

**MILPER Message Number  
25-070**

**Proponent  
AOJK-CAP**

**Title  
FY25 Military Government Officer (38G) Direct Commission Selection Panel  
Announcement**

**...Issued: [3 Mar 25]...**

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- A. Department of Defense Instruction (DODI) 6130.03, Volume 1, (Medical Standards for Military Service: Appointment, Enlistment, or Induction), 16 November 2022.
- B. Army Directive 2019-27 (Direct Appointment of Officers Up to the Grade of Colonel (Other Than Special Branches)), 12 September 2019.
- C. Army Regulation (AR) 40-501 (Standards of Medical Fitness), 27 June 2019.
- D. AR 135-91 (Service Obligations, Methods of Fulfillment, Participation Requirements, and Enforcement Provisions), 14 March 2016.
- E. AR 135-100 (Appointment of Commissioned and Warrant Officers of the Army), 1 September 1994.
- F. AR 380-67 (Personnel Security Program), 24 January 2014.
- G. AR 600-8-2 (Suspension of Favorable Personnel Actions (Flag)), 5 April 2021.
- H. AR 600-9 (The Army Body Composition Program), 16 July 2019.
- I. Department of the Army Pamphlet (DA PAM) 40-502 (Medical Readiness Procedures), 18 December 2023.
- J. DA PAM 600-3 (Officer Professional Development and Career Management), 29 September 2023, <https://www.army.mil/G-1#org-g-1-publications>.
- K. DA PAM 611-21 (Military Occupational Classification and Structure), 20 November 2023, <https://www.army.mil/G-1#org-g-1-publications>.
- L. Army Doctrine Publication (ADP) 6-22 (Army Leadership and the Profession), 25 November 2019.

1. This MILPER message will expire 30 September 2025. This message supersedes

MILPER Message 24-302 as of 01 October 2024.

2. The U.S. Army Civil Affairs and Psychological Operations Command (Airborne) is seeking qualified professionals and current service members to become Military Government Officers (38G) in the United States Army Reserve (USAR). Military Government Officers are subject matter experts, technically qualified and experienced individuals, who advise, enable, and assist commanders and their direct civilian counterparts with stabilizing and providing governance expertise until appropriate civilian control is possible. Military Government Officers serve in Civil Affairs (CA) units and fill positions based on their area of expertise enabling the force to assess, monitor, protect, reinforce, establish, and transition political, economic, social, and cultural institutions and capabilities to achieve U.S national goals and objectives.

3. FY25 Panel Date: The date for the FY25 38G direct commission selection panel is 04-08 August 2025. Correct and completed direct commission packets must be submitted between 23 April-21 May 2025. Packets submitted prior to 0000 hrs (U.S. EST) on 23 April 2025 or after 2359 hrs (U.S. EST) on 21 May 2025 will be returned without action (RWOA). No applications will be accepted outside of the application window, no exceptions (refer to paragraphs 5 thru 7 for application submission procedures and guidance).

4. The 38G Area of Concentration (AOC) leverages civil sector expertise inherent to officers in the USAR. Applicants must possess a minimum of a master's degree plus four years of work experience in at least one of the relevant 38G Skill Identifiers (SI's) listed in Chapter 4, DA PAM 611-21 or below:

- 4A: Industry and Production
- 4D: Laws, Regulations, and Policies
- 4E: Environment and Natural Resources
- 4F: Energy
- 4G: Judiciary and Legal System
- 4H: Corrections
- 5Y: Emergency Management
- 6D: Education
- 6E: Commerce & Trade
- 6F: Transportation
- 6G: Public Water & Sanitation
- 6H: Law & Border Enforcement
- 6R: Technology & Telecommunications
- 6U: Agri-Business & Food
- 6V: Heritage & Preservation
- 6W: Archivist
- P8: Public Administration

## P9: Economic Development

### 5. Eligibility criteria.

#### a. Applicants who cannot apply:

- (1) Applicants who are conscientious objectors unless they renounce such belief in writing.
- (2) Applicants involuntarily separated from any branch of service under less than honorable conditions.
- (3) Applicants in violation of the Lautenberg Amendment who have been convicted of a misdemeanor crime of domestic violence.

#### b. Applicants who may apply (the following criteria must be met; no waivers are authorized):

- (1) Be a United States citizen; applicants with dual citizenship status are ineligible.
- (2) Must possess a master's degree or higher from an accredited university associated with the requested SI prior to the packet application window. A graduate certificate does not meet the criteria to satisfy this requirement.
- (3) Must possess a minimum of 4 years of relevant work experience associated with the requested SI following the completion of a master's degree or higher.
- (4) Must be able to complete an 8-year military service obligation (MSO) in accordance with (IAW) AR 135-175 and AR 135-91.
- (5) Must be able to obtain and maintain a SECRET security clearance or TOP-SECRET security access (only when required by position) IAW AR 380-67.
- (6) Prior Service candidates must have an honorable discharge to apply.
- (7) Must be able to serve as a Troop Program Unit (TPU) officer in the USAR and attend all required unit training events, initial military training (IMT), and professional military education (PME) courses.
- (8) Must be able to complete an Army commissioning physical within 24 months of selection. Must meet basic fitness, height, and weight standards for service as an Army officer.
- (9) Must be of good moral character and able to demonstrate the attributes and core leader competencies described in ADP 6-22.

## 6. Application requirements:

- a. Direct Appointment Application & Cover Sheet. Applicants are authorized to select one primary and one secondary SI for consideration. During panel proceedings, panel members will choose the SI that best aligns with the applicants' area of expertise. These documents can be downloaded here: <https://talent.army.mil/job/civilaffairs-reserve/>.
- b. Professional Resume. No mandated required format, but it must include the specific days, month, and year worked (i.e. 01 March 2012 – 25 September 2015, rather than 2012-2015). No more than three pages. Professional experience is a key aspect of Direct Commission candidacy, so you are encouraged to include all relevant details.
- c. Narrative essay (minimum of 750 words): Highlight strengths and experience that you believe qualify you for this program. Essay must be signed and dated.
- d. 3 Letters of Recommendation (LOR). The letters should be addressed to the "the members of the 38G Direct Commissioning Board" and should speak to your eligibility to be a U.S. Army Officer and to your competence relating to the 38G SI you are seeking. The letters of recommendation must be signed and dated.
- e. College transcripts and diplomas. All undergraduate and graduate transcripts must be included and show cumulative GPA, cumulative hours, type degree conferred, and date degree was conferred. Transcripts will only be accepted if they are legible and utilize American English. All foreign credentials must be evaluated and accredited IAW AR 135-100.
- f. Prescreening Questionnaire. All candidates are required to complete this form for the 38G Branch Management Team to properly prescreen candidates prior to the 38G Selection Panel. Failure to disclose any derogatory information in the Prescreening Questionnaire will result in immediate disapproval. Questionnaire can be downloaded here: <https://talent.army.mil/job/civilaffairs-reserve/>.
- g. Service Availability Statement of Understanding (if applicable). Candidates at or over the age of 38 are required to complete, sign, and date this document. This statement informs the candidates that due to their age; they may not meet the time needed to retire from the Army with full benefits in accordance with AR 135-100. The SOU can be downloaded here: <https://talent.army.mil/job/civilaffairs-reserve/>.
- h. Additional Documents Checklist (if applicable): If you have prior military service or are currently serving in the US military, please submit the Additional Documents Checklist with all applicable documents. This checklist can be downloaded here: <https://talent.army.mil/job/civilaffairs-reserve/>.

i. Memorandum of Release (if applicable). Officers controlled by specialty branches (i.e. Judge Adjutant General's Corps, Chaplain Corps, Army Medical Department, etc.) must submit an approved memorandum of release by the specialty branch release authority IAW Chapter 2-1, AR 135-100. This action can be initiated by submitting a personnel action request (PAR) through the Integrated Personnel and Pay System-Army (IPPS-A). Officers in these categories should contact their respective Officer/Career Manager for information regarding the branch transfer process.

## 7. Submission procedures:

a. All direct commission (DC) applications will be submitted and accepted through the 38G Accession inbox (subject line: applicant name, 38G DC Selection Panel application) at [38GACCESSION.SHDMBX@socom.mil](mailto:38GACCESSION.SHDMBX@socom.mil) in one email with separate single pdf files (or zip files) using the naming convention down below. All documents must be pdf: do not submit images, word documents, or other formats.

### **38G Cover Sheet**

1\_COVERSHEET\_LastnameFirstname\_FirstChoiceSI.pdf

### **Narrative Essay**

2\_NARRATIVE\_LastnameFirstname\_FirstChoiceSI.pdf

### **Resume**

3\_RESUME\_LastnameFirstname\_FirstChoiceSI.pdf

### **Letters of Recommendation**

Letters of recommendation should NOT use a digital signature that locks the file. This makes us unable to add it to your packet for presentation to panel.

4\_LOR1\_LastnameFirstname\_FirstChoiceSI.pdf

4\_LOR2\_LastnameFirstname\_FirstChoiceSI.pdf

4\_LOR3\_LastnameFirstname\_FirstChoiceSI.pdf

### **Transcripts and Diplomas**

Submit your transcripts and diplomas as a single PDF file, combined. Some transcripts will be digitally locked; we can accommodate this for transcripts and diplomas ONLY.

5\_TRANSCRIPTS\_LastnameFirstname\_FirstChoiceSI.pdf

### **Additional Certifications (Optional)**

**Please do not submit military course certificates** as additional certifications.

Additional Certifications should reflect civilian training that applies to your qualifications in the SI you are applying for.

6\_ADDLCERTS\_LastnameFirstname\_FirstChoiceSI.pdf

### **Service Availability Statement of Understanding (Optional)**

7\_SOU\_LastnameFirstname\_FirstChoiceSI.pdf

**Additional Panel Documents (Optional)**

Mandatory for prior service/current service members Include any applicable documentation for military experience in a single PDF document with the Additional Panel Documents Checklist included. If you need examples of a Volunteer Statement memo or Commander's Memo, please reach out.

8\_MILDOCS\_LastnameFirstname\_FirstChoiceSI.pdf

**Prescreening Questionnaire**

9\_PRESCREENING\_LastnameFirstname\_FirstChoiceSI.pdf

**Panel Application**

10\_APPLICATION\_LastnameFirstname\_FirstChoiceSI.pdf

b. Commissioned Officers (USAR/ARNG) may request a "Branch Transfer" to the 38G AOC at any time during the fiscal year (FY). This action can be initiated by submitting a PAR, with the attached 38G packet, through IPPS-A using UDL: 00000000052362. The unit human resources section is the primary POC for this action if additional assistance or support is required.

c. Prior-service Commissioned Officers, discharged from any military service, can apply for the USAR Reappointment (REAP) selection panel through the U.S. Army Reserve Careers Group (USARCG). Applicants must email the USARCG Officer Accessions Career Counselor at [usarmy.usarc.arcg.mbx.hq-ops-spcmsn-organizational-mailbox@army.mil](mailto:usarmy.usarc.arcg.mbx.hq-ops-spcmsn-organizational-mailbox@army.mil) for additional information regarding the packet requirements and panel dates for the USAR REAP.

**8. IMT and PME Requirements:**

a. Direct commissioned officers will be automatically scheduled to attend the earliest available Direct Commission Course (DCC) and Basic Officer Leader Course (BOLC) by U.S. Army Reserve Command (USARC) G1. IAW U.S. Code Title 10 section 10105, newly commissioned officers are required to complete DCC and BOLC within 24 months of entering the USAR.

b. Captains Career Course (CCC) and Command and General Staff Officer School (CGSOC) will be scheduled by USACAPOC(A) once DCC and BOLC are completed. For more information regarding USAR Officer Career Management, please visit the USARCG Career Management Office (CMO) webpage at <https://www.usar.army.mil/ARCG/ARCG-CMO/>.

c. Constructive credit for DCC and BOLC may be granted for Officers based on previous leadership experience, civilian experience, and/or past academic/training experiences per Army Directive 2019-27. Headquarters Department of the Army (HQDA) G-3/7 retains approval authority for all equivalent and constructive credit

requests.

#### 9. General Information:

a. Current servicemembers (Active Duty, National Guard, Active Guard Reserve, and other military service branches) must be eligible to be released before applying for the 38G AOC. All 38G positions reside in the USAR and all selected candidates will be required to transfer to a 38G position in the USAR if selected.

b. Servicemembers 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. Applicants that do not meet the minimum requirements or submit incomplete packets will have their packets returned without action (RWOA). Documents received after the suspense date for the application window will not be accepted or included into your application packet. Any application packet that is not complete, as defined in this MILPER, will be returned to candidate, and may result in missing the submission suspense date and not being considered.

d. Once a packet is submitted, additional modifications will not be authorized. Submitted packets will be used to calculate constructive service credit, time in grade, and time in service if selected. The average timeline between application submission and receipt of commissioning orders may take up to 18 months or more to complete.

e. Non-prior service applicants incur an 8-yr statutory MSO. Prior-service applicants, that have a minimum of 2 yrs of service, incur a 6-yr contractual MSO IAW Table 2-1, AR 135-91.

f. Applicants that have legally changed their name must be able to prove their identity by providing one or more of the following documents: marriage certificate, official name change documentation, birth certificate, or naturalization certificate.

g. Pay, benefits, and incentives for Army Reserve officers can be reviewed at <https://www.usar.army.mil/> or <https://www.goarmy.com/explore-the-army/army-structure/reserve>.

#### 10. Points of contact (POC):

a. The POC for this MILPER message and 38G AOC packet submissions is the Civil Affairs Proponent, U.S. Army Special Operations Center of Excellence at

[38GACCESSION.SHDMBX@socom.mil](mailto:38GACCESSION.SHDMBX@socom.mil).

b. The POC for USACAPOC(A) 38G officer management is USACAPOC(A) G5, at [usarmy.usarc.usacapoc.mbx.38g-program@army.mil](mailto:usarmy.usarc.usacapoc.mbx.38g-program@army.mil).

c. The POC for the USARCG officer reappointment selection panel is the USARCG Officer Accessions Career Counselor at [usarmy.usarc.arcg.mbx.hq-ops-spcmsn-organizational-mailbox@army.mil](mailto:usarmy.usarc.arcg.mbx.hq-ops-spcmsn-organizational-mailbox@army.mil).

d. The POC for USAR CA officer career management is the USARCG CA CMO at [usarmy.usarc.arcg.mbx.cmo-ca@army.mil](mailto:usarmy.usarc.arcg.mbx.cmo-ca@army.mil).