

Program Authorization: Reserve Component (RC) Special Duty Officer (Intelligence), designator 1835 Direct Commission Officer (DCO) program. BUPERS-351 is the RC Intelligence (INTEL) Officer Community Manager (OCM).

1. Program Authority: Sections 12201 to 12209 of Title 10 U.S. Code, OPNAVINST 1120.3C
2. Cancellation: Program Authorization 208A, October 2023.
3. Quota: As prescribed by the Deputy Chief of Naval Operations for Personnel, Manpower and Training, N1.
4. Qualifications
 - a. Citizenship: Applicants must be citizens of the United States.
 - b. Age: Applicants must be at least 18 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 50.
 - c. Time in service restriction: Enlisted personnel in the Active Component of the Navy or the Navy Reserve (Active and Inactive) or enlisted personnel of other armed services, must have no more than 120 months of qualifying service at time of the DCO board. Waivers may be granted up to, but not to exceed, 144 months of qualifying service.
 - d. Education
 - (1) Minimum of a baccalaureate degree from an accredited institution is required. This requirement cannot be waived.
 - (2) Major fields of study in international relations with a language/regional focus (e.g. Middle East or Asian Studies), political science, history, science, technology, engineering and mathematics are 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. Exceptional candidates may request a waiver if their cumulative undergraduate GPA is above 2.8. A conferred graduate-level degree from an accredited institution with a cumulative graduate program GPA of 3.0 or greater will supersede an undergraduate degree with a non-qualifying GPA.
 - e. Physical: In line with the Manual of the Medical Department, Chapter 15.
 - f. Duty Preference: Not applicable.
 - g. Marital Status: No restrictions.
 - h. Program Specific Requirements:

(1) Foreign Language Skill: Certifiable foreign language skills and cultural background/expertise is highly desirable but not required. Claims to language skills must be supported by a valid Defense Language Proficiency Test.

(2) Work Experience: Prior experience in intelligence or cyber-related professions is strongly desired.

(a) Additional consideration will be given to candidates with quantifiable experience in artificial intelligence/machine learning or space professions.

(b) Military work experience shall be validated with submission of the applicant's three most recent observed enlisted performance evaluations.

(c) In line with the Direct Appointment Program Standard Operating Procedures, COMNAVIFORESINST 1120.1C, temporary rated enlisted personnel shall complete initial training requirements and make their rate permanent prior to applying.

(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) Applicants are required to complete a pre-nomination interview with the local special security officer prior to the convening of the professional recommendation board.

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

(5) Interviews: Interviews will be conducted per COMNAVIFORESINST 1120.1C.

5. Waivers: In cases where the applicant does not meet the education qualifications referenced in Section 4, but otherwise has an exceptional record or proven skillset required by the Navy, waivers may be authorized in limited numbers. If a waiver is requested, follow the steps below prior to the convening of the professional recommendation board.

a. Application Contents for Undergraduate GPA: Transcripts, resume, and (if applicable) three most recent observed enlisted performance evaluations.

b. Routing: Recruiters shall submit waiver requests to Commander, Navy Recruiting Command (CNRC) waiver portal to facilitate a RC INTEL OCM recommendation.

c. Approval Authority: CNRC.

d. Notifying the Applicant: CNRC.

6. Accession Source

a. Civilians (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 while on orders but must complete their Active Duty obligation under current orders before being commissioned.

7. Indoctrination

a. Selectees will complete the following in consecutive order:

(1) Officer Development School (ODS) (CIN: P-9E-003), 5 weeks in course length at Officer Training Command Newport, Newport, RI, within one year of commissioning.

(2) Information Warfare Basic Course (CIN: J-3A-2301), 3 weeks in course length at Information Warfare Training Command Virginia Beach (IWTC VB), Dam Neck, VA.

(3) Naval Intelligence Officer Basic Course (CIN: J-3A-0010), 20 weeks in course length or modularized version of the Active Duty course: Reserve Naval Intelligence Officer Basic Course Phase I (CIN: J-3A-3113), 4 weeks in course length and Naval Intelligence Officer Basic Course Reserve Phase II, (2 week capstone) (CIN: K-3A-2979) at IWTC VB, Dam Neck, VA.

(4) Intelligence Officer qualification program (NAVEDTRA 43547-A) within 36 months from date of commissioning.

(5) Information Warfare Officer qualification program (NAVEDTRA 43360-A) within 60 months from date of commissioning.

b. Failure to complete and maintain minimum professional requirements per COMNAVIFORESINST 1120.1 series (including security clearance eligibility) will result in separation under SECNAVINST 1920.6D (Administrative Separation of Officers).

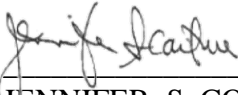
8. Enlistment: Not applicable.

9. Constructive Entry Credit: Not applicable.

10. Appointment: Candidates will be commissioned in the Restricted Line of the U.S. Navy Reserve as an Ensign, designator 1835.

11. Service Obligation: Selectees will incur an 8-year ready reserve obligation, the first 3 years of which must be served in the SELRES.

12. Pay and Allowances: Not applicable.

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

Date: 21 April 2025