

Program Authorization: Reserve Component (RC) cryptologic warfare (CW) officer (designator 1815) direct commission officer (DCO) program. Reserve Officer Community Manager (BUPERS-351) is the CW officer community manager (OCM).

1. Program Authority: Title 10 U.S. Code sections 12201 to 12209.
2. Cancellation: Program Authorization 108C, 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: Applicants must be at least 18 years old and less than 42 years old at the time of commissioning. Prior qualifying service will be considered for year-for-year credit up to age 50. Waivers beyond age 54 will not be considered.
 - 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 are most strongly preferred, but not required.
 - (3) An undergraduate cumulative grade point average (GPA) of 2.8 or greater on a 4.0 scale is required. Exceptional candidates may request a waiver if their cumulative undergraduate GPA is above 2.6. Waivers for GPA under 2.6 will not be considered.
 - (4) Completion of a calculus sequence (calculus I and calculus II) and calculus-based physics sequence (physics I and II) with a "C" average or better is preferred but not required.
 - 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) 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.

(b) In line with the Direct Appointment Program Standard Operating Procedures, COMNAVIFORESINST 1120.1B, temporary rated enlisted personnel shall complete initial training requirements and make their rate permanent prior to applying.

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

(3) Security Clearance Eligibility: Candidates must meet the Director of National Intelligence, Intelligence Community Directive (ICD) 704 eligibility standards for access to sensitive compartmented information.

(a) Applicants are required to complete a pre-nomination interview with the local special security officer prior to the convening of the professional recommendation board.

(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.

(4) Interviews: Interviews will be conducted in line with COMNAVIFORESINST 1120.1B.

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, waivers may be authorized in limited numbers. If a waiver is requested, follow the steps below prior to the convening of the professional recommendation board.

a. Application Contents

(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) Undergraduate GPA: Transcripts, résumé and (if applicable) three most recent observed enlisted performance evaluations.

b. Routing: Recruiters shall submit waiver requests to RC CW OCM for recommendation prior to submission to Commander, Navy Recruiting Command (CNRC).

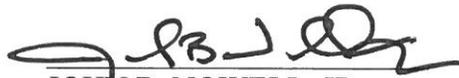
c. Approval Authority: CNRC.

d. Notifying the Applicant: CNRC.

6. Accession Source

- a. Civilians.
 - 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: Selectees will complete an indoctrination course within 1 year of commissioning.
8. Enlistment: Not applicable.
9. Constructive Entry Credit: For candidates with prior service as a commissioned officer and/or the following CW-related items: 1) graduate education; 2) extensive work experience; or 3) industry certifications, Commander, Naval Information Force Reserve (COMNAVIFORES N9) will chair a professional review board to evaluate the candidate's record/résumé and determine eligibility for constructive entry credit, enclosure (1). Recommendations by the professional review board for accessions at greater than O-1/ensign will be reviewed by the RC CW OCM and approved by the RC information warfare community (IWC) flag sponsor.
10. Appointment: Candidates will be commissioned in the restricted line of the U.S. Navy Reserve at the grade level as approved by the RC IWC flag sponsor, designator 1815.
11. Service Obligation: Selectees will incur an 8 year ready reserve obligation, of which the first 3 years must be served in the SELRES.
12. Pay and Allowances: Selectees will receive pay and allowances based upon their assigned rank at time of appointment.

Approved:



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

Date:

4/16/19

Constructive Entry Credit Criteria for Cryptologic Warfare:	Credit Allowable:	Credited:
1. Service as a commissioned officer (except as a commissioned warrant officer) in any Military Service, the National Oceanic and Atmospheric Administration, or the U.S. Public Health Service. Maximum credit awarded shall not exceed four years.	Typical credit of 1/2 day for each day of commissioned service in a field other than the professional specialty. Up to one day for each day of commissioned service in a relevant professional specialty.	
2. Successful completion of a Master's Degree in major fields of study directly relating to cyber; Cyber Security, Information Security, Computer Science, Computer Forensics, Systems Engineering or major fields of study in Technology or Engineering. Maximum credit awarded shall not exceed two years	One year for each year.	
3. Successful completion of a PhD in major fields of study directly relating to cyber; Cyber Security, Information Security, Computer Science, Computer Forensics, Systems Engineering or major fields of study in Technology or Engineering. Maximum credit awarded shall not exceed three years.	One year for each year.	
4. Full time relevant employment and demonstrated technical experience in the following areas: Cyberspace Operations (CO), technical Defensive Cyberspace Operations (DCO), integration/execution activities, DCO response actions, technical offensive cyberspace operations, incident response, computer forensics, network exploitation and software engineering, Computer Network Operations (CNO) including managing CNO with specific focus on penetration testing, vulnerability assessments, or security vulnerability research, operations including hands on coding and software or hardware engineering acquisition, cyber planning and project management. Certifications: Cyber Ethical Hacker, Project Management Professional, or CISCO Certified Internetwork Expert - Security. Maximum credit awarded shall not exceed two years.	1/2 year for each year.	
Sum of Credited Years of Service:		
Limits and Computation of Entry Grade Credit. Entry grade credit shall be computed as follows:		
A period of time or special qualification shall be counted only once.		

Qualifying period of less than one full year shall be credited proportionately to the nearest day except where noted otherwise.		
Credit will not be awarded for service as an enlisted member, warrant officer or commissioned warrant officer.		
In general, credit will not be granted for work experience prior to the qualifying degree.		
Graduates of the service academies will not be awarded credit for service performed or education, training or experience obtained before graduation from the academy.		
Credit will not be awarded for graduate education under paragraphs 2 and 3 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 of the entry credit table.		
Maximum Entry Grade Credit. Total entry grade credit granted shall normally be limited to four years. After considering the recommendations of OPNAV N1, the Assistant Secretary of the Navy (Manpower and Reserve Affairs) may waive the four-year limit on a case-by-case basis.		