

MILPER Message Number**23-462****Proponent****AHRC-EPF-R****Title****Fiscal Year (FY) 24 Reserve Component Reclassification Procedures for MOS 17C (Cyber Operations Specialist)****...Issued:[11/1/2023 9:00:36 AM]...**

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- A. Branch TA. AR 140-10, Assignments, Attachments, Details and Transfers, 25 Apr 18.
 - B. AR 614-200, Enlisted Assignments and Utilization Management, 25 Jan 19.
 - C. AR 601-210, Regular Army and Reserve Components Enlistment Program, 31 Aug 16.
 - D. AR 380-67, Personnel Security Program, 24 Jan 14.
 - E. AR 350-1, Army Training and Leader Development, 10 Dec 17.
 - F. AR 601-280, Army Retention Program, 16 Oct 19.
 - G. DA Pam 611-21, Military Occupational Classification and Structure, 19 Jul 18.

1. This message is effective upon release and will expire not later than 1 November 2024.

2. This memorandum establishes guidance for the reclassification eligibility procedures for MOS 17C, Cyber Operations Specialist. Soldiers in the grade of E5 and above seeking reclassification to Military Occupational Classification (MOS) 17C must be selected for reclassification prior to attending the MOS 17C course. Soldiers in the grade E4 and below should meet with their recruiting and retention NCO to determine eligibility for MOS 17C.

3. This message applies to Enlisted Soldiers in the United States Army Reserve (USAR) and the Army National Guard (ARNG). ARNG Enlisted Soldiers refer to: Army National Guard Personnel Policy Operational Memorandum (PPOM) for internal Cyber Reclassification procedures. Individual Mobilization Augmentation (IMA) and Individual Ready Reserve (IRR) Soldiers

selected to reclassify into the Cyber Corps will receive 17C designation as their secondary Military Occupational Specialty (MOS) until they are assigned to a 17C position. Active duty service members who are in a 6 month window from ETSing and are interested in joining ARNG/ USAR Cyber ranks may participate in 17C Reclassification panels. Service members must be in contact with an ARNG/USAR Cyber unit Career Counselor regarding securing a Cyber position/ slot after ETS.

4. The USAR and ARNG are seeking qualified Soldiers to become Cyber Operations Specialists (MOS 17C). Cyber Operations Specialists execute Offensive and Defensive Cyberspace Operations in support of the full range of military operations by enabling actions and generating effects across all domains. The Cyber Operations Specialist ensures the freedom of maneuver within the Cyberspace Domain and denies the same to adversaries. Cyber Operations Specialists will generate outcome based cyber effects intended to project power by the application of force in and through cyberspace by targeting enemy and hostile adversary activities and capabilities. Cyber Operations Specialists generate cyber effects to protect data, networks, net-centric capabilities, and other designated systems by detecting, identifying, and responding to attacks against friendly networks.

a. The Office Chief of Cyber is accepting voluntary reclassification requests into MOS 17C from Soldiers meeting the prerequisites for reclassification. The dates of the reclassification panel are:

(1) 17C Reclassification Eligibility Panel #1

6 Nov 23 – 12 Jan 24: window to submit applications.

29 Jan 24 – 2 Feb 24: panel convenes.

23 Feb 24: results released (tentative).

(2) 17C Reclassification Eligibility Panel #2

11 Mar 24 – 12 Apr 24: window to submit applications.

22 – 26 Apr 24: panel convenes.

3 May 24: results released (tentative).

(3) 17C Reclassification Eligibility Panel #3

13 May 24 – 14 Jun 24: window to submit applications.

8 – 12 Jul 24: panel convenes.

2 Aug 24: results released (tentative).

(4) 17C Reclassification Eligibility Panel #4

12 Aug 24 – 27 Sep 24: window to submit applications.

7 - 11 Oct 24: panel convenes.

1 Nov 24 results released (tentative).

5. Eligibility: To participate in the 17C Reclassification Eligibility Panel applicants must meet the following criteria:

a. Must be eligible for retention and reclassification IAW references B, C, and F. Submit a complete, legible application packet for approval to the Director, Office Chief of Cyber, U.S. Army Cyber School, Fort Eisenhower, GA 30905-5300.

b. All Soldiers must meet the following qualifications:

(1) Must be a participating service member in the USAR or ARNG (TPU, M-Day, AGR). IMA

and IRR Soldiers can apply but will not receive training or the MOS designation until assigned to a valid position.

(2) Have a physical profile of at least 222221.

(3) Meet the following qualifying scores:

(a) A minimum score of 110 in aptitude area GT and a minimum score of 113 in aptitude area ST on the Armed Services Vocational Aptitude Battery (ASVAB) administered prior to 1 July 2004.

(b) A minimum score of 110 in aptitude area GT and a minimum score of 112 in aptitude area ST on ASVAB tests administered on and after 1 July 2004.

(4) Be a high school graduate or equivalent prior to entry into the Army.

(5) Never been a member of the U.S. Peace Corps, except as specified in AR 614-200 (para 3-2).

(6) No information in military personnel, Provost Marshal, intelligence, or medical records that would prevent the granting of a security eligibility under AR 380-67 (para 3.401.a).

(7) No record of conviction by court-martial.

(8) No record of conviction by a civil court for any offense other than minor traffic violations.

(9) Must be a U.S. citizen.

(10) The Soldier must meet TOP SECRET (TS) Sensitive Compartmented Information (SCI) access eligibility requirements to be awarded and maintain the MOS. The clearance requirement to begin training is an Interim TS/SCI reflected within JPAS or current SSBI with TS/SCI eligibility reflected within JPAS. A fully adjudicated TS/SCI (SI/TK/G/HCS) reflected within JPAS will be required to complete training.

(11) Recruits or Soldiers cannot hold this MOS if they have immediate family members (includes both blood and step: spouse, parents, siblings, children, any sole living blood relative, cohabitant of the individual, or a person in loco parentis per AR 600-8-10) who are citizens or dual-citizens or reside in one of the countries on the U.S. Army Tiered Country List. Waiver requests must be coordinated with the Cyber Center of Excellence, Personnel Security Office.

(12) Have neither commercial nor vested interest in a country within whose boundaries physical or mental coercion is known to be a common practice against persons acting in the interest of the U.S. This requirement applies to the Soldier's spouse as well.

(13) Due to the nature of training and assignments, temporary restrictions may be placed on foreign travel, both during and after, the term of service.

(14) Soldier must be capable of passing a counterintelligence scope polygraph (CSP) at any time to hold this MOS. Soldiers who refuse to take or fail a CSP will be reclassified to a different MOS.

(15) Must possess, at a minimum, a Secret clearance at the time of application. Soldiers will begin the application process with their unit S2/G2/J2 to receive an Interim Top Secret clearance prior to attending training.

(16) Must agree to the Service Remaining Requirement (SRR) of 3 years for reclassification into MOS 17C under the provisions of AR 614-200, Chapter 4.

(17) Sergeants First Class (SFC) must meet these specific qualifications when requesting reclassification into MOS 17C:

(a) Must be a Senior Leaders Course (SLC) graduate.

(b) SFCs who have completed SLC will attend required Cyber Mission Force (CMF) functional training IAW Joint Cyberspace Training and Certification Standards.

(18) Master Sergeants (MSG) must meet these specific qualifications when requesting reclassification into MOS 17C:

(a) Must possess TS/SCI clearance at time of application.

(b) Have a minimum of 36 months TIS remaining after completion of the functional training.

6. Reclassification Processing Procedures:

a. The guidelines for all applicants are listed at <https://go.usa.gov/xMV8h>. Letters to the president of the panel can be included if needed to address concerns within the application.

b. ARNG Soldiers will refer to FY23 PPOM and submit application to units. Units will send reclassification packets to ARNG Multi-Domain Activities Division (ARNG-MDAD). ARNG-MDAD will review all packets, consolidate and forward to Cyber Proponent for panel consideration. Packets submitted by ARNG applicants and units will NOT be accepted for consideration.

c. USAR Soldiers will submit the application packet to their unit for review and approval. Commands will email completed packets to: usarmy.gordon.cyber-coe.mbx.rcao-cyber@army.mil. Packets submitted directly by applicants will not be accepted for consideration.

d. All applicants will read DA PAM 611-21 (<https://www.milsuite.mil/book/groups/smartbookdapam611-21>) and DA PAM 600-25 (<https://www.milsuite.mil/book/docs/DOC-915605>) to ensure they understand the criteria and qualification for the Cyber Branch.

(1) Applicants must submit their branch transfer packet in a single Adobe .pdf file. Packets created with embedded attachments or as a portfolio will be returned for correction. Submissions must be in the order of the checklist provided at the location referenced in paragraph 5.a. Applications will not be accepted in any other format. Submit the application in the following order:

(a) Signed Reclassification Application Summary

(b) Letters of recommendation from the Chain of Command (O-3 or above).

(c) DA FORM 4187 must be signed by the Enlisted Soldier requesting the reclassification. The DA FORM 4187 must be signed by Chain of Command O-5 or above.

(d) DA Pam 611-21 Acknowledgement Memo.

- (e) Updated Enlisted Record Brief/ Soldier Record Brief (No DA Photo).
 - (f) A "For Record" DA Form 705 dated after 1 October 2022 for AGRs. (Within 6 months of packet submission)
 - (g) A "For Record" DA Form 705 dated after 1 April 2023 for Reserve Component Soldiers (TPU) and Army National Guard Soldiers (M-Day). (Within 12 months of packet submission)
 - (h) DA Form 5500/5501, Applicant meets height and weight requirements IAW AR 600-9 (if applicable).
 - (i) Last 5 NCOERs. Last NCOER must be within one year of packet submission.
 - (j) All NCOES PME DA Form 1059.
 - (k) Signed Security Clearance Verification Memo.
 - (l) NFNA Screening Packet.
 - (m) A fully completed current version of the Cyber questionnaire. Applicants should use the Cyber questionnaire to demonstrate their technical knowledge, understanding of the career field, and familiarity with the Cyberspace domain. Soldiers must request the current version of the questionnaire from usarmy.gordon.cyber-coe.mbx.rcao-cyber@army.mil. Packets with outdated versions of the questionnaire will not be accepted for consideration.
 - (n) Civilian Resume or work experience documentation. Include any awards received for civilian work.
 - (o) Civilian Education Transcripts/Technical Certifications: (GIAC Certification Proof, CompTIA A+ Certificate, CompTIA Security+ Certificate, CompTIA Network+ Certificate, CRISC-ISACA Certificate, CCTC, BBA Transcript, MBA Transcript). Do not include any 350-1 certificates, boot camp training certificates, or Skillport training certificates.
- (2) Applicants requesting Cyber Course Credit will submit a separate .pdf file from their branch transfer packet consisting of a complete Cyber Course Review packet to request equivalent constructive, or operational training credit. The current Standard Operating Procedure can be found at <https://www.milsuite.mil/book/docs/DOC-748306>. Soldiers approved for 17C MOS will have this packet reviewed for constructive, operational or equivalent credit to determine training requirements IAW Course Credit Standard Operating Procedures and DA PAM 611-21. Only complete packets (memorandum for record, DA 4187, course credit worksheet, DA 705/5500/5501, SRB, and supporting documentation) will be considered.
7. Waiver requests for DA PAM 611-21 requirements must be included in the application packet.
8. Soldiers approved for reclassification and accepted into a valid position will request to attend the MOS 17C Phase 1 Course and Phase 2 Course at Fort Eisenhower, GA via ATRRS through their unit training representative. Courses will be scheduled based on availability of Soldier and course dates.
9. Soldiers may request reclassification into MOS 17C regardless of their current MOS.

10. Soldiers who received an enlistment or reenlistment bonus for their current term of service will not be subject to recoupment due to reclassification as long as they become MOS qualified in the new skill within 36 months IAW Reference 1.c (AR 601-210), paragraph 10-5 a (3).

11. Soldiers with questions concerning reclassification should contact their Career Counselors. Career Counselors that have questions pertaining to this message should contact their respective Senior Enlisted Advisor-Cyber.

12. Address questions or concerns about the reclassification process to:

a. ARNG Reclassification (ARNG-MDAD): Cyber 17C Reclassification (ARNG-MDAD): Army National Guard Cyber Division at ng.ncr.ngb-arng.list.cyber@army.mil.

b. The Office Chief of Cyber, Reserve Component Division Group e-mail (ATSR-PO) usarmy.gordon.cyber-coe.mbx.rcao-cyber@army.mil.