

Program Authorization: Officer Candidate indoctrination and training for appointment on Active Duty as an ensign, U.S. Navy, designator 1820 (Information Professional (IP)). The officer community manager for this program is BUPERS-317F, the IP officer community manager (OCM).

1. Program Authority: Title 10, U.S. Code sections 531 through 533 and 8137.
2. Cancellation: Program Authorization 108D of July 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 U.S. citizens.
 - b. Age
 - (1) Applicants must be at least 18 years old and less than 42 years old at the time of commissioning. Waivers will be considered.
 - (2) For Surface Warfare Officer (SWO) (IP Option) (SWO-IP), applicants must meet the age requirements of the SWO-PA (PA 100).
 - c. Education
 - (1) Minimum of a baccalaureate degree from a regionally accredited institution.
 - (2) Major fields of study directly related to information systems, cybersecurity, computer science, computer engineering, electrical engineering, operations research/applied statistics, or other science, technology, engineering and mathematics (STEM) fields are preferred, but not required.
 - (3) An undergraduate cumulative grade point average (GPA) of 3.0 or greater on a 4.0 scale is required. Exceptional candidates may request a waiver if their cumulative GPA is greater than 2.5 on a 4.0 scale. 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 with a "C" grade average or greater is preferred, but not required.
 - d. Physical: In line with the Manual of the Medical Department, Chapter 15, selectees must maintain eligibility for sea duty and worldwide assignment.
 - e. Duty Preference: Not applicable.

f. Program Specific Requirements

(1) Officer Aptitude Rating (OAR): All applicants must take the OAR examination. Applicants for commission as an IP officer must attain a score of 50 or greater.

(2) Time in Service Restriction: Enlisted personnel of the regular Navy or Navy Reserve (active and inactive) or enlisted personnel of other armed service must have no more than 72 months of qualifying service. Waivers may be granted for up to, but not to exceed, 120 months of qualifying service.

(3) Work Experience: Prior experience in fields related to cyber security, network operations or communications is strongly desired, but not required.

(a) Military work experience shall be validated with submission of the applicant's three most recent observed enlisted performance evaluations. This requirement may be waived.

(b) Specific consideration will be given to candidates who possess commercial cybersecurity or networking certifications. Certifications shall be validated with submission of appropriate substantiating documentation. Certifications are not required.

(4) Leadership: A quantifiable record of leadership, management or supervisory experience in academia, civilian and/or military organizations is strongly preferred, but not required.

(5) Security Clearance Eligibility: Candidates must meet the Director of National Intelligence (DNI), Intelligence Community Directive (ICD) 704 eligibility standards for access to sensitive compartmented information.

(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 are required to complete an initial suitability screening with the fleet cyber command security directorate prior to final selection as an officer candidate.

(c) Being a dual citizen (i.e., U.S. citizen and a citizen of another country) is not necessarily disqualifying. Associated risks to national security will be determined on a case-by-case basis, refer to ICD 704.

(d) Questions about candidate eligibility with regard to ICD 704 can be emailed to BUPERS-31_IWC_FCT@navy.mil.

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 with formal request from applicant on desired waiver(s), addressed to Commander, Navy Recruiting Command (CNRC). A sample format is included in Enclosure (2). Regardless of the waiver(s) requested, each request must include the applicant's date of birth, most recent OAR score and undergraduate GPA. For applicants with prior service, a calculation of prior active duty service (or equivalent service credit) is also required. For members still affiliated with the military in an active or drilling reserve status, the letter must include an endorsement by the applicant's commanding officer. For applications processed by an officer recruiter, the waiver request must include an endorsement by the Officer programs Officer at the applicable Navy Talent Acquisition Group. Applications requiring more than one waiver are very unlikely to proceed to a professional recommendation board and must be considered highly exceptional in all other respects.

b. Routing: Waiver requests shall be routed from the recruiter/command to CNRC for processing, then to the IP OCM for positive or negative recommendation, and then to CNRC for final approval.

c. Approval Authority: CNRC.

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

e. Notifying the Board: For all applicants submitted to the IP board with approved waivers, CNRC shall provide a letter indicating all IP OCM waiver recommendations and CNRC's approval included with their package for the board.

f. Waiverable criteria: The following criteria are waiverable:

(1) GPA between 3.0 and 2.5.

(2) OAR under 50.

(3) Qualifying service between 72 months and 120 months.

(4) Less than three performance evaluations for enlisted personnel.

g. Non-waiverable criteria: The following criteria may not be waived:

(1) Citizenship: Applicants must be U.S. citizens.

(2) Degree: Applicants must have a baccalaureate degree from a regionally accredited institution.

(3) Physical: Selectees must maintain eligibility for sea duty and worldwide assignment.

(4) Security Clearance: Candidates must meet the DNI ICD 704 eligibility standards for access to sensitive compartmented information and complete an initial screening with the Fleet cyber command security directorate.

(5) GPA under 2.5.

(6) Qualifying service over 120 months.

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 with an approved conditional release for inter-service transfer.

7. Indoctrination: Selectees will complete OCS at Officer Training Command, Newport, RI. After commissioning, officers will attend the IP basic course and Information Warfare basic course in Dam Neck, VA. This combination of training generally lasts six months.

8. Enlistment: Civilians and enlisted applicants in the paygrades of E-4 and below who are selected for this program are designated officer candidates and advanced to the paygrade of E-5 upon reporting to OCS. 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. Candidates will be commissioned in the restricted line of the U.S. Navy as an Ensign, designator 1820.

b. SWO-IP Option: Ensign, U.S. Navy, SWO student, designator 1160P, additional qualification designator of "LOB." Officers will be redesignated to 1820 without board action in line with MILPERSMAN 1212-050, Information Warfare Community (IWC) option program.

11. Service Obligation

a. All officers incur an eight year active or reserve service obligation according to Title 10 U.S. Code § 651. Information Professional officers will incur a minimum of four year Active-Duty obligation from date of service record entry of Information Warfare Officer qualification completion. The remaining balance of service, sufficient to complete eight years of total obligated service may be served in a reserve status.

b. SWO-IP: Upon redesignation to 1820, SWO-IP, 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. Time in Service: In line with 10 U.S. Code § 6328, the months of active service in pursuit of a baccalaureate-level degree under the Seaman to Admiral program shall be excluded in computing the years of service of an officer who was appointed to the grade of ensign in the

Navy upon completion of the program to determine the eligibility of the officer for retirement, unless the officer becomes subject to involuntary separation or retirement due to physical disability. Such active service shall be counted in computing the years of active service of the officer for all other purposes.

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

Approved: 

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

Date: 9 May 22