

**MILPER Message Number  
24-418**

**Proponent  
AHRC-EPF-R**

**Title  
Fiscal Year (FY) 25 Reserve Component Branch Transfer Procedures for AOC 17A  
(Cyber Warfare Officer)**

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A. AR 600-9, The Army Body Composition Program, 28 Jun 13. B. AR 621-1, Training of Military Personnel at Civilian Institutions, 16 Jul 19.

B. DA PAM 611-21 (Military Occupational Classification and Structure), 20 Dec 22 (RAR 6 Dec 2019).

C. DA PAM 611-21 Notification of Future Change (NOFC), O-1710-16, W-1710-04.

D. AR 600-20, Army Command Policy, 24 Jul 20.

E. Department of the Army Pamphlet (DA PAM) 600-3, Officer Talent Management, 14 Apr 23.

F. National Guard Regulation (NGR) 600-100 (Officer Federal Recognition and Related Personnel Actions, 22 Nov 22.

1. This message is effective upon release and will expire no later than 30 September 2025.

2. The Office Chief of Cyber (OCC) is accepting applications from United States Army Reserve (USAR) and Army National Guard (ARNG) Officers who desire to branch transfer to become Cyber Warfare Officers (17A). A Cyber Warfare Officer leads and conducts cyberspace operations within Army and Joint Service formations. They utilize personnel, resources, and capabilities to engage and create effects against adversaries in and through cyberspace to preserve the ability to use friendly cyberspace capabilities; protect data, networks, net-centric capabilities, and other designated systems; and project power by the application of force in or through cyberspace.

3. This message applies to all United States Army Reserve (USAR) and Army National Guard (ARNG) Officers (Active Guard Reserve (AGR) and Troop Program Unit (TPU)).

a. Individual Ready Reserve (IRR) and Individual Mobilization Augmentee (IMA) Officers are eligible to apply for branch transfer but must be assigned to a TPU unit to attend the United States Army Cyber School to fulfill education requirements if selected. USAR IMA & IRR Servicemembers need to contact Human Resources Command (HRC) for reclassification opportunities and position slotting before submitting a packet (<https://www.hrc.army.mil/content/Reserve%20Component%20Command%20Management> or [usarmy.knox.hrc.mbx.rpmd-usar-cmd-mgmt@army.mil](mailto:usarmy.knox.hrc.mbx.rpmd-usar-cmd-mgmt@army.mil)). ARNG IMA & IRR need to contact their State Officer Strength Manager (OSM) for branch transfer opportunities and position slotting before submitting a packet.

b. Active Component (AC) Servicemembers who are interested in transferring to USAR or ARNG Cyber ranks may participate in 17A branch transfer panels. Active Component (AC) Servicemembers within a 6-month window from resignation and are interested in joining ARNG/ USAR Cyber ranks, may participate in 17A Reserve Component (RC) Cyber Branch Transfer panels. AC Officers who are within a three-year window of their Mandatory Removal Date (MRD) are ineligible. For the ARNG, the AC Servicemember must be in contact with the State OSM. For the USAR, the AC Servicemember must contact their local USAR Unit Career Counselor (79V): <https://www.usar.army.mil/ARCG/ARCG-Units/>.

4. The Office Chief of Cyber (OCC) is accepting voluntary branch transfer requests into Area of Concentration (AOC) 17A from Servicemembers who meet the prerequisites for the Cyber Branch. The dates of the FY25 Branch Transfer Eligibility Panels are:

a. 17A Branch Transfer Panel #1

07 Oct 24 – 07 Dec 24: window to submit applications.

09 Dec 24 – 13 Dec 24: panel convenes.

20 Dec 24: results released (tentative).

b. 17A Branch Transfer Panel #2

06 Jan 25 – 21 Mar 25: window to submit applications.

24 – 28 Mar 25: panel convenes.

04 Apr 25: results released (tentative).

5. Eligibility: To participate in the 17A Branch Transfer Eligibility Panel applicants must

meet the following criteria:

- a. Must be a U.S. Citizen.
- b. Must be an Officer in the grade of First Lieutenant (1LT) – Major (MAJ).
- c. Lieutenant Colonel (LTC) wishing to branch transfer to Cyber Branch must be slotted in a 17A duty position. Position details must be included in the packet.
- d. Must meet the physical demand standards per AR 40-501, Chapter 2 and DA PAM 611-21. All Soldiers must meet the Army Height and Weight Standards per AR 600-9. If applicable, a DA Form 5500/5501 must be submitted.
- e. Request for waivers must be included in the application packet.

6. Officers who are not eligible include:

- a. Officers controlled by the Judge Adjutant General's Corps, Chaplain Corps, AMEDD, or Medical Service Corps are not eligible for this program. Officers in these categories should contact their respective Officer/Career Manager for information regarding the branch transfer process.
- b. Officers who have received or are pending unfavorable action are not eligible for this program. Unfavorable actions include but are not limited to the following: receiving or having been found guilty under any form of Uniform Code Military Justice as an Officer/Warrant Officer, receiving a General Officer letter or memorandum of reprimand, being selected for a separation board, or failing to meet Army Physical Fitness or Army Body Composition Standards in accordance with AR 600-9.
- c. Officers who have received a Referred Officer Evaluation Report (OER) or Referred Academic Evaluation Report (AER) are ineligible.
- d. Commissioned Officers who are within a three-year window of their Mandatory Removal Date are ineligible.

7. Applicants requesting to transfer to the Cyber Branch must adhere to the following qualifications:

a. Must obtain and maintain a TOP SECRET (TS) clearance. A favorable special background investigation (SBI) with eligibility for access to sensitive compartmented information (SCI) is required. Selectees must initiate procedures with their unit to obtain the proper level of clearance immediately upon initial notification of eligibility for the AOC 17A designation to be able to attend training.

b. Must be able to successfully pass a counterintelligence (CI) scope polygraph based on specific unit assignment requirements.

c. Cyber community of interest training and experience should be documented as part of the Cyber questionnaire and should include specific work role qualification, a description of cyber work utilization, and cortication records. Cyber experience, by itself, is helpful but not required. Programming and software development experience are not required, but are preferred, and should be specifically highlighted in the Cyber questionnaire. The Cyber questionnaire is in the appropriate Branch Transfer Information link on the milSuite: <https://www.milsuite.mil/book/community/spaces/army-cyber-net/cyber-regiment/reserve-component>.

d. Relevant education includes Computer Science/Engineering/Information Systems; Electrical Engineering; Mechanical Engineering; Cyber Security/Ops; Systems Engineering; Data Science; Mathematics; Physics; Chemistry; Information Technology/Systems/Security.

e. The panel will consider the applicant's strength and technical expertise and/or significant cyber-related accomplishments; significant operational experience derived from diverse backgrounds or educational paths indicative of creativity, intellectual curiosity, problem solving, and/or academic excellence. Common to all grades is a deep interest in and passion for the cyber domain, propensity for self-development and improvement, and proven ability to work as a contributing team leader or a team member.

f. USAR AGR Officers electing to participate in the proponent branch transfer panel must first apply for consideration and be accepted by proponent before submitting an AGR Branch Transfer request via HRC Voluntary Transfer Incentive Program (VTIP) procedure. Upon acceptance, HRC will process VTIP packet review. ARNG AGR Warrant Officers should contact their State OSM.

8. Application procedures: The guidelines and packet requirements for all applicants are listed at <https://www.milsuite.mil/book/community/spaces/army-cyber-net/cyber-regiment/reserve-component>. Letters to the president of the panel can be included if

needed to address concerns within the application.

a. All applicants must understand and meet requirements for Cyber Officer Standards outlined in DA PAM 611-21 and DA PAM 600-25:

(<https://www.milsuite.mil/book/groups/smartbookdapam611-21>)

(<https://www.milsuite.mil/book/docs/DOC-915605>). Waiver requests for DA PAM 611-21 requirements must be included in the application packet.

b. 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 8. Applications will not be accepted in any other format.

c. ARNG Officers will submit the application packet to their State OSM for review. State OSM will send packets to ARNG Multi-Domain Activities Division (ARNG-MDAD): [ng.ncr.ngb-arng.list.cyber@army.mil](mailto:ng.ncr.ngb-arng.list.cyber@army.mil). ARNG-MDAD will review all packets, consolidate and forward to the Cyber Proponent for adjudication. Packets submitted directly by applicants will not be accepted for consideration.

d. USAR Officers will submit the application packet to their unit / command for review. Commands will contact the Army Reserve Cyber Protection Brigade (ARCPB) for packet review and possible position placement ([usarmy.usarc.arcpb.mbx.npe-s3-cmd@army.mil](mailto:usarmy.usarc.arcpb.mbx.npe-s3-cmd@army.mil)). ARCPB will review all packets, consolidate and forward to the Cyber Proponent for adjudication. Packets submitted directly by applicants will not be accepted for consideration.

9. Based on performance and technical review, applicants will receive an eligibility status in one of the following criteria:

a. Eligible for branch transfer. Officers must initiate procedures with the unit they hold a 17A position to obtain a TS/SCI clearance immediately upon notification of AOC 17A designation; must obtain and maintain a TOP SECRET (TS) clearance. A favorable special background investigation (SBI) with eligibility for access to sensitive compartmented information (SCI) is required.

b. Eligible for branch transfer with additional caveats. The panel results will state the required administrative or training requirement needed to obtain the Cyber Branch designation. Once the applicant meets the stated caveats, which may include an individual training plan, the applicant must re-submit a new signed DA Form 4187 with

the original qualification memo and proof of training or certification that meets the stated caveats. If all caveats have been met, the Office Chief of Cyber will generate a new eligibility status memo stating the applicant is eligible to be awarded the 17A AOC.

c. Commands will process the documentation through appropriate channels for the award of AOC 17A. Applicants who are unable to complete the required training or obtain the appropriate clearance will be involuntarily returned to the previous branch.

10. Officers approved for transfer will:

a. Receive a memorandum of selection from the Office Chief of Cyber outlining the transfer eligibility determination and requirements.

b. Be considered for immediate assignment into a unit that has a corresponding Cyber (17A) billet.

c. Have the option to accept or decline their transfer. Officers electing to decline transfer will remain in their current branch and must wait one year before submitting another request.

d. Be required to accept or decline their transfer by replying through their command NLT 30 working days from notification.

11. Officers with questions concerning branch transfer opportunities should contact their Senior Warrant / WOSM or access the Cyber Reserve Component MilSuite:

<https://www.milsuite.mil/book/community/spaces/army-cyber-net/cyber-regiment/reserve-component>.

12. Address questions or concerns about the Cyber Branch Transfer process to:

a. Army National Guard Cyber Division at: [ng.ncr.ngb-arng.list.cyber@army.mil](mailto:ng.ncr.ngb-arng.list.cyber@army.mil)

b. ARCPB General Inquiries: [usarmy.usarc.arcpb.mesg.general-inquiries@army.mil](mailto:usarmy.usarc.arcpb.mesg.general-inquiries@army.mil)

c. ARCPB BDE S3: [usarmy.usarc.arcpb.mesg.bde-s3@army.mil](mailto:usarmy.usarc.arcpb.mesg.bde-s3@army.mil)

d. ARCPB BDE S1: [usarmy.usarc.arcpb.mesg.bde-s1@army.mil](mailto:usarmy.usarc.arcpb.mesg.bde-s1@army.mil)

e. The Office Chief of Cyber, Reserve Component Division (Cyber Proponent):  
[usarmy.eisenhower.cyber-coe.mbx.rcao-cyber@army.mil](mailto:usarmy.eisenhower.cyber-coe.mbx.rcao-cyber@army.mil)