

Program Authorization: Officer Development School (ODS) indoctrination and training for lateral entry appointment on active duty as an engineering duty (ED) officer. The program commissions the candidate based on a review of background, education, qualifications and experience. Determination of rank will be made by Commander, Naval Sea Systems Command (COMNAVSEA). Engineering Duty Distribution Branch (BUPERS-314C) is the officer community manager (OCM).

1. Program Authority: Title 10 U.S. Code sections 531, 532 and 8137.
2. Cancellation: Not applicable.
3. Quota: As prescribed by the Deputy Chief of Naval Operations (Manpower, Personnel, Training, and Education) (DCNO NI).
4. Qualifications
 - a. Citizenship: Applicants must be United States citizens.
 - b. Age: Applicants must be at least 22 years of age and must be commissioned before age 54.
 - c. Education

(1) Must possess a Bachelor of Science degree in an approved field of study. Approved fields of study are naval architecture, engineering (mechanical, electrical, industrial, aerospace, civil, chemical, ocean, marine, materials and environmental), physics, chemistry, computer science, metallurgical, ceramics, polymers science and/or engineering, mathematics, operations research and systems engineering (a degree in systems engineering is subject to a curriculum review by COMNAVSEA, ED Plans and Policies (NAVSEA 00T1)). Specifically excluded are engineering technology and engineering management degrees.

(2) Other degrees may be accepted by the ED OCM if the content and rigor of course curriculum is consistent with the approved fields of study.

(3) Must possess an advanced technical degree, either a Master of Science or Doctorate, in one of the approved fields of study listed in subparagraph 4c(1). A Master of Business Administration may be accepted in lieu of an advanced technical degree, but a waiver must be submitted and approved (see paragraph 5). At the lieutenant (O-3) level, a professional engineering license may be accepted in lieu of an advanced technical degree.

(4) Under special circumstances, such as a preponderance of experience in a specific need area, the education requirements may be relaxed or waived. The candidate must provide mitigating details with their request.

d. Physical: In line with Manual of the Medical Department, Chapter 15, selectees must maintain eligibility for sea duty and worldwide assignment. The candidates must meet the

physical fitness weight and/or percentage of body fat standards at the time of application and at time of commissioning.

e. Duty Preference: Not applicable.

f. Program Specific Requirements: Work experience will be a major consideration in determination of rank.

(1) As a minimum, approximately 5 years of previous experience as a naval engineer, naval architect, systems engineer, mechanical engineer, nuclear engineer or other engineering discipline, is required. Experience with ships and/or ship systems, even if not titled as "engineering," will be considered. Acquisition experience in the fields of production quality management, manufacturing and production, engineering, test & evaluation and program management is desirable.

(2) Civilian work experience must be validated with curriculum vitae and at least three references.

(3) Military work experience must be validated with submission of applicant's service record to include all performance evaluations, positions held and military training/education completed.

(4) Specific work experience related to need will be reflected in the quotas available. COMNAVSEA, with guidance from NAVSEA 00T1 and the ED OCM, will determine the area of need.

(a) Applicants must disclose any potentially disqualifying adverse matters. Disqualifying adverse matters may include, but are not limited to, misdemeanor or felony conviction in either civil or military court, a history of personal financial difficulties or excessive numbers of traffic or other legal violations.

(b) Applicants must be of good moral character and of unquestioned loyalty to the United States as determined by interview and investigation. At a minimum, interviews will be conducted by the ED OCM and NAVSEA 00T1. Other interviews may be assigned by COMNAVSEA. One of the interviews must be conducted in person.

(c) Security Clearance: Applicants must submit a Personnel Security Questionnaire, SF 86, and be eligible for a Secret clearance.

5. Waivers: In cases where the applicant does not meet all of the qualifications, but otherwise has an exceptional record or proven skillset required by the Navy, a waiver may be authorized in limited numbers. If a waiver is requested, then follow the steps below prior to the convening of the selection board.

a. Application Contents: Letter addressed to Director, Military Community Management (BUPERS-3) via the ED OCM requesting any waivers.

- b. Routing: Route formal requests to the ED OCM.
 - c. Approval Authority: BUPERS-3.
 - d. Notifying the Applicant: ED OCM will notify the applicant.
6. Accession Source
- a. Civilians.
 - b. Selected Reservists (SELRES). If accepted for lateral entry, a SELRES officer must resign his or her reserve commission and accept an active duty commission.
7. Indoctrination: All newly appointed officers will complete ODS at Newport, RI. Additional training and indoctrination will be determined by COMNAVSEA in relation to the position and rank to which assigned. ODS may be waived for officers with prior commissioned service.
8. Enlistment: Not applicable.
9. Constructive Entry Credit: For candidates with prior service as a commissioned officer and/or the following ED-related items: advanced education, leadership experience, acquisition qualifications and experience or civilian equivalency, the BUPERS 314C in consultation with NAVSEA 00T1 will chair a professional review board to evaluate the candidate's record/resume and determine eligibility for constructive entry credit (enclosure (1)). Recommendations by the professional review board for accessions at greater than O-3/Lieutenant will be approved by the ED officer community lead, COMNAVSEA. If COMNAVSEA decides the overall experience/education is less than or greater than scored by the individual categories, a lesser or greater number of service entry/constructive credit may be awarded.
- a. Constructive Entry Credit Matrix: Enclosure (1).
 - b. Routing: The ED professional review board will forward their recommendation to COMNAVSEA.
 - c. Approval Authority: COMNAVSEA.
 - d. Notifying the Applicant: The ED OCM will notify the applicants of results.
10. Appointment
- a. Candidates will be commissioned in the restricted line of the U.S. Navy as a lieutenant, lieutenant commander, commander, or captain in the regular U.S. Navy, designator 1450. Determination of rank will be made by the COMNAVSEA, in consultation with NAVSEA 00T1 and ED OCM.

b. Credit towards years of service will be computed as follows:

(1) Entry grade credit of 4 years will be awarded to all candidates in recognition of their 5 years of work experience and advanced technical degree.

(2) Additional service credit may be awarded based on special experiences and education or unique qualifications at a rate of one-half year credit for each year of experience.

(3) Individuals with prior active duty service in any of the uniformed services will receive year for year credit in lieu of the entry grade credit of 4 years.

11. Service Obligation: Selectees will be commissioned for a term of 4 years of active duty from the date of initial orders. At the end of the 4-year term, COMNAVSEA will assign a panel of at least three senior ED officers (minimum grade of captain), chaired by an ED Flag Officer, to decide whether the officer is to be released from active duty, renewed for an additional tour of duty of up to 4 years or converted to 1440 and made available for world-wide assignment and eligible for promotion. The candidate may submit a written request, with substantiating information, to aid the panel in its determination.

12. Pay and Allowances: Based on the accessed rank as approved by COMNAVSEA.

Approved: 
JOHN B. NOWELL, JR.
Rear Admiral, U.S. Navy
Director, Military Personnel Plans and Policy (N13)

Date: 4/25/19

Constructive Credit for Engineering Duty:	Credit Allowable:	Credited:
1. Commissioned service on active duty in an active status as a 1440/1460.	One year for each year.	
2. Commissioned service on active duty in an active status as an 1110/1120/1160/1170.	One year for each year.	
3. Commissioned service on active duty in an active status as any designator other than EDO/SWO/SUB.	One-half year for each year.	
4. Engineering Technical Master's Degree. Maximum credit of education shall not be more than three years.	Up to one year for each year.	
5. Engineering Technical PhD. Maximum credit of education shall not be more than three years.	Up to one year for each year.	
6. DAWIA Level 3 certification in PM or PQM.	Four years maximum.	
7. DAWIA Level 2 Certification in PM, PQM, ENG, or Systems.	Two years maximum.	
8. Demonstrated technical experience in the following areas: Naval Architecture, Engineering (mechanical, electrical, nuclear, industrial, aerospace, civil, chemical, ocean, marine, materials and environmental), Physics, Chemistry, Computer Science, Metallurgical, Ceramics, Polymers Science and/or Engineering, Mathematics, Operations Research or Systems Engineering. Enlisted experience that meets the aforementioned work can be considered for this credit.	Up to one-half year for each year.	
9. In unusual cases, additional credit may be granted for special professional experience in the specialty in which appointed when that experience is accrued after obtaining the qualifying degree. This additional credit applies only to individuals who have an experience level that uniquely distinguishes that from the normal qualifications required for appointment as a commissioned officer.	Up to one-half year for each year of special professional experience (if six months or less, no credit will be granted).	
Recommended Sum of Credited Years of Service (COMNAVSEA may make final approval (greater or lesser) based on mitigating factors (billet requirement, community health, etc.):		

<p>Limits and Computation of Entry Grade Credit. Entry grade credit shall be computed as follows:</p>		
<p>A period of time or special qualification shall be counted only once.</p>		
<p>Qualifying period of less than 1 full year shall be credited proportionately to the nearest day except where noted otherwise</p>		
<p>In general, credit will not be granted for work experience prior to the qualifying degree.</p>		
<p>Graduates of the Service academies will not be awarded credit for service performed or education, training, or experience obtained while attending the academy as Midshipmen.</p>		
<p>Credit will not be awarded for graduate education under paragraphs 4 or 5 of the entry grade credit table for periods during which the applicant served as a commissioned officer. Credit for such service shall be awarded under paragraph 1 through 3 of the entry credit table.</p>		
<p>Maximum Entry Grade Credit. Total entry grade credit granted shall normally be limited to 15 years. After considering the recommendations, COMNAVSEA may waive the 15-year limit on a case-by-case basis.</p>		