

Program Authorization: Officer Development School (ODS) indoctrination and training for lateral entry appointment on active duty as an engineering duty (ED) officer. The program commissions the candidate based on a review of background, education, qualifications and experience. Determination of rank will be made by Commander, Naval Sea Systems Command (COMNAVSEA). Engineering Duty Distribution Branch (BUPERS-314C) is the officer community manager (OCM).

1. Program Authority: Title 10 U.S. Code sections 531, 532 and 8137.
2. Cancellation: Program Authorization 101, April 2019.
3. Quota: As prescribed by the Deputy Chief of Naval Operations for Personnel, Manpower, and Training, N1.
4. Qualifications
 - a. Citizenship: Applicants must be United States citizens.
 - b. Age: Applicants must be at least 22 years of age and must be commissioned before age 54.
 - c. Education

(1) Must possess a Bachelor of Science degree in an approved field of study. Approved fields of study are naval architecture, engineering (mechanical, electrical, industrial, aerospace, civil, chemical, ocean, marine, materials and environmental), physics, chemistry, computer science, metallurgical, ceramics, polymers science and/or engineering, mathematics, operations research and systems engineering (a degree in systems engineering is subject to a curriculum review by COMNAVSEA, ED Plans and Policies (NAVSEA 00T1)). Specifically excluded are engineering technology and engineering management degrees.

(2) Other degrees may be accepted by the ED OCM if the content and rigor of course curriculum is consistent with the approved fields of study.

(3) Must possess an advanced technical degree, either a Master of Science or Doctorate, in one of the approved fields of study listed in subparagraph 4c(1). A Master of Business Administration may be accepted in lieu of an advanced technical degree, but a waiver must be submitted and approved (see paragraph 5). At the lieutenant (O-3) level, a professional engineering license may be accepted in lieu of an advanced technical degree.

(4) Under special circumstances, such as a preponderance of experience in a specific need area, the education requirements may be relaxed or waived. The candidate must provide mitigating details with their request.

d. Physical: In line with Manual of the Medical Department, Chapter 15, selectees must maintain eligibility for sea duty and worldwide assignment. The candidates must meet the

physical fitness weight and/or percentage of body fat standards at the time of application and at time of commissioning.

e. Duty Preference: Not applicable.

f. Program Specific Requirements: Work experience will be a major consideration in determination of rank.

(1) Technical Skills and Abilities

(a) As a minimum, approximately 5 years of previous experience as a naval engineer, naval architect, systems engineer, mechanical engineer, nuclear engineer or other engineering discipline, is required. Experience with ships and/or ship systems, even if not titled as “engineering,” will be considered. Acquisition experience in the fields of production quality management, manufacturing and production, engineering, test & evaluation and program management is desirable.

(b) Civilian work experience must be validated with curriculum vitae and at least three references.

(c) Military work experience must be validated with submission of applicant’s service record to include all performance evaluations, positions held and military training/education completed.

(d) Specific work experience related to need will be reflected in the quotas available. COMNAVSEA, with guidance from NAVSEA 00T1 and the ED OCM, will determine the area of need.

(2) Application Process

(a) ODS applicants should submit an Officer package through their recruiters. EDO/1460 must be listed as a desired community and designator. All applicants shall verify they are eligible prior to submitting a package. Upon submission, packages are received by Commander, Navy Recruiting Command (CNRC) and provided to the ED OCM.

(b) The ED OCM will conduct a professional review of all received officer packages to ensure they are eligible and qualified for commissioning and meet basic ED community requirements. Packages for qualified applicants are forwarded to NAVSEA 00T1 for final selection by COMNAVSEA. Applicants whose packages do not meet standards for commissioning will be designated as non-selects. The ED OCM will make reports of non-selects back to CNRC.

(c) COMNAVSEA, NAVSEA 00T1, the ED OCM, or a designated representative, will conduct an interview for those qualified applicants. Other interviews may be assigned by COMNAVSEA. One of the interviews must be conducted in person. Applicants must be of

good moral character and of unquestioned loyalty to the United States as determined by interview and investigation.

(d) Applicants must disclose any potentially disqualifying adverse matters. Disqualifying adverse matters may include, but are not limited to, misdemeanor or felony conviction in either civil or military court, a history of personal financial difficulties or excessive numbers of traffic or other legal violations.

(e) Security Clearance: Applicants must submit a Personnel Security Questionnaire, SF 86, and be eligible for a Secret clearance.

5. Waivers: In cases where the applicant does not meet all of the qualifications, but otherwise has an exceptional record or proven skillset required by the Navy, a waiver may be authorized in limited numbers. If a waiver is requested, then follow the steps below prior to the convening of the selection board.

a. Application Contents: Letter addressed to Director, Military Community Management (BUPERS-3) via the ED OCM requesting any waivers.

b. Routing: Route formal requests to the ED OCM.

c. Approval Authority: BUPERS-3.

d. Notifying the Applicant: ED OCM will notify the applicant.

6. Accession Source

a. Civilians.

b. Selected Reservists (SELRES). If accepted for lateral entry, a SELRES officer must resign his or her reserve commission and accept an active duty commission.

7. Indoctrination: All newly appointed officers will complete ODS at Newport, RI. Additional training and indoctrination will be determined by COMNAVSEA in relation to the position and rank to which assigned. ODS may be waived for officers with prior commissioned service.

8. Enlistment: Not applicable.

9. Constructive Entry Credit: For candidates with prior service as a commissioned officer and/or the following ED-related items: advanced education, leadership experience, acquisition qualifications and experience or civilian equivalency, BUPERS 314C in consultation with NAVSEA 00T1 will chair a professional review board to evaluate the candidate's record/resume and determine eligibility for constructive entry credit (enclosure (1)). Recommendations by the professional review board for accessions at greater than O-3/Lieutenant will be approved by the ED officer community lead, COMNAVSEA. If COMNAVSEA decides the overall

experience/education is less than or greater than scored by the individual categories, a lesser or greater number of service entry/constructive credit may be awarded.

- a. Constructive Entry Credit Matrix: Enclosure (1).
- b. Routing: The ED professional review board will forward their recommendation to COMNAVSEA.
- c. Approval Authority: COMNAVSEA.
- d. Notifying the Applicant: The ED OCM will notify the applicants of results.

10. Appointment

a. Candidates will be commissioned in the restricted line of the U.S. Navy as a lieutenant, lieutenant commander, commander, or captain in the regular U.S. Navy, designator 1460. Recommendation of rank will be made to the Chief of Naval Personnel by the COMNAVSEA, in consultation with NAVSEA 00T1 and ED OCM.

b. Credit towards years of service will be computed as follows:


(1) Individuals without prior commissioned service will be awarded a minimum of 4 years of constructive credit in recognition of their 5 years of work experience and advanced technical degree.

(2) Additional constructive credit may be awarded to individuals without prior commissioned service based on special experiences and education or unique qualifications at a rate of one-half year credit for each year of experience subject to limitations listed in the Constructive Entry Credit Matrix (Enclosure 1).

(3) Individuals with prior commissioned service in any of the uniformed services will receive prior commissioned service credit per rows 1-3 of the Constructive Entry Credit Matrix (Enclosure 1). Constructive credit may be added to the prior commissioned service credit for additional education and experience gained while not serving on active duty as a commissioned officer (rows 4-9 of the Constructive Entry Credit Matrix).

11. Service Obligation: Four years (active service) upon commissioning for all officers selected under this PA. At the end of the 4-year term, COMNAVSEA will assign a panel of at least three senior ED officers (minimum grade of Captain), chaired by an ED Flag Officer, to decide whether the officer is to be referred to the Probationary Officer Continuation and Redesignation Board for force management or remain in designator as an ED officer. The candidate may submit a written request, with substantiating information, to aid the panel in its determination.

12. Pay and Allowances: Based on the accessed rank as approved by COMNAVSEA.

Approved: 

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

Date: 8 December 2023