

Program Authorization: Reserve Component (RC) Supply Corps Officer (designator 3105/3165) Direct Commission Officer (DCO) Program. Supply Corps, Officer Community Manager Reserve Component Branch (BUPERS-351G) is the RC supply corps officer community manager.

1. Program Authority: Title 10 U.S. Code sections 12201 to 12209.
2. Cancellation: Program Authorization 202 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: Applicants must be at least 19 years old and less than 42 years old at the time of commissioning. Prior qualifying service will be considered for year-for-year credit up to age 52.
 - c. Education: Bachelor of arts or bachelor of science degree from an accredited college or university.
 - (1) Grade point average (GPA): Cumulative GPA of at least 2.5 on a 4.0 scale.
 - (2) Major: Degrees in business or science, technology, engineering and mathematics concentrations are preferred, but not required. Degrees in other fields may be considered if applicants possess suitable experience in leadership and management.
 - d. Physical: Applicants must meet all requirements prescribed in the Manual of the Medical Department, Chapter 15.
 - e. Marital Status: No restrictions.
 - f. Duty Preference: Not applicable.
 - g. Program Specific Requirements:
 - (1) Work Experience: Civilian or previous military work experience in business management/operations, financial management, supply chain management, contracting, purchasing management or similar work experience is strongly desired. Work experience that demonstrates interpersonal skills, effective communication, project management, time management and leadership/supervisory performance or potential to lead is preferred.
 - (a) For civilian work experience, applicants must include a resume and a minimum of three references. Two of the three references shall be related to employment while the third shall be a character reference.

(b) Applicants must validate military work experience with submissions from the applicant's service record, including the most recent observed performance evaluations and last five service performance evaluations, all positions held and military training and education completed. Provide documentation concerning any previous military service discharge (Form DD-214, Certificate of Release or Discharge from Active Duty and the Annual Statement of Service History (ASOSH) if applicable).

(c) Leadership experience is highly valued in a civilian capacity, prior military service or within the community.

(2) Interview: Applicants must submit two interviews conducted by a panel of O4 – O6 Supply Corps Officers (3105/3107). Interview panels will be coordinated and scheduled through the Supply Corps Regional DCO Recruiting Manager. Interview panels will be conducted annually from January to May of the calendar year. The current version of NAVCRUIT 1131/5, Interviewer's Appraisal Sheet, will be used to record observations and evaluation of candidate. No more than three Supply Corps interviews shall be submitted to the community professional recommendation board. Supply Corps interviews are valid for one year from date of interview. Accordingly, interviews submitted with applications must be less than one year old at the date the professional recommendation board convenes. Applications that do not meet this requirement will not be considered by the professional recommendation board.

(3) Security Clearance: Applicant must be able to obtain and maintain a minimum of a secret security clearance.

(4) Enlisted personnel must have no more than 12 years of total active service on the application deadline.

5. Waivers: Not applicable.

6. Accession Source:

a. Civilian (U.S. citizens).

b. Enlisted personnel in the Selected Reserve (SELRES) or Individual Ready Reserve of any service. SELRES on extended active duty orders may apply but must complete their active-duty obligation under current orders before being commissioned.

7. Indoctrination:

a. Selectees must complete all accession training requirements within one year of commissioning.

b. Selectees must complete the Navy Reserve Supply Officer Qualification Course (CN:A-88-003) or the Supply Officer Basic Qualification Course (CN:A-88-102) at the Navy Supply Corps School in Newport, RI, within three years of commissioning. Failure to meet these

minimum professional qualifications will result in separation under SECNAVINST 1920.6D (Administrative Separation of Officers).

8. Enlistment: Not applicable.

9. Constructive Entry Credit: Not applicable.


10. Appointment: Candidates will be commissioned in the Staff Corps of the U.S. Navy as an ensign, designator 3165 (RC Supply Corps Officer-in-Training).

11. Service Obligation:

a. Selectees will incur an eight year ready reserve obligation, the first three years of which must be served in the SELRES.

b. Selectees must maintain eligibility for worldwide assignment.

12. Pay and Allowances: Not applicable.

Approved: 

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

Date: 25 Feb 22