

MILPERSMAN 1220-300

SPECIAL WARFARE OPERATOR (SO) RATING

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Reference (s)	<ul style="list-style-type: none"> (a) COMNAVCRUITCOMINST 1130.8K, Navy Recruiting Manual - Enlisted (b) NAVPERS 18068F, Manual of Navy Enlisted Manpower and Personnel Classifications and Occupational Standards, Volume II, Navy Enlisted Classifications (c) NAVMED P-117, Manual of the Medical Department, Article 15-105, Naval Special Warfare and Special Operations (NSW/SO) (d) NAVSEA SS521-AG-PRO-010, U.S. Navy Diving Manual (e) OPNAVINST 1160.8A (f) BUPERSINST 1430.16F (g) Defense Joint Military Training Guide (DJMS) Procedures Training Guide (PTG) (h) OPNAVINST 5350.4D (i) SECNAVINST 5300.28E
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1. **Purpose.** This article discusses personnel aspects of the special warfare operator (SO) rating (sea, air, land (SEAL) operator). The following topics are covered:

Topic	See Paragraph
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2. **Rating Description.** SEALs are responsible for the training, preparation and execution of special operations in maritime, urban, desert, jungle, arctic and mountain environments. SEALs are experts in:

- a. special operations tactics,
- b. missions,
- c. mission planning,
- d. cultural awareness,
- e. small-unit leadership,
- f. operational risk management,
- g. tactical, operational, and strategic thinking,
- h. tactical communications,
- i. tactical air control/terminal guidance,
- j. combat diving and SEAL delivery vehicle operations,
- k. paradrop operations,
- l. small boat operations,
- m. tactical ground mobility,
- n. small arms and crew-served weapons,
- o. fast roping and rappelling,

- p. demolitions and explosive breaching,
- q. tactical combat medicine and trauma care,
- r. intelligence gathering and interpretation,
- s. transportation and logistics, and
- t. chemical, biological, radiological, and nuclear defense measures.

Note: The SO rating is sea-duty intensive. Exhibit 1 and the [SEAL](#) Web site provide a comprehensive description and information about a career in the SO rating.

3. Suitability for Assignment

a. **Accession Prerequisites.** The distinct purpose and nature of duties involved in the SO rating require adherence to eligibility criteria, procedures and policy for conversion and assignment to the SO rating.

b. **Professional Performance.** While the highest standards of personal conduct, reliability and judgment are required of all Service members, it is especially important that Service members assigned to duty involving the performance and supervision of SO operations are of unquestioned personal conduct, reliability, judgment and observance of military regulations.

c. **Obligated Service (OBLISERV).** Recruit candidates enlisting in the Navy with the intent to begin the SO training pipeline must satisfy OBLISERV requirements as directed by reference (a).

4. Rating Designation

a. SO "A" school training pipeline consists of the following required sequenced courses:

(1) Naval Special Warfare Preparatory Course (NSW PC),
CIN K-431-0350, CDP 04WF

(2) Basis Underwater Demolition/SEAL Training (BUD/S)
Orientation, CIN K-431-0037, CDP 173K

- (3) BUD/S, CIN K-431-0024, CDP 169K
- (4) SEAL Qualification Training (SQT), CIN K-431-0059,
CDP 754F
- (5) Cold WX, CIN K-431-0098, CDP 659S
- (6) Navy Parachute, Static Line, CIN A-431-0135, CDP
757K
- (7) Navy Parachute, Free Fall, CIN A-431-0136, CDP 757M

b. Upon completion of the SO "A" school training pipeline, enlisted personnel are awarded NEC O26A and designated as an SO. Recruit and fleet conversions are authorized accelerated advancement to E-4 (SO3) per [MILPERSMAN 1510-030](#).

5. **NEC Codes**. Enlisted SO personnel are designated by NEC codes per their qualifications. Reference (b) further describes each of the NEC codes:

NEC	Designation
O26A	SO/SEAL, NEC O26A
O23A	SEAL delivery vehicle pilot/navigator/dry deck shelter operator
O91A/O92A	naval special warfare medic

6. **NAVET and OSVET Accessions**. The SO rating is designated as an advanced technical field program. Reference (a) provides entry requirements and policy for recruit, NAVET, and OSVET accessions.

7. **Rating Conversion Entry Requirements**. Conversion to the SO rating requires successful completion of SO "A" school. Approval to attend SO "A" school will be based on the needs of the community and determined by the Bureau of Naval Personnel, Special Warfare Enlisted Community Manager (ECM) (BUPERS-324). Except where specified "**no waiver**," BUPERS-324 may waive one or more entry requirements if the applicant is considered otherwise qualified. Due to the cost of permanent change of station orders, high risk training, historic high attrition training rates, and to prevent undue delay in training, commands and personnel submitting request for conversion must strictly adhere to the policy and requirements specified in this article.

- a. **Duty.** Must be in the Active Component.
- b. **Schools.** Service members who are (voluntarily or involuntarily) disenrolled from previous attendance of air rescue, explosive ordnance disposal (EOD), Navy diver (ND), special warfare boat operator (SB), or SO "A" school will require a minimum of 2 years prior to reapplying for SO "A" school. Personnel who previously (voluntarily or involuntarily) disenrolled from SO "A" school and request to return to SO "A" school must include the following in their application:
 - (1) [NAVPERS 1070/613](#) Administrative Remarks statement, recommendation to return to training from the commanding officer (CO) of the respective SO "A" school course of instruction for which the Service member was disenrolled. **No waivers.**
 - (2) [NAVPERS 1070/613](#) statement outlining reasons for previous disenrollment and actions taken to correct identified problem areas. **No waivers.**
- c. **Age Requirement.** Must be less than 29 years of age as of date of application receipt at BUPERS-324.
- d. **Rank.** Must be in pay grades E-1 through E-5.
- e. **Time in Service.** Must have 6 years or less of active duty service as of the date of application receipt at BUPERS-324.
- f. **Armed Services Vocational Aptitude Battery (ASVAB).** Must meet ASVAB requirement per current ASVAB NAVADMIN.
- g. **Medical Requirements.** Service members must meet medical standards as specified in reference (c). If required, an approved medical waiver must be included with applicant's rating conversion application package. Medical waivers must be submitted by the Service member's CO to BUPERS-324 via the Bureau of Medicine and Surgery (BUMED), Undersea Medicine and Radiation Health (M5/50M2).
- h. **Hyperbaric Pressure Test.** Administered per reference (d). Hyperbaric pressure test may be waived if a hyperbaric chamber facility is not accessible due to geographic isolation.
- i. **OBLISERV.** The OBLISERV requirement for SO "A" school is 51 months from class graduation date or until completion of

previous OBLISERV, whichever is greater, unless released earlier by the Chief of Naval Personnel. COs must ensure applicants understand **OBLISERV to train** options specified in [MILPERSMAN 1160-040](#) and reference (e). **No waivers.**

j. **Performance Standards.** Service members must have evaluation trait marks of 3.0 or above in each of the evaluation reports covering the previous 3 years ("not observed" evaluations are to be included, but are not used in the calculation of the evaluation average). For Service members with less than 3 years of service, submit all evaluations.

k. **Misconduct.** Service members must not have nonjudicial punishment, court-martial, or civil court conviction during the previous 12 months prior to the application.

l. **Security Clearance.** SO "A" school requires eligibility for a secret clearance, based on a national agency check with local agency and credit checks or tier 3 (T3).

m. **Physical Fitness.** Must pass the physical screening test (PST) per [MILPERSMAN 1220-410](#). **No waivers.**

n. **CO's Recommendation.** Be recommended for initial training by the Service member's current CO.

8. **Applying for Rating Conversion.** Applicants who are applying for rating conversion must take the following steps:

Step	Action
1	Apply for SO convert in quota via Career Waypoints Program.
2	Access the NSW in-service recruiter's Web site to schedule an interview and PST. Phone: 1-888-USN-SEAL E-mail: scoutteam@sealswcc.com
3	Undergo screening process.
4	Receive report of rating conversion screening.
5	Assemble rating conversion package.
6	E-mail (encrypted) conversion package to: SEALSWCCECM@navy.mil All e-mails must be encrypted.

9. **Rating Conversion Screening Requirements.** Applicants will be screened by approved personnel and activity.

a. **Approved Screening Personnel.** A qualified SEAL or special warfare combatant-craft crewman (SWCC) E-6 and above or NSW officer is preferred to conduct the screening. If a SEAL or SWCC is unavailable, a qualified EOD or ND E-6 and above can conduct the screening. Approved screening personnel must submit PST scores to NSW SEAL SWCC scout team for official recommendation letter.

b. **Approved Physical Screening Activity.** Only commands with adequate facilities for screening applicants will conduct screening.

(1) An approved screening activity is any diving/EOD/SEAL/SWCC/UCT command or Navy Recruit Training Command (NAVCRUITRACOM). NSW commands should be the priority screening activity as it relates to the applicant's primary mission and capability.

(2) Screening conducted by other commands due to geographic isolation or absence of approved screening personnel must be coordinated through and approved by the Naval Special Warfare Center SEAL SWCC scout team's office.

10. **Rating Conversion Screening Process.** The screening activity will ensure the following:

Step	Action	Per
1	Interview the applicant	Para 10a
2	Conduct a Diving Medical Examination	Para 10b
3	Conduct a PST	Para 10c
4	Conduct a Hyperbaric Pressure Test	Para 10d
5	Submit a Request for Rating Conversion	Para 10e

a. **Interview the Applicant.** The interview is necessary to examine and evaluate each applicant's character, traits, background, motivation, and potential for successfully completing SO "A" school and subsequent SO career assignments. The interviewer will:

(1) Discuss the nature of the SO rating with the applicant to include training, duty assignments, operational employment, career development, pay, advancement, etc.

(2) Review the applicant's electronic service record (ESR) to fully assess past performance, conversion's effect on

professional development, potential for successfully completing SO "A" school, and identify traits which could be beneficial to the community.

(3) Determine the applicant's comfort level in the water. Service member must have a considerable comfort level when in a waterborne environment.

(4) Determine the applicant's physical fitness level.

(5) Review entry requirements with the applicant to determine which requirements are met and which requirements require a waiver.

(6) Complete exhibit 2 Report of SO Rating Conversion Screening signed by NSW SEAL SWCC scout team representative.

(a) All rating conversion entry requirement waivers must be specified and supported with justification for approval.

(b) A negative response to any of the questions or traits identified in the applicant's ESR could indicate unsuitability for the program.

(c) Provide a positive or negative endorsement stating the applicant's suitability to attend SO "A" school.

b. Conduct a Diving Medical Examination. Applicants must meet physical examination and standards per reference (c).

(1) **Approved Location.** The medical examinations may be conducted at hospitals, clinics, or dispensaries capable of accomplishing or coordinating all required examination elements.

(2) **Approved Medical Examiner.** Per reference (c), examinations can be conducted by any physician, but an Undersea Medical Officer (UMO) or Diving Medical Officer (DMO) must approve and review all examinations/reports. BUMED (M3/50M2) can review and sign physical examinations for accessions performed by another credentialed medical provider where a Navy UMO or DMO is not proximately available.

(3) **Medical Reports.** Results of the medical examination will be recorded on the following reports:

(a) [DD 2807-1](#) Report of Medical History,

(b) [DD 2808](#) Report of Medical Examination and

(c) [NAVPERS 1200/6](#) U.S. Military Diving Medical Screening Questionnaire. Used to report any interval changes to health history or physical exam since last valid periodic dive medical exam. Must be completed no later than 1 month prior to actual transfer to training and placed in Service member's medical record.

(4) **Validity.** The initial medical examination will be valid for the time period stated in reference (c). Candidates who have not reported to SO "A" school within the specified time period must re-submit an updated [DD 2807-1](#) and [DD 2808](#) to BUPERS-324.

c. **Conduct the PST.** The PST is designed to assess the applicant's physical ability to undergo initial and advanced training. PST will be valid for a period of 6 months.

(1) Administer the PST per [MILPERSMAN 1220-410](#).

(2) No alterations to the test are permitted. The test must be administered exactly as prescribed in [MILPERSMAN 1220-410](#).

d. **Conduct a Hyperbaric Pressure Test.** The hyperbaric pressure test is designed to determine if the applicant can successfully adapt to increased atmospheric pressure without adverse physiological reaction. This test is conducted in a hyperbaric recompression chamber per reference (d).

e. **Submit a Request for Rating Conversion.** Upon satisfactory completion of the screening process, applicants will forward their request to BUPERS-324 via [NAVPERS 1306/7](#) Electronic Personnel Action Request.

(1) [NAVPERS 1306/7](#) will reference [MILPERSMAN 1220-300](#) and include the following statement:

"Per [MILPERSMAN 1220-300](#), I volunteer for SO duty and request assignment to SO "A" school. I agree to serve on active duty for a period of 51 months from class graduation date or until completion of previously obligated service, whichever is greater, unless released earlier by Navy Personnel Command (NAVPERSCOM). I also agree to serve the period of minimum obligated service specified, regardless of whether I attain qualification as an SO and NEC O26A during that period."

(2) COs are required to provide a statement concerning the applicant's suitability for type of training and assignment to duty.

(3) Enclosures. The following are required enclosures for package:

Enclosure 1	DD 2807-1 Report of Medical History
Enclosure 2	DD 2808 Report of Medical Examination
Enclosure 3	MILPERSMAN 1220-300 , exhibit 2 Report of SO Rating Conversion Screening
Enclosure 4	NAVPERS 1616/26 Evaluation Report and Counseling Record for previous 3 years (or all for Service members with less than 3 years of service), including any special or transfer evaluations
Enclosure 5	ASVAB scores as documented on NAVPERS 1070/604 Enlisted Qualifications History
Enclosure 6	Hyperbaric pressure test results (provide memorandum stating waiver justification if not completed)
Enclosure 7	NAVPERS 1070/613 Administrative Remarks recommendation to return to training from the CO of the respective "A" school course of instruction from which the Service member was disenrolled
Enclosure 8	NAVPERS 1070/613 statement outlining reasons for previous disenrollment and actions taken to correct identified problem areas (limited to one page)
Enclosure 9	Military awards, qualifications, and letters of recommendation pertinent to determining performance, professionalism, and potential. Proof of language proficiency, college transcripts, and any professional accreditations, etc. (if applicable)

11. **Transfer to SO "A" School**

a. **Physical Condition Verification.** The Service member's physical condition must be verified by performing the PST

approximately 30 days prior to transfer to SO "A" school per [MILPERSMAN 1220-410](#). The PST will be coordinated through the NSW scout team on the Navy [SEAL/SWCC](#) Web site. Test results will be placed in the Service member's ESR. Personnel who fail the PST 30 days prior to transfer will retest approximately 15 days prior to transferring. If the Service member fails again, NAVPERSCOM, SEABEE/SEAL/SWCC/EOD/Diver Distribution Branch (PERS-401DH) will be notified by e-mail within 24 hours of the failure and the Service member's orders must be cancelled.

b. **Authorization.** A UMO or DMO is required to complete and sign [NAVPERS 1200/6](#) no later than 1 month prior to actual transfer to training. Place original [NAVPERS 1200/6](#) in the Service member's medical record.

c. **Participation in Advancement Exams.** Conversion to the SO rating requires successful completion of SO "A" school per reference (f).

(1) Personnel under instruction for conversion on scheduled date of examination are prohibited from taking any advancement examination.

(2) If otherwise qualified, personnel ordered to SO "A" school for rating conversion may compete for advancement in their present rating until the class convening date; however, personnel selected for advancement to E-6 prior to class convening may lose eligibility to attend SO "A" school.

d. **Disqualification Condition.** Personnel having received orders to attend SO "A" school who develop any possible disqualifying condition contrary to rating conversion entry requirements outlined in paragraph 7, to include physical conditioning, medical standards, advancement to E-6, performance standards, nonjudicial punishment or lack of security clearance eligibility, are required to notify PERS-401DH by message.

12. Disenrollment from SO "A" School

a. **Reclassification/Reassignment and Suitability.** Service members who voluntarily or involuntarily disenroll from SO "A" school initial training will:

(1) Be made available for reclassification or reassignment to their rating detailer. Service members should contact their detailer as soon as possible.

(2) Have [NAVPERS 1070/613](#) entry made in their ESR stating the reason for disenrollment.

b. **OBLISERV.** Service members disenrolled where OBLISERV is required for instruction received, with approval of NAVPERSCOM, Career Administration Division (PERS-81), may be permitted to execute a new [NAVPERS 1070/621](#) Agreement to Extend Enlistment or [NAVPERS 1070/622](#) Agreement to Recall or Extend Active Duty.

Note: See [MILPERSMAN 1160-040](#) for explanation of "instruction received."

c. **New Extension Agreement.** Upon execution of an extension, the previously executed extension agreement for the course of instruction must be cancelled.

(1) For those Service members who accepted accelerated advancement, this OBLISERV will be in addition to the 1-year extension incurred for accelerated advancement.

(2) OBLISERV for instruction cannot exceed the number of months of the original extension agreement. OBLISERV requirements must be executed from the date of disenrollment.

d. **Disenrollment Prior to Training Commencement.** If a Service member is disenrolled for any reason prior to entry into the training, a request may be submitted to PERS-81 for cancellation of OBLISERV agreement.

e. **Executing New Extension Agreement**

(1) Upon receipt of PERS-81 approval, COs or officers in charge must take the following steps/actions:

Step	Action
1	Execute extension agreement
2	Cancel old extension agreement
3	Submit NAVPERS 1070/621 and or NAVPERS 1070/622
4	Make a NAVPERS 1070/613 entry (see below)

(2) The following [NAVPERS 1070/613](#) entry is required:

My active duty obligation remaining upon disenrollment from (school) has been explained to me per [MILPERSMAN 1220-300](#). I understand that my active duty obligation has been established as (expiration of active obligated service date).

Service member's Signature

Witnessing Officer's
Signature

13. **Change of Rating.** Personnel designated in the SO rating may request a change of rating per [MILPERSMAN 1440-010](#). Personnel are required to submit [NAVPERS 1221/6](#) Navy Enlisted Classification (NEC) Change Request to BUPERS-324 to concurrently effect change of rating and removal of the SO rating related NEC.

14. **Forced Conversion.** Forced conversion is BUPERS-directed. Involuntary change of rating is based on a Service member's loss of eligibility or suitability to further serve in present rating as defined in [MILPERSMAN 1440-011](#). Forced conversions will be conducted per [MILPERSMAN 1440-011](#) and as further described in this article. COs may recommend forced conversion/revocation of the SO rating NEC by submitting [NAVPERS 1221/6](#) to BUPERS-324; commands must inform their immediate superior in command (ISIC) of recommended NEC removals up to echelon II level in order to ensure awareness and tracking of NSW community issues and trends. Service members assigned NEC 0000 have 30 days to request conversion to an undermanned rating per [MILPERSMAN 1440-011](#), and the command must remove advancement recommendation until Service member successfully converts to a new rating. This revocation must not be used as a punitive measure, but based on the CO's determination that the Service member is no longer suitable for assignment in the SO rating. [NAVPERS 1221/6](#) must substantiate that determination by providing sufficient background and reasonable justification for removal of Service member's NEC; this may be accomplished by either including sufficient background information within [NAVPERS 1221/6](#) or by way of submitting supporting documentation (e.g., a preliminary inquiry) along with [NAVPERS 1221/6](#). If supporting documentation will be submitted along with [NAVPERS 1221/6](#), it should be referenced in the block "Amplifying Remarks" at the bottom of the form. Once the SEAL NEC has been revoked, the Sailor may not reapply for that NEC. Recommendations to revoke NEC must include one or more of the following statements:

"I have lost faith and confidence in the Service member's ability to perform the duties associated with or required by their current rating."

and

"The Service member is considered suitable for assignment to rate or rating billets not requiring NEC (fill-in)"

or

"The Service member is considered unsuitable for reassignment and will be recommended for administrative discharge by separate action. If retained in the Navy, the Service member may not reapply for reinstatement for NEC O26A"

or

"The Service member is unsuitable for duty in diver/EOD/SEAL/SWCC/UCT commands. The Service member may not reapply for reinstatement for NEC O26A."

The CO's statement should also articulate any other pertinent duty or NEC restrictions deemed applicable by the Service member's performance (i.e., special operations forces medic, joint tactical air controller, special operations parachute rigger, etc.). Primary reasons for forced conversion/revocation of NEC include, but are not limited to:

a. **Duties.** Failure or unwillingness to perform duties required of the rating.

b. **Failure to maintain rating eligibility.**

(1) Permanent revocation by Department of Defense, Consolidated Adjudications Facility of the Service member's security clearance.

(2) Permanent physical disability.

c. **Performance**

(1) Willful dereliction of duty.

(2) Breaches in ammunition, arms, and explosives, parachute, ordnance, diving or other mission-critical safety procedures or regulations.

(3) Loss of CO's faith and confidence in the Service member's ability to exercise sound judgment, reliability and personal conduct.

d. **SEAL Qualification.** Failure to attain SEAL qualification as specified in [MILPERSMAN 1220-085](#).

e. **Alcohol Abuse.** Personnel identified as having abused alcohol will be locally suspended by their CO from duty pending the outcome of screening, disciplinary action or rehabilitation procedures as outlined in reference (g). At any time during or upon completion of those proceedings, COs have the following options:

(1) If **future alcohol abuse is considered likely** or the Service member **fails rehabilitation treatment**, the CO must certify that the Service member has no potential for further useful service and must initiate separation procedures as appropriate. Commands must submit [NAVPERS 1221/6](#) to BUPERS-324 to seek revocation of the SO rating-related NEC.

(2) Personnel who **voluntarily refer themselves** for treatment in the **absence of either an alcohol-related violation** (of local, state, or Federal law; Uniform Code of Military Justice) **or substandard service** and are found in need of treatment, will not be force converted. Service member will retain NEC and all associated specialty pays, but be disqualified to supervise any operations until successful completion of treatment.

f. **Drug Abuse.** Service members identified as having abused drugs, as defined in reference (h), are not eligible for future reinstatement. Service members will be processed for administrative separation as specified in [MILPERSMAN 1910-146](#). Commands must submit [NAVPERS 1221/6](#) to BUPERS-324 to seek revocation of the SO rating-related NEC.

g. **Other Substance Abuse.** Service members who wrongfully used a substance in violation of paragraph 5c of reference (i) will be processed for administrative separation as specific in [MILPERSMAN 1910-142](#). Commands must submit [NAVPERS 1221/6](#) to BUPERS-324 to seek revocation of the SO rating-related NEC.

Note: Forced conversion from the SO rating must not be used as a substitute for required disciplinary and or administrative

action. Particular consideration must be exercised to ensure that forced conversion is not used to transfer Service members to other duty when they clearly do not meet the established high standards for continued naval service.

15. **Supervisory Status**. There are a few situations in which personnel are unable to meet the physical standards for SO duties; to include diving, parachute, and demolition operations; through no fault or lack of diligence on the Service member's part. In these few cases, personnel whose significant SO experience is of continued value to the Navy may apply for "Supervisory Status" designation and remain in the SO rating.

a. **Eligibility**. Personnel must be designated as an SO SEAL.

b. **Request Designation**. Request designation for "Supervisory Status" by submitting [NAVPERS 1306/7](#) via CO and BUMED (M3/50M2) to BUPERS-324. Request must contain the following information:

(1) Results of a recent diving physical examination as enclosure (1) and

(2) Brief synopsis of previous NEC-related experience as enclosure (2)

c. **Designation**. BUPERS-324 will designate personnel in either "Supervisory Status, diving" or "Supervisory Status, Non-diving," based on the following considerations:

(1) Favorable endorsement of the Service member's request by the CO,

(2) BUMED recommendation concerning waiver of physical standards and

(3) Number of personnel presently assigned in a "Supervisory Status, Diving" or "Supervisory Status, Non-diving" at the Service member's activity. Personnel designated "Supervisory Status, Diving" or "Supervisory Status, Non-diving" will be limited to a maximum of 5 percent of an activity's onboard diving-related billet allowance or less if the number may be detrimental to operational capability.

d. **Disapproval.** If disapproved, the Service member will be force converted to another rating per [MILPERSMAN 1440-011](#).

e. **Tenure and Extensions.** Designation of personnel for "Supervisory Status, Diving" or "Supervisory Status, Non-diving" must be made to coincide with required diving duty physical examination tenure. Extension of "Supervisory Status" must be requested to coincide with completion of diving duty physical examinations. Personnel designated "Supervisory Status, Diving/Non-diving" may retain that status, dependent upon the receiving command's requirements, if transferred during the normal tenure of diving duty physical examination.

f. **Assignments.** Personnel designated "Supervisory Status, Diving" are assignable to sea duty, eligible for diving pay per their current NEC and limited to performing supervisory, inspection and re-qualification dives only per [MILPERSMAN 1220-260](#).

g. **Sea Duty and Diving.** Personnel designated "Supervisory Status, Non-diving" will not normally be assigned to sea duty, unless the number of divers in a full diving status at an activity is sufficient to conduct safe diving operations. Personnel assigned in a "Supervisory Status, Non-diving" must not dive.

16. **Periodic Requalification.** Periodic requalification of SO personnel is necessary to maintain individual proficiency and unit capability. Personal safety during hazardous operations is directly related to proficiency. COs are directed to afford every opportunity for maintaining individual qualifications without lapse.

a. Specific NEC Requalification. For policy on specific NEC requalification refer to the following:

Topic	See MILPERSMAN
Diving Requalification	1220-260
Parachute Requalification	1220-030
Demolition Requalification	1220-280

b. Documentation of diving operations is described in reference (d).

EXHIBIT 1
SO RATING DESCRIPTION

Special warfare operators (SO) perform maritime and land-based special operations in urban, desert, jungle, arctic, undersea, and mountain environments. Duties include combat diving, paradrop operations, small boat operations, tactical ground mobility, small arms and crew-served weapons, fast roping, rappelling, explosives, communications, trauma care, intelligence gathering and interpretation and chemical, biological, radiological, and nuclear explosive defense measures, and counter proliferation.

Naval special warfare (NSW) scout team and Navy Recruit Training Command (NAVCRUITRACOM) give presentations on the Navy's SEAL Program, conduct the physical training screening tests and assist interested personnel with their applications. NSW scout team has personnel located in Coronado, CA and Little Creek, VA. Call 1-888-USN-SEAL or refer to the Navy [SEAL/SWCC](#) Web site for more information.

A more stringent physical examination and medical screening is required of SEAL Program candidates. Applicants' entrance medical examinations will be reviewed for diving qualifications and further physical screening tests will be given at NAVCRUITRACOM and at the Basic Underwater Demolition/SEAL (BUD/S) "A" school.

BUD/S training is physically and mentally demanding, but the individual who accepts the challenge is rewarded with extra pay for diving, parachuting, and demolition; plus, extraordinary duty assignments.

Career Path After Recruit Training				
Enlistees are taught the fundamentals of NSW through formal Navy schooling and on the job training. BUD/S "A" school candidates attend 5 phases of training at Coronado, CA and various other locations.				
School	Present Location	Approximate Training Time	Subjects	Training Methods
NSW Preparatory	Great Lakes, IL	8 weeks	Physical and psychological preparation for BUD/S training	Group instruction, classroom and practical

BUD/S Orientation	Coronado, CA	3 weeks	Physical and psychological preparation for BUD/S training	Group instruction, classroom and practical
Basic Underwater Demolition/SEAL (BUD/S)	Coronado, CA	21 weeks	Physical conditioning, small boat handling, diving physics, basic diving techniques for open and closed circuit scuba, land warfare, weapons, demolitions, communications, and hydrographic reconnaissance	Group instruction, classroom and practical
Parachute Training	San Diego, CA	4 weeks	Basic skills required for combat static line and military freefall parachuting	Group instruction, classroom and practical
SEAL Qualification Training	Various	22 weeks	Core NSW tactical knowledge and skills	Group instruction, classroom and practical
<p>During a 20-year period, SEALs spend about 70 percent of their time assigned to operational teams and 30 percent to shore stations. Advanced training opportunities in marksmanship, demolition, weapons, diving, communications, intelligence, parachuting, foreign language and a variety of other advanced skills provide the flexibility for specialization to complement a variety of interesting duty assignments.</p>				

For SEAL challenge information, see reference (b), volume 5, chapter 2, section 1.

What They Do

- Special operations are characterized by the use of small units

with very unique capabilities to conduct surgical military actions that are beyond the capability of conventional military forces.

- SEALs master maritime special operations, with a combination of specialized training, equipment, and tactics.
- SEAL medics (special operations combat medics) provide combat trauma medical support during all operations, while also serving as SEALs.

Qualifications and Interests

SEAL challenge candidates should be mature, motivated, self-assured and self-confident, willing to follow orders, and able to work under stressful and hazardous conditions. They should be in excellent physical condition and motivated to withstand the rigorous physiological demands imposed by the maritime environment. The ability to swim and withstand fatigue is a major factor in successful completion of the training. Other necessary characteristics needed are good study habits and learning skills, knowledge of arithmetic and basic algebra, mechanical skills, and manual dexterity. Applicants must be U.S. citizens eligible for a security clearance.

Working Environment

SEALs perform special operations missions from fixed-wing aircraft, ground mobility vehicles, helicopters, ships, and submarines. They may be exposed to urban, arctic, desert, or jungle environments; including survival in enemy controlled areas and all water conditions. They may also perform administrative and foreign training missions in a wide variety of climates throughout the world.

Since Navy programs and courses are revised at times, the information contained in this section is subject to change.

Exhibit 2
Report of SO Rating Conversion Screening
(Use proper letter format)

From: (Screening activity)
To: Commander, Navy Personnel Command (PERS-401DH)
Subj: REQUEST FOR SPECIAL WARFARE OPERATOR (SO) RATING
CONVERSION
Ref: (a) [MILPERSMAN 1220-300](#)

1. (Rate First MI last name), currently attached to (Service member's present command), was screened for application for assignment to SEAL training following the procedures specified in reference (a).

2. The Service member completed the screening as indicated below:

a. Interview conducted by: (name, rank/rate, position, command, date). (Interviewer should include any significant findings pertinent to selection/non-selection of Service member for requested training.)

(1) Does the applicant totally understand the mission and scope of the program? Yes _____ No _____

(2) Does the applicant fully understand the training regimen during initial training and what will be expected of them? Yes _____ No _____

(3) Is the applicant's motivation for entry into the rating a sincere desire for personal growth, achievement, and not solely for the money or as a method to escape their present circumstances, etc.? Yes _____ No _____

(4) Does the applicant have the ability to adapt to the requirements of the desired community? Yes _____ No _____

(5) Is the applicant mentally prepared for the arduous training? Yes _____ No _____

(6) Does the applicant have any financial, marital, or other hardships that would impede their ability to concentrate on and complete the training? Yes _____ No _____

b. PST conducted by: (name, rank, position, command, date)

(1) Swim Time: _____ min _____ sec

(2) Run Time: _____ min _____ sec

(3) Sit-ups: _____, Push-ups: _____, Pull-ups: _____

c. Pressure test conducted by: (name, rank, position, command/facility, date) or waived (state justification). Pressure test (results to be included as application package) contained in enclosure (1).

d. A secret clearance investigation has been initiated or successfully completed: () Yes () No

3. Based on (satisfactory/unsatisfactory) completion of this screening the Service member (is/is not) recommended for (type training). (If Service member is not recommended, state reason(s).)

(Signature)

Copy to:
Service member's present command