

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

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

2. Cancellation: PA 108C, January 2017.

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

b. Gender: No restrictions.

c. Age Requirements:

(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. This requirement cannot be waived.

(2) Major fields of study directly related to Science, Technology, Engineering, and Mathematics (STEM) are most strongly preferred, but not required.

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

(4) Completion of calculus sequence (Calculus I and Calculus II) and calculus-based physics sequence with a C average or better is preferred but not required.

(5) Waiver requests are reviewed on a case-by-case basis, and should be sent to the CW OCM in coordination with Navy Recruiting Command (NRC).

e. Physical: In accordance with 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) (AC Only) Officer Aptitude Rating (OAR): All applicants must take the OAR examination. Applicants must attain a score of 45 or greater, with 50 or higher preferred. This requirement may be waived by the CW OCM in coordination with Navy Recruiting Command.

(2) Work Experience: Prior experience in disciplines related to cyber security, electronic warfare, or signals intelligence 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 CW OCM in coordination with Navy Recruiting Command.

(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.

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

(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 as an officer candidate. Applicants for a commission into the 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 a disqualifying criterion. Associated risks to national security will be determined on a case-by-case basis, refer to ICD 704.

(5) 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 no more than 48 months of qualifying service, provided a conditional release is authorized. Waivers may be granted by the CW OCM for up to, but not to exceed, 60 months of qualifying service.

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) .

6. Indoctrination:

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

b. RC: Selectees must complete Direct Commission Officer Indoctrination Course (DCOIC) at 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 paygrades.

8. Appointment:

a. AC:

(1) Direct Accession: Ensign, U.S. Navy, Special Duty Officer (CW), designator 1810.

(2) Surface Warfare Officer (CW Option): Ensign, U.S. Navy, Surface Warfare Officer Student, Designator 1160W, Additional Qualification Designator (AQD) of "LOC." Officers will be redesignated to 1810 without board action per MILPERSMAN 1212-050.

b. RC: Ensign, U.S. Navy, Special Duty Officer (CW), designator 1815.


9. Service Obligation:

a. AC: Selectees incur a four (4) 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.

(1) Surface Warfare Officer (CW Option): Upon redesignation to 1810, SWO (CW Option) officers incur an additional minimum service obligation in accordance with 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: 
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