

Program Authorization: The Surface Warfare Officer (SWO) to Engineering Duty Officer (EDO) Tailored Community Transition (TCT) pilot program provides a pathway for SWO to lateral transfer to the EDO community, following successful completion of their SWO Department Head (DH) tours. The EDO Community Manager (OCM) (BUPERS-314) is the program manager. If selected for the program, the additional qualification designator of “801” will be awarded to designate the officer as an EDO in training. Selected officers will transition to the EDO community after successfully completing their second SWO DH or single longer tour. This pilot program will be evaluated no later than two years after date of signature and a recommendation made to renew, change or sunset.

1. Program Authority. OPNAVINST 1210.5B.
2. Cancellation. This pilot program expires two years from date of signature.
3. Quota. The SWO OCM, in coordination with the EDO OCM, will establish the number of available EDO TCT quotas for each year group for each application cycle. The number of quotas will be a subset of the total quotas for the EDO community found in the Active Component (AC) accession plan for that year.

4. Qualifications

- a. Citizenship: Applicants must be United States citizens.
- b. Age: No restrictions.
- c. Education

(1) All applicants must have completed a baccalaureate degree in engineering or physical science from an accreditation board for engineering and technology or regionally accredited college or university. Approved bachelor’s degree fields of study (subject to a curriculum review) are engineering (aeronautical/aerospace/ astronautical, architectural, bio/biological/biomedical, chemical, civil, computer, cybersecurity, electrical, general, industrial, marine, materials, mechanical, nuclear, ocean, optical, power, systems, and software); chemistry; computer science; engineering mechanics; ceramics, metallurgical, polymers or materials science/engineering; mathematics and physics. Excluded bachelor’s degree fields are engineering technology and engineering management degrees.

(2) Minimum requirements include an overall grade point average of 2.7 on a 4.0 scale, a “C+” average in a calculus series, and a “C+” average in a calculus-based physics series.

(3) A master of science degree or higher in engineering or physical science from an accredited college or university supersedes the baccalaureate requirement.

(4) During their division officer shore tour and before department head tours, the selected candidates for the SWO-EDO TCT program are required to complete a master’s degree in a technical major approved by the Engineering Duty (ED) community. Normally, this master’s

degree will be obtained by attending Naval Postgraduate School (NPS) utilizing the SWO community quota. Note: If a SWO-EDO TCT candidate officer requests and is approved to attend the Naval construction/engineering program at the Massachusetts Institute of Technology (MIT), an ED community quota will be used. SWO-EDO TCT candidates will be restricted to MIT's 2-year program in Naval construction/engineering that leads to the 5100P subspecialty code. SWO-EDO TCT candidates are ineligible for the 3-year program that leads to the 5100N subspecialty code.

- d. Physical: Must meet the physical fitness weight and/or percentage of body fat standards.
- e. Duty Preference: Not applicable.

f. Program Specific Requirements: Officers applying for SWO-EDO TCT will submit an application to the ED OCM, which meets the qualification requirements of this PA. The application format can be found at: <https://www.mynavyhr.navy.mil/Career-Management/Boards/Administrative/Transfer-Redesignation/>. Undergraduate/graduate education transcripts, performance summary report, any relevant qualifications or certifications, and/or letters of recommendation should also be included.

5. Waivers: In cases where the applicant does not meet all the qualifications, but otherwise has an exceptional record or proven skillset required by the EDO community, a waiver may be authorized in limited numbers. The waiver process is as follows.

- a. Application Contents: A formal request to Director, Military Community Management (BUPERS-3) via the ED OCM requesting any qualification waivers.
- b. Routing: Requests submitted to BUPERS-3 via applicant chain of command and the ED OCM.
- c. Approval Authority: BUPERS-3.
- d. Notifying the Applicant: ED OCM will notify the applicant.

6. Accession Source. SWO AC Officers.

7. Indoctrination. Not applicable.

8. Enlistment. Not applicable.

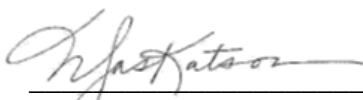
9. Constructive Entry Credit. Not applicable.

10. Appointment. Selectees will be assigned the applicable EDO in training AQD (801). SWO-EDO TCT selects will receive a memo from PERS-41, which will be filed in their official record.

- a. Following the annual SWO Department Head (DH) screening board, PERS-41 will advertise the opportunity to apply for SWO-EDO TCT to all successfully screened officers.

- b. Officers applying for SWO-EDO TCT will submit an application to the ED OCM.
- c. SWO and EDO community representatives will approve all officers selected for SWO-EDO TCT. SWO-EDO TCT officers will be eligible to receive the SWO DH bonus in accordance with NAVADMIN 206/16.
- d. Upon selection for SWO-EDO TCT, officers will be detailed to NPS or MIT, following their at-sea assignment, to complete ED-approved engineering master's degree and receive required subspecialty code.
- e. Following graduate education, SWO-EDO TCT officers will complete SWO DH training requirements and be subsequently detailed to a SWO DH billet(s). Normally, a total of 36 months or less will be served as a SWO DH.
- f. SWO-EDO TCT officers will automatically redesignate to 1460 upon successful completion of their SWO DH tour(s) and a favorable record review screening by the ED OCM (including the successful completion of graduate education and award of subspecialty code). They will be assigned by the EDO new accessions detailer to their next assignment at their normal projected rotation date. Designation as 1460 will be without board action in accordance with OPNAVINST 1210.5B.
- g. Officers who no longer desire to execute redesignation to 1460 may submit a letter to the SWO OCM (BUPERS-311) via the ED OCM (BUPERS-314) stating their desire to remain a SWO. The letter must be endorsed by the officer's commanding officer. Both OCMs, SWO and EDO, must approve the request. If the request is approved, the officer will remain a SWO.

11. Service Obligation. Upon redesignation to 1460, officers incur an active duty obligation of two years from date of designator change to be served concurrently with any other obligations.

Approved: 
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Director, Military Personnel
Plans and Policy (N13) Acting

Date: 7 May 2024