Program Authorization: Officer indoctrination and training of college graduates for appointment as Special Duty Officer (Cyber Warfare Engineer) (CWE). The provisions in this Program Authorization (PA) only apply to the Active Component (AC). BUPERS-317 is the Officer Community Manager (OCM).

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

2. **Cancellation:** PA 121, September 2014.

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: IAW 10 USC §532, applicants must be United States citizens. This requirement cannot be waived.

b. Gender: No restrictions.

c. Age: IAW 10 USC §532, applicants must not have passed their 42nd birthday upon commissioning. This requirement cannot be waived.

d. Education:
   
   (1) Minimum of a baccalaureate degree from an accredited institution. This requirement cannot be waived.

   (2) An undergraduate cumulative grade point average (GPA) of 2.8 or greater is required.

   (3) Major fields of study directly related to Science, Technology, Engineering, and Mathematics (STEM) are required with preferred degrees in Computer Science and Computer Engineering. Related technical majors to be considered on a case-by-case basis will include, but not be limited to: Mathematics, Physics, Software Engineering, and other computer-related disciplines.

   (4) Education/transcripts must document significant software development and/or computer programming coursework with minimum of 3.0 grade point average (GPA) in those areas. Applicants not meeting the documented educational requirements must document a minimum of one year's experience in software development and/or computer programming work. Best qualified applicants will meet both educational and experience requirements.

   (5) Waiver requests are reviewed on a case-by-case basis, and should be sent to the CWE OCM in coordination with Navy Recruiting Command (NRC).
e. Physical: JAW 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) Technical Interview. All candidates must successfully complete an interview with CO, Navy Cyber Warfare Development Group (NCWDG), or a designated representative, prior to being selected for appointment. NRC and CWE OCM will screen applicants for basic eligibility prior to technical interview being scheduled with NCWDG.

(2) Work Experience: Prior experience in software development and/or computer programming is strongly desired.

(a) Military work experience shall be validated with submission of the applicant’s three most recent observed enlisted performance evaluations. This requirement may be waived by CWE OCM in coordination with NRC.

(3) Leadership: In addition to technical experience, the community also values quantifiable leadership, management or supervisory experience in academia, civilian and/or military organizations.

(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.

(b) Being a dual citizen (i.e. a U.S. citizen and a citizen of another country) is not necessarily disqualifying. Associated risks to national security will be determined on a case-by-case basis, refer to ICD 704.

5. Accession Source:

a. Civilians.

b. Enlisted personnel of the regular Navy or Navy Reserve (active and inactive) or enlisted personnel of other armed services provided a conditional release is authorized.

6. Indoctrination: Selectees will complete Officer Development School (ODS) at Officer Training Command, Newport, RI.
7. **Enlistment**: Not applicable.

8. **Appointment**: Commissioned as Ensign, U.S. Navy, Special Duty Officer (CWE), designator 1840.

9. **Service Obligation**: Selectees incur a five (5) year Active Duty obligation from date of appointment. The obligation commences upon commissioning. The balance of service, sufficient to complete eight (8) years total obligated service, may be served in a Ready Reserve status.

10. **Pay and Allowances**: Not applicable. Selectees are commissioned prior to attending ODS and not entitled to pay and allowances prior to commissioning.

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**Approved:**

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

**Date:** 6/1/18