



SECRETARY OF THE ARMY
WASHINGTON

27 OCT 2017

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Army Directive 2017-26 (Pilot Program for Direct Commission to Cyber Positions)

1. References. A complete list of references is at the enclosure.
2. Purpose. This directive establishes policy for the direct appointment of officers as cyber branch officers in the Regular Army. Officers appointed under this pilot are eligible to apply for constructive service credit. During this pilot, officers will not be appointed into the cyber branch through Officer Candidate School. Officers appointed through this pilot will attend a Direct Commission Course and the Cyber Branch Basic Officer Leadership Course.
3. Eligibility
 - a. Applicants must satisfy the Army's requirements for accession and commissioning in references i and m and have education, experience, and/or training in one or more of the following competencies (the list is not exhaustive):
 - (1) Data Science;
 - (2) Software, Malware Programming, Reverse Engineering, and Exploitation;
 - (3) Industrial Control Systems;
 - (4) Computer Engineering;
 - (5) Cryptography (Crypto/Quantum-Mathematics);
 - (6) Database Architecture;
 - (7) Forensics Analysis; and
 - (8) Network Engineering and Analysis.
 - b. Applicants must have a baccalaureate degree at the time they enter the Direct Commission Course. Recruiters may ask applicants to submit documentation substantiating their qualifications, education, training, and experience.

SUBJECT: Army Directive 2017-26 (Pilot Program for Direct Commission to Cyber Positions)

c. Cyber officers must be determined eligible to receive a Top Secret clearance. A U.S. Office of Personnel Management Tier 5 investigation must be initiated before the offer of an appointment. An individual may be tendered an appointment pending completion of the Tier 5 investigation provided the individual receives an interim Secret clearance and acknowledges, in writing, that he or she will be subject to discharge if the Tier 5 investigation is not favorably adjudicated.

d. Applicants commissioned through this pilot program will serve the first 3 years of their military service obligation on active duty.

4. Responsibilities

a. The Deputy Chief of Staff, G-1 will:

- (1) act as the exception authority for this directive,
- (2) approve medical and moral waivers for appointments pursuant to references i and m, and
- (3) issue a memorandum of instruction for use in selection and constructive credit board.

b. The Commander, U.S. Army Recruiting Command will:

- (1) assist the cyber recruiting officer with recruiting,
- (2) ensure cyber applicants complete all pre-accession examination and testing requirements and are properly processed at a Military Entrance Processing Station, and
- (3) arrange travel to bring individuals to the Direct Commission Course.

c. The Commander, Cyber Center of Excellence (CCoE) will:

- (1) recommend applicants for appointment in the Army and recommend constructive service credit based on the individual experience, training, and education of applicants;
- (2) base his recommendations for appointment and service credit on the recommendation of a board. The board will follow instructions issued by the Deputy Chief of Staff, G-1. The Commander, CCoE will convene the board when needed. The board will consist of at least five field grade officers. Three field grade officers will be

SUBJECT: Army Directive 2017-26 (Pilot Program for Direct Commission to Cyber Positions)

selected from officers assigned to U.S. Army Cyber Command. A nonvoting civilian cyber expert will be appointed to the board. Upon request from a board member or the Commander, CCoE, this member will render a written evaluation of an applicant's qualifications. The written evaluation will be provided to all board members and enclosed with the board report;

(3) submit appointment and constructive credit recommendations with accompanying board results to U.S. Army Human Resources Command, Officer Readiness Directorate for processing; and

(4) tender approved appointments to qualified applicants.

d. The Commander, Army Cyber Command will report needed qualifications, experience, training, and education in cyber operations to the Commander, CCoE and the Deputy Chief of Staff, G-1 for use in the recruitment, selection, and management of officers.

5. Reporting Requirements. No later than 1 January 2020, the Assistant Secretary of the Army (Manpower and Reserve Affairs) will ensure a report on the success of this pilot is prepared for submission to the Under Secretary of Defense (Personnel and Readiness).

6. Expiration. This directive will expire on 31 December 2022 unless sooner rescinded.

Encl


Ryan D. McCarthy
Acting

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SUBJECT: Army Directive 2017-26 (Pilot Program for Direct Commission to Cyber Positions)

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REFERENCES

- a. Title 10, United States Code, section 531 (Original Appointments of Commissioned Officers), as amended 28 October 2004.
- b. Title 10, United States Code, section 533 (Service Credit Upon Original Appointment as an Officer), 12 December 1980.
- c. National Defense Authorization Act for Fiscal Year 2017, Pub. L. No. 114-328, section 509.
- d. Department of Defense (DoD) Instruction 1304.25 (Fulfilling the Military Service Obligation (MSO)), October 31, 2013.
- e. DoD Instruction 1304.26 (Qualification Standards for Enlistment, Appointment, and Induction), March 23, 2015, Incorporating Change 2, April 11, 2017.
- f. DoD Instruction 1310.02 (Original Appointment of Officers), March 26, 2015.
- g. DoD Instruction 1312.03 (Service Credit for Commissioned Officers), November 22, 2013.
- h. Joint Travel Regulations, 1 August 2017.
- i. Army Regulation (AR) 40-501 (Standards of Medical Fitness), 14 June 2017.
- j. AR 350-51 (United States Army Officer Candidate School), 11 June 2001.
- k. AR 380-67 (Personnel Security Program), 24 January 2014.
- l. AR 600-9 (The Army Body Composition Program), 28 June 2013.
- m. AR 601-100 (Appointment of Commissioned and Warrant Officers in the Regular Army), 21 November 2006.
- n. Department of the Army Pamphlet 611-21 (Military Occupational Classification and Structure), 22 January 2007.
- o. Field Manual 7-22 (Army Physical Readiness Training), 26 October 2012, Change 1, 3 May 2013.

Enclosure