

MILPERSMAN 1306-1016

NAVAL SPECIAL WARFARE (NSW) WOMEN IN SPECIAL OPERATIONS FORCES (WISOF) CADRE

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References	(a) USSOCOM Chief of Staff memo, Updated Implementation Guidance for Direct Ground Combat Definition and Assignment Rule of 17 Mar 15 (b) CJCS memo CM-0017-13, Women in the Service Implementation Plan of 09 Jan 13 (c) SECNAV memo, DON Women in the Service Review Implementation Plan of 02 May 13 (d) SECDEF memo, Implementation Guidance for the Full Integration of Women in the Armed Forces of 03 Dec 15 (e) COMNAVSPECWARCOM memo 1000 Ser 00/0661, Cadre Integration Plan of 01 Sep 15 (f) OPNAVINST 1500.75D
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1. **Policy.** The guidance provided herein follows Department of Defense, Department of the Navy, and United States Special Operations Command guidance on women in service per references (a) through (f).

2. **Purpose.** To outline the selection and screening process for women to serve as Naval Special Warfare (NSW) Women in Special Operations Forces (WISOF) instructor cadre. Billets are located at NSW Basic Training Command (NSWBTC) (unit identification code (UIC) N49746) and Naval Special Warfare Assessment Command (NSWAC) (UIC N42545).

3. **Background**

a. NSW selects, assesses, trains, and retains the most capable personnel to execute special operations missions. NSW implements a deliberate and methodical process throughout

sea-air-land (SEAL) and special warfare combatant-craft crewman (SWCC) assessment, selection, and training to ensure the successful integration of women. NSW safeguards sustained combat effectiveness and protects the force's welfare by upholding gender-neutral standards, cultivating task cohesion, and implementing leadership-supported strategies.

b. The NSW WISOF Instructor Program was developed to uphold assessment, selection, and training standards and provide an objective view of the training environment. The program certifies a safe, professional environment and ensures an equal opportunity regardless of gender. WISOF instructors are NSWBTC or NSWAC instructors, teaching within their rating expertise.

c. NSW seeks women who are motivated to serve in the program, demonstrate outstanding mental resilience and exceptional physical readiness, and have a history of relevant deployments or technical expertise.

d. A brief description of the NSWBTC assessment, training, and selection program is as follows:

(1) Naval Special Warfare Orientation (NSWO). The purpose of NSWO is to prepare NSW officer and enlisted candidates to perform demanding physical training and water competency within their training pipelines. The focus is to educate candidates on health, fitness, nutrition, and recovery for successful completion of assessment and selection. Candidates will have a physical conditioning program that consists of running, swimming, aquatic skills, calisthenics, NSW's obstacle course, and an introduction to inflatable boat, small and logs or hawsers.

(2) Basic Underwater Demolition SEAL (BUDS) - First Phase. Selects and prepares prospective NSW officer and enlisted SEAL candidates, physically and psychologically, for the rigorous BUDS assessment, training, and selection. First phase includes three test gates, to include "Hell Week."

(3) BUDS - Second Phase. Trains selected SEAL officers and enlisted SEAL candidates in open circuit and closed-circuit diving. This course content includes physical training, distance running, aquatics or swimming, obstacle course, open-circuit diving, and closed-circuit diving per the approved curriculum, governing directives, and instructions.

(4) BUDS - Third Phase. Trains selected SEAL officers and enlisted SEAL candidates in hydrographic reconnaissance, combat swimmer or diver, land navigation, demolition, and weapons skills in preparation for the SEAL Qualification Training (SQT) pipeline.

(5) SQT. Prepares post-BUDS candidates (first through third phased training) for success in the SEAL teams. SQT consists of the following courses: SEAL Basic Cold Weather Maritime; Navy Parachute Static Line; Navy Parachute Free Fall; NSW Survival, Evasion, Resistance, and Escape (SERE); and NSW Basic Combatives. SQT provides candidates who advance through BUDS with the core tactical skills and knowledge necessary to perform in combat shooting, close-quarters combat, roper, land warfare, and maritime operations.

(6) ALPHA Phase (Selection). Designed to select enlisted candidates (E1-E5) for the special warfare boat operator (SB) rating. Trainees will learn fundamental crewman-skills at the apprentice level as they perform all designated tasks onboard NSW crafts, in classrooms, and on training ranges under the supervision of high-risk qualified SWCC instructors.

(7) BRAVO Phase (Training). Designed to select SWCC candidates for the SB rating. Topics include: nuclear, biological, chemical, and radiological defense (NBCRD); medical, crew-served heavy weapons; small arms weapons; heavy weapons mounts; weapons and ordnance safety; laser and targeting devices; visual augmentation systems; personal equipment; basic combat skills; engineering systems; special operations craft (SOC) transportation; communications; SWCC physical training; and NSW ethics.

(8) CHARLIE Phase (Qualification). Designed to select SWCC candidates for the SB rating. Topics include: SWCC physical training, conditioning run and swim, SWCC combatives, advanced combatant craft crewman skills, underway crew-served weapons practical application, advanced communications system practical application, SOC boat handling practical application, radio detection and ranging or global positioning system practical application, advanced navigation, SWCC ethics, bridge crossings or fields of fire, insert-extract or direct action, and mission planning.

4. Requirements and Qualifications. In coordination with NSW Center (NSWCEN), NSW Force Integration Officer (FIO) will work

with U.S. Fleet Forces Command and Navy Personnel Command to ensure that NSW WISOF instructors meet eligibility requirements. Candidates must meet the following minimum requirements:

a. Eligible Ratings. NSW may consider the rate and rating knowledge relevance to align with the training phase. **All ratings are eligible to apply and will be considered for selection.** However, pay grade preference is for the following ratings is as follows:

(1) E-5 and above for explosive ordnance disposal, Navy diver, and Navy aircrewman; and

(2) E-6 and above for hospital corpsman, gunner's mate, master-at-arms, boatswain's mate, quartermaster, electronics technician, and aircrew survival equipmentman.

b. FIO Eligibility. NSW will consider any designator or community-nominated candidates via the NAVPERSCOM Special Warfare Distribution/Placement Branch (PERS-415) to fill the role of FIO, Naval Special Warfare Command (UIC N00074).

c. Security Clearance. Candidates must have and maintain a Secret clearance.

d. Screenings. Candidates must:

(1) Meet suitability requirements outlined in [MILPERSMAN 1306-953](#) for instructor duty.

(2) Complete a [NAVPERS 1306/92](#) Special Program Screening and meet requirements outlined in [MILPERSMAN 1306-900](#), including commanding officer and command master chief's endorsements.

(3) Complete a physical screening test (PST) per [MILPERSMAN 1220-410](#) (conducted by a qualified command fitness leader). The PST is an NSW assessment tool for physical readiness, passing with SWCC minimum standards is required upon reporting. Candidates must also provide all previous physical readiness test scores. Waivers will be considered and decided upon by Commander, NSWCCN.

(4) Provide previous three observed performance evaluations.

(5) Provide a career summary with the following information: description of completed deployments and include

relevant awards; deployment summaries with a special emphasis on any combat-related mission sets; and descriptions of situations or missions that required mental resilience, involved unknown or uncomfortable situations, or depended strongly on teamwork for success.

Note: Combat-related experience is not required for WISOF instructor positions.

e. Weapons. Candidates with a prior domestic violence conviction are ineligible (no waiver).

f. Financial. Candidates must qualify for and maintain eligibility for a Government travel charge card.

g. Obligated Service (OBLISERV). Selected members will incur 36 months of OBLISERV from report date.

h. Navy Enlisted Classification (NEC). All NSW WISOF instructors will obtain NEC 805A (instructor) and will be eligible to obtain master training specialist NEC 8MST during their tour.

5. Selection Process

a. Candidates must have no less than 15 months remaining at their current assignment when submitting a screening package comprised of: completed [NAVPERS 1306/92](#), previous three observed evaluations, PST scores, and career summary. All documents will be sent securely using encryption either via e-mail or the DoD Secure Access File Exchange (DoD SAFE) Web site (<https://safe.apps.mil>) to the NIPR WISOF distribution e-mail: NSW.WI.SOF.DL@socom.mil. The FIO, Naval Special Warfare Command (UIC N00074) will follow-up with candidates upon receipt of application.

b. Candidate packages will be received, compiled, and reviewed by the FIO. Initially-screened candidates will be submitted to the NSWBTC or NSWAC Board for official assessment and decision. In-person screening will include NSWBTC or NSWAC-monitored completion of PST and interviews.

c. Candidates will be informed of selection or non-selection for the program within 60 days of completion of interviews. This timeline will provide non-select candidates

time to negotiate for orders within their projected rotation date windows.

d. Additional WISOF cadre information can be found at <https://www.sealswcc.com/wisof/>.