

Program Authorization: Supply Corps Officer (Designator 3105/3165), Reserve Component Direct Commissioning Program. Supply Corps direct commission option provides exceptional civilians and prior enlisted personnel the ability to apply for a commission as a Navy Supply Corps Officer. BUPERS-318 is the Reserve Supply Corps Community Manager. Program Manager is PERS-4412.

1. Program authority: 10 USC 12201 to 12209.
2. Cancellation: Program Authorization 227 of August 2008.
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: Applicants must be citizens of the United States. Waivers will not be granted.
  - b. Gender: Open to men and women.
  - c. Education: Bachelor of Arts or Bachelor of Science degree from an accredited college or university.
    - (1) GPA: Cumulative grade point average of at least 2.5 on a 4.0 scale.
    - (2) Major: Degrees in business or Science, Technology, Engineering and Mathematics (STEM) concentrations are preferred, but not required.
  - d. Work Experience: Civilian or previous military work experience in business management/operations, financial management, supply chain management, contracting, purchasing management, or similar work experience is strongly desired. Work experience that demonstrates interpersonal skills, time management and leadership/supervisory performance or potential to lead is preferred.
    - (1) For civilian work experience, applicants must include a resume and a minimum of three references. Two of the three references shall be related to employment while the third shall be a character reference.

(2) Applicants must validate military work experience with submissions from the applicant's service record, including the most recent observed performance evaluations (no less than three and no more than five years), all positions held, and military training and education completed. Provide documentation concerning any previous military service discharge (DD214).

e. Age: Applicants must be at least 21 years old and of such age that they will not have passed their 42<sup>nd</sup> birthday at time of commissioning. Prior qualifying service (enlisted or commissioned) will be considered for year-to-year credit up to age 50. Non-prior service personnel over 42 may be considered for a waiver provided:

(1) The direct Commission Supply Corps Officer professional review board recommends the member for commissioning.

(2) 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 reserve retirement.

f. Physical: Applicants must meet all physical requirements prescribed in Chapter 15 of NAVMED P-177, Manual of the Medical Department at the time of commissioning.

g. Marital status: No restrictions.

h. Time In Service: No restrictions.

i. Interviews: Applicant must submit at least two Officer interviews with application. One of these interviews must be conducted by a Reserve Component (Selected Reserve or Full Time Support) Supply Corps Officer at the O-5 or O-6 rank. The second interview may be conducted by any Supply Corps Officer (310X) at the O-4, O-5, or O-6 rank.

5. Sources of Accession:

a. Civilian (U.S. Citizen).

b. Enlisted personnel in the reserve component of any service of the armed forces (SELRES or IRR) with an approved conditional release. SELRES on extended active duty orders (mobilization, recall, or ADSW) may apply but must complete

their active duty obligation under current orders and be released from active duty prior to being commissioned. Those serving on active duty, including Full Time Support (FTS), are not eligible to apply unless authorized with a conditional release.

6. Appointment: DCO's may be commissioned to the rank of Ensign through Lieutenant Commander, USN, Reserve Component Supply Corps Officer-in-training, designator 3165, in accordance with current regulations allowing for applicants with prior commissioned service to be commissioned at a higher rank. Upon completion of the Supply Officer Basic Qualifications Course requirements, applicant will be designated as a Reserve Component Supply Corps Officer (designator 3105).

7. Indoctrination: Selectees must complete the following:

a. Two week DCO Indoctrination Course (CIN: Q-9B-0024) at Newport, RI, within one year of commissioning. On a case-by-case basis, waivers of the DCO Indoctrination Course may be granted by the Program Manager (PERS 4412) for selectees who held a commission within the previous ten years.

b. The Navy Reserve Supply Officer Basic Qualification Course (CIN: A-8B-003) or the Supply Officer Basic Qualification Course (CIN: A-8B-0012) at the Navy Supply Corps School, Newport, RI, within three years of commissioning. Failure to meet these minimum professional qualifications will result in separation under SECNAV Instruction 1920.6 series.

8. Service Obligation:

a. Selectees will incur a three-year Selected Reserve (SELRES) obligation followed by a five-year Ready Reserve obligation. The obligation commences upon commissioning.

b. Selectees must maintain eligibility for worldwide assignment.

Approved:

A. M. Kurta  
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Director, Military Personnel  
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Date:

5/28/2013