

Program Authorization: Reserve Component (RC) Public Affairs Officer (PAO) (designator 1655) Direct Commission Officer (DCO) Program. Reserve Officer Community Manager (OCM) (BUPERS-351) is the RC PAO OCM.

1. Program Authority: Title 10 U.S. Code sections 12201 to 12209.
2. Cancellation: Program Authorization 203 of July 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 (U.S.) citizens. Waivers will not be granted.
 - b. Age: Applicants must be at least 21 years old and less than 40 at the time of commissioning. Prior qualifying service will be considered for year-for-year credit up to age 50. Age waivers for non-prior service will not be granted.
 - c. Education: Bachelor of Arts or Bachelor of Science from a regionally accredited college or university.
 - (1) Cumulative grade point average of at least 2.5 on a 4.0 scale.
 - (2) Degrees must be germane to public relations and executive communications. Public relations, journalism, advertising, communications, mass communications, radio-television-film, photo-journalism, marketing or other communications related courses of study are the most germane.
 - (3) Applicants with degrees in other fields may be considered if they have suitable experience in journalism, advertising or other communications related career fields, especially if/when relevant work experience compliments an applicant's overall understanding of media relations and executive-level communication.
 - (4) Educational waiver requests will be reviewed by BUPERS-351G for final adjudication by Commander, Naval Recruiting Command (CNRC).
 - d. Physical: Applicants must meet all requirements prescribed in the Manual of the Medical Department, Chapter 15.
 - e. Duty Preference: Not applicable.
 - f. Program Specific Requirements:

(1) Civilian or previous military work experience must be germane to public relations, journalism, advertising and marketing, strategic communications (e.g., communication planning, not campaigning), radio-television-film, or other mass communications related work experience. Relevant public affairs experience in business and/or industrial relations are preferred.

(2) Applicants must validate military work experience with submissions from the applicant's service record, including the most recent observed performance evaluations (no less than 3 and no more than 5 years), all positions held, and military training and education completed. Provide documentation concerning any previous military service discharge (Certificate of Release or Discharge from Active Duty DD 214) or Report of Separation and Military Service (NGB 22)). A work portfolio is not required; however, submissions should be included if available as a link at the bottom of the resume (if online) or as a two page (max) document (if in print).

(3) Applicants must include three current Selective Reserve (SELRES) PAO (1655) interview appraisals. Two of these appraisals must be conducted by a SELRES PAO (1655) at the Commander (O-5) or Captain (O-6) rank. The third interview appraisal may be conducted by a SELRES 1655 at the Lieutenant Commander (O-4) or higher rank.

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 requesting a waiver, it must be submitted with sufficient time to be adjudicated prior to convening of the DCO PAO selection board.

- a. Application Contents: Education waivers to include letter with formal request from applicant.
- b. Routing: Applicant will route waiver request to BUPERS-351G for final adjudication by CNRC.
- c. Approval Authority: CNRC.
- d. Notifying the Applicant: CNRC.

6. Accession Source

- a. Civilian (U.S. Citizens).
- b. Enlisted personnel in the SELRES or from the Individual Ready Reserve (IRR) of any service branch may apply but must complete their Active Duty obligation under the current orders prior to commissioning.

7. Indoctrination

- a. Selectees must complete all accession training requirements within one (1) year of commissioning.

b. Selectees must complete PAO Qualification Course (DINFOS-PASC-Q, Phases I and II), distance learning and in person within two (2) years of commissioning.

8. Enlistment: Not applicable.

9. Constructive Entry Credit: Not applicable.

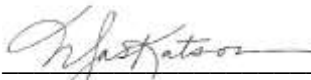
10. Appointment: Candidates will be commissioned in the Restricted Line of the U.S. Navy as an Ensign, designator 1655.

11. Service Obligation

a. Selectees will incur an eight (8)-year ready-reserve obligation, of which the first three (3) years must be completed as an Active SELRES.

b. Selectees must maintain eligibility for worldwide assignment.

12. Pay and Allowances: Not applicable.

Approved: 

M. A. S. Katson
Director, Military Personnel Plans
and Policy Division (N13), Acting

Date: 21 May 2024