

AUGUST 2021 LATERAL TRANSFER AND REDESIGNATION BOARD LETTER OF INSTRUCTION

1. The board convenes on 24 August 2021. Application (including signed command endorsement) and waiver requests must be RECEIVED NO LATER THAN 30 June 2021. Only current fitness reports will be accepted until 13 August, 10 days prior to the board convening on 24 August 2021. Results from this board will be released on the NPC–Bupers-3 Lateral Transfer and Redesignation Board website: <https://www.mynavyhr.navy.mil/Career-Management/Boards/Administrative/Transfer-Redesignation/>.

2. The purpose of this board is to screen officers and select the best qualified officers to transfer from their current Community to a Community they have requested.

a. Submit application and waiver requests via email to [BUPERS-3 LATXFR.fct@navy.mil](mailto:BUPERS-3_LATXFR.fct@navy.mil)

Before emailing application and waivers, the applicant will need to send a digitally signed (not encrypted) email to the email listed above. This is to ensure the connectivity of the email system to receive encrypted correspondence IAW DoD policy. If sending from a non NMCI network (e.g. BUMED.mil, USMC.mil, etc), please visit <https://dod411.gds.disa.mil> to download the required mailbox certificate.

To ensure more efficient processing, email subject line should reflect "August 2021 Lateral Transfer Board".

If the applicant is unable to send the e-mail encrypted to the above listed email, candidates may utilize the DoD Secure Access File Exchange (DoD SAFE) website at <https://safe.apps.mil> to transmit their package to BUPERS-3_LATXFR.fct@navy.mil. For DoD SAFE Lateral Transfer packages, utilize 'LateralTransfer' as the 'Pass Phrase', allowing BUPERS-3 admin to quickly download the packages. SAFE allows candidates to send up to 25 files to recipients within the .mil and .gov domains. This is a secure drop box where files can be deposited and access controls will allow pick-up only by those authorized. Candidates are encouraged to use the "CAC Users" login on the SAFE website. All non-CAC users are required to verify their e-mail address prior to SAFE notifying the recipient of their uploaded documents. Make sure that the encryption box is checked when submitting the application on the DoD SAFE website.

As the applicant, you may confirm receipt of your package at the email listed above. If you do not receive a response within 2 business days, please utilize the email link provided on the webpage listed here (BUPERS 3 Admin): <https://www.mynavyhr.navy.mil/Career-Management/Boards/Administrative/Transfer-Redesignation/>

If no means of electronic correspondence are available, application packages can be sent hard copy to:

MILITARY COMMUNITY MANAGEMENT (BUPERS-3)
ATTN BUPERS-31B1: LATERAL TRANSFER, BLDG 453 RM 229
5720 Integrity Drive
Millington TN 38055-0003

b. Additional application requirements (add this information to the bottom of your application):

Contact Information: Lieutenant Ima Sailor
Comm: (xxx) xxx-xxxx Ext: xxxx
DSN: xxx-xxxx Ext: xxx
Email: ima.sailor@navy.mil

c. Reserve Officers (XXX7 and XXX5) **ARE NOT ELIGIBLE** to apply for change of designator via this board.

d. Active Component (AC) LDOs in the Supply Corps (651X), Information Warfare Community (IWC) (68XX) and Submarine Communication (629X) are designated for off-ramp and **ARE NOT ELIGIBLE** for redesignation via this board. All 651X, 68XX and 629X should submit their request in accordance with NAVADMIN 014/18 and NAVADMIN 128/19.

e. Officers must possess at least a Baccalaureate degree. Limited Duty Officers (LDO) who desire to redesignate and are within six months of completing their baccalaureate degree may apply for lateral transfer. Packages **MUST** include an official letter from an accredited university or college stating they are in good standing **AND** also contain their expected degree and graduation date (month/year).

f. Officers with an approved resignation, retirement request, or who have been notified they are being processed for administrative separation are not eligible to apply to this board.

g. Members who do not meet eligibility requirements detailed in OPNAVINST 1210.5B and MILPERSMAN 1212-010 or 1212-030 (such as Time-in-Grade (TIG), Years-of-Commissioned Service (YCS), or Time-In-Service (TIS)) must submit a waiver request, in addition to or in conjunction with their Lateral Transfer and Redesignation application as specified by relevant communities.

h. Waiver requests must include the officer's waiver request letter and Commanding Officer's (CO) endorsement. The CO may endorse the waiver in the same letter as the lateral transfer package endorsement.

i. Officers desiring to be considered by more than one community should address or include the required information or documents for each community in the application, listing the communities in order of preference.

j. Officers must include a statement indicating their desire to be considered or not considered for lateral transfer and redesignation by communities not listed as one of their primary choices.

k. Officers are encouraged to check their records and ensure there are no FITREP gaps greater than 90 days.

l. College transcripts should be included in the package if no Academic Profile Code (APC) is on file. To get your APC, an online application can be found at:

<https://www.nps.edu/web/admissions/faq2>

To expedite the APC determination process, the NPS Admissions Office recommends annotating "August 2021 Lateral Transfer Board" in the "Additional Comments" section of your application. Questions regarding the APC can be emailed to grad-ed@nps.edu or made by phone: (831) 656-3093, DSN prefix: 756. For a description of the APC, go to https://nps.edu/documents/104111578/0/MasterCurriculaChart_Apr+2017/8a1f45a6-673a-473e-a4c3-b41b60f0c508

m. For any questions, contact board support personnel in Millington at the email listed in paragraph a.

3. Officers applying for transfer into another Community should read OPNAVINST 1210.5B and MILPERSMAN 1212-010 in their entirety. LDOs should also read MILPERSMAN 1212-030 and NAVADMIN 014/18 and 128/19. Officers must meet the general requirements contained therein to include:

a. Physical standards.

b. Age criteria.

c. Officers associated with the Surface (111X), Submarine (112X), Special Warfare (113X), Explosive Ordnance Disposal (114X), Aviation (13XX) and IWC (18XX) communities shall have achieved warfare qualification before applying. Officers seeking lateral transfer to Special Warfare (118X) may apply to SEAL Officer Assessment and Selection prior to achieving warfare qualification. Officers in designators exempted from participation in warfare qualification programs must complete a minimum of 2 years of active commissioned service before the board convening date. Previously warfare qualified officers do not require a waiver (for example, 13XX currently wearing aviator wings).

d. Officers must be within six months of completion of training obligation.

4. The following information provides officers with an indication of existing lateral transfer and redesignation opportunities. Designators indicated are authorizing a limited number of active duty officers to transfer *from* their current community.

<u>Community/Designator</u>	<u>Available YG</u>	<u>Notes (paragraph 5)</u>
Surface Warfare (1110)	17 and senior	a, b, c, d
Submarine (1120)	16 and senior	b, e
Pilot (1310)	12 and senior	f
Naval Flight Officer (1320)	14 and senior	f
Engineering Duty Officer (14X0)	05	g(1)
Supply (3100)		N/A

Civil Engineer Corps (5100)	17-13	t(1)
Limited Duty Officer (6XXX)		h

a Requests for transfer from communities not listed above (including all LDO designators) are extremely limited and handled on a case-by-case basis.

b. The following designators have requirements for a limited number of active duty officers to transfer into their community. Each YG is subject to change prior to the board convening:

<u>Community/Designator</u>	<u>Available YG</u>	<u>Notes (paragraph 5)</u>
Surface Warfare (1160)	18 and junior	i
Special Warfare (1180)	19 and junior	j
Explosive Ordnance Disposal (1190)	19 and junior	k
Human Resources (1200)	18-08	l
Naval Flight Officer (1370)	19 and junior	N/A
Pilot (1390)	19 and junior	N/A
Engineering Duty Officer (14X0)	18-08	c, g(2)
Aerospace Engineering (1510)	14-04	m
Aerospace Maintenance (1520)	08 and junior	n
Public Affairs (1650)	19 - 14	u
Foreign Area Officer (1710)	16-09, 07, 05	o
Oceanography (1800)	15 and junior	c, p
Cryptologic Warfare (1810)	08 and junior	c, q
Information Professional (1820)	04 and junior	c, q
Intelligence (1830)	15 and junior	c, p
Cyber Warfare Engineer (1840)	13 and junior	r
Medical Service Corps (2300)	10 and junior	N/A
Supply Corps Officer (3100)	19-17	s
Civil Engineer Corps (5100)	19 and junior	t(2)

5. Notes:

a. Must have Surface Warfare Officer (SWO) qualification completed to apply for transfer. Officers under Revised Junior Critical Skills Retention Bonus, Lieutenant Commander Retention Bonus or Department Head Retention Bonus contract are not eligible for transfer until completion of bonus obligation. SWOs serving under an agreement for any of the SWO bonuses are eligible to apply to the board if the board convening date is within one year of satisfaction of the full bonus obligation. Out quotas may be limited due to manning levels for any given YG, community billet requirements, the status of department head contract goals for YGs with less than six years of commissioned service and the individual officers assignment status. Officers within their detailing window must communicate with their detailer prior to submitting a lateral transfer application. Executing orders, slating to a billet, serving in a hard fill billet or one with significant training required could disqualify an officer for consideration and release from the community until arrival to the next duty station or minimum activity tour is complete. Officers unable to execute a PCS to assume duties under the new designator within 12 months after the board due to reasons above will be ineligible. Requests for lateral transfer out of the SWO

community from O-4 and above will be considered on a case-by-case basis due to shortages in these grades.

b. Waivers to the requirements for nuclear-trained surface and submarine warfare officers in paragraph 6b (1) may be considered on a case-by-case basis.

(1) For submarine warfare officers, out quotas may be limited due to manning levels for any given YG, the community's billet requirements, the status of department head contract goals for YGs with less than six years of commissioned service and the individual officers assignment status. Of note, opportunities for transfer are extremely limited for officers in YG 13 and junior with current nuclear qualifications.

(2) Submarine warfare officers will not normally be released for lateral transfer if greater than 12 months from their PRD. Parent commands endorsing a lateral transfer request should acknowledge that lateral transfer of an officer in advance of his/her PRD may result in a gap. Officers within their detailing window must communicate with their detailer prior to submitting a lateral transfer application. Executing orders, slating to a billet, or serving in a hard fill billet or one with significant training required could disqualify an officer for consideration and release from the community until arrival to the next duty station or minimum activity tour is complete.

(3) Submarine warfare officers will not be released for lateral transfer if currently serving in an at-sea billet due to relief timings, and gapping a critical at-sea billet. On a case-by-case basis, department heads in an at-sea assignment will be considered for release but will not normally laterally transfer until a relief has been identified. Lateral transfer will occur at the normal rotation timing.

c. Officers commissioned under a still-valid SWO-option agreement (Engineering Duty, Intel, IP, CW, OCEANO) must contact their respective restricted line option community manager regarding desire to be released from the SWO-option agreement and seek lateral transfer to a different community.

d. Nuclear-trained SWO YG 16 and senior are eligible to apply for lateral transfer. Nuclear-trained SWOs must qualify Nuclear Engineering Officer prior to re-designation to EDO(N).

e. Officers screened as not cleared for their next career milestone are eligible subject to community approval for release.

f. The YG range provided displays possible opportunities. General aviation officers (1300) are eligible to apply for lateral transfer regardless of active duty service obligation (ADSO) from winging. Aviation officers (1310 and 1320) are eligible to apply for lateral transfer if the officer has fulfilled ADSO or will be within 12 months of completing ADSO at the time the board convenes. Aviation officers with obligated service as a result of AvB are eligible to apply if the officer will be within 12 months of the completion of their AvB service obligation at the time the board convenes or as permitted by their signed AvB program contract. Redesignation immediately following department head tour may result in cancellation of aviation incentive pay and AvB, which will be adjudicated by Aviation Officer Assignment Division (PERS-43).

Graduates from U.S. Naval Test Pilot School class 156 and 157 may apply for aerospace engineering duty officer (AEDO) only, regardless of ADSO (contact AEDO officer community manager (OCM) for details). If selected, Aviation officers should expect to redesignate immediately. Exceptions may be made for the completion of ADSO, fulfillment/expiration/cancellation of AvB contract, or PRD, as determined by Aviation OCM (BUPERS-313). Aviation officers in operational flying billets (billet designator XXX1 or XXX2) will not redesignate until vacating the billet. BUPERS-313 authorizes redesignation timing. By accepting a lateral transfer out of Aviation (13X0), effective the date of redesignation with the lateral transfer application and CO's endorsement fulfilling the requirements set forth in MPM 1610-020, an officer consents to voluntary termination of flight status (except for AEDO selects).

g. Engineering Duty (ED) Community.

(1) Applicants desiring out quota from (ED):

(a) ED out-quotas are extremely limited. Redesignation requests must be reviewed on a case-by-case basis with careful consideration given to impact on overall community health.

(b) Applicants must have fulfilled at least 24 months of their postgraduate education payback tour in order to apply.

(2) Applicants desiring redesignation to ED:

(a) Officers without a warfare qualification are expected to submit an application for the ED dolphin program per reference (i).

(b) Applicants from YG 18-11 (para 4b) are desired. Applicants for YG 10-08 are desired if applicants are currently enrolled in or have completed an approved masters degree. See MILPERSMAN Article 1212-040 for a list of approved degrees and corresponding subspecialty codes.

h. LDO redesignation requests will be reviewed on a case-by-case basis, considering impact to overall community health. Nuclear LDO submissions will not be considered. All other designators must have completed four years commissioned service and accepted permanent LDO appointment to lieutenant prior to lateral transfer/redesignation. LDO out quotas are extremely limited but special consideration will be given to officers projected to be statutorily separated for years of service prior to attaining the rank of commander.

i. Officers YG 17 and senior seeking lateral transfer into the Surface Warfare community are strongly encouraged to contact the SWO Community Manager prior to applying in order to discuss critical SWO career milestone requirements.

j. Naval Special Warfare (NSW) will not select lateral transfers via this board. All applicants will be selected at the SEAL Officer Selection Panel and must submit their application to the Sea, Air, Land (SEAL) OCM. Interested individuals should visit the SEAL OCM website at

<https://www.mynavyhr.navy.mil/Career-Management/Community-Management/Officer/Active-OCM/Unrestricted-Line/Special-Warfare-OCM/> for package requirements, submission dates, and eligibility.

k. The Explosive Ordnance Disposal (EOD) Community will not be selecting candidates at the February Lateral Transfer Board. Eligible officers in YG 19 and junior will be considered for lateral transfer and redesignation during the Fall board). Those interested are encouraged to contact the EOD OCM for package requirements, timeline eligibility.

l. Applicants from YGs 18-08 are desired. Officers in YG 11 and senior must be lieutenant commander or lieutenant commander (select) and are strongly encouraged to contact the HR community manager prior to applying to discuss career milestone requirements. Limited opportunities exist in YG 09. The human resources community is targeting increased inventory for operations analysis (OA) specialists, but values all 3XXX series education subspecialty codes. Officers in all eligible YGs with an academic profile code of 345 or better are encouraged to apply.

m. Officers who are one time failure to select for lieutenant commander will not be considered for lateral transfer to 1510. Aviation officers (13XX) are eligible and may apply for 1510 (only) regardless of ADSO if they are a graduate of U.S. Naval Test Pilot School class 156 or class 157.

n. Officers are strongly encouraged to contact the Aerospace Maintenance Duty OCM to discuss milestones and qualifications commensurate with YG. Officers in YG 16 and senior should be Aviation Maintenance LDO (633X) and designated Professional Aviation Maintenance Officer (PAMO), or must be in a qualifying billet awaiting requisite time on station to earn the designation. Officers in YG 17 and junior may be any designator, and must be able to complete the PAMO qualification process (requires two tours) before being in-zone for LCDR.

o. All applicants should be within 18 months of PRD to apply. Applicants from year groups other than the indicated "Available YG" may be considered on a case by case basis, but in all cases applicants must have a minimum of five years of commissioned service. The following paragraphs provide rank and YG specific information for officers considering lateral transfer/redesignation to foreign area officer (FAO):

(1) YGs 2016-2009: Successful applicants will be warfare qualified and will have demonstrated sustained superior performance in their parent community. A regionally focused graduate education, documented foreign language proficiency and overseas experience are valued, but not required.

(2) YGs 2007 and 2005: Applicants should already possess a regionally-focused masters degree and/or defense language proficiency test scores of 2/2 or higher in a foreign language.

(3) Prospective lateral transfer applicants to FAO are encouraged to view all FAO community specific information on the FAO community manager webpage, including additional eligibility requirements and a community-specific template for lateral transfer applications.

Interested officers are highly encouraged to contact the FAO Community Manager to discuss milestones, qualifications and career implications before applying.

p. Applicants to oceanography (1800) and intelligence (1830) must have a single scope background investigation (SSBI) or T5 investigation completed within the past five years, documented by a letter from the Officer's security manager. Applicants who are not TS/SCI eligible must include a letter from a Special Security Officer (SSO) indicating successful completion of an SCI pre-nomination interview. Do not include a copy of SF-86 with application.

(1) Applicants to oceanography (1800) must have academic profile code calculated by Naval Postgraduate School.

(2) All Officers with designator 6800, 6810, 6820 or 6830 who desire redesignation to their respective 18XX designator should submit request in accordance with NAVADMIN 014/18.

(3) All officers with designator 6290 who desire redesignation to 1820 designator should submit their requests in accordance with NAVADMIN 128/19

q. Cryptologic Warfare.

(1) Applicants desiring out quota from Cryptologic Warfare (CW): CW out quotas are extremely limited. Redesignation requests must be reviewed on a case-by-case basis with careful consideration given to impact on overall community health.

(2) Applicants desiring redesignation to CW:

(a) **MUST complete an SCI eligibility pre-screening interview exclusively with the Fleet Cyber Command security directorate only, regardless of current clearance held/eligibility status.** Results of the pre-screen interview must be included in the lateral transfer package. SCI pre-screens from other SSOs and Security Managers will NOT be accepted. Applicants that do not complete this specific their SCI eligibility pre- screening interview will not be considered with the Fleet Cyber Command security directorate will be deemed ineligible for CW.

(b) Applicants in YG 08-11 must be lieutenant commander or lieutenant commander (select).

r. Cyber Warfare Engineer.

(1) Applicants desiring out quota from cyber warfare engineer (CWE): With recent community expansion into control grade billets (O4-O6), no out quotas are being granted. Redesignation without board action request from CWE to cryptologic warfare/information professional per OPNAVINST 1210.5B is suspended.

(2) Applicants desiring redesignation to CWE:

(a) Year Group Guidance: CWE is specifically looking for qualified LTs in YG 13 through 15. .

(b) Qualified information warfare officers (additional qualification designation code GC0) are preferred.

(c) **MUST complete an SCI eligibility pre-screening interview exclusively with the Fleet Cyber Command security directorate, regardless of current clearance held/eligibility status.** Results of the pre-screen interview must be included in the lateral transfer package. SCI-prescreens from other SSOs and Security Managers will NOT be accepted. Applicants that do not complete their SCI eligibility pre-screen interview with the Fleet Cyber Command security directorate will be deemed ineligible for CWE.

(d) Must successfully pass a technical interview with Navy Cyber Warfare Development Group and be recommended for CWE.

s. Officers seeking lateral transfer into the supply corps (SC) are strongly encouraged to contact the SC community manager prior to applying in order to discuss critical career milestone requirements. Officers in all eligible YGs with an academic profile code of 345 or better are encouraged to apply.

t. Civil Engineer Corps.

(1) Out Quotas: Civil Engineer Corps (CEC) officers in YG 2000 to YG 2012 desiring lateral transfer out should contact the CEC Officer Community Manager about a specific exception to the limitations in paragraph 4.

(2) In Quotas: Officers seeking lateral transfer into the Civil Engineer Corps (CEC) are strongly encouraged to contact the CEC Officer Community Manager prior to applying in order to discuss critical career milestone requirements.

u. Public Affairs. Officers seeking lateral transfer to Public Affairs are strongly encouraged to contact the PAO community manager prior to applying in order to discuss qualifications, package requirements and eligibility. Packages should include a detailed plan of how you would respond to the public affairs scenario assigned by the PAO community manager.

6. The following is a brief description of each community, designators, minimum qualifications and a community point of contact (POC). It is highly encouraged that lateral transfer candidates contact officers (other than the Detailer or OCM) from their desired gaining community for mentoring, leadership and letters of recommendation prior to submitting a package to the board.

a. AVIATION (13XX) OFFICERS:

(1) General Aviation officers (1300) are eligible to apply for lateral transfer regardless of Active Duty Service Obligation (ADSO) from winging.

(2) Aviation officers (131X and 132X) are eligible to apply for lateral transfer if the officer has fulfilled ADSO, or will be within 12 months of completing ADSO at the time the board convenes.

(3) Aviation officers with obligated service as a result of AvB are eligible to apply if the officer will be within 12 months of the completion of their AvB service obligation at the time the board convenes or as permitted by their signed AvB program contract. Redesignation immediately following DH tour may result in cancellation of AvB, which will be adjudicated by PERS-43.

(4) Graduates from U.S. Naval Test Pilot School (TPS) class 156 and 157 may apply for AEDO only, regardless of ADSO (contact AEDO OCM for details).

(5) If selected, Aviation officers should expect to redesignate immediately. Exceptions may be made for the completion of ADSO, fulfillment/expiration/cancellation of AvB contract, or PRD, as determined by Aviation officer OCM (BUPERS-313). Officers selected to AEDO should expect to redesignate immediately. Aviation officers in operational flying billets (billet designator XXX1 or XXX2) will not redesignate until vacating the billet. BUPERS-313 authorizes redesignation timing. By accepting a lateral transfer out of Aviation (13XX), effective the date of redesignation with the Lateral Transfer Application and CO's endorsement fulfilling the requirements set forth in MPM 1610-020, an officer consents to voluntary termination of flight status (except for AEDO selects).

b. SUBMARINE OFFICER AND NUCLEAR TRAINED SURFACE WARFARE OFFICERS (SWO):

(1) Submarine officers must have completed a tour as DH or be senior to those so assigned. Waivers may be considered on a case-by-case basis.

(2) Nuclear trained SWOs or submarine officers receiving nuclear officer continuation bonus (COBO) pay or COSS Retention Bonus (submarine officers only) are not eligible for lateral transfer or redesignation until within one year of completion of obligation.

(3) POC: SUB OCM, (703) 604-5488.

c. SURFACE WARFARE OFFICER (SWO) – 1110/1160.

(1) General Guidance: SWOs are Naval officers whose training and primary duties focus on the operation of Navy ships at sea and the management of various shipboard systems. SWOs are professionally developed to prepare them for command of a Navy warship.

(2) Source Communities: Officers will be considered from any URL, RL, or Staff designator. Officers who have earned a SWO qualification as an LDO or previously as a SWO are eligible to apply for lateral transfer. Officers selected for lateral transfer and are already

qualified SWOs will be designated 111X and can expect orders to division officer (DIVO) afloat assignments or to DH school, depending upon the duration of their previous DIVO service. SWOs who have accepted Surface Warfare Officer Continuation Pay (SWOCP), Revised Junior CSRB (RJCSRB), Lieutenant Commander Retention Bonus (LRB), or Department Head Retention Bonus (DHRB), contracts are not eligible for transfer until completion of the bonus obligation. SWOs serving under an agreement for any of the SWO bonus programs are eligible to apply to the board when the board convening date is within one year of satisfying the full bonus obligation. SWOs under RJCSRB and DHRB may apply for lateral transfer from the SWO community when the board convening date is within 12 months of the YCS-11 anniversary and, if selected by the Lateral Transfer Board, are only eligible for transfer into their new community on the YCS-11 anniversary or completion of their required DH tours, whichever is later. Please be mindful that "quotas out" may be limited due to manning levels for any given YG, the community's billet requirements, the status of DH contract goals for YGs with less than six YCS and the individual officer's assignment status. Specifically, officers within their detailing window must communicate with their detailer prior to submitting a lateral transfer package. Executing orders or slating to a billet will disqualify an officer for consideration and release from the community. For any questions regarding an individual's eligibility, contact the SWO OCM for further guidance.

Note: A SWO must serve a minimum of 39 months in DIVO billets and be screened for DH in an annual screening board, in order to be eligible for DH school.

(3) Degree/Requirements: No specific degree requirements.

(4) Warfare Qualifications: Not required.

Note: There is limited opportunity for officers without previous surface warfare experience to lateral transfer into the SWO community based upon: available quotas and the ability to complete at least 39 months of DIVO service, screen for DH and attend DH school by 7.5 YCS. It is critical for any applicant to contact the SWO OCM to discuss career timing.

(5) Clearance Requirements: Secret.

(6) POC: SWO OCM, (901)-874-3173/DSN: 882.

d. SPECIAL WARFARE (SPECWAR) OFFICER – 1130/1180.

(1) General Guidance: URL, RL and Staff officers must submit their applications via current OCM (for out-quota eligibility) to the SEAL OCM. Transfers and selection to Naval Special Warfare is conducted via a separate selection process. Visit the SEAL OCM website at <https://www.mynavyhr.navy.mil/Career-Management/Community-Management/Officer/Active-OCM/Unrestricted-Line/Special-Warfare-OCM/Lateral-Transfer/> for package requirements, submission dates and eligibility.

(2) POC: SEAL OCM, (703) 604-5005/DSN 664, SEAL_OCM@navy.mil.

e. EXPLOSIVE ORDNANCE DISPOSAL (EOD) WARFARE OFFICER – 1140/1190.

(1) Explosive Ordnance Disposal (EOD) Warfare Officers receive training in Underwater Mine Countermeasures (UMCM), Diving and Salvage Operations, Countering Improvised Explosive Devices (CIED), Counter Proliferation (CP)/Weapons of Mass Destruction (CWMD), Support to Special Forces (SOF) - Navy and Army, Conventional EOD Operations, Weapons Technical Intelligence (WTI) and Foreign Internal Defense (FID)/Theater Security Cooperation (TSC) partnerships and training, becoming experts in explosives, diving and parachuting. The EOD Community seeks junior officers with superior leadership skills, mental capacity and physical abilities.

(2) Source Communities: Officers will be considered from any URL, RL or Staff designator.

(3) Degree/Requirements: No specific degree requirements. Those applying for lateral transfer into the EOD Community should include all documentation required per MILPERSMAN 1210-230 and 1220-410 (PST standards and procedures) in the application. Officers must have a current physical stamped "Physically Qualified (PQ) for Special Operations and Diving Duty" by an Undersea Medical Officer (UMO) or BUMED. Refer to Manual of Medical Department (MANMED), Chapter 15, Articles 15-102 and 15-105 and as detailed in DoD Directive 6130.3.

(4) Warfare Qualifications: Officers applying for lateral transfer must be warfare qualification at time of submission.

(5) The EOD Community will be looking at all FY21 applicants during the fall board. There will be no selections made during the February board. For a checklist of additional requirements, please visit the EOD OCM website: <https://www.mynavyhr.navy.mil/Career-Management/Community-Management/Officer/Active-OCM/Unrestricted-Line/EOD-Warfare-OCM/>.

(6) Clearance Requirements: TS/SCI eligible.

(7) POC: EOD OCM, (901) 874-4991/DSN 882.

f. HUMAN RESOURCES (HR) OFFICER - 1200.

(1) General Guidance: The HR Community is one of the Department of the Navy's most strategic and critical assets in the provision of MyNavy HR expertise in support of Department of Navy mission accomplishment. It has been charged with delivering HR expertise to define, attract, recruit, develop, assign and retain a highly-skilled workforce in support of the Navy's mission.

(2) Source Communities: Officers will be considered from any URL, RL, or Staff designator, as well as qualified LDOs.

(3) Degree/Requirements: HR Officers specialize in manpower and personnel management, requirements determination, training and education management, recruiting and accession management, HR econometric analysis, and joint force formation and sustainment. Graduate education in operations research/analysis, manpower systems analysis, education/training management, financial management, business administration and human resources management is desired. Officers with six or fewer YCS who do not have a Graduate degree resulting in 3XXX subspecialty or are not progressing towards attainment are preferred to have a minimum Academic Profile Code (APC) of 345 (minimum 2.2 GPA, Calculus C or better or 2 pre-Calculus courses with B+ or better). Officers with more than one year of Calculus/upper level math with C+ or better average may qualify for all relevant NPS curricula to include Operations Analysis (OA), a community priority. Officers shall request to have APC calculated by Naval Postgraduate School prior to board convening date (apply online: <https://my.nps.edu/web/admissions/apply>). Human resources experience (e.g., collateral duty Personnel or Training Officer, civilian HR management, recruiting, etc.) in the Navy or outside agencies is also desirable.

(4) Warfare Qualifications: Warfare qualification is a requirement for lateral transfer board unless applicant is applying from a community that does not provide opportunity for warfare qualification (i.e., Nuclear Power Instructors). Though not a requirement, HR certification is desirable (i.e., Professional in Human Resources, Certified Defense Financial Manager, Master Training Specialist).

(5) Worldwide Assignable: The ability to be worldwide assignable and sea duty deployable greatly enhances the likelihood of selection. Officers in limited duty status are not considered eligible for board referral without all three of the following items:

- (a) Medical documentation stating date of expected resolution of member's limited duty,
- (b) Health care provider documentation ruling out renewal of additional LIMDU orders,
- (c) Health care provider documentation ruling out referral to physical evaluation board.

(6) Clearance Requirements: All officers must be ELIGIBLE to obtain a Secret clearance.

(7) POC: HR OCM, (901) 874-4049/DSN 882.

g. AVIATION – 1310/1390, 1320/1370.

(1) General Guidance: Naval Aviation employs Pilots and Naval Flight Officers (NFOs) to fill seats in a wide variety of aircraft that deploy around the world. Lateral transfer opportunities into aviation are limited and, therefore, extremely competitive.

(2) Source Communities: Officers will be considered from any URL, RL or Staff designator.

(3) Degree/Requirements: No specific degree requirements. Must read MILPERSMAN 1542-010 in its entirety. All candidates must have a Naval Operational Medicine Institute (NOMI) official score letter showing an Aviation Selection Test Battery (ASTB) score of 4 or better in Academic Qualifications Rating (AQR) and 5 or better in Pilot/NFO Flight Aptitude Rating (FAR). Candidates must not have passed their 32nd birthday. Officers must complete an Aviation Candidate Physical and receive an approval letter from NOMI stating which program (Pilot, NFO, or both) the applicant is physically qualified to enter. Officers must not have been previously separated from any flight training program in the Army, Navy, or Air Force. Contact with Aviation OCM is strongly encouraged to ensure eligibility.

(4) Warfare Qualifications: Not required.

(5) Clearance Requirements: Secret.

(6) Reference: MILPERSMAN 1542-010 for more information on Aviation Lateral Transfers.

(7) POC: AVN OCM, (901) 874-3353/DSN 882.

h. ENGINEERING DUTY OFFICER (EDO) - 1460.

(1) General Guidance: Navy technical leaders for ships, submarines, C4I and integrated warfare systems. EDOs are specialists in applying practical engineering knowledge and program management expertise to integrate science, technology and design into affordable ships and submarines and their systems. EDO is specifically looking for qualified candidates in YGs 18 to 08. YG 10-08 candidates must have an or nearing completion of an approved P-code as outlined in exhibit 1 of MILPERSMAN 1212-040.

(2) Source Communities: Any URL designator or warfare qualified RL designator.

(3) Undergraduate BS in engineering discipline preferred, other STEM degrees considered. GPA should be not less than 2.7, or APC not greater than 334 (323 or less is preferred). Body of undergraduate work must support enrollment (and successful completion of) MS degree in engineering or physical sciences applicable to the EDO Community (e.g., engineering disciplines, physics and computer science).

(4) Warfare Qualifications: A warfare qualification is required. Officers without warfare qualification may be considered, with the expectation they will gain qualification via the ED Dolphin Program. Nuclear trained SWOs and Submarine Officers are eligible to be considered for lateral transfer to EDO(N)

(5) Clearance Requirements: Secret.

(6) POC: EDO OCM, (901) 874-3473 or 4255/DSN 882.

i. AEROSPACE ENGINEERING DUTY OFFICER (AEDO) - 1510.

(1) General Guidance: The AEDO Community concentrates on providing cradle-to-grave life cycle support of aerospace systems via program management, test and evaluation and fleet support with the goal of improved current and future readiness for the Naval Aviation Enterprise. AEDOs work with government and industry experts to plan and design future aerospace systems, field improvements to current systems and monitor production, modification and depot level maintenance of aerospace systems at government and contractor facilities.

(2) Source Communities: Officers from YGs 14-04 will be considered from the URL aviation designator (13XX).

(3) Degree/Requirements: Selection is not based upon degree alone; however, technical/business undergraduate degrees are preferred. Technical, Systems Engineering, Technical Management, and Business graduate degrees are highly desired. Acquisition experience and TPS graduates are also highly desired.

(4) Warfare Qualifications: Officers must be aviation warfare qualified officers (pilot or NFO). A minimum of 48 months of fleet sea duty experience is preferred.

(5) Clearance Requirements: Secret.

(6) Additional requirements: Officers must meet the eligibility requirements in Section 3e. In addition, aviation officers (13XX) are eligible and may apply for 1510 (only) regardless of ADSO if they are a graduate of USN TPS Class 156 or Class 157.

(7) Officers who are 1xFOS for LCDR will not be considered for lateral transfer to 1510.

(8) POC: AEDO Community Manager, (301) 757-8480/DSN 757.

j. AEROSPACE MAINTENANCE DUTY OFFICER (AMDO) - 1520.

(1) General Guidance: AMDOs are maintenance, logistics and acquisition professionals with formal technical and/or managerial educations. They provide full-time professional management of organizational (squadron), intermediate (repair facility), and depot level (industrial facility) aviation maintenance organizations. AMDOs use extensive fleet experience to provide leadership at all levels of the integrated logistics chain to reconcile long-range readiness objectives with projected resource levels, and to establish Naval Aviation Maintenance Policy for ensuring objectives are met. Additionally, AMDOs work with government civilians, contractors, and experts in other military services to influence emerging aviation weapon system designs in an effort to reduce, simplify, and/or eliminate requirements for maintenance actions. Billets are worldwide at all levels.

(2) Source Communities: Qualified officers will be considered from all URL, RL or Staff Corps designators, and from the Aviation Maintenance LDO (633X) designator.

(3) Degree/Requirements: Technical, Business, Engineering, Math and/or Physical Science degrees are strongly desired. Only superior academic achievement in other fields of study will be considered.

(4) Warfare Qualifications: Aviation Maintenance LDO (633X) LCDR and LCDR(sel) officers must be a designated Professional Aviation Maintenance Officer (PAMO), or must be in a qualifying billet awaiting requisite time on station to earn the designation. All other officers must be able to complete the PAMO qualification process (requires two tours) before promoting to LCDR.

(5) Clearance Requirements: Secret.

(6) Additional requirements: Candidates must be worldwide assignable. Strong consideration is given for educational achievements and for experience in naval aviation maintenance. Formal training/certification in the Defense Acquisition Workforce fields of production, quality and manufacturing (PQM), life cycle logistics (LCL) and/or program management (PM) is viewed favorably since Defense Acquisition Corps membership is expected for promotion to CDR. All current and future officers are strongly encouraged to contact the AMDO Community Manager for early career advice that will make them more competitive for lateral transfer/redesignation and for future promotion as AMDOs.

(7) POC: AMDO Community Manager, (301) 757-8481/DSN 757, AMDOOCM.fct@navy.mil.

k. PUBLIC AFFAIRS OFFICER (PAO) - 1650.

(1) General Guidance: Officers are encouraged to develop a track record of collateral duty PAO experience and should seek endorsements from senior, military PAOs. Civilian PA experience may also be considered. Officers must be fit for sea duty and world-wide assignable. Public Affairs is specifically looking for qualified candidates in YGs 19-14.

(2) Source communities: Officers may be considered from any URL, RL and staff designators.

(3) Degree/Requirements: Public relations, Communication, Journalism, English, Social sciences and International studies are highly desired. An undergraduate cumulative grade point average (GPA) of 2.8 or greater is required.

(4) Warfare Qualifications: Though not a requirement, officer and enlisted warfare qualifications greatly enhance the likelihood of selection.

(5) Clearance requirements: Secret.

(6) Portfolio: Applicants must submit a portfolio to include, but not limited to, stories, photographs, speeches, communication plans and/or marketing material.

(7) Scenario: Applicants must submit a proposed response plan to a public affairs scenario assigned by the PAO community manager. These response plans should utilize the Research, Plan, Implement, Evaluate (RPIE) model to address the scenario.

(8) Worldwide assignable: The ability to be worldwide assignable and sea duty deployable greatly enhances the likelihood of selection. Officers in limited duty status are not considered eligible for board referral without all three of the following items:

(a) Medical documentation stating date of expected resolution of member's limited duty,

(b) Health care provider documentation ruling out renewal of additional LIMDU orders,

(c) Health care provider documentation ruling out referral to physical evaluation board.

(9) POC: PAO OCM, (901)-874-3098/DSN 882.

1. FOREIGN AREA OFFICER (FAO) – 1710.

(1) General Guidance: The FAO Community is the Navy's only community of professionals who dedicate a career towards advancing objectives in the complex arena of international players. Foreign Area Officers are the Navy's globally embedded strategic operators. Keeping the fight forward in today's increasingly complex global security environment requires persistent forward presence and FAOs are an indispensable human element of the Navy's global posture. We do our work across all levels of the integrated fleet, the joint force, and the inter-agency as accredited naval diplomats, as the Navy's certified uniformed security cooperation professionals, and as the Navy's community of experts in regional political-military affairs, foreign languages, strategy, plans, and policy. We are a lateral transfer only community, which accepts officers primarily from the URL communities after five years of commissioned service, warfare qualification in parent community, and completion of parent community's minimum service requirement. To perform the mission, FAOs must develop and hone a sharp understanding of international politico-military affairs, Navy doctrine, strategy and international objectives, Navy Security Cooperation and Human Intelligence skills, and foreign language proficiency to enable mission success.

(2) Source Communities: Officers will be considered from any URL, RL or Staff designator with a minimum of five years of commissioned service (YCS). Officers who have once failed to select for promotion to LCDR in their parent community will generally not be considered for lateral transfer to FAO.

(3) Degree/Language Requirements: All officers without a regionally-focused postgraduate degree should be academically qualified for admission to the Naval Postgraduate School with a minimum of 2.60 undergraduate GPA. Waivers are available for GPA on a case-by-case basis. Applicants should have a Defense Language Aptitude Battery (DLAB) score of 110 or higher. DLAB scores less than 110 will be considered on a case-by-case basis. Officers

should submit undergraduate transcripts as well as transcripts for any relevant graduate-level coursework as an enclosure to the application.

(4) Warfare Qualification: Warfare qualification is strongly desired and greatly enhances the likelihood of selection. All officers must be fully qualified within their source community prior to consideration for selection. Officers from source communities that do not offer a warfare qualification may still be competitive for selection by having a record of sustained superior performance with fleet experience, proven leadership, overseas exposure and strong language aptitude/ability.

(5) Security Clearance: Applicants must be eligible for TS/SCI or include a letter from a SSO indicating successful completion of an SCI pre-screening interview.

(6) Worldwide Assignable: All officers (to include all dependents) must be worldwide assignable, as verified and documented via successful overseas screening (NAVPERS 1300/16 Parts I, II and IV) to NAVCENT standards (e. g., Bahrain). Officers should submit their completed overseas screening paperwork (to include all dependents) as an enclosure in their application package. Packages without a completed overseas screening will not be considered. Overseas screening forms are valid for one year from the date of signature.

(7) Interview: Officers applying for lateral transfer into the FAO community will be required to complete one or more interviews. Interviews will be scheduled by the FAO OCM and will take place between August 2nd and August 10th, 2021. Documentation of the interviews will be forwarded by the interviewers directly to the board as part of the FAO applicant's official package.

(8) POC: FAO OCM, (901) 874-3694/DSN 882. FAO specific application requirements can be found at:

<https://www.mynavyhr.navy.mil/Career-Management/Community-Management/Officer/Active-OCM/Restricted-Line/Foreign-Area-Officer/>.

m. INFORMATION WARFARE COMMUNITY. Officers applying for Cryptologic Warfare (CW), Information Professional (IP), or Intelligence communities: lieutenant commander applicants for 1810/1820 with more than two years TIG should contact the CW or IP OCM to discuss milestone and performance requirements. IP and Intel applicants must be eligible for TS/SCI or include a letter from a SSO indicating successful completion of an SCI pre-screening interview. CW and CWE applicants MUST complete an SCI eligibility pre-screening interview with the Fleet Cyber Command Security Directorate Field Office at (850) 452-6868 only, regardless of current clearance held/eligibility status and submit the results as part of their application. CW and CWE applicants who do not complete this specific screening will not be considered. All officers must be world-wide assignable and fit for full sea duty. Officers who have once failed to select to the next grade in their parent community will not be considered for lateral transfer.

n. OCEANOGRAPHY OFFICER - 1800.

(1) General Guidance: Specialists in physical oceanography, meteorology, hydrographic survey, geospatial information and systems.

(2) Source Communities: Officers will be considered from any URL, RL or Staff designator. Officers who failed to select to the next grade will not be considered for lateral transfer to Oceanography.

(3) Degree/Requirements: Undergraduate or graduate degrees in physical oceanography, meteorology, physics, engineering, mathematics, or other STEM-related fields are preferred. Applicants must have a minimum Academic Profile Code (APC) of 233; waivable to 334 (minimum 2.8 GPA, C in calculus series and C in calculus-based physics series). Applicants must have APC calculated by Naval Postgraduate School prior to application submission (apply online at: <http://www.nps.edu/Students/Prospective/index.html>). Requests for an APC waiver should be forwarded to the Oceanography OCM prior to the application closing date. Waiver concurrence email must be included in application. Applications must include all college transcripts.

(4) Warfare Qualifications: URL officers must be warfare qualified in their original community. Prior experience in anti-submarine warfare, mine warfare, Naval Special Warfare, or navigation is highly desirable. All applicants must be worldwide assignable and fit for full sea duty.

(5) Security Requirements: Officers must have a single scope background investigation (SSBI) or T5 investigation completed within the past five years, documented via letter from the officer's security manager or from an SSO indicating successful completion of an SCI pre-nomination interview.

(6) POC: OCEANO OCM, (901) 874-2461/DSN 882.

o. CRYPTOLOGIC WARFARE (CW) OFFICER – 1810.

(1) General Guidance: CW officers serve in challenging billets of increasing scope and responsibility afloat and ashore. The CW officer career path is designed to develop Signals Intelligence, Electronic Warfare and Cyber competencies by mixing sea, shore and educational tours. CW officers are assigned to PCS billets on surface combatants, direct support to tactical units (air, surface, subsurface) and Navy Special Warfare commands. CW officers also serve as members of strike group and combatant commanders' staffs. Shore tours include National Security Agency (NSA) cryptologic centers and Navy Information Operations Commands (NIOC) that deliver capabilities at every level of war. Additionally, there are CW billets on major Navy and Joint staffs as well as command opportunities around the globe for Captains and Commanders.

(2) YG Guidance: CW is specifically looking for qualified officers LTs in YG 16 and junior and LCDR/LCDR(sel) in YGs 09 and junior.

(3) Source Communities: Officers will be considered from any URL, RL or staff designator.

(4) Degree/Requirements: Major fields of study directly related to STEM are most strongly preferred but are not required. An undergraduate cumulative grade point average (GPA) of 2.7 or greater is required. Completion of calculus sequence (Calculus I and Calculus II) and calculus-based physics sequence with a C average or better is preferred but not required. Applicants must request to have APC calculated by Naval Postgraduate School prior to board convening date (apply online: <http://www.npc.edu/Students/Prospective/index.html>) and include ALL college transcripts with application. Additional consideration will be given to technical experience gained outside of formal educational institutions, as well as IW-related collateral duties.

(5) Warfare Qualifications: URL officers must be warfare qualified in their original Community. All applicants must be eligible for sea duty and world-wide assignable.

(6) Clearance Requirements: ALL applicants MUST complete an SCI eligibility pre-screening interview exclusively with the Fleet Cyber Command Security Directorate Field Office at (850) 452-6868 only, regardless of current clearance held/eligibility status, and submit the results as part of their application. SCI pre-screens from other SSOs and Security Managers will NOT be accepted. Applicants that do not complete their SCI eligibility pre-screen interview with the Fleet Cyber Command security directorate will be deemed ineligible for CW.

(7) Additional Info:

(8) POC: CW OCM, (901) 874-3123/DSN 882, BUPERS-31_IWC_FCT@navy.mil

p. CYBER WARFARE ENGINEER (CWE) – 1840.

(1) General Guidance: Cyber Warfare Engineers (CWE) apply principles and techniques of computer science and computer engineering to research, design, develop, test and evaluate software and firmware for computer network attack, exploitation and defense in cyberspace operations. CWEs possess significant experience and technical expertise in Computer Programming (languages), Computer Architecture & Operating Systems (theory & application), Networks (protocols, programming & technology) and Security (application, encryption, network security). CWE tours include duty at Navy Cyber Warfare Development Group, Naval Information Warfare Center, the National Security Agency and Fleet Cyber Command/U.S. TENTH Fleet.

(2) Year Group Guidance: CWE is specifically looking for qualified LTs.

(3) Source Communities: Officers will be considered from any URL, RL or staff designator, as well as qualified LDOs.

(4) Degree/Requirements: Major fields of study directly related to Science, Technology, Engineering and Mathematics (STEM) are required with preferred degrees in Computer Science

and Computer Engineering. Related technical majors to be considered on a case-by-case basis will include, but not be limited to: Mathematics, Physics, Software Engineering and other computer-related disciplines. Education/transcripts must document significant software development and/or computer programming coursework with minimum of 3.0 grade point average (GPA) in those areas. Applicants must request to have APC calculated by Naval Postgraduate School prior to board convening date (apply online: [http://www.nps.edu/Students/Prospective /index.html](http://www.nps.edu/Students/Prospective/index.html)) and include ALL college transcripts with application. Applicants not meeting the documented educational requirements must document a minimum of one year's experience in software development and/or computer programming work. Best qualified applicants will meet both educational and experience requirements.

(5) Warfare Qualifications: URL officers must be warfare qualified in their original Community. All applicants must be eligible for sea duty and world-wide assignable.

(6) Interview Requirements: All applicants must successfully pass a Technical Interview Board with Navy Cyber Warfare Development Group (NCWDG) and be recommended for CWE. NCWDG will offer Technical Interview Boards to prospective CWEs.

(7) Clearance Requirements: ALL applicants MUST complete an SCI eligibility pre-screening interview exclusively with the Fleet Cyber Command Security Directorate Field Office at (850) 452-6868 only, regardless of current clearance held/eligibility status, and submit the results as part of their application. SCI pre-screens from other SSOs and Security Managers will not be accepted. Applicants that do not complete their SCI eligibility pre-screen interview with the Fleet Cyber Command security directorate will be deemed ineligible for CWE.

(8) POCs: CWE OCM, (901) 874-3123/DSN 882, BUPERS-31_IWC_FCT@navy.mil.

q. INFORMATION PROFESSIONAL (IP) OFFICER - 1820.

(1) General Guidance: IP officers serve in diverse and challenging billets of increasing scope and responsibility both afloat and ashore. The IP officer career path is designed to develop expertise in Cyber, Communications (RF/Satellite), Net-Centric operations and Space by mixing sea, shore and educational tours. IP officers serve globally at sea in surface combatants, as well as at Navy Special Warfare/Special Operations Commands. IP officers also serve on strike groups, numbered fleet staffs and combatant commands. Ashore, IP officers serve at Naval Computer and Master Telecommunications Station (NCTAMS)/Naval Computer Telecommunications Stations (NCTS) that deliver C4I at every level of war. Additionally, there are IP officer billets at major Navy and Joint staffs and command opportunities around the globe for Captains and Commanders.

(2) The most competitive applicants will contact the IP OCM prior to package submission.

(3) Source Communities: Officers will be considered from any URL, RL or Staff designators, as well as qualified LDOs. LDOs must possess at least a baccalaureate degree, or be within six months of completion upon acceptance into the IP Community. LDOs who do not possess a baccalaureate degree MUST include an official letter from an accredited university or

college stating the applicant is in good standing AND contain the expected degree and graduation date (month/year). 682X LDOs are NOT ELIGIBLE for this board and are expected to redesignate in accordance with NAVADMIN 014/18. 629X LDOs are NOT ELIGIBLE for this board and are expected to redesignate in accordance with NAVADMIN 128/19.

(4) Sea Duty Eligibility: Applicants MUST be both sea duty deployable and available for worldwide assignment. Lack of sea duty eligibility will likely lead to non-selection – contact the IP OCM to discuss possibilities.

(5) C10F SCI Pre-screening Requirement: ALL applicants MUST complete an SCI eligibility pre-screening interview exclusively with the Fleet Cyber Command Security Directorate Field Office at (850) 452-6868 only, regardless of current clearance held/eligibility status, and submit the results as part of their application. SCI pre-screens from other SSOs and Security Managers will not be accepted. Applicants that do not complete their SCI eligibility pre-screen interview with the Fleet Cyber Command security directorate will be deemed ineligible for IP.

(6) APC Requirement: Applicants without a Master's degree must request to have an academic profile code (APC) calculated by the Naval Postgraduate School. Apply online and submit proof with the package. APC Website:
<http://www.nps.edu/Students/Prospective/index.html>

(7) Degree requirements: Applicants must include their undergraduate transcript in their package. Major fields of study directly related to STEM are preferred, but not required. Completion of calculus sequence (Calculus I and Calculus II) and calculus-based physics sequence with a C average or better is preferred, but not required. Applicants with non-STEM majors can still be competitive - contact the IP OCM for clarification.

(8) Qualifications and current community screenings: URL candidates must be warfare qualified and it is preferred that they are positively screened in their current community (ie: DH-screened SWOs are preferred over those who did not satisfactorily screen). Contact the IP OCM for any clarifications or waiver requests.

(9) Graduate Education and Technical Experience: Applicants should include their graduate transcript in their package if applicable or include verifiable evidence if the degree is in progress. Preference will be given for IT/Computer Science/Cyber Security majors and other STEM majors. Applicants with non-STEM majors can still be competitive. Contact the IP OCM for clarification. Additional consideration will be given to technical experience gained outside of formal educational institutions, including Navy experience in IP-related jobs (ex: COMMO, Electronics DIVO, CSO, Sub OPS, etc) or cybersecurity, network or system administration certifications.

(10) Point of contact: IP OCM: (901) 874-2846 DSN: 882. Webpage:
[https://www.public.navy.mil/bupers-npc/officer/communitymanagers/active/restricted/Pages/Information-Professional-\(1820\).aspx](https://www.public.navy.mil/bupers-npc/officer/communitymanagers/active/restricted/Pages/Information-Professional-(1820).aspx)

r. INTELLIGENCE OFFICER (INTEL) - 1830.

(1) General Guidance: Naval Intelligence Officers provide tactical, operational and strategic intelligence support to U.S. naval forces, joint and multi-national military forces and executive decision-makers in our national government. Those applying for transfer into the INTEL Community are also encouraged to consider applying for at least one of the other IW designators (IP-1820, CW-1810 and OCEANO-1800). If selected, new Intelligence Officers will be assigned to a billet in their new designator within 9 months of redesignation or at projected rotation date (whichever occurs earlier) IAW OPNAVINST 1210.5B to ensure adequate opportunity for 1830 career progression.

(2) Source communities: Officers will be considered from any URL, RL or Staff designator.

(3) Degree/Requirements: Preferred fields of study for Intelligence officers include International Relations/Global Studies (e.g., Asia, Europe, Middle East), Political Science, History, or STEM-related degrees.

(4) Clearance Requirements: Officers must have a single scope background investigation (SSBI) or T5 investigation completed within the past five years, documented via letter from the officer's security manager or from an SSO indicating successful completion of an SCI pre-nomination interview.

(5) POC: INTEL OCM, (901) 874-3426/DSN 882.

s. JUDGE ADVOCATE GENERAL'S CORPS - 2500.

(1) General Guidance: This board will only consider officers who are already licensed attorneys. Officers must be world-wide assignable.

(2) Source Communities: Officers will be considered from any URL, RL or staff designator.

(3) Degree/Requirements: Juris Doctorate (JD) from an American Bar Association-approved (ABA-approved) law school. This lateral transfer process does not provide funding for law school.

(4) Licensure: Must be a member (in good standing) of the Bar of a Federal court or of the highest court of any state, territory or commonwealth of the District of Columbia. Proof of good standing must be included in the application package. This lateral transfer process does not provide funding of any kind for Bar prep or licensure requirements.

(5) Clearance Requirements: Secret.

(6) Citizenship: U.S. Citizenship required.

(7) POC: JAGC OCM, (901) 874-3521/DSN 882.

t. SUPPLY CORPS OFFICER - 3100.

(1) General Guidance: Supply Corps officers specialize in business and logistics management, including distribution management, supply chain management, acquisition and contract management, information technology, financial management, operational analysis and logistics and petroleum management.

(2) Source Communities: Applicants will be considered from any URL, RL, or Staff, designator. The most desirable mix of qualifications for transition into the Supply Corps includes strong performance records and operational experience.

(3) Degree/Requirements: Bachelor's degree required. Degrees in Business or STEM concentrations are preferred, but not required. Completion of (or currently executing) operational assignments required. Preferred applicants have an Academic Profile Code (APC) of 345 or better.

(4) Warfare Qualifications: Warfare qualification required.

(5) Worldwide Assignable: Worldwide assignability and sea duty deployable required. Officers in limited duty status may request a waiver for board referral. All three of the following items required for waiver consideration:

- (a) Medical documentation stating date of expected resolution of member's limited duty,
- (b) Health care provider documentation ruling out renewal of additional LIMDU orders,
- (c) Health care provider documentation ruling out referral to physical evaluation board.

(6) Clearance Requirements: Secret.

(7) POC: SC OCM, (901) 874-3189/DSN 882.

u. CIVIL ENGINEER CORPS (CEC) OFFICER - 5100.

(1) General Guidance: CEC officers (engineers and architects) specialize in engineering, management, planning, construction and maintenance of the Navy's shore facilities world-wide. CEC officers serve in three types of billets: facilities management, acquisition and expeditionary (Seabees). Officers serving in acquisition billets will be responsible for executing multi-million dollar construction projects performed by civilian construction and engineering firms. Officers serving in facilities management billets operate and maintain complex facility and utility systems at shore activities by managing a large and diverse work force of civilian and military personnel. Officers in expeditionary billets maintain the Navy's expeditionary/ contingency construction capabilities and support the Fleet Marine Force (FMF) in amphibious operations. Civil Engineer Corps (CEC) may limit quotas out due to manning levels for any given YG, AQDs or

Subspecialty codes held and the individual officer's assignment status. Specifically, officers within their detailing window must communicate with their detailer prior to submitting a lateral transfer package. Executing orders, current assignment to a hard-fill billet, selection to a slated billet or pending the results of selection to a slated billet will disqualify an officer for consideration and release from the community.

(2) Source Communities: Officers will be considered from any URL, RL, staff or LDO designator.

(3) Degree/Requirements:

(a) Officers with an engineering degree must have a degree from an Accreditation Board for Engineering and Technology–Engineering Accreditation Commission (ABET-EAC) accredited program. Officers with an engineering degree should have their Engineer in Training license. ABET- Engineering Technology Accreditation Commission (ABET-ETAC) accredited degrees will be considered on a case-by-case basis if the applicant is currently registered as an Engineer-in-Training or Professional Engineer.

(b) Officers with an architecture degree must have a degree from a National Architectural Accrediting Board (NAAB) accredited architecture program. Officers with an architectural degree should have either passed at least one of their six registration exams or have certification they have completed the experience hours required for registration.

(c) College transcripts showing degree conferred and GPA of >2.70 are required in the package. Unofficial transcripts are acceptable.

(d) Proof of progress towards registration and relevant work experience, if applicable, should be included in the package.

(e) Officers must be available for overseas duty and worldwide assignable.

(4) Warfare Qualifications: For officers from a community with a warfare designator, it is required that the officer successfully qualifies for and remains authorized to wear their warfare pin prior to applying for lateral transfer to the CEC.

(5) Clearance Requirements: Secret.

(6) POC: CEC OCM, (901) 874-4034/DSN 882.

v. MEDICAL SERVICE CORPS (MSC) OFFICER - 2300.

(1) General Guidance: For this board, MSC will consider officers for the following specialties: Aerospace and Operational Physiology, Radiation Health, Industrial Hygiene and Health Care Administration. Officers must be world-wide assignable.

(2) Source Communities: Officers will be considered from any URL, RL or staff designator.

(3) Degree/Requirements:

(a) Aerospace and Operational Physiology Officers. Officers with significant military aviation experience (Naval Aviator, Naval Flight Officer, etc.) who have completed a Bachelor's degree or Master's degree in a biological science (human or animal physiology, biology, zoology, kinesiology, biomedical engineering, other biological-based sciences or a degree with a heavy concentration in "pure" sciences as appropriate) will be considered. Core courses should include: anatomy, physiology, biology, chemistry, (e.g., biochemistry or inorganic), college mathematics (algebra, pre-calculus or above), physics and statistics. Officers must have a GPA of 3.0 or higher on a 4.0 scale for each degree earned. Instructor/teaching experience is highly desirable. Officers must meet Class II aviation physical standards (flight physical).

(b) Radiation Health Officer. Officers must have a Bachelor's degree with a major in radiation health, radiobiology, physics, chemistry, mathematics, engineering, nuclear engineering or biology. Transcripts must include course work in physics and calculus with a grade of B or better. Officers with Navy Nuclear experience are preferred, but not required.

(c) Industrial Hygiene Officers. Officers must have a Bachelor's of Science in Industrial Hygiene, Occupational Health, or engineering degree aligned with industrial hygiene. Preferred applicants include those who have completed a Master of Science or Master of Science in Public Health Degree in Industrial Hygiene (particularly from an institution accredited by the Accreditation Board for Engineering and Technology (ABET)), engineering or a related field, such as toxicology, chemistry, biology or environmental sciences degree from an institution with an industrial hygiene or occupational health program. Applicants without such a degree must have relevant work experience, and the following academic coursework at a minimum: two academic years of Chemistry to include inorganic and organic with laboratory, one year of Biology, one semester of Calculus and Physics, and a total of at least 40 semester hours of pure science courses. GPA must be 3.0 or higher (emphasis in major courses). Field experience in industrial hygiene, certification by the American Board of Industrial Hygiene (ABIH), as well as a doctoral degree in industrial hygiene or one of the above scientific disciplines are highly desirable for prospective candidates. Knowledge and/or experience in consequence management, Emergency Management System, and Safety and Occupational Health assessments are also highly desirable.

(d) Health Care Administration Officers. Officers preferably have a Bachelor's or Master's degree in Health Care Administration or Business Administration. Candidates who have an acceptance letter to either the Army-Baylor Master of Health Administration program or the Uniformed Services University Master of Health Administration and Policy program are desired. In addition, applicants without a qualifying Master's degree must include NPS assigned APC for board consideration. Applicants selected for education programs will incur additional obligation (i.e. four year obligation upon completion of Master's degree).

(4) Warfare Qualifications: Although not a requirement, warfare qualification is a factor in assessing an Officer's suitability as a MSC Officer.

(5) Officers looking to laterally transfer into the MSC should be aware that they will lose rank if selected for transfer, refer to OPNAVINST 1210.5B and OPNAVINST 1120.8A for further information.

(6) Clearance Requirements: Secret.

(7) Officers interested in applying are strongly encouraged to contact the MSC OCM for amplifying guidance and information prior to submitting their package.

(8) POC: MSC OCM, (901) 874-2370/DSN 882.