

Program Authorization: Officer Candidate indoctrination and training for appointment on Active Duty as ensign, U.S. Navy, designator 1810 (Special Duty Officer (Cryptologic Warfare (CW))). Cryptologic Warfare Officer Community Manager (BUPERS-317C) is the Officer Community Manager (OCM).

1. Program Authority: Title 10 U.S. Code section 532.
2. Cancellation: Program Authorization 108C of June 2024.
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. Sex: No restrictions.
 - c. Age
 - (1) Applicants must be at least 18 years old and less than 42 years old at the time of commissioning. This requirement can be waived.
 - (2) For Surface Warfare Officer (SWO) (CW option), applicants must not have passed their 35th birthday upon commissioning.
 - d. Education
 - (1) Minimum of a baccalaureate degree from an accredited institution.
 - (2) Major fields of study directly related to science, technology, engineering and mathematics are most strongly preferred but not required.
 - (3) An undergraduate cumulative Grade Point Average (GPA) of 3.0 or greater on a 4.0 scale is required, waivable down to 2.7 if applicant has exceptional experience, certifications, recommendations and/or Officer Aptitude Rating (OAR) score. A conferred graduate-level degree from an accredited institution with a cumulative graduate program GPA of 3.0 or greater on a 4.0 scale will supersede an undergraduate degree with a non-qualifying GPA.
 - (4) Completion of calculus sequence (Calculus I and Calculus II) and calculus-based physics sequence (Physics I and Physics II) with a “C” average or better is preferred but not required.
 - e. Physical: In line with the Manual of the Medical Department, Chapter 15, candidates must be available for worldwide assignment and be physically qualified for sea duty assignments.

- f. Duty Preference: Not applicable.
- g. Marital status: No restrictions.
- h. Program Specific Requirements

(1) OAR: All applicants must take the OAR examination. An OAR score of 45 or higher is required, waivable down to 40, if applicant has exceptional experience, certifications, recommendations and/or GPA.

(2) Work Experience

(a) Prior experience in disciplines related to computer science, cyber security, information technology, engineering, electronic warfare, mathematics, or signals intelligence is strongly preferred.

(b) Military work experience shall be validated with submission of the applicant's three most recent observed enlisted performance evaluations. If the three most recent observed enlisted evaluations are not available, applicant must submit a memorandum explaining why they are not available.

(3) Leadership: A quantifiable record of leadership, management or supervisory experience in academia, civilian and/or military organizations is strongly preferred.

(4) Security Clearance Eligibility: Candidates must meet the Director of National Intelligence, Intelligence Community Directive (ICD) 704 eligibility standards for access to sensitive compartmented information. Security requirements cannot be waived.

(a) All applicants (both military and civilian) must submit a copy of a standard form-86 completed within the last two years as part of their application.

(b) Applicants who are recommended for a commission into the Active Component are required to complete an initial suitability screening with the fleet cyber command security directorate prior to final selection as an officer candidate and will be submitted for a top secret clearance prior to shipping to Officer Candidate School (OCS).

(c) Being a dual citizen (i.e., a U.S. citizen and a citizen of another country) is not necessarily immediately disqualifying, depending on country of dual citizenship. Associated risks to national security will be determined on a case-by-case basis. Applicant is advised to refer to ICD 704 and to discuss this during their initial suitability screening with the fleet cyber command security directorate.

(5) Enlisted personnel of the regular Navy or Navy Reserve (active and inactive) or enlisted personnel of other armed services may have no more than 72 months of qualifying service (time in service) and an approved inter-service transfer (if required). Waivers may be granted for up to, but not to exceed, 84 months of qualifying service (time in service).

i. Immediate Selection (ISEL) Criteria: Per OPNAVINST 11200.13(series), an officer applicant that meets criteria for immediate selection will bypass the normal OCS Professional Recommendation (PROREC) board pending review from the officer community manager and be processed for shipping to OCS as soon as possible. Any officer applicant being considered for immediate select must meet all the following criteria and have enclosure (1) included to submitted packages to the CW OCM:

(1) No required waivers or exceptions to policies (drug use, police record, bankruptcy, etc.)

(2) GPA: At least a 3.3 on a 4.0 scale.

(3) Possess a STEM degree in major fields of study directly related to science, technology, engineering and mathematics.

(4) OAR: Minimum of 50

(5) Time in Service (TIS): No more than 5 years of total active service (or cumulative inactive TIS)

(6) CW is the first or second designator of choice.

(7) Standard Form-86: No listed ties of affection to ICD-704 medium or high-tier countries. Ties of affection is defined as co-habitant/significant other (e.g. boyfriend, girlfriend, etc.), husband, wife, mother, father, brother, sister, grandparent, etc. For Commander, Navy Recruiting Commander (CNRC), if in doubt, forward applicant's package to CW OCM, who will verify/review all applicant's documents and conduct a detailed review of the SF-86.

5. Waivers: In cases where the applicant does not meet all the qualifications referenced in Section 4 above, but otherwise has an exceptional record or proven skillset, a waiver may be authorized in limited numbers. Waivers for age, GPA, OAR and TIS are specifically addressed in separate paragraphs in this document. If a waiver is requested, then follow the steps below prior to the convening of the selection board. No waivers for ISEL applicants will be accepted and applicants with waivers will be deferred to a CW PROREC board.

a. Application Contents: Letter with formal request from applicant on desired waiver(s).

b. Routing: Waiver requests routed from recruiter to CNRC, who will forward to the OCM for recommendation concerning approval. Once a recommendation is received, CNRC will continue routing.

c. Approval Authority: CNRC.

d. Notifying the Applicant: CNRC will notify the applicant of waiver status.

6. Accession Source

a. Civilians.

b. Enlisted personnel of the regular Navy or Navy Reserve (Active and Inactive) or enlisted personnel of other armed services meeting TIS requirements.

7. Indoctrination: Selectees will complete OCS at Officer Training Command, Newport, RI.

8. Enlistment: Civilians and enlisted applicants in the paygrades of E4 and below, who are selected for this program are designated officer candidates and advanced to the paygrade of E5 upon reporting to OCS. Enlisted applicants in the paygrades of E5 and above are designated officer candidates in their present paygrades.

9. Constructive Entry Credit: Not applicable.

10. Appointment

a. Candidates will be commissioned in the restricted line of the U.S. Navy as an ensign, designator (1810).

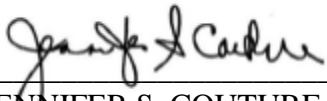
b. SWO (CW option): Ensign, U.S. Navy, designator 1160 (Surface Warfare Officer Student), additional qualification designator of "LOC." Officers will be redesignated to 1810 without board action in line with Information Warfare Community (IWC) Option Program, MILPERSMAN 1212-050.

11. Service Obligation

a. Selectees will incur a four-year Active Duty obligation from date of appointment. The balance of service, sufficient to complete eight years total obligated service, may be served in a Ready Reserve status.

b. SWO (CW option): Upon redesignation to 1810, SWO (CW option) officers incur an additional minimum service obligation in line with MILPERSMAN 1212-050 from date of designator change to be served concurrently with any other obligations.

12. Pay and Allowances: Upon commencing OCS, selectees will receive pay and benefits based on paygrade outlined in paragraph 8.

Approved: 
JENNIFER S. COUTURE
Rear Admiral, U.S. Navy
Director, Military Personnel
Plans and Policy (OPNAV N13)

Date: 26 Feb 25