Program Authorization: Officer Candidate indoctrination and training for appointment on Active Duty as an Officer in the U.S. Navy, designator 1880 (Special Duty Officer (Maritime Cyber Warfare Officer (MCWO)). MCWO Community Manager (BUPERS-317) is the officer community manager (OCM).

1. Program Authority: Title 10 U.S. Code section 532.

2. Cancellation: Program Authorization 108E 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: Applicants must be at least 18 years old and no older than 42 years old at the time of commissioning. Waivers will be considered.

   d. Time in Service: Enlisted personnel of the regular Navy or Navy Reserve (active and inactive) or enlisted personnel of other armed service must have no more than 144 months (12 years) of qualifying service at time of the Officer Candidate School (OCS) board. Waivers may be granted up to, but not to exceed, 168 months (14 years) of qualifying service.

   e. Education

      (1) Minimum of a baccalaureate degree from an accredited institution is required.

      (2) Major fields of study must be directly related to computer science, computer programing, information security and assurance, network administration, machine learning, cybersecurity law, cloud computing, internet security, data science, information technology, computer/digital forensics, computer engineering, software engineering, systems engineering, network operation, cyber security, software, or information systems is required. Other technical degrees equivalent to the above would also be considered. No waivers will be granted unless an individual has graduated from Joint Cyber Analysis Course, graduated from Computer Network Operator Qualification Course, or has extensive experience at a Cyber Mission Team, Cyber Protection Team, or National Mission Team.

      (3) An undergraduate cumulative grade point average (GPA) of 3.0 or greater on a 4.0 scale is required. Candidates may request a waiver if their cumulative undergraduate GPA is above 2.7. 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.

f.   Physical: In line with the Manual of the Medical Department, Chapter 15, candidates must be available for worldwide assignment and be able to pass the overseas screening process; a pre-screening is not required prior to submitting application.

g.   Duty Preference: Not applicable.

h.   Marital status: No restrictions.

i.   Program Specific Requirements

(1) Officer Aptitude Rating (OAR): All applicants must take the OAR examination. An OAR score of 50 or higher is required, waiverable down to 40.

(2) Work Experience

(a) Experience in disciplines related to computer science, cyber security, information technology, information systems, software and engineering is strongly preferred. Consideration will be given to substantial, demonstrated technical ability in network security, penetration testing, systems administration, artificial intelligence, and machine learning.

(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 (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 an SF-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 T5 clearance prior to shipping to 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. <u>Waivers</u>: In cases where the applicant does not meet all of 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 to GPA, degree, and OAR 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.

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

    b. Routing: Waiver requests routed from recruiter to Commander, Navy Recruiting Command (CNRC). CNRC will confer with the MCWO OCM for a recommendation on waiver consideration.

    c. Approval Authority: CNRC.

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

    e. Waiverable criteria: The following criteria are waiverable:

    (1) GPA between 3.0 and 2.7.

    (2) OAR between 40 and 50.

    (3) Degree waiver will be considered if an individual has graduated from Joint Cyber Analysis Course, graduated from Computer Network Operator Qualification Course, or has extensive experience at a Cyber Mission Team, Cyber Protection Team, or National Mission Team.

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

    (5) Qualifying service between 144 months and 168 months.

6. <u>Accession Source</u>

    a. Civilians.

    b. Enlisted personnel of the Navy or enlisted personnel of other armed services with an approved inter-service transfer (if required).

7. <u>Indoctrination</u>: Selectees will complete Officer Candidate School (OCS) at Officer Training Command, Newport, RI.

8. <u>Enlistment</u>: 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: Candidates will be commissioned in the restricted line of the U.S. Navy as an ensign, designator (1880).

11. Service Obligation: Selectees will incur an 8-year Active Duty obligation from date of appointment.

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