Maritime Cyber Warfare Officer Selection Panel Information

1. Key Discriminators

- Competitive candidates demonstrated proven and sustained superior performance particularly in career benchmarks such as command or milestone when applicable.

- Competitive candidates documented formal education in fields directly related to cyber, such as computer science and information systems, security and technology. Naval Post-Graduate School and accredited civilian certificates related to cyber were also considered favorably in conjunction with or in lieu of formal education.

- Competitive candidates captured cyber training and experience during civilian and/or military careers. Both enlisted and officer cyber experience, cyber training courses, cyber AQDs and NECs, and technical proficiency were favorably considered, especially when performed as part of the Cyber Mission Force.

2. Additional Selection Panel Information

- Although lack of completed packages and due diligence on administrative details was not a key discriminator, it was a distractor. Despite many packages being incomplete, all packages were reviewed and considered.
- Letters of Recommendation were helpful in providing a complete picture of each of the applicants.
- Several of the applicants were eligible for Cyber AQDs but did not have them in their records or applications.

3. Select Statistics/Billet information

195 of 294 (66.3%) MCWO billets are being sourced from 1810
55 of 294 (18.7%) MCWO billets are being sourced from 1820
30 of 294 (10.2%) MCWO billets are being sourced from 7840
9 of 294 (3.1%) MCWO billets are being sourced from 7820
5 of 294 (1.7%) MCWO billets are being sourced from 1850

78 of 115 (67.8%) recommended for selection are 1810
29 of 115 (25.2%) recommended for selection are 1820
3 of 115 (2.6%) recommended for selection are 1830
2 of 115 (1.7%) recommended for selection are 1840
3 of 115 (2.6%) recommended for selection are 6820
0 of 115 (0.0%) recommended for selection are 6810

4 of 115 (3.5%) recommended for selection are CAPT

11 of 115 (9.6%) recommended for selection are CDR (1 CAPT (Sel))
34 of 115 (29.6%) recommended for selection are LCDR (6 CDR (Sel))
41 of 115 (35.7%) recommended for selection are LT (8 LCDR (Sel))
22 of 115 (19.1%) recommended for selection are LTJG
3 of 115 (2.6%) recommended for selection are ENS

115 of 115 (100%) recommended for selection had Information Warfare Office Qualification
105 of 115 (91.3%) recommended for selection had completed a preferred cyber related degree
9 of 115 (7.8%) recommended for selection completed a STEM non-cyber related degree
1 of 115 (0.9%) recommended for selection did not complete a preferred cyber or STEM degree