

Program Authorization: Officer candidate indoctrination and training for appointment on active duty as ensign, U.S. Navy, designator 1830, Special Duty Officer (Intelligence (INTEL)). Information Warfare Community Management (BUPERS-317) is the officer community manager (OCM).

1. Program Authority: Title 10 U.S. Code section 532.
2. Cancellation: Program Authorization 108A, May 2018.
3. Quota: As prescribed by the Deputy Chief of Naval Operations (Manpower, Personnel, Training and Education) (DCNO N1).
4. Qualifications
 - a. Citizenship: Applicants must be citizens of the United States.
 - b. Gender: Open to men and women.
 - c. Age
 - (1) Applicants must be at least 18 years old and less than 42 years old at the time of commissioning.
 - (2) For surface warfare officer (SWO) (INTEL option), applicants must not have passed their 35th birthday upon commissioning.
 - d. Education
 - (1) Minimum of a baccalaureate degree from an accredited institution is required.
 - (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 are strongly preferred, but not required.
 - (3) An undergraduate cumulative grade point average (GPA) of 3.0 or greater on a 4.0 scale is required. Exceptional candidates may request a waiver if their cumulative undergraduate GPA is above 2.8. 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.
 - e. Physical: In line 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): 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.

(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 or a Defense Language Aptitude Battery 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. Work experience should be validated with the OCM. Prior enlisted personnel should include their last three evaluations.

(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.

(a) Applicants who are recommended for commission are required to complete a pre-nomination interview with the local special security officer 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.

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, and must be adjudicated prior to the convening of the selection board.

a. Application Contents: Letter with formal request from applicant on desired waiver(s).

b. Routing: Waiver requests routed from recruiter to OCM and then to Commander, Navy Recruiting Command (CNRC).

c. Approval Authority: CNRC.

d. Notifying the Applicant: CNRC will notify the applicant of waiver status.

6. Accession Source

a. Civilians.

b. 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.

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

8. Enlistment: Civilians and enlisted applicants in the paygrades of E-4 and below who are selected for this program are designated officer candidates and advanced to the paygrade of E-5 upon reporting to OCS. Enlisted applicants in the paygrades of E-5 and above are designated officer candidates in their present paygrade.

9. Constructive Entry Credit: Not applicable.

10. Appointment

a. Candidates will be commissioned in the restricted Line of the U.S. Navy as an ensign, designator (1830).


b. SWO (INTEL option): Ensign, USN, designator 1160 (Surface Warfare Officer Student), additional qualification designator of "LOE." Officers will be redesignated to 1830 without board action per Information Warfare Community (IWC) Option Program, MILPERSMAN 1212-050.

11. Service Obligation

a. Selectees will incur a 4 year active duty obligation from date of appointment. The balance of service, sufficient to complete 8 years total obligated service, may be served in a Ready Reserve status.

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

12. Pay and Allowances: Upon commencing OCS, selectees will receive pay and benefits based on paygrade outlined in paragraph 8.

Approved: 
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Director, Military Personnel Plans and Policy (N13)

Date: 4/13/19