



DEPARTMENT OF THE NAVY
OFFICE OF THE CHIEF OF NAVAL OPERATIONS
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WASHINGTON, DC 20350-2000

OPNAVINST 1120.3B
N13
29 May 2014

OPNAV INSTRUCTION 1120.3B

From: Chief of Naval Operations

Subj: NAVY RESERVE DIRECT APPOINTMENT PROGRAM

Ref: (a) 10 U.S.C. §12201 to §12210
(b) OPNAVINST 1120.4B
(c) OPNAVINST 1120.5B
(d) OPNAVINST 1120.6
(e) OPNAVINST 1120.7A
(f) OPNAVINST 1120.8A
(g) OPNAVINST 1120.9
(h) OPNAVINST 1120.10
(i) OPNAVINST 1120.11
(j) OPNAVINST 1120.12
(k) OPNAVINST 1120.13A
(l) CNP Memorandum dtd 23 April 2010, The Recruitment of Members of Congress, Political Appointees of the Executive Branch, or Members of the Federal Judiciary for Commissioning in the Navy Reserve

Encl: (1) Navy Reserve Direct Appointment Program Authorizations

1. Purpose. To provide guidance for the Navy Reserve Direct Appointment Program. This instruction is being reissued with a new date, updated version, and signature authority to meet the Chief of Naval Operations' (CNO) age requirement for Office of the Chief of Naval Operations (OPNAV) instructions.

2. Cancellation. OPNAVINST 1120.3A.

3. Background. The Navy Reserve Direct Appointment Program was established to access qualified civilian and enlisted Reserve applicants directly into Navy Reserve Officer programs. The applicant's education or experience must have direct applicability to the appropriate designator. The general professional standards are identical to those applied to active duty accessions. Quotas are assigned to fill Selected Reserve (SELRES) vacancies, which cannot be filled from the Navy veteran manpower pool.

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 policy for the specific designator under the applicable appointment instruction, and 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)) shall publish recruiting goals for reserve direct appointment accessions. Commander, Navy Recruiting Command (COMNAVCRUITCOM) shall recruit for direct commissions only those applicants who:

(1) Meet the age, educational, skill, and experience requirements of the program authorizations; and

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

b. COMNAVCRUITCOM shall process completed applications through professional selections and appointments. Applications for Reserve officer direct appointments shall 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 shall be offered a Reserve commission and must execute an acceptance and oath of office and a Ready Reserve agreement prior to receiving orders to a SELRES billet.

c. Officers appointed under the direct appointment program will be required to attend the Direct Commission Officer Indoctrination Course in Newport, Rhode Island, within 1 year of appointment.

(1) After completion of Direct Commission Officer Indoctrination Course, officers will be required to serve a minimum of 3 years in designator before making any request for designator change or transfer to another Service.

(2) In addition to Direct Commission Officer Indoctrination Course, 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. As directed in reference (1), 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 of CNO (N1).

6. Responsibilities

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

(1) Issue annual recruiting goals to COMNAVCRUITCOM based on SELRES requirements;

(2) Maintain Navy Reserve direct appointment program authorizations, coordinate changes with designator sponsors, and distribute updated documents to COMNAVCRUITCOM; and

(3) Administer policy for waiver of accession standards.

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

c. COMNAVCRUITCOM shall:

(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 public Web site at <http://www.cnrc.navy.mil/Program-Authorizations.htm>, 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 (NAVPERSCOM), Reserve Personnel Administration (PERS-91) for final approval.

(5) Authorize age waivers for any of the following:

(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 shall acknowledge in writing that they are ineligible for retirement.

(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 shall:

(1) Affiliate direct commission officers into SELRES billets.

(2) Obligate funds for their initial annual active duty for training for indoctrination.

e. 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-318) shall:

(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.

(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 shall coordinate initial indoctrination training curricula with resource sponsors.

7. Records Management. Records created as a result of this instruction, regardless of media and format, shall be managed per Secretary of the Navy Manual 5210.1 of January 2012.



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NAVY RESERVE DIRECT APPOINTMENT PROGRAM AUTHORIZATIONS

The following program authorizations are current as of the date of OPNAVINST 1120.3B. An updated list of applicable program authorizations will be published each year in the SELRES Officer Accession Plan.

Authorization Number	Program	Designator
201	Aviator Reserve Component Other Service Veteran	1315/25
203	Engineering Duty Officer (Ship Engineering)	1465
204A	Aviation Maintenance Duty officer	1525
108A	Special Duty officer (Intelligence)	1835
108B	Special Duty officer (Oceanography)	1805
108C	Special Duty officer (Information Warfare)	1815
108D	Special Duty officer (Information Professional)	1825
208	Special Duty officer (Public Affairs)	1655
110	Chaplain Corps	4105
*111	Judge Advocate General	2505**
211	Civil Engineer Corps	5105
113	Medical Corps	2105
114	Dental Corps	2205
115	Medical Service Corps	2305
116	Nurse Corps	2905
221C	Strategic Sealift Officers	1665

Authorization		
Number	Program	Designator
227	Supply Corps	3105
229	Unrestricted Line, Special Warfare	1135
230	Human Resources Officer	1205
232	Aeronautical Duty Officer (Aeronautical Engineering)	1515
*233	Special Duty officer (Foreign Area Officer)	1715

* Not actively recruiting for these programs

** JAG Instruction 1120 of 7 October 2010, pertains to Reserve JAG appointment requirements