

Program Authorization: Officer Development School (ODS) indoctrination and training of college graduates for appointment on active duty as a special duty officer (cyber warfare engineer) (CWE). Information Warfare Community Officer Community Manager (BUPERS-317) is the community manager.

1. Program Authority: Title 10 U.S. Code section 532.
2. Cancellation: Program Authorization 121, May 2018.
3. Quotas: As prescribed by the Deputy Chief of Naval Operations (Manpower, Personnel, Training and Education) (DCNO N1).

4. Qualifications

- a. Citizenship: Applicants must be United States citizens.
- b. Gender: Open to men and women.
- c. Age: Applicants must not have passed their 54th birthday upon commissioning.
- d. Education

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

(2) 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 2.7. 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.

(3) Major fields of study directly related to science, technology, engineering and mathematics are required with preferred degrees in computer science and computer engineering. Related technical majors to be considered on a case-by-case basis will include, but not be limited to: mathematics, physics, software engineering and other computer-related disciplines.

(4) Education/transcripts must document significant software development and/or computer programming coursework with minimum of 3.0 GPA in those areas. Applicants not meeting the documented educational requirements must document a minimum of 1 year of experience in software development and/or computer programming work. Best qualified applicants will meet both educational and experience requirements.

e. Physical: In line with the 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) 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.

(2) Technical Interview. All candidates must successfully complete an interview with Commanding Officer, Navy Cyber Warfare Development Group (NCWDG), or a designated representative, prior to being selected for appointment. Commander, Navy Recruiting Command (CNRC) and CWE officer community manager (OCM) will screen applicants for basic eligibility prior to technical interview being scheduled with NCWDG.

(3) Work Experience

(a) Prior experience in software development and/or computer programming is strongly desired.

(b) Military work experience shall be validated with submission of the applicant's three most recent observed enlisted performance evaluations. This requirement may be waived.

(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 a commission into the Active Component are required to complete an initial suitability screening with the Fleet Cyber Command Security Directorate prior to final selection.

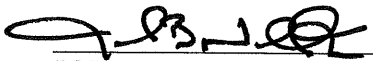
(b) Being a dual citizen (i.e., a U.S. citizen and a citizen of another country) is not necessarily disqualifying. Associated risks to national security will be determined on a case-by-case basis, refer to ICD 704.

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, follow the steps below 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 CWE OCM and then to 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 provided a conditional release is authorized.
7. Indoctrination: Selectees will complete ODS at Officer Training Command, Newport, RI.
8. Enlistment: Not applicable.
9. Constructive Entry Credit: For candidates with prior service as a commissioned officer and/or the following CWE-related items: graduate education, industry certifications or extensive work experience, the Commanding Officer, NCWDG will chair a professional review board to evaluate the candidate's record/resume and determine eligibility for constructive entry credit in line with enclosure (1). Recommendations by the professional review board for accessions at greater than O-1/ensign will be reviewed by the CWE OCM and approved by the CWE community lead in line with enclosure (1).
10. Appointment: Candidates will be commissioned in the restricted line of the U.S. Navy at the grade level as approved by the CWE community lead, designator 1840.
11. Service Obligation: Selectees incur a 5 year active-duty obligation from date of appointment. The obligation commences upon commissioning. The balance of service, sufficient to complete 8 years total obligated service, may be served in a Ready Reserve status.
12. Pay and Allowances: Not applicable. Selectees are commissioned prior to attending ODS and not entitled to pay and allowances prior to commissioning.

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

Date: 4/13/19

<b>Constructive Entry Credit Criteria for Cyber Warfare Engineer:</b>	<b>Credit Allowable:</b>	<b>Credited:</b>
1. Commissioned service on active duty in an active status as an 1840.	One year for each year.	
2. Commissioned service on active duty in an active status as an 1810/1820.	One-half year for each year.	
3. Commissioned service on active duty in an active status as any designator other than CWE/CW/IP.	One-quarter year for each year.	
4. Computer Science / Engineering Technical Master's Degree. Maximum credit of education shall not be more than two years.	One year for each year.	
5. Computer Science / Engineering Technical PhD. Maximum credit of education shall not be more than three years.	One year for each year.	
6. CNODP graduate.	Three years.	
7. CNODP participant. Shall not be used in conjunction with CNODP graduate.	One month for each month.	
8. Demonstrated technical experience in the following areas: vulnerability research, penetration testing, incident response, computer forensics, RF engineering, red team/blue team, exploit development, software engineering (e.g. knowledge and proficiency in a low level programming language, such as C, C++, or Assembly; familiarity with software design patterns and lifecycle), and hardware engineering (e.g. system design, basic FPGA design and test, computer architectures, PCB design and fabrication). Enlisted experience that meets the aforementioned work can be considered for this credit. ---Applies operational and technical expertise and executes computer network exploitation, attack and defense tactics, techniques and procedures. Analyzes plans, directs, and conducts computer network exploitation and attack. Analyzes threats, intrusions and attacks against networks. Plans and executes computer network defense responsive actions. ---- Applies principles and techniques of computer science and computer engineering to research, design, develop, test, and evaluate software and firmware for computer network attack, exploitation, and defense in cyberspace operations.	One year for each year.	

<p>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.</p>	<p>One year for each year of special professional experience (if six months or less, no credit will be granted).</p>	
<p><b>Sum of Credited Years of Service:</b></p>		
<p><b>Limits and Computation of Entry Grade Credit. Entry grade credit shall be computed as follows:</b></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>Credit will not be awarded for service as an enlisted member, warrant officer or commissioned warrant officer.</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 before graduation from the academy.</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><b>Maximum Entry Grade Credit.</b> Total entry grade credit granted shall normally be limited to 15 years. After considering the recommendations of DCNO (N1), ASN (M&amp;RA) may waive the 15-year limit on a case-by-case basis.</p>		