



NC (CRF) CAREER PATH

The NC (Career Recruiting Force) rating is not open to the incoming recruit. This rating requires a thorough knowledge of the Navy organization, including personnel and administrative procedures and policies. This rating only accepts second class petty officers and above, it is not open to first-term enlistees. A service member who intends to apply for this rating must have experienced the total environment of the Navy in addition to possessing the 803R (recruiter) NEC. The individual's background must clearly indicate familiarity with sea duty, first-hand knowledge of varied aspects of Navy life and duties gained through participation in a wide range of activities and assignments, a high level of leadership as well as comprehension of diverse assigned duties. Duties performed by NC's include: interviewing personnel; career counseling; preparing and delivering presentations; organizing, training, motivating and managing an aggressive career information program; establishing and maintaining liaison with military and civilian agencies; recruit civilian personnel into the Navy.

<b>YEARS OF SERVICE</b>	<b>CAREER MILESTONES</b>	<b>AVERAGE TIME TO ADVANCE</b>	<b>COMMISSIONING OR OTHER SPECIAL PROGRAMS</b>	<b>SEA/ShORE FLOW</b>	<b>TYPICAL CAREER PATH DEVELOPMENT</b>
26-30	NCCM	22 Yrs	CSEL	Not Defined	7th Shore Tour (CONUS) Billet: National Chief Recruiter, Region/NRRC Chief Recruiter, N3 Chief Recruiter, NTAG Chief Recruiter, CTO Chief Recruiter, ECM, Detailer, RQAT Chief Recruiter Duty: CNRC/Region Staff/ NTAG/NPC/BUPERS/ RQAT
24-26	NCCM NCCS	22 Yrs 18	CSEL,CSC,CMC	Not Defined	6 <sup>th</sup> Shore Tour (CONUS) Billet: -NCCM: Region/NRRC Chief Recruiter, NTAG Chief Recruiter, NRC Staff Chief Recruiter, CTO Chief Recruiter, Area Chief Recruiter -NCCS: Region Assistant Chief Recruiter, NTAG Assistant Chief Recruiter, NRC Staff Assistant Chief Recruiter, Duty: NTAG /TAOC/ CNRC/NORU/RQAT Qualification: CR, ACR
20-24	NCCM NCCS NCC	22 Yrs 18 13.5	CSEL, CSC,CMC	Not Defined	5 <sup>th</sup> Shore Tour (CONUS) Billet: -NCCM: Region/NRRC Chief Recruiter, CTO Chief Recruiter, NTAG Chief Recruiter, NRC Staff Chief Recruiter, Area Chief Recruiter -NCCS: Region Assistant Chief Recruiter, NTAG Assistant Chief Recruiter, NRC Staff Assistant Chief Recruiter NCC: NCR EA, N7 (MTS qualified NORU Instructor (MTS qualified), Region Trainer, NRC Staff, Program Manager, RQAT Interviewer, Command Trainer Duty: CNRC NTAG/TAOC/NORU Qualification: Chief Recruiter, Assistant Chief Recruiter, Instructor, Master Training Specialist



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YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO ADVANCE	COMMISSIONING OR OTHER SPECIAL PROGRAMS	SEA/ShORE FLOW	TYPICAL CAREER PATH DEVELOPMENT
16-20	NCCS NCC NC1	18 Yrs 13.5 9.1	CSC	Not Defined	4 <sup>th</sup> Shore Tour (CONUS) Billet: -NCCS: Region Assistant Chief Recruiter, NTAG Assistant Chief Recruiter, NRC Staff Assistant Chief Recruiter -NCC: NCR EA, N7 (MTS qualified), NORU Instructor (MTS qualified), Region Trainer, NRC Staff, Program Manager, RQAT Interviewer, Command Trainer Duty: CNRC/NTAG/TAOC -NC1: Recruiter in Charge, NRC Staff duty, NORU Instructor duty (MTS qualified) Duty: NTAG/TAOC /CNRC/NORU Qualification: ACR/MTS/Senior Enlisted Academy
12-16	NCC NC1	13.5 9.1		Not Defined	3 <sup>rd</sup> Shore Tour (CONUS) Billet: -NCC: N7 (MTS qualified), CNRC Staff Duty, Region Trainer, NORU Instructor, Command Trainer, DLCPO, District Trainer -NC1: LPO/LCPO/RinC, Classifier, Officer Recruiter, Reserve QA, DEPCO, E-Talent Duty: NTAG, TAOC, E-Sports Qualification: DLCPO, CT, DEPCO
8-12	NC1 NC2	9.1 4.9		Not Defined	2 <sup>nd</sup> Shore Tour (CONUS) Billet: DLCPO, LPO/LCPO/RinC, District Trainer, Classifier, Hometown Medical Recruiter, Officer Recruiter, Reserve QA, E-Talent, DEPCO, E-Sports, Recruiter Duty: NTAG/TAOC Qualification: DLCPO
6-8	NC1 NC2	9.1 Yrs 4.9	STA-21, OCS, MECP	Not Defined	1 <sup>st</sup> Shore Tour (CONUS) Billet: Recruiter, LPO/RinC Hometown Medical Recruiter, Prior Service Recruiter, Recruiter, Reserve QA, E-Talent, DEPCO, Duty: NTAG/TAOC/N3R Qualification: LPO/RinC
1-6	NOT OPEN TO INCOMING RECRUITS				



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Notes:

1. NC (CRF) rating does not have an “A” school.
2. All Legacy and NTAG/TAOC positions/terms are defined under the acronym/position portion below.
3. Each member of the NC Career Recruiting Force (CRF) must first acquire the Canvasser Recruiter NEC of 803R and complete a successful tour as a recruiter. If selected to the Career Recruiting Force, each member is required to attend a 5-week CRF Leadership Academy course.
4. Every member, prior to selection and becoming a CRF, must complete the Personnel Qualification Standard of Leading Petty Officer/Recruiter in Charge, a 6-18 month qualification process. The next level of qualification is Division Leading Chief Petty Officer. Upon qualification, member would be assigned as Division Leading Chief Petty Officer. The Command Trainer position is a 9-12 month qualification process. Followed by ACR at an NTAG, Region ACR position, and the final qualification is the Master Chief position of Chief Recruiter.
5. As there are more challenging recruiting areas throughout the nation, it is desirable for a CRF member to have varying geographically assigned duty stations. This ensures a diversified recruiting experience. Repeated tours in the same geographical location aren't desired, unless individual progresses in billet complexity.
6. Career enhancing billets would include any CNRC or RQAT staff position, as these positions require a minimum of 36 months of successful experience as a Division Leading Chief Petty Officer. Training billets are high op-tempo positions that require an average of 24 weeks TAD during a Fiscal Year (FY) it is expected that personnel filling the N7 team and NORU Instructor positions get their Master Training Specialist qualification before the end of the tour. Region ACR, NCR EA, CNRC staff, N7, NORU, and Region Trainer billets are all Flag command screened positions that provide assessments, training, marketing and leadership throughout the entire Navy recruiting organization. Instructors are assigned to the Navy Orientation Recruiting Unit, providing initial training to all Sailors initial assignment to recruiting duty. Senior CRF personnel are selected and assigned as NCR EA, N7 Senior Inspector, Region Trainers and instructors at NORU's Leadership Academy, which provides in-rate training to all CRF personnel, Recruiters, Classifiers, Operations Officers, and prospective Executive Officers.
7. Acronyms and positions:
  - CR - Chief Recruiter
  - ACR - Assistant Chief Recruiter
  - DPO - Director of Personnel and Operations
  - NCR EA - National Chief Recruiter Executive Assistant
  - DLCPO - Division Leading Chief Petty Officer
  - LPO/LCPO - Leading Petty Officer/Leading Chief Petty Officer
  - RinC - Recruiter in Charge
  - RQAT – Recruit Quality Assurance Team
  - N7 - National Training & Quality Assurance Team
  - MAO/Director of E-Talent - Marketing and Advertising Officer
  - NORU - Navy Orientation Recruiting Unit
  - CT - Command Trainer
  - DT - District Trainer
  - NTAG - Navy Talent Acquisition Group
  - TAOC - Talent Acquisition Onboarding Center
  - QA - Reserve Quality Assurance (Prior Service)
  - PS - Prior Service



## NC (CRF) CAREER PATH

**Favorable consideration should be given for any of the following positions or qualifications for advancement from E6 to E7.**

- Acting Division Leading Chief Petty Officer
- Personnel who have achieved their DLCPO qualification
- NORU/NRC Staff duty Billets
- Reserve QA
- Completed 24 month LPO/RinC tour
- NRC Staff
- CRF Academy Graduate
- Personnel shall not be Hometown recruiters

**Favorable consideration should be given for any of the following positions or qualifications for advancement from E7 to E8.**

- NCR EA is the top billet for an E7 in CNRC. They are carefully screened and interviewed by the National Chief Recruiter and slated by the Admiral
- Personnel assigned to Region Trainer, NORU Instructor (MTS qualification preferred), N7 (MTS qualification preferred), or detailer
- Personnel who are qualified and sitting as Assistant Chief Recruiter
- Recruit Quality Assurance Team Staff
- NRC Staff positions
- National QA supervisor
- Command Trainer
- 36 Months DLCPO Tour Complete

**Favorable consideration should be given for any of the following positions or qualifications for advancement from E8 to E9.**

- Personnel who are sitting Chief Recruiter
- CTO Chief Recruiter
- Sitting Region Assistant Chief Recruiter
- Area Assistant Chief Recruiter
- Chief Recruiter qualified
- 2<sup>nd</sup> tour Assistant Chief Recruiter