Unless explicitly stated, the provisions outlined in this Program Authorization shall apply to both the Active Component and the Reserve Component.

Active Component (AC): Officer Candidate indoctrination and training of college graduates for appointment and active duty as:

RESTRICTED LINE/SPECIAL DUTY OFFICER (INTELLIGENCE) DIRECT ACCESSION. Upon completion of indoctrination, individual will be commissioned as Ensign, USN, designator 1830, Special Duty Officer (Intelligence).

RESTRICTED LINE/SPECIAL DUTY OFFICER (INTELLIGENCE) OPTION (1160/1830). Upon completion of indoctrination, individual will be commissioned as Ensign, USN, designator 1160, Surface Warfare Officer (Student), Intelligence Option.

Reserve Component (RC): **SPECIAL DUTY OFFICER (INTELLIGENCE) RESERVE COMPONENT DIRECT COMMISSIONING PROGRAM.** Special Duty Officer (Intelligence) direct commission option provides exceptional prior enlisted personnel, other armed forces personnel and qualified civilians, the ability to apply for a commission as Ensign, USNR, designator 1835, Special Duty Officer (Intelligence).

BUPERS-317 is the AC community manager and BUPERS-318 is the RC community manager.

1. Program Authority: 10 USC 532, 5587 and 12201 to 12209.

2. Cancellation: Program Authorization 108A of Feb 13.

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 citizens of the United States. Waivers will not be granted.

b. Gender: Open to men and women.

c. Education:

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

(2) Selection is not based upon degree alone; however, preferred fields of study for Intelligence officers include: International Relations with a Language/Regional Focus (e.g., Middle East or Asian Studies), Political Science, History, or Science, Technology, Engineering and Mathematics (STEM).

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

(b) (AC Only) In order to be eligible for a selected few STEM-focused graduate education opportunities in the Intelligence community, completion of calculus sequence (Calculus I and Calculus II) and calculus-based physics sequence with a C average or greater is required.

d. Foreign Language Skill: Certifiable foreign language skills and cultural background/expertise is highly desirable but not required. Claims to language skills must be supported by a valid minimum Defense Language Proficiency Test (DLPT) score of 2/2/2 (listening/reading/speaking) level or a Defense Language Aptitude Battery (DLAB) test to measure the applicant's aptitude to learn a foreign language.

e. Officer Aptitude Rating (OAR) (AC Only): All applicants must take the OAR examination. Applicants for commission as an Intelligence Officer must attain a score of 45 or greater.

f. Work and Leadership Experience:

(1) Prior military experience and/or significant civilian occupational expertise in the Intelligence or Cyber-related professions is strongly desired.

(a) Ideal enlisted candidates will be Intelligence Specialists possessing one or more of the following Navy Enlisted Classifications (NECs): 3910 Imagery Interpreter; 3912 Expeditionary Warfare Intelligence Specialist; 3913 Navy Tactical Counter-Intelligence and Human Intelligence (CI/HUMINT) Specialist; 3923 Strike Planning Applications; and 3924 Operational Intelligence (OPINTEL) Analyst.

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

(c) Military work experience shall be validated with submission of the applicant's three most recent observed enlisted performance evaluations, military training and education completed.

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

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

g. Age:

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

(2) Reserve Component: Must be at least 19 years and less than 42 at the time of 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.

h. Physical: In accordance with the Manual of the Medical Department, Chapter 15, candidates must be available for worldwide assignment and be physically qualified for sea duty assignments.

i. Marital status: No restrictions.

j. Time in Service: No restrictions.

5. Source:

a. Active Component:

(1) Civilians.

(2) Enlisted personnel of the regular Navy or Navy Reserve (active and inactive).

(3) Enlisted personnel of other armed services with an approved interservice transfer.

b. Reserve Component:

(1) Civilians.

(2) Enlisted personnel in the Selected Reserve (SELRES) or Individual Ready Reserve (IRR) of any service of the armed forces. 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. Active Component: Selectees must complete the following:

(1) Officer Candidate School at Newport, RI.

(2) Information Dominance Basic Course (IDBC) (CIN: J-3A-2301), 3 weeks in course length, in addition to Division Officer Leadership Course (CIN: P-7C-0100), 1 week in course length, at Center for Information Dominance Unit Hampton Roads (CIDUHR), Dam Neck, VA. Required for officers commissioning after August 2015.

(3) Naval Intelligence Officer Basic Course (NIOBC) (CIN: J-3A-0010), 20 weeks in course length, at CIDUHR Dam Neck, VA. Intelligence Option officers will attend after redesignation to 1830.

(4) Naval Intelligence Professional qualification (NAVEDTRA 43547) within 24 months of reporting to first intelligence assignment, in accordance with OPNAVINST 1412.12.

(5) Information Dominance Warfare Officer qualification (NAVEDTRA 43360) within 36 months of reporting to initial (non-training) intelligence assignment, in accordance with OPNAVINST 1412.13.

b. Reserve Component: Selectees must complete the following:

(1) The two week Direct Commission Officer Indoctrination Course (DCOIC) (CIN: Q-9B-0024) at Newport, RI, within one year of commissioning.

(2) Information Dominance Basic Course (IDBC) (CIN: J-3A-2301), 3 weeks in course length, in addition to Division Officer Leadership Course (CIN: P-7C-0100), 1 week in course length, at Center for Information Dominance Unit Hampton Roads (CIDUHR), Dam Neck, VA. Required for officers commissioning after August 2015.

(3) Naval Intelligence Officer Basic Course (NIOBC) (CIN: J-3A-0010), 20 weeks in course length, at Dam Neck, VA or NIOBC Integrated Learning Environment (ILE) (CIN: R-3A-0118), modularized version of the active duty NIOBC course offered during drill weekends and NIOBC ILE Phase II (2 week capstone) (CIN: K-3A-2979) at San Diego, CA. Officers have 24 months from the commencement of NIOBC-ILE to complete all required training.

(4) Naval Intelligence Professional qualification (NAVEDTRA 43547) within 36 months from date of commissioning.

(5) Information Dominance Warfare Officer qualification (NAVEDTRA 43360) within 60 months from date of commissioning.

7. Special Requirements:

a. 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).

(1) Applicants who are recommended for a commission into the active or reserve component are required to complete a pre-nomination interview with the local Special Security Officer (SSO) prior to final selection as an officer candidate.

(2) 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 Intelligence Community Policy Guidance Number 704.2.

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

(1) Applicants must submit a maximum of three or a minimum of two interviews conducted by IDC officers (O4 and above), and at least one must be conducted by an Intelligence Officer if 1835 is the applicant's first commissioning preference. NAVCRUIT 1131/5 Interview's Appraisal (preferably typed) will be used to record observations and evaluation of candidates. DCO Interview Appraisal Sheets will be forwarded to the IDC Region OIC.

(2) The IDC Region OIC shall conduct a personal interview (this should be separate from the IDC 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.

8. Appointment:

a. Active Component:

(1) Direct Accession: Ensign, USN, Special Duty Officer (Intelligence), designator 1830.

(2) Intelligence Option: Ensign, USN, Surface Warfare Officer Student, designator 1160, Additional Qualification Designator (AQD) of "LOE". The officer will be assigned to Division Officer Afloat duties and qualify as a Surface Warfare Officer. Officers will be redesignated to 1830 without board action (WOBA) per MILPERSMAN 1212-050. Additionally, these officers are not eligible for SWO continuation pay unless they are approved to remain in the Surface Warfare community.

b. Reserve Component: Ensign, USNR, Special Duty Officer (Intelligence), designator 1835.

9. Service Obligation:

a. Active Component:

(1) Officers must serve at least four (4) years on active duty from date of appointment. The balance of service, sufficient to complete eight (8) years total obligated service, may be served in a ready reserve status.

(2) Intelligence Option: Upon redesignation to 1830, officers incur a minimum service obligation of two (2) years from date of designator change, to be served concurrently with any other obligations. Officers who remain in the Surface Warfare Officer community must satisfy their initial active duty obligation.

b. Reserve Component: Officers incur a three (3) year Selected Reserve (SELRES) obligation followed by a five (5) year individual ready reserve (IRR) obligation for a total eight (8) year obligation. The obligation commences upon commissioning.

Approved: _____
F. J. ROEGGE, RADM, USN
Director, Military Personnel
Plans and Policy Division (N13)

Date: 2 AUG 15