

Program Authorization: Officer Candidate indoctrination and training for appointment on Active Duty as an ensign, U.S. Navy, designator 1820 (Information Warfare Line (IWL) Communications Systems Warfare Officer (CSWO)). The officer community manager for this program is BUPERS-311-CSWO.

1. Program Authority: Title 10, U.S. Code sections 531 through 533 and 8137.
2. Cancellation: Program Authorization 108D of May 2022.
3. Quota: As prescribed by the Deputy Chief of Naval Operations for Personnel, Manpower and Training, N1.
4. Qualifications

a. Program Qualifications

Qualification	Minimum	Maximum	Notes
Citizenship	Applicants must be U.S. citizens.	N/A	
Age (Years)	18	42	At the time of commissioning.
Education	Baccalaureate degree from a regionally accredited institution.	N/A	1) Major fields of study related to science, technology, engineering, and mathematics (STEM) – especially artificial intelligence, computer/cybersecurity-related disciplines, data science, and operations research/applied statistics – are strongly preferred but not required. 2) Completion of calculus sequence (Calculus I and Calculus II) and calculus-based physics sequence (Physics I and Physics II) with a “C” average or better is preferred but not required.
GPA	3.0	N/A	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 GPA is greater than 2.5 on a 4.0 scale. 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.
Officer Aptitude Rating (OAR)	50		
Physical	Eligibility for sea duty and worldwide assignment.	N/A	In accordance with the Manual of the Medical Department, Chapter 15.
Duty Preference	N/A	N/A	
Time In Service (Years)	N/A	72 months of qualifying service.	At the time of the Officer Candidate School (OCS) board. Waivable to 120 months of qualifying service.
Security	See 4.b.3. below.	N/A	See 4.b.(3) below.

b. Program Specific Requirements

(1) Work Experience: Prior experience in fields related to cyber security, network operations, or communications systems are strongly desired, but not required.

(a) 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, the applicant must submit a memorandum explaining why they are not available.

(b) Although not required, specific consideration will be given to candidates who possess commercial cybersecurity or networking certifications. Certifications shall be validated with submission of appropriate substantiating documentation.

(2) Leadership: A quantifiable record of leadership, management or supervisory experience in academia, civilian and/or military organizations is strongly preferred, but not required.

(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. Security requirements cannot be waived.

(a) All applicants (both military and civilian) must submit a copy of a Standard-Form 86 (SF-86) completed within the last two years as part of their application.

(b) Applicants who are recommended for a commission into the Active Component are required to complete an initial suitability screening with the Fleet Cyber Command security directorate prior to final selection as an officer candidate and will be submitted for a top-secret clearance prior to shipping to Officer Candidate School (OCS).

(c) Being a dual citizen (i.e., a U.S. citizen and a citizen of another country) is not necessarily immediately disqualifying, depending on country of dual citizenship. Associated risks to national security will be determined on a case-by-case basis. Applicant is advised to refer to ICD 704 and to discuss this during their initial suitability screening with the fleet cyber command security directorate.

c. Immediate Selection (ISEL) Qualifications: Per OPNAVINST 11200.13(series), an applicant that meets criteria for immediate selection will bypass the normal OCS Professional Recommendation (PROREC) board pending review from the officer community manager and be processed for shipping to OCS as soon as possible. Any applicant being considered for immediate select must have no waivers, CSWO is the first or second designator of choice, and meets all of the following criteria:

Qualification	Minimum	Maximum	Notes
Citizenship	Applicants must be U.S. citizens.		
Age (Years)	18	42	At the time of commissioning.
Education	Major fields of study directly related to artificial intelligence, computer engineering, cybersecurity, computer science, data science, information systems, electrical engineering, operations research/applied statistics, systems engineering, or other science, technology, engineering and mathematics (STEM) fields are required. Medical and healthcare related majors, such as		

	biology, chemistry, and public health, are excluded from ISEL.		
GPA	3.3		A conferred graduate-level degree from an accredited institution with a cumulative graduate program GPA of 3.3 or greater on a 4.0 scale will supersede an undergraduate degree with a non-qualifying GPA.
OAR	55		
Physical	Eligibility for sea duty and worldwide assignment.		
Duty Preference	N/A		
Time In Service (Years)		72 months of qualifying service.	At the time of the OCS board.
Security	No listed ties of affection to ICD-704 medium or high-tier countries.		Ties of affection are defined as co-habitant/significant other (e.g. boyfriend, girlfriend, etc.), husband, wife, mother, father, brother, sister, grandparent, etc. For Commander, Navy Recruiting Commander (CNRC), if in doubt, forward applicant's package to CSWO OCM, who will verify/review all applicant's documents and conduct a detailed review of the SF-86.

5. Waivers: In the event an applicant does not meet all above qualifications in 4(a), but is otherwise an exceptional candidate, a waiver request may be submitted for consideration. OPNAV N13 has authorized, via this program authorization, CNRC to adjudicate waivers for the criteria outlined below. Waivers must include the steps outlined below.

a. Application Contents: Letter with formal request from applicant on desired waiver(s), addressed to Commander, Navy Recruiting Command (CNRC). A sample format is included in Enclosure (2). Regardless of the waiver(s) requested, each request must include the applicant's date of birth, most recent OAR score and undergraduate GPA. For applicants with prior service, a calculation of prior active duty service (or equivalent service credit) is also required. For members still affiliated with the military in an active or drilling reserve status, the letter must include an endorsement by the applicant's commanding officer. For applications processed by an officer recruiter, the waiver request must include an endorsement by the Officer programs Officer at the applicable Navy Talent Acquisition Group. Applications requiring more than one waiver are very unlikely to proceed to a professional recommendation board and must be considered highly exceptional in all other respects.

b. Routing: Submit all endorsed waiver requests along with a *completed* application package to Commander, Navy Recruiting Command (CNRC) PROREC. CNRC (Officer Programs) will adjudicate waiver requests within the authority outlined below and will forward any waivers beyond this authority (and any package requiring more than one waiver) for adjudication by the Director of Military Community Management (BUPERS-31). No waivers will be accepted by BUPERS-31 less than two weeks before convening of the PROREC Board. Applications requiring a waiver must be submitted with ample review time for CNRC to route the package.

c. Waiver Criteria

Qualification	Minimum	Maximum	Notes	Approval Authority
Citizenship	N/A	N/A		
Age (Years)	N/A	N/A		
Education	N/A	N/A		
GPA	2.5	2.99	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.	CNRC
OAR	40	49		CNRC
Physical	N/A	N/A		
Duty Preference	N/A	N/A		

Time In Service (Years)	N/A	120 months of qualifying service.		CNRC
Security	N/A	N/A		

d. Notification: Regardless of the authority required, CNRC will notify the member of the final status of any waiver submitted after final adjudication is made. Due to processing, waiver notification may happen in conjunction with or after release of board results.

6. Accession Sources:

a. Civilians.

b. Enlisted personnel of the regular Navy or Navy Reserve (active and inactive) or enlisted personnel of other armed services with an approved conditional release for inter-service transfer.

7. Indoctrination:

a. Selectees will attend (Officer Candidate School (OCS) in Newport, RI.

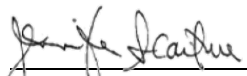
b. After commissioning, officers will attend the CSWO Basic Course (CSWOBC) and Information Warfare Basic Course (IWBC) in Dam Neck, VA. This combination of training generally lasts six months.

8. Enlistment: Civilians and enlisted applicants in the paygrades of E-4 and below who are selected for this program are designated officer candidates and advanced to the paygrade of E-5 upon reporting to OCS. Enlisted applicants in the paygrades of E-5 and above are designated officer candidates in their present paygrades.

9. Constructive Entry Credit: Not applicable.

10. Appointment: Candidates will be commissioned in the Information Warfare Line (IWL) of the U.S. Navy with the rank of Ensign, designator 1820.

11. Service Obligation: All officers incur an eight year service obligation, starting on date of commissioning, according to Title 10 U.S. Code § 651. Communications Systems Warfare Officers will incur a minimum of four year Active-Duty minimum service requirement from date of service record entry of Information Warfare Officer qualification completion. The remaining balance of service, sufficient to complete eight years of total obligated service may be served in a reserve status.

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

Date: 21 Jul 2026