

## **AUGUST 2025 LATERAL TRANSFER AND REDESIGNATION BOARD LETTER OF INSTRUCTION (LOI)**

1. The board convenes on 19 August 2025. A complete application, with all letters of recommendation, college transcripts, Overseas Screening, TS/SCI SSO Letter, signed command endorsement, and any waiver requests, must be RECEIVED NO LATER THAN 13 June 2025. The only addendums accepted after the 13 June deadline are warfare qualification letters and fitness reports. The deadline for warfare qualification letters is 14 July 2025, and the deadline for fitness reports is 12 August 2025. When sending FITREP and warfare qualification addendums, no cover letter to the board is needed. Any community specific items required by an Officer Community Manager (OCM) that is in addition to the standard application package should be sent directly to that OCM by a mutually arranged deadline. Ensure that you use the most current application letter template, located at the MyNavyHR website.

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

a. Submit application and addendums via encrypted email to [bupers-31-latxfr@us.navy.mil](mailto:bupers-31-latxfr@us.navy.mil) OR via DoD SAFE, but NOT BOTH. If you do not receive a confirmation email within two business days, send a follow up email requesting confirmation.

(1) To ensure more efficient processing, applicants should submit a complete package in one PDF; further, email subject line should reflect "August 2025 Lateral Transfer Board."

(2) If the applicant is unable to send the e-mail encrypted, candidates may utilize the DoD Secure Access File Exchange (DoD SAFE) website at <https://safe.apps.mil> to transmit their package to [bupers-31-latxfr@us.navy.mil](mailto:bupers-31-latxfr@us.navy.mil). **For DoD SAFE Lateral Transfer packages, utilize 'Lateral Transfer' as the 'Pass Phrase'.** Make sure the encryption box is checked when submitting the application on the DoD SAFE website.

b. Members who do not meet eligibility requirements detailed in OPNAVINST 1210.5B and MILPERSMAN 1212-010/030 must submit a 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.

c. 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.

d. Officers should include their Performance Summary Record in addition to any FITREPS they would like to highlight. Officers are encouraged to check their records and ensure there are no FITREP gaps greater than 90 days.

e. College transcripts should be included in the package. Officers are encouraged to apply for their Academic Profile Code (APC) so that it 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 2025 Lateral Transfer Board" in the "Additional Comments" section of your application. Questions regarding the APC can be emailed to [grad-ed@nps.edu](mailto:grad-ed@nps.edu) or made by phone: (831) 656-3093, DSN prefix: 756.

f. All Letters of Recommendation (LOR) must be dated within the past 12 months of the applications deadline.

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 (1110), Submarine (1120), Special Warfare (1130), Explosive Ordnance Disposal (1140), Aviation (13X0), Supply (3100), and IW (18X0) Communities shall have achieved warfare qualification before applying. Officers from the Nuclear Power School Instructor community (1210) seeking lateral transfer to an IW community designator (18X0) do not have an opportunity to earn a warfare qualification and are exempt from a warfare qualification requirement. Officers in designators exempted from participation in warfare qualification programs must complete a minimum of two 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.

<b><u>Community/Designator</u></b>	<b><u>Available YG</u></b>
Surface Warfare (1110)	23 and senior
Submarine (1120)	18 and senior
Pilot (1310)	16 and senior
Naval Flight Officer (1320)	18 and senior
Limited Duty Officer (6XXX)	

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

b. 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. Officers within their

detailing window must communicate with their detailer prior to submitting a lateral transfer application. **Parent commands endorsing a lateral transfer request must acknowledge that lateral transfer of an officer in advance of his/her PRD may result in a gap.**

(1) Surface Warfare Officers. Requires qualification and a minimum of two years of commissioned service completed to apply for transfer. 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 officer's assignment status.

(a) Officers under Senior Officer Retention Bonus, Lieutenant Commander Retention Bonus or Department Head Retention Bonus contracts are not eligible for transfer until the completion of the 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. SWOs under 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.

(b) Surface warfare officers will not normally be released for lateral transfer, if greater than 12 months from their PRD. Requests for lateral transfer out of the SWO community from Lieutenants who completed two division officer tours, are assigned to a shore command, and have PRDs exceeding 12 months from the board require a PRD Waiver and will be considered on a case-by-case basis.

(c) Requests for lateral transfer out of the SWO community from O-4 and above officers will be considered on a case-by-case basis due to shortages in these grades.

(d) Nuclear-trained SWO YG 19 and senior are eligible to apply for lateral transfer. Nuclear-trained SWOs may be accepted for lateral transfer to EDO(N) prior to qualifying Nuclear Engineering Officer but must qualify prior to re-designation to EDO(N).

(e) 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.

(2) Submarine Officers. Submarine warfare officers will not normally be released for lateral transfer if greater than 12 months from their PRD.

(a) 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 officer's assignment status. Of note, opportunities for transfer are extremely limited for officers in YG 16 and junior with current

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

(b) Submarine 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) Submarine Officers must have completed a tour as Department Head, volunteered and completed service as a Shift Engineer at NPTU as previously agreed upon by N133/PERS-42, or be senior to those assigned. Waivers may be considered on a case-by-case basis.

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

(3) Aviation Officers. The YG range provided displays possible opportunities for release. Additional variable considered when determining whether an applicant will be released is community health based on Type Model Series (TMS) and designator. 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. Although eligible to apply within 12 months of ADSO, those aviation officers fulfilling a second sea tour should not expect to redesignate until PRD, regardless of ADSO. 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 of Test Pilot School (TPS) that have yet to fulfill their four year OBLISERVE following graduation should expect to only be released for Aerospace Engineering Duty Officer (AEDO). Graduates from US NTP class 164 and 165 may apply for AEDO only, regardless of ADSO (contact AEDO officer community manager (OCM) for details). 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).

(4) 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 eligible LDO designators must have completed four years commissioned service. 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.

5. The following designators have requirements for a limited number of active duty officers to transfer into their community (see paragraph 6 for greater detail). All applicants should be within 18 months of PRD. Applicants from year groups other than the indicated “Available YG” may be considered on a case-by-case basis. Each YG is subject to change prior to the board convening:

<u>Community/Designator</u>	<u>Available YG</u>	<u>Notes (paragraph 6)</u>
Surface Warfare (1160)	23 and junior	a
Special Warfare (1180)	Refer to NSW website	b
Explosive Ordnance Disposal (1190)	Refer to EOD website	c
Human Resources (1200)	23 and senior	d
Naval Flight Officer (1370)	23 and junior	e
Pilot (1390)	23 and junior	e
Engineering Duty Officer (14X0)	22-13	f
Aerospace Engineering (1510)	19-09	g
Aerospace Maintenance (1520)	15 and junior	h
Public Affairs (1650)	22-19	i
Foreign Area Officer (1710)	20-07	j
Oceanography (1800)	15 and junior	k
Cryptologic Warfare (1810)	23, 20, 19, 18, 17, and 16 only	k
Information Professional (1820)	23-00	k
Intelligence (1830)	23-22, 20 and senior	k
Cyber Warfare Engineer (1840)	04 and junior	k
Maritime Space Officer (1870)	19 and senior	k
Maritime Cyber Warfare Officer (1880)	23-90	k
Medical Service Corps (2300)	23 and junior	l
Supply Corps Officer (3100)	19 and junior	m
Civil Engineer Corps (5100)	18 and junior	n

6. **Community Guidance.** 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. 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, IWL, RL, or Staff designator. YG 23 and junior officers seeking lateral transfer into the Surface Warfare

community are strongly encouraged to contact the SWO Community Manager prior to applying. Limited Duty Officers who have not exceeded eight YCS, have a completed bachelor's degree, qualified SWO before the 23 July 2018 cutoff, and are screened for DH, are eligible for lateral transfer into SWO. Limited Duty Officers without SWO warfare qualifications must also make known their desire to lateral transfer during the Summer 2025 SWO Department Head screening board and will be reviewed on a case-by-case basis.

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.

(5) Clearance Requirements. Secret

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

b. Special Warfare (SPECWAR) Officer – 1130/1180

(1) General Guidance. URL, IWL, 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/SEAL-Officer-Selection/> for package requirements, submission dates and eligibility.

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

c. Explosive Ordnance Disposal (EOD) Warfare Officer – 1140/1190

(1) Transfers and selection to Explosive Ordnance Disposal is conducted via a separate selection process. Eligible officers will be considered for lateral transfer during the EOD Officer accession board held each Fall. Visit the EOD OCM website at <https://www.mynavyhr.navy.mil/Career-Management/Community-Management/Officer/Active-OCM/Unrestricted-Line/EOD-Warfare-OCM/Selection/> for package requirements, submission dates and eligibility.

(2) POC: EOD OCM, (901) 874-4991/DSN 882, EOD\_OCM.fct@navy.mil

d. Human Resources (HR) Officer - 1200

(1) General Guidance. All applicants are strongly encouraged to review the HR community brief located at <https://www.mynavyhr.navy.mil/Career-Management/Boards/Active-Duty-Officer/Community-Briefs/>. For additional information about the HR Community please

visit <https://www.mynavyhr.navy.mil/Career-Management/Community-Management/Officer/Active-OCM/Restricted-Line/Human-Resources/>.

(2) Source Communities. Officers will be considered from any URL, IWL, 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 analysis, and joint force formation and sustainment. The HR Officer billet base is focused on three career tracks: Force Development (FD), Force Management (FM), and Force Requirements and Resourcing (FR2). Graduate education in operations research/analysis, manpower systems analysis, education/training management, financial management, and human resources management is desired. Officers with six or fewer years of commissioned service 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., Personnel, Instructor, 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).

(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) 874-4511/DSN 882.

e. Aviation (AVN) – 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, IWL, 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. Candidates must meet the Director of National Intelligence (DNI), Intelligence Community Directive (ICD) 704 eligibility standards for access to TS/SCI. Applicants should include a letter from a Special Security Officer indicating successful completion of an SCI pre-screening interview.

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

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

f. Engineering Duty Officer (EDO) - 1460

(1) General Guidance. Navy technical leaders for ships, submarines, C4I, integrated warfare systems, and Navy salvage. 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 23 to 15. YG 14-13 candidates must have, or nearing completion of, an approved P-code as outlined in exhibit 1 of MILPERSMAN 1212-040. Candidates with an endorsement from NAVSEA 00C will be prioritized to fill a need for more qualified EDO divers within the community.

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

(3) Degree/Requirements. Undergraduate BS in engineering discipline preferred, other STEM degrees considered. GPA should be not less than 2.7, or APC not greater than 234 (231



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, Nuclear Power Training Unit Instructors, and Submarine Officers are eligible to be considered for lateral transfer to EDO(N).

(5) Clearance Requirements. Secret.

(6) Waivers are required for any applicants who fall outside the above requirements. Contact the EDO OCM for any clarifications or waiver requests.

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

g. 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 19-09 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. Officers seeking lateral transfer into the AEDO are strongly encouraged to contact the AED Officer Community Manager prior to applying in order to discuss critical career milestone requirements, ADOS, and AvB. 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 164 or class 165.

(4) Warfare Qualifications. Officers must be aviation warfare qualified officers (pilot or NFO). A minimum of 36 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 164 or Class 165.

(7) TS/SCI SSO Letter and Overseas Screening documents are not required for AEDO applications.

(8) POC: AEDO Community Manager, [Anthony.j.wich.mil@us.navy.mil](mailto:Anthony.j.wich.mil@us.navy.mil).

h. 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. Officers with more than 10 years commissioned service are ineligible.

(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. Officers are strongly encouraged to contact the AMDO OCM to discuss milestones and qualifications commensurate with YG. Officers in YG 20 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 21 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.

(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 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) 342-9935/DSN 757,  
amy.r.ellison2.mil@us.navy.mil.

i. 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. The majority of PAO initial assignments are on CVNs or in a deployable billet, therefore applicant should be fit for sea duty and world-wide assignable. Public Affairs is specifically looking for qualified candidates in YGs 22-19. Applicants in YGs 14-18 who have served in a designated speechwriter billet and have competitive FITREPS from a flag officer on their performance as a speechwriter, MAY be eligible and should contact the PAO community manager prior to submitting a lateral transfer package.

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

(3) Degree/Requirements. Public relations, Communication, Journalism, English, Social sciences and International studies are highly desired but can be waived if the applicant has significant experience as a collateral duty PAO (or in similar job fields). 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. Candidates portfolios should strive to demonstrate not only technical proficiency in writing, photography, etc. but also include a brief description that describes the problem the product was designed to solve, the target audience and the intended effect the product was designed to achieve and (if known) the effect it did achieve.

(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. Contact the PAO community manager for the updated scenario.

(8) Interview assessments. All applicants must complete interviews with a Public Affairs Officer interview panel. The applicant should submit their portfolio and scenario to the panel prior to the interview and the resulting interview assessments will be sent from the panel directly to the board. The applicant will be provided a memo acknowledging the completion of the

interview assessments which should be included by the candidate in the formal lateral transfer package. Panels are held quarterly, contact the PAO community manager for a schedule and to sign up for the next available.

(9) Worldwide assignable. The ability to be worldwide assignable and sea duty deployable is required for selection. Officers in limited duty status or pending a Medical/Physical Evaluation Board are not considered eligible for board referral without documentation of (a) through (c).

(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.

(d) If member has gone to a PEB or MEB, must also submit medical documentation that validates the member's current physical qualification for redesignation and any limitations.

(e) Limited waivers are available if the member has a medical condition that limits sea duty or deployability but does not impact the candidate's ability to perform the duties of a PAO.

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

j. Foreign Area Officer (FAO) - 1710

(1) General Guidance. Foreign Area Officers are a community of all-domain strategic operators who leverage waterfront leadership, strategic thinking, operational acumen, and human connections to deter war by being prepared to win. FAOs ensure the Navy and the Joint Force outpace adversaries in foreign theater by delivering combined, joint and fleet access for command-and-control, protection, sustainment, movement, maneuver and fires. FAOs build an information advantage for the Navy, Joint Force, and Interagency. FAOs create an influence advantage for the United States. And FAOs build combined lethality with our allies and partners to deepen America's geo-strategic posture. 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. FAOs work across all levels of the integrated fleet, the joint force, and the inter-agency as accredited naval diplomats assigned to U.S. embassies, as the Navy's certified uniformed security cooperation professionals, and as the Navy's community of experts in political-military affairs, strategy, plans, and policy. FAOs are focused on delivering strategic and operational outcomes in foreign areas both alongside Allies & Partners and in adversarial countries. We are a lateral transfer only community, which accepts officers primarily from the URL communities after four 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) In-quota Guidance. The following paragraphs provide rank and YG specific information for officers considering lateral transfer/redesignation to foreign area officer (FAO):

(a) YGs 2020-2014. 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. The FAO community is in particular need of candidates with the desire to serve in the EUCOM, CENTCOM, and AFRICOM regions in YG 2014, the CENTCOM and SOUTHCOM regions in YGs 2015 to 2016, and AFRICOM in YG 2016.

(b) YGs 2013-2007. Applicants should already possess a regionally-focused master's degree and/or defense language proficiency test scores of 2/2 or higher in a foreign language. The FAO community is in particular need of candidates with relevant qualifications and the desire to be assigned to the CENTCOM or AFRICOM region in YGs 2008 - 2011, and in the SOUTHCOM region in YG 2010.

(3) Source Communities. Officers will be considered from any URL, IWL, RL or Staff designator with a minimum of four years of commissioned service (YCS).

(4) 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.

(5) 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.

(6) 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.

(7) Physical Fitness Assessment (PFA). Officers applying for lateral transfer into the FAO Community will provide their PFA information, to include their Body Composition Assessment (BCA) and Physical Readiness Test (PRT) results, from the Navy Physical Readiness Information Management System (PRIMS).

(8) Official Photograph. The full-length color photograph that all officers are required to have in their official military file, according to NAVADMIN 256/18 will be included in the application for lateral transfer.

(9) 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., NSA 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.

(10) 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 once the applications are received. Documentation of the interviews will be forwarded by the interviewers directly to the board as part of the FAO applicant's official package.

(11) POC: FAO OCM, (901) 874-3694/DSN 882.

k. Information Warfare Community. Lieutenant Commander applicants for 1820/1830/1840/1870/1880 with more than two years TIG should contact the IP, Intel, CWE, MSO, and MCWO OCM to discuss milestone and performance requirements. OCEANO, Intel, and MSO applicants must be eligible for TS/SCI or include a letter from a SSO indicating successful completion of an SCI pre-screening interview. IP, CW, CWE, and MCWO 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. Officers who apply for IP, CW, CWE, and MCWO who either fail to complete the Fleet Cyber Command SCI prescreen, or receive an "unfavorable" determination, are automatically ineligible for LATXFER to those communities. Fleet Cyber Command SCI prescreen letters will be accepted after the package due date, but must be completed, "favorable," and received by the gaining OCM prior to the board convening. All officers must be world-wide assignable and fit for full sea duty (MCWO is exempt from the sea duty requirement).

(1) Oceanography Officer - 1800

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

(b) Source Communities. Officers will be considered from any URL, IWL, RL or Staff communities.

(c) 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; waiverable to 345 (minimum 2.8 GPA, C in calculus series and B 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.

(d) 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.

(e) 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.

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

## (2) Cryptologic Warfare (CW) Officer – 1810

(a) 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, Information Operations, and limited 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.

(b) YG Guidance. CW is specifically looking for qualified ENS, LTJG's, LTs in all YG's except 21 & 22 for lateral transfer into the CW/1810 community.

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

(d) 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.

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

(f) Clearance Requirements. See para. 6, subpara. (k).

(g) POC: CW OCM, (901) 874-3123/DSN 882.

### (3) Information Professional (IP) Officer - 1820

(a) General Guidance. IP officers serve in 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.

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

(c) Source Communities. Officers will be considered from any URL, IWL, RL or Staff communities, 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 expected to redesignate in accordance with NAVADMIN 128/19.

(d) Clearance Requirements. See para. 6, subpara. (k).

(e) 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>

(f) 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.



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

(h) Point of contact: IP OCM: (901) 874-2846 DSN: 882.

#### (4) Intelligence Officer (INTEL) - 1830

(a) 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, Intelligence Officers will be assigned to a billet in their new designator within nine months of redesignation or at projected rotation date (whichever occurs earlier) IAW OPNAVINST 1210.5B to ensure adequate opportunity for 1830 career progression.

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

(c) 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. Officers must be worldwide assignable and meet all requirements for sea duty.

(d) 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.

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

#### (5) Cyber Warfare Engineer (CWE) – 1840

(a) 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 and Operating Systems (theory and 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.

(b) Year Group Guidance. CWE is specifically looking for qualified JOs in YG 20 through 22, YG 18, and qualified LCDRs in any YG. CDRs will be considered on a case by case basis. All Officers must complete the technical screening, interview, and security requirements outlined in para 6 and 7 below.

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

(d) 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>) 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.

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

(f) Technical Screening / Interview Requirements. All applicants **MUST** successfully pass a technical screening and interview with Navy Cyber Warfare Development Group and be recommended for CWE. This technical screening and interview must take place prior to submitting a lateral transfer application. The screening process can be started by emailing [CWE\\_accessions@us.navy.mil](mailto:CWE_accessions@us.navy.mil).

(g) Clearance Requirements. See para. 6, subpara. (k).

(h) POCs: CWE OCM, (901) 874-4049/DSN 882.

#### (6) Maritime Space Officer (MSO) - 1870

(a) General Guidance. MSOs are the Navy's space professionals, uniquely qualified to integrate naval and joint space capabilities into maritime plans and operations. MSOs leverage their skills, experience, and training in core positions in Fleet Maritime Operations Centers (MOCs), joint commands, the intelligence community, naval warfighting development centers, and staff positions to support operations, as well as man, train, and equip functions. MSOs are the Navy's subject matter experts on space integration. MSOs serve in diverse and challenging billets of increasing responsibility.

(b) Applicants will contact the MSO OCM prior to package submission.

(c) Source communities. Officers will be considered from any URL, IWL, RL and operational LDO communities. Must possess at least a baccalaureate degree, Officer Warfare designation, and six years commissioned service. Waivers will be granted for 5.5 years commissioned service or greater.

(d) Clearance requirement. See para. 6, subpara. (k).

(e) Degree requirements. No specific degree requirements. Applicants must include their undergraduate transcript in their package.

(f) Education and Technical Experience. A competitive MSO applicant has demonstrated superior performance in their losing community. In addition, they possess demonstrated operational experience, education, and/or training in space-related fields. This experience can vary, but some examples include (but not limited to) Space 100/200 series of training, Master's Degree or Certificate in Space Systems from NPS, tours with NRO, tours within an Aerospace Data facility, tours at USSPACECOM or other space-related positions. Contact the MSO OCM for clarification.

(g) Point of contact: MSO OCM: (901) 874-2793 DSN: 882.

#### (7) Maritime Cyber Warfare Officer (MCWO) – 1880

(a) General Guidance. Maritime Cyber Warfare Officers (MCWO) are experts in Cyberspace Operations (CSO) focused on both Offensive Cyberspace Operations (OCO) and Defensive Cyberspace Operations (DCO). MCWOs will conduct repeat operational and leadership tours within the Cyber Operation Force (COF) and Cyber Mission Force (CMF), including tours on National Mission Teams (NMTs), Cyber Combat Mission Teams (CMTs), Cyber Protection Teams (CPTs), and Cyber Support Teams (CSTs). Senior Control Grade MCWOs will have opportunities for O5 Command and Major Command, as well as senior staff positions at Fleet Cyber Command (FCC), Commander Tenth Fleet (C10F), Joint Force Head Quarters Cyber (JFHQ-C), Cyber Mission Force Pacific (CMFPAC), and US Cyber Command (USCC).

(b) Year Group Guidance. MCWO is specifically looking for qualified officers in YG 24 through 22 and YG 20 and senior. YG 25 and YG 21 will not be considered at this time due to high YG inventory.

(c) Source Communities. Officers will be considered from any URL, IWL, RL, Staff communities, and qualified LDOs.

(d) Degree/Requirements. MCWO will favor officers with Cyber education which is defined as a baccalaureate, master's or doctorate degree from an accredited institution, with a major field of study directly related to computer science, computer programming, information security and assurance, network administration, machine learning, cybersecurity law, cloud computing, internet security, data science, information technology, computer/digital forensics, computer engineering, software engineering, systems engineering, network operation, cyber

security, software, or information systems (other technical degrees equivalent to the above would also be considered). If an officer does not have a preferred degree, cyber training and experience in tours or work in disciplines related to computer science, cyber security, information technology, information systems, software and engineering or substantial, demonstrated technical ability in network security, penetration testing, systems administration, artificial intelligence, and/or machine learning. Joint Cyber Analysis Course, graduated from Computer Network Operator Qualification Course, or has experience at a Cyber Mission Team, Cyber Protection Team, or National Mission Team would be highly valued. Applicants must include ALL college transcripts with application. Additional consideration will be given to technical experience gained outside of formal educational institutions.

(e) Warfare Qualifications. All officers must be warfare qualified in their original Community. All applicants must be world-wide assignable.

(f) Clearance Requirements. Clearance Requirements. See para. 6, subpara. (k).

(g) POCs: MCWO OCM, (901) 874-4049/DSN 882.

#### 1. Medical Service Corps (MSC) Officer - 2300

(1) General Guidance. For this board, MSC will consider officers for the following sub-specialties: Aerospace and Operational Physiology, Radiation Health, Industrial Hygiene, and Health Care Administration. MSC will consider for other sub-specialties within the scientist and clinical tracks on a case-by-case basis and the needs of the MSC. Officers must be world-wide assignable.

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

#### (3) Degree/Requirements

(a) Aerospace and Operational Physiology Officers. Officers with significant military aviation experience (Naval Aviator, Naval Flight Officer, etc. with multiple operational flying tours) who have completed a bachelor's or master's degree in an applicable science (physiology, biology, kinesiology, biomedical engineering, human factors, human systems integration or other biological-based sciences) will be considered if required courses are completed. Required courses are human anatomy and physiology I, human anatomy and physiology II, biology (200 level), chemistry, (e.g., general, organic, biochemistry or inorganic), physics, college mathematics (e.g., college algebra, pre-calculus or above), and statistics. Officers must have a GPA of 3.0 or higher in undergraduate core (science and math) coursework. Experience as an instructor or teacher is highly desirable. Officers must meet aviation physical standards. The time served in Naval Aerospace and Operational Physiology training, which includes the Naval Aerospace and Operational Physiology Internship Program, is neutral with respect to incurring additional obligation or serving existing obligations.

(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. Preferred officers will have the above bachelor degree or 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 from an institution. Officers with a Bachelor of Science degree in toxicology, chemistry, biology, or environmental sciences may apply to complete the ABET-accredited Environmental and Occupational Health Sciences Master of Science degree at the Uniformed Services University of Health Sciences prior to commissioning as an Industrial Hygiene Officer. Applicants for this option must submit a Letter of Competitiveness with the Lateral Transfer package. Applicants that do not meet the above degree requirements may be considered on a case-by-case basis but must have the following academic coursework at a minimum: two academic years of chemistry to include inorganic and organic with laboratory, one year of biology with laboratory, 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. Documented field experience in industrial hygiene, certification by the Board of Global EHS Credentialing (BGC) or Board of Certified Safety Professionals (BCSP), as well as a doctoral degree in industrial hygiene or one of the above scientific disciplines are highly desirable for prospective candidates.

(d) Health Care Administration Officers. Officers preferably have a Bachelor's or Master's degree in Health Care Administration or Business Administration with a concentration in healthcare administration. Master's degree should be accredited through the Commission on Accreditation of Healthcare Management Education (see [www.cahme.org](http://www.cahme.org)), the association to Advance Collegiate Schools of Business (see [www.aacsb.edu](http://www.aacsb.edu)), or the Council on Education for public Health (see [www.ceph.org](http://www.ceph.org)). Officers with a bachelor's degree 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 as per current policy.

(4) Warfare Qualifications. Although not a requirement, warfare qualification is a factor in assessing suitability as a MSC officer.

(5) Clearance Requirements: Secret.

(6) Officers considering lateral transfer into the MSC must understand that their date of rank will be adjusted as per current policy.

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

m. 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. Applicants desiring redesignation to SC are strongly encouraged to contact the SC community manager prior to applying in order to discuss critical career milestone requirements. Successful applicants will be warfare qualified and will have demonstrated sustained superior performance in their parent community.

(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.

n. 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, IWL, 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.