

**Milper Message Number 15-166**  
**Proponent ATZH-CS**  
**INITIAL MOS 170A WARRANT OFFICER CYBER BRANCH VOLUNTARY TRANSFER**  
**...Issued: [04 Jun 15]...**

**A. AR 614-100 (OFFICER ASSIGNMENT POLICIES, DETAILS, AND TRANSFERS), 10 JANUARY 2006.**

**B. DA PAM 600-3 (COMMISSIONED OFFICER PROFESSIONAL DEVELOPMENT AND CAREER MANAGEMENT), 3 DECEMBER 2014.**

**C. AR 600-9 (THE ARMY BODY COMPOSITION PROGRAM), 28 JUNE 2013.**

**D. AR 621-1 (TRAINING OF MILITARY PERSONNEL AT CIVILIAN INSTITUTIONS), 28 AUGUST 2007.**

**E. AR 600-20 (ARMY COMMAND POLICY), 6 NOVEMBER 2014.**

**F. AR 350-1 (ARMY TRAINING AND LEADER DEVELOPMENT), 19 AUGUST 2014.**

**1. THIS MILPER MESSAGE IS EFFECTIVE UPON RELEASE AND EXPIRES NLT 1 SEP 16.**

**2. THIS MESSAGE PROVIDES PROCEDURAL GUIDANCE FOR THE INITIAL MOS 170A CYBER BRANCH VOLUNTARY TRANSFER. ARMY COMPETITIVE CATEGORY (ACC) WARRANT OFFICERS MAY SUBMIT REQUIRED DOCUMENTATION REQUESTING BRANCH TRANSFER FROM 5 JUN 15 THROUGH 15 JUL 15. THE SELECTION PANEL CONVENES ON 3 AUG 15.**

**3. APPLICATION TIMELINE FOR THE INITIAL MOS 170A WARRANT OFFICER CYBER OPERATIONS TECHNICIAN BRANCH TRANSFER:**

**A. 5 JUN 15 – APPLICATION WINDOW OPENS.**

**B. 15 JUL 15– APPLICATION WINDOW CLOSES.**

**C. 3 AUG 15– PANEL CONVENES.**

**D. 25 SEP 15 – PANEL RESULTS RELEASED (APPROXIMATE DATE).**

**4. ELIGIBILITY: THE INITIAL TRANSFER TO 170A IS OPEN TO ALL ACTIVE DUTY WARRANT OFFICERS WITH A PREFERENCE FOR PERSONNEL WHO HAVE CYBER MISSION FORCE (CMF) OPERATIONAL EXPERIENCE AND CYBER TECHNICAL EXPERTISE. THE SELECTION PANEL WILL ALSO ASSESS PERSONNEL WITH A DIVERSITY OF TALENT IN CYBER RELATED FIELDS. TO PARTICIPATE IN THE MOS 170A WARRANT OFFICER CYBER BRANCH TRANSFER PROCESS WARRANT OFFICERS MUST MEET THE FOLLOWING CRITERIA:**

**A. OPEN TO WARRANT OFFICER ONE (WO1) THROUGH CHIEF WARRANT OFFICER FIVE (CW5).**

**B. OFFICERS ARE NOT ELIGIBLE FOR THIS PROGRAM.**

**C. ARMY RESERVE (USAR), NATIONAL GUARD (ARNG) AND ACTIVE GUARD RESERVE (AGR) WARRANT OFFICERS ARE NOT ELIGIBLE FOR THIS PROGRAM.**

**D. WARRANT OFFICERS WHO HAVE UNDERGONE OR ARE PENDING AN UNFAVORABLE ACTION**

ARE NOT ELIGIBLE FOR THIS PROGRAM. UNFAVORABLE ACTIONS INCLUDE, BUT ARE NOT LIMITED TO: PENDING OR HAVE BEEN FOUND GUILTY UNDER ANY FORM OF UNIFORM CODE MILITARY JUSTICE (UCMJ) ACTION AS A WARRANT OFFICER, RECEIVING A GENERAL OFFICER LETTER OR MEMORANDUM OF REPRIMAND (GOLOR/GOMR), SELECTED BY A SEPARATION BOARD, FAILS TO MEET ARMY PHYSICAL FITNESS OR ARMY HEIGHT/WEIGHT STANDARDS IAW AR 600-9, AND OFFICERS THAT HAVE RECEIVED A REFERRED OER OR ACADEMIC EVALUATION REPORT (AER).

E. WARRANT OFFICERS SERVING AN ACTIVE DUTY SERVICE OBLIGATION (ADSO) FOR SPECIAL SELECTION PROGRAMS ARE ELIGIBLE TO PARTICIPATE IN THIS PROGRAM.

F. WARRANT OFFICERS WHO ATTENDED GRADUATE SCHOOL UNDER THE ADVANCED CIVIL SCHOOL (ACS) PROGRAM, TRAINING WITH INDUSTRY (TWI), FELLOWSHIPS, OR ANY OTHER CIVILIAN EDUCATION PROGRAMS FOR ADSO ARE ELIGIBLE TO PARTICIPATE IN THIS PROGRAM.

G. WARRANT OFFICERS REQUESTING TRANSFER TO CYBER BRANCH MUST ADHERE TO THE FOLLOWING QUALIFICATIONS:

(1) WARRANT OFFICERS MUST POSSESS THE ABILITY TO OBTAIN AND MAINTAIN A TOP SECRET (TS) SECURITY CLEARANCE AND SENSITIVE COMPARTMENTALIZED INFORMATION (SCI) CAVEAT. A TOP SECRET SECURITY CLEARANCE IS REQUIRED PRIOR TO ATTENDING THE 170A WARRANT OFFICER BASIC COURSE (WOBC) OR WARRANT OFFICER ADVANCED COURSE (WOAC).

(2) WARRANT OFFICERS MUST POSSESS THE ABILITY TO OBTAIN AND MAINTAIN A COUNTER-INTELLIGENCE (CI) POLYGRAPH AND NATIONAL SECURITY AGENCY (NSA) ACCESS. NSA ACCESS IS REQUIRED FOR MANY CYBER MISSION FORCE ASSIGNMENTS.

(3) APPLICANTS ARE ENCOURAGED TO USE THE CYBER QUESTIONNAIRE, WHICH IS LOCATED AT [HTTPS://WWW.HRC.ARMY.MIL/OFFICER/WELCOME%20TO%20HRC%20CYBER%20BRANCH%20ASSIGNMENT%20MANAGEMENT](https://www.hrc.army.mil/officer/welcome%20to%20hrc%20cyber%20branch%20assignment%20management) TO HIGHLIGHT THEIR SPECIFIC FIELDS OF STUDY, LEVEL OF DEGREE, AND THEIR APPLICATION IN CYBER OPERATIONS, AND/OR THEIR APTITUDE / POTENTIAL FOR THE STUDY AND APPLICATION OF TECHNICAL MATERIAL. ACADEMIC TRANSCRIPTS WILL BE REFERENCED AND SHOULD BE INCLUDED IF THEY ARE NOT ALREADY IN THE APPLICANTS IPERMS FILE.

(4) CYBER MISSION FORCE (CMF) TRAINING AND EXPERIENCE SHOULD BE DOCUMENTED AS PART OF THE CYBER QUESTIONNAIRE AND SHOULD INCLUDE SPECIFIC WORK ROLE QUALIFICATION, A DESCRIPTION OF CMF UTILIZATION, AND CERTIFICATION RECORDS. CMF EXPERIENCE, BY ITSELF, IS HELPFUL BUT NOT REQUIRED OR DECISIVE. APPLICANTS WITH CMF EXPERIENCE ARE ENCOURAGED TO OBTAIN A LETTER OF RECOMMENDATION FROM AN OPERATIONAL CYBER COMMANDER (E.G., CMF OR JOINT FORCE HEADQUARTERS-CYBER [JFHQ-C] CDR) THAT HIGHLIGHTS CONTRIBUTIONS TO THEIR MISSION TEAM AND POTENTIAL TO SERVE IN THE CYBER BRANCH. AS PART OF THE CMF, APPLICANTS SHOULD ALSO USE THE CYBER QUESTIONNAIRE TO HIGHLIGHT THEIR INDIVIDUAL CONTRIBUTIONS TO ADVANCES IN DOCTRINE, TRAINING, CONCEPT OF OPERATIONS (CONOPS), AND/OR FORCE DESIGN; BEYOND MISSION, DETAIL SELF-DEVELOPMENT EFFORTS AND HOW THEY IMPROVED THEIR ORGANIZATION/UNIT THROUGH MENTORING, TEAM BUILDING, AND/OR RELATED PROFESSIONAL PURSUITS.

(5) PROGRAMMING AND SOFTWARE DEVELOPMENT EXPERIENCE ARE NOT REQUIRED, BUT PREFERRED AND SHOULD ALSO BE SPECIFICALLY HIGHLIGHTED IN THE CYBER QUESTIONNAIRE.

H. WARRANT OFFICERS SHOULD READ DRAFT 170A DA PAM 600-3 TO ENSURE THEY

**UNDERSTAND THE CRITERIA AND QUALIFICATIONS FOR THE BRANCH THEY ARE REQUESTING.**

**5. APPLICATION PROCEDURES: THE GUIDELINES FOR WARRANT OFFICERS REQUESTING TO PARTICIPATE IN 170A BRANCH TRANSFER ARE AS FOLLOWS:**

**A. WARRANT OFFICERS ELECTING TO REQUEST TRANSFER TO MOS 170A MUST ELECTRONICALLY SUBMIT A SIGNED (BLOCK 9) DA FORM 4187 (TABLE 1-2), A COVER LETTER, COLLEGE TRANSCRIPTS IF THEY ARE NOT ALREADY IN THE APPLICANTS IPERMS FILE, CMF CERTIFICATION RECORDS, COMPLETED CYBER QUESTIONNAIRE AND ANY OTHER RELEVANT DOCUMENTS NOT IN THE APPLICANT'S OFFICIAL MILITARY PERSONNEL FILE (OMPF).**

**(1) WARRANT OFFICERS WILL PROVIDE A COVER LETTER IN WHICH THEY SHOULD HIGHLIGHT ANY INFORMATION THEY BELIEVE WOULD BE HELPFUL IN FULLY EVALUATING AND ASSESSING THEIR POTENTIAL FOR THE CYBER BRANCH. THIS IS A PERSONAL LETTER, IN ANY STYLE FORMAT OR LENGTH, THE INTENT OF WHICH IS TO ALLOW APPLICANTS TO SUBMIT ADDITIONAL INFORMATION NOT ALREADY COVERED, OR ADEQUATELY DETAILED, AS A PART OF THE TRANSFER PACKET. APPLICANTS ARE ENCOURAGED TO CONSIDER HOW THEIR INDIVIDUAL SELECTION CONTRIBUTES TO THE GROWTH OF CYBER AS A BRANCH. THE COVER LETTER WILL BE SUBMITTED IN PDF FORMAT.**

**B. DA FORM 4187 MUST BE SIGNED BY THE WARRANT OFFICER REQUESTING THE TRANSFER.**

**C. THE TRANSFER PANEL WILL ELECTRONICALLY REVIEW ALL APPLICANTS' DOCUMENTS (E.G., OERS, CERTIFICATIONS, ETC.). APPLICANTS MUST SUBMIT THEIR DA 4187 AND ALL REQUIRED DOCUMENTATION IN PDF FORMAT TO [USARMY.GORDON.CYBER-COE.MBX.OCC-WO@MAIL.MIL](mailto:USARMY.GORDON.CYBER-COE.MBX.OCC-WO@MAIL.MIL). COMPLETE TRANSFER REQUEST DA FORM 4187 TEMPLATE CAN BE FOUND AT [HTTPS://WWW.HRC.ARMY.MIL/OFFICER/WELCOME%20TO%20HRC%20CYBER%20BRANCH%20ASSIGNMENT%20MANAGEMENT](https://www.hrc.army.mil/officer/welcome%20to%20hrc%20cyber%20branch%20assignment%20management).**

**D. WARRANT OFFICERS WITH A P2 OR P3 PROFILE MUST SUBMIT A COPY OF THEIR DA FORM 3349 OR MMRB/MEB/MAR2 DOCUMENTATION AS PART OF THEIR PACKET DEMONSTRATING THEY ARE ELIGIBLE TO DEPLOY WORLD-WIDE. INTERESTED WARRANT OFFICERS THAT ARE NOT WORLD-WIDE DEPLOYABLE SHOULD CONTACT THE CYBER BRANCH PROPONENT WARRANT OFFICER REPRESENTATIVE PRIOR TO APPLYING.**

**E. WARRANT OFFICERS SHOULD INCLUDE DOCUMENTATION OF ANY ADDITIONAL PERTINENT CYBER/IT RELATED BACKGROUND NOT FOUND ON THE OFFICER'S OFFICER RECORD BRIEF (ORB). INCLUDE COPIES OF ANY CERTIFICATIONS THAT ARE NOT FOUND IN IPERMS.**

**F. WARRANT OFFICERS IN THE RANK OF WO1/CW2 WHO DO NOT HAVE THREE EVALUATIONS AS A WARRANT OFFICER WILL SUBMIT THEIR LAST THREE NCOERS FOR THE PANEL TO REVIEW PERFORMANCE. FAILURE TO SUBMIT THESE EVALUATIONS IS LIKELY TO RESULT IN NON-SELECT. WARRANT OFFICERS IN THE RANK OF WO1 WILL NOT BE ALLOWED TO UPLOAD A NEW OFFICIAL DA PHOTO AND MAY SUBMIT AN ORB WITH THEIR MOST RECENT PHOTO.**

**G. WARRANT OFFICERS MAY ONLY REQUEST 170A.**

**H. TRANSFER SELECTION PANEL COMPOSITION AND CONSIDERATIONS: THE SELECTION PANEL WILL FOCUS ON TWO DISTINCT ASPECTS OF EACH APPLICANT IN MAKING SELECTIONS: 1) PERFORMANCE AND 2) SKILLS AND EXPERIENCE (SE).**

**(1) A TEAM OF 3-5 SENIOR WARRANT OFFICERS REPRESENTING CYBER MISSION FORCE AND THE CYBER CENTER OF EXCELLENCE WILL REVIEW AND ASSESS ALL APPLICANTS ON SKILLS AND**

**EXPERIENCE; SPECIFICALLY, TECHNICAL EXPERTISE, OPERATIONAL EXPERIENCE, AND/OR DIVERSITY OF TALENT DESIRED WITHIN THE 170A MOS.**

**(2) THE SELECTION PANEL SEEKS CANDIDATES WITH STRENGTHS IN AT LEAST ONE OF THE FOLLOWING THREE AREAS: HIGH-END TECHNICAL EXPERTISE AND/OR SIGNIFICANT CYBER-RELATED ACCOMPLISHMENTS OUTSIDE MANDATORY MILITARY EDUCATION; SIGNIFICANT OPERATIONAL LEADERSHIP OR EXPERIENCE, PREFERABLY WITH SOME TECHNICAL LINKAGE; AND/OR UNIQUE 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; AS WELL AS A CONTRIBUTING MEMBER OR LEADER OF A TEAM.**

**(3) THERE ARE DIFFERENCES IN HOW APPLICANTS IN DIFFERENT GRADE BANDS ARE ASSESSED/SCORED FOR THIS TRANSFER.**

**(A) WO1 AND CW2 – SELECTION PANEL MEMBERS WILL LOOK FOR TECHNICAL APTITUDE AND POTENTIAL RELATED TO THE CYBER FIELD AS EXPRESSED IN SCIENCE, TECHNOLOGY, ENGINEERING, AND MATH (STEM) DEGREES (INCLUDING QUALITY AND RIGOR OF PROGRAM), CYBER/IT CERTIFICATIONS AND THEIR DIFFICULTY, CYBER-RELATED TRAINING, EXCEPTIONAL PERFORMANCE IN A CYBER MISSION FORCE POSITION OR A CYBER/IT RELATED POSITION OUTSIDE OF THE CYBER MISSION FORCE. PARTICIPATION IN NON-DUTY SELF-DEVELOPMENT INCLUDING, BUT NOT LIMITED TO CYBER CLUBS, CYBER COMPETITIONS, OPEN-SOURCE DEVELOPMENT EFFORTS, AND PROFESSIONAL ASSOCIATION ACTIVITIES CAN ALSO CONTRIBUTE TO IDENTIFYING THESE SKILLS, BUT THEY MUST BE VERIFIABLE. TRADITIONAL JUNIOR WARRANT OFFICER EXPERIENCES IN FOUNDATIONAL ASSIGNMENTS ARE STRENGTHENED WHEN COMBINED WITH UNIQUE COURSES OF STUDY AND ACADEMIC PROGRAMS, OR UNIQUE PERSONAL EXPERIENCE. ALTHOUGH NOT EXPECTED AT THIS GRADE BAND, PROVEN PERFORMANCE IN TARGETING, EFFECTS COORDINATION, OR MILITARY PLANNING ALSO CONTRIBUTE TO A MORE COMPLETE ASSESSMENT OF THE APPLICANT. CODING WORK AND DEVELOPMENT EXPERIENCE ARE SPECIFICALLY DESIRED. IN ADDITION TO CYBER WORKFORCE, SIGNAL AND MILITARY INTELLIGENCE BACKGROUNDS, WO1 AND CW2 PERSONNEL WITH DIVERSE WARRANT OFFICER AND NCO BACKGROUNDS IN PLANNING, OPERATIONS, FIRES, COMMUNICATIONS AND NETWORK MANAGEMENT ARE ENCOURAGED TO APPLY.**

**(B) CW3 – SELECTION PANEL MEMBERS WILL LOOK FOR TECHNICAL SKILLS RELATED TO THE CYBER FIELD AS EXPRESSED IN STEM DEGREES (INCLUDING QUALITY AND RIGOR OF PROGRAM), CYBER/IT CERTIFICATIONS AND THEIR DIFFICULTY, CYBER-RELATED TRAINING, AND PROOF OF PERFORMANCE IN A CYBER MISSION FORCE POSITION OR A CYBER/IT RELATED POSITION OUTSIDE OF THE CYBER MISSION FORCE. EXPERIENCE IN INFORMATION ASSURANCE, NETWORK OPERATIONS, SIGNALS INTELLIGENCE, ELECTRONIC WARFARE, TARGETING, OPERATIONS PLANNING, OR INFORMATION OPERATIONS AT MULTIPLE ECHELONS IS BENEFICIAL. STEM OR ADVANCED DEGREES ARE OF VALUE AT THIS GRADE BAND BUT THEIR ABSENCE CAN BE OFFSET BY A DEPTH AND BREADTH OF EXPERIENCE AND EXCEPTIONAL PERFORMANCE IN THE AREAS ABOVE. WITHOUT FORMAL TECHNICAL EDUCATION, SOME INDICATION OF TECHNICAL APTITUDE/POTENTIAL FOR LEARNING/APPLYING TECHNICAL MATERIAL SHOULD BE CITED. TRADITIONAL LEADERSHIP EXPERIENCE IS VALUED, INCLUDING LEADING TEAMS WITH TECHNICAL CAPABILITIES AGAINST ASYMMETRIC THREATS OR IN SUPPORT OF UNCONVENTIONAL MISSIONS. JOINT AND PLANNING EXPERIENCE ARE SPECIFICALLY DESIRED.**

**(C) CW4 AND CW5 – SELECTION PANEL MEMBERS WILL LOOK FOR DEPTH OF EXPERIENCE AND PROVEN LEADERSHIP IN CYBER OPERATIONS, INFORMATION ASSURANCE, NETWORK**

OPERATIONS, SIGNALS INTELLIGENCE, ELECTRONIC WARFARE, TARGETING, OPERATIONS PLANNING, OR INFORMATION OPERATIONS AT MULTIPLE ECHELONS. EXPERIENCE IN MORE THAN ONE OF THESE AREAS IS PREFERRED. COMBATANT COMMAND (COCOM) OR ECHELONS ABOVE CORPS PLANNING EXPERIENCE IS DESIRED, AS IS EXPERIENCE IN AN ENTERPRISE OR INSTITUTIONAL POSITION. CIVILIAN ACADEMIC DEGREES ARE EXPECTED BUT NOT REQUIRED. STEM IS PREFERRED, BUT LEVEL OF DEGREE AND QUALITY/RIGOR OF PROGRAM ARE OF GREATER IMPORTANCE. TRADOC AND INSTRUCTOR EXPERIENCE IN ANY FORM ARE DESIRED.

I. THE SUBMISSION OF A REQUEST WILL NOT AFFECT A WARRANT OFFICER ON ORDERS OR THEIR NORMAL PCS ROTATION SCHEDULE. HOWEVER, IF SELECTED, WARRANT OFFICERS WORKING IN THE CMF WILL REMAIN IN THEIR CURRENT POSITION. SELECTED WARRANT OFFICERS WHO ARE NOT CURRENTLY SERVING IN THE CMF WILL RECEIVE ORDERS AND INSTRUCTIONS TO REPORT TO REQUISITE TRAINING OR DUTY ASSIGNMENT.

6. THE OBJECTIVE OF THIS VOLUNTARY TRANSFER IS TO FILL UP TO 50% OF 170A REQUIREMENTS; NEXT TRANSFER PROCESS MAY NOT BE REQUIRED UNTIL NEXT FISCAL YEAR. APPLICANTS INTERESTED IN TRANSFERRING TO MOS 170A ARE ENCOURAGED TO SUBMIT A PACKET FOR CONSIDERATION THIS ROUND AS OPPORTUNITIES FOR TRANSFER MAY BE LIMITED IN THE NEAR FUTURE.

7. APPROVED TRANSFERS. WARRANT OFFICERS APPROVED FOR TRANSFER WILL:

A. RECEIVE AN APPROVAL NOTIFICATION FROM THE CYBER BRANCH OUTLINING THE TRANSFER DATE INTO THEIR NEW BRANCH.

B. HAVE THE OPTION TO ACCEPT OR DECLINE THEIR TRANSFER. WARRANT OFFICERS ELECTING TO DECLINE TRANSFER WILL REMAIN IN CURRENT BRANCH AND MUST WAIT ONE YEAR BEFORE SUBMITTING ANOTHER REQUEST.

C. BE REQUIRED TO ACCEPT OR DECLINE THEIR TRANSFER BY REPLYING TO USARMY FT GORDON CYBER COE MAILBOX OCC WO [USARMY.GORDON.CYBER-COE.MBX.OCC-WO@MAIL.MIL](mailto:USARMY.GORDON.CYBER-COE.MBX.OCC-WO@MAIL.MIL) NLT 30 WORKING DAYS FROM NOTIFICATION.

D. TRANSFER TO THE SELECTED BRANCH EFFECTIVE UPON THE DATE INDICATED IN THE NOTIFICATION OFFERED TO THE WARRANT OFFICER. WARRANT OFFICERS OUTSIDE OF THE CMF AND ASSIGNED TO UNITS WITHIN 120 DAYS OF LATEST ARRIVAL DATE (LAD) WILL REMAIN WITH THEIR UNIT UNTIL RETURN +120 AND THEN TRANSFER TO CYBER BRANCH.

E. SELECTED WARRANT OFFICERS WILL ATTEND ANY ADDITIONAL REQUISITE TRAINING AS DIRECTED BY THE CYBER BRANCH.

F. WARRANT OFFICERS WHO ARE UNABLE TO COMPLETE THE REQUIRED TRAINING FOR THE 170A BRANCH WILL BE INVOLUNTARILY RETURNED TO THEIR PREVIOUS BRANCH.

8. ANY QUESTIONS OR CONCERNS ABOUT THE BRANCH TRANSFER PROCESS OR ELIGIBILITY CAN BE ADDRESSED VIA EMAIL AT USARMY FT GORDON CYBER COE MAILBOX OCC WO [USARMY.GORDON.CYBER-COE.MBX.OCC-WO@MAIL.MIL](mailto:USARMY.GORDON.CYBER-COE.MBX.OCC-WO@MAIL.MIL).