Program Authorization: Unless explicitly stated, the provisions outlined in this Program Authorization (PA) will apply to both the Active Component (AC) and the Reserve Component (RC). BUPERS-317 is the AC Cryptological Warfare (CW) Officer Community Manager (OCM) and BUPERS-318 is the RC CW OCM.

1. **Program Authority:** Title 10, United States Code 532, 5587 and 12201 to 12209.

2. **Cancellation:** PA 108C, April 2015.

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

4. **Qualifications:**

   a. **Citizenship:** Applicants must be United States citizens. This requirement cannot be waived.

   b. **Gender:** No restrictions.

   c. **Age Requirements:**

      (1) **AC:** Applicants must not have passed their 42nd birthday upon commissioning. For Surface Warfare Cryptologic Warfare Option, applicants must not have passed their 35th birthday upon commissioning.

      (2) **RC:** Applicants must not have passed their 42nd birthday upon commissioning. Prior qualifying service will be considered for year-for-year credit up to age 50. Non-prior service personnel over 42 may be considered provided:

         (a) The applicant understands and acknowledges, by signing the Maximum Age Statement of Understanding that he/she may not be able to serve long enough to obtain a retirement (regular or non-regular).

         (b) The community professional review board recommends the member for commissioning and will accept the applicant over the age requirement.

   d. **Education:**

      (1) Minimum of a baccalaureate degree from an accredited institution is required.

      (2) Major fields of study directly related to Science, Technology, Engineering, and Mathematics (STEM) are most strongly preferred, but not required.

      (3) An undergraduate cumulative grade point average (GPA) of 2.8 or greater is required.
(4) Completion of calculus sequence (Calculus I and Calculus II) and calculus-based physics sequence with a C average or better is preferred but not required.

(5) (AC Only) Waivers for educational requirements may be granted on a case-by-case basis by the CW Community Manager in coordination with Navy Recruiting Command.

c. Physical: In accordance with Manual of the Medical Department, Chapter 15, selectees must maintain eligibility for sea duty and worldwide assignment.

f. Duty Preference: Not applicable.

g. Marital Status: No restrictions.

h. Program Specific Requirements:

(1) (AC Only) Officer Aptitude Rating (OAR): All applicants must take the OAR examination. Applicants must attain a score of 45 or greater, with 50 or higher preferred. This requirement may be waived by the CW OCM in coordination with Navy Recruiting Command.

(2) Work Experience: Prior experience in disciplines related to cyber security, electronic warfare, or signals intelligence is strongly desired.

(a) (RC Only): Temporary rated enlisted personnel will complete initial training requirements and make their rate permanent prior to applying.

(b) Military work experience will be validated with submission of the applicant’s three most recent observed enlisted performance evaluations, military training, and education completed. This requirement may be waived by the CW OCM in coordination with Navy Recruiting Command.

(c) Civilian work experience must be validated with curriculum vitae (CV) and a minimum of three references.

(3) Leadership: A quantifiable record of leadership, management or supervisory experience in academia, civilian and/or military organizations is strongly preferred.

(4) Security Clearance Eligibility: Candidates must meet the Director of National Intelligence (DNI), Intelligence Community Directive (ICD) 704 eligibility standards for access to Sensitive Compartmented Information (SCI).

(a) Applicants who are recommended for a commission into the AC are required to complete an initial suitability screening with the Fleet Cyber Command Security Directorate prior to final selection as an officer candidate. Applicants for a commission into the RC are required to complete a pre-nomination interview with the local Special Security Officer (SSO) prior to final selection as an officer candidate.
(b) Being a dual citizen (i.e. a U.S. citizen and a citizen of another country) is not necessarily a disqualifying criterion. Associated risks to national security will be determined on a case-by-case basis, refer to ICD 704.

(5) (RC only) Interviews: IWC panel interviews and Region OIC endorsement letters have a 1-year currency. Applications that do not meet this requirement will not be considered by the professional recommendation board.

(a) Applicants must submit a maximum of three or a minimum of two interviews conducted by IWC officers (O4 and above), and at least one must be conducted by a Cryptologic Warfare Officer if 1815 is the applicant’s first commissioning preference. NAVCRUIT 1131/5 Interviewer’s Appraisal (preferably typed) will be used to record observations and evaluation of candidates. DCO Interview Appraisal Sheets will be forwarded to the IWC Region OIC.

(b) The IWC Region OIC will conduct a personal interview (this should be separate from the IWC panel) and prepare an endorsement letter. The OIC will forward the OIC endorsement, pre-nomination interview, and the NAVCRUIT 1131/5 forms to the local recruiter for inclusion in the candidate’s final package.

5. Accession Source:

a. AC:

(1) Civilians.

(2) Enlisted personnel of the regular Navy or Navy Reserve (active and inactive) or enlisted personnel of other armed services with no more than 48 months of qualifying service, provided a conditional release is authorized. Waivers may be granted by the CW OCM for up to, but not to exceed, 60 months of qualifying service.

b. RC:

(1) Civilians.

(2) Enlisted personnel in the Selected Reserve (SELRES) or Individual Ready Reserve (IRR) of any service of the armed forces with an approved conditional release. SELRES on Active Duty Other than Training (ADOT) may apply but must complete their active duty obligation (mobilization, ADSW, temporary recall) under current orders before being commissioned.

6. Indoctrination:

a. AC: Selectees will complete Officer Candidate School (OCS) at Officer Training Command, Newport, RI.
b. RC: Selectees must complete Direct Commission Officer Indoctrination Course (DCOIC) at Newport, RI, within one year of commissioning.

7. **Enlistment:** (AC Only) Civilians and Enlisted applicants in paygrades E4 and 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. AC:

   (1) Direct Accession: Ensign, U.S. Navy, Special Duty Officer (Cryptologic Warfare), designator 1810.

   (2) Cryptologic Warfare Option: Ensign, U.S. Navy, Surface Warfare Officer Student, Designator 1160W, Additional Qualification Designator (AQD) of "LOC". The officer will be assigned to Division Officer Afloat duties and qualify as a Surface Warfare Officer. Officers will be redesignated to 1810 without board action (WOBA) per MILPERSMAN 1212-050.

b. RC: Ensign, U.S. Navy, Special Duty Officer (Cryptologic Warfare), designator 1815.

9. **Service Obligation:**
   
a. AC:

   (1) Cryptologic Warfare selectees will incur a four-year Active Duty obligation from date of appointment. The balance of service, sufficient to complete eight years total obligated service, may be served in a Ready Reserve status.

   (2) Cryptologic Warfare Option: Upon redesignation to 1810, officers incur a minimum service obligation of two years from date of designator change, to be served concurrently with any other obligations.

b. RC: 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.

10. **Pay and Allowances:** Upon commencing OCS, Selectees will receive pay and benefits based on paygrade outlined in paragraphs 6 and 7.

Approved:  

JOHN B. NOWELL, JR., RADM, USN  
Director, Military Personnel  
Plans and Policy Division (N13)

Date:  

25 JAN 2017