POCR Process

The POCR process is the same for everyone. You'll receive a letter from BUPERS detailing what is required in your package. Most of your package is a matter of record - your transcripts, FITREPS, etc. The parts you have control over are your personal statement, TAD opportunities, and the letters of recommendation that you can get.

Personal Statement (PS): Think of the personal statement as your virtual job interview. Tell the board what you are looking for and why. Explain why you want to continue to serve and why you think you are a good fit for the designators you have listed.
For IP: Specifically, you need to address why you are interested in the IP community AND why you would be a good fit for the IP community. Talk about why your education/Navy experience/civilian experience/interests and hobbies are relevant to the IP community and would improve your ability to excel. This is your chance to convince the board that you are very excited about IP and that you are the best candidate to become an IP out of all the available POCR candidates.
For other communities: Best practice is to address at least your top three choices. At least briefly address the other communities aside from your top choice to give yourself the best chance at being retained and redesignated.
Letters of Recommendation (LOR): LORs are good from people you have worked for - COs, Bosses, Instructors, Professors, etc - someone who can talk about your abilities, work ethic, adaptability, etc. Get a letter from an IP if possible.

IP Community POCR Board requirements

NOTE: The most competitive candidates will:
- Contact the IP OCM to discuss eligibility and the community
- Place IP as either the number 1 or number 2 community preference

Sea Duty Eligibility Requirement: Applicants **MUST** be both sea duty deployable and available for worldwide assignment

SCI pre-screening Requirement
Applicants **MUST** complete a telephonic eligibility interview by contacting Fleet Cyber Command Security Directorate Field Office (CMCL: 850-452-6868) and informing the interviewer that the desired designator is 1820. Applicants shall provide the letter from the C10F Security Directorate as part of the package in order to be considered.

Packages without Favorable FCC SCI pre-screening memorandums **WILL NOT BE SELECTED**. Contact the OCM for any clarification.

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

POCR Package Best Practices

Well put-together packages consistently include the following items:

Proof of SCI pre-screening: Signed SCI pre-screening memo from the FLTCYBERCOM SSO

Education: Transcript and proof of APC from NPS. Progress/completion of Master's included if applicable

Personal Statement: Well-written PS addressing both interest and IP community fit.

LORs: LORs from IPs and/or from current/past supervisors (COs, XOs, DHs, Instructors, Professors, TAD Supervisors, etc)

Certifications: Proof of any certifications held (Security+, Network+, CISSP, etc) (not required)

Qualifications: Any completed watch/Warfare Qualifications. This includes any in-progress/completed IP/IWO qualifications.

Highly Desired Criteria

It is highly desirable for officers wishing to redesignate to IP to meet the following preferred criteria:

Preference and Contact: Best qualified POCRs will have contact the IP OCM prior to package submission and placed IP as either number 1 or number 2 in the POCR preference list.

Preferred Education: An undergraduate or graduate degree in computer science, information systems technology, cyber security, space systems operations or engineering, systems networking, operational analysis, electrical engineering, electronic warfare, or other STEM-related field. It is preferable for applicants without a Master's to show completion of a calculus sequence (Calculus I and II) and a calculus-based physics sequence with a C average or better to support APC requirements. (Applicants with non-STEM majors can still be competitive. Contact the OCM for clarification.)

Preferred Certification: Cybersecurity/networking certifications receive extra consideration, but are not required. Contact the OCM to discuss.

Preferred Experience: Prior experience in IP-related jobs, activities, or fields. Examples include: ship/sub COMMO, electronics maintenance DIVO, computer/network helpdesk job as a civilian,

computer/network building or programming hobby activities). (Applicants without the preferred experience <u>can still be competitive</u>. Contact the OCM for clarification).

<u>Personal Statement</u>: Well-written PS addressing both interest and IP community fit. Prior IP related experience (ie: COMMO, CSO, Submarine COMMS Divo/DH, etc) receives extra consideration when called out here to address community fit.

<u>Qualifications</u>: Completed/partially completed IP BQ/IWO qualifications in addition to source community warfare qualification.

<u>LORs</u>: LORs from IPs (LCDR and above if possible) and current/past supervisors