RMKS/1. This ALNAVRESFOR announces the Training and Administration of the Reserve (TAR) officer in-service procurement program (TAR ISPP) and solicits applications from qualified enlisted personnel. This program will send qualifying enlisted personnel directly to officer candidate school (OCS) to commission as a TAR officer. Applications will be accepted for all TAR designators based on community management quota determinations prior to each board. For the Spring 2023 board, it is anticipated that Surface Warfare (1117), Human Resources (1207), Permanent Professional Recruiter (1287) (pending designator establishment), Supply (3107), and Aerospace Engineering Duty - Aviation Maintenance (1527) will be open for applications. Applicants must verify via the board specific NAVADMIN message which communities are available.

2. This program is open to TAR enlisted Sailors possessing a baccalaureate degree who have completed at least six months time in service and their initial training pipeline.

3. Application procedures and education requirements are outlined in this ALNAVRESFOR and references (a) and (b).

4. As delineated in reference (a), applicants must meet the prescribed qualifications in line with this program and the program authorization (PA) of the designator for which they are applying.

5. Selection process
   a. Nominations will occur at the commanding officer (CO) level with endorsement by the Immediate Superior in Command (ISIC). Nominations from the initial training pipeline will not be accepted. The nominating CO and ISIC do not need to be a TAR officer. Applicants must be favorably nominated using the COs recommendation section in the officer programs application, OPNAV 1420/1. The COs endorsement shall contain:
      (1) A statement indicating whether the applicant is serving
on full duty without limitation;
(2) A statement that the applicant meets physical fitness
and body fat percentage standards; and
(3) A statement addressing any adverse performance
evaluation data as well as positive steps taken by the applicant to
address these performance issues.

b. *Well-Qualified Applicant Profiles* contained in some of the
designator specific PAs contain guidelines for measurable
characteristics of the Sailors the programs seek to commission.
c. COs should ensure all portions are completed and that the
applicant meets all TAR ISPP and designator-specific eligibility
criteria.
d. COs will then forward nominations to their ISIC for
endorsement.
e. The ISIC, if in concurrence, will forward nominations
and endorsement to Commander, Navy Personnel Command (PERS-92) per
instructions within the Board NAVADMIN.
f. PERS-92 will review all nominations to ensure that TAR ISPP
and individual PA requirements are met. PERS-92 will reject any
nomination that is incomplete, ineligible or if the applicants
requested designator is closed due to unavailable quotas. In such
cases, PERS-92 will return nominations to the originating command
and the ISIC will be notified of the discrepancy which prevented
further processing.
g. PERS-92 will forward complete nomination packages to
BUPERS-35 for community management nomination review prior to official
consideration at TAR ISPP selection panels. Selection panels will
be held at least semi-annually or in conjunction with scheduled TAR
transfer/re-designation boards.
h. Following the TAR ISPP selection panel, PERS-92 will notify
COs and applicants of the results.
6. Additional requirements
a. Applicants shall be of good moral character and have no
record of disciplinary action under the Uniform Code of Military
Justice, Article 15, no court-martial convictions and no civilian
felony convictions by any civil court or misdemeanors (except minor
($300 or less fine) traffic violations)
within the three years preceding selection. An offense involving
driving under the influence of an intoxicant (driving under the
influence/driving while intoxicated, etc.) is a major traffic
violation and is disqualifying if within four years preceding
selection date. Pre-service drug use or alcohol abuse is not an
immediate application disqualifier, however, any substantiated
in-service drug use or in-service alcohol abuse (any record of
either, regardless of date) will result in disqualification.
b. To ensure applicants are ready for OCS physical fitness
requirements, applicants must have passed their most recent physical
fitness assessment (PFA) with an overall score of at least
*excellent*. If no official physical readiness test (PRT) scores
are available, a mock PFA will suffice provided it is administered
by a qualified command fitness leader. The run option is the
preferred cardio option for the PFA as there are no alternate cardio
options offered at OCS.
c. Applicants must have a minimum of six months time in service
in order to apply.
d. There is no requirement that an applicant have achieved their warfare qualification.
7. No waivers are authorized for TAR ISPP.
8. TAR ISPP results will be published on the TAR transfer/re-designation website. Due to the nature of the selection process, applicants and their commands will be contacted directly by PERS-92.
9. The OPNAV 1420/1 application form and interview appraisal form can be found by going to the MyNavy HR website under Career Management > Community Management > Officer > Reserve OCM > TAR > TAR In-Service Procurement (https://mynavyhr.navy.afpims.mil/Career-Management/Community-Management/Officer/Reserve-OCM/TAR/TAR-InService-Procurement/).
10. PAs can be found by going to the MyNavy HR website (https://www.mynavyhr.navy.mil/) and clicking on career management, then community management, then officer community.
11. Points of contact
   a. TAR ISPP program questions: LCDR Sidney Larson, Division Director, Affiliation and Redesignation (PERS-92) at (901) 874-4512 or Sidney.e.larson.mil(at)us.navy.mil.
   b. TAR officer questions: CDR Mark MacNamara, TAR Officer Community Manager (BUPERS-351) at (901) 874-4346 or mark.b.macnamara.mil(at)us.navy.mil.
12. Released by RADM Michael J. Steffen, Deputy Commander, Navy Reserve Force.//
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