

Program Authorization: Reserve Component (RC) designator 1445 (Engineering Duty Officer (EDO)) direct commission officer (DCO) program. RC EDO Officer Community Manager (BUPERS-351) is the officer community manager.

1. Program Authority: Title 10 U.S. Code sections 12201 to 12209.
2. Cancellation: Program Authorization 203 of August 2013.
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 a citizen of the United States.
 - b. Gender: No restrictions.
 - c. Age: Applicants must be at least 19 years old and less than 42 years of age at time of commissioning. Prior qualifying service (enlisted or officer) will be considered for year-for-year credit up to age 50. Non-prior Service personnel over 42 years of age and less than 54 years of age may be considered for a waiver.
 - d. Education
 - (1) Must possess a Bachelor of Science degree in one of the following areas and have earned at least a "B" average, 3.0 on a 4.0 scale or 4.0 on a 5.0 scale. Naval Sea Systems Command (NAVSEA) Military Program Office (MPO) may accept degrees in related fields if the content and rigor of the curriculum are consistent with the requirements for one of the specified degrees listed below. Engineering technology, engineering management and industrial management degrees are specifically excluded.
 - (a) Naval architecture.
 - (b) Engineering (mechanical, electrical, electronic, industrial, aerospace, civil, chemical, nuclear, ocean, marine, materials and environmental engineering).
 - (c) Physics.
 - (d) Chemistry.
 - (e) Computer science.
 - (f) Metallurgical, ceramics and polymers science and/or engineering.
 - (g) Mathematics.

(h) Operations research.

(i) Systems engineering degrees are subject to curricula review by the NAVSEA MPO Program Manager (PM).

(2) Must also possess a Master or Doctorate of Science degree from the list above or adhere to the following criteria:

(a) NAVSEA MPO may grant graduate degree field-of-study waivers if the content and rigor of the curriculum is consistent with the requirements for one of the degrees specified above. Business and management graduate degree programs, such as Masters of Business Administration, Masters of Engineering Management and Masters of Industrial Management are specifically excluded from the field-of-study waiver. (Work/military experience, a professional engineer license, etc. are not substitutable replacements for the degree requirement.)

(b) NAVSEA MPO may grant a waiver to applicants enrolled in an approved graduate degree program who have not yet met the degree requirement. These applicants must document that they can reasonably complete the required degree within the allotted qualification time period.

e. Physical: In line with the Manual of the Medical Department, Chapter 15.

f. Duty Preference: Not applicable.

g. Marital Status: No restrictions.

h. Program Specific Requirements

(1) Approximately 5 years previous experience as a naval engineer, naval architect, systems engineer, mechanical engineer, nuclear engineer or other engineering discipline (experience can be waived by MPO).

(2) Civilian work experience must be validated with curriculum vitae and a minimum of 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 and education attended/completed.

(4) Complete three interviews with Active Component EDO (1440) or RC EDO (1445) qualified commanders (O-5) and/or captains (O-6). One of the interviews must be conducted in person (waiver for in person interview will be at the discretion of the MPO).

(5) Complete a Navy Reserve Engineering Duty Officer Qualification Program (NREDQP) Qualification Training Plan and become a fully qualified EDO within 5 years of commissioning (DCO only).

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 with formal request from applicant on desired waiver.

(1) Age: Application package, including a signed maximum age statement of understanding, indicating the applicant acknowledges he or she may not be able to serve long enough to obtain a retirement (regular or non-regular).

(2) Education: Graduate degree field-of-study waiver requests must include full transcripts, grade reports, etc. Graduate students who have not completed degree requirements must also include program of study details and plan for completion.

b. Routing: Applicant will route waiver request to Commander, Navy Recruiting Command (CNRC). CNRC will forward request via BUPERS-351 to NAVSEA MPO PM for adjudication.

c. Approval Authority: NAVSEA MPO PM.

d. Notifying the Applicant: CNRC.

6. Accession Source

a. Civilians (U.S. citizens).

b. Enlisted personnel in the Selected Reserve (SELRES) or Individual Ready Reserve of any service. SELRES on extended Active Duty orders may apply but must complete their active duty obligation under current orders before being commissioned.

7. Indoctrination

a. Selectees must complete all accession training requirements within 1 year of commissioning.

b. Two-week Seamanship/Land Indoctrination Course.

c. One-week Shipboard Systems Engineering Course.

d. Two-week "At Sea" training aboard a naval vessel.

e. Two-week First Industrial Tour.

f. Two-week EDO Basic Course.

- g. Mentor Group Industrial Tour – as required by certifying officer.
- h. Following commissioning, DCO 1465 officers must complete the NREDQP within 5 years. Lateral transfer officers must complete the NREDQP within 3 years.
- 8. Enlistment: Not applicable.
- 9. Constructive Entry Credit: Not applicable.
- 10. Appointment: Candidates will be commissioned in the restricted line of the U.S. Navy Reserve as an ensign, designator 1465. Upon completion of the NREDQP, officers will be appointed as a qualified EDO, designator 1445.
- 11. Service Obligation
 - a. Selectees will incur an 8 year ready reserve obligation, the first 3 years of which must be served in the SELRES.
 - b. Selectees must maintain eligibility for worldwide assignment.
- 12. Pay and Allowances: Not applicable.

Approved:



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

Date:

4/16/19