



DEPARTMENT OF THE AIR FORCE  
WASHINGTON DC

OFFICE OF THE ASSISTANT SECRETARY

MAR 06 2023

MEMORANDUM FOR AF/RE AND NGB/CF

SUBJECT: Air Reserve Component Direct Commission Program and Constructive Service Credit Program for the Cyberspace Warfare Operations (17X) Career Field

References: (a) Department of the Air Force Manual 36-2032, *Military Recruiting and Accessions*  
(b) Title 10, United States Code (U.S.C.), Section 12207(b)(1)(D)  
(c) Fiscal Year 2021 National Defense Authorization Act (NDAA), Sections 502(b) and 509A.

1. Purpose. Establishment of the Air Reserve Component Cyber Direct Commission Program and Constructive Service Credit Program for the Cyberspace Warfare Operations Officer Career Field.

2. Applicability. This program applies to enlisted personnel and civilians applying for the direct commission and constructive service credit programs, qualified to perform duties of an Air Force Warfighter Communication Operations (17D) and Cyberspace Effects Operations (17S) officer, or possess qualifications to garner a "Z" Prefix, Cyberspace Engineer/Agile Software Developer – Supra Coder, as outlined in the Air Force Officer Classification Directory (AFOCD).

3. Eligibility/Ineligibility.

a. Commissioning Standards. Applicants must meet initial appointment eligibility standards for a commission in the Air Force in accordance with DAFMAN 36-2032, Chapter 5, paragraph 5.4. Failure to comply with all statutory, Department of Defense (DoD) and Department of the Air Force guidance for commissioned officer appointments, including physical standards for entry, will render a candidate ineligible.

b. Security Clearance. Entrance into the career field requires a Top Secret/Sensitive Compartmented Information (TS/SCI) security clearance. Selectees must possess a current TS/SCI or be able to attain a favorable single scope background investigation/T5 in accordance with DoDM 5200.02 AFMAN 16-1405, *Air Force Personnel Security Program*. Certain specialties within the career field may require favorable adjudication of a counter-intelligence polygraph. Factors reviewed for qualification include, but are not limited to citizenship, foreign activities, medical record, police record, use of alcohol, unauthorized use of illegal drugs and drug activity (according to DoD definition), financial records, investigation record, and association record (including any and all associations on Facebook, LinkedIn, or any other social media network).

c. Leadership. A quantifiable record of leadership, management, or supervisory experience in academia, civilian, and/or military organizations is desired.

4. Program-Specific Criteria. Qualifying advanced education, specialized training, and/or experience are limited as follows:

a. **Advanced Education.** Qualifying advanced education beyond the baccalaureate degree level is limited to the following disciplines: Software Development/Engineering, Systems Engineering, Computer/Information Science, Computer Engineering, Electrical/Electronics/Electromechanical Engineering, Data Science/Analytics, Machine Learning, Artificial Intelligence, Cybersecurity/Cyber Operations, Digital Forensics, or Computer/Cyber interdisciplinary degrees.

b. **Experience.** Qualifying experience is limited to the following areas: cyber operations, software development/engineering, systems development/engineering, capability development, computer programming/engineering, security engineering, network security, industrial control system security, incident response, risk and compliance, cyber governance, data science/analytics, machine learning, electrical/electronic engineering, cryptography, quantum physics, mathematics, forensic analysis, malware programming, reverse engineering, system/network exploitation, and/or operational research.

c. **Specialized training.** Qualifying specialized training is limited to the following: electronics theory, information technology, wired and wireless telecommunications, computer networking, cloud architectures, information assurance, data links management, spectrum operations, scripting, operational and tactical planning, supervisory control and data acquisition systems, vulnerability assessment techniques, operating system environments, programming, scripting, exploitation techniques, threat actor life cycle, malware components and techniques, mission and terrain analysis techniques, capability pairing, integrating intelligence, large force employment, and operational planning and governing cyberspace operations directives, procedures and tactics.

5. **Constructive Service Credit.** Applicant will be evaluated by a review board to determine eligibility for award of constructive service credit (see Enclosure).

a. Award of constructive service credit is recommended by the review board and approved by the 17X Career Field Manager. Constructive service credit may be awarded for the below, contingent upon operational needs.

(1) Prior Commissioned Service Credit as per enclosure rule 1.

(2) Advanced Education. Credit for advanced education may be granted through 30 Sep 2025 in accordance with 10 U.S.C. § 12207(b)(1)(D)(ii).

(3) Special Training and/or Experience: Award credit for special training and/or experience identified in paragraphs 5.2 - 5.3 according to enclosure rules 2 and 3.

b. Total entry grade credit granted may not exceed that required for the person to receive an entry grade of Major.

(1) The Air Force may waive the entry grade limit of major to permit appointment in the grades of lieutenant colonel or colonel to relieve manning shortfalls in a specialty or prevent a serious inequity in the appointment action. In these cases, credit is limited to the minimum amount required for appointment in these grades.

(2) No person may be appointed as a Reserve in a commissioned grade above major unless (1) the person was formerly a commissioned officer of an armed force; or (2) such an appointment is recommended by a board of officers. (10 U.S.C. § 12204).

6. **Waivers.** A waiver request may be submitted with the application package to request

consideration of special training or experience not specifically listed in paragraph 5, but is believed to be interchangeable or comparable in nature.

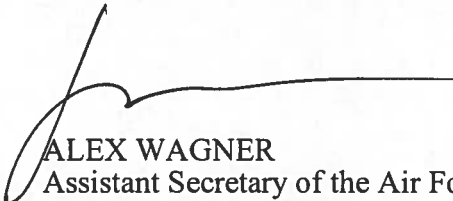
7. Indoctrination. As required, selectees will complete the USAF Officer Training School (OTS) program.

8. Service Obligation. In addition to incurring an eight (8)-year Military Service Obligation (MSO), selectees will incur an initial (4)-year selective reserve (SELRES) obligation from date of appointment/commission and will remain in the SELRES for the full (4)-year commitment. See DAFMAN 36-2032, paragraph 5.4.1.5 for MSO rules.

9. Expiration. This memorandum is effective immediately and remains effective until amended, superseded, or rescinded, as required by law, upon mandatory expiration date of September 30, 2025, or when the DAFMAN 36-2032 is updated whichever comes first.

10. Use of the authority in 10 U.S.C. § 12207(b)(1)(D) will be collected and maintained in order to meet the Congressional reporting requirements of Pub. L. 116-283, div. A, title V, § 502(c)

11. Direct Air Force Reserve questions concerning this memorandum to the HQ AFRC Cyberspace Warfare Operations Career Field Manager's Office at (478) 327-1808 or HQ AFRC A6 Functional Manager Org Box afrc.17d@us.af.mil. Direct Air National Guard questions concerning this memorandum to the ANG Cyberspace Warfare Operations Career Field Manager's Office at (240) 612-8451 or the ANG 17X Career Field Management Org Box NGB.A26.CM.CFM.Org@us.af.mil.



ALEX WAGNER  
Assistant Secretary of the Air Force  
(Manpower and Reserve Affairs)

Enclosures:

1. Constructive Service Credit Guidelines 17D
2. Constructive Service Credit Guidelines 17S

## ENCLOSURE 1

### CONSTRUCTIVE SERVICE CREDIT GUIDELINES

#### Air Force Warfighter Communication Operations Career Field (17D)

1. Section 12207 of title 10, United States Code codifies the Service Secretary's authority to apply constructive service credit to original appointment of military officers in the Air Force Reserve and Air National Guard. Service Credit will be determined in accordance with DoDI 1312.03, *Entry Grade Credit for Commissioned Officers and Warrant Officers*; and DAFMAN 36-2032, *Military Recruiting and Accessions*, except as modified by this enclosure.
2. Service credit is used to determine the initial grade, rank in grade, and service in grade for promotion eligibility upon original appointment in a commissioned grade.
3. Constructive service credit or service credit entitlements cannot be applied retroactively (grandfathering), and a member cannot terminate his or her appointment and request reappointment in order to take advantage of changes to constructive service credit or service credit rules.

| <b>R<br/>U<br/>L<br/>E</b>  | <b>A</b>  | <b>B</b>  |
|---|---|---|
|   | <b>If the individual has successfully completed</b>                                 | <b>then the amount of service credit awarded is (see notes 3 and 7)</b>   |
| <b>Prior Commissioned Service Credit</b>  |   |   |
| <b>1</b>  | commissioned service on active duty or in an active status in any uniformed service | 1 year for each year of service.  |
| <b>Constructive Service Credit</b>  |   |   |
| <b>2</b>  | Fulltime Experience as a Cyber-Professional   | Up to 1 year for each year (see notes 2, 4, 5 and 6).   |
| <b>3</b>  | Specialized Training  | Up to 1 year for each year (see notes 4, 5 and 6).  |
| <b>4</b>  | Advanced Education  | Up to 1 year for each year.<br>Master's Degree: maximum credit awarded shall not be more than 2 years; if multiple master's degrees, credit shall not be more than 3 years.<br>PhD: Maximum credit awarded shall not exceed 3 years.<br>(see notes 1 and 3) |
| <b>Notes:</b>   |   |   |
| <ol style="list-style-type: none"> <li>1. Qualifying advanced degrees include: Software Development/Engineering, Systems Engineering, Computer/Information Science, Computer Engineering, Electrical/Electronics/Electromechanical Engineering, Data Science/Analytics, Machine Learning, Artificial Intelligence, Cybersecurity/Cyber Operations, Digital Forensics, or computer/cyber interdisciplinary degrees.</li> <li>2. Qualifying experience is limited to the following areas: Cyber Operations, Software Development/Engineering, Systems Development/Engineering, Capability Development,</li> </ol> |   |   |

Computer Programming/Engineering, Security Engineering, Network Security, Industrial control system security, Incident Response, Risk and Compliance, Cyber Governance, Data science/analytics, Machine Learning, Electrical/electronic engineering, Cryptography, Quantum physics, mathematics, forensic analysis, malware programming, Reverse engineering, System/Network Exploitation, and/or Operational Research.

3. In computing service credit, count a period of time or qualification only once. Proportionately credit, to the nearest day, qualifying periods of less than (1) year. Limit total service credit awarded to that required for the person to receive an entry grade of major.
4. Do not award service academy or Reserve Officers' Training Corps graduates any credit for service, training, or experience they gained before graduating from the service academy or Reserve Officers' Training Corps, experience predating the receipt of a degree or certificate; or experience gained in a volunteer or student status.
5. Do not award any credit for special training or experience obtained while serving as a commissioned officer on active duty or in an active status.
6. Special training must be directly related to information technology, cybersecurity, cyber capability development, or offensive and/or defensive cyberspace operations. Qualifying special training is limited to the following: electronics theory, information technology, wired and wireless telecommunications, computer networking, cloud architectures, information assurance, supervisory control and data acquisitions systems, programming, data links management, spectrum operations, scripting, operational and tactical planning, vulnerability assessment techniques, operating system environments, scripting, malware components and techniques.
7. Service Credit calculated to be eligible for appointment will be recommended for award by the 17X Career Field Manager.

**ENCLOSURE 2**

**CONSTRUCTIVE SERVICE CREDIT GUIDELINES  
Air Force Cyberspace Effects Operations Career Field (17S)**

1. Section 12207 of Title 10, United States Code codifies the Service Secretary’s authority to apply constructive service credit to original appointment of military officers in the Air Force Reserve and Air National Guard. Service Credit will be determined in accordance with DoDI 1312.03, *Entry Grade Credit for Commissioned Officers and Warrant Officers*; and DAFMAN 36-2032, *Military Recruiting and Accessions*, except as modified by this enclosure.
2. Service credit is used to determine the initial grade, rank in grade, and service in grade for promotion eligibility upon original appointment in a commissioned grade.
3. Constructive service credit or service credit entitlements cannot be applied retroactively (grandfathering), and a member cannot terminate his or her appointment and request reappointment in order to take advantage of changes to constructive service credit or service credit rules.

| <b>R<br/>U<br/>L<br/>E</b>  | <b>A</b>  | <b>B</b>  |
|---|---|---|
|   |   | <b>If the individual has successfully completed</b>   |
| <b>Prior Commissioned Service Credit</b>  |   |   |
| <b>1</b>  | commissioned service on active duty or in an active status in any uniformed service | 1 year for each year of service.  |
| <b>Constructive Service Credit</b>  |   |   |
| <b>2</b>  | Fulltime Experience as a Cyber-Professional   | Up to 1 year for each year (see notes 2, 4, 5 and 6).   |
| <b>3</b>  | Specialized Training  | Up to 1 year for each year (see notes 4, 5 and 6).  |
| <b>4</b>  | Advanced Education  | Up to 1 year for each year.<br>Master’s Degree: maximum credit awarded shall not be more than 2 years; if multiple master’s degrees, credit shall not be more than 3 years.<br>PhD: Maximum credit awarded shall not exceed 3 years.<br>(see notes 1 and 3) |
| <b>Notes:</b>   |   |   |
| <ol style="list-style-type: none"> <li>1. Qualifying advanced degrees include: Software Development/Engineering, Systems Engineering, Computer/Information Science, Computer Engineering, Electrical/Electronics/Electromechanical Engineering, Data Science/Analytics, Machine Learning, Artificial Intelligence, Cybersecurity/Cyber Operations, Digital Forensics, or</li> </ol> |   |   |

computer/cyber interdisciplinary degrees.

2. Qualifying specialized experience is limited to the following areas: Cyber Operations, Software Development/Engineering, Systems Development/Engineering, Capability Development, Computer Programming/Engineering, Network Security, Industrial control system security, Data science/analytics, Machine Learning, Electrical/electronic engineering, Cryptography, Quantum physics, Mathematics, Malware programming, Reverse Engineering, System/Network Exploitation, and/or Operational Research.
3. In computing service credit, count a period of time or qualification only once. Proportionately credit, to the nearest day, qualifying periods of less than (1) year. Limit total service credit awarded to that required for the person to receive an entry grade of major.
4. Do not award service academy or Reserve Officers' Training Corps graduates any credit for service, training, or experience they gained before graduating from the service academy or Reserve Officers' Training Corps, experience predating the receipt of a degree or certificate; or experience gained in a volunteer or student status.
5. Do not award any credit for special training or experience obtained while serving as a commissioned officer on active duty or in an active status.
6. Specialized training must be directly related to cybersecurity, cyber capability development, or offensive and/or defensive cyberspace operations. (See paragraphs 5.3).
7. Service Credit calculated to be eligible for appointment will be recommended for award by the 17X Career Field Manager.