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# Information Professional (IP) OCS Guidance for Recruiters

## IP Program Authorization (108D) and Waivers

All IP OCS applicants must read and understand the IP Program Authorization (PA) in its entirety. The PA is the guiding document for the OCS selection board and lays out the regulations and requirements for any personnel applying 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 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 OAR or Letters of Recommendation). Due to the "whole person" concept, a less competitive element in one area doesn't mean a package is non-competitive.

## IP OCS Elements

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

Waivers: If the applicant requires multiple waivers (example: OAR waiver and GPA waiver), they WILL NOT be competitive. Don't submit this applicant'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: FY20 OAR average for professionally recommended packages was 55. It is recommended that recruits take the ASTB until they get at least 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 eligible and NOT competitive.

GPA: FY20 GPA average for professionally recommended packages was 3.4. The most competitive packages have a GPA of 3.0 or above, particularly if the recruit is in one of the preferred majors below and has completed a calculus and physics sequence.

Degree/Major: The most competitive degrees/majors are as follows: 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. Applicants without STEM degrees are routinely selected, but other factors in their application need to be more competitive to compensate.

Calculus/Physics: Competitive recruits have completed Calc I, Calc II, Physics I, and Physics II as part of their degree. The most competitive recruits have completed the calculus and physics sequence with a C or above average in those four courses. Degrees without Calc and Physics courses are less competitive. Applicants without calculus and physics sequences are routinely selected, but other factors in their application need to be more competitive to compensate.

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. Examples include, but are not limited to, CISSP, GSLC, CEH, CCNA, Security+, and Network+.

Personal Statement (PS): Ensure the recruit 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 recruit is applying for multiple IWC designators, their statement should at least briefly address each one.

Letters of Recommendation (LORs): LORs from employers are best, but are not required. If possible, have the LORs address the IP community and/or address the recruit's observed leadership and technical expertise. Multiple LORs from personnel with direct supervisory experience with the recruit are preferred (Employer, Professor, Coach, etc). LORs from family and friends are less helpful to the board.