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# Information Professional (IP) OCS Package Guidance and Statistics

## 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.

## 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.\*\*\*

## IP OCS Package Guidance and Statistics (FY20)

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 statistics for individual package elements across FY20 boards and best practices are listed below. 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**. Applicants and mentors should look through the whole package and ensure most elements align with the “competitive” or “most competitive” categories.

### OAR

PA Requirement: 50 (waiverable to 45)

FY20 Selection Statistics: 55 average overall. Board Averages: 56/54/56

Most competitive: 55 or above

Competitive: 50 - 54

Less competitive: Below 50

Non-competitive: Anything below 45. Re-take the OAR if below 45.

### GPA

PA Requirement: 2.8 (waiverable)

FY20 Selection Statistics: 3.4 average overall. Board Averages: 3.3, 3.5, 3.4

Most competitive: 3.2 or above

Competitive: 2.9 – 3.1

Less competitive: Anything below 2.8

NOTE: GPA stats are skewed by the inclusion of applicants with Master's degrees, which generally have higher GPAs. GPAs at 3.0 or above generally are competitive.

### **Degree/Major**

FY20 Selection Statistics: 65% STEM average overall. Board Averages: 63%, 72%, 61%

Most competitive: Information Systems/Technology (including other computer networking related fields), Cyber Security/Operations, Electrical/Computer Engineering, Computer Science, Systems Engineering

Competitive: Any STEM degree

Less competitive: Non-STEM degrees

NOTE: Completing a Master's does not necessarily increase or decrease a package's competitiveness. Master's are also analyzed by degree type as per the above guidance.

### **Calculus/Physics**

Most competitive: Completion of a calculus sequence (calculus I and II) and a calculus-based physics sequence (physics I and II) with an A or B grade average

Competitive: Completion of a calculus sequence and a calculus-based physics sequence with a C grade average

Less competitive: No calculus/physics or D/F grades in calculus/physics courses

NOTE: Degree type and course re-takes are taken into consideration by the board.

### **Civilian Work Experience**

Most competitive: Work in fields related to cyber security, network operations, or communications

Competitive: Work in Engineering or other STEM related fields

Less competitive: Work in non-STEM fields

NOTE: It is understood that recent college graduates will likely have limited experience.

Internships and intra-college work is accounted for. In addition, IT-related functions of non-STEM field work can be accounted for if described in the Personal Statement.

### **Military Work Experience (Evals)**

PA Requirement: Three most recent observed evals (waiverable)

Most competitive: EP (in traffic) Sailor

Competitive: MP Sailor

Less competitive: P Sailor

NOTE: The board accounts for changes in duty station and rank when analyzing evals by looking at trends in a Sailors evals across commands. Submitting more than the required three evals is helpful (if possible).

### **Certifications**

Most competitive: CISSP, GIAC, GSLC, CISM, CEH, CCNA, Security+, Network+, A+, GISF and other professional networking or cyber security certifications.

Competitive: No certification

### **Leadership**

Most competitive: A quantifiable record of leadership, management, or supervisory experience in academia, civilian and/or military organizations

Competitive: Low level or peer leadership experience

Less competitive: No record of leadership

### **Clearance**

PA Requirement: Candidates must meet the Director of National Intelligence (DNI) Intelligence Community Directive (ICD) 704 eligibility standards for access to Sensitive Compartmented Information.

Non-competitive: Applicants with close and continuing contact with personnel in Medium and High threat countries (defined as per the ICD 704) will not be eligible.

NOTE: Fleet applicants should submit their SF-86 with their package and have the SSO write their current clearance into the appropriate section of their package. Contact the OCM with any potential clearance-related questions.

### **Personal Statement (PS)**

Most competitive: 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

Competitive: A well-written PS describing why the applicant is interested in the IP community

Less competitive: Poorly written PS or a PS that doesn't discuss the IP community

NOTE: Applicant statements only discussing why they want to be an officer and not specifying why they want a particular designator are not particularly helpful for board members.

### **Interviews Appraisals (not required for Civilians)**

Most competitive: Appraisals from IPs that discuss the applicant's leadership, discuss the applicant's technical ability/expertise, and that specifically recommend the applicant for IP

Competitive: Appraisals that discuss the applicant's leadership, discuss the applicant's technical ability/expertise, and that specifically recommend the applicant for IP

Less competitive: 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.

### **Letters of Recommendation (LORs)**

Most competitive: LORs from IPs specifically recommending the applicant for IP

Competitive: LORs from supervisors specifically recommending the applicant for IP

Less competitive: LORs that only recommend the applicant become an Officer without any designator discussion

Non-competitive: No LORs or LORs only from family members/friends

NOTE: Supervisors include past employers, current employers, professors, and coaches. Anyone who has supervised the applicant's work for a significant period can have helpful input.

### **General Guidance and Best Practices**

- Have another person proofread your package to eliminate basic errors, grammatical mistakes, and other low-level items to ensure the board doesn't downgrade for lack of attention to detail

- Ensure the Personal Statement specifically addresses joining the IP community. If you are applying for multiple IWC designators, have your statement at least briefly address each one.
- If your OAR is below 50: Retake the OAR until you meet the minimum of 50 or complete the maximum numbers of attempts.
- Certifications are not a requirement, but are encouraged. Demonstrating proven technical knowledge improves a package's competitiveness and can help overcome less competitive elements.
- If you have an ADJUDICATED clearance, ensure your package has an SSO-validated note indicating it. Any clearance status besides Adjudicated isn't relevant for the board.
- If possible, have the Letters of Recommendation address the IP community and/or address the candidate's observed leadership and technical expertise
- 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.