OPNAV INSTRUCTION 1120.3C

From: Chief of Naval Operations

Subj: NAVY RESERVE DIRECT APPOINTMENT PROGRAM

Ref: (a) 10 U.S.C. §12201 to §12210
(b) OPNAVINST 1120.4C
(c) OPNAVINST 1120.5B
(d) OPNAVINST 1120.6
(e) OPNAVINST 1120.7A
(f) OPNAVINST 1120.8A
(g) OPNAVINST 1120.9A
(h) OPNAVINST 1120.10A
(i) OPNAVINST 1120.11A
(j) OPNAVINST 1120.12A
(k) OPNAVINST 1120.13B

Encl: (1) Navy Reserve Direct Appointment Program Authorizations

1. **Purpose.** To provide guidance for the Navy Reserve Direct Appointment Program. Major changes to this instruction include updates to the program authorizations, updated training requirements and more generalized verbiage to allow greater stakeholder flexibility in policy execution. This instruction is a complete revision and should be reviewed in its entirety.

2. **Cancellation.** OPNAVINST 1120.3B.

3. **Scope and Applicability.** Provisions of this instruction apply to qualified civilian and enlisted reserve applicants into Navy Reserve Officer programs.

4. **Authority.** Qualified applicants will be appointed to the Navy Reserve and placed on the reserve active status list under the provisions of law, reference (a), and Chief of Naval Operations (CNO) policy for the specific designator under the applicable appointment instruction in references (b) through (k). Authority to recruit is based on the program authorizations listed in enclosure (1). Appointments under this program are not applicable to full-time support officers.

5. **Program Guidance**

   a. Deputy Chief of Naval Operations (Manpower, Personnel, Training and Education) (CNO (N1)) will publish recruiting goals for reserve direct appointment accessions.
Commander, Navy Recruiting Command (COMNAVCURITCOM) will recruit for direct commissions only those applicants who:

(1) meet the age, education, skill and experience required of the program authorizations, and

(2) are willing to serve in a Selected Reserve (SELRES) mobilization billet and available for mobilization whenever called upon by higher authority.

b. COMNAVCURITCOM will process completed applications through professional selections and appointments. Applications for reserve officer direct appointments will be processed with the same priority as applications for active duty officer appointments.

(1) During the direct commission application process, the applicants’ willingness to mobilize and their personal circumstances, which can affect their ability to mobilize, must be addressed.

(2) If selected for appointment, applicants will be offered a reserve commission and must execute an acceptance, oath of office and ready reserve agreement prior to receiving orders to a SELRES billet.

c. Officers appointed under the direct appointment program will be required to complete all accession training requirements within 1 year of appointment.

(1) Officers will be required to serve a minimum of 3 years in a designator before making any request for designator change or transfer to another Service.

(2) In addition to required accession training requirements, individual communities will provide designator-specific training courses for new direct appointees. Examples of such training include, but are not limited to, Navy Reserve Supply Officer Basic Qualification Course and Naval Intelligence Officer Basic Course.

d. Members of Congress, Federal political appointees, elected state and local government officials, Federal judiciary members and Federal career senior executive service employees may not be offered an original direct appointment without prior written approval from CNO (N1).

6. Responsibilities

a. The Director, Military Personnel Plans and Policy (OPNAV (N13)) will:

(1) issue annual recruiting goals to COMNAVCURITCOM based on SELRES requirements,
(2) maintain Navy Reserve direct appointment program authorizations, coordinate changes with designator sponsors and distribute updated documents to COMNAVCURUITCOM, and

(3) administer policy for waiver of accession standards.

b. Chief of Navy Reserve (CNO (N095)) will provide input to OPNAV (N13) on requirements for accession goals.

c. COMNAVCURUITCOM will:

(1) consider for direct commission only, those applicants who have the requisite education and or experience and will be readily available for mobilization when the need arises. For community-specific requirements, see the appropriate OPNAV instructions listed in references (b) through (k) and the program authorizations listed in enclosure (1);

(2) schedule selection boards and monitor appointments to ensure expeditious accession for all applicants;

(3) ensure program authorization appointment criteria are posted on the Navy Personnel Command public Web site; https://www.public.navy.mil/bupers-npc/officer/communitymanagers/Pages/Program-Authorizations.aspx, ensuring access to recruiters and applicants;

(4) closely monitor the accession of all inter-Service transfers and ensure affiliation packages are complete and forwarded to Navy Personnel Command; Reserve Personnel Administration (PERS-91) for final approval;

(5) authorize age waivers for any reason listed in subparagraphs 6c(5)(a) and 6c(5)(b):

(a) when a manning shortfall exists in which Navy veterans cannot fill and or sufficient numbers of candidates under the age requirement of the respective program authorization are not available, or

(b) when a subspecialty is on the critical wartime shortage list.

(6) ensure that before appointment, applicants who will be unable to complete 20 years of creditable service for retirement must acknowledge in writing that they are ineligible for retirement; and

(7) notify CNO (N1) and CNO (N095) when high visibility candidates are being considered for direct appointments for Navy Reserve commissions. Such candidates include high profile individuals and key government figures (see subparagraph 5d).
d. Commander, Navy Reserve Force will:

   (1) affiliate direct commission officers into SELRES billets, and

   (2) obligate indoctrination funding for their initial annual active duty training period.

e. Navy Personnel Command (PERS-91) will have final approval authority over all inter-Service transfers of like designators, (e.g., doctor to doctor).

f. Reserve Officer Community Manager (BUPERS-351) will:

   (1) coordinate with community sponsors, COMNAVCRUITCOM and CNO (N095) to provide draft input to OPNAV (N13) on community based requirements for direct accession goals;

   (2) monitor recruiting goals and accessions for reserve direct appointments;

   (3) coordinate with community sponsors, COMNAVCRUITCOM and CNO (N095) to provide quarterly inputs to OPNAV (N13) for changes to the direct accession goals; and

   (4) coordinate with community sponsors, COMNAVCRUITCOM and CNO (N095) to provide draft program authorizations to OPNAV (N13) for all communities.

g. Commander, Naval Education and Training Command will coordinate initial indoctrination training curricula with resource sponsors.

7. Records Management

   a. Records created as a result of this instruction, regardless of format or media, must be maintained and dispositioned per the records disposition schedules located on the Department of the Navy/Assistant for Administration, Directives and Records Management Division portal page at https://portal.secnav.navy.mil/orgs/DUSNM/DONAA/DRM/Records-and-Information-Management/Approved%20Record%20Schedules/Forms/AllItems.aspx.

   b. For questions concerning the management of records related to this instruction or the records disposition schedules, please contact your local records manager or the Department of the Navy/Assistant for Administration, Directives and Records Management Division program office.

8. Review and Effective Date. Per OPNAVINST 5215.17A, Reserve Policy Branch (OPNAV (N13R)) will review this instruction annually on the anniversary of its issuance date to ensure applicability, currency, and consistency with Federal, Department of Defense, Secretary of the
Navy and Navy policy and statutory authority using OPNAV 5215/40, Review of Instruction. This instruction will be in effect for 10 years, unless revised or cancelled in the interim, and will be reissued by the 10-year anniversary date if it is still required, unless it meets one of the exceptions in OPNAVINST 5215.17A, paragraph 9. If the instruction is no longer required, it will be processed for cancellation as soon as the need for cancellation is known following the guidance in OPNAV Manual 5215.1 of May 2016.

Releasability and distribution:
This instruction is cleared for public release and is available electronically only via Department of the Navy Issuances Web site, https://www.secnav.navy.mil/doni/default.aspx
NAVY RESERVE DIRECT APPOINTMENT PROGRAM AUTHORIZATIONS

The following program authorizations are current as of the date of this instruction. An updated list of applicable program authorizations will be published each year in the SELRES Officer Accession Plan.

<table>
<thead>
<tr>
<th>Program Authorization#</th>
<th>Program</th>
<th>Designator</th>
</tr>
</thead>
<tbody>
<tr>
<td>100D</td>
<td>Unrestricted Line, Special Warfare</td>
<td>1135</td>
</tr>
<tr>
<td>110</td>
<td>Chaplain Corps</td>
<td>4105</td>
</tr>
<tr>
<td>113</td>
<td>Medical Corps</td>
<td>2105</td>
</tr>
<tr>
<td>114</td>
<td>Dental Corps</td>
<td>2205</td>
</tr>
<tr>
<td>115</td>
<td>Medical Service Corps</td>
<td>2305</td>
</tr>
<tr>
<td>116</td>
<td>Nurse Corps</td>
<td>2905</td>
</tr>
<tr>
<td>201A</td>
<td>Engineering Duty Officer</td>
<td>1445</td>
</tr>
<tr>
<td>202</td>
<td>Supply Corps</td>
<td>3105</td>
</tr>
<tr>
<td>203</td>
<td>Public Affairs Officer</td>
<td>1655</td>
</tr>
<tr>
<td>204</td>
<td>Civil Engineer Corps</td>
<td>5105</td>
</tr>
<tr>
<td>206</td>
<td>Aviator Reserve Component</td>
<td>1315/25</td>
</tr>
<tr>
<td></td>
<td>Other Service Veteran</td>
<td></td>
</tr>
<tr>
<td>207</td>
<td>Aerospace Maintenance Duty Officer</td>
<td>1525</td>
</tr>
<tr>
<td>208A</td>
<td>Intelligence Officer</td>
<td>1835</td>
</tr>
<tr>
<td>208B</td>
<td>Oceanography Officer</td>
<td>1805</td>
</tr>
<tr>
<td>208C</td>
<td>Cryptologic Warfare Officer</td>
<td>1815</td>
</tr>
<tr>
<td>208D</td>
<td>Information Professional Officer</td>
<td>1825</td>
</tr>
<tr>
<td>211</td>
<td>Judge Advocate General</td>
<td>2505</td>
</tr>
<tr>
<td>Program Authorization#</td>
<td>Program</td>
<td>Designator</td>
</tr>
<tr>
<td>-----------------------</td>
<td>----------------------------------------------</td>
<td>------------</td>
</tr>
<tr>
<td>219</td>
<td>Chaplain Candidate Program Officers</td>
<td>1945</td>
</tr>
<tr>
<td>221</td>
<td>Strategic Sealift Officer</td>
<td>1665</td>
</tr>
<tr>
<td>230</td>
<td>Human Resources Officer</td>
<td>1205</td>
</tr>
<tr>
<td>232</td>
<td>Aerospace Engineering Duty Officer</td>
<td>1515</td>
</tr>
</tbody>
</table>