

MILPER Number: 25-288

**Proponent
AHRC-EPF-R**

Title

**Fiscal Year (FY) 26 Reserve Component Branch Transfer Procedures for AOC 17A/17B
(Cyber Warfare Officer / Cyber Electromagnetic Warfare Officer)**

...Issued:[17 Jul 2025]...

- A. Army Regulation (AR) 600-9, The Army Body Composition Program, 16 Jul 19.
 - B. AR 600-20, Army Command Policy, 06 Feb 25.
 - C. AR 621-1, Advanced Education Programs and Requirements for Military Personnel, 08 May 24
 - D. Department of the Army Pamphlet (DA PAM) 611-21, Military Occupational Classification and Structure, 20 Dec 22 (RAR 6 Dec 2019).
 - E. DA PAM 600-3, Officer Talent Management, 14 Apr 23.
 - F. National Guard Regulation (NGR) 600-100, Commissioned Officers - Federal Recognition and Related Personnel Actions, 22 Nov 22.
 - D. AR 380-67, Personnel Security Program, 27 Mar 25.
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1. This message is effective upon release and will expire no later than 30 September 2026.
 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 Cyber.

a. Cyber Warfare Officer (17A) duties include leading, directing, managing, planning, integrating, synchronizing, and/or executing DCO, OCO, and DODIN operations at all Army and JIM echelons. 17A's are well-versed in tactics, techniques, and procedures for maneuvering in and through the cyberspace domain to deliver cyberspace actions, including: cyberspace defense; cyberspace intelligence, surveillance, and reconnaissance; cyberspace operational preparation of the environment; cyberspace attack; and cybersecurity operations.

b. (ARNG Only) Electronic Warfare Officer (17B) duties include leading, directing, managing, planning, integrating, synchronizing, and/or executing cyberspace and EW operations at brigade, division, corps, Army, and JIM levels. 17B's are well-versed in tactics, techniques, and procedures for planning and performing cyberspace operations and performing electromagnetic spectrum operations to deliver cyberspace effects and conduct EW missions, including electronic attack, electronic protection, and electronic warfare support.

c. Officer preference will be considered but ultimately OCC, Reserve Component (RC) Division, will make the final determination on selected Officer's AOC into 17A or 17B.

3. This message applies to all United States Army Reserve (USAR) and Army National Guard (ARNG) Officers (Active Guard Reserve (AGR), Mobilization Day (M-Day), 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 service members need to contact 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). ARNG IMA & IRR need to contact their State OSM for branch transfer opportunities and position slotting before submitting a packet.

b. Active Component (AC) service members within a 6-month window from resignation and are interested in joining ARNG / USAR Cyber ranks, may participate in 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 service member must be in contact with their State Officer Strength Manager (OSM). For the USAR, the AC service member 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 from Officer's who meet the prerequisites for the Cyber Branch. The dates of the FY26 Branch

Transfer Eligibility Panels are:

a. Cyber Branch Transfer Panel #1

07 Oct 25 – 26 Nov 25: window to submit applications.

08 Dec 25 – 12 Dec 25: panel convenes.

15 Jan 26: results released (tentative).

b. Cyber Branch Transfer Panel #2

03 Mar 26 – 07 May 26: window to submit applications.

18 – 21 May 26: panel convenes.

11 Jun 26: results released (tentative).

5. Eligibility: To participate in the Cyber Branch Transfer Eligibility Panel applicants must meet the following criteria:

a. Must be a U.S. Citizen.

b. Must not be a dual citizen of any foreign country.

b. Must be an Officer in the grade of First Lieutenant (1LT) – Major (MAJ).

c. Lieutenant Colonels (LTC) wishing to branch transfer to the Cyber Branch must be slotted into a 17A duty position. Position details must be included in their 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/17B 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 certification 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 OCC, RC SharePoint page:

<https://armyeitaas.sharepoint-mil.us/teams/CCOE-OCC-ReserveDivision>.

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 member of a team, a 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 VTIP procedure. Upon acceptance, HRC will process VTIP packet review. ARNG AGR Officers should contact their State OSM.

8. Application procedures: The guidelines and packet requirements for all applicants are listed at:

<https://armyeitaas.sharepoint-mil.us/teams/CCOE-OCC-ReserveDivision>. 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.army.mil/G-1#org-g-1pubs> or <https://armyeitaas.sharepoint-mil.us/teams/usar-g1-pag/Lists/ActionsList/USARG1PAG.aspx>. 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-rng.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 forward all eligible and complete packets to Reserve Component Division, Office Chief of Cyber (usarmy.gordon.cyber-coe.mbx.rcao-cyber@army.mil). RC will coordinate with Cyber Protection Brigade (ARCPB) for packet review and possible position placement (usarmy.usarc.arcpb.mbx.npe-s3-cmd@army.mil). Packets must be submitted through unit S-1, Commanders, or Commander's Designee. 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. Selected Officers will be informed of formal training required for AOC Designation. Officers must maintain a TS/SCI clearance immediately upon notification of

AOC designation; those who do not have a TS/SCI 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/17B AOC.

c. Not eligible for branch transfer. Officers will be provided with panel recommendations for future submissions. Applicants may apply NET 12 months from the date of published results.

d. Commands will process the documentation through appropriate channels for the award of AOC. 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/17B) 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 selected must complete all required training and be granted designated AOC NLT 18 months from published results. One (1) 12-month waiver may be granted by OCC, RC Division, NET 12 months from published results, NLT 18 months from published results. One (1) 6-month waiver may be granted by OCC, Director, NET 24 months from published results, NLT 30 months from published results. Officers who are not granted a waiver or have not completed all required training will not be granted designated AOC and must remain in their current AOC.

a. One (1) 12-month waiver can be submitted to the Office Chief of Cyber, Reserve Component Division (Cyber Proponent): usarmy.gordon.cyber-coe.mbx.rcao-cyber@army.mil. Waiver must have O-5 or higher concurrence.

b. One (1) 6-month waiver can be submitted to the Office Chief of Cyber, Reserve Component Division (Cyber Proponent): usarmy.gordon.cyber-coe.mbx.rcao-cyber@army.mil. Waiver must have O-6 or higher concurrence.

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

b. ARCPB BDE S3: usarmy.usarc.arcpb.mesg.bde-s3@army.mil

c. ARCPB BDE S1: usarmy.usarc.arcpb.mesg.bde-s1@army.mil

d. The Office Chief of Cyber, Reserve Component Division (Cyber Proponent):
usarmy.gordon.cyber-coe.mbx.rcao-cyber@army.mil