

IP Officer Community Manager (OCM)
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Information Professional OCS Guidance for COs, DIVOs, and Interviewers

IP Program Authorization (108D)

All IP OCS applicants must read and understand the IP Program Authorization (PA) in its entirety. The PA is guiding document for the OCS selection board and lays out the regulations and requirements for any personnel apply for IP OCS selection.

The PA stipulates the following requirements (and waiver criterion):

Age: At least 18 and less 42 AT TIME OF COMMISSIONING

GPA: 2.8 or greater (waiverable)

Physical: Must maintain eligibility for sea duty and worldwide assignment

OAR: 50 (waiverable to 45)

Clearance: Candidates MUST meet the DNI ICD 704 eligibility standards for access to SCI.

Applicants with close and continuing contact to personnel in Medium and High risk countries as defined by ICD 704 WILL NOT BE ELIGIBLE. Please contact the CNRC if there are questions as to whether a candidate's foreign contacts make them ineligible. Clearance requirements are not waiverable.

Applicants requiring multiple waivers WILL NOT BE COMPETITIVE

IP OCS Package Statistics and Competitiveness

The IP OCS Selection Board analyzes packages for superior candidates via a “whole person” concept. A less competitive element can be balanced out by a more competitive element (i.e., a lower GPA can be offset by superior Fleet performance or Letters of Recommendation). The best practices for each element are divided into competitiveness categories. Due to the whole person concept, a “less competitive” element in one area doesn't mean a package is non-competitive. Fleet applicants supervisors/mentors should look through the whole package and ensure most elements align with the “competitive” or “most competitive” categories. The statistics for individual package elements across FY20 boards and best practices are listed in the IP OCS Package Guidance and Statistics.

IP OCS Element Mentorship

The following guidelines (per element) will help improve your Sailor's competitiveness at the board:

Waivers: If the Sailor requires multiple waivers (example: OAR waiver and GPA waiver), they WILL NOT be competitive. Don't submit this Sailor's package until they correct one of the

elements requiring a waiver. One waiver can be overcome, but two waivers ensures the package will be non-competitive (and usually results in the waivers not being granted).

OAR: Have your Sailor take the OAR until they get a 50. Waivers are accepted in exceptional cases down to 45, but anything under 50 degrades package competitiveness and needs to be overcome somewhere else. Packages below 45 are NOT competitive. Sailors that take the OAR once and need a waiver should be encouraged to take it again instead of applying for a waiver.

Degree/Major: Encourage your Sailor to get one of the following degrees: Information Systems/Technology (including other computer networking related fields), Cyber Security/Operations, Electrical/Computer Engineering, Computer Science, Systems Engineering. Any STEM degree is also competitive, but degrees in relevant subject matter are preferred. Non-STEM degree holders are also selected, but their packages are less competitive for this factor.

Calculus/Physics: Encourage your Sailor to complete Calc I, Calc II, Physics I, and Physics II as part of their degree. Degrees without Calc and Physics courses are less competitive.

Evals: Submit enough Evals to cover multiple commands if possible (i.e., through the Detach eval, first new command eval, mid tour evals, Detach eval cycle). DO NOT submit a full career of evals – only relatively recent ones are desired. Three is the minimum from the PA, but it can be waived if a candidate is exceptional.

EIWS pin: Finish before applying. The board notices if the Sailor is at a command where the EIWS pin can be earned and it hasn't been earned yet.

Certifications: Certifications are not a requirement, but are encouraged. Demonstrating proven technical knowledge improves a package's competitiveness and can help overcome less competitive elements. Encourage your Sailor to complete technical certifications prior to package submission. Examples include, but are not limited to, CISSP, GSLC, CEH, CCNA, Security+, and Network+.

Clearance: Sailors should submit their SF-86 with their package and have the SSO write their current clearance into the appropriate section of their package. It is important for the board to know what the applicant's current clearance level is. Contact the OCM with any potential clearance-related questions.

Personal Statement (PS): Ensure your Sailor submits a well-written PS describing why the applicant is interested in the IP community and what factors in their experience/background (i.e., education/certifications, work, interests/hobbies, etc.) would make them an excellent IP. If the Sailor is applying for multiple IWC designators, their statement should at least briefly address each one.

Letters of Recommendation (LORs): LORs from IPs are best, but are not required. The board is looking to see that the LOR from whichever designator indicates they would be a good IP and are endorsed as such (an endorsement saying they would be a great officer in general is taken into account, but one specifying they would be a great IP is more competitive). Have the Letters

of Recommendation address the IP community and/or address the candidate's observed leadership and technical expertise. Multiple LORs from personnel with direct experience with the Sailor are preferred (COs, XOs, DHs, DIVOs, etc).

Interview Appraisal Guidance

The board looks to the interview appraisals to help determine the applicant's potential in specific communities from senior officers from those communities. As such, the most helpful information from the appraisal focuses on the applicant's communication, leadership experience/potential, and technical ability/expertise. Comments on the applicant's appearance, attitude, etc. that aren't directly relevant to their potential to be a future Officer are less helpful to the board.

Preferred appraisal information: For IPs, the most preferred appraisals come from IPs and include a discussion of the applicant's leadership, the applicant's technical ability/expertise, and a specific recommend of the applicant for IP. The exact same list of items from interviewers of other designators is also helpful to the board for selecting IPs.

The following appraisal types degrade package competitiveness:

Appraisals that don't discuss the candidate's technical ability/expertise or leadership abilities.

Appraisals that only recommend the applicant become an Officer without any designator discussion.

Appraisals from an IP that don't recommend the applicant specifically for IP.

IP OCS Questions

All non-waiver IP OCS questions can be directed to the IP OCM. Contact info can be found at the top of this document or on the IP OCM Webpage.

Any waiver questions MUST be submitted to ocsquestions@navy.mil.