

Program Authorization: Direct Commission Officer (DCO) program for appointment into the reserve component, U.S. Navy, designator 1885, Information Warfare Line, Maritime Cyber Warfare Officer – Innovation (MCWO-I), via the Navy Reserve Executive Innovation Pilot Program. BUPERS 315 is the Program Manager. RC MCWO Officer Community Manager (BUPERS-3151) is the officer community manager (OCM).

1. Program Authority: Title 10 U.S. Code sections 12201 to 12209; Secretary of the Navy Memorandum, Expansion of Constructive Service Credit, dtd 21 May 2019; Assistant Secretary of the Navy Manpower and Reserve Affairs Delegation of Authority for Certain Routine Personnel Actions, dtd 18 Sep 2024; SECNAVINST 1920.6D Administrative Separation of Officers; OPNAVINST 1120.3C Navy Reserve Direct Appointment Program.

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 U.S. citizens.

b. Age: Applicants must be at least 18 years old and less than 42 years old at the time of commissioning. Waivers beyond age 42 will be considered on a case-by-case basis. Prior qualifying service will be considered for year-for-year credit up to age 50.

c. Education:

(1) Minimum of a baccalaureate degree from an accredited institution is required with a desired major field of study directly related to 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, or data science. Other technical degrees equivalent to the above will also be considered.

(2) An undergraduate cumulative grade point average (GPA) of 3.0 or greater on a 4.0 scale is desired. Exceptional candidates may request a waiver if their cumulative undergraduate GPA is above 2.5. 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.

d. Physical: Per the Manual of the Medical Department, Chapter 15.

e. Duty Preference: Not applicable.

f. Program Specific Requirements:

(1) **Work Experience:** Considerable civilian work experience (e.g. 5-10 years or more) in related fields is desired. Work experience in disciplines related to cyber security, vulnerability research, computer science, and hardware/systems engineering is strongly preferred. Specific consideration will be given to industry leaders in technology, cyber innovation, artificial intelligence (AI), AI integration, human-machine teaming, acquisition strategies, 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, to include a supervisor from their current civilian employer, while the third shall be a character reference.

(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 a designated special security officer prior to the convening of the Professional Recommendation (PROREC) 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.

(4) **Interviews:** Interviews will be conducted by the personnel that comprise the MCWO-I PROREC Board. The MCWO-I PROREC Board will include a minimum of three members, consisting of Flag Officers or Senior Executive Service (SES) personnel and at least one technical subject matter expert from the functional areas of the MCWO community, cybersecurity, or acquisition strategy.

5. **Waivers:** In cases where the applicant does not meet all the qualifications, 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 selection 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: Per OPNAVINST1120.3C, OPNAV N13 is responsible for administering the policy for all accession waivers. OPNAV N13 will adjudicate all accession waivers with the exception of age waivers, delegated to CNRC for specified circumstances per OPNAVINST 1120.3C.

d. Notifying the Applicant: CNRC.

6. Accession Source

a. Civilians: U.S. citizens.

7. Indoctrination

a. Selectees will adhere to indoctrination requirements, including Direct Accession requirements per OPNAVINST 1120.3C if applicable:

(1) Attend five-week Officer Development School (ODS) (CIN: P-9E-0003), Newport, RI, within one year of commissioning. A waiver to this requirement may be submitted to OPNAV N13 for consideration in accordance with OPNAVINST 1120.3C.

(2) Members selected via this program will be assigned a Manpower Availability Status (MAS) code of TCB to identify them as MCWO-I.

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. Entry Grade Credit: Candidates will be considered for commissioning greater than O-1/Ensign up to the paygrade of O-5/Commander. Deputy, Commander Navy Reserve Force (DCNRF) will chair a PROREC Board to evaluate the candidate's record/resume and determine eligibility for Entry Grade Credit, enclosure (1). The board shall consist of at least three Flag Officers or Senior Executive Service (SES) employees and a subject matter expert. Recommendations by the PROREC for accessions into this program will reviewed by Chief of Navy Reserve (CNR) prior to routing for approval.

a. Entry Grade Credit Matrix: Per enclosure (1) of this Program Authorization.

b. Routing: The PROREC Board will provide CNR the recommended Entry Grade Credit calculation for review prior to routing to CNP for approval.

c. Approval Authority: Chief of Naval Personnel (CNP).

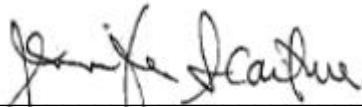
d. Notifying the Applicant: CNRC.

10. Appointment: Candidates will be commissioned in the Information Warfare Line of the U.S. Navy Reserve at the grade level as approved by the Chief of Naval Personnel, 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:



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

Date:

18 Dec 25

| Entry Grade Credit for Cyber Warfare Operations-Innovation per DoDI 1320.08: | Credit Allowable: | Credited: |
|---|--|------------------|
| Prior Commissioned Service Credit | | |
| 1. Service as a commissioned officer (regular officer or reserve officer in an active status) (except as a commissioned warrant officer) in any Military Service, the National Oceanic and Atmospheric Administration, or the U.S. Public Health Service. | Credit 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. | |
| Constructive Service Credit | | |
| 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. | One year for each year (will not exceed the number of years the majority of institutions that award degrees in that field require for completion of the advanced education or award of the advanced degree). | |
| 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. | One year for each year (will not exceed the number of years the majority of institutions that award degrees in that field require for completion of the advanced education or award of the advanced degree). | |
| 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, vulnerability research, Artificial Intelligence (AI), human machine teaming, red teaming / blue teaming, Computer Network Exploitation (CNE), tool development, RF engineering, hardware engineering, artificial intelligence and machine learning. Additional credit may be awarded to individuals holding industry-related accreditations, patents or certifications that include but are not limited to: Cyber Ethical Hacker, Offensive Security Certified Professional, GIAC Gold Security Certifications, or CISCO Certified Internetwork Expert – Security, or industry equivalent certifications. | Additional day-for-day credit not to exceed 1 year may be awarded for experience required for certification in a specialty required. Qualifying periods of less than 1 year will be proportionally credited Note: Creditable experience cannot predate the receipt of a degree or certificate; experience gained in a volunteer or student status will not be credited. | |
| Sum of Credited Years of Service: | | |
| Limits and Computation of Entry Grade Credit. Entry Grade Credit shall be computed as follows: | | |
| 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. | | |

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| <p>In general, credit will not be granted for work experience prior to the qualifying degree. Professional Recommendation Board may make determinations on applicable work experience in this category and should be included in approval recommendation.</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>Periods of time spent as a commissioned officer on active duty or in an active status may not be counted when calculating constructive service credit</p> | | |