiters.
(2) RC. Applicants must have a baccalaureate degree from a regionally accredited institution.

e. Physical: In accordance with the Manual of the Medical Department, Chapter 15, Articles 15-102 and 15-105 and as detailed in DoD Directive 6130.3.

(1) In addition to the previous medical requirements, Bureau of Medicine and Surgery (BUMED M3B3) must review Report of Medical Exam (DD Form 2808) and Report of Medical History (DD Form 2807). During this review, BUMED M3B3 will determine whether the individual is medically eligible. If eligible, a letter to the originator will be generated stating that the individual is Physically Qualified (PQ) for “Special Operations and Diving” duty. If the individual is noted to have a disqualifying condition, a recommendation for or against a waiver of the physical standards will be generated by BUMED M3B3 and forwarded to BUPERS-3 for final adjudication.

f. Duty Preference: Not applicable.

g. Marital Status: No restrictions.

h. Program Specific Requirements:

(1) NSW Applicant Questionnaire. Applicants must complete the NSW Applicant Questionnaire, which is provided on the SEAL OCM website or by contacting the OCM directly.

(2) Physical Screening Test. Applicants must be able to pass a Physical Screening Test (PST) in accordance with MILPERSMAN 1220-410.

(3) RC. 1135 Direct Commission Officer (DCO) applicants must carry the 5326 NEC.

(4) Selection.

(a) AC. Applicants that desire to become SEAL Officers must be selected by the SEAL Officer Selection Panel and provide current contact information to coordinate this interview process. Selection panel dates and interview times will be relayed with the candidates in advance of the panel dates. Applicants must submit their SEAL Officer package via their Officer Recruiter and Navy Recruiting Command to include the following documents:

1. NSW Applicant Questionnaire as defined in paragraph 4.h.1.

2. Full length 5x7 or 8x10 photograph in professional business attire or service working uniform.

3. PST as defined in paragraph 4.h.2.
4. Resume. There is no specific format for the resume. It should include at a minimum education, employment history, sports involvement, volunteer activities, and qualifications.

5. Official college transcript.

6. No more than two letters of recommendation.

(b) RC. 1135 Direct Commission Officer (DCO) applicants must be selected by the SEAL Officer Selection Panel and provide current contact information to coordinate this interview process. Selection panel dates and interview times will be relayed with the candidates in advance of the panel dates. Applicants must submit their SEAL Officer package via their local field recruiter and Navy Recruiting Command to include the following documents:

1. NSW Applicant Questionnaire as defined in paragraph 4.h.1.

2. Full length 5x7 or 8x10 photograph in service working uniform.

3. PST as defined in paragraph 4.h.2.

4. Resume. There is no specific format for the resume. It should include at a minimum education, employment history, sports involvement, volunteer activities, and qualifications.

5. Official college transcript.

6. Copy of all AC and RC evaluations.

7. Copy of PSR and ESR.

8. SEAL Team 17 or 18 Commanding Officer endorsement.

9. Three NAVCRUIT 1131/5 interviewer’s Appraisal Sheets completed and filled out by NSW officers at the rank O4 and above.

(c) Navy Recruiting Command will forward all Active and Reserve (DCO) SEAL Officer packages to the SEAL Officer Community Manager. Applicants will then be considered and selected by the SEAL Officer Selection Panel.

5. Accession Source:

a. AC.

(1) Civilians.

(2) Enlisted Personnel of the Active Navy or Navy Reserve.
(3) Enlisted personnel of other armed services with an approved inter-service transfer or conditional release.

b. RC. Enlisted Navy reservists (SELRES or IRR) carrying NECs 5323 or 5326. SELRES on extended or recall orders (mobilization, 1-3 year recall, or ADSW) may apply, but must complete their active duty obligation under current orders before being commissioned.

6. Indoctrination:

a. AC. Selectees will attend Officer Candidate School Officer Training Command Newport, Rhode Island. Following commissioning, officers will be assigned to designator specific training as appropriate.

b. RC. Selectees must attend the 2-week DCO Indoctrination Course at Newport, RI, and attend the NSW Junior Officer Training Course (JOTC) in Coronado, CA within one year of commissioning.

7. Enlistment: Civilians and Enlisted applicants in paygrades E4 or below, who are selected for this program are designated Officer Candidates and advanced to paygrade E5 upon reporting to OCS. Enlisted applicants in paygrades E5 and above are designated Officer Candidates in their present paygrades.

8. Appointment:

a. Active Component: Candidates will be commissioned in the Unrestricted Line of the Navy as an Ensign, U.S. Navy, designator 1180.

b. Reserve Component: Ensign, USNR, Naval Special Warfare Officer (designator 1135).

9. Service Obligation:

a. Active Component: Officers will incur a four-year active duty obligation from date of graduation from SQT and appointed as an 1130, SEAL Officer. The balance of service, sufficient to complete eight years of total obligated service may be served in a ready reserve status.

b. Reserve Component: Officers incur a three-year Selected Reserve (SELRES) obligation followed by a five-year individual ready reserve (IRR) obligation for a total eight-year obligation. The obligation commences upon commissioning. Initial assignment will be with SEAL Teams 17 or 18, assigned in the SEAL Navy Reserve Unit, as assistant officer in charge (AOIC) of a SEAL Platoon. During years 2-4 from commissioning date, officer can anticipate a 15 month mobilization to include a 6 month Unit Level Training (ULT) followed by a nine month overseas deployment as AOIC of a SEAL Platoon. Officers must maintain eligibility for mobilization and worldwide assignment.

Approved: K. A. McCabe, RDML, USN
Director, Military Personnel
Plans and Policy Division (N13)

Date: 01 Aug 16