

Program Authorization: Reserve Component (RC) Special Duty Officer (Information Professional), designator 1825 direct commission officer (DCO) program. BUPERS-351 is the RC information professional (IP) officer community manager (OCM).

1. Program Authority: Title 10 U.S. Code sections 12201 to 12209.
2. Cancellation: Program Authorization 208D, May 2020.
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: No restrictions.
 - c. Age: Applicants must be at least 18 years old and less than 42 years old at the time of commissioning. Waivers beyond age 54 will not be considered. Prior qualifying service will be considered for year-for-year credit up to age 50.
 - d. Education
 - (1) Minimum of a baccalaureate degree from an accredited institution is required. This requirement cannot be waived.
 - (2) Major fields of study directly related to information systems, electrical or computer engineering, cybersecurity, data science, computer science, systems engineering, or other science, technology, engineering and mathematics technical fields 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. Candidates with otherwise exceptional qualifications may request a waiver if their cumulative undergraduate GPA is 2.6 or greater. Waivers for a GPA under 2.6 will not be considered. 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.
 - (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 greater is preferred but not required.
 - e. Physical: Per 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 fields related to cyber security, network operations, or communications is strongly desired.

(a) Additional consideration will be given to candidates with quantifiable experience in artificial intelligence/machine learning or space professions.

(b) Specific consideration will be given to candidates who possess one or more of the following Navy preferred certifications: Certified Information Systems Security Professional, Global Information Assurance Certification (GIAC), Global Security Leadership Certification, Certified Information Security Manager, CompTIA Security+ and/or GIAC Information Security Fundamentals. Certifications shall be validated with submission of appropriate substantiating documentation.

(c) Military work experience shall be validated with submission of the applicant's three most recent observed enlisted performance evaluations.

(d) Per 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., 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 per 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, resume and (if applicable) three most recent observed enlisted performance evaluations.

b. Routing: Recruiters shall submit waiver requests to Commander, Navy Recruiting Command (CNRC) waiver portal to facilitate a RC IP OCM recommendation.

c. Approval Authority: CNRC.

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 will complete the following in consecutive order:

(1) Five week Officer Development School (ODS) (CIN: P-9E-0003), Newport, RI, within one year of commissioning.

(2) Information Warfare Basic Course (CIN: J-3A-2301), 3 weeks in course length at Information Warfare Training Command Virginia Beach (IWTC VB), Dam Neck, VA.

(3) Information Professional Basic Course (CIN: J-3B-0440), 20 weeks in course length at Information Warfare Training Command Virginia Beach (IWTC), Dam Neck, VA.

(4) Information Professional qualification program (NAVEDTRA 43360-2A) within 36 months from date of commissioning.

(5) Information Warfare Officer qualification program (NAVEDTRA 43360-A) within 60 months from date of commissioning.

b. Failure to complete and maintain minimum professional requirements (including security clearance eligibility) will result in separation under SECNAVINST 1920.6C (Administrative Separation of Officers).


8. Enlistment: Not applicable.

9. Entry Grade Credit: For candidates with prior service as a commissioned officer and/or the following IP-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/resume 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 IP OCM and approved by the RC information warfare (IW) 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 IW flag sponsor, designator 1825.

11. Service Obligation: Selectees will incur an 8 year ready reserve obligation, of which the first 3 years must be served as a SELRES.

12. Pay and Allowances: Selectees will receive pay and allowances based upon their assigned rank at time of appointment.

Approved: 
J. T. JABLON
Rear Admiral, U.S. Navy
Director, Military Personnel Plans and Policy (N13)

Date: 2 Sep 2020

Constructive Entry Credit Criteria for Information Professional:	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, Systems Engineering or major fields of study in relevant technical fields of study. 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, Systems Engineering or major fields of study in relevant technical fields of study. 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), CO integration/execution activities, incident response, computer forensics, network operations, network management and related software engineering, network architecture and design, vulnerability assessments, or security vulnerability research, operations including hands on coding and software or hardware engineering acquisition, cyber planning and project management. Certifications: Certified Information Security Manager, ComTIA Network+, CompTIA Security+, GIAC Security Essentials, Certified Ethical Hacker, Certified Information Systems Security Professional, GIAC Security Leadership Certification Project Management Professional. 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 1 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.		