

Program Authorization: Officer candidate indoctrination and training for appointment on active duty as an ensign, U.S. Navy, designator 1180 (training – SEAL) or Reserve duty as an ensign, U.S. Navy, designator 1135.

Active Component (AC): Officer candidate indoctrination and training for Active Duty appointment as ensign, 1180 (training-SEAL). Special Warfare Officer Community Manager (BUPERS-311D) is the AC SEAL Officer Community Manager (OCM).

Reserve Component (RC): Special warfare officer (designator 1135), RC direct commissioning officer (DCO) program. Unrestricted Line Reserve Component Officer Community Manager (BUPERS-351K) serves as the RC SEAL OCM.

1. Program Authority: Title 10 U.S. Code Sections 531, 532 and 12201 to 12209.
2. Cancellation: Program Authorization 100D of April 2019.
3. Quota: As prescribed by the Deputy Chief of Naval Operations (Manpower, Personnel, Training and Education) (DCNO N1).
4. Qualifications
 - a. Citizenship: Applicants must be citizens of the United States.
 - b. Age:
 - (1) Civilian and AC. Applicants must be at least 19 years old and not have passed their 42nd birthday at the time of commissioning.
 - (2) RC. Must be at least 25 years old and not have passed their 42nd birthday at the time of commissioning.
 - c. Education:
 - (1) Civilian and AC: Applicants must have a baccalaureate degree from a regionally accredited institution. Candidates may apply in the academic year preceding their graduation year. Applicants that are selected by the SEAL Officer Selection Panel will not receive a contract to Officer Candidate School (OCS) until they provide a copy of their baccalaureate degrees to Commander, Navy Recruiting Command (CNRC).
 - (2) RC. Applicants must have a baccalaureate degree from a regionally accredited institution.
 - d. Physical: In accordance with the Manual of the Medical Department, Chapter 15, Articles 15-102 and 15-105 and as detailed in Medical Standards for Appointment, Enlistment, Or Induction in the Military Services, DoD Instruction 6130.03 of 6 May 2018. In addition to the previous medical requirements, Chief, Bureau of Medicine and Surgery (BUMED M3B3)

must review a Report of Medical Exam, DD 2808, and Report of Medical History, DD 2807. During this review, BUMED M3B3 will determine whether the individual is medically eligible. If eligible, a letter to the originator will be generated stating that the individual is physically qualified for “special operations and diving” duty.

e. Designator:

(1) AC: Designator 1180 applicants who carry the O26A or O23A Navy enlisted classification (NEC) must not have begun their Leading Petty Officer (LPO) milestone. Waivers will be routed through the NSW Enlisted Community Manager (BUPERS-324) and approved by OPNAV N137 as outlined in subparagraph 5.c.(1).

(2) RC: Designator 1135 DCO applicants must carry the O26A or O23A NEC.

f. Duty Preference: Not applicable.

g. Program Specific Requirements:

(1) Officer Data Card. Template will be sent to applicants after the SEAL OCM receives all other package items. Card should be returned to the SEAL OCM in Excel format. An example Officer Data Card can be found on the SEAL OCM webpage at <https://www.public.navy.mil/bupers-npc/officer/communitymanagers/active/Unrestricted/nsw/Pages/default.aspx>

(2) Physical Screening Test. Applicants must be able to pass a physical screening test (PST) in line with SEAL/EOD/SWCC/DIVER/AIRR Physical Screening Testing Standards and Procedures, MILPERSMAN 1220-410.

(3) Selection:

(a) Civilian and AC: Applicants that desire to become SEAL officers must be selected by the SEAL Officer Selection Panel and provide current contact information to the SEAL OCM office. AC applicants that do not hold the NECs O26A, O23A or O52A must attend SEAL Officer Assessment and Selection (SOAS). If they are unable to attend due to operational commitments, applicants must conduct an interview with SOAS staff members. AC applicants previously disenrolled from Basic Underwater Demolition/SEAL Training through a voluntary drop on request are not eligible to attend SOAS. All civilian applicants must attend SOAS to be considered by the selection panel, unless specifically approved for consideration by the NSW Program Manager, OPNAV N137. AC applicants must submit their SEAL officer application to CNRC in line with OPNAVINST 1420.1B (Chapter 4). Civilian applicants must submit their package to CNRC via their officer recruiter. All applicants must also submit the following package components to the SEAL OCM office for consideration at the SEAL Officer Selection Panel:

1. Officer Data Card as defined in subparagraph 4.g.(1).

2. PST as defined in paragraph 4d(2).

3. Resume. There is no specific format for the resume. It should include at a minimum education, employment history, sports involvement, volunteer activities and qualifications.

4. Official college transcript.

5. No more than two letters of recommendation.

6. Physical Qualification Letter (N33).

7. SOAS Medical Screening Form (provided by the OCM).

8. DD Form 2807-2 Medical History Form.

(b) RC. Designator 1135 DCO applicants must be selected by the SEAL Officer Selection Panel and provide current contact information to the SEAL OCM. Applicants must submit their package via CNRC and the SEAL OCM office to include the following documents:

1. Officer Data Card as defined in subparagraph 4.g.(1).

2. PST as defined in subparagraph 4.d.(2).

3. Resume. There is no specific format for the resume. It should include at a minimum education, employment history, sports involvement, volunteer activities and qualifications.

4. Official college transcript.

5. Copy of all AC and RC evaluations.

6. Copy of performance summary report and enlisted service record.

7. SEAL Team 17 or 18 Commanding Officer endorsement.

8. Three Interviewer's Appraisal Sheets, NAVCRUIT 1131/5, completed and filled out by SEAL officers at the rank of O-4 and above.

9. No more than two letters of recommendation.

(c) CNRC will forward all AC and RC SEAL officer applications to the SEAL OCM. Applicants will then be considered and selected by the SEAL Officer Selection Panel. The SEAL Officer Selection Panel will provide CNRC with a recommendation of select officer candidate for final approval.

5. Waivers: In exceptional cases where the applicant does not meet all of the qualifications a waiver may be authorized.

a. Application Contents: If the applicant is found to have a disqualifying medical condition, a recommendation for or against a waiver will be generated by BUMED M3B3.

b. Routing:

(1) Non-medical: Waiver requests will be processed by BUPERS-311D.

(2) Medical: BUMED M3B3 will route all recommendations for waivers to BUPERS-311D.

c. Approval Authority:

(1) Non-Medical: OPNAV N137.

(2) Medical: OPNAV N137.

d. Notifying the Applicant:

(1) Non-Medical: BUPERS-311D.

(2) Medical: CNRC.

6. Accession Source

a. AC:

(1) Civilians.

(2) Enlisted personnel of AC Navy or Navy Reserve.

(3) Enlisted personnel of other armed services with an approved inter-service transfer or conditional release.

b. RC: Enlisted Navy reservists (Selected Reserve (SELRES) or Individual Ready Reserve (IRR)) carrying NECs O26A or O23A. SELRES on extended or recall orders (mobilization, 1-3 year recall, or active duty for special work) may apply, but must complete their active-duty obligation under current orders before being commissioned.

7. Indoctrination

a. Civilian and AC: Selectees will attend OCS at Officer Training Command (OTC) in Newport, RI. Following commissioning, officers will be assigned to Naval Special Warfare Basic Training Command (NSWBTC). NSWBTC will assess the training requirements for

former enlisted personnel holding NECs O26A or O23A. At a minimum, these officers will attend NSW Junior Officer Training Course (JOTC) as soon as course openings allow.

b. RC: Selectees must attend DCO accession training at OTC in Newport, RI. Following commissioning, officers will be assigned to NSWBTC. NSWBTC will assess the training requirements for these officers. At a minimum, these officers will attend NSW Junior Officer Training Course (JOTC) as soon as course openings allow.

8. Enlistment: Civilians and enlisted applicants in the paygrades of E-4 or below, who are selected for this program are designated an officer candidate and advanced to the paygrade of E-5 upon reporting to OTC. Enlisted applicants in the paygrades of E-5 and above are designated officer candidates in their present paygrades.

9. Constructive Entry Credit: Not applicable.

10. Appointment

a. AC: Candidates will be commissioned as an ensign, U.S. Navy, training-SEAL (designator 1180).

b. RC: Candidates will be commissioned as an ensign, U.S. Navy Reserve, NSW officer (designator 1135).

11. Service Obligation

a. AC: Officers will incur a 4-year Active-Duty obligation from date of graduation from SEAL Qualification Training and redesignation as an 1130, SEAL officer. The balance of service, sufficient to complete 8 years of total obligated service may be served in a Ready Reserve status.

b. RC: Officers incur a 3-year SELRES obligation followed by a 5-year IRR obligation for a total 8-year obligation. The obligation commences upon commissioning. Initial assignment will be with SEAL Team 17 or 18. Officers must maintain eligibility for mobilization and worldwide assignment.

12. Pay and Allowances: Upon commencing OCS, Selectees will receive pay and benefits based on paygrade outlined in paragraph 7.

Approved: 

J. T. JABLON
Rear Admiral, U.S. Navy
Director, Military Personnel Plans and Policy (OPNAV N13)

Date: 15 Sep 2020