

MILPERSMAN 1306-999

ASSIGNMENT TO NAVAL INTELLIGENCE SPECIAL CAREER PROGRAM

Responsible Offices	NISCP Program Manager	Phone:	(703) 695-8987
	NAVPERSCOM PERS-4010	Phone:	(901) 874-4583

MyNavy Career Center	Phone: Toll Free E-mail: MyNavy Portal:	1-833-330-MNCC(6622) askmncc@navy.mil https://my.navy.mil/
----------------------	---	---

References	(a) DoD Instruction 1315.18 of 28 October 2015 (b) OPNAVINST 6110.1K (c) BUMEDINST 1300.2B
-------------------	--

1. **Purpose.** This article issues policies, information, and guidance pertaining to the participation of U.S. Navy enlisted Service members in the Naval Intelligence Special Career Program (NISCP) and establishes the NISCP prerequisites and nomination selection process. References (a) through (c) are provided as general guidance and education. Exhibit (1) is germane.

2. **Program Background.** The Navy has invested significantly in specialized intelligence career fields since 2004. Such career fields are nuanced, especially when considering uniform career advancement requirements. Meticulous screening, selection, and training of enlisted Service members for NISCP are critical to mission success, requiring special personnel assignments.

3. **Policy**

a. **Voluntary.** Service members must receive a comprehensive briefing outlining all potential hardships associated with NISCP (financial, cultural, health, or training). Explicit willingness to accept an NISCP assignment, with full knowledge of these hardships, is a prerequisite for participation.

b. **Language**. All NISCP applicants must possess a 2/2 fluency on the Defense Language Proficiency Test in any language or receive a 100 or better on the Defense Language Aptitude Battery prior to consideration for acceptance into NISCP. The minimum Defense Language Aptitude Battery score of 100 may be waived by the NISCP program manager (PM) on a case-by-case basis.

c. **Assignment Criteria**. In addition to language proficiency and exhibit 1 requirements, criteria for assignment include the following:

(1) **Performance**. Eligibility for NISCP requires alignment with the enlisted career path. For the purpose of this MILPERSMAN article, enlisted Service members are considered to be in alignment with the enlisted career path when they have completed all the fully qualified criteria for advancement to the next pay grade and have not yet exceeded their high year tenure. In addition, a documented record of sustained superior performance in diverse sea and shore assignments is strongly preferred.

(2) **Obligation**. Service members within 5 years of their statutory retirement date will not be considered for participation in the NISCP. All Service members must fulfill the complete prescribed tour length for each assigned duty station.

4. **Nomination Process and Procedures**

a. **Assessment and Selection**. This program is primarily intended for enlisted personnel in the intelligence specialist rating. Eligibility is limited to those in the pay grades of E-5 and above; waivers are not currently authorized for pay grade. Personnel from other ratings may be considered on a case-by-case basis, provided they possess relevant experience. Enlisted personnel who are interested in NISCP and meet these requirements should contact the NISCP PM to assess their qualifications and eligibility for the program. Screening requires release and nomination by the applicants' rating detailers between 15 and 24 months prior to their projected rotation date.

(1) **Application**. Upon release from the detailee, the PM, in conjunction with Navy Personnel Command (NAVPERSCOM) Special Programs Branch (PERS-4010), will provide the Service member an application package for completion and submission. Service members must adhere to the application deadline stipulated by the PM; late submissions will result in removal from the application process. The PM will review all returned applications to ensure completeness prior to initiating the service-level screening process.

(2) **Screening**. [NAVPERS 1306/92](#) Special Program Screening sections A, D2, and D3; the application package; and screening and selection must be completed no later than 13 months prior to the Service member's projected rotation date. Failure to meet this deadline will result in ineligibility for the NISCP and return to the rating detailee for orders negotiation.

(3) **Detailing Status**. Once a Service member is identified as a viable applicant by the PM and released by the rating detailee, the member will be placed in a detailing hold until final selection is made or until returned to the rating detailee.

(4) **Service Level**. Nominees are forwarded to the Department of War (DoW) level for final approval.

b. **Assignment**. When a service-level nominee is approved at the DoW-level, the PM will inform PERS-4010 to initiate permanent change of station duty under instruction orders (ACC 342).

(1) **Training**. Upon successful completion of NISCP required training courses, Service members will be immediately assigned to a NISCP utilization tour.

(2) **Tour Length**. Per reference (a), All NISCP assignment tour lengths are established and may deviate from the tour lengths prescribed in other documents.

(3) **Obligation of Service**. The obligation of service for NISCP is 48 months and will begin once the Service member reports to the initial NISCP utilization tour (ACC 100).

EXHIBIT 1
(Page 1 of 3)

**PREREQUISITES FOR ASSIGNMENT TO THE NAVAL INTELLIGENCE SPECIAL
CAREER PROGRAM**

1. **Selection and Nomination Procedures**

a. **General**. This exhibit provides the prerequisites for assignment to the program. Assigning the highest qualified Sailors to the Naval Intelligence Special Career Program (NISCP) ensures mission success.

b. **Responsibility**. The Deputy Director of Naval Intelligence (DDNI)/Deputy Chief of Naval Operations for Information Warfare (N2N6C) is responsible for the service-level nominations of enlisted Service members for assignment to NISCP. DDNI delegates initial recruiting, coordination, and service-level nomination responsibilities to the NISCP program manager.

2. **Mandatory Qualifications for NISCP**

a. Demonstrate outstanding reliability, initiative, military performance, and ability to adapt to unfamiliar situations;

b. Possess the ability to express oneself well, both orally and in writing;

c. Candidate and family must possess the ability to adapt to foreign cultures and societies and must be prepared to tolerate differences and hardships associated with living and working overseas;

d. Possess a "Top Secret" Department of War security clearance with sensitive compartmented information eligibility or have a special background investigation, current within the past 4 years and 6 months, and be eligible for access to sensitive compartmented information. Candidate must also pass a counterintelligence polygraph as a part of the screening process;

e. Candidate must be in full compliance with reference (b) (Physical Readiness Program);

f. Possess social and moral qualities reflecting credit upon

EXHIBIT 1
(Page 2 of 3)

g. Be a U.S. citizen and free of foreign influence or preference through family, commercial, or other influences;

h. Attain a minimum score of 100 on the Defense Language Aptitude Battery exam;

i. Successfully complete overseas screening for the location to which the candidate is applying, per reference (c);

j. Family members accompanying the candidate to the duty station must successfully complete overseas screening per reference (c);

k. Candidate's spouse or cohabitant must be a U.S. citizen. Spouses must be able to garner and maintain a "Secret" security clearance;

l. Candidate must not have significant unsecured debt greater than \$15,000 or recent bankruptcy;

m. Candidate must have a valid U.S. driver's license;

n. Candidate must be willing to undergo and successfully pass a counterintelligence scope polygraph examinations in compliance with the Navy Personnel Security Program; and

o. Candidate must be physically qualified to perform all duties and present a proper appearance in military and civilian dress.

3. **Desired Qualifications**

a. Overseas assignment experience (highly desired),

b. Country and regional area experience,

c. Personnel Exchange Program experience,

d. Intelligence-related work experience,

EXHIBIT 1
(Page 3 of 3)

e. Hold a bachelor's degree and or have professional military education,

f. Ability to speak intelligently about the U.S. Navy as a Service representative in the country of assignment, and

g. Language ability and cultural knowledge.