

MILPERSMAN 1210-220

NAVAL SPECIAL WARFARE (NSW) OFFICER - SEA-AIR-LAND (SEAL)

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References	(a) COMNAVSPECWARCOMINST 1412.1 (b) Program Authorization 100D (c) OPNAVINST 1210.5B (d) Manual of the Medical Department (NAVMED P-117) (e) Navy Uniform Regulations (f) Program Authorization 150Q
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1. **Policy**. The commanding officer (CO) of the Naval Special Warfare Center (NSWCEN) may qualify an unrestricted line officer in special warfare and redesignate to designator 113X when the officer fulfills the requirements of reference (a).

2. **Accessions**

a. Midshipmen and cadets must attend Sea-Air-Land (SEAL) Officer Assessment and Selection (SOAS) to be considered by the SEAL Officer Selection Panel, unless specifically waived by Office of the Chief of Naval Operations (OPNAV) Naval Special Warfare (NSW) Program Management Branch (OPNAV N137). Civilian and Active Component applicants should follow the guidance outlined in reference (b). Officers seeking lateral and inter-Service transfer should make every effort to attend SOAS. If unable to attend due to operational commitments, applicants must conduct an interview with SOAS staff members. All applications will include the [NAVPERS 1210/9](#) Prospective Naval Special Warfare Officer Data Card, and specific application procedures for each accession source can be found on the Bureau of Naval Personnel SEAL Officer Community Manager (OCM) Section (BUPERS-311D) Web site located at: <https://www.mynavyhr.navy.mil/Career-Management/Community-Management/Officer/Active-OCM/Unrestricted-Line/Special-Warfare-OCM/>.

b. Officers seeking lateral transfer should follow the guidance outlined in the MILPERSMAN [1212-010](#) and reference (c). Officers of other services should reference [MILPERSMAN 1300-082](#) for guidance on inter-Service transfer procedures.

c. Applicants must meet the medical standards as specified in reference (d), chapter 15, article 15-105, pass a physical screening test as prescribed by [MILPERSMAN 1220-410](#), and have less than 36 months of commissioned service when being considered by the SEAL Officer Selection Panel, unless specifically approved by OPNAV N137.

d. All applicants must be selected by the SEAL Officer Selection Panel. Selectees from the panel will receive orders to NSW Basic Training Command (BTC) and have their designators changed to 118X, unrestricted line officer in training for special warfare qualification.

e. Probationary officers disenrolled from training will be made available for reassignment within the Navy via the Probationary Officer Continuation and Redesignation (POCR) Board. Control grade officers disenrolled from training should follow the guidance outlined in [MILPERSMAN 1212-010](#). Officers disenrolled from training for any reason will not be reconsidered for qualification in special warfare.

f. No waivers will be approved for applicants with previous in-service drug use.

3. **Designation.** When a 118X officer has completed the courses outlined in reference (a):

a. NSWCEN sends a letter to OPNAV N137, via BUPERS-311D, determining the officer as "qualified in special warfare."

b. BUPERS-311D forwards the letter to Navy Personnel Command (NAVPERSCOM) Officer Accessions and Promotion Branch (PERS-806) to change the officer's designator from 118X to 113X. BUPERS-311D inputs additional qualification designator (AQD) code "QC9" into the officer's record.

c. The officer incurs a 4-year service obligation on active duty from the date of qualification and is authorized to wear the NSW insignia per reference (e).

d. 118X officers with previous service as an enlisted SEAL should follow the guidance outlined in references (b) and (f) for specific requirements regarding their qualifications.

4. **Revocation of Qualification.** An officer "qualified in special warfare" will retain such qualification indefinitely. The NSW qualification includes the designation and authorization to wear the NSW insignia. If a SEAL officer demonstrates unfitness for special warfare duty (as distinguished from physical disability), the officer's CO must initiate a recommendation to revoke the special warfare qualification with the following actions:

a. The officer's CO sends a qualification revocation recommendation to the immediate superior in command, who forwards the request to Commander, Naval Special Warfare Command (COMNAVSPECWARCOM). The correspondence must include documentation citing the circumstances upon which the revocation recommendation is based, including but not limited to:

(1) Unsatisfactory performance at sea, while deployed, or during high-risk evolutions;

(2) Gross lack of professional or personal judgment, lack of moral or ethical behavior, and or conduct inconsistent with the SEAL ethos;

(3) Refusal to accept or perform duties afloat, or those involving imminent danger;

(4) Unfitness for sea duty or combat due to either a lack of, or loss of, confidence in warfighting, leadership, or managerial ability; or

(5) Misconduct that discredits the United States Navy and NSW, harms operational or information security, or otherwise adversely impacts team discipline.

b. The officer of concern must be afforded the opportunity to submit written statements to COMNAVSPECWARCOM concerning the recommendation to revoke his or her qualification, or he or she must submit a signed refusal to make a statement. Officers must also signify in their statements a desire to either seek re-designation, submit a resignation letter, or retire (if eligible) should COMNAVSPECWARCOM endorse the revocation recommendation.

c. COMNAVSPECWARCOM will convene a board consisting of at least three SEAL officers of the grade of captain (O-6) to thoroughly review the revocation request and make a recommendation. The board's written results and recommendations will be forwarded to COMNAVSPECWARCOM for final endorsement and routing.

d. If the qualification revocation request is approved by COMNAVSPECWARCOM, the revocation is forwarded to BUPERS-311D via OPNAV N137.

e. Upon receipt of the qualification revocation decision, BUPERS-311D will remove the officer's AQD code "QC9" and instruct PERS-806 to change the officer's designator from 113X to 110X. The officer will no longer be authorized to wear the NSW insignia.

f. Following qualification removal:

(1) Probationary officers will be made available for reassignment within the Navy via the POCR Board process.

(2) Control grade officers will follow the guidance outlined in [MILPERSMAN 1212-010](#) and reference (c) to apply for lateral transfer unless eligible to resign or retire.

g. COMNAVSPECWARCOM may revoke an officer's qualification in special warfare as an administrative option that exists when a SEAL displays unfitness for special warfare duty. Qualification revocation should be used in instances where an officer shows potential for continued naval service. An officer may be detached for cause (DFC) from an NSW command in conjunction with qualification revocation, but DFC will be handled as a separate administrative action. The procedure for DFC is outlined in [MILPERSMAN 1611-020](#). DFC should not be executed in lieu of a revocation recommendation if an officer's conduct warrants qualification removal.

h. Officers may request reinstatement of the AQD code "QC9" and authorization to wear the NSW insignia by sending a written request to NAVSPECWARCOM. BUPERS-311D will update the officer's record if approved by NAVSPECWARCOM.