

Program Authorization: Officer Candidate indoctrination and training of college graduates for appointment as Special Duty Officer (Intelligence (INTEL)). Unless explicitly stated, the provisions outlined in this Program Authorization (PA) shall apply to both the Active Component (AC) and the Reserve Component (RC). BUPERS-317 Is the AC INTEL Officer Community Manager (OCM) and BUPERS-351 is the RC INTEL OCM.

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

2. Cancellation: PA 108A, Apr 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: IAW 10 USC §532, applicants must be citizens of the United States. This requirement cannot be waived.

b. Gender: No restrictions.

c. Age:

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

(2) RC: Must be at least 18 years old and less than 42 at the time of commissioning. Prior qualifying service will be considered for year-for-year credit up to age of 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. This requirement cannot be waived.

(2) Major fields of study in International Relations with a Language/Regional Focus (e.g., Middle East or Asian Studies), Political Science, History, or Science, Technology, Engineering and Mathematics (STEM) are strongly preferred, but not required.

(3) An undergraduate cumulative grade point average (GPA) of 3.0 or greater is required. Exceptional candidates may ask for a waiver if their cumulative undergraduate GPA is above 2.8. Waivers below 2.8 will not be considered. A conferred graduate-level degree from an accredited institution with a cumulative graduate program GPA of 3.0 or greater will supersede an undergraduate degree with a non-qualifying GPA. Waiver requests are reviewed on a case-by-case basis, and should be sent to the INTEL OCM in coordination with Navy Recruiting Command (NRC).

e. 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.

f. Duty Preference: Not applicable.

g. Marital status: No restrictions.

h. Program Specific Requirements:

(1) Officer Aptitude Rating (OAR) (AC Only): All applicants must take the OAR examination. Applicants for commission as an INTEL Officer must attain a score of 50 or greater, waivable to 45 by the INTEL OCM in coordination with NRC.

(2) 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 Defense Language Proficiency Test (DLPT) or a Defense Language Aptitude Battery (DLAB) test to measure the applicant's aptitude to learn a foreign language.

(3) Work Experience: Prior experience in Intelligence or Cyber-related professions 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 the INTEL OCM in coordination with NRC.

(b) (RC Only): IAW CNIFRINST 1120.1 series, temporary rated enlisted personnel shall complete initial training requirements and make their rate permanent prior to applying.

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

(5) 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 or 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 disqualifying. Associated risks to national security will be determined on a case-by-case basis, refer to ICD 704.

(6) Interviews (RC only): Interviews will be conducted IAW CNIFRINST 1120.1 series.

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 an approved inter-service transfer.

b. RC:

(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 (i.e. mobilization, Active Duty Operational Support (ADOS) or Special Work (ADSW), and definite recall) under current orders before being commissioned.

6. Indoctrination:

a. AC: Selectees will complete Officer Candidate School (OCS), Officer Training Command, Newport, RI.

b. RC: Selectees will complete Direct Commission Officer Indoctrination Course (DCOIC) (CIN: Q-9B-0024) in Newport, RI, within one year of commissioning.

7. Enlistment: (AC Only) Civilians and enlisted applicants in paygrades E-4 and below who are selected for this program are designated Officer Candidates and advanced to paygrade E-5 upon reporting to OCS. Enlisted applicants in paygrades E-5 and above are designated Officer Candidates in their present paygrade.

8. Appointment:

a. AC:

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

(2) Surface Warfare Officer (INTEL Option): Ensign, USN, Surface Warfare Officer Student, designator 1160L, Additional Qualification Designator (AQD) of "LOE." Officers will be redesignated to 1830 without board action per MILPERSMAN 1212-050.

b. RC: Ensign, USNR, Special Duty Officer (INTEL), designator 1835.


9. Service Obligation:

a. AC: Selectees will incur a four (4) year active duty obligation 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.

(1) Surface Warfare Officer (INTEL Option): Upon redesignation to 1830, SWO (INTEL Option) officers incur an additional minimum service obligation IAW MILPERSMAN 1212-050 from date of designator change to be served concurrently with any other obligations..

b. RC: Officers incur a three (3) year SELRES obligation followed by a five (5) year IRR obligation for a total eight (8) 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 paragraph 7.

Approved: 

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

Date: 6/1/18