

MILPER Number: 25-286

Proponent
AHRC-EPF-R

Title
Fiscal Year (FY) 26 Reserve Component Branch Transfer Procedures for AOC 170A
(Cyber Warfare Technician)

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

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, 19 Feb 25.

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

G. National Guard Regulation (NGR) 600-101 (Warrant Officer Federal Recognition and Related Personnel Actions, 10 Sep 18

H. USAR G1 Personnel Action Guide (PAG) T-2-O-1 Request for Reclassification/Branch Transfer (non AMEDD)

1. This message is effective upon release and will expire no later than 30 September 2026.

2. The United States Army Reserve (USAR) and Army National Guard (ARNG) are seeking qualified Warrant Officer(s) (WO) to become Cyber Warfare Technicians (170A). A Cyber Warfare Technician performs as the Subject Matter Expert and advisor to the Commander and staff regarding the employment of Offensive and Defensive cyber operations assets and personnel. Directs, plans, administers, manages, integrates, and assesses cyberspace technical capabilities. Provides technical recommendations and guidance regarding the operation and management of Army, Joint, intergovernmental, interagency, and multi-national cyberspace assets, and personnel. Integrates cyberspace capabilities into warfighting functions to optimize combat effectiveness. Defends the Department of Defense Information Network against foreign and domestic threat vectors to maintain network integrity and functionality. Maneuvers through the Cyber Domain to impose costs on adversarial threats both Offensively and Defensively. Leads, trains, and mentor's Cyber personnel through individual and group instruction, as well as the establishment, direction, and evaluation of Joint Qualification Requirements (JQRs), Joint Qualification Standards (JQSs), and Joint Cyberspace Training and Certification Standards (JCT&CS).

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

(a) Individual Mobilization Augmentation (IMA) and Individual Ready Reserve (IRR) Servicemembers 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-ima-irr-branch@army.mil). ARNG IMA & IRR need to contact their State Warrant Officer Strength Manager (WOSM) 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 170A branch transfer panels. AC WOs 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 their State WOSM. 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) 170A from WOs meeting the prerequisites for the Cyber Branch. The

dates of the FY26 Branch Transfer Eligibility Panels are:

(a) 170A 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) 170A 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).

4. Eligibility: To participate in the 170A 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.

c. Must be a Warrant Officer in the grade of Chief Warrant Officer-2 (CW2) – Chief Warrant Officer-4 (CW4).

d. (ARNG Only) Must have a Letter of Recommendation from their State Command Chief Warrant Officer (CCWO).

e. 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.

f. Must ensure the required Soldier Talent Profile (STP) checklist is redacted of sex, race, and photos, or the packet will be returned.

g. Request for waivers must be included in the application packet.

5. Warrant Officers who are not eligible include:

a. Warrant Officers controlled by the Judge Adjutant General's Corps, Chaplain Corps, AMEDD, or Medical Service Corps are not eligible for this program. Warrant Officers in these

categories should contact their respective Warrant Officer/Career Manager for information regarding the branch transfer process.

b. Warrant 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. Warrant Officers who have received a Referred Officer Evaluation Report (OER) or Referred Academic Evaluation Report (AER) are ineligible.

d. Warrant Officers who are within a three-year window of their Mandatory Removal Date (MRD) are ineligible.

6. Applicants requesting to branch 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 to obtain proper level of clearance immediately upon initial notification of eligibility for the MOS 170A designation.

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

c. Must submit all supporting documentation pertaining to relevant Cyber experience, including NCOERs demonstrating performance as a 17C, Cyber-related Joint Qualification Requirement (JQR) memos, and records of completed Cyber missions at the unclassified level.

d. 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 must be requested by contacting the Office Chief of Cyber Reserve Component Division (usarmy.gordon.cyber-coe.mbx.rcao-cyber@army.mil)

(1). Experience in roles such as helpdesk operations, desktop support, cable installation, and similar support functions does not qualify as Cyber experience.

e. 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.

f. 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.

g. Participation in key exercises such as Cyber Shield, Cyber Fortress, Cyber Yankee, and others shows Cyber-related experience. Applicant must show active participation through official documentation such as certificate of participation, memo signed by Commander, orders, etc. Visiting or observing is not considered participation.

h. AGR Warrant 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 WOSM.

i. A 17A or 17C Cyber Proponent acceptance memo alone does not qualify soldiers for the 17-Series or 170A Cyber Warrant Officer position. Applicants must provide proof of current 17C qualification or completion of 17A or 17C course credit with their 170A Pre-Determination Packet submission.

7. ARNG Unit Reorganization 6-4. Unit Reorganization NGR 600-101

a. In cases where a Warrant Officers duty position is deleted or duty position MOS changed due to unit reorganization may be assigned to a position with a different duty MOS. Warrant Officers assigned to positions with a MOS different from their primary or the appropriate DA MOS Proponent must certify additional MOS within two-years of assignment in the new MOS. When it is for the purpose of attaining additional DA MOS Proponent requirements needed to become MOS qualified a one-year extension may be granted if supported by the DA MOS Proponent and approved by TAG.

b. Only the applicable DA MOS Proponent can determine the requirements for certification in the new duty MOS. Affected Warrant Officers without creditable service in the new MOS must submit a request for predetermination through the State MILPO or State CCWO (see paragraph 2-8). If possible, the individual should initiate a request for predetermination in the new MOS prior to reorganization. If not submitted prior to reorganization, the request for predetermination must be submitted no later than 90-days after the effective date of reorganization. Failure to become fully qualified within two-years of assignment to the new duty MOS will necessitate termination of the Warrant Officer's State appointment per paragraph 10-2(b) (7). When it is for the purpose of attaining additional DA MOS Proponent requirements needed to become MOS qualified a one-year extension may be granted if supported by the DA MOS Proponent and approved by TAG.

8. Application procedures: The guidelines 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 Warrant Officer Standards outlined in DA PAM 611-21 and DA PAM 600-25: <https://www.army.mil/G-1#org-g-1-resources> 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 not be accepted and will be returned for corrections. Submissions must be in the order of the checklist provided at the location referenced in paragraph 7. Applications will not be accepted in any other format.

c. ARNG WOs must submit the application packet to their State WOSM for review. State WOSM will send packets to ARNG Multi-Domain Activities Division (ARNG-MDAD): ng.ncr.ngb-rng.list.cyber@army.mil. ARNG-MDAD will review (QA/QC) all packets, consolidate and forward to the Cyber Proponent for adjudication. Packets submitted directly by applicants will not be accepted for consideration.

d. USAR WOs 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. Warrant Officers must initiate procedures to obtain a TS/SCI clearance immediately upon notification eligibility for 170A AOC; 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 170A AOC.
- c. Eligible for branch transfer. All Determination of Eligibility acceptance memos will state that the applicant is technically qualified to transfer into the MOS 170A, Cyber Warfare Technician, and is required to attend the 170A Cyber Warfare Technician Warrant Officer Basic Course (WOBC).
- d. The accepted applicant can choose to submit to have a portion of the course waived based on previous training and experience by submitting a constructive credit review board packet to the Cyber Training, Education Directorate (CTED) (usarmy.gordon.cyber-coe.mbx.cyber-course-credit-packets@army.mil) who will review to determine eligibility training requirements and award constructive and equivalent credit.
- e. Commands will process the documentation through appropriate channels for the award of 170A AOC. Applicants who are unable to complete the required training or obtain the appropriate clearance will be involuntarily returned to the previous branch.

10. Warrant Officers approved for transfer will:

- a. Receive a memorandum of selection from the Office Chief of Cyber outlining the transfer eligibility determination and any additional professional military education (PME) requirements.

(1) Warrant 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.

b. Be considered for immediate assignment into a unit that has a corresponding Cyber (170A) billet.

c. Have the option to accept or decline their transfer. Warrant Officers electing to decline transfer will remain in their current branch have the option to submit another packet in any future WO branch transfer panel dates that OCC make available.

11. Warrant Officers with questions concerning branch transfer opportunities should contact their Senior Warrant / WOSM or access the Cyber Reserve Component SharePoint: <https://armyeitaas.sharepoint-mil.us/teams/CCOE-OCC-ReserveDivision>.

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

