

Program Authorization: Reserve Component (RC) Special Duty Officer (Maritime Cyber Warfare Officer), designator 1885 direct commission officer (DCO) program. BUPERS-351 is the RC Maritime Cyber Warfare Officer (MCWO) Officer Community Manager (OCM).

1. Program Authority: Title 10 U.S. Code section 532
2. Cancellation: Not applicable.
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. Gender: Open to men and women.
  - c. Age: Applicants must be at least 18 years old and less than 42 years old at the time of commissioning. Waivers beyond age 54 will not be considered. Prior qualifying service will be considered for year-for-year credit up to age 50.
  - d. Education:
    - (1) Minimum of a baccalaureate degree from an accredited institution is required with a major field of study directly related cyber security, cloud computing, computer/digital forensics, internet security, computer science, computer engineering, computer programming, software engineering, systems engineering, network operation, network administration, information security and assurance, information technology, information systems, machine learning, data science, is required. Other technical degrees equivalent to the above would also be considered. A technical degree waiver may be granted for graduates of Joint Cyber Analysis Course, Computer Network Operator Qualification Course, or has extensive experience at a Cyber Mission Team, Cyber Protection Team, or National Mission Team.
    - (2) An undergraduate cumulative grade point average (GPA) of 3.0 or greater on a 4.0 scale is required. Exceptional candidates may ask for 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.
  - e. Physical: Per the Manual of the Medical Department, Chapter 15.
  - f. Duty Preference: Not applicable.
  - g. Marital Status: No restrictions.
  - h. Program Specific Requirements:

(1) **Work Experience:** Civilian experience in disciplines related to cyber security, vulnerability research, incident response, computer forensics, computer science, and hardware/systems engineering is strongly preferred. Specific consideration will be given to substantial, demonstrated technical ability in network security, penetration testing, systems administration, artificial intelligence and machine learning.

(a) For civilian work experience, applicants must include a resume and a minimum of three references. Two of the three references shall be employment related while the third shall be a character reference.

(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.

(2) **Leadership:** A quantifiable record of leadership, management or supervisory experience in academia, civilian and/or military organizations is strongly preferred.

(3) **Security Clearance Eligibility:** Candidates must meet the Director of National Intelligence, 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., 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.

(c) Applicants must be willing to undergo a Counter-Intelligence Polygraph.

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

5. **Waivers:** 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 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 professional recommendation board.

a. **Application Contents:**

(1) **Age:** Letter with formal request from applicant on desired waiver(s). Application package, including a signed maximum age statement of understanding, indicating the applicant acknowledges he or she may not be able to serve long enough to obtain a retirement (regular or non-regular).

(2) 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 MCWO 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 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) Five week Officer Development School (ODS) (CIN: P-9E-0003), Newport, RI, within one year of commissioning.

(2) Cyberspace Operations Planner Course (COPC) (CIN: A-531-4427), 3 weeks in course length at Information Warfare Training Command (IWTC) Corry Station, located at Pensacola, FL.

(3) U.S. Cyber Command Personnel Qualification Standard within 36 months from date of commissioning.

(4) 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.

(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 (including security clearance eligibility) will result in separation under SECNAVINST 1920.6D (Administrative Separation of Officers).

8. Enlistment: Not applicable.

9. Constructive Entry Credit: For candidates with prior service as a commissioned officer and/or the following Maritime Cyber Warfare Officer-related items: 1) graduate education; 2) extensive work experience; or 3) industry certifications, Commander, Naval Information Force Reserve (COMNAVRESFOR N9) will chair a professional review board to evaluate the candidate's record/resume and determine eligibility for constructive entry credit, enclosure (1). Recommendations by the professional review board for accessions at greater than O-1/ensign will be reviewed by the RC MCWO OCM and approved by the RC information warfare community (IWC) flag sponsor.

10. Appointment: Candidates will be commissioned in the Restricted Line of the U.S. Navy Reserve at the grade level as approved by the RC IW flag sponsor, designator 1885.

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

12. Pay and Allowances: Not applicable.

Approved:  \_\_\_\_\_

J. P. WATERS  
Rear Admiral, U.S. Navy  
Director, Military Personnel Plans and Policies

Date: 8 Jan 24 \_\_\_\_\_

<b>Constructive Entry Credit Criteria for Cyber Warfare Operations:</b>	<b>Credit Allowable:</b>	<b>Credited:</b>
1. Service as a commissioned officer (except as a commissioned warrant officer) in any Military Service, the National Oceanic and Atmospheric Administration, or the U.S. Public Health Service. Maximum credit awarded shall not exceed three years.	Typical credit of 1/2 day for each day of commissioned service in a field other than the professional specialty. Up to one day for each day of commissioned service in a relevant professional specialty.	
2. Successful completion of a Master's Degree in major fields of study directly relating to cyber; Cyber Security, Computer Science, Computer Engineering, Cyber Operations, Systems Engineering, Information Systems, Software Engineering, and Artificial Intelligence. Maximum credit awarded shall not exceed one year.	One year.	
3. Successful completion of a PhD in major fields of study directly relating to cyber; Cyber Security, Computer Science, Computer Engineering, Cyber Operations, Systems Engineering, Information Systems, Software Engineering, and Artificial Intelligence. Maximum credit awarded shall not exceed two years.	One year for each year.	
4. Full time relevant employment and demonstrated technical experience in the Cyber and Cyber related fields. These fields include, but are not limited to: cyber security, network security, vulnerability research, penetration testing, incident response, computer forensics, red teaming / blue teaming, Computer Network Exploitation (CNE), tool development, RF engineering, hardware engineering, systems administration, artificial intelligence and machine learning. Certifications: Cyber Ethical Hacker, Offensive Security Certified Professional, GIAC Gold Security Certifications, or CISCO Certified Internetwork Expert - Security. Maximum credit awarded shall not exceed one year.	1/2 year for each year.	
<b>Sum of Credited Years of Service:</b>		
<b>Limits and Computation of Entry Grade Credit. Entry grade credit shall be computed as follows:</b>		
A period of time or special qualification shall be counted only once.		
Qualifying period of less than 1 full year shall be credited proportionately to the nearest day except where noted otherwise.		
Credit will not be awarded for service as an enlisted member, warrant officer or commissioned warrant officer.		

<p>In general, credit will not be granted for work experience prior to the qualifying degree.</p>		
<p>Graduates of the Service academies will not be awarded credit for service performed or education, training or experience obtained before graduation from the academy.</p>		
<p>Credit will not be awarded for graduate education under paragraphs 2 and 3 of the entry grade credit table for periods during which the applicant served as a commissioned officer. Credit for such service shall be awarded under paragraph 1 of the entry credit table.</p>		
<p>Maximum Entry Grade Credit. Total entry grade credit granted shall normally be limited to three years. After considering the recommendations of DCNO (N1), the Assistant Secretary of the Navy (Manpower and Reserve Affairs) may waive the four-year limit on a case-by-case basis.</p>		